

WORK EXPERIENCE

09/2017 - CURRENT

Temporary Assistant Professor of Labour Law

University of Verona

Research projects:

- Vivere e lavorare in salute e sicurezza: prospettive di cambiamento per i lavoratori migranti nel settore agro-zootecnico (acronym: LivingStone) (INAIL, ID 45/2016, Bando di Ricerche in collaborazione - Piano attività della ricerca discrezionale 2016-2018). Coordinator: University of Verona. Project Manager: Prof.ssa Laura Calafà.
- Public Interest Litigation in Europe. A Study on the Use of Courts to Protect Migrant Rights (acronym: PILEUROPE) (Bando Ricerca di Base 2017), Coordinator: University of Verona. Project Manager: Dott.ssa Venera Protopapa
- Filiera dell'agricoltura responsabile (acronym: FARM) (Fondo FAMI, AVVISO 1/19), Coordinator: University of Verona. Project Manager: Prof.ssa Laura Calafà.

Verona, Italy

01/2019 - 05/2019

Clinical Fellow

NYU Public Interest Clinic

In collaboration with the Clinic Faculty, staff and senior advisors, review of the work of the clinical students.

Paris, France

01/2016 - 12/2017

Research fellow

University of Brescia

Title of the research: *Beyond Standard Representation. An Analysis of the Interaction between Trade unions, Courts and Antidiscrimination Law.*

The research project focused on antidiscrimination law cases filed by Italian trade union organizations in view to exploring the interaction between unions, courts and antidiscrimination law. It included three different parts. The first one was dedicated to the analysis of the legal framework on discrimination. The second one was dedicated to the creation of an original collection of case law on discrimination. The third moved from the analysis of US scholars on the progressive replacement in the US of the collective bargaining regime by a new regime of industrial relations based on individual rights, with antidiscrimination law being situated at the core of this process with the aim to investigate the existence of any similar trend in the Italian context.

Brescia, Italy

01/2017 - 11/2017

Research fellow

University of Brescia

Title of the research: *Legal Mobilisation and Antidiscrimination Law.*

The research focused on the enforcement of the prohibition of discrimination following the national implementation of Directives 2000/43/EC and 2000/78/EC. Relying on previous work showing civil society organizations have systematically exploited the opportunities for litigation created by the above mentioned directives and growing interest among trade union organizations in pursuing legal strategies, the project explored the extent to which collective enforcement has influenced success in court and the impact of litigation in terms of social change and whether the pursuing of legal strategies by trade union organizations, sometimes in collaboration with civil society organizations, can be viewed as part of a wider strategy aiming to rebuild representativeness and identify new areas for trade union action.

Brescia, Italy

09/2012 - 09/2017

Teaching assistant

University of Milano

The activity as a teaching assistant takes place in connection with the following subjects: Labour Law, Trade Union Law and Antidiscrimination Law. It includes assistance on grading, classroom activities and workshops and supervision of students.

Milano, Italy

02/2016 - 05/2017

Teaching assistant

University of Brescia

The activity as a teaching assistant is related to the Antidiscrimination Law class at the University of Brescia. It includes assistance on grading, classroom activities, workshops and seminars, syllabus drafting and supervision of students.

Brescia, Italy

10/2015 - 03/2016

Data base developer and data entry operator

Osservatorio sulla contrattazione collettiva decentrata - OSMER, University of Brescia

The collaboration with OSMER has involved contributing to the design and maintenance of the database on second level collective agreements, the coordination of partners of the database and IT professionals, and finally to the collection and cataloging of collective agreements.

Brescia, Italy

07/2015 - 09/2015

Legal advisor

Save the Children Italia Onlus

Legal advice on unaccompanied minors and refugees.

Milano, Italy

08/2012 - 05/2013

Legal advisor

ASGI - Associazione Studi giuridici sull'immigrazione

The position as the legal advisor of the Regional focal point on antidiscrimination has included the following activities: filing of strategic litigation claims on discrimination on grounds of nationality, race and ethnic origin, drafting of opinions on the discriminatory nature of specific behavior, criterion or practice, coordination with other NGO and institutional actors.

Torino, Italy

10/2010 - 11/2012

Legal professional

Polizzi-Guariso e associati Viale Regina Margherita

Legal practice concerning Labour Law, Antidiscrimination Law and Immigration Law

Milano, Italy

03/2011 - 07/2011

Law Clinic Tutor

University of Brescia

Supervision of clinical students, together with a lawyer, on drafting legal documents and filing a claim concerning the enforcement of the prohibition of discrimination on grounds of nationality.

Brescia, Italy

EDUCATION AND TRAINING

10/2012 - 10/2016 - Milan, Italy

Doctoral degree

Graduate School in Social, Economic and Political Sciences, University of Milan

Dissertation title: Legal Mobilisation and Antidiscrimination Law. Shaping Equality for Migrants.

Moving from an analysis of the US literature on public interest law, on law and social change and law and social movements, the research explored how, under what conditions and with what consequences, legal actors have relied on the prohibition of discrimination to challenge nationality related differences of treatment in the Italian context. It analyses how the implementation of the Racial Equality Directive and the equal treatment clauses provided under EU law with regard to specific categories of TCNs have affected the opportunities for effective enforcement of the prohibition of discrimination at the national level and investigate the extent to which such opportunities have shaped legal strategies. Finally the research assesses the impact of litigation in terms of achieving equal rights in courts and generating policy response.

Courses attended:

Statistics for the Social Sciences, Theory, Logic and Epistemology of the Social Sciences, Mathematics, Research Methods in Social and Political Sciences, Research Writing and Public Speaking in Academic Settings, Comparative Industrial Relations, Economic and Social Regulation of Labour, Education, Training and the Labour Market,

Sociology of Work, European Labour Law, Studying Work and Labour: Choices and Outcomes at the Macro and Micro Levels, Studying the Process of Organizing: Theory and Psycho- Social Aspects

07/2011 - 08/2011 - Rome, Italy

European Diploma Supplement

Duit Srl, Institute of International Legal Studies, Jean Monnet University of Naples "L'Orientale"

European Union Law and the European Convention of Human Rights Law

12/2007 - 07/2010 - Brescia, Italy

Master Degree in Law (110/110 cum laude)

University of Brescia

Private Law, Constitutional Law, Criminal Procedure Law, Criminal Procedure Law, International Law, Labor Law, Antidiscrimination Law

10/2004 - 12/2007 - Brescia, Italy

Bachelor Degree in Legal Sciences (107/110)

University of Brescia

Private Law, Constitutional Law, Civil Procedure Law, Criminal Procedure Law, International Law, Labor Law

10/2014 - 03/2015 - Tucson, United States

Visiting researcher

University of Arizona

Research activity on Law and Social Change and Law and Social Movements

12/2009 - 03/2010 - Saint-Etienne, France



Visiting student

Université Jean Monnet - Centre d'Etudes et de Recherches sur le
Droit Critiques (Research Centre)

Study of the French system of anti-discrimination law

06/2014 - 10/2014 - Durban, South Africa

Visiting researcher

University of Kwa-Zulu Natal

Research activity on Law and Social Change

PUBLICATIONS

- **Logiche interdisciplinari e salute dei migranti**
2021
Lavoro e diritto, 1/2021, p. 105
- **Strategie legali delle organizzazioni sindacali e Statuto dei lavoratori**
2020
Lavoro e diritto, 4/2020, p. 655
- **Tutelare il lavoro dei migranti in agricoltura come “pratica di diritto ribelle”**
2020
L. Calafà, S. Iavicoli, B. Persechino (ed) Lavoro insicuro, p. 225
- **Developing an interdisciplinary approach to the health and safety of migrant workers**
2020
WP C.S.D.L.E. “Massimo D’Antona” . Collective Volumes – 9/2020 (with L. Calafà)
- **From legal mobilisation to effective rights.**
2020
European Public Law, 2/2020, p. 477.
- **Access to Justice and Legal Clinics**
2020
Indiana Journal of Global Legal Studies, 27/2020, p. 249. (with M. Barbera)
- **Comportamento antisindacale, discriminazione e onere della prova**
2020
Rivista giuridica del lavoro e della previdenza sociale, 4/2020, p. 654
- **El acceso a la justicia y las clínicas jurídicas**
2019
El acceso a la justicia. Teoría y práctica desde una perspectiva comparada (with M. Barbera)
- **Shaping equality for migrants. Legal mobilisation in Italy and the RED**
2019
European Journal of Human Rights, 1/2019, p. 3.
- **Percorso di lettura su contenzioso strategico e cambiamento sociale**
2019
Giornale di diritto del lavoro e delle Relazioni industriali, 3/2019, p. 565.
- **Equality of third country nationals (TCNs) twenty years after Tampere: EU and ECHR protection**
2019
Revista general de derecho público comparado, 26/2019. (with S.M. Foadi)
- **El modelo Ryanair ante la prohibición de discriminación por convicciones personales**
2019
Revista de Derecho Laboral y de la Seguridad Social, 4/2019, p. 9.

● **Il modello Ryanair di fronte al divieto di discriminare in base alle convinzioni personali**

2018

Rivista italiana di diritto del lavoro, 3/2018, p. 555.

● **I casi Achbita e Bougnaoui.**

2017

Argomenti di diritto del lavoro, 4/5 2017, p. 1079.

● **Libertà sindacale e libertà religiosa. Il (non) bilanciamento della Grande Camera**

2014

Rivista giuridica del lavoro e della previdenza sociale, 3/2014, p. 471

● **The Fiat case : reframing an industrial dispute in antidiscrimination language**

2015

European Journal of Human Rights, n. 1/2015, p. 36.
(with M. Barbera)

● **Il Caso Fiat: come la tutela antidiscriminatoria riformula il conflitto sindacale**

2014

Rivista giuridica del lavoro e della previdenza sociale, 3/2014, p. 471.
(with M. Barbera)

● **La discriminazione per associazione e le conseguenze del comportamento discriminatorio**

2012

Rivista giuridica del lavoro e della previdenza sociale, 3/2012, p. 555.

● **Due decisioni sul divieto di discriminare sulla base delle convinzioni personali.**

2011

Rivista giuridica del lavoro e della previdenza sociale, 3/2011, p. 405.

LANGUAGE SKILLS

MOTHER TONGUE(S): Albanian / Italian

OTHER LANGUAGE(S):

English

Listening
C2

Reading
C2

**Spoken
production**
C2

**Spoken
interaction**
C2

Writing
C2

French

Listening
A2

Reading
B2

**Spoken
production**
A2

**Spoken
interaction**
A2

Writing
A2

PRESENTATIONS

Presentations

Lawyering rebelliously against labor exploitation of migrant workers, Public interest litigation and migrant rights (PILEUROPE project, 30 November 2020

Status migranti e regolarizzazioni, FARM in Formazione, University of Verona, 27 - 28 September 2019

L'eredità dello Statuto dei lavoratori come strumento di cambiamento sociale, La percezione del valore dello Statuto dei lavoratori negli studiosi di nuova generazione, University of Milano Bicocca. (postponed),

Taking religious discrimination seriously?, Diversity and inclusivity: a lens on Africa, Berkeley Center on Comparative Equality & Anti-Discrimination Law, University of Cape Town. (postponed)

Molestie nei luoghi di lavoro e violenza di genere in prospettiva giuslavoristica, Itinerari della ricerca giuslavoristica. Colloqui triestini fra ricercatori e studenti, University of Trieste, 8 October 2019.

Developing an interdisciplinary approach to health and safety for migrant workers, Work, migrations and health, University of Padova, 2 September 2020

Developing an interdisciplinary approach to health and safety for migrant workers, Labour Law Research Network Conference, Valparaíso, 23-25 June 2019

Roundtable on *Farmworkers, labor rights, and legal mobilization*, Law and Society Association 2019 Annual Meeting, Washington DC, 30-02 June 2019.

La doppia pregiudizialità in materia di discriminazioni religiose, Il dialogo tra corti e le questioni di doppia pregiudizialità nel diritto del lavoro, Università degli Studi di Milano e Centro Nazionale di Studi di diritto del lavoro "Domenico Napoletano", 12 March 2019.

Legal mobilisation and migrants' rights. From court victories to policy response. The case of access to welfare and employment, ICON-S Italian Chapter Inaugural Conference - "Unità e frammentazione dentro e oltre lo Stato", Roma, 23-24 November 2018.

Developing an interdisciplinary approach to health and safety for migrant workers (with Laura Calafà), XXII ISLSSL WORLD CONGRESS TORINO 2018, Torino, 4-7 September 2018

Access to Justice and Legal Clinics, Accesso alla giustizia e ai diritti sociali fondamentali, University of Torino, 24-25 May 2018.

Società civile e diritti dei migranti. Uno studio sull'uso strategico del diritto antidiscriminatorio, University of Verona, 24 May 2018, .

Shaping Equality for Migrants. Civil society turns to Courts, The rights of migrants and refugees: Exploring the Role of Courts and Tribunals, National University of Ireland, 17-18 May 2018.

Clinics as a reflective lawyering forum, (with M. Barbera), "Public interest law and access to Justice" conference, Universidad de los Andes, 12 May 2017.

Shaping Equality for Migrants in Italy, Berkeley Comparative Anti-Discrimination Law Virtual Study Group, 19 February 2015.

The Fiat case: Reframing a Trade Dispute in the Antidiscrimination Language, Global Challenges and New Perspectives on Equality law, Université libre de Bruxelles, 5-6 May 2014.

REPORTS

● Reports

Collaboration to the drafting of the FRA Annual Reports on fundamental rights in Italy (2011; 2012) and Victims support services in the EU (Phase II and III)

Drafting of the national legal report on human trafficking for COMBAT, a research project coordinated by Oxford Brookes University and financed by the EU Commission

TEACHING ACTIVITIES

● Teaching activities

Labour Law (IUS/07), a.y. 2017/2018, Degree in Nursing, Medicine and Surgery School, University of Verona.

Labour Law (IUS/07), a.y. 2018/2019, Degree in Nursing, Medicine and Surgery School, University of Verona.

Labour Law (IUS/07), a.y. 2018/2019, Degree in Obstetrics, Medicine and Surgery School, University of Verona.

Labour Law (IUS/07), a.y. 2019/2020, Degree in Nursing, Medicine and Surgery School, University of Verona.

Labour Law (IUS/07), a.y. 2019/2020, Degree in Obstetrics, Medicine and Surgery School, University of Verona.

CLINICAL TRAINING

● Clinical Training

Summer School, Skills transfers in Academia: a Renewed Strategy Enhancing Legal Clinics in the European Union, University of Brescia, 2-6 July 2018.

Training of trainers, University of Brescia, 9-10 March 2017.

Training course on clinical teaching, University of Brescia, 22 April 2015.

Legal clinic at Yale, University of Brescia, 21-23 October 2008.

OTHER PROFESSIONAL QUALIFICATIONS

● Other professional qualifications

Passed the bar Examination on 15 October 2013