



UNIVERSITY *of the* PHILIPPINES

7 October 2022

TO : Faculty, Staff, Students, and Alumni of UP SOLAIR
Other Stakeholders
All Concerned

RE : UP SOLAIR Deanship Search

Please find below the following:

1. Announcement of the Final List of Nominees for the Deanship of the School of Labor and Industrial Relations and Details of the Public Forum and Interviews.
2. Acceptance Letters (with signatures and other private data redacted).
3. Vision and Plans of the Nominees (with signatures and other private data redacted).
4. Curriculum Vitae of the Nominees (with signatures and other private data redacted).
5. Public Forum Reminders.
6. Stakeholders Interview Reminders.

Thank you.

UP SOLAIR Deanship Search Committee

By:

(original signed)
SOLOMON LUMBA
Chair

Announcement of the Final List of Nominees for the Deanship of the School of Labor and Industrial Relations and Details of the Public Forum and Interviews

<p>Final List of Nominees (alphabetical order)</p>	<ol style="list-style-type: none"> 1. Dr. Melisa R. Serrano 2. Dr. Maria Catalina M. Tolentino
<p>Public Forum:</p> <ul style="list-style-type: none"> • State of the SOLAIR/ accomplishment report of the incumbent Dean • Presentation of vision and plans of nominees 	<p>10 October 2022 Monday, 2:00 PM to 5:00 PM</p> <p>Zoom registration: https://tinyurl.com/UPDSOLAIRDeanshipPublicForum</p> <p>Note: Please register by 10 October 2022, 12:00 PM</p>
<p>Interview of the faculty, staff, students, alumni, and other stakeholders by the Search Committee</p>	<p>11 October 2022, Tuesday, 9:00 AM to 12:00 NN for faculty and staff</p> <p>Interview sign-up link: https://tinyurl.com/UPDSOLAIRFacultyStaffInterview</p> <p>Zoom Registration: https://tinyurl.com/FacultyStaffInterview</p> <p>Notes:</p> <ol style="list-style-type: none"> 1. Time slots are limited. Registration is a must. Everyone should be ready to be called at any time in case those ahead finish early. Regular updates will be given to those in the waiting room. 2. Sign up for interview using the provided link by 10 October 2022, 5:00 PM. 3. Register for the Zoom Interview using the provided link by 10 October 2022, 5:00 PM. <hr/> <p>11 October 2022, Tuesday, 2:00 PM to 5:00 PM for students, alumni, and other stakeholders</p> <p>Interview sign-up link: https://tinyurl.com/VariousStakeholdersInterview</p> <p>Zoom Registration: https://tinyurl.com/RegistrationStakeholders</p>

	<p>Notes:</p> <ol style="list-style-type: none">1. Time slots are limited. Registration is a must. Everyone should be ready to be called at any time in case those ahead finish early. Regular updates will be given to those in the waiting room.2. Sign up for interview using the provided link by 10 October 2022, 5:00 PM.3. Register for the Zoom Interview using the provided link by 10 October 2022, 5:00 PM.
Interview of the Nominees by the Search Committee	<p>12 October 2022, Wednesday, 2:00 PM to 5:00 PM</p> <p>Note: Zoom link to be sent to the nominees.</p>



29 September 2022

The Search Committee for the SOLAIR Deanship

c/o Prof. Solomon Lumba, Chair
College of Law

Dear Prof. Lumba:

I am pleased and honored to accept the nomination for the deanship of the University of the Philippines School of Labor and Industrial Relations. I am willing to serve UP SOLAIR in the best way I can.

Respectfully,



MARIA CATALINA M. TOLENTINO, PhD

Associate Professor and
College Secretary, SOLAIR

Vision for UP SOLAIR

2022-2025

Maria Catalina M. Tolentino, PhD
Associate Professor
College Secretary, UP SOLAIR

Vision Statement

**Solutions-focused and balanced development
for UP SOLAIR in the better normal**

Flagship Program

Increase enrollment and sustain enrollment by updating the curriculum with strong IT-backed teaching methods; create an inspiring learning environment appropriate to the new generation of students; revisit the BA Employment Relations and Labor Studies curriculum proposal as a feeder program

Craft a Student Retention Program

- **Encourage students to apply for scholarships or student loans in UP or other institutions or in their own companies. Call on pending thesis writers to continue their programs**
- **Learn best practices from the best education systems, for example, Finland, Japan**
- **Learn new softwares that are useful in teaching without compromising the substance of the courses**

Generate Resources

- **Continue coordination with the funder of the new building Cong. Karlo Nograles (SOLAIR got P50 M between the years 2018-2022) to help in the maintenance of the building**
- **Intensify links with entities such as International Labor and Employment Relations Association, IR alumni association, Atienza family, other past and prospective donors**
- **Offer short courses that can increase income for the school by designing online self-paced courses that can attract local and international audience, particularly among English-speaking Asians.**
- **Make use of existing assets by utilizing the new building and other available rooms/dormitory. Formulate a reasonable schedule of rental rates.**

Conduct more researches, fora, publications about topics that will speed up recovery from the economic crisis

- **Intensify link-ups with partner institutions such as Department of Labor and Employment, International Labor Organization, World Bank Phils., and companies with the help of alumni**
- **Support the initiatives of faculty (international or local) on their projects**
- **Conduct more class projects**

Continue human resource development for faculty, REPS and administrative staff, including the agency-hired employees

- **Support faculty members (regular and lecturers) in finishing their PhD programs**
- **Support REPS/administrative staff in their pursuit for higher studies**
- **Encourage agency-hired to study or attend trainings to qualify for regular items**
- **Craft awards/incentives program for the best-performing staff aligned with Chancellor's Natatanging Award**

Promote an environment that is not only intellectually stimulating but an environment that also promotes physical and mental health

- **Organize inexpensive wellness trips in nearby provinces to rediscover local cultures and help local economies**
- **Organize wellness activities, put up a mini gym with basic equipment**
- **Partner with other units promoting well-being and psychosocial services (ex. UHS, Psychserve)**

Revisit the PhD in Employment Relations and Labor Studies program proposal

- **Constitute a committee to review the curriculum program proposals and draft syllabi.**
- **Conduct a survey among alumni/students to find prospective applicants**

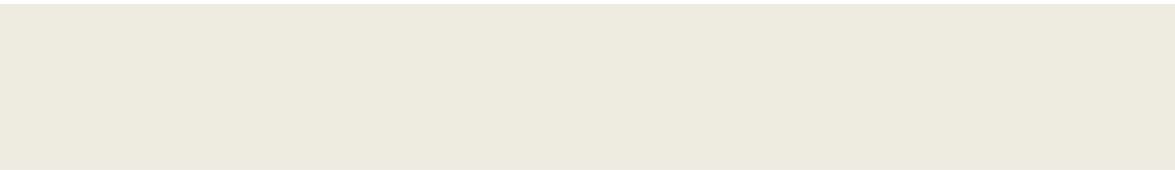
Maraming salamat po!



MARIA CATALINA MANANSALA TOLENTINO, PhD
Associate Professor 3
College Secretary, UP SOLAIR

Maria Catalina Tolentino has a combined 13 years of teaching, 39 years of writing, research, editorial and extension works. She has served as College Secretary for 6 years and OIC Dean of SOLAIR on several occasions. She has established a wide professional network (international and local), held several administrative positions, engaged in fund generating activities, joined management trainings, as well as mentored faculty, staff, and students. She received recognitions such as Centennial Faculty Grant and Professorial Chairs from UP. She has developed competencies in labor/human resource teaching/research and administrative work.

PERSONAL INFORMATION



EDUCATIONAL BACKGROUND

- PhD in Organization Development, Southeast Asia Interdisciplinary Development Institute (SAIDI), Philippines, 2018
- PhD units in Communication (44 units earned), UP College of Mass Communication, Diliman, 2006
- MA Asian Studies, UP Asian Center, Diliman, 1995
- BA Communication, UP Institute of Mass Communication, Diliman, 1983

ADMINISTRATIVE POSITIONS HELD

- College Secretary, UP SOLAIR, October 2016-present
- OIC Dean, UP SOLAIR, September 30-October 2019; December 3-7, 2019; July 23-28, 2018; Sept. 4-8, 2017; May 1-June 30, 2016; December 4-12, 2016
- Director, UP SOLAIR-Center for Labor and Grassroots Initiatives (CLGI), August 1-December 31, 2016
- Chair of the Secretariat, International Labor and Employment Relations Association (ILERA) Asian Regional Congress held in UP SOLAIR on December 3-4, 2020.
- Board Member of Phil. Assoc. of University Women (PAUW) UP Chapter, 2019-present
- Vice-President of UP Asian Center Alumni Association (AFBAC), 2019-2020

MANAGEMENT AND SUPERVISORY TRAININGS ATTENDED

- Program Diploma in Strategic Management Online Course from International Business Management Institute, Berlin, Germany. 4-day program with certificate issued on April 20, 2020
- Supervisory Development Program, UP Diliman. March 14, 1995-April 29, 1994

INTERNATIONAL PROFESSIONAL NETWORKS include the following:

- International Labour and Employment Relations Association - as faculty/administrator, SOLAIR is active in organizing and attending ILERA conferences, 2004-present
- World Bank Philippine Office – participation in research of DSWD 4Ps program in 2014
- Japan Institute for Labour Policy and Training - participation in research and conference, 2017
- Korea Labor Institute – recipient of writing and travel grant to the IIRA conference, 2004

NATIONAL PROFESSIONAL NETWORKS:

- Department of Labor and Employment - coordination with DOLE in organizing fora with the help of SOLAIR alumni, present
- UP Alumni Association - as lifetime member, active in the attendance and support of UPAA activities, 2016-present
- Development Academy of the Philippines - participation in DAP-funded project, personal affiliation with UP alumni connected with DAP, 2009

COURSES TAUGHT:

- IR 299: Research Methods in Industrial Relations
- IR 202: Organization and Work
- IR 299.1: Quantitative Research Methods
- IR 213: Organizational Behavior in Industrial Relations
- IR 222: Human Resource Development at the Firm Level

RECENT JOURNAL PUBLICATIONS (from a total 15 publications)**International**

- Tolentino, MCM. (2017). *Philippine Report on Employment Trends and Policies*. Japan Labor Issues, Vol.1 (3): 41-50
- Tolentino, MCM. (2014) *Issues of Human Rights and Labor Rights of Filipino Workers in the Informal Economy*, International Journal of Human Potential Development. Vol.3 (2): 27-41
- Sibal, JV; Amante, MSV.; Tolentino, MCM. (2008). *Globalization and Changes in Employment Conditions in the Philippines*. Korea Labor Institute and ILO Geneva office

National/Local Journals

- Tolentino, MCM. (2019). *Exploring Employees' Creativity at Work in a Government Institution*. Philippine Journal of Labor and Industrial Relations. Vol. 36: 135-152
- Tolentino, MCM. (2018). *Contractualization: Will it Ever End?* Philippine Journal of Labor and Industrial Relations. Vol. 35: 156-165
- Tolentino, MCM (2017). *Creating Niches in the Green industries and the Role of Micro, Small and Medium Enterprises*. Philippine Journal of Labor and Industrial Relations. Vol. 34

Book (sole author): Tolentino, MCM. (2012). *Guide to Social Research for Students and Practitioners*. San Fernando, Pampanga: Networkswel Communication Reforms Inc.

ONGOING RESEARCH PROJECTS (with a total 14 past completed projects)

- Decent work for young farmers in selected provinces of Central Luzon
- Labor migration to Singapore and Malaysia in the time of pandemic

RECOGNITIONS AND OTHER ACCOMPLISHMENTS

- UP Diliman Centennial Faculty Grant 2021
- UP Diliman TUCP Professorial Chair Grantee 2021 for the research paper "Prospects for Growth in Agriculture Cooperativism amidst Pandemic: Opportunities for Agriculture workers" co-authored with Alyssa Samonte Dela Fuente

- UP Diliman Diamond Jubilee Professorial Chair Grantee 2017 for the research “Creating niches for sustainable employment and competency-building of human resources in the green industries: What can micro and small enterprises do?”
- Writing Fellow in the 5th Asian IIRA Congress, Seoul, Korea

SIGNIFICANT INTERNATIONAL PRESENTATIONS (from a total 6)

- Plenary Speaker in the 9th Asian Regional Congress of the International Labor and Employment Relations Association (ILERA) held in Beijing, China on November 1-3, 2016. Paper entitled “*Creating niches in the green industries and the role of micro, small and medium enterprises*”
- Presenter in the International Labor and Employment Relations Association (ILERA) Asian Regional Congress held in UP SOLAIR on December 3-4, 2020. Paper entitled “*Changing organizational culture: Exploring employees’ creativity at work*”
- Presenter in the Comparative Labor Policy Seminar, Japan Institute for Labour Policy and Training (JILPT) held in Tokyo March 27-29, 2017. Paper entitled “*Philippine report on employment trends and policies: Can the Duterte administration end contractualization?*”
- Paper presenter in the conference held in Chulalongkorn University, Bangkok, Thailand on December 15-16, 2017. Paper entitled: “*Cross-border employment and labor migration policies in the ASEAN: The Philippine Perspective*”

RECENT NATIONAL/LOCAL PRESENTATIONS/LECTURES (from a total 7)

- Lecture delivered in the Certificate Course in IR/HRM, UP SOLAIR on June 29, 2021, and 2022. Paper entitled “OD and Culture Management”
- Presenter in the National Conference on Agriculture, Fisheries and Forestry (virtual conference) held in Northeastern Mindanao State University on November 4-5, 2021. Paper entitled “*Pushing for growth in agricultural cooperativism amidst pandemic: Opportunities for agriculture workers*” (co-authored with Alyssa Samonte dela Fuente)

OFFICIALLY MENTORED FACULTY AND STAFF

- Benjamin Velasco, Assistant Professor
- Brian Anthony Gumiran, UES III

RECENT SUCCESSFULLY MENTORED STUDENTS with completed theses

- “Emotional labor of Filipino nurses and their commitment to the profession” by Allison Matocinos, November 2020
- “Success factors and employee satisfaction: Case study of an agricultural cooperative” by Alyssa Samonte dela Fuente, June 2021
- “Glass ceiling and its effect on career progression: Study on women bank employees in Metro Manila” Anna Graziella Barreno, June 2017

SERVED IN VARIOUS COMMITTEE, EXTENSION and EDITORIAL WORKS, with special mention of the *Philippine Journal of Labor and Industrial Relations*

VOLUNTEER WORKS TO U.P. AND THE NATION, PARTICULARLY IN THE TIME OF PANDEMIC:

- Raised funds and made donations in cash and kind to the following to help survive the Covid 19 pandemic: UP PGH, UP Health Service, UP Pantawid sa Naghahatid, UP Kaagapay, National Kidney and Transplant Institute
- Proposed and brainstormed with fellow faculty of UP SOLAIR to issue the collective statement entitled “Catastrophic losses in jobs and work hours: Save the MSMEs and protect the workers” disseminated on UP SOLAIR official Facebook page



**University of the Philippines
SCHOOL OF LABOR AND INDUSTRIAL RELATIONS
Diliman, Quezon City 1101 PHILIPPINES**

03 October 2022

The Search Committee for the Deanship of the School of Labor and Industrial Relations (SOLAIR)

**c/o Prof. Solomon Lumba, Chair
UP College of Law
Diliman, Quezon City**

Subject: Acceptance of nomination for the deanship and vision and plans for SOLAIR

Dear esteemed members of the Search Committee,

I am honored and happy to accept my nomination for the deanship of the School of Labor and Industrial Relations (SOLAIR). I am willing to serve as dean if I get selected.

I anchor my vision for SOLAIR on our vision statement: *The University of the Philippines School of Labor and Industrial Relations aims to maintain itself as the country's premier educational institution in the field of industrial relations and human resource development, to be at par with the best among similar institutions overseas by providing quality and timely industrial relations/human resource instruction, research and extension services that promote the general empowerment of the major Philippine Industrial Relations Actors in the overall context of the professionalization, democratization, and humanization of work and work relations.*

I envision SOLAIR as a center of academic excellence in the field of labor and industrial relations in the Philippines and abroad, a prominent institution that actively promotes the democratization and humanization of work, and a highly regarded center for labor education and worker empowerment in the country and in Asia.

While the three-year term of a dean may not be enough to fully realize this vision, identifying critical priorities, planning strategically, and laying down concrete action plans may contribute significantly towards meeting the vision in the medium or long term.

If I get selected as the next dean of SOLAIR, I will prioritize to work on the following (my 10-point agenda):

1. Reactivate the process of institutionalizing our proposed PhD program in Employment Relations and Labor Studies (ERLS) which was submitted and presented by SOLAIR to the various academic committees in UPD nearly a decade ago.
2. Propose and initiate the institutionalization of an elective course on labor rights for the undergraduate curriculum pursuant to Republic Act No. 11551 or the Labor Education Act which mandates the integration of labor education in higher education curriculum in all public and private higher education institutions.

3. Initiate a curriculum review of the Diploma in Industrial Relations (DipIR) and Master of Industrial Relations (MIR) programs of the School given the deep and rapid changes that are profoundly affecting the world of work, which are now challenging existing theories and practices in industrial relations.
4. Automate or digitalize the manual, repetitive, and routine tasks of the various administrative offices of the School, particularly the Office of the College Secretary, to facilitate the timely delivery of quality services to students and other stakeholders of the School.
5. Develop a strong faculty by hiring more regular faculty with a PhD degree in the field of labor and industrial relations. At present, there are only eight regular faculty members in SOLAIR, and one is due for compulsory retirement in 2023. Before the pandemic, SOLAIR had an average of around 370 enrollees per semester. In the current semester, 320 students enrolled.
6. Strengthen and elevate the research and publications capacity and output of the faculty and research personnel by fostering as well as tapping resources for collaborative research among the SOLAIR faculty and REPS, and with academics and specialists from universities, research institutions, and organizations in the discipline here and abroad, and by encouraging the faculty and REPS to present their research papers in national and international academic conferences. In addition, I will continue to encourage and access scholarships for the faculty and REPS to complete with certification the short-term Massive Online Open Courses (MOOCs) developed by the Global Labour University (GLU) which are available at the Springer Nature iversity platform (<https://glu.iversity.org/>). These MOOCs offer important resources and opportunities to build networks which could further enrich the faculty's and REPS's research projects.
7. Initiate the establishment of SOLAIR as the labor education center in the Philippines and in Asia by rolling out beginning in 2023 the new non-degree and blended certificate course ENGAGE-Asia, a program developed jointly by SOLAIR and the GLU. The GLU is an international network of universities in Germany, the US, South Africa, India, and Brazil (<https://global-labour-university.org/>), the International Labour Organization, global union federations, and international trade union support organizations. I initiated the development of this program and I have secured funding from the Friedrich-Ebert-Stiftung (FES) in Germany for its 2023 roll-out. Thus, the ENGAGE-Asia program may be a mechanism to generate resources for the School's programs.
8. Strengthen the School's international linkages by pursuing academic exchanges and cooperation with universities and other academic and research institutions abroad. The GLU network of universities can be further tapped for these academic exchanges. At the moment, the UPD Office of International Linkages is processing our Memoranda of Agreement (MOA) with the GLU and FES relative to the conduct of the ENGAGE-Asia program. I initiated the preparation of these MOAs.
9. Encourage a more robust engagement with government agencies, legislators, trade unions and other workers' organizations, and employers' organizations in the area of policy-formulation, collaborative research, and education and training. These engagements may be tapped for resource generation. The three centers of SOLAIR—the Center for Labor Justice, Center for Labor and Grassroots Initiatives, and the Center

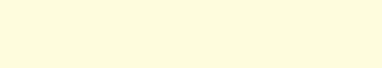
for Industry Productivity and Competitiveness—can play an important role in these engagements.

10. Strengthen and deepen the capacity and competencies of the REPS and administrative staff in the performance of their functions and in supporting the academic and extension programs of the School by providing them and accessing opportunities for training and development within and outside the School. A staff development plan may be needed for this purpose.

I am aware that implementing and accomplishing the plans laid out above will require strong support of the faculty, REPS, administrative staff, students, and other stakeholders of SOLAIR. I shall endeavour to foster a culture of collaboration, mutual respect, trust, fairness, and dialogue.

Thank you very much.

Respectfully yours,


Melisa R. Serrano, Ph.D.
Professor 5

CURRICULUM VITAE

Melisa R. Serrano

Professor 5

University of the Philippines, School of Labor and Industrial Relations
Diliman, Quezon City 1101, Philippines

EDUCATION

- Ph.D. in Labour Studies, University of Milan, Italy (with a doctoral fellowship award)
- Master in Labour Policies and Globalisation, University of Kassel and Berlin School of Economics and Law (Global Labour University), Germany (with a fellowship award)
- Master of Industrial Relations, University of the Philippines, School of Labor and Industrial Relations, Diliman, Quezon City
- Bachelor in Secondary Education, College of Education, University of the Philippines Diliman, Quezon City

SELECTED PUBLICATIONS [Note: Publications before 2010 are not included. Most of the publications listed are outcomes of research projects.]

Books, book chapters and edited volumes

- Certeza, Ramon A., Serrano, Melisa R. & Viajar, Verna Dinah Q. (2022). Chapter 16. Solidarity on multiple scales: repression in the Philippines. *Labour Organising under Authoritarian Regimes*. Germany: Nomos Verlagsgesellschaft mbH & Co. KG, pp. 103-112.
<https://www.nomos-elibrary.de/10.5771/9783957104090-103.pdf>.
- Serrano, Melisa R. & Viajar, Verna Dinah Q. (2022). *Transformative Strategies Towards Gender Equality in Trade Unions*. Kathmandu: Friedrich-Ebert-Stiftung Nepal Office Gender Justice Hub Asia. <http://library.fes.de/pdf-files/bueros/nepal/19249.pdf>.
- Serrano, Melisa R. (2021). *Labour's Position on the UN Socioeconomic and Peacebuilding Framework for COVID-19 Recovery in the Philippines (2020-2023)*. Makati City: International Labour Organization Philippine Country Office.
- Serrano, Melisa R. (2020). *Growing Smart Partnership: The AEON Labor Management Initiative*. Singapore: UNI Global Union Asia & Pacific.
- Serrano, Melisa R. & Pupos, Vera Eillen V. (2019). *The Belt and Road Initiative in Asia – Mapping Trade Union Context and Possibilities to Organise*. Geneva: Building and Wood Workers' International.
- Serrano, Melisa R. & Nuon, Veasna. (2018). *Unions and Development in Cambodia*. Singapore: Friedrich-Ebert-Stiftung Office for Regional Cooperation in Asia. Available at: <http://library.fes.de/pdf-files/bueros/singapur/16601.pdf>.
- Serrano, Melisa R. (Ed.). (2017). *The informal economy in the Philippines: Perspectives, challenges and strategies on transition to formality*. Pasig City, Metro Manila: Friedrich-Ebert-Stiftung.
- Ofreneo, Rene E.; Glipo, Arze; Mendoza, Ted; & Serrano, Melisa R. (2016). *Rebuilding a Damaged Agricultural Sector*. Quezon City: Integrated Rural Development Foundation.
- Serrano, Melisa R. & Certeza, Ramon A. (2014). Gender, Unions and Collective Bargaining in the Philippines: Issues and Critical Factors. In Akua O. Britwum and Sue Ledwith (Eds.), *Visibility and Voice for Union Women: Country case studies from Global Labour University researchers*. Munchen, Mehring: Rainer Hampp Verlag, pp. 55-94.
http://www.uni-kassel.de/einrichtungen/fileadmin/datas/einrichtungen/icdd/Publications/Volume4_01.pdf#page=74.

- Serrano, Melisa R. (Ed.). (2014). *Between flexibility and security: The rise of non-standard employment in selected ASEAN countries*. Jakarta: ASEAN Service Employees Trade Union Council.
- Serrano, Melisa R. & Xhafa, Edlira (Eds.). (2012). *The Pursuit of Alternatives: Stories of Peoples' Economic and Political Struggles around the World*. Mehring and Munchen, Germany: Rainer Hampp Verlag.
- Serrano, Melisa R.; Xhafa, Edlira; & Fichter, Michael (Eds.). (2011). *Trade Unions and the Global Crisis: Labour's visions, strategies and responses*. Geneva: International Labour Organization. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_163855.pdf.
- Serrano, Melisa R. & Xhafa, Edlira. (2011). Beyond the capitalist logic: Theoretical debates and social experiences. In Melisa R Serrano, Edlira Xhafa and Michel Fichter (Eds.), *Trade Unions and the Global Crisis: Labour's visions, strategies and responses*. Geneva: International Labour Organization, pp. 19-34. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_163855.pdf.
- Nuon, Veasna & Serrano, Melisa R. (2010). *Building Unions in Cambodia: History, Challenges, Strategies*. Singapore: Friedrich Ebert Stiftung Asia Pacific Regional Office. <https://library.fes.de/pdf-files/bueros/singapur/07907.pdf>.

Journal articles

- Serrano, Melisa R. & Castillo, Rolly Czar Joseph (2020). The Impact of the COVID-19 Pandemic on the Construction Industry in the Philippines. *Philippine Journal of Labor and Industrial Relations* 37, 1-44.
- Serrano, Melisa R. (2019). Regulating Working Time in the Philippines: The Role of Statutory Regulations, Collective Bargaining, and Employee-Oriented Flexibilization. *Employee Relations Law Journal* 45(2), 37-61.
- Serrano, Melisa R. (2018). Between Representation and Regulation: Union Strategies on Non-Standard Employment in Selected Industries in the Philippines. *Asia-Pacific Social Science Review* 17(3), 84-97.
- Serrano, Melisa R. (2017). Stratégies syndicales face à la montée de l'emploi nonstandard. *Chronique internationale de l'IRES* 156, 34-47.
- Serrano, Melisa R. (2014). Between accommodation and Transformation: The two logics of union renewal. *European Journal of Industrial Relations* 20(3), 219-235.
- Serrano, Melisa R. & Xhafa, Edlira. (2012). Grounding thinking utopia. *Labor History* 53(2), 284-291.
- Serrano, Melisa R. & Xhafa, Edlira. (2012). Closing the Representation Gap in Micro and Small Enterprises: Some Critical Factors. *Philippine Journal of Labor and Industrial Relations* 32(1-2), 45-69.

Working papers/research monographs

- Basualdo, Victoria; Dias, Hugo; Herberg, Mirko; Schmalz, Stefan; Serrano, Melisa; & Vandaele, Kurt (2021, October). *Building Workers' Power in Digital Capitalism: Old and New Labour Struggles*. Bonn: Friedrich-Ebert-Stiftung. <http://library.fes.de/pdf-files/iez/18325.pdf>.
- Serrano, Melisa R. & Castillo, Rolly Czar Joseph (2021). *Economic & Social Rights in Philippines Monitor 2021*. Brussels: Solidar. <https://www.solidar.org/system/downloads/attachments/000/001/461/original/Solidar-Philippines-2021- FINAL.pdf?1644935776>.
- Serrano, Melisa R. (2019, May). Case study: The union organising of call center workers in Cebu, the Philippines. In *Organising Against All Odds: Precarious Workers as 'Actors and Authors of Their Own Drama'* by Edlira Xhafa. *Global Labour University Working Paper No. 55*. Geneva: International Labour Organization. https://global-labour-university.org/wp-content/uploads/fileadmin/GLU_Working_Papers/GLU_WP_No.55.pdf.

Serrano, Melisa R. (2017). *Trade Unions in Transformation—Institutionalizing Labour’s Voice in ASEAN: The ASETUC Initiative*. Berlin: Friedrich-Ebert-Stiftung Global Policy and Development. <https://library.fes.de/pdf-files/iez/13753.pdf>

Serrano, Melisa R. (2016). *The (missing) link between wages and productivity in the Philippines: What role for collective bargaining and the new two-tier wage system?* Conditions of Work and Employment Series No. 59, Inclusive Labour Markets, Labour Relations and Working Conditions Branch, International Labour Office. Geneva: International Labour Organization. http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_531654.pdf

Serrano, Melisa R. & Xhafa, Edlira. (2016). *From ‘precarious informal employment’ to ‘protected employment’: the ‘positive transitioning effect’ of trade unions*. Working Paper No. 42, Global Labour University. Geneva: Global Labour University and International Labour Organization. http://www.global-labour-university.org/fileadmin/GLU_Working_Papers/GLU_WP_No.42.pdf

Serrano, Melisa R. & Xhafa, Edlira. (2011). *The Quest for Alternatives beyond (Neoliberal) Capitalism*. Working Paper No. 14, Global Labour University. Geneva: International Labour Organization. https://www.global-labour-university.org/fileadmin/GLU_Working_Papers/GLU_WP_No.14.pdf

Serrano, Melisa R.; Nuon, Veasna; & Xhafa, Edlira. (2011). *Women and Gender Issues in Trade Unions in the Cambodian Garment Industry*. http://www.ticambodia.org/library/wp-content/files_mf/1452224201CambodianWomenandTradeUnions.pdf.

ADMINISTRATIVE POSITIONS HELD/PRESENTLY HOLDING

Position	Period
Director, Center for Labor Justice, SOLAIR	January 2017 to December 2020; January 2022 to present
Member, Academic Personnel and Fellowship Committee, UPD	July 2017 to present
Director, Center for Labor and Grassroots Initiatives, SOLAIR	August 2017 to December 2019
College Secretary, SOLAIR	October 2013 to August 2016

OTHER ACADEMIC AND PROFESSIONAL COMPETENCIES

- Peer reviewer of articles in international and national peer reviewed academic journals (e.g., Journal of Industrial Relations, The Economic and Labour Relations Review, Global Labour Journal, Austrian Journal of South-East Asian Studies, Philippine Journal of Social Development, Public Policy Journal, Philippine Journal of Labor and Industrial Relations) and other publications. Currently member of the Editorial Board, Journal of Industrial Relations (Web of Science-indexed)
- Serve as instructor (video lecturer) in the Global Labour University Massive Online Open Courses (MOOCs) hosted at the Springer Nature’s iversity platform (<https://glu.iversity.org/>)

AWARDS RECEIVED

- One UP Professorial Chair Award, University of the Philippines System: 01 January 2019 to 31 December 2021 and 01 January 2016 to 31 December 2018
- Centennial Professorial Chair Award, University of the Philippine Diliman: 01 January to 31 December 2015 and 01 January to 31 December 2014; Centennial Professorial Faculty Grant, University of the Philippine Diliman: 1 January 2021 to 31 December 2021; 01 January to 31 December 2017; 01 January to 31 December 2015; and 01 January to 31 December 2014
- International Publication Awards (IPA), University of the Philippines Diliman: 2018, 2017, 2015, 2014, and 2013
- SAGE Best Comparative Paper, 10th European Conference of the International Labour and Employment Relations Association, 20-22 June 2013, University of Amsterdam, Amsterdam, The Netherlands

I hereby attest that all the information provided above are true and correct.

28 September 2022

Melisa R. Serrano

FORUM REMINDERS

1. The forum will be recorded for documentation purposes.
2. In the interest of an orderly forum, all attendees are automatically muted with no option to unmute.
3. If you have questions while the presentations are ongoing, you may put them in the Q & A chat box. The questions will be propounded afterwards.

STAKEHOLDERS INTERVIEW REMINDERS

1. The interview will be recorded solely for documentation purposes and will be kept private.
2. Please note that the assigned staff will only admit those who have registered for the interview.
3. For identification and recording of attendance, please rename your Zoom account with your first and last name. Please make sure that it's the same name you registered in the interview sign-up form.
4. Please keep your microphone muted except when answering the Committee's questions.
5. If you wish to talk while another interviewee is speaking, you may put your questions or thoughts at the chat box first or use the raise hand feature in Zoom. Please wait for the presiding officer to acknowledge you.
6. Refrain from taking pictures or videos of the interview. We wish to keep your and the participants' identities private as well as the matters discussed.