

CURRICULUM VITAE

Name: Elena Gramano

Born: 12 August 1987

E-mail: elena.gramano@unibocconi.it

ACADEMIC EXPERIENCES

ACADEMIC POSITIONS

January 2021 – Present

Assistant Professor of Labour Law, “A. Sraffa” Department of Legal Studies, Università commerciale Luigi Bocconi, Milan, Italy.

Fields of research and teaching: Italian, European and comparative Employment Law and Industrial Relations Law

May 2020 – December 2020

Researcher (*Ricercatrice a tempo determinato in diritto del lavoro, ex art. 24, comma 3, lett. A, legge 240/2010*), Università degli Studi Roma Tre, Rome, Italy.

Fields of research and teaching: Italian, European and comparative Employment Law and Industrial Relations Law

May 2017 – November 2019

Researcher (*Wissenschaftliche Mitarbeiterin*), Goethe University, Institute for Labour and Civil Law, Frankfurt, Germany.

Fields of research and teaching: European and comparative Employment Law and Industrial Relations Law

May 2016 – April 2017

Post-doctoral Research fellow (*Assegnista di Ricerca*), “A. Sraffa” Department of Legal Studies, Università commerciale Luigi Bocconi, Milan, Italy.

Fields of Research: Italian, European and comparative Employment Law and Industrial Relations Law

September 2014 – August 2015

Research fellow (*Assegnista di Ricerca*), “A. Sraffa” Department of Legal Studies, Università commerciale Luigi Bocconi, Milan, Italy.

Fields of Research: Italian, European and comparative Employment Law and Industrial Relations Law

VISITING POSITIONS

July 2016 – September 2016

Visiting Scholar, Centre for Law in the Contemporary Workplace, Queen’s University, Ontario, Canada. Performed research on the topic: ‘*Discrimination law and the duty to accommodate on the workplace: Learning from the Canadian experience*’.

TEACHING

September 2021 – January 2022 (ongoing)

Instructor and class Responsible (*Docente e responsabile di classe*), Università commerciale Luigi Bocconi, Milan. Subject: ‘Employment Law – Module I’ (‘Diritto del lavoro - Modulo I’). Language of teaching: Italian.

February 2021 – July 2021

Instructor (*Docente*), Università commerciale Luigi Bocconi, Milan. Subject: ‘European Social Law’. Language of teaching: English.

February 2021 – July 2021

Instructor and course Responsible (*Docente e responsabile del corso*), Università commerciale Luigi Bocconi, Milan. Subject: ‘Labour Law – Module II (Labour Law Cases)’ (‘Diritto del lavoro – Modulo II (Casi di diritto del lavoro)’). Language of teaching: Italian.

February 2020 – July 2020	Instructor and course Responsible (<i>Docente e responsabile del corso</i>), Università degli Studi Roma Tre, Rome. Subject: 'Labour Law' ('Diritto del lavoro'). Language of teaching: Italian.
February 2020 – July 2020	Instructor and course Responsible (<i>Docente e responsabile del corso</i>), Università degli Studi Roma Tre, Rome. Subject: 'Labour Law and Development of Human Resources' ('Diritto del lavoro e sviluppo delle risorse umane'). Language of teaching: Italian.
February 2020 – July 2020	Instructor (<i>Docente</i>), Università degli Studi Roma Tre, Rome. Subject: 'European Social Law'. Language of teaching: English.
October 2019 – January 2020	Instructor (<i>Dozentin</i>), Goethe University, Frankfurt, Germany. Subject: 'Labour Law in the European Union'. Language of teaching: English.
12-13 August 2019	Instructor (<i>Dozentin</i>), Frankfurt Summer School, Goethe University, Frankfurt, Germany. Subject: 'Labour Law and Digitalisation'. Language of teaching: English.
February – June 2019	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy. Scheduled 24 hours of teaching on 'European Social Law'. Language of teaching: English.
October 2018 – February 2019	Instructor (<i>Dozentin</i>), Goethe University, Frankfurt, Germany. Subject: 'Labour Law in the European Union'. Language of teaching: English.
31 July 2018	Instructor (<i>Dozentin</i>), Frankfurt Summer School, Goethe University, Frankfurt, Germany. Subject: 'Labour Law and Digitalisation'. Language of teaching: English.
April 2018 – September 2018	Instructor (<i>Dozentin</i>), Goethe University, Frankfurt, Germany. Subject: 'Collective Labour Law in the European Union'. Language of teaching: English.
January 2018 – June 2018	Tutor of the German Team for the Participation to the Hugo Sinzheimer Moot Court Competition, 2018.
February 2017 – July 2017	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy. Performed 24 hours of teaching on the subject of 'European Social Law'. Language of teaching: English.
February 2017 – July 2017	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy. Performed 48 hours of teaching on the subject of 'Employment and Industrial Relations Law'. Language of teaching: Italian.
February 2017 – March 2017	Teaching Fellow (<i>Professore a contratto</i>), Università Ca' Foscari, Venice, Italy. Performed 30 hours of teaching on the subject of 'Labour Rules in Contemporary Firm'. Language of teaching: English.

September 2016 – January 2017	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy. Performed 48 hours of teaching on the subject of 'Employment Law'. Language of teaching: Italian.
February 2016 – July 2016	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy; in cooperation with Richmond University, Virginia, U.S.A. Performed 48 hours of teaching on the subject of 'Comparative Employment Law'. Language of teaching: English.
February 2016 – July 2016	Teaching Fellow (<i>Professore a contratto</i>), Università Commerciale Luigi Bocconi, Milan, Italy. Performed 48 hours of teaching on the subject of 'Employment and Industrial Relations Law'. Language of teaching: Italian.
February 2013	Teaching Fellow (<i>Professore a contratto</i>), SDA Bocconi School of Management, Università Commerciale Luigi Bocconi, Milan, Italy. Taught on the subject of 'Master Organisation of Personnel', within the field of employment law.
January 2013 – July 2016	Teaching Assistant , Università Commerciale Luigi Bocconi, Milan, Italy. Performed various teaching duties in the fields of employment law, advanced employment law, employment and industrial relations law and comparative employment law.

NON-ACADEMIC WORKING EXPERIENCES

February 2021 – Present	Member of the Certification Commission of Università degli Studi Roma Tre.
January 2015 – June 2016	Lawyer admitted to the Bar , LexJus Sinacta Law Firm, Milan, Italy.
October 2014	Admission to the Bar and abilitation to act as attorney , Court of Appeal of Milan, Italy.
September 2012 – December 2014	Legal Trainee , Rosiello Law Firm, Milan, Italy.
September 2011 – August 2012	Legal Trainee , Toffoletto De Luca Tamajo e Soci Law Firm, Milan, Italy.

AWARDS

30 January 2018	Winner of '2016-17 Teaching Award for the Graduate School - Master of Science Programs' of Bocconi University, Academic year 2016/2017, Milan, Italy.
23 June 2017	Winner of the prize for 'Best Ph.D. thesis – 2017 Edition', entitled to Antonino Pusateri and awarded by the National Legal Research Centre 'Centro Studi Domenico Napoletano', Naples, Italy.
13 December 2017	Winner of the price for 'Best PhD thesis – 2017 Edition' entitled to Massimo D'Antona and awarded by the Italian Ministry of Labour and Social Policies, Rome, Italy.

ROLE IN COLLECTIVE SCIENTIFIC RESEARCH PROJECTS

- January 2021 – Present **Coordinator** with Prof. Frank Hendricksx (KU Leuven, Belgium) and Prof. David Mangan (Maynooth University, Ireland) of the scientific project 'Privacy@Work'.
- Febbraio 2020 – Presente **Expert** within the scientific project '*Economically-dependent Workers as Part of a Decent Economy – International, European and Comparative Perspective*', coordinated by Prof. Claudia Schubert, University of Hamburg, Germany.
- January 2018 – June 2018 **Expert** within the scientific project '*New trade union strategies for new forms of employment*', coordinated by Professors Nicola Countouris and Valerio De Stefano, funded by European Trade Union Confederation (ETUC).
- October 2016 – September 2018 **Member** of the International Group of Research on, '*The role of the State and industrial relations*', XXII World Congress of the International Society for Labour and Social Security Law '*Transformations of Work: challenges for the National Systems of Labour Law and Social Security*'.
- July 2015 – December 2015 **National Expert** for Italy within the '*REFIT study to support evaluation of Directive 91/533/EC*' project, organised and funded by the European Commission (contractor Ramboll Management Consulting, Denmark).

ROLES IN SCIENTIFIC JOURNALS

- February 2020 – Present **Editorial Board** of the European Labour Law Journal (SAGE Journals).

MEMBERSHIPS TO SCIENTIFIC ASSOCIATIONS

- 2020 – Present **Member** of the Italian Association of Labour Law and Social Security Law (Associazione Italiana di Diritto del Lavoro e della Sicurezza Sociale - AIDLASS), Italy.
- 2020 – Present **Member** of the Labour Law Community, Italy.

EDUCATION

- October 2011 – April 2016 **Ph.D.**, Employment and Labour Law (Ph.D. Program in Law and Commerce, with full scholarship), Università commerciale Luigi Bocconi, Milan, Italy.
Thesis dissertation – 19th of April 2016 (Title: *Il valore della flessibilità funzionale nell'analisi giuridica*).
- September 2006 – October 2011 **Bachelor and Master of Science**, Law, Università Commerciale Luigi Bocconi, Milan, Italy (*Laurea magistrale in Giurisprudenza*).
Majors: Company Law, Financial Markets and Competition
Final grade: 110, *summa cum laude*
- September 2010 – January 2011 **Erasmus student exchange**, University of Amsterdam (UvA), Amsterdam School of Law
Focus on European law subjects, Average grade: 9/10

July – August 2010

Student exchange, New York University, Robert F. Wagner School of Public Service, Summer School
Management of International Institutions and NGOs (final grade: 29/30)

September 2001 – July 2006

High school Degree, Classical studies (*Diploma di Maturità Classica*), Liceo Classico Statale Paolo Sarpi, Bergamo, Italy.
Final grade: 100/100

PUBLICATIONS

ARTICLES AND CASE COMMENTS IN SCIENTIFIC JOURNALS

- 1) **E. Gramano** & H. Stolzenberg, *Platform work and the notion of 'employee' under the German legal System: possible consequences at a systematic level*, *Lavoro Diritti Europa*, 3, 2021.
- 2) E. Gramano, *Arbeitnehmerähnliche personen e collaboratori coordinati e continuativi: ai confini della subordinazione. Un confronto tra le tecniche di tutela in Italia e Germania*, *Argomenti di Diritto del Lavoro*, 4, 2021.
- 3) E. Gramano, *Jus variandi e formazione nel rapporto di lavoro subordinato*, in *Labor, Il lavoro nel diritto*, 3, 2021.
- 4) E. Gramano, *Ancora sulla nozione di 'lavoratore' nel diritto dell'Unione Europea: il caso Yodel*, *Argomenti di Diritto del Lavoro*, 5-6, 2020.
- 5) D. Mangan, **E. Gramano**, M. Kullmann, *An unprecedented social solidarity stress test*, *European Labour Law Journal*, 11(3), 2020.
- 6) A. Aloisi, **E. Gramano**, *Artificial intelligence is watching you at work. Digital surveillance, employee monitoring and regulatory issues in the EU context*, *Comparative Labor Law & Policy Journal*, 41(1), 2020.
- 7) A. Aloisi, **E. Gramano**, *Workers without workplaces and unions without unity. Non-standard forms of employment, platform work and collective bargaining*, *Bulletin of Comparative Labour Relations*, 4, 2019.
- 8) **E. Gramano**, G. Gaudio, *New trade union strategies for new forms of employment. Focus on Italy*, *European Labour Law Journal*, 10 (3), 2019.
- 9) E. Gramano, *I licenziamenti in Italia, regole e buone pratiche*, *Economia&Management*, 3, 2019.
- 10) E. Gramano, *Digitalisation and Work: Challenges from the Platform-Economy*, *Contemporary Social Science Journal*, 15(4), 2019.
- 11) E. Gramano, *Contribución al debate sobre trabajo y gig-economy a la luz del ordenamiento jurídico italiano*, *Revista de Derecho Social*, 2019.
- 12) B. Waas, V. Pavlou & **E. Gramano**, *Introduction to the Special Issue on 'Digitalisation and the Law'*, *Work Organisation, Labour & Globalisation*, Winter 2018.
- 13) E. Gramano, *Dalla eterodirezione alla eterorganizzazione e ritorno. Un commento alla sentenza Foodora*, *Labor, Il lavoro nel diritto*, 5, 2018.
- 14) **E. Gramano** & H. Stolzenberg, *Die Jobs Act-Reform in Italien: "Smarte Regelung" des Weisungsrechts und ein neuer Rechtsrahmen für Selbstständige*, *Soziales Recht*, 5, 2018.
- 15) E. Gramano, *Sull'estensione dell'obbligo di repêchage alle mansioni inferiori: la conferma della giurisprudenza*, *Diritto delle Relazioni Industriali*, 3, 2018.
- 16) M. Del Conte & **E. Gramano**, *Looking to the other side of the bench: The new legal status of independent contractors under the Italian legal system*, *Comparative Labor Law & Policy Journal*, 39(3), 2018.
- 17) E. Gramano, *Riflessioni sulla qualificazione del rapporto di lavoro nella gig-economy*, *Argomenti di Diritto del Lavoro*, 3, 2018.
- 18) E. Gramano, *La rinnovata (ed ingiustificata) vitalità della giurisprudenza in materia di controlli difensivi*, *Diritto delle Relazioni Industriali*, 1, 2018.
- 19) E. Gramano, *Sul licenziamento intimato per scarso rendimento*, *Argomenti di Diritto del Lavoro*, 6, 2017.
- 20) E. Gramano, *Dal patto all'obbligo di demansionamento*, *Labor, Il lavoro nel diritto*, 3, 2017.
- 21) E. Gramano, *Natura e limiti dell'obbligo di repêchage: Lo stato dell'arte alla luce delle più recenti pronunce giurisprudenziali*, *Argomenti di Diritto del Lavoro*, 5-6, 2016.
- 22) E. Gramano, *Sull'applicabilità temporale del nuovo art. 2103 cod. civ.*, *Argomenti di Diritto del Lavoro*, 2016.

- 23) E. Gramano, *Sull'accertamento della ritorsività del licenziamento*, Argomenti di Diritto del Lavoro, 4-5, 2015.
- 24) E. Gramano, *Licenziamento e patto di prova nullo: il regime sanzionatorio del licenziamento illegittimo per insussistenza di 'qualsiasi' fatto*, Giustiziacivile.com, 2014.
- 25) E. Gramano, *Illegittimità del licenziamento disciplinare e tutele del lavoratore nel nuovo art. 18 st. lav.*, Argomenti di Diritto del Lavoro, 5-6, 2013.
- 26) E. Gramano, *Consegna della lettera di contestazione disciplinare sul luogo di lavoro e rifiuto del lavoratore di riceverla*, Giurisprudenza Italiana, 6, 2013.

CHAPTERS IN BOOK AND COMMENTARIES

- 27) A. Aloisi, **E. Gramano**, *A solution in search of a problem? Collective rights and the antitrust labour exemption in Italy*, forthcoming in E. McGaughey et al. (eds.), *Labor in Competition Law*, Cambridge University Press, 2021.
- 28) E. Gramano, *Collective Bargaining for Self-employed Workers in Italy*, in B. Waas, C. Hiesl (eds.), *Collective Bargaining for Self-employed Workers in Europe*, Wolters Kluwer, 2020.
- 29) E. Gramano, *Working performance and organisational flexibility: at the core of the employment contract*, in T. Addabbo, E. Ales et al. (eds.), *Performance Appraisal in Modern Employment Relations - An Interdisciplinary Approach*, Palgrave Macmillan, 2019.
- 30) A. Aloisi, **E. Gramano**, *The enduring (and capacious) persistence of the standard employment relationship. A flexible approach to "subordination"*, in G. Casale, T. Treu (eds.), *Transformations of work: challenges for the national systems of labour law and social security*, Giappichelli, 2018.
- 31) S. Bini, M. Giovannone & **E. Gramano**, *New forms of subordination and welfare on the work place: Evidences from the Italian legal system*, in J. Tomsey (ed.), *Organisation, well-being and flexibility in employment law: current issue*, Wolters Kluwer, 2018.
- 32) M. Del Conte & **E. Gramano**, *C88 – Employment Service Convention, 1948 (No. 88)*, in E. Ales, M. Bell, S. Robin-Olivier and O. Deinert (eds.), *Commentary on European and International Labour Law*, Nomos, 2018.
- 33) E. Gramano, *Il reclutamento e la gestione del personale (art. 19 e 26)*, in C. Ibba and I. Demuro (eds.), *Le società a partecipazione pubblica, Commentario tematico al decreto legislativo*, Zanichelli, 2018.
- 34) E. Gramano, *L'accordo sul lavoro agile: Forma e contenuto*, in G. Zilio Grandi & M. Biasi (eds.), *Commentario Breve allo Statuto del Lavoro Autonomo e del Lavoro Agile*, Cedam, 2017.
- 35) G. Zilio Grandi & **E. Gramano**, *La disciplina delle mansioni: Evoluzione del quadro normativo*, in G. Zilio Grandi & **E. Gramano** (eds.), *La disciplina delle mansioni prima e dopo il Jobs Act, Quadro legale e profili problematici*, Giuffrè, 2016.
- 36) E. Gramano, *La riforma della disciplina del jus variandi tra continuità e rotture*, in A. Perulli (ed.), *L'idea di diritto del lavoro, oggi, Atti del Convegno in memoria di Giorgio Ghezzi, Venezia il 25-26 settembre*, Wolters Kluwer /CEDAM, 2016.
- 37) E. Gramano, *La riforma della disciplina del jus variandi*, in G. Zilio Grandi & M. Biasi (eds.), *Commentario breve alla riforma 'jobs act'*, Wolters Kluwer /CEDAM, 2016.
- 38) S. Liebman & **E. Gramano**, *La nuova disciplina delle tutele in caso di licenziamento illegittimo: il licenziamento per ragioni oggettive*, in S. Liebman & M. Persiani (eds.), *Trattato breve: il nuovo mercato del lavoro*, UTET, 2013.

EDITED BOOKS AND JOURNALS

- 1) B. Waas, V. Pavlou & **E. Gramano** (guest eds.), *Digitalisation and the Law*, special issue *Work Organisation, Labour & Globalisation*, winter issue 2018.
- 2) G. Zilio Grandi & **E. Gramano** (eds.), *La disciplina delle mansioni prima e dopo il Jobs Act, Quadro legale e profili problematici*, Giuffrè, Milano, 2016.

BOOK REVIEWS

- 1) E. Gramano, *Book Review: 'Humans as a service the promise and perils of work in the gig economy' by Jeremias Prassl, 2018, OUP*, in B. Waas, V. Pavlou & E. Gramano (guest eds.), *Special Issue Digitalisation and the Law, Work Organisation, Labour & Globalisation*, winter issue 2018.

SHORT ARTICLES

- 1) E. Gramano, Dispatch – Italy – *The new legal status of independent contractors in the Italian legal system*, in *Comparative Labor Law & Policy Journal*, 2018.

TRANSLATIONS

- 1) V. Pavlou (Author), *Percorso di lettura sulla dottrina femminista del diritto del lavoro*, *Giornale di Diritto del Lavoro e di Relazioni Industriali*, 2018, 159 (translation from English to Italian by **E. Gramano**).

SELECTED CONFERENCES AND SEMINARS

- 27 – 29 June 2021 Speaker on the topic *Privacy@Work and Surveillance in the Italian legal system*, at the 5th Labour Law Research Network (LLRN) Conference (University of Warsaw, Poland).
- 27 – 29 June 2021 Discussant within the panel on *Equitable income support for self-employed and non-standard workers post COVID-19 crisis*, at the 5th Labour Law Research Network (LLRN) Conference (University of Warsaw, Poland).
- 21 – 24 June 2021 Speaker on the topic *Defining Work* at the 19th International Labour and Employment Relations Association (ILERA) World Congress on 'Making and Breaking Boundaries in Work and Employment Relations' (University of Lund, Sweden).
- 21 – 24 June 2021 Speaker on the topic *Economically-dependent workers as part of a decent economy – international, European and comparative perspective*, at the 19th International Labour and Employment Relations Association (ILERA) World Congress on 'Making and Breaking Boundaries in Work and Employment Relations' (University of Lund, Sweden).
- 20 April 2021 Speaker on the topic *Remote Work*, at the 'Information Telework Seminar' hosted by the Centre for International and European Labour Law Studies (CIELLS) (University of Warsaw, Poland).
- 4 December 2020 Speaker on the topic *Diritto del lavoro e crisi pandemica: le reazioni degli ordinamenti europei tra emergenza e solidarietà*, within the seminars series 'Itinerari (digitali) della ricerca giuslavoristica' (University of Trieste, Italy).
- 18 November 2020 Speaker on the topic *Privacy and Technology at Work Digital Surveillance, Employee Monitoring & Regulatory Issues in the EU context*, LUISS University (Rome, Italy).
- 1 July 2020 Speaker on the topic *Qualificazione e tutele del lavoro etero-organizzato* at the webinar on 'Etero-organizzazione e lavoro mediante piattaforma digitale', organised by Università La Sapienza, (Rome, Italy).
- 14 – 15 October 2020 Discussant within the panel on *Trade unions and work council strategies*, at the Conference 'Rethinking Labour Law in the Digitalisation Era', organized by the European Trade Union Institute (ETUI), the European Lawyers Network for Workers (ELW) and the European Trade Union Confederation (ETUC) (Brussels, Belgium).
- 8 – 9 October 2020 Speaker on the topic *Economically Dependent workers in Italy and Europe: a changing trend*, at the Workshop on 'Economically-

- dependent Workers as Part of a Decent Economy – International, European and Comparative Perspective’ (University of Hamburg, Germany).
- 18 – 19 November 2019 Speaker on the topic *The new transparent and written working conditions Directive*, at the ‘Second Roger Blanpain Conference’ (University of Leuven, Leuven, Belgium).
- 25 – 26 October 2019 Speaker on the topic *Digital Surveillance and Regulatory Issues*, at the ‘Artificial Intelligence and Work Conference’ (University of Leicester, UK).
- 23 – 27 September 2019 Tutored group of Ph.D. students at the Seminar of Comparative Labour Law ‘Pontignano XXXVI, *Worker’s Mobility in the European Union: a Labour Law Perspective*’ (Università Parthenope and University of Federico II, Naples, Italy).
- 12 – 13 September 2019 Speaker on the topic *Artificial Intelligence is Watching You at Work. Digital Surveillance and Regulatory Issues from a Civil Law Perspective*, at the ‘Congreso Internacional sobre automatización, vigilancia y control de los trabajadores y Derechos fundamentales’, Universitat de València, Spain (**winner of the scholarship for best paper**).
- 8 – 9 – 10 July 2019 Speaker on the topic *Artificial Intelligence is Watching You at Work. Digital Surveillance and Regulatory Issues from a Civil Law Perspective*, at the 6th Regulating for Decent Work Conference on ‘Work and Well-being in the 21st Century’ (ILO, Geneva, Switzerland).
- 19 June 2019 Speaker on the topic *Le nuove competenze abilitanti in ottica Industry 4.0*, at the Conference ‘Formazione per la competitività delle aziende del Lazio’ (Università degli Studi Roma Tre, Rome, Italy).
- 28 – 29 May 2019 Speaker on the topic *Technology and Youth Labour Rights*, ILO annual conference on ‘Rights and Voices of Youth’ (Rome, Italy).
- 28 February – 1 March 2019 Speaker on the topic *Artificial Intelligence is Watching You at Work. Digital Surveillance and Regulatory Issues from a Civil Law Perspective*, at the Workshop on ‘Artificial intelligence, automation and labour regulation’, ILO Employment Policy Department, (Geneva, Switzerland).
- 21 – 22 – 23 February 2019 Speaker on the topic *Dismissal protection in Europe* at the ‘Final Conference on Restatement of Labour Law in Europe’ (Goethe University, Frankfurt am Main, Germany).
- 15 – 16 February 2019 Speaker on the topic *Challenges for trade unions and legal strategies*, at the ‘European Labour Law Conference – New forms of labour and new structures of enterprises – challenges for labour law’ (Frankfurt am Main, Germany).
- 30 November – 1 December 2018 Presented the legal paper *The employee’s right to be trained: an attempt to assess a legal reasoning*, at the Conference ‘Professionalism, employment contracts and collective bargaining in

the context of social innovation, Occupational Transitions, Individual and Professional Training, Value of Work in the IV Industrial Revolution', IX Edition (Bergamo, Italy).

- 20 September 2018
Role of discussant and closing remarks at the seminar '*Humans as a service the promise and perils of work in the gig economy*' (keynote speaker: Prof. Jeremias Prassl, University of Oxford), Bocconi University (Milan, Italy).
- 11 – 12 September 2018
Presented the legal paper, co-authored with Dr. Antonio Aloisi, *Non-standard workers and collective rights: Legal challenges, practical difficulties, and successful responses*, at the Industrial Relations in Europe Conference – IREC (Leuven, Belgium).
- 4 September 2018
Presented the legal paper, co-authored with Dr. Antonio Aloisi, *The enduring (and capacious) persistence of the standard employment relationship. A flexible approach to "subordination"*, at the XXII World Congress of the International Society for Labour and Social Security Law 'Transformations of Work: challenges for the National Systems of Labour Law and Social Security' (ILO, Turin, Italy).
- 5 – 6 June 2018
Presented the legal paper *Rethinking the 'employment relationship': Challenges from the gig-economy*, at the International symposium of Capla Research Programme 'Work and Employment in an era of Platform Capitalism' (Paris Dauphine University, Paris, France).
- 3 – 4 May 2018
Presented the legal paper *Digitalisation and work: challenges from the platform-economy*, at the 6th International Conference of Ph.D. Students and Young Researchers 'Digitalization in law' (Vilnius University, Faculty of Law, Vilnius, Lithuania).
- 19 – 21 March 2018
Presented the legal paper *Working performance and organisational flexibility: at the core of the employment contract*, at the 16th International Conference in commemoration of Professor Marco Biagi (Marco Biagi Foundation, Modena, Italy).
- 3 February 2018
Keynote Speaker on the topic *Legal status of independent contractors in EU and Italy*, at the Comparative Labor Law Symposium 'Legal problems on Independent Contractors' (Kobe University faculty of Law, Japan).
- 12 October 2017
Presented the legal paper *La nozione di lavoratore subordinato alla prova della gig-economy*, at the International Conference 'Impresa, lavoro e non lavoro nell'economia digitale' (University of Brescia, Italy).
- 29 September 2017
Presented the legal paper *The notion of employee and independent contractor in the Italian system*, at the Hugo Sinzheimer Institute Seminar on 'The Gig Economy – Challenges for Labour law' (Hugo Sinzheimer Institut, Amsterdam, The Netherlands).
- 20 – 22 September 2017
Presented the legal paper *New technologies and smart working'*—located within *Organization, Productivity and Well-Being at work: Italian National Report on Changes in Labour and Social Security Law from 2014 to 2017* (Co-Authors: F. Ferraro, **E. Gramano**, M. Murgo, S. Bini, M. Giovannone), at the International Society for

	Labour and Social Security Law XII European Regional Congress, Young Scholars Session (Prague, Czech Republic).
11 – 13 September 2017	Tutored group of Ph.D. students at the Seminar of Comparative Labour Law ‘Pontignano XXXIV, Labour law in the fragmentation of company structures’ (Certosa di Pontignano, Siena, Italy).
17 November 2016	Presented the legal paper <i>Oggetto del contratto di lavoro e obbligo di formazione</i> , at Bocconi University (Milan, Italy).
11 November 2016	Presented the legal paper <i>Il ruolo del contratto collettivo alla luce del nuovo art. 2103 del Codice Civile</i> , Call for Papers <i>I giovani giuslavoristi e gli studi di diritto del lavoro in memoria del Prof. Mario Giovanni Garofalo</i> , III ^a ed. (University of Bari, Italy).
25 – 26 September 2015	Presented the legal paper <i>La riforma della disciplina del jus variandi tra continuità e rotture</i> , Call for Papers <i>Il diritto del lavoro, oggi, in memoria del Professor Giorgio Ghezzi</i> (Ca’ Foscari University, Venice, Italy).
16 – 19 July 2013	Participant at the Seminar of Comparative Labour Law ‘Pontignano XXX on Individual dismissals’ (Modena, Italy).
17 – 20 July 2012	Participant and final speaker at the Seminar of Comparative Labour Law ‘Pontignano XXIX on Decentralisation of collective bargaining’ (Modena, Italy).
December 2012	Speaker on the topic <i>Agency work: A comparison between Italy and the United Kingdom</i> , in the framework of the course of Comparative Industrial Relations Law (Università commerciale Luigi Bocconi, Milan, Italy).

LANGUAGE SKILLS

Italian	Mother Tongue
English	C1/fluent
German	B1

IT SKILLS

Ms Office
 ECDL (European Computer Driving Licence) Certificate

6 October 2021