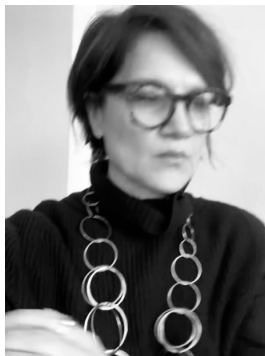




Europass Curriculum Vitae



Personal information

First name(s) / Surname(s) **CALAFÀ' LAURA**

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Nationality ITALIAN

Date of birth 01/01/68

Gender FEMALE

Personal site <http://www.giurisprudenza.univr.it/foi/main?ent=persona&id=556&lang=it>

Occupational field

FULL PROFESSOR OF LABOUR LAW AND EUROPEAN LABOUR LAW, FACULTY OF LAW, VERONA UNIVERSITY

Work experience ACADEMIC CAREER

2005 – 2017 Associate Professor, Faculty of Law, Verona University
She teaches Labour Law, European Law, Antidiscrimination Law.

March 2001- February 2005, Researcher in labour law, Verona University

April 1999 – February 2001, Research Lectureship, Verona University

1998-1999, Post-doctorate fellowship, Ferrara University

April 1997 – January 1998, Visiting fellow, judge G. Federico Mancini's Cabinet, European Court of Justice

Key qualifications:

She qualified in three main fields: labour law, EU law and antidiscrimination law, safety and security at work. In relation to labour law, her main focus is currently to explore the new forms of contract of employment and the national and supranational regulation of immigration and free movements of workers. In relation to EU law, she has been examining parental leaves, especially focusing on the European Court of Justice case law. In relation to antidiscrimination law, she has been analyzing the European Union and National legal framework on equal treatment.

For references:

Prof. Gian Guido Balandi, Professor Emeritus University of Ferrara
(ganguido.balandi@unife.it);

Prof. Riccardo Salomone, University of Trento (salomone@unitn.it)

Prof.ssa Cristina Alessi, University of Brescia (cristina.alessi@unibs.it)

Education and training

July 1997, Ph.D. in European and Comparative Labour Law, Ferrara University, July 1997

March 1993, Juris Doctor (magna cum laude), Law Degree, Labour Law Thesis (Title “Equal Opportunities and Affirmative Actions”), Ferrara University.

Personal skills and competences

Mother tongue(s)

Specify mother tongue Italian

Other language(s)

Self-assessment

European level (*)

French

English

Spanish

Understanding		Speaking		Writing	
<i>Listening</i>	<i>Reading</i>	<i>Spoken interaction</i>	<i>Spoken production</i>		
C2	C2	C2	C2		C2
C1	C1	C1	C1		C1
A2	A2	A2	A2		A2

(*) [Common European Framework of Reference for Languages](#)

Additional information

Specific experience:

RESEARCH ACTIVITIES

She carried out research projects in the fields of antidiscrimination, labour and social law. She has authored numerous publications on gender issues, anti-discrimination law, migration, human trafficking, and labor exploitation. Her monographs include *Congedi e rapporto di lavoro* (Cedam, 2004) and *Paternità e lavoro* (Il Mulino, 2007)—the latter resulting from the European Commission-funded project More Than One Day Daddy—as well as *Migrazione economica e contratto di lavoro* (Il Mulino, 2012). She has also co-edited the 2021 issue of *Lavoro e diritto* on *L'altro art. 18. Diritto del lavoro e sfruttamento* and the volume *Lavoro sfruttato e caporalato* (Il Mulino, 2023). Between 2006 and 2008, she collaborated with the Department for Equal Opportunities under the Presidency of the Council of Ministers and with UNAR (National Office Against Racial Discrimination). More recently, she served as a member of the Technical Table for the National Plan against Undeclared Work and as part of the commission drafting the decrees for the implementation of the Italian disability law reform (2021-2022); in 2022 she led the DXB project, *Identities on the Move - Documents Cross Borders* (European Union Justice Program 2014-2020), and the FARM project (*Responsible Agriculture Chain* - FAMI 2019). In 2024 and 2025, she coordinates the PRIN research unit on the *EXPLOIT* project, *Exploited Labour: Interdisciplinary Research on Policies to Prevent Labour Exploitation*, and coordinates a network of universities for the *Common Ground* project (PON Inclusion 2014-2020), focusing on interregional actions to combat labor exploitation and support victims.

She also collaborates with the National Institute for Public Policy Analysis (INAPP) on implementing Directive 2023/970/EU addressing the gender pay gap. Concurrently, she serves as the contact person for the Department of Law at the University of Verona, for the BRIC-INAIL project, focused on empowering corporate prevention professionals through information, training, and tools to assess workplace violence, promote the emergence of this issue and develop targeted prevention and intervention measures for companies.

CURRENT RESEARCH

- PRIN 2022 CALL FOR PROPOSALS - Project Coordinator: D'ONGHIA Madia. Head of Research Unit: CALAFA' Laura - Title of Research Project: Exploited labor. An interdisciplinary research on the politics aimed at preventing labour exploitation EXPLOITED LABOR. AN INTERDISCIPLINARY STUDY ON POLICIES FOR THE PREVENTION OF LABOR EXPLOITATION. Acronym: EXPLOIT
- Project coordinator for the DXB project - Identities on the move – Documents cross borders', Grant Agreement no. 101007502 funded by the European Union's Justice program (2014-2020), PM Alexander Schuster. In addition to the University of Verona, project partners include the University of Innsbruck, GRAZ (Austria), the University of Thessaloniki (Greece), the Italian National Association of Civil Status and Registry Officers (ANUSCA) and the German National Association of Civil Status and Registry Officers (EVS).
- Common Ground Project - PON INCLUSIONE 2014-2020 Piedmont Region, Interregional actions to combat labor exploitation and support victims (research activity in collaboration with the Free University of Bolzano and coordination by the Universities of Veneto).

Scientific collaboration on projects of national importance as an expert (since September 1, 2023 – ongoing)

- INAPP – National Institute for Public Policy Analysis, responsible for conducting a series of in-depth studies on the role of collective bargaining in combating the mechanisms that create the gender pay gap and the role of gender bargaining in promoting gender equality and non-discrimination in the workplace (Assignment Profile B – Identification code PARIOPP_PRO_B) of the Program Agreement pursuant to Article 15 of Law No. 241/1990 of December 29, 2022, signed between INAPP and the Ministry of Labor and Social Policies, to carry out a comprehensive set of activities involving analysis, monitoring, evaluation, and support for the governance of public policies on issues of gender participation in the labor market, the promotion of equal pay and equal opportunities in the workplace through the implementation of specific studies, the results of which will be shared and discussed with the main actors involved in various capacities in the implementation of relevant policies.
- Referent of the Department of Legal Sciences, University of Verona, of the Agreement for the implementation of the Project dedicated to the empowerment of corporate prevention figures through information, training, and dissemination of tools for the assessment of violence in the workplace in order to encourage the emergence of this phenomenon and prepare targeted prevention and intervention measures for companies (BRIC-INAIL project, “Emerging psychosocial risks in the changing world of work: identification and development of evidence, solutions, and tools to support risk assessment and management”).
- Formez - Project “Training courses aimed at strengthening the skills of public administration staff in relation to discrimination against LGBT people - PO INCLUSION 2014-2020” referred to in the Agreement of 25/05/2021 signed between the DEPARTMENT FOR EQUAL OPPORTUNITIES and Formez PA – RA 21017 Ro 17 and projects “Countering anti-Gypsyism: a cultural journey between memory and current events” - RA 21015RO 15; “Pilot interventions for the creation of Local Action Plans (PAL) to be implemented in continuity with the process started in 2018 (second edition)” - RA 21016 RO 16; “Information, awareness-raising, and training interventions for prison system operators on the theme of anti-discrimination and the inclusion of LGBT prisoners through an interactive online platform” - RA21018 RO 18.”

OTHERS RESEARCH

2019 – 2021 Coord. Project *FARm* [Modello di Filiera dell'Agricoltura Responsabile]. The FARm project aims to contrast and prevent labor exploitation and the gang-master system in agriculture in defined, homogeneous and geographically-related territorial contexts (Veneto, Lombardy and Trentino-Alto Adige). (UE and national Immigration Found Action; Avis n. 1/19). It promotes collaboration between institutional actors, private social sector organizations and organizations representing workers and employers in agriculture by supporting their engagement in ensuring better working conditions for migrants and respect for their fundamental rights through systematic research action.

2017-2020 Coord. Project “*Vivere e lavorare in salute e sicurezza: prospettive di cambiamento per i lavoratori migranti nel settore agro-zootecnico*”. (LivingStone) (Bando BRIC INAIL 2016).

2016-2019 Scientific Partner project FLEKSINORA, *Flexicurity and New Forms of Employment (Challenges regarding Modernization of Croatian Labour Law)* (Installation Research Projects Tender of the Croatian Science Foundation) (Coord. Prof. Sandra Laleta, Faculty of Law of the University of Rijeka, Croatia).

2016-2019 Scientific Partner of the project *The analysis of public instruments of social protection to manage labour change includes unemployment benefits, Public Employment Services, professional training for unemployed people, public guarantee institutions and other public measures that could contribute to alleviate the consequences of labour change for employees*, National Plan for Scientific and Technological Research and Innovation, SPAIN (Coord. Prof. Maria Belen Cardona Rubert, Universit. di Valencia)

2013 – 2016: LEGAL_frame_WORK (P.R.I.N. 2010-2011): Project Manager and component Research unit.

- 2015 – 2017: Component of the Italian Research Unit, Project FLEKSINORA, Flexicurity and New Forms of Employment (Challenges regarding Modernization of Croatian Labour Law) - Croatian Science Foundation, (HRZZ Installation Research Projects - UIP-09-2014), Principal investigator Assistant Professor Sandra Laleta.

- 2013 – 2014: professor specialized in the field of fundamental rights and anti-discrimination legislation in the European Commission project (Budget line 04.03.03.02. VP/2013/002/0024) *Courts and Charters - Workers' rights and access to the EU Courts and Charters*.

- 2011-2014: Component of the research network FRA-EIGE FRANET, NFP coordinated by Cospe and Bologna University (areas of interest: sexual orientation and gender identity, gender and economy crisis, extra EU citizens and Visa/borders; immigration law; racism and xenophobia). Report prepared 2010-2013: Sexual discrimination, LGBT discrimination; Cross Border and Visa Policy (Annual Report 2011); Economic Crisis and gender equality; Measures taken to promote gender equality; Freedom to conduct a business: interpretation of a right and its practical application; Severe forms of labor exploitation: Allowing victims of severe forms of labor exploitation to have access to justice in the EU Member States; Criminalisation of irregular migration.

- 2010 – 2013: Component of the research network COMPARISK, Bordeaux 4 - Montesquieu University.

2010 The use of gender in insurance pricing: report commissioned by the European Parliament and the Fondazione Brodolini (Rome). The results of the report are public and included in the official website of the European Parliament (<http://www.europarl.europa.eu/committees/en/studiesdownload.html?languageDocument=EN&file=60175>)

2006-08 Coordinator and supervisor of Workplace harassment, between European directives' implementation and codes of conduct, research project funded by the Equal Opportunities Committee of Verona University

2007-08 Coordinator and supervisor of Discriminations and inspection services in the framework of equal opportunities regulations, research project funded by Verona University and the Equality Counsellor of Verona

2006-2009 Freedoms and rights of workers on working time, national research project funded by Miur (2006 call), National co-ordinator: Prof. Bruno Veneziani, Co-ordinator of Verona research unit: prof. Laura Calafà.

2005-06 Supervisor of the Research Unit of Verona in More than one day daddy, Equal Project, European Commission Research (Co-ordinator of the project: EWA)

2007 – 08 Supervisor of Regulation models in labour law: Corporate social responsibility in a legal perspective, project funded by Verona University, 2007- 2008.

2005- 06 Isfol Supervisor for the project “P.A.R.I. (Active Fathers for family responsibilities)” funded by V European Framework Programme (Co-ordinator: Equal opportunities Department of the Office of the President of the Council of Ministers).

2004 Family instability: causal aspects and social, economic, demographic consequences, scientific co-ordinator Prof. M. Livi Bacci, Firenze University.

2001-03 Rights protection and citizens security in the European Constitutional dimension, Fibr Research.

2004 -05 Work-life balance and collective bargaining, Research of Isfol (Public authority for the research, in Roma). The final report is to be published (2004-2005).

2003-04 Company structure and participation models, Cofin 2003, scientific co-ordinator Prof. L. Mariucci, Venezia University.

2000-03 Legal consequences of family relationships, COMPTRASEC - Centre de Droit Comparé du Travail et de la Sécurité Sociale, currently directed by Prof. P. Auvergnon, Université Montesquieu de Bordeaux.

1999 - Pension system and women work, with Prof. S. Renga of Ferrara University, for the National Equal Opportunities Committee of the Ministry of Labour and Social Security.

1997 - The changes in the working time and a new conception of time from an individual and collective point of view, with the International Social Studies Centre of Rome directed by Antonio Lettieri, research funded by CE – DG V.

1995- 1997 Work in agriculture. Social security and unions organisation.

Selected Publications and Reports

Books

Congedi e rapporto di lavoro, 2004, Padova: Cedam (p. 1-357).

Migrazione economica e contratto di lavoro degli stranieri, 2012, Bologna, Il Mulino (p. 1 – 230).

Edited Books

Paternità e lavoro, a cura di Laura Calafà, 2007, Il Mulino: Bologna (p. 1-287).

La mobilità del lavoro: prospettive europee e internazionali, edited by L. Calafà, D. Gottardi, M. Peruzzi, 2012, ESI Edizioni (pag. 1-179).

Immigrazione e lavoro, edited by Alessandro Garilli, Ediesse, 2017.

Lavoro INsicuro. Salute, sicurezza e tutele sociali dei lavoratori immigrati in agricoltura, edited by L. Calafà, S. Iavicoli, B. Persechini, il Mulino 2020 (pp. 1-375)

With O. Bonardi, S. Elsen, R. Salomone, *Lavoro sfruttato e caporalato. Una road map per la prevenzione*, 2023, Bologna, il Mulino.

Edited Review/ In collaboration with others

Il mercato dei lavori alle soglie del 2000, numero monografico della rivista *Lavoro e diritto*, 4/1996, edited by L. Calafà, D. Gottardi, S. Renga, (introduzione pag. 605-608; volume pag. 605-765).

Lavoro, famiglia, diritto: combinazioni possibili, presentazione al numero monografico della rivista *Lavoro e diritto* n. 1/2001, edited by L. Calafà, D. Gottardi (introduzione p. 5 – 7; volume pag. 5-185).

La responsabilità sociale d'impresa, in *Lavoro e diritto* 1/2006, edited by L. Calafà L., Gottardi D. (introduzione p. 3- 4; volume pag. 1-226).

Il diritto antidiscriminatorio tra teoria e prassi applicativa, edited by L. Calafà, D. Gottardi, 2009, Roma, Ediesse (introduzione pag. 11-12; volume pag. 1-396).

Stranieri e lavoro, numero monografico rivista *Lavoro e diritto* 4/2009, edited by L. Calafà, D. Gottardi (introduzione da pag. 501 a 503; volume pag. 170).

Il rischio psico-sociale e organizzativo nel diritto del lavoro. Un'analisi comparata, numero monografico della rivista *Lavoro e diritto* 2/2012, edited by Gian Guido Balandi and Laura Calafà (introduzione *Il rischio da lavoro oggi*) (pp. 179-185).

La mobilità del lavoro: prospettive europee e internazionali, edited by L. Calafà, D. Gottardi, M. Peruzzi, ESI Edizioni (pag. 1-179).

Cent'anni di solitudine? L'Organizzazione Internazionale del Lavoro 1919-2019, with V. Brino, M. Borzaga, A. Lassandari, in *Lavoro e diritto*, fascicolo 3/2019 (pp. 383-569). (Introduzione pp. 383-386).

L'altro art. 18. Riflessioni giuslavoristiche sullo sfruttamento del lavoro, con S. Borelli, M. D'Onghia, S. Laforgia, M. Ranieri (fascicolo 2/21, *Lavoro e diritto*)

With Riccardo Salomone, *Il mercato del lavoro ai tempi del PNRR*, Rivista *Lavoro e diritto*, 2, 2023 (p. 161-381).

Encyclopedia

Voce *Carichi di famiglia*, Digesto IV ed., sez. Comm., aggiornamento, Utet, 2000, Torino.

Voce *Contratti di solidarietà*, Digesto IV ed., sez. Comm., aggiornamento, Utet, 2000, Torino.

Voce *Lavoro notturno*, in Digesto IV ed., sez. Comm., aggiornamento, Utet, Torino, 2003 (p. 619-628).

Voce *Job sharing* (Contratto di lavoro a prestazioni ripartite), in Digesto IV ed., sez. Comm., aggiornamento, Utet, 2003, Torino (p. 545-553).

Voce *Lavoro degli stranieri*, in Enciclopedia del diritto, Annali VIII, Milano, Giuffrè, 2015 (p.593-616).

Congedi di maternità e di paternità (dir. lav.), in Enciclopedia Treccani on line.

Articles

Le azioni positive di inclusione sociale degli stranieri e il modello regolativo nazionale «Diritto, immigrazione e cittadinanza», n. 1, 2009 (pp. 29-52).

Procedure d'infrazione e diritto antidiscriminatorio: l'apporto del d.l. n. 59/2008 (artt. 8-quarter, sexies, septies) «Studium iuris», n. 2, 2009 (pp. 122-127).

Il contratto di lavoro soggiorno tra sicurezza pubblica e mercato, in *Lavoro e diritto* 4/2009 (pp. 541 - 562).

A futura memoria: cronistoria del collegato lavoro rinviato alle Camere, in *Lavoro e diritto*, vol. XXIV, n. 4, 2010 (pp. 341-351).

Il codice delle pari opportunità dopo il recepimento della dir. 2006/54: profili sostanziali, in *Le nuove leggi civili commentate*, vol. XXXIII, n. 3, 2010 (pp. 537-576).

Pubblico e privato nel diritto antidiscriminatorio. Riflessioni a partire da due recenti interventi giudiziari, in *Questione giustizia*, n. 1, 2011 (pp. 121-131).

Cartoline da Detroit «Lavoro e diritto», vol. XXV, n. 2, 2011, pp. 363-379..

Stranieri tra politiche e diritti dopo Lisbona: la stagione degli ossimori? «Lavoro e diritto», vol. XXV, n. 3/11, 2011, pp. 527-556.

Il diritto del lavoro e il rischio psico-sociale (e organizzativo) in Italia, in *Lavoro e diritto* 2/12 (p. 257-290).

I confini sociali dell'immigration policy dell'Unione europea, in Rivista giuridica del lavoro e della previdenza sociale, n. 2, 2013 (pp. 347-369).

Giudici (quasi) federali e diritto del lavoro recente, in *Lavoro e diritto*, 2014, 2-3 (pp. 457-487).

La protección de los derechos fundamentales de los trabajadores ante los tribunales internos e internacionales: Italia, in *Derecho Social*, ed. Bomarzo (pp. 159-170).

Il sostegno alla genitorialità dopo il Jobs Act, in «Il lavoro nella giurisprudenza», Anno XXIII, n. 10, 2015 (p. 877-885).

Unioni civili, convivenze di fatto e modello lavoristico di tutela dei diritti dei genitori-lavoratori, in *Il lavoro nella giurisprudenza* 2016, 11 (p. 962-966).

Lavoro irregolare (degli stranieri) e sanzioni. Il caso italiano «Lavoro e diritto», n. Fascicolo 1, 2017, pp. 67-90.

Le riforme della scuola e del lavoro: questioni di "giustizia strategica", in «Lavoro e diritto», n. 1/2018, 2018, pp. 35-54.

Most recent publications:

Il mercato del lavoro dei cittadini extra-Ue in trasformazione, *Questione giustizia* n. 4/19 (article)

La violenza e le molestie sessuali nei luoghi di lavoro: il poliedrico approccio del diritto del lavoro gender oriented, in *Violenza e molestie sessuali nei luoghi di lavoro. Riflessioni a partire da un progetto di ricerca*, ed. by G. Gosetti (Turin 2019)

Focus Europa. La lotta al lavoro forzato e obbligatorio. Riflessioni sul lavoro indecente dopo la pronuncia Chowdury, Lavoro e diritto, 3/19 (article)

Per un approccio multidimensionale allo sfruttamento lavorativo, in Lavoro e diritto, 2/2021, p. 193-213 (article)

Introduzione a Lavoro INsicuro. Salute, sicurezza e tutele sociali dei lavoratori immigrati in agricoltura, Bologna, il Mulino (pp. 17-20) (

Immigrazione, lavoro e sicurezza in agricoltura, in (a cura di) Calafà, Iavicoli, Persechino, Lavoro INsicuro. Salute, sicurezza e tutele sociali dei lavoratori immigrati in agricoltura, Bologna, il Mulino 2020 (pp. 85/101).

La formazione oltre il contratto di lavoro, in I lavoratori e i cittadini. Dialogo sul diritto sociale, Bologna, il Mulino, 2020 (pp. 143-167).

Le migrazioni per motivi non economici nel quadro regolativo dell'Unione europea, in (a cura di) W. Chiaromonte, M.D. Ferrara, M. Ranieri (a cura di), Migranti e lavoro, Il Mulino, Bologna, 2020 (pp. 69-90).

Le tutele dei lavoratori in agricoltura, in (a cura di) Torsello, Guerra, Temi e prospettive per un corso di diritto agroalimentare transnazionale e comparato, 2022, Napoli, ESI (pp. 395-412).

Legalità e lavoro: un confronto tra settore primario e terziario in prospettiva giuridica, in I rapporto Osservatorio sulla legalità nel terziario, 2021, Roma, Futura editrice, pp. 19-33.

Towards a multi-dimensional and interdisciplinary approach to labour exploitation, in (eds) Graziadei, Torsello, Rapports Nationaux Italiens au XXIIe Congrès International de Droit Comparé - Asunción 2022 Italian National Reports to the XXII International Congress of Comparative Law - Asunción 2022, 2022, Napoli, ESI, (pp. 269-304).

OTHERS INFORMATION AND PUBLICATIONS

[HTTP://WWW.DSG.UNIVR.IT/?ENT=PERSONA&ID=556](http://www.dsg.univr.it/?ENT=PERSONA&ID=556)