



## **Social Situation Monitor (2020-2024) – Research Team**

This initiative is led by ICF SA in consortium with the HIVA Institute, on behalf of the European Commission. The team is led by the Project Director, Dr. Geert Van Hootehem from HIVA, and the Project Manager, Dr. Simona Milio from ICF.

The team is composed of renowned academics and researchers from the consortium organisations and a network of academics from European Universities reflecting a wide range of expertise and geographic background.

### **Core management team**

**Project Director - Prof. dr Geert Van Hootehem** is the general director at HIVA – Research Institute for Work and Society. He is a professor at KU Leuven teaching sociology in work & organisation and change management. He was previously affiliated with the Radboud University, Nijmegen and was already a project leader and sector manager at HIVA. His publications can be found in, among others, *Human Relations*, *Journal of Operations Management*, *International Journal of Operations & Production Management*, *International Journal of Human Resources Management*, *Journal of Management Studies and Work*, *International Journal of Nursing Studies*, and *Work, Employment & Society*. He is co-founder of Prepared Mind, the accelerator of Total Workplace Innovation in all kind of organisations.

**Project Manager - Dr Simona Milio** is a Director in Public Policy and leads the Education, Skills and Employment team at ICF. She holds a PhD in European Political Economy from the London School of Economics (LSE) where she was previously employed as Associate Director of the Economic Social and Cohesion Laboratory (2002–15). She has led numerous multidiscipline EU comparative studies and evaluations with teams of up to 56 experts during 18 years of working as an expert for many European institutions (e.g. DG EMPL, DG Regio, DG Connect, DG Home, European Parliament, Eurofound).

**Facundo Herrera** is a Senior Economist and Managing Consultant at ICF with more than 10 years of professional experience and 7 years of applying econometrics to the evaluation of public policy mainly in the areas of education, employment, skills, social inclusion, health and digital policy. Facundo is a PhD candidate in Health Economics and Policy at Lancaster University (United Kingdom), holds an Advanced MA in European Economics Studies at the College of Europe (Belgium) with a specialisation in quantitative methods and a BA+MA in Economics (UNC-Argentina). At ICF Facundo is a manager of several projects with an intense quantitative and data management strand, working with micro-data from EU-SILC and EU-LFS, responsible for the methodological quality assurance of indicators and delivery of do-files to automate querying and reporting statistical indicators.

**Simona De Paolis** is a Research Assistant in ICF's Environment, Home Affairs and Economics policy team. She has experience conducting quantitative and qualitative research and leading analysis on various aspects of comparative political economy. This includes designing surveys, collecting data, desk research, literature reviews, cost-benefit analysis, carrying out stakeholder interviews and quantitatively analysing data with the statistical software STATA and R. Simona has experience in working with a wide variety of datasets, both at the regional (NUTS) and individual level. This includes

datasets from the OECD, Eurostat, and World Bank. She has gathered relevant professional and academic experience in the analysis and extraction of policy relevant results from the analyses of quantitative and qualitative data. In this context, she has demonstrated the ability to present the results clearly and succinctly, in written, graphic, and presentation form.

**Dr. Stella Capuano** is an applied labour economist with 13 years experience in econometric and quantitative data analyses. At ICF Stella is working on a range of European projects on education, employment and skills. She has led the efficiency analysis for a study to support the evaluation of the relevant provisions in Directive 2006/54/EC implementing the Treaty principle on 'equal pay for equal work or work of equal value' (DG JUST), as well as the counterfactual impact evaluation of the EUandMe and EUO4B communication campaigns (DG COMM). She has managed three requests for services under the Framework Contract for the maintenance and update of the Gender Statistics Database (for the European Institute for Gender Equality). She has more than 10 years of experience in coding in STATA and R.

**Richard Smith** has more than 12 years of experience in evaluation and impact assessment of employment, skills, social inclusion, equality, and economic development policies and programmes. This work also included assessing and presenting research on the economic and social impact of labour market policy interventions. He has managed contributions from collaborating researchers in different EU Member States. Richard has a wide range of mixed methods experience and frequently uses both qualitative and quantitative research techniques, such as data and statistical analysis; stakeholder interviews and focus groups; systematic literature reviews and legal analysis. He is very experienced in carrying out analysis at various spatial levels having completed a wide range of research for public authorities operating at EU, national, regional and local levels.

**Patricia Scherer** is a seasoned political and public affairs professional who has over 15 years of experience in project management, research, advocacy, communication, facilitation and training, of which more than 10 years are in the areas of EU employment and social inclusion policies. She joined ICF as a Programme Manager in 2018. She has recently supervised a project sensitising national-level policy makers and other stakeholders in five Member States on the use of EU Funds for the transition from institutional to community-based care and support, including the training and upskilling of staff, and is currently leading thematic workshops with policy makers to improve access to social protection for non-standard workers and self-employed in EU Member States. Patricia is also engaged in organising and facilitating peer reviews with national policy makers in the areas of employment, social protection and inclusion as part of ICF's Mutual Learning Services Framework contract.

**Michael Richardson** is a Senior Consultant at ICF. He has 11 years of experience in managing and delivering assignments for the European Commission and UK government agencies, mainly in the fields of employment, skills and education. Michael contributed to the design and implementation of the dissemination strategy for the Social Situation Monitor in 2017–18. He has extensive experience in survey design, implementation and data analysis. In 2018, he managed a large-scale survey on the Impact of Entrepreneurship Education in Europe on behalf of DG Education and Culture to produce a composite indicator for supporting the development of entrepreneurship education policy at EU level and across the Member States. He has both led and contributed to assignment involving the quantitative analysis of official programme data (e.g. ESF 2000–06, ESF 2007–13) and of survey data (e.g. Open Public Consultation on the European Pillar of Social Rights, and on the establishment of the European Labour Authority). More recently, he managed the online public consultation for the evaluation of the ESF 2014–20 social inclusion programmes on behalf of DG EMPL.

**Dr Karolien Lenaerts** is a research manager in the Research Group Work, Organisation and Social Dialogue at HIVA-KU Leuven since 2018 and the ad interim head of the group since September 2019. She holds a PhD in Economics from Ghent University. Karolien's research focuses on the impact of digitalisation and globalisation in the labour market, working and employment conditions, workers' participation and social dialogue, wage bargaining, occupational health and safety, and platform

work. She is currently coordinating the InGRID-2 and UNTANGLED H2020 projects and conducting research commissioned by the European Commission (DG EMPL, DG EAC), Eurofound, EU-OSHA and by the Federal and Flemish government and social partners on topics in the field of employment.

**Klara Kovarova** has been a consultant at ICF since March 2018. She has more than 4 years' experience in carrying out quantitative data collection and analysis, including survey and micro-data. Klara has been a part of the Core Team for the Social Situation Monitor since 2018. She helped to develop automatised STATA codes for DG EMPL that have been used for updating Research Findings. She also developed codes for Employment and Social Development in Europe (ESDE) indicators requested by DG EMPL based on EU-SILC micro-data and provided other statistical support throughout the project. In addition to that, Klara has also experience working with other EU-level datasets, such as European Social Survey or Eurobarometer surveys.

**George Maridis** is a Research Assistant at ICF whose work has a focus on education, social policy and employment. He has a BSc in Economics with Spanish and Work Abroad from the University of Exeter, which was focused on econometric theory and practice, and he completed a module on real analysis. He is competent in quantitative and qualitative analysis and has applied counterfactual analysis in various projects for the European Commission and the UK's Department for Education, using propensity score matching and interrupted time series. He is currently working in the Social Situation Monitor for DG EMPL, exploring new econometric modelling methods that could be applied to EU-SILC data and updating a series of research findings. George is proficient in STATA and is currently learning R. He is fluent in Greek, English and Spanish, has working knowledge of German and is learning Arabic.

**Maleeha Kijat** is a Public Policy Researcher at ICF whose work has a focus on equality, employment and quantitative research methods. She is currently undertaking policy research and analysis for several European clients such as DG EMPL, DG RTD and EU-OSHA. Maleeha is a competent quantitative researcher with strong knowledge of STATA and experience in the application of econometric methods and tools. She has been involved in various data-related tasks of the Social Situation Monitor project such as developing codes and calculating indicators based on micro-data. She is also part of the data collection team and management team for a project to gather and present data on gender equality in research and innovation on behalf of DG RTD. She holds a first-class BSc degree in Government and Economics from the London School of Economics where she completed courses on various statistical and econometric methods. Maleeha also holds a distinction MSc degree in International Development from the LSE.

**Stefani Langehenning** is a computational social science expert, with a background in political science, policy and advanced quantitative methods. She uses supervised and unsupervised machine learning methods and data science best practices to generate insights for government and commercial projects. Stefani is an expert in the use of a variety of methodological techniques, including natural language processing and text analysis, experimental and survey methods, and advanced statistical modelling. She has published academic articles using a variety of quantitative methods on topics such as legislative policy capacity, the diffusion of environmental policy, and the influence of political indicators on state-level lawmaker behaviour. Based in London, she is a senior member of ICF's European data science team. She holds an MSc in Political Science, an MA in Political Science and Quantitative Methods, and PhD in Political Science and Quantitative methods.

**Fiona Sinclair** is a Data Analyst in the ICF Data Science team. At ICF, Fiona uses new data, particularly text data, to answer client questions by collating data from multiple sources including the internet, social media and surveys. She applies Natural Language Processing methods to extract insights which expand on and supplement traditional research approaches. Fiona holds a BA in Linguistics and an MSc in Cognitive and Decision Sciences from University College London (UCL). She has previously worked in a media monitoring and analysis agency for clients in the entertainment industries and have experience in social media analysis.

**Saredo Mohamed** is a Researcher at ICF. She holds a Master's degree in International Migration and Public Policy from the London School of Economics and Political Science (LSE) where she investigated the intersections of citizenship, displacement and gender. At ICF, Saredo has conducted policy research on behalf of the European Commission, in the areas of employment, social affairs and inclusion. Saredo has previous experience working with local NGOs in Africa in partnership with European development organisations and international organisations (UNHCR, IOM, UNICEF), to strengthen inter-continental partnerships for development. In this role, Saredo has conducted qualitative field research, designed comprehensive educational curriculum and implemented programmes to combat gender-based violence and stimulate economic development in rural communities.

**Alessia Fiorini** works as an events assistant for ICF in the Policy Implementation Programmes' team. Alessia takes care of the administrative and logistical aspects of the events.

In her role in ICF, she has been supporting the Mutual Learning Services team in various events; her main responsibilities include arranging travel and accommodation for participants, formatting papers, producing relevant on-site materials for events, arranging catering and booking restaurants, setting up registration portals and communicating with participants.

**Anna Solcova** is a Junior Graphic Designer at ICF who works mostly in support of projects for the European Commission. This includes creating visually appealing infographics for text-based documents, design expertise for visual brand identity and creating structured layouts for publication. Anna has a first-class degree in Graphic Design and Multimedia course by University of Worcester. She also received a qualification in Digital Marketing. Her skill set includes fluency in the Adobe Creative Cloud, such as InDesign, Illustrator and Photoshop and working with a variety of media such as digital and print.

## **Thematic experts**

[Comparative research on poverty, income inequality, social inequalities, well-being](#)

**Prof. Dr Ides Nicaise** (professor at KU Leuven) has a background in economics and works since 1989 as a research manager at HIVA (Research Institute for Work and Society), a multidisciplinary research institute of the University of Leuven (Flemish Louvain). He specialised in social policy, more precisely the relationships between education, labour market policy and social inclusion (in rich as well as developing countries). At the Department of Education Sciences of his university, he taught the subjects 'economics of education', 'lifelong learning and equal opportunities' and 'education and society'. Besides his professional activities, he is chairing the Belgian Combat Poverty Service.

[Comparative research on welfare state, social, and labour market policies](#)

**Dr Bart Vanhercke**, PhD in Social Science, has been Director at the European Social Observatory (OSE) since 2010. He is in charge of the broad research strategy, the internal organisation of the team, and the OSE communication strategy. His current research focuses on the social dimension of European economic governance (including the EU's economic surveillance of national healthcare systems) and the European Pillar of Social Rights. Earlier research experience dealt with the Europeanisation of domestic social inclusion, healthcare and pensions policies through different EU policy instruments and the social challenges of EMU and EU enlargement.

[Labour market and distributional impacts of megatrends](#)

**Dr Kris Bachus** has been a research manager of climate and sustainability at HIVA-KU Leuven since 2002. He holds a PhD in social science and a master's degree in Economics, which makes him a multidisciplinary policy researcher par sang. Throughout the years, he has conducted and

coordinated many research projects, commissioned by EU, Belgian federal or Flemish government agencies. He has studied employment impacts of environmental policy, climate policy and circular economy on multiple occasions in the past 22 years. Kris is the coordinator of the multidisciplinary 'Strategic Basic Research (SBO)' project on employment and labour market impacts of the circular economy, issued by Flemish Science Policy (2020–24).

#### Labour market and distributional impacts of megatrends

**Prof. Dr Monique Ramioul** is the head of the Research Group Work, Organisation and Social Dialogue at, HIVA - KU Leuven (Belgium). She teaches courses in the domain of sociology of organisations. She participated in several EU projects and coordinated a.o.: STILE – Statistics and Indicators on the Labour Market in the e-economy (5FP, 2000-2004), WORKS- Work and Organisation in the Knowledge Society, ([www.worksproject.be](http://www.worksproject.be), 6 FP 2005-2009); KEROSINE funded under the Flemish IWT-SBO (2006-2010), InGRID-2- Inclusive Growth Research Infrastructure Diffusion (H2020 Advanced Research Infrastructure 2013 – 2021). The research of Monique Ramioul is focused on organisational change and changes in work, such as related to globalisation and technological change, and their impact on job and employment quality, including job content, working conditions, occupational health and safety and voice and representation.

#### Comparative research on employment, unemployment, and labour market outcomes

**Prof. Dr Ludo Struyven** (PhD in Social Sciences, KU Leuven) is Head of the Education and Labour Market Research Group at HIVA (Research Institute for Work and Society) and part-time associate professor in Sociology of Education and Work at the Faculty of Social Sciences (University of Leuven). He is also visiting professor at the French speaking Université Saint-Louis (USL), Brussels, where, since 2007, he has been teaching a course on Organisational Behaviour.

He is founder of Dynam, a unique partnership of the National Office of Social Security (RSZ: Rijksdienst voor Sociale Zekerheid), the three regional departments responsible for data and statistics on their labour markets, and HIVA-KU Leuven. Dynam maps out the labour market dynamics and labour mobility in Belgium, making use of linked employer–employee data-based on firm-level micro-data, enlarged with (a.o.) data on qualification and ethnic origin and nationality from the Crossroads Bank for Social Security (CBSS).

#### Advanced quantitative and econometric methods

**Prof. Dr Massimiliano Tancioni** is Associate Professor of Economic Policy at the Department of Economics and Law at Sapienza University of Rome where he teaches Political Economy (at the Bachelor level), Macro-econometrics and Financial Time Series Econometrics (MPhil level) and Advanced Econometrics (PhD level). He is the Director of the PhD Programme in Economics at Sapienza University of Rome. He is an expert in macro-econometric modelling, forecasting and policy simulation and a scientific consultant and key expert in a number of EU-funded projects and national institutions, as well as a referee for international journals and Italian journals. His work has been published in a number of international and Italian journals. His current research interests include non-linear macro-dynamics, high frequency macro-econometrics, labour market modelling, policy evaluation and simulation, non-linear Markov-switching dynamics and policy effectiveness, Bayesian econometrics, the interplay between fiscal and monetary policy, the simulation of welfare policies and welfare expenditure forecasting.

## Members of the Academic Network

**Prof. Dr Tindara Addabbo** is Full Professor in Economic Policy at the University of Modena and RE (Unimore), coordinator of the Doctoral Research Course in Labour, Development and Innovation. She is President of the Italian Universities Equal Opportunities Bodies National Conference, member of the Scientific Committee of Marco Biagi Foundation, Research Centre for the Analysis of Public Policies, Interdepartmental Research Centre on Discrimination and Vulnerabilities, Interuniversity Research Centre Ezio Tarantelli.

**Prof. Jens Horbach** is Professor of Economics at the University of Applied Sciences Augsburg. The research focus of Horbach lies in the theoretical and empirical analysis of the determinants of ecoinnovations and their effects on employment and economic performance. For his analyses, Horbach uses modern econometric methods in particular discrete choice methods. He was involved in important international projects on this topic, e.g. in an OECD project on Environmental Policy and Corporate Behaviour or in an EU project on Measuring Eco-Innovation. Horbach cooperates intensively with the Centre for European Economic Research (ZEW) in Mannheim and with the Institute for Employment Research (IAB) in Nuremberg.

**Dr Kenneth Nelson** (PhD in Sociology) has specialised in comparative welfare state and social policy research, and has published many studies on European social policy, poverty, income inequality, welfare, health, employment, and social justice. He is the principle investigator (PI) of several major externally funded research projects, currently including one project on social protection and housing deprivation. He is also the PI of the Social Policy Indicators (SPIN) database, and one of the co-research directors of the InGRID project (EU Horizon advanced infrastructure). In his recent book on generational welfare contracts (published by Edward Elgar) Kenneth analysed the causes and consequences of age-related social policies in the longstanding OECD countries from the 1960s and onwards. Besides poverty and social inequality, focus was on happiness, life satisfaction, social and political trust, and employment. Most of his work is quantitative, utilising various types of advanced statistical modelling techniques. Kenneth is one of the co-chairs of the European Social Policy Analysis network (ESPAnet), as well as board member of the Foundations for International Studies on Social Security (FISS), and the chair of the Swedish Sociological Association.

**Dr Michele Raitano** (PhD in Economics) is an Associate Professor of Economic Policy at Sapienza University of Rome. His main research interests include welfare state, pension systems, labour market analyses, inequality and redistribution, intergenerational inequality. He has very good skills in applied micro-econometrics based on longitudinal and crosssectional micro-data. As an expert of labour market and welfare policies, he is member of the independent experts' European Social Policy Network (ESPN). Previously, he has been policy advisor on labour, welfare and pension issues for the Ministry of Economics and Finance and for the Italian Presidency of the Council of Ministers and national delegate to the Ageing Working Group of the Economic Policy Committee.

**Zlatka Gospodinova** (BILSP) has 17 years experience as researcher and project manager and 15 years experience as social auditor. She is currently the lead researcher for Horizon 2020 project Supporting Active Ageing through Multimodal Coaching under the topic, Personalised coaching for well-being and care of people as they age. She is a member of the team acting as National Correspondent for Eurofound in the period 2003–12 and 2017-onwards. Mrs Gospodinova was part of the team conducting the 2010 National Working Conditions Survey with over 20,000 respondents, including face-to-face interviews of workers on working conditions, and analysis of survey results.

**Dr Fabrizio Patriarca's** main research and academic activities concern inequality, technical change, their relationships and their environmental aspects, both in a theoretical and in an empirical perspective.

More recently his research works have also concerned the political economy aspects of the rise of populisms. He has been research advisor for many international and national institutions on welfare and labour market policies, including social security reforms, redistributive policies, active labour market policies and employment tax credits. Among these institutions, he has worked for the DG

EMPL (European Commission), Centre National de la Recherche Scientifique – CNRS (France), National Institute for the Analysis of Public Policies – INAPP (ISFOL, Italy), National Institute for Social Research – IRES (CGIL, Italy). He obtained his PhD in Economics at Sapienza University of Rome.

**Frederic De Wispelaere (HIVA)** is research expert at HIVA-KU Leuven. His main fields of research are social protection, intra-EU labour mobility, EU coordination of social security systems and (cross-border) social fraud. Since 2013 he has been a member of the Network Statistics on free movement of workers, social security coordination and fraud and error. This Network is set up by the European Commission – DG EMPL to collect and analyse statistics on those three fields covering all EU-27 and EFTA countries.

**Prof. Dr Julian L. Garritzmann** (PhD in Political Science) is a Professor of Political Science at the Goethe University Frankfurt. As a comparative political scientist, his research lies at the intersection of comparative political economy, political sociology, and comparative political institutions. He specialises in welfare state research, education and social investment policy, global social policy, party politics and public opinion.

**Prof. Dr Tommaso Fabbri's** research, carefully rooted in the epistemology of social sciences, has developed in the context of processual organisation's theory, focusing on some central dimensions of managerial action (knowledge, learning and organisational change, management of human resources), and on some central issues in the regulation of working relationships, in an interdisciplinary perspective (work, health and well-being, organisation and technology). Recently, he focused his research on the impact of digital transformation on organisations and work practices, the impact of work datafication on organisational control, performance management and labour relations, the relationship between smart work and occupational health.

**Dr Karlygash Kuralbayeva** is a Lecturer in Economics at the Department of Political Economy at King's College London. Her research interests include the design of public policies to reduce greenhouse gas emissions, 'green' growth and the macroeconomic and labour market aspects of climate-change policies. She has engaged with policy makers on issues related to green growth and social aspects of just transitions at seminars organised by the EU Commission, Vienna Institute for International Dialogue and Cooperation, World Bank, GGGI and OECD, among others. Karlygash is an associate of the Grantham Research Institute for Climate Change and the Environment (LSE) and holds DPhil in Economics from Oxford University, he is also a member of a Steering Committee of ReNEWT (Research Network on Energy Workforce Transitions)

**Dr Kristýna Bašná** (PhD in Sociology) has a strong background in statistics. Her skills focus on data analysis and modelling in various statistical programmes (STATA, SPSS). Kristýna has very extensive experience in survey design and implementation, as she was part of the core team developing surveys for the Mid-term Erasmus+ evaluation and the Erasmus+ impact study. Kristýna has also vast experience in qualitative assignments such as interviews, case studies, literature review, or country reports. Kristýna's native language is Czech, she is fluent in English and Slovak, and she can also communicate in French and Greek.