

PERSONAL INFORMATION

Venera Protopapa

 (Italy)

 venera.protopapa@univr.it

WORK EXPERIENCE

Sep 2017–Present

Researcher of Labour Law on fixed-term contract

University of Verona, Verona (Italy)

Research activities: 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.

Jan 2017–Nov 2017

Research fellow

University of Brescia, Brescia (Italy)

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

The research focuses on the enforcement of the prohibition of discrimination following the national implementation of Directives 2000/43/EC and 2000/78/EC. It builds 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 will highlight the extent to which collective enforcement has influenced success in court and the impact of litigation in terms of social change. Finally the research will investigate 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.

Sep 2012–Sep 2017

Teaching assistant

University of Milano, Milano (Italy)

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.

Feb 2016–May 2017

Teaching assistant

University of Brescia, Brescia (Italy)

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.

Jan 2016–Dec 2017

Research fellow

University of Brescia, Brescia (Italy)

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.

- Oct 2015–Mar 2016 **Data base developer and data entry operator**
Osservatorio sulla contrattazione collettiva decentrata - OSMER, University of Brescia, Brescia (Italy)
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.
- Jul 2015–Sep 2015 **Legal advisor**
Save the Children Italia Onlus, Milano (Italy)
Legal advice on unaccompanied minors and refugees.
- Aug 2012–May 2013 **Legal advisor**
ASGI - Associazione Studi giuridici sull'immigrazione, Torino (Italy)
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.
- Oct 2010–Nov 2012 **Legal professional**
Polizzi-Guariso e associati Viale Regina Margherita, Milano (Italy)
Legal practice concerning Labour Law, Antidiscrimination Law and Immigration Law
- Mar 2011–Jul 2011 **Law Clinic Tutor**
University of Brescia, Brescia (Italy)
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.

EDUCATION AND TRAINING

- Oct 2012–Oct 2016 **Doctoral degree**
Graduate School in Social, Economic and Political Sciences, University of Milan, Milan (Italy)
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
- Oct 2014–Mar 2015 **Research Exchange**

University of Arizona, Tucson (United States)
 Research activity on Law and Social Change and Law and Social Movements

Jun 2014–Oct 2014 **Research Exchange**
 University of Kwa-Zulu Natal, Durban (South Africa)
 Research activity on Law and Social Change

Jul 2011–Aug 2011 **European Diploma Supplement**
 Duit Srl, Institute of International Legal Studies, Jean Monnet University of Naples "L'Orientale", Rome (Italy)
 European Union Law and the European Convention of Human Rights Law

Dec 2007–Jul 2010 **Master Degree in Law (110/110 cum laude)**
 University of Brescia, Brescia (Italy)
 Private Law, Constitutional Law, Criminal Procedure Law, Criminal Procedure Law, International Law, Labor Law, Antidiscrimination Law

Dec 2009–Mar 2010 **Research Student Exchange**
 Université Jean Monnet - Centre d'Etudes et de Recherches sur le Droit Critiques (Research Centre), Saint-Etienne (France)
 Study of the French system of anti-discrimination law

Oct 2004–Dec 2007 **Bachelor Degree in Legal Sciences (107/110)**
 University of Brescia, Brescia (Italy)
 Private Law, Constitutional Law, Civil Procedure Law, Criminal Procedure Law, International Law, Labor Law

PERSONAL SKILLS

Mother tongue(s) Albanian

Foreign language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Italian	C2	C2	C2	C2	C2
English	C2	C2	C2	C1	C1
French	A2	B2	A2	A2	A2

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
 Common European Framework of Reference for Languages

Organisational / managerial skills Excellent team work ability

Job-related skills Excellent use of both Italian and foreign legal databases.

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving

Independent user	Independent user	Basic user	Basic user	Basic user
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Digital skills - Self-assessment grid

Excellent use of Microsoft Office and Atlas.ti

ADDITIONAL INFORMATION
Publications

- "I casi Achbita e Bougnaoui. Il velo islamico tra divieto di discriminazione, libertà religiosa ed esigenze dell'impresa, in *Argomenti di diritto del lavoro*, 4/5 2017, p. 1079.
- "Access to Justice and Legal Clinics: Developing a Reflective Lawyering Space. Some Insights from the Italian Experience", (co-authored with Marzia Barbera) , WP Working Paper Massimo D'Antona, 2017/141.
- "Loophole or deliberate exclusion of migrants from protection? A comparison of the CJEU and ECtHR case law on nationality discrimination ", (co-authored with S. Morano-Foadi), to be published in P. De Hert, F. Korenica (eds.) "European human rights law architecture: drawing the comparison between Luxembourg and Strasbourg" .
- The Fiat case : reframing an industrial dispute in antidiscrimination language", (co-authored with M. Barbera), in *European Journal of Human Rights*, n. 1/2015.
- "Libertà sindacale e libertà religiosa. Il (non) bilanciamento della Grande Camera", in *Rivista giuridica del lavoro*, n. 3/2014.
- "Il Caso Fiat: come la tutela antidiscriminatoria riformula il conflitto sindacale" (co-authored with M. Barbera), in *Rivista giuridica del lavoro*, n. 2/2014.
- "La discriminazione per associazione e le conseguenze del comportamento discriminatorio", in *Rivista giuridica del lavoro*, n. 3/2012.
- "Due decisioni sul divieto di discriminare sulla base delle convinzioni personali. Il caso del "sole delle alpi"", in *Rivista giuridica del lavoro*, n. 3/2011.
- "Rilevatori del censimento e requisito della cittadinanza", in *Rivista critica di diritto del lavoro privato e pubblico*, n. 3/2011.

Presentations

- "Access to Justice and Legal Clinics: Developing a Reflective Lawyering Space. Some Insights from the Italian Experience", *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", (co-authored with M. Barbera), working paper presented at "Public interest law and access to Justice" conference, Universidad de los Andes, 12 May 2017.
- "L'approccio integrato delle cliniche legali. Il caso dell'accesso al welfare", *Le cliniche legali come prospettiva sul diritto le sfide teoriche e concettuali*, Università Roma Tre, 13 February 2017.
- "Flexible working time in Italy", Seminar of comparative labour law "PONTIGNANO XXXII" on flexible working time, Fondazione Marco Biagi, 1- 4 September 2015.
- " Shaping Equality for Migrants. The case of Access to Welfare" 8th Seminar for young researchers on "European Labour Law and Social Law", University of Warsaw, 23-26 April 2015.
- "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", *International Conference - "Global Challenges and New Perspectives on Equality law"*, Université libre de Bruxelles, 5-6 May 2014.
- "Uscire dalla segregazione razziale. L'esperienza della Commissione per la Verità e la Riconciliazione", University of Brescia, 3 April 2014.
- "The Strategic Use of Antidiscrimination law in the Fiat case", AIAS Doctoral conference, 29-30 January 2014.

Teaching activities

- Labour Law (IUS/07), a.y. 2017/2018, Degree in Nursing, Medicine and Surgery School, University of Verona.
- "Key notions of Antidiscrimination Law", Specialization School for Legal Professionals, a.y. 2017/2018, Universities of Verona and Trento, 12-19 March 2018.

Seminars

- "Accesso alla giustizia e gratuito patrocinio. Il caso della protezione internazionale", University of Verona, 15 March 2018.
- "La questione del velo islamico. La giurisprudenza della Corte di giustizia e della Cedu", University of Brescia, Corso di diritto antidiscriminatorio, 28 March and 10 April 2018.
- "Esercitazione su concetti chiave del diritto antidiscriminatorio", Corso di diritto antidiscriminatorio, University of Brescia, 23 May 2017.
- "Problem based learning. Esercitazione su casi di Diritto sindacale", Corso di diritto sindacale, University of Milan, 19 January 2017.
- "Workshop tematici con risoluzione di casi pratici sulla base dei principi giurisprudenziali CEDU e CGUE in materia di discriminazione", Corso di formazione Asgi, 8 aprile 2016.
- "Introduction to EU Antidiscrimination Law in Recruitment", Corso di Hiring and Recruitment, University of Milan, 1 February 2016.
- "Workshop sulla validità del contratto collettivo aziendale", Corso di diritto sindacale, University of Milano, 30 October 2015.
- "Introduzione al diritto antidiscriminatorio", Corso Pari Opportunità e Carriere scientifiche, University of Milan, 27 May 2015.
- "Uscire dalla segregazione razziale. L'esperienza della Commissione per la Verità e la Riconciliazione", Corso di Diritto antidiscriminatorio, University of Brescia, 3 April 2014.
- "I divieti di discriminazione per motivi religiosi e convinzioni personali", University of Milan, Corso di Mercato del lavoro e Diritto antidiscriminatorio, 9 March 2014.
- "Stranieri e Accesso al welfare", Corso di diritto della sicurezza sociale, University of Milan, 20 March 2013.
- "I divieti di discriminazione per motivi di razza e origine etnica", Corso di Diritto della sicurezza sociale, University of Milan, 26 February 2013
- "Lavoratore migrante a accesso al mercato del lavoro", Corso di diritto del mercato del lavoro, University of Milan, 12 November 2013.
- "I diritti del lavoratore irregolare", Corso di Diritto del mercato del lavoro, University of Milan, 19 November 2013.

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

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

Passed the bar Examination on 15 October 2013