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## Fátima Suleman

### Professora Catedrática

DINÂMIA'CET-Iscte - Centre for Socioeconomic Change and Territorial Studies  
Department of Political Economy (ECSH)



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### Curriculum

She holds a PhD in Economics from Iscte-IUL and the University of Bourgogne (France), a Master's degree in Economics and Human Resources Management and a degree in Sociology (ISCTE-IUL). She is full professor at the Department of Political Economy of ISCTE-IUL, and an integrated researcher at the Centre for Studies on Socioeconomic Change and Territory (DINÂMIA'CET). She is director of the Master's Degree in Human Resources Development Policies. She was coordinator of the FCT project, 'Flexible pay for flexible contracts? The dynamics of the relationship between wage policy and employment contracts at the firm level' between 2009-2013 (PTDC/EGE-ECO/108547/2008) and the FCT project 'Bringing Higher Education, Training and Quality of Employment Closer', between 2018-2022 (PTDC/SOC-SOC/30016/2017). She is the coordinator of the Youth Employment Observatory (DINAMIA-Iscte-IUL). Her main study and research interests include skills demand, compensation policies and labour market segmentation.

### Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Economia	2004

ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Políticas e Gestão de Recursos Humanos	1995
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	Licenciante	Sociologia	1986

## Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2025/2026	2º	Seminar on Social Science Research Techniques	Doctorate Degree (PhD) in Political Economy, Interdisciplinary Ph.D.;	No
2025/2026	2º	Political Economy Research Seminar		Yes
2025/2026	2º	2nd Cycle Internship	Master Degree in Human Resources Development Policies; Master Degree in Monetary and Financial Economics; Master Degree in Governance and Sustainability of the Sea; Master Degree in Economics and Public Policies; Master Degree in Development Studies; Master Degree in Social Studies of the Environment and Sustainability;	No
2025/2026	2º	Personnel Economics	Bachelor Degree in Human Resources Management;	Yes
2025/2026	1º	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2025/2026	1º	Regulation and Labour Markets	Master Degree in Work, Employment and Society;	No
2025/2026	1º	Master Dissertation in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2025/2026	1º	Research Seminar in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2024/2025	2º	Research in Economics and Public Policy	Master Degree in Economics and Public Policies;	Yes
2024/2025	2º	Research Seminar and Tutorial		No
2024/2025	2º	Political Economy Research Seminar		Yes
2024/2025	2º	2nd Cycle Internship	Master Degree in Human Resources Development Policies; Master Degree in Monetary and Financial Economics; Master Degree in Governance and Sustainability of the Sea; Master Degree in Economics and Public Policies; Master Degree in Development Studies; Master Degree in Social Studies of the Environment and Sustainability;	No
2024/2025	2º	Personnel Economics	Bachelor Degree in Human Resources Management;	Yes

2024/2025	1º	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2024/2025	1º	Regulation and Labour Markets		Yes
2024/2025	1º	Research Seminar in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2023/2024	2º	Seminar on Social Science Research Techniques	Doctorate Degree (PhD) in Political Economy, Interdisciplinary Ph.D.;	Yes
2023/2024	2º	Political Economy Research Seminar		Yes
2023/2024	2º	2nd Cycle Internship	Master Degree in Human Resources Development Policies; Master Degree in Monetary and Financial Economics; Master Degree in Governance and Sustainability of the Sea; Master Degree in Economics and Public Policies; Master Degree in Development Studies;	No
2023/2024	2º	Personnel Economics	Bachelor Degree in Human Resources Management;	Yes
2023/2024	1º	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2023/2024	1º	Research Seminar in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2022/2023	2º	Research in Economics and Public Policy		Yes
2022/2023	2º	Research Seminar and Tutorial		Yes
2022/2023	2º	Political Economy Research Seminar		Yes
2022/2023	2º	Personnel Economics	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Research Topics and Data in Economics		Yes
2022/2023	1º	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2022/2023	1º	Labour and Human Resource Economics	Bachelor Degree in Economics;	Yes
2022/2023	1º	Research Seminar in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2021/2022	2º	Project in Human Resources Development Policies		Yes
2021/2022	2º	Research in Economics and Public Policy	Master Degree in Economics and Public Policies;	Yes

2021/2022	2°	Seminar on Social Science Research Techniques	Doctorate Degree (PhD) in Political Economy, Interdisciplinary Ph.D.;	No
2021/2022	2°	Political Economy Research Seminar		Yes
2021/2022	2°	Master Dissertation in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2021/2022	1°	Project in Human Resources Development Policies		Yes
2021/2022	1°	Research Topics and Data in Economics		Yes
2021/2022	1°	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2021/2022	1°	Master Dissertation in Human Resources Development Policies		Yes
2020/2021	2°	Research in Economics and Public Policy	Master Degree in Economics and Public Policies;	Yes
2020/2021	2°	Research Seminar and Tutorial		No
2020/2021	2°	Political Economy Research Seminar		Yes
2020/2021	2°	Leadership	Other programme in Advanced Programa in Digital Health;	No
2020/2021	2°	Master Dissertation in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2020/2021	1°	Project in Human Resources Development Policies		Yes
2020/2021	1°	Research Topics and Data in Economics	Master Degree in Human Resources Development Policies;	Yes
2020/2021	1°	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2020/2021	1°	Master Dissertation in Human Resources Development Policies		Yes
2019/2020	2°	Contemporary Labour Market		Yes
2019/2020	2°	Research in Economics and Public Policy	Master Degree in Economics and Public Policies;	Yes
2019/2020	2°	Seminar on Social Science Research Techniques	Doctorate Degree (PhD) in Political Economy, Interdisciplinary Ph.D.;	No

2019/2020	2º	Master Dissertation in Human Resources Development Policies	Master Degree in Human Resources Development Policies;	Yes
2019/2020	1º	Research Topics and Data in Economics	Master Degree in Human Resources Development Policies;	Yes
2019/2020	1º	Skill Planning and Developing	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes

## Supervisions

### • Ph.D. Thesis

#### - Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	João Paulo Ferreira Madeira	Consequências das privatizações em Portugal	Portuguese	Developing	Iscte
2	Ester Coelho de Oliveira	Cuidado em Mudança? Uma análise Longitudinal do Regime de Cuidados Português	Portuguese	Developing	Iscte

#### - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Bruno Miguel Silva Oliveira	Basic income-inspired policies in Europe Factors that lead to the emergence of a policy innovation in the social policy context: lessons from two case studies in Europe	English	Iscte	2024
2	Cláudia Isabel Rêgo Gonçalves Vajão da Cruz Dias	Gestão do emprego nas empresas em Portugal: a incidência de arranjos contratuais flexíveis	Portuguese	Iscte	2022
3	Ana Maria da Silva Costa Laranjeiro	A procura de competências e práticas de Recursos Humanos	--	Iscte	2017

### • M.Sc. Dissertations

#### - Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Ana Mafalda Martins Costa	Remote Europeans Among American Companies: Their motivations and challenges	--	Developing	Iscte
2	Francisco Ferreira Camilo	Artificial Intelligence and higher education teachers : change in skills and challenges	--	Developing	Iscte

3	Daniel Filipe Carreiro Ponces	The Role of Intergenerational Solidarity on Youth Precarity in the Azores	--	Developing	Iscte
4	Rebeca Henriques de Melo Sampaio	Entre duas crises: os efeitos da pandemia de COVID-19 no emprego jovem em Portugal	--	Developing	Iscte
5	Filomena Maria Dias Marçal Ramos	O emprego no setor público	--	Developing	Iscte
6	Ana Sofia Gomes Martins	Alignment of skills in outsourced workers	--	Developing	Iscte
7	Raquel de Sousa Almeida Cabaço	Challenges of entering the labour market: immigrants in Portugal	--	Developing	Iscte
8	Zhuoying Shao	International academic experience and labour market	--	Developing	Iscte
9	Tiago Rodrigues Francisco	Youth employment analysis	--	Developing	Iscte

#### - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Ana Sofia Curião Valério	Young people's educational choices and labor market conditions in Portugal	Portuguese	Iscte	2025
2	Ana Sofia Sousa Caldeira	Overqualification of Young People in the Labor Market: Incidence and Impacts on Individual Professional Satisfaction	Portuguese	Iscte	2025
3	Cátia Bernardes Lopes	The transition of the working student in the labor market: The importance of professional experience during education	Portuguese	Iscte	2025
4	André Filipe Pereira do Carmo	The Employment of Young Graduates in the Portuguese Public Sector between Contraction and Expansion (2011–2024)	Portuguese	Iscte	2025
5	Ana Carolina Nogueira Simões	Employment Policies for People with Disabilities in Portugal	Portuguese	Iscte	2025
6	Constança Mascarenhas da Boa Baptista	Between work and leisure: The digital nomads' profile and drivers to choose Ericeira	English	Iscte	2024
7	Vera Vidinha Mouta Leandro	Adult Education and Training Policies. Perceptions of Employability: An exploratory study with former trainees	Portuguese	Iscte	2024
8	Ana Beatriz Nunes Lapa	Quality of youth employment in Portugal over a decade	--	Iscte	2024

9	Patrícia Sofia Almeida Cameira	Characteristics of the Youth Labor Market: The Main Challenges Facing Young People. An Analysis from 2014 to 2023	Portuguese	Iscte	2024
10	Catarina Garcia Simplício Rodrigues	The implementation of Artificial Intelligence in Human Resources Management	Portuguese	Iscte	2024
11	Bárbara Alves Xabregas	Preventing violence against health professionals: From the perspective of Primary Health Care Units.	Portuguese	Iscte	2024
12	Carolina Mendonça Marques	Subcontracting Risk Management: The case of the Portuguese Moulds and Plastics industry	English	Iscte	2024
13	Ester Coelho de Oliveira	Informal caregivers: is there a light at the end of the tunnel? An analysis of the Informal Caregiver Statute	English	Iscte	2023
14	Bárbara Vicente Gueifão Abrantes Raio	The Professional Integration of individuals with cognitive disabilities: a case of study	Portuguese	Iscte	2023
15	Marcelo Abrantes dos Santos	Emigrating to discrimination: The case of the Indian community in the UK Information Technology Industry	English	Iscte	2023
16	Ana Catarina Tirapicos Antunes	Digital Skills: definition and specification	Portuguese	Iscte	2022
17	Inês Isabel Lucas Santana	The relationship between company size and investment in skills training and development	Portuguese	Iscte	2022
18	Sofia Alexandre Marcelo	Professional training policies in Portuguese companies - Training academies	Portuguese	Iscte	2022
19	João Afonso Godinho Calhau	COVID-19: A new meaning of telework - based on an online survey of the employee's perceptions	English	Iscte	2021
20	Carolina Cravo Dias	Hidden Costs of Flexible Work: Employers' Perception	English	Iscte	2021
21	Cristiana Achando Rodrigues	A comparative study between regular teleworkers and new teleworkers associated with the pandemic generated by Covid-19	Portuguese	Iscte	2020
22	Ana Catarina Ferreira Carvalho	Job Description - Formal caregivers in Portugal and in the Netherlands	Portuguese	Iscte	2020
23	Carolina Vicente Raposo	Hiring graduates from Higher Education for non-graduate occupations in the retail sector	Portuguese	Iscte	2020

24	Patrícia Alexandra Pedro Santos	Rethinking the mission of higher education through holistic education: The employer's perception	Portuguese	Iscte	2020
25	Carlota Inês Gomes Abreu	Underemployment of Recent Graduates in the Tourism Sector	Portuguese	Iscte	2020
26	Alexandre Filipe Mata Patrício	Choice of bachelor's degree and higher education institution: Identification of the main factors for students in the district of Lisbon and Setúbal	Portuguese	Iscte	2020
27	Pedro Alexandre de Oliveira Cordeiro	Job Quality of the PhD Graduates in Portugal	English	Iscte	2019
28	José Manuel Marques Ferreira dos Santos	Job Quality of Portuguese Health Professionals: 2011 vs 2015	English	Iscte	2019
29	Inês Daniela Tavares dos Santos	Internships: Benefits for Employability and Professional Insertion	Portuguese	Iscte	2019
30	Tânia Sofia Alves dos Reis	Vocational Training Policies: Comparison between Germany, Spain and Portugal	Portuguese	Iscte	2018
31	Daniel Luís Paulo Santos	Skills required in the labor market: an exploratory analysis of job advertisements in healthcare in Portugal and the United Kingdom	Portuguese	Iscte	2018
32	Vanessa Filipa Chumbinho	The Definition of the Professional Profile of the Domestic Worker: Skills and Personal Traits	Portuguese	Iscte	2018
33	Maria do Rosário Carvalho Marques Dias	Job Quality of Young Graduates in Southern European Countries	English	Iscte	2018
34	Inês Marques Pires	Job quality by educational level: similarities and differences	English	Iscte	2018
35	Mariana Cunha da Silva	The Sociodemographic Profile of Part-Time Workers	Portuguese	Iscte	2018
36	Luís Alberto Salgado Martins Moreira	Worker, colaborator or resource?The power distance that a simple word hides	Portuguese	Iscte	2018
37	Filipa Mendes Cunha	Evolution of qualifications on the trade sector in Portugal: contributions to a reflection on the (possible) crowding out	Portuguese	Iscte	2018
38	João Maria Reis Cláudio Calheiros Costa	Overqualification in the European Labour Market	Portuguese	Iscte	2018
39	Maria Inês Fonseca Marques Pereira	Compensation Policy and Contractual Arrangements: Study in Medium-Sized Enterprises	Portuguese	Iscte	2018

40	Sandrine Marques Ferreira	The skill acquisition of young graduates working in the area of Human Resources Management: an exploratory study	Portuguese	Iscte	2018
41	Mariana Domingues Pacheco	Refugees and Labour Market: a German Study Case	English	Iscte	2017
42	Susana Cristina Lourenço Viana	A Perceção dos Media sobre a flexibilidade do mercado de trabalho dos jovens adultos em Portugal	Portuguese	Iscte	2017
43	Maria Helena Ferreira Freches	Flexible Work Arrangements in Small and Medium Enterprises - Incidence, Motivations, Advantages and Disadvantages	English	Iscte	2017
44	Sofia Gonçalves de Jesus Loução	A Relação trabalho-família: um estudo qualitativo com trabalhadores da economia da partilha	Portuguese	Iscte	2017
45	Ana Andreia Ricardo Barata	Perceção e Efeitos no Sucesso de Carreira: um estudo exploratório numa amostra de trabalhadores na área da gestão de recursos humanos	Portuguese	Iscte	2017
46	Filipe Miguel Sítima Brito	A qualidade do Emprego dos Profissionais de Recursos Humanos nas empresas em Portugal	Portuguese	Iscte	2016
47	Maria da Luz Andrade de Morais Figueiredo	Competências para Empregabilidade dos Graduados: expectativas e percepções dos Empregadores em Cabo Verde	Portuguese	Iscte	2016
48	Ana Luísa Marcelina Fonseca Gouveia	Da Gestão de Recursos Humanos à Gestão de Talento: Estratégias para atrair e identificar, desenvolver e reter talento	Portuguese	Iscte	2016
49	Bruno Miguel Silva Oliveira	A segmentação do mercado de trabalho na Grande Lisboa: uma perspetiva geracional através de trajetória de integração profissional, de 1986 a 2016	Portuguese	Iscte	2016
50	Fernanda Isabel Faria da Costa Mak da Silva	Competências da Empregabilidade no Setor Público: diferenças e semelhanças entre o NPM e o Modelo Tradicional	Portuguese	Iscte	2016
51	Cláudia Isabel Rêgo Gonçalves Vajão da Cruz Dias	Gestão do Emprego nas empresas em Portugal: a Incidência de arranjos contratuais flexíveis	Portuguese	Iscte	2016
52	Edna dos Santos Gonçalves	Privatização e Gestão de Recursos Humanos: Um estudo exploratório de empresas portuguesas	Portuguese	Iscte	2015

53	António José Brigas Alves	Segregação Profissional e Diferenças Salariais em Portugal: empregos femininos, masculinos e mistos	Portuguese	Iscte	2014
54	Carla Patrícia dos Santos Caetano	Diagnóstico de competências dos Bombeiros Portugueses - Um estudo aplicado aos operadores de Telecomunicações	Portuguese	Iscte	2014
55	Mariana Cláudia Bento Pinto	Relação entre educação e mercado de trabalho - Desajustamento ou overlapping?	Portuguese	Iscte	2014
56	Maria de Fátima Surrador	(In)Sucesso na Reconversão Profissional - Um caso de mudança de funções técnicas para comerciais num Banco português	Portuguese	Iscte	2013
57	Inês Paiva Soares Ferreira	Da lógica da relação de emprego à lógica da prestação de serviços - as percepções dos médicos no setor hospitalar público português	Portuguese	Iscte	2013
58	Flávia Dineia da Costa Trigueiro	Os limites da flexibilidade laboral - Estudo de caso em Call Center's	Portuguese	Iscte	2013
59	Sónia Alexandra Vasco Gonçalves	Determinantes da Contratação de Trabalhadores Seniores em Portugal	Portuguese	Iscte	2012
60	Sílvia Andreia Alves Reis	A valorização das competências no sector das Telecomunicações: Período pré e pós liberalização	Portuguese	Iscte	2012
61	Miriam Santos Lopes	Emprego Precário e o Desemprego - Uma reflexão sobre os jovens diplomados em Portugal	Portuguese	Iscte	2012
62	Ana Paula Alves Pinheiro	A gestão internacional de recursos humanos - As competências requeridas aos expatriados	Portuguese	Iscte	2012
63	Arcebíades António Pedro	Investimento em Educação em Países em Vias de Desenvolvimento: O Caso de Angola	Portuguese	Iscte	2012
64	Ana Paula Batista Amaro	Tipologias de Desempregados em Portugal em 2001 e em 2010: uma contribuição para a definição de políticas públicas de emprego	Portuguese	Iscte	2012
65	Carla Sofia Carvalho Ferreira Gomes Pena	A reacção dos empregadores às condições do mercado de trabalho: a overeducation	Portuguese	Iscte	2012
66	Rita Antunes de Matos Fortuna	--	--	Iscte	2011
67	Liliana Ferreira Quitério	--	--	Iscte	2011

68	Andreia Pinto de Almeida Coelho	Projecto de avaliação do ajustamento das competências adquiridas no sistema de aprendizagem	Portuguese	Iscte	2010
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## • M.Sc. Final Projects

### - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Marta Maria Silva Carvalho	Employer's Perspective of Expatriate Failure: Understandings and explanations	English	Iscte	2014

## Total Citations

Web of Science®	709
Scopus	508

## Publications

### • Scientific Journals

#### - Scientific journal paper

1	Oliveira, E. C. de., Branco, R. & Suleman, F. (N/A). Running fast, just to stay in the same place? Social movements, political parties, and the politics of the Portuguese Informal Caregiver Statute (2015–2019). <i>Social Policy and Society</i> . N/A
2	Suleman, F. & Suleman, A. (2025). The collaboration of higher education with the business: The barriers to employers' engagement. <i>Industry and Higher Education</i> . 39 (3), 304-313 - Times Cited Web of Science®: 4 - Times Cited Scopus: 4 - Times Cited Google Scholar: 3
3	Suleman, F. & Videira, P. (2024). From academic autonomy to close collaboration: The employability strategies of local higher education institutions in Portugal. <i>Higher Education Policy</i> . 37 (4), 830-847 - Times Cited Web of Science®: 1 - Times Cited Scopus: 2 - Times Cited Google Scholar: 5
4	Suleman, F., Suleman, A. & Cunha, F. M. (2024). Employability skills and jobs for graduates: Learning from job advertisements. <i>Sociologia, Problemas e Práticas</i> . 105, 121-140 - Times Cited Google Scholar: 1

5	<p>Suleman, F. &amp; Carvalho, D. (2024). Young graduates and economic recession: Lessons from the pandemic to prevent the (re)incidence of mental health symptoms. <i>International Journal of Health Planning and Management</i>. 39 (2), 196-203</p> <p>- Times Cited Web of Science®: 1  - Times Cited Scopus: 1  - Times Cited Google Scholar: 1</p>
6	<p>Suleman, F., Videira, P. &amp; Araújo, E. R. (2023). Tackling regional skill shortages: From single employer strategies to local partnerships. <i>Journal of Vocational Education and Training</i>. 75 (3), 607-626</p> <p>- Times Cited Web of Science®: 9  - Times Cited Scopus: 9  - Times Cited Google Scholar: 17</p>
7	<p>Suleman, F., Duarte, H., Brewster, C. &amp; Suleman, A. (2022). Compensation policies and comparative capitalisms. <i>European Journal of Industrial Relations</i>. 28 (4), 405-425</p> <p>- Times Cited Web of Science®: 2  - Times Cited Scopus: 2  - Times Cited Google Scholar: 2</p>
8	<p>Marques, P., Suleman, F. &amp; Costa, J. M. (2022). Moving beyond supplyside arguments to explain over qualification: The ability to absorb graduates in different models of capitalism. <i>European Journal of Education</i>. 57 (2), 342-360</p> <p>- Times Cited Web of Science®: 16  - Times Cited Scopus: 18  - Times Cited Google Scholar: 24</p>
9	<p>Sousa, M., Suleman, F., Melé, P. M. &amp; Gómez, J. M. (2021). New research and trends in higher education. <i>Education Sciences</i>. 11 (9)</p> <p>- Times Cited Web of Science®: 3  - Times Cited Scopus: 2  - Times Cited Google Scholar: 10</p>
10	<p>Suleman, F., Videira, P. &amp; Araújo, E. (2021). Higher education and employability skills: barriers and facilitators of employer engagement at local level. <i>Education Sciences</i>. 11 (2)</p> <p>- Times Cited Web of Science®: 18  - Times Cited Scopus: 17  - Times Cited Google Scholar: 37</p>
11	<p>Suleman, F. (2021). Revisiting the concept of employability through economic theories: Contributions, limitations and policy implications. <i>Higher Education Quarterly</i>. 75 (4), 548-561</p> <p>- Times Cited Web of Science®: 21  - Times Cited Scopus: 21  - Times Cited Google Scholar: 41</p>
12	<p>Laranjeiro, A. C., Suleman, F. &amp; Botelho, M. C. (2020). A empregabilidade dos graduados: Competências procuradas nos anúncios de emprego. <i>Sociologia, Problemas e Práticas</i>. 93, 49-69</p> <p>- Times Cited Web of Science®: 7  - Times Cited Scopus: 6  - Times Cited Google Scholar: 22</p>
13	<p>Suleman, F. &amp; Figueiredo, M. C. T. (2020). Entering the labour market in the context of higher education reform and economic recession: Young bachelor and master graduates in Portugal. <i>Journal of Youth Studies</i>. 23 (10), 1396-1417</p> <p>- Times Cited Web of Science®: 26  - Times Cited Scopus: 20  - Times Cited Google Scholar: 48</p>

14	<p>Suleman, F. &amp; Suleman, A. (2019). How do household tasks shape employment contracts? The provision of care in Portugal. <i>Feminist Economics</i>. 25 (1), 174-203</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 4</li> <li>- Times Cited Scopus: 1</li> <li>- Times Cited Google Scholar: 6</li> </ul>
15	<p>Suleman, F., Lagoa, S. &amp; Suleman, A. (2019). Patterns of employment relationships: the association between compensation policy and contractual arrangements. <i>International Journal of Human Resource Management</i>. 30 (7), 1136-1156</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 6</li> <li>- Times Cited Scopus: 3</li> <li>- Times Cited Google Scholar: 8</li> </ul>
16	<p>Figueiredo, M. C., Suleman, F. &amp; Botelho, M. C. (2018). Workplace abuse and harassment: the vulnerability of informal and migrant domestic workers in Portugal. <i>Social Policy and Society</i>. 17 (1), 65-85</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 42</li> <li>- Times Cited Scopus: 36</li> <li>- Times Cited Google Scholar: 81</li> </ul>
17	<p>Suleman, F. &amp; Figueiredo, M. C. (2018). Wage differentials within a female dominated occupation: domestic workers in informal and flexible jobs in Portugal. <i>International Labour Review</i>. 157 (1), 129-152</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 10</li> <li>- Times Cited Scopus: 7</li> <li>- Times Cited Google Scholar: 21</li> </ul>
18	<p>Suleman, F. &amp; Laranjeiro, A. M. C. (2018). The employability skills of graduates and employers' options in Portugal: an explorative study of anticipative and remedial strategies. <i>Education and Training</i>. 60 (9), 1097-1111</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 39</li> <li>- Times Cited Scopus: 32</li> <li>- Times Cited Google Scholar: 68</li> </ul>
19	<p>Suleman, F. (2018). The employability skills of higher education graduates: insights into conceptual frameworks and methodological options. <i>Higher Education</i>. 76 (2), 263-278</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 261</li> <li>- Times Cited Scopus: 249</li> <li>- Times Cited Google Scholar: 585</li> </ul>
20	<p>Lagoa, S. &amp; Suleman, F. (2016). Industry- and occupation-specific human capital: evidence from displaced workers. <i>International Journal of Manpower</i>. 37 (1), 44-68</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 14</li> <li>- Times Cited Scopus: 9</li> <li>- Times Cited Google Scholar: 22</li> </ul>
21	<p>Suleman, A., Suleman, F. &amp; Reis, E. (2016). Fuzzy approach to discrete data reduction: an application in economics for assessing the skill premium. <i>Journal of Business Economics and Management</i>. 17 (3), 414-429</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 4</li> <li>- Times Cited Scopus: 3</li> <li>- Times Cited Google Scholar: 10</li> </ul>
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29	Suleman, F. & Paul, J.-J. (2007). The production and destruction of individual competence: the role of vocational experience. <i>European Journal of Vocational Training</i> . 40 (1), 103-122 - Times Cited Google Scholar: 1
30	Suleman, F. & Paul, J.-J. (2005). La production de compétences et les règles salariales: contribution à la compréhension des transformations de la relation d'emploi. <i>Économies et Sociétés</i> . 40 (9), 1711-1734 - Times Cited Google Scholar: 2

## • Books and Book Chapters

### - Book author

1	Lopes, H., Cerejeira, J., Sousa, S., Suleman, F., Marques, P. & Hugo Figueiredo (2023). <i>Economia do Trabalho - Mercados e Instituições</i> . Coimbra. Almedina. - Times Cited Google Scholar: 2
2	Lopes, H., Cerejeira, J., Sousa, S., Figueiredo, H., Suleman, F. & Marques, P. (2023). <i>Economia do Trabalho - Mercados e Instituições</i> . Lisboa. Almedina.

3	Suleman, F. (2007). O valor das competências: um estudo aplicado ao sector bancário. Lisboa. Livros Horizonte. - Times Cited Google Scholar: 42
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**- Book editor**

1	Suleman, F., Videira, P. & Pedro N.Teixeira (2024). Mass Higher Education and the Changing Labour Market for Graduates. Edward Elgar Publishing. - Times Cited Scopus: 2 - Times Cited Google Scholar: 1
2	Salavisa, I., Suleman, F. & Ferreiro, Maria de Fátima (2004). Portugal e a Sociedade do Conhecimento . Oeiras. CELTA Editora. - Times Cited Google Scholar: 10

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1	Suleman, F., Videira, P. & Teixeira, P. (2024). Introduction: The complex transition of higher education graduates into the labour market. In Fátima Suleman, Pedro Videira (Ed.), Mass higher education and the changing labour market for graduates: Between employability and employment. (pp. 1-10).: Edward Elgar Publishing. - Times Cited Google Scholar: 1
2	Suleman, F. & Barradas, R. (2024). Mercado de trabalho e bem-estar após a grande recessão: Dificuldades e desafios dos jovens. In Renato Miguel do Carmo (Ed.), Jovens e o trabalho em Portugal: Desigualdades, (des)proteção e futuro. (pp. 15-45). Lisboa: Actual Editora. - Times Cited Google Scholar: 1
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5	Suleman, F., Videira, P. & Pedro N. Teixeira (2024). Conclusion: global trends for the economic and social factors affecting the returns of higher education. In Mass Higher Education and the Changing Labour Market for Graduates Between Employability and Employment. (pp. 276-284-276-284).: Edward Elgar Publishing.
6	Tavares, I., Assis, R. V., Barradas, R., Carmo, R. M. & Suleman, F. (2024). Inquérito aos jovens sobre o mercado de trabalho e a segurança social em Portugal: Alguns esclarecimentos metodológicos. In Renato Miguel do Carmo (Ed.), Jovens e o trabalho em Portugal: Desigualdades, (des)proteção e futuro. (pp. 189-199).: Actual Editora.
7	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas: Forças institucionais ou forças do mercado. In A persistência da desvalorização do trabalho e a urgência da sua revalorização. (pp. 167-198).: Almedina.

8	Duarte, H., Suleman, F. & Suleman, A. (2023). Políticas salariais na europa: uma comparação entre variedades do capitalismo e sectores de actividade. In Maria da Paz Campos Lima e José Castro Caldas (Ed.), A persistência da desvalorização do trabalho e a urgência da sua revalorização. (pp. 197-220). Coimbra: EDIÇÕES ALMEDINA, S.A.
9	Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). Are Graduates Working in Graduate Occupations? Insights from the Portuguese Labour Market. In Rethinking Graduate Employability in Context: Discourse, Policy and Practice. (pp. 135-159). - Times Cited Scopus: 2 - Times Cited Google Scholar: 4
10	Suleman, F. (2022). Empregabilidade dos graduados em Portugal: dados, debates e desafios. In Estado da Educação 2021. Lisboa: Conselho Nacional de Educação (CNE).
11	Suleman, F. (2022). A massificação do ensino superior: novas missões e novos desafios. In Maria Assunção Gato, Pierre Guibentif (Ed.), Entre transições: retrospectivas – transversalidades – perspetivas. (pp. 136-143): DINÂMIA'CET-Iscte. - Times Cited Google Scholar: 2
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13	Suleman, F. (2013). Contributos para o desenho de uma “profissão”: o trabalho doméstico. In Ana Paula Marques, Carlos Manuel Gonçalves, Luísa Veloso (Ed.), Trabalho, Organizações E Profissões: Recomposições Conceptuais e Desafios Empíricos. (pp. 418-431). Lisboa: ASSOCIAÇÃO PORTUGUESA DE SOCIOLOGIA. - Times Cited Google Scholar: 3

## • Conferences/Workshops and Talks

### - Publication in conference proceedings

1	Suleman, F. & Suleman, A. (2022). Employers' perception of the role of higher education in Portugal: The varying solutions for skill problems. In Domenech, J. (Ed.), 8th International Conference on Higher Education Advances (HEAd'22). (pp. 951-958). Valencia, Spain: Editorial Universitat Politècnica de València. - Times Cited Web of Science®: 1 - Times Cited Scopus: 1 - Times Cited Google Scholar: 1
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3	Vasconcelos, R., Araújo, E., Suleman, F. & Videira, P. (2020). Integrated education practice in an accelerated world. In 2020 IEEE Frontiers in Education Conference (FIE). Uppsala: IEEE. - Times Cited Scopus: 2 - Times Cited Google Scholar: 3
4	Suleman, F. (2020). Graduating in a pandemic context and relative employability: What have we learned from graduates' statements in the media?. In Gómez Chova, L., López Martínez, A., and Candel Torres, I. (Ed.), ICERI2020 Proceedings. (pp. 3393-3399): IATED. - Times Cited Google Scholar: 1

5	<p>Suleman, F., Suleman, A. &amp; Cunha, F. (2020). Employability skills of graduates: Insights from job advertisements. In Domenech, J., Merello, P., de la Poza, E., and Peña-Ortiz, R. (Ed.), Congress UPV: 6th International Conference on Higher Education Advances (HEAd'20). (pp. 247-254). València: Editorial Universitat Politècnica de València.</p> <p>- Times Cited Web of Science®: 2 - Times Cited Google Scholar: 3</p>
6	<p>Oliveira, B. M., Suleman, F. &amp; Ramos, S. (2019). Patterns of transition to employment: Comparing two generations of workers in Portugal. In Alves, N., e Urze, P. (Ed.), III International Meeting of Industrial Sociology, Sociology of Organizations and Work (ISSOW): Education, Employment and Retirement: Transitions in risk societies. (pp. 255-267). Lisboa: APSIOT.</p> <p>- Times Cited Google Scholar: 1</p>
7	<p>Araújo, E. A., Suleman, F. S. &amp; Videira, P. (2019). Employers solutions for skill problems: Make-or-buy and engagement with higher education. In Chova, L. G., Martinez, A. L. and Torres, I. C. (Ed.), Proceedings of ICERI2019 Conference . (pp. 7363-7368). Seville, Spain: International Academy of Technology, Education and Development (IATED).</p> <p>- Times Cited Google Scholar: 2</p>
8	<p>Suleman, A., Suleman, F. &amp; Lagoa, S. (2017). Understanding firms compensation policy using fuzzy sets. In 2017 IEEE International Conference on Fuzzy Systems, FUZZ 2017. Naples: IEEE.</p>
9	<p>Suleman, F. (2016). Employability skills of higher education graduates: Little consensus on a much-discussed subject. In Procedia - Social and Behavioral Sciences. (pp. 169-174). Valencia, Spain: Elsevier.</p> <p>- Times Cited Web of Science®: 107 - Times Cited Google Scholar: 259</p>
10	<p>Suleman, F. &amp; Lagoa, S. (2013). Industry and occupational specific human capital: evidence from displaced workers in Portugal. In Mário Centeno, Vitor Escária, Elsa Fontainha, Álvaro Novo, Carlos Farinha Rodrigues. (Ed.), 3rd LEED workshop. (pp. 1-26). Lisboa: ISEG-UTL.</p> <p>- Times Cited Google Scholar: 2</p>
11	<p>Suleman, F., Lagoa, S., Suleman, A. &amp; Pereira, M. L. (2013). Firms' wage policies: new evidence from Portuguese linked employer-employee data. In University), Nicolette van Gestel (Tilburg University), Peter Leisink (School of Governance, University of Utrecht), Jan Kees Looise (School of Management and Governance, University of Twente), Marc van der Meer (ECBO), Erik Poutsma (Institute for Managem (Ed.), 10th European Conference of the International Labour and Employment Relations Association (ILERA). (pp. 1-14). Amesterdão: ILERA.</p>
12	<p>Suleman, F., Suleman, A., Lagoa, S. &amp; Pereira, M. L. (2012). Wage flexibility in medium and large Portuguese firms. In IREC, ESA Research Network, and CIES-IUL (Ed.), Challenges for Public and Private Sector Industrial Relations and Unions in times of Crisis and Austerity. (pp. 1-32). Lisboa</p>
13	<p>Suleman, F., Barbosa, M.L. &amp; Valle, N. (2011). Contributos para o desenho de uma profissão: o trabalho doméstico. In Congresso da Associação Portuguesa de Sociologia. (pp. 0-0).</p>
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	Barradas, R. & Suleman, F. (2025). Pluriatividade enquanto Resposta dos Jovens à Vulnerabilidade no Mercado de Trabalho. 8º Encontro Anual de Economia Política.
2	Suleman, F., Lagoa, S. & Suleman, A. (2024). Young people in large sized low pay firms in Portugal. 7º encontro anual de economia política.
3	Carmo, R. M., Tavares, I., Suleman, F. & Barradas, R. (2024). Desemprego, Precariedade e Informalidade: Onde se Situam os Jovens?. 7º Encontro Anual de Economia Política.
4	Youssef, L., Videira, P. & Suleman, F. (2024). Skill Problems and Firm Strategies in the Context of Rapid Higher Education Massification: The Case of Portugal and Lebanon. Porto International Conference on Research in Education.
5	Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). Are graduates working in graduate occupations? Insights from the Portuguese labour market. 6º Encontro Anual de Economia Política.
6	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas: Forças institucionais ou forças do mercado?. 6º Encontro Anual de Economia Política.
7	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas. Forças institucionais ou forças do mercado?. 7ª Edição do Workshop Dinâmia'Cet-IUL.
8	Suleman, F., Figueiredo, M. C. T. & Guimarães, R. (2023). The expansion of higher education and labour market outcomes in Portugal. CHER - 35th Annual Conference.
9	Carmo, R. M., Tavares, I., Suleman, F. & Barradas, R. (2023). Situação dos Jovens no Mercado de Trabalho e Perceções sobre a Segurança Social. Comissão para a Sustentabilidade da Segurança Social.
10	Dias, C. C., Suleman, F. & Carvalho, H. (2023). Mais Emprego e Melhor Emprego em Portugal? Segmentação e Polarização do Mercado de Trabalho entre 2010 e 2018. XII Congresso nacional de Sociologia.
11	Dias, C. D., Suleman, F. & Carvalho, H. (2022). Re-regulamentação do Mercado de Trabalho em Portugal. 5º Encontro Anual de Economia Política.
12	Suleman, F., Lagoa, S. & Suleman, A. (2022). Is the Portuguese labour market rigid or flexible? Firms' Compensation policies in last two decades. 13th ILERA European Congress .
13	Suleman, F., Lagoa, S. & Suleman, A. (2022). A evolução das políticas salariais em Portugal: De uma lógica coletiva à individualização dos salários. Conferência final do Projeto REVAL.
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15	Dias, C. D., Suleman, F. & Carvalho, H. (2022). The demand for flexibility by firms: evidence from Portugal after the adjustment programme. BUIRA Annual Conference 2022: Why Employment Relations Matter(s) for Democratizing Work.
16	Suleman, F., Videira, P. & Araujo, E. (2022). Quais as estratégias no ensino superior para a empregabilidade dos graduados?. Conferência Final do Projeto BRIGHET - Empregabilidade e Emprego dos Graduados: Os Desafios da Expansão do Ensino Superior.

17	Videira, P., Suleman, F. & Araújo, Emília (2022). Barreiras e facilitadores para um maior envolvimento dos empregadores com o ensino superior. Conferência Final do Projeto BRIGHET - Empregabilidade e Emprego dos Graduados: Os Desafios da Expansão do Ensino Superior.
18	Araújo, Emília, Suleman, F. & Videira, P. (2022). A importância das relações entre universidades, empresas e poderes locais: uma análise a partir do Famalicão Made In. Conferência Final do Projeto BRIGHET - Empregabilidade e Emprego dos Graduados: Os Desafios da Expansão do Ensino Superior.
19	Suleman, F. (2021). A massificação do ensino superior: Novas missões e novos desafios. Entre transições: Retrospectivas, Transversalidades, Perspetivas.
20	Suleman, F. & Carvalho, D. (2021). The transition of young 2020 graduates into the labour market: Are they unemployed or discouraged?. 28th Annual Workshop of the European Research Network on Transitions in Youth.
21	Suleman, F., Suleman, A. & Figueiredo, M. C. T. (2021). Job quality of HE graduates: A comparison across Southern European countries. Society for Research into Higher Education (SRHE).
22	Suleman, F., Suleman, A. & Mendes Cunha, F. (2021). Que competências procuram os empregadores? Uma análise de conteúdo de anúncios de emprego na Europa. XI Congresso Português de Sociologia.
23	Videira, P., Suleman, F. & Araujo, E. (2021). Can employers solve their skill shortages alone? Exploring the responses of a local multi-stakeholder partnership in Portugal. 4th International Seminar "Education, Territories and Human Development".
24	Suleman, F. (2020). Graduating in a pandemic context and relative employability: What have we learned from graduates' statements in the media?. ICERI2020 Conference.
25	Vasconcelos, R, Araújo, Emília, Suleman, F. & Videira, P. (2020). Integrated education practice in an accelerated world. 2020 IEEE Frontiers in Education Conference (FIE).
26	Suleman, F., Suleman, A. & Mendes Cunha, F. (2020). Employability skills of graduates: Insights from job advertisements. HEad'20.
27	Suleman, F., Duarte, H. & Suleman, A. (2019). Compensation policies across EU countries: Insights from SES data. GESIS 6th European User Conference for EU-Microdata.
28	Suleman, F., Duarte, H. & Suleman, A. (2019). Compensation policies and varieties of capitalism: The role of firms to generate inequality. ILERA European Congress 2019.
29	Araújo, Emília, Suleman, F. & Videira, P. (2019). Employers' solutions for skill problems: make-or-buy and engagement with higher education. ICERI.
30	Marques, P., Suleman, F. & Costa, J.C. (2019). Sobrequalificação no trabalho na União Europeia: Uma análise configuracional. Ciência 2019 - Encontro de Ciência e Tecnologia em Portugal.
31	Marques, P., Suleman, F. & Costa, J.C. (2019). Studying the drivers of over-qualification in the European Union. 2º Encontro Anual de Economia Política.
32	Duarte, H., Suleman, F. & Suleman, A. (2019). Compensation policies across EU countries: Different pay practices for similar outcomes. EURAM 2019 Conference.

33	Suleman, F., Botelho, M. C. & Figueiredo, M. C. (2018). Violência no trabalho feminino: O que acontece no trabalho doméstico em Portugal?. Conferência Internacional Mulheres, mundos do trabalho e cidadania: Diferentes olhares, outras perspetivas.
34	Botelho, M.C., Suleman, F. & Figueiredo, M. C. T. (2018). Violência no Trabalho feminino:O que acontece no trabalho doméstico em Portugal?. Mulheres, Mundos do Trabalho e Cidadania. Diferentes Olhares, Outras Perspetivas.
35	Figueiredo, M. C. T. & Suleman, F. (2018). The labour market of young graduates in Portugal: The effect of higher education reform and economic recession. SRHE International Conference on Research into Higher Education .
36	Oliveira, Bruno M., Ramos, S. & Suleman, F. (2018). Patterns of transition to employment: Comparing two generations of workers in Portugal. Taking Inequality Seriously: Economy and Society in the Age of Inequalities.
37	Suleman, F. & Figueiredo, M. C. T. (2017). The job quality of young higher education graduates in Portugal: Wage differentials and contractual arrangements in 2007 and 2012 . Workshop DINAMIA'CET.
38	Suleman, F. & Suleman, A. (2017). How households care with caring? Contractual arrangements in domestic work in Portugal. Extension of the cleaning market and (re) configuration of social relations. Jobs, inequalities, coalitions.
39	Suleman, F., Figueiredo, M. C. T. & Suleman, A. (2017). The segmentation of the labour market of higher education graduates in Portugal . International Conference Democracy and Participation in the 21st Century .
40	Suleman, F. & Figueiredo, M. C. T. (2017). The job quality of young higher education graduates in Portugal: Contractual arrangements & wage differentials. LEED 2017 WORKSHOP.
41	Suleman, F. & Figueiredo, M. C. T. (2017). Young Higher Education Graduates in Portugal in the Context of Bologna Reform and Economic Crisis (2007-2012). Workshop Youth in a Post-Crisis Europe: Regulatory Approaches and Their Perceptions.
42	Suleman, A., Suleman, F. & Lagoa, S. (2017). Understanding Firms Compensation Policy Using Fuzzy Sets. The 2017 International conference on Fuzzy Systems.
43	Ana Laranjeiro & Suleman, F. (2016). Políticas de Aquisição de Competências: Recrutar ou Formar?. Investigação e Intervenção em Recursos Humanos.
44	Ana Laranjeiro & Suleman, F. (2016). A procura de competências: Anúncios de emprego para graduados do ensino superior em Portugal. Congresso Português de Sociologia.
45	Suleman, F. (2016). Higher education graduates employability skills: Little consensus on a much-discussed subject . 2nd International Conference on Higher Education Advances (HEAd'16). - Times Cited Web of Science®: 40
46	Figueiredo, M. C. T., Suleman, F. & Botelho, M.C. (2015). Workplace risk and protection factors of abuses in domestic work. XI Jornadas de Economía Laboral.
47	Suleman, F., Figueiredo, M. C. T. & Botelho, M.C. (2015). The impact of formality, trust and skills on the risk of abuses in domestic workers in Portugal. The Fourth Conference of the Regulating for Decent Work Network.

48	Botelho, M.C., Suleman, F. & Figueiredo, M. C. T. (2015). A typology of abuses in domestic work in Portugal. International Congress on Working Conditions.
49	Suleman, F., Lagoa, S. & Suleman, A. (2015). Patterns of employment relationships: the association between compensation policy and contractual arrangements. Leed 2015 Linked Employer-Employee data Workshop.
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51	Suleman, F. & Suleman, A. (2015). How households care about caring? Contractual arrangements in domestic work. 4th International Workshop on the Socio-Economics of Ageing.
52	Suleman, F., Teresa Amor & Guerra, I. (2015). Individual coping strategies with job loss: Differences between women and men in Portugal. Shaping and Reshaping Boundaries of Working Life.
53	Pinheiro, A. P., Esteves, T. & Suleman, F. (2014). Selecting expatriates: The relationship between skills and the international staffing model. International Conference on Skills for the Future Training, Employment, Occupations and employability in Turbulent Times.
54	Suleman, F. & Figueiredo, M. C. T. (2014). Wage differentials between declared and undeclared domestic workers. The Welfare State in Portugal in the Age of Austerity Conference.
55	Suleman, F. & Figueiredo, M. C. T. (2014). The wage determination in the labour of domestic workers. International Labour Process Conference.
56	Suleman, F. & Figueiredo, M. C. T. (2014). How flexible and informal arrangements shape the wages of domestic workers in Portugal. European Society for Population Economics – D5 Labour Market.
57	Suleman, F. & Figueiredo, M. C. T. (2014). Flexibilidade, informalidade e salários no trabalho doméstico em Portugal. A Transformação das Relações Laborais em Portugal e o «Memorando de Entendimento».
58	Ana Paula Pinheiro, Teresa Pereira Esteves & Suleman, F. (2014). Selecting expatriates: The relationship between skills and the international staffing model. Trends & Challenges on Human Resource.
59	Ana Paula Pinheiro, Teresa Pereira Esteves & Suleman, F. (2014). Selecting expatriates: The relationship between skills and the international staffing model. International Conference on Skills for the Future.
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63	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Políticas Salariais e Contratos: o caso das médias e grandes empresas em Portugal. FLEX- Flexible Employment Relationships.
64	Suleman, F. & Lagoa, S. (2013). Industry and occupational-specific human capital: evidence from displaced workers in Portugal. 3rd LEED workshop.

65	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Firms' wage policies: new evidence from Portuguese linked employer-employee data. 10th European Conference of the International Labour and Employment Relations Association (ILERA).
66	Suleman, F., Suleman, A., Lagoa, S. & Pereira, M. L. (2012). Wage flexibility in medium and large Portuguese firms. Joint Conference IREC 2012/ESA RN 17, Set. 5-7.
67	Suleman, F., Suleman, A., Pereira, M. L. & Lagoa, S. (2012). Wage policies of medium and large Portuguese firms. Flexible Employment Relationships.
68	Sgobbi, F. & Suleman, F. (2012). The value of skill transferability. Flexible Employment Relationships.
69	Suleman, A. & Suleman, F. (2012). A grade of membership representation of REFLEX project data. DEHEMS - The International Conference: Employability of Graduates & Higher Education Management Systems.
70	Pereira, M. L. & Suleman, F. (2012). Segmentação do Mercado de Trabalho dos Jovens Diplomados em Portugal: Evolução Recente 2007-2009. VII Congresso Português de Sociologia.
71	Suleman, A. & Suleman, F. (2012). An empirical illustration of a fuzzy clustering analysis. VII Congresso Português de Sociologia.
72	Pereira, M. L., Alves, Diana, Suleman, F. & Suleman, A. (2012). The quality of jobs assigned to higher education graduates in Portugal. International Working Party on Labour Market Segmentation 33rd Annual Conference.
73	Sgobbi, F. & Suleman, F. (2012). The value of transferable skills. IREC 2012/ESA RN 17 Conference.
74	Sgobbi, F. & Suleman, F. (2011). The permeability of the labour market for professional skills at large Portuguese banks. ILPC - International Labour Process Conference.
75	Sgobbi, F. & Suleman, F. (2011). The return to firm-specific skills and industry-specific skills: An empirical analysis based on LEED. CEF.UP and NIPE Workshop LEED 2011.
76	Suleman, F. & Suleman, A. (2011). Flexible or continuous employment relationship: the relevance of assigned tasks in domestic work. SASE - Society for the Advancement of Socio-Economic.
77	Suleman, F., Barbosa, M.L. & Valle, N. (2011). Building an occupation: the case of paid domestic workers. Encontro Internacional Trabalho, Organizações e Profissões: Recomposições Conceptuais e Desafios Empíricos.
78	Suleman, F. & Lagoa, S. (2011). Industry-specific human capital: Evidence from wage cyclicality and wages of firm movers. EAEPE - European Association for Evolutionary Political Economy Conference.
79	Pereira, M. L. & Suleman, F. (2011). Segmentação do mercado de trabalho dos jovens diplomados em Portugal. FLUP ? IX Congresso Internacional de Investigação e Desenvolvimento Sócio-Cultural.

## • Other Publications

### - Working Papers

1	Suleman, F., Teresa Amor & Guerra, I. (2016). Coping strategies of long-term unemployed in Portugal. DINAMIA'CET-IUL Working Paper . 1-12 - Times Cited Google Scholar: 1
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2	Figueiredo, M. C. T., Suleman, F. & Botelho, M.C. (2015). Typology abuse and harassment in domestic work in Portugal. Working Paper. 1-19
3	Suleman, F. & Figueiredo, M. C. T. (2015). Wage differentials in domestic work: The impact of contractual arrangements. Working Paper. 1-32
4	Ana Paula Pinheiro, Esteves, T. P. & Suleman, F. (2014). Seleção e competências dos expatriados e estratégias de internacionalização. DINAMIA'CET Working Paper. 1-17
5	Lagoa, S. & Suleman, F. (2013). Industry- and occupation-specific skills of displaced workers. DINAMIA'CET working paper 2013/07. 1-27
6	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Firms' wage policies: New evidence from linked employer-employee data. DINAMIA'CET working paper 2013/06. 1-26
7	Suleman, F. (2013). Firms wage policies: new evidence from linked employer-employee data. DINAMIA'CET working paper. 1-25
8	Suleman, F. & Suleman, A. (2011). The outsourcing of household tasks and labour contract in domestic work in Portugal. DINAMIA'CET Working Paper. 0-0

#### - Non-peer-reviewed papers

1	Suleman, F., Videira, P. & Teixeira, P. (2024). Global challenges in graduates' transition into the labor market. International Higher Education. 121, 8-9 - Times Cited Google Scholar: 1
2	Alejandro Godino, Oscar Molina & Suleman, F. (2024). As reformas laborais reduziram o trabalho temporário nos trabalhadores jovens?. Jovens, oportunidades e futuros. Fundação La Caixa.
3	Suleman, F. (2021). O lado invisível do desemprego jovem: A transição dos graduados de 2020 para o mercado de trabalho. OEJ Policy Brief. 1-8 - Times Cited Google Scholar: 1
4	Suleman, F. (2021). Transição para o mercado de trabalho durante a pandemia: respostas emocionais de recém-graduados. Cadernos de saúde societal: Saúde mental e bem-estar. 81-85 - Times Cited Google Scholar: 2

#### - Other publications

1	Lapa, A. B., Nunes, Luis & Suleman, F. (2025). Trajetórias profissionais de jovens em Portugal: Uma análise entre 2009 e 2019. Observatório do Emprego Jovem, Policy Briefs.
2	Matos, F., Taneva-Veshoska, A., Trajkovska S., Tomikj, A. & Suleman, F. (2022). Creating Centres for VET EXCELLENCE for Leading Sustainable Systems and Business Transformation. Proceedings of the 23rd European Conference on Knowledge Management - ECKM 2022.
3	Suleman, F., Laranjeiro, Ana Costa & Botelho, M.C. (2018). A empregabilidade dos graduados: competências procuradas nos anúncios de emprego. - Times Cited Google Scholar: 7

4	Suleman, A., Suleman, F. & Lagoa, S. (2017). Understanding Firms Compensation Policy Using Fuzzy Sets. The 2017 International conference on Fuzzy Systems.
5	Suleman, F. (2016). INVESTIGAÇÃO CIENTÍFICA E COMUNICAÇÃO. MANUAL DE PRÁTICAS PEDAGÓGICAS DE INTEGRAÇÃO DA INVESTIGAÇÃO NO ENSINO SUPERIOR.

### - Report

1	Suleman, F., Marques, P., Videira, P., Guimarães, R., Pereira, Mariana T. & Rodrigues (2022). Livro Branco Mais e Melhores Empregos para os Jovens.
2	Marques, P., Suleman, F., Guimarães, R. & Figueiredo, M. C. T. (2021). Os jovens no mercado de trabalho em Portugal (2007-2018). - Times Cited Google Scholar: 3
3	Marques, P., Suleman, F. & Guimarães, R. (2021). Porque é que a percentagem de trabalhadores sobre-qualificados é tão elevada em Portugal?. - Times Cited Google Scholar: 2
4	Suleman, F., Saint-Maurice, A., Mamede, R., Correia, T. & Santos, S. (2008). Carta de Educação, Formação e Emprego do concelho de Albufeira.

## Research Projects

Project Title	Role in Project	Partners	Period
Inquérito aos jovens sobre o mercado de trabalho e o sistema de segurança social em Portugal	Researcher	CIES-Iscte - Leader	2022 - 2024
European VET Excellence Centre for Leading Sustainable Systems and Business Transformation	Researcher	DINAMIA'CET-Iscte (IL), CEIM - (Macedonia), SBC - (Macedonia), CSCP - (Germany), BBR - (Germany), FAGB - (Germany), BEST - (Austria), FHJ - (Austria), AFG - (Austria), ICAA - (Portugal), CENTIMFE - (Portugal), AUEB-RC - (Greece), CRE.THI.DEV - (Greece), SP - (Greece), SDSN - (France)	2022 - 2026
Rebuilding solidarity in an age of job dualisation	Researcher	DINAMIA'CET-Iscte (IL) - Leader, CIES-Iscte	2021 - 2025
Youth Employment Observatory	Principal Researcher	DINAMIA'CET-Iscte (IL) - Leader	Since 2020
Bringing together Higher Education, Training, and Job Quality	Principal Researcher	DINAMIA'CET-Iscte (IL) - Leader	2018 - 2022
From internal devaluation to revaluation of work: the case of Portugal	Researcher	DINAMIA'CET-Iscte (IL), CES-UC - (Portugal)	2018 - 2022

Qualitative study on coping strategies in the Crisis: How do Portugueses Citizens cope with economic shock?	Researcher	DINAMIA'CET-Iscte (GEC)	2013
Qualitative study on coping strategies in the Crisis: How do Portuguese citizens cope with economic shock?	Researcher	DINAMIA'CET-Iscte (GEC)	2013
Flexible wages for flexible contracts? The dynamics of the relationship between wage policy and employment contracts at the firm level	Principal Researcher	DINAMIA'CET-Iscte (IL)	2010 - 2012
Domestic work and domestic workers: Interdisciplinary and compared perspectives	Researcher	DINAMIA'CET-Iscte (IL)	2007 - 2011

## Academic Management Positions

Director (2024 - 2026)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 1º Ano (2024 - 2025)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 2º Ano (2024 - 2025)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 1º Ano (2023 - 2024)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 2º Ano (2023 - 2024)  
Unit/Area: Master Degree in Human Resources Development Policies

Membro (2023 - 2025)  
Unit/Area: Comissão Permanente do Conselho Científico

Membro (Docente) (2023 - 2025)  
Unit/Area: Plenário do Conselho Científico

Coordenador do 1º Ano (2022 - 2023)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 2º Ano (2022 - 2023)  
Unit/Area: Master Degree in Human Resources Development Policies

Coordenador do 2º Ano (2022 - 2023)  
Unit/Area: Master Degree in Human Resources Development Policies

Director (2022 - 2024)  
Unit/Area: Master Degree in Human Resources Development Policies

<p>Coordenador do 1º Ano (2022 - 2023) Unit/Area: Master Degree in Human Resources Development Policies</p>
<p>Membro (Docente) (2019 - 2022) Unit/Area: Comissão Científica</p>
<p>Director (2019 - 2022) Unit/Area: Department of Political Economy</p>
<p>Presidente (2019 - 2022) Unit/Area: Comissão Científica</p>
<p>Membro (Docente) (2019 - 2022) Unit/Area: Plenário da Comissão Científica</p>
<p>Membro (Docente) (2019 - 2022) Unit/Area: Comissão Pedagógica</p>
<p>Membro (Docente) (2019 - 2021) Unit/Area: Plenário do Conselho Pedagógico</p>
<p>Director (2017 - 2019) Unit/Area: Bachelor Degree in Economics</p>
<p>Membro (Docente) (2016 - 2019) Unit/Area: Comissão Científica</p>
<p>Membro (Docente) (2015 - 2018) Unit/Area: Comissão Pedagógica</p>
<p>Director (2015 - 2017) Unit/Area: Bachelor Degree in Economics</p>
<p>Director (2013 - 2015) Unit/Area: Master Degree in Human Resources Development Policies</p>
<p>Director (2011 - 2013) Unit/Area: Master Degree in Human Resources Development Policies</p>
<p>Director (2008 - 2011) Unit/Area: Master Degree in Human Resources Development Policies</p>