

CURRICULUM VITAE

Maria Teresa Gonçalves Neves de Sousa
(**Maria Teresa de Sousa**)

1- Personal Information:

Name: Maria Teresa Gonçalves Neves de Sousa

ID card: N° 9501422 – Archive of Viseu (17/3/08)

Date of Birth: 5/11/71

Marital Status: Married

Place of Birth: Republic of Zaire

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2- Academic Qualifications:

- PhD in Economic and Organizational Sociology, School of Economics and Management (ISEG) (Instituto Superior de Economia e Gestão) - Technical University of Lisbon (Universidade Técnica de Lisboa) (2012).
- Masters in Economic Sociology and Sociology of Organisations, School of Economics and Management (ISEG) (Instituto Superior de Economia e Gestão) - Technical University of Lisbon (Universidade Técnica de Lisboa) (1999).
- Degree in Management and Social Development, Portuguese Catholic University (Universidade Católica Portuguesa) (Viseu) (1995).

3- Professional Experience:

- Instituto Piaget (Viseu) Teacher of Entrepreneurship, Social Economy and Cooperativism (1st semester - 2013/2014).
- Instituto Piaget (Viseu) Teacher of Organization and Application of HR Management Techniques (2nd semester - 2012/2013).
- PhD student in Economic and Organizational Sociology (SOCIUS - Instituto Superior de Economia e Gestão (ISEG) - Universidade Técnica de Lisboa), supervised by Professor Ilona Kovács, (PhD funding from Fundação para a Ciência e a Tecnologia - May 2007 to April 2011).
- **Worked at Instituto Piaget de Viseu on degree courses**

Teaching assistant on Economics and Management degree, teaching the following subjects:

- HR Management (academic years 2000-2001; 2001-2002; 2002-2003; 2003-2004 and 2004-2005); *Psychosociology of Organizations* (academic years 2001-2002; 2002-2003; 2003-2004 and 2004-2005); *Project Anthropology* (academic years 2001-2002; 2002-2003; 2003-2004 and 2004-2005); *Dynamizing Local Employment Prospects* (academic years 2001-2002; 2002-2003 and 2003-2004) and *Economics of Social Protection* (academic years 2001-2002; 2002-2003; 2003-2004 and 2004-2005).

Teaching assistant on **Psychology** degree, in the field of Clinical Psychology and Counselling, teaching:

- *Group and Leadership Processes* (academic years 2002-2003; 2003-2004 and 2004-2005).

Teaching assistant on **Psychology** degree, in the field of Community Psychology and Organizations, teaching:

- *Psychosociology of Communities and Organizations* (academic years 2003-2004 e 2004-2005);

- *HR Management* (academic year 2004-2005).

Instituto Piaget de Viseu Post-graduate courses, teaching *Organizational Behaviour* as part of Post-graduate degree in Business Sciences (academic year 2002-2003).

- Worked at CIEGA - Instituto Piaget de Viseu (Academic year 2001/2002; 2002/2003, 2003/2004 and 2004/2005).

- Assistant at ISEG - (Instituto Superior de Economia e Gestão – Universidade Técnica de Lisboa) teaching *Psychosociology of Organizations* and *Sociology of Work and Enterprise* (Academic year 1999/2000).

- Research Assistant at SOCIUS – Centro de Investigação em Sociologia Económica e das Organizações (Universidade Técnica de Lisboa – Instituto Superior de Economia e Gestão) September 1999 to April 2000.

- Permanent Consultant in a Studies and Projects practice (February to June 1999).

- Teaching Assistant at ISEG - (Instituto Superior de Economia e Gestão – Universidade Técnica de Lisboa) teaching *Sociology of Work and Enterprise* (1998/99).

- Teaching Assistant at ISLA - (Instituto Superior de Línguas e Administração - Leiria) teaching *Enterprise Organization; HR Management* and *Business Economics*, 1995/96.
- Teaching Assistant on course HR and Work Psychology (ISLA- Leiria), 1995/96.
- Supervisor on the Programme Company Adaptation (ISLA - Leiria), 1995/96.
- Trainer for one module on HR Management at School for Business Studies (ISLA - Leiria), 1995/96.
- Work Placement for 6 months at Revigrés - Indústria de Revestimentos de Grés, Lda - Águeda (working in HR Management), 1994/95.

4- Project Supervisor:

4.1.- On Degree course in Business Management at Instituto Piaget de Viseu:

- End of course project “Women in the Labour Market” (2002).

4.2.- On Degree course in Psychology – Community and Organization Psychology at Instituto Piaget de Viseu:

4.2.1. 4th year:

- Project on Organizational Culture (academic year 2003-2004);
- Project on Management of Competences and Rewards (academic year 2004-2005);
- Project on “Gender Stereotypes” (academic year 2004-2005).

4.2.2.- 5th year:

- Project on Organizational Culture (academic year 2004-2005);
- Project on Motivation and Change (academic year 2004-2005);
- Project on “Gender Stereotypes” (academic year 2004-2005).

5- Work placement supervisor:

In the academic year 2004-2005, supervision the work placements on Degree course in Psychology – **Psychology – Community and Organization Psychology** for three 5th (final) year students.

6- Participation on panel for defence of thesis:

- Examiner for MA thesis on the subject of “Personality in Conflict Management: An Organizational Approach in the context of Children and the Elderly”, July 2011.
- President of the Panel for a final degree project in Business and Management on the subject of “Dão-Lafões Tourism Region: spas and hydrotherapy”, June 2003.
- Examiner for a final degree project in Business and Management on the subject of: “Characterization of HR departments in Businesses in the Region of Viseu”; December 2001.

7- Conferences:

- “A Gestão de Recursos Humanos na Economia Social. Uma gestão a adaptar às especificidades da economia social?”, Workshop on HR Practices in Companies, Instituto Politécnico de Viseu (Escola Superior de Tecnologia e Gestão de Viseu), 28th May 2013.
- “A economia social como empregadora - caracterização, vantagens e limites”, International Seminar on *Inclusion and Employment, Measures and Strategies*, Lisboa, 13th November 2012.
- “Economia social: alternativa para a crise do emprego?”, *International Colloquium Sustain.Ability goes Sustain.Active*, (Co-authored with Ilona Kovács), Instituto Superior de Economia e Gestão, Lisboa, 3rd April 2012.
- “Os Jovens e a Economia Social”, Cycle of Conferences at Escola Profissional de Tondela, Tondela, 7th December 2011.
- “A economia social - potencialidades e limites”, Yearly meeting of the resources and knowledge network, IEFP - Lisboa, 11th May 2011.
- “O retrato dos trabalhadores da economia social - alguns resultados do projecto de investigação”, *Workshop – Crisis in Work, Employment and Regulation – the role of Education, Training and R&D*, SOCIUS/ISEG, 14th April 2011.
- “Economia Social e Actores Sociais Locais – partilhas, diferenças e desafios” – talk given as part of social networking *Social Network Project Social organized by the Viseu Town Council*, 24th February 2010 in Viseu.
- “A Gestão de Recursos Humanos na Economia Social” - *Workshop* on the subject of *HR and Quality in Social Economy Organizations*, given in S. Brás de Alportel, 11th December 2009.

- “Economia Social e Actores Sociais Locais – partilhas e diferenças” – V Iberian Symposium for Cooperativism and Social Economy, Santarém, 11th July 2009.
- “Economia Social: os olhares cruzados dos actores sociais locais e dos actores da economia social”, *Workshop on Regional Initiatives and Social Economy*, Porto, 20th May 2009.
- “State of the Art” and the presentation on-going research results, as a PhD student, and as part of the PhD in Economic and Organizational Sociology Programme 4/3/2009 (ISEG – Departamento de Ciências Sociais).
- “Le regard des acteurs sociaux locaux sur l’importance de l’économie sociale – quelques résultats” – Colloque Économie Sociale et Solidaire - «Nouvelles pratiques et Dynamiques territoriales», Nantes (France), 29th September 2008.
- “L’économie sociale: un "nouvel" outil au service de la bataille pour l’emploi” - 6e Congrès du Réseau international du développement régional et local du travail - Université du Québec à Montréal (Canada), 13th June 2008.
- As a PhD student, and as part of the PhD in Economic and Organizational Sociology seminar programme, the presentation of PhD project and work in progress in the seminar entitled, “Os contornos do Emprego e do Trabalho na Economia Social na Grande Área Metropolitana de Viseu”, 3/12/2007 (ISEG – Departamento de Ciências Sociais).
- “Economia social: alternativa ou Complemento” at IV Iberian Symposium for Cooperativism and Social Economy – Social Economy as point of Social Utility, Córdoba, 21st September 2007.
- Gave a talk as part of a class on the MA course Economic Sociology and Sociology of Organisations, entitled O «valor acrescentado» da Cultura de Empresa – Estudo de Caso (ISEG, 1999).

8- Publications:

- Sousa, Maria Teresa de (2014), “A economia social como setor empregador nos distritos de Viseu e da Guarda”, *Revista Sociologia*, vol. XXVII, January-June 2014, (Co-authored with Ilona Kovács).
- Sousa, Maria Teresa de (2012), “Economia social: alternativa para a crise do emprego?”, *International Colloquium Sustain.Ability goes Sustain.Active*, (Co-authored with Ilona Kovács), (on cd).
- Sousa; Maria Teresa de (2009), “The Social Economy: a “New” Tool at the Service of the Battle for Employment”, in Harisson, D.; Széll, G. e Bourque, R. (eds), *Social*

Innovation, the Social Economy and World Economic Development, Labour, Education & Society, vol. 17, Frankfurt am Main: Peter Lang, pp. 29-50.

- Sousa, Maria Teresa de (2007), “Economia social: alternativa ou complemento” - IV Iberian Symposium for Cooperativism and Social Economy – The Social Economy as a point of Social Utility, Córdoba, (on cd).

- Kovács, Ilona; Casaca, Sara Falcão Casaca; Ferreira; José Maria Carvalho Ferreira; Sousa, Maria Teresa de (2006), Flexibilidade e crise de emprego: tendências e controvérsias, SOCIUS Working Papers, nº 8.

<http://pascal.iseg.utl.pt/~socius/publicacoes/wp/wp200608.pdf>

- Mosca, João (Coord.); Lacerda, Armando; Mateus, Fernando; Ramos Paulo; Sousa, Maria Teresa de; Coito, Vítor (2002), *Estudo Prospectivo Das Necessidades de Consumo na Região de Viseu*, Associação Empresarial da Região de Viseu (Regional Business Association)

- Sousa, Maria Teresa de (2001). Recension of the study “Atitudes face ao emprego, trabalho e tempo livre: os processos de motivação para o trabalho, a formação e a iniciativa”, in *Organizações e Trabalho*, nº 26, pp. 87-90.

- Cerdeira, Maria da Conceição (coord.); Falcão Casaca, Sara; Santos, Maria João; Sampaio, José João; Silva, J. Luís Almeida; Sousa, Maria Teresa de; Santos, M. Rosário Pinto (2000), *Novas Modalidades de Emprego*, Colecção Cadernos de Emprego (24), Lisboa: Ministério do Trabalho e da Solidariedade, Direcção-Geral do Emprego e Formação Profissional.

9- Research Projects:

- On the research team for the project “**DESSOL – Desenvolvimento Local através da Solidariedade**”. Instituto Piaget/CIEGA – Viseu. (December 2001 to December 2002).

- On the research team for the project “**Estudo Prospectivo das Necessidades de Consumo na Região de Viseu**”. Instituto Piaget/CIEGA – Viseu. (June 2001 to July 2002).

- On the research team for the project “**Modalidades Flexíveis do Trabalho e Emprego: Riscos e Potencialidades**”. Research project funded by the Fundação para a Ciência e Tecnologia (October 2000 to December 2001).

- On the research team for the project “**Novas Modalidades de Emprego**”, Ministério do Trabalho e da Solidariedade, Direcção-Geral do Emprego e Formação Profissional. (February to June 1999).

10- Training Experience:

- For the Viseu Business Association (Associação Empresarial da Região de Viseu), training in *Gestão de Recursos Humanos* (12 hours), as part of the QI PME Centro Programme (October 2013).
- At the School of Advanced Studies (Escola de Estudos Avançados das Beiras) (Viseu), trainer on the course *Gestão de Pessoas no Século XXI* (May 2011).
- For the training company, **BestCenter**, taught a module: Descrição, Análise e Avaliação de Funções as part of post-graduate in Strategic HR Management (March 2011).
- For the training company, **BestCenter**, taught a module: Descrição, Análise e Avaliação de Funções as part of post-graduate in Strategic HR Management (February 2008).
- For the training company, **Cev - Consultores em Engenharia do Valor, Lda**, taught modules: Desenvolvimento de Recursos Humanos; Ferramentas de Desenvolvimento de Recursos Humanos e Comportamento Organizacional (March-September 2007).

11- Other Relevant Experience:

- Integrated in the PhD programme in Economic and Organizational Sociology, a seminar entitled “How to write a Thesis” (Instituto Superior de Economia e Gestão - Universidade Técnica de Lisboa), 17th March, 2014.
- Participation in Conference on Social Economy – From Concept to Practice: constructing sustainability in the Social Economy, Lisboa, 10th September, 2012.
- Participation in Seminar - Professional Inclusion of Vulnerable Groups – IOD Method, Lisboa, 15th February, 2011.
- Invited on various occasions to speak in conferences and give lectures/talks on Social Economy at the Instituto Piaget de Viseu, as part of the subject “Economics, Social Economy and Cooperativism” throughout the academic year 2010-2011.
- Participation in the Cycle of Debates - “The impact of the crisis – the role of the Social Economy”, organized by REAPN, Viseu, 25th November, 2010.
- Member of Pedagogical Committee and Administrative Coordinator on post-graduate courses: Business Strategy and Marketing; Business Finances and HR Management. Beginning April 2005.

- Member of Pedagogical Committee at Instituto Superior de Estudos Interculturais e Transdisciplinares (Piaget/Viseu – March 2004 to March 2005).
- As part of the 1st Congress of Portuguese-Speaking Countries (**I Congresso Bienal – A Língua Portuguesa na CPLP – Sonhar e Realizar em Português**) – Coordination and Administration on the subject of: Portuguese Language and the conception, planning and development of projects between Local Councils and Businesses in Portuguese-speaking countries (April 2004).
- Member of a team preparing evaluation process of Degree in Economics and Management at Instituto Piaget for the National Council for Higher Education Testing (Academic year 2003-2004).
- Various consultancy jobs in the field of HR.
- Organized and gave in-company training course “Leading with Evaluation” at Brintons (June-July 2003).

12- Current Research Interests:

Social Economy, changes in the labour market and employment, including and integrating people in the labour market (particularly people from vulnerable and disadvantaged groups), public employment policy, HR Management, Organizational Behaviour.