



Venera Protopapa

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PROFESSIONAL QUALIFICATIONS

Bar Examination on 15 October 2013

Abilitation as an Associate Professor on 5 June 2023; Appointed Associate Professor, Department of Law, University of Verona strating from January 1st, 2025

WORK EXPERIENCE

Università di Verona

[01/01/2025 – Current] **Associate professor of labour law**

University of Verona

City: Verona | Country: Italy

[08/2017 – 01/01/2025] **Assistant professor of labour law**

NYU Public Interest Clinic

City: Paris | Country: France

[01/2019 – 05/2019] **Clinical associate**

In collaboration with the Clinic Faculty, staff, and senior advisors, I reviewed the work of clinical students

University of Brescia

City: Brescia | Country: Italy

[12/2016 – 11/2017] **Research associate**

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.

University of Milano

City: Milano | Country: Italy

[08/2012 – 09/2017] **Teaching assistant**

As a teaching assistant, responsibilities included grading, facilitating classroom activities and workshops, and supervising students in the following subjects: Labour Law, Trade Union Law, and Antidiscrimination Law.

University of Brescia

City: Brescia | **Country:** Italy

[01/2016 – 05/2017] **Teaching assistant**

The role of teaching assistant involved supporting the Antidiscrimination Law class at the University of Brescia. Responsibilities included assisting with grading, facilitating classroom activities, organizing workshops and seminars, contributing to syllabus development, and supervising students.

University of Brescia

City: Brescia | **Country:** Italy

[12/2015 – 12/2016] **Research associate**

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.

Osservatorio sulla contrattazione collettiva decentrata - OSMER, University of Brescia

City: Brescia | **Country:** Italy

[09/2015 – 03/2016] **Data base developer and data entry operator**

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

Save the Children Italia Onlus

City: Milano | **Country:** Italy

[08/2015 – 09/2015] **Legal advisor**

Legal advice on unaccompanied minors and refugees.

ASGI - Associazione Studi giuridici sull'immigrazione

City: Torino | **Country:** Italy

[07/2012 – 05/2013] **Legal advisor**

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.

Polizzi-Guariso e associati Viale Regina Margherita

City: Milano | **Country:** Italy

[09/2010 – 11/2012] **Lawyer**

Legal practice concerning Labour Law, Antidiscrimination Law and Immigration Law

University of Brescia

City: Brescia | **Country:** Italy

[02/2011 – 07/2011] **Law Clinic Tutor**

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

[09/2012 – 10/2016] **Doctoral degree**

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

City: Milan | **Country:** 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

[06/2011 – 08/2011] **European Diploma Supplement**

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

City: Rome | **Country:** Italy |

European Union Law and the European Convention of Human Rights Law

[11/2007 – 07/2010] **Master Degree in Law (110/110 cum laude)**

University of Brescia

City: Brescia | **Country:** Italy |

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

[11/2009 – 03/2010]

Visiting student

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

City: Saint-Etienne | **Country:** France |

Study of the French system of anti-discrimination law

[09/2004 – 12/2007]

Bachelor Degree in Legal Sciences (107/110)

University of Brescia

City: Brescia | **Country:** Italy |

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

LANGUAGE SKILLS

Mother tongue(s): Albanian , Italian

Other language(s):

English

LISTENING C2 READING C2 WRITING C2

SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

French

LISTENING A2 READING B2 WRITING A2

SPOKEN PRODUCTION A2 SPOKEN INTERACTION A2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

Microsoft Office (Microsoft Word Microsoft Excel Microsoft PowerPoint Microsoft Access)

PUBLICATIONS

[2025] **Inclusione su misura: l'accomodamento ragionevole come fattispecie aperta e
dinamica**

Rivista giuridica del lavoro e della previdenza sociale, n. 1, p. 48.

[2025] **Tutelare il lavoro nell'economia delle piattaforme: dal contenzioso alla
contrattazione**

Quaderni di rassegna sindacale, n. 1, p. 123.

[2025] **Legal Clinics: Framing Social Claims, Building Legitimacy**

[2025] **Test situazionali. Un'indagine multidisciplinare**

(Editoriale scientifica; Editor with S. Varva)

[2025] **Test situazionali e selezione del personale: la prospettiva del diritto
antidiscriminatorio**

(Test situazionali. Un'indagine multidisciplinare, p. 93, with S. Varva)

[2025] **Conflictos laborales y acceso a la justicia en Italia**

(with M. Barbera)

- [2024] **Gli attori delle politiche di parità: dalle origini alle direttive di «terza generazione»**
Reference: Rivista giuridica del lavoro e della previdenza sociale, 3/2024, p. 417.
(with L. Calafà)
- "Neutralità a geometria variabile": la prospettiva della Corte di Giustizia sull'uso del velo nel pubblico impiego e le sue ricadute**
Reference: Argomenti di diritto del lavoro, 2/2024, p. 369
- [2024] **L'azione sindacale nel processo**
Reference: Lavoro e diritto, 4/2024
(editor with O. Razzolini)
- [2024] **Sindacato e nuove azioni di "classe"**
Reference: Lavoro e diritto, 2/2024, p. 257
- [2024] **It's Strategic! Riders, Unions, and Litigation in Italy**
Reference: International Journal of Comparative Labour Law and Industrial Relations, 3/2024, p. 347
- [2024] **Partecipata, femminista e interdisciplinare. Ripensare la ricerca giuslavorista secondo il modello PAR**
Reference: Essere giuristi del lavoro, oggi (a cura di M. Falsone), p. 229
- [2023] **Migranti, servizi per l'impiego e reti territoriali**
Lavoro sfruttato e caporalato (a cura di Bonardi, Calafà, Elsen, Salomone)
- [2023] **Il refugee gap, il divario che sfugge al PNRR**
Lavoro e diritto, 2/2023, p. 353
- [2023] **Mass influx of people from Ukraine: social entitlements and access to the labour market: Italy**
Reference: Mass Influx of people from Ukraine: social entitlements and access to the labour market, p. 230
- [2023] **Sindacati in azione (di classe): il nodo della legittimazione ad agire**
Reference: Diritto delle relazioni industriali, 4/2023, p. 1111
- [2023] **Diritto al buono pasto e diritto alla pausa**
Reference: Rivista italiana di diritto del lavoro, 4/2023, p. 785
- [2022] **Labour law and Covid 19: Overview 2020 2022**
Lavoro e diritto, 4/2022, p. 799
- [2022] **From Rights to Collective Action. A Way Out of Labour Exploitation**
European Journal of migration and the law 3/2022, p. 380
- [2022] **Poteri, neutralità e tecniche di tutela**
Lavoro e diritto 3/2022, p. 563

- [2022] **Discriminazioni per nazionalità, legittimazione ad agire e organizzazioni della società civile. Un esempio di «giurisprudenza dal basso»**
Rivista critica del diritto privato 2/2022, p. 251
- [2021] **Logiche interdisciplinari e salute dei migranti**
Reference: Lavoro e diritto, 1/2021, p. 105
- [2021] **Uso strategico del diritto e azione sindacale**
Il Mulino (ISBN 9788815294838)
- [2020] **From legal mobilisation to effective rights.**
Reference: European Public Law, 2/2020, p. 477.
- [2020] **Tutelare il lavoro dei migranti in agricoltura come “pratica di diritto ribelle”**
Reference: L. Calafà, S. Iavicoli, B. Persechino (ed) Lavoro insicuro, p. 225
- [2020] **Access to Justice and Legal Clinics**
Reference: Indiana Journal of Global Legal Studies, 27/2020, p. 249.
(with M. Barbera)
- [2020] **Strategie legali delle organizzazioni sindacali e Statuto dei lavoratori**
Reference: Lavoro e diritto, 4/2020, p. 655
- [2020] **Comportamento antisindacale, discriminazione e onere della prova**
Reference: Rivista giuridica del lavoro e della previdenza sociale, 4/2020, p. 654
- [2020] **Developing an interdisciplinary approach to the health and safety of migrant workers**
Reference: WP C.S.D.L.E. “Massimo D’Antona” . Collective Volumes – 9/2020
(with L. Calafà)
- [2019] **El acceso a la justicia y las clínicas jurídicas**
Reference: El acceso a la justicia. Teoría y práctica desde una perspectiva comparada
(with M. Barbera)
- [2019] **Shaping equality for migrants. Legal mobilisation in Italy and the RED**
Reference: European Journal of Human Rights, 1/2019, p. 3.
- [2019] **Percorso di lettura su contenzioso strategico e cambiamento sociale**
Reference: Giornale di diritto del lavoro e delle Relazioni industriali, 3/2019, p. 565.
- [2019] **Equality of third country nationals (TCNs) twenty years after Tampere: EU and ECHR protection**
Reference: Revista general de derecho público comparado, 26/2019.
(with S.M. Foadi)
- [2019] **El modelo Ryanair ante la prohibición de discriminación por convicciones personales**

Reference: Revista de Derecho Laboral y de la Seguridad Social, 4/2019, p. 9.

[2018] **Il modello Ryanair di fronte al divieto di discriminare in base alle convinzioni personali**

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

[2017] **I casi Achbita e Bougnaoui.**

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

[2015] **The Fiat case : reframing an industrial dispute in antidiscrimination language**

Reference: European Journal of Human Rights, 1/2015, p. 36.

(with M. Barbera)

[2014] **Libertà sindacale e libertà religiosa. Il (non) bilanciamento della Grande Camera**

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

[2014] **Il Caso Fiat: come la tutela antidiscriminatoria riformula il conflitto sindacale**

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

(with M. Barbera)

[2012] **La discriminazione per associazione e le conseguenze del comportamento discriminatorio**

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

[2011] **Due decisioni sul divieto di discriminare sulla base delle convinzioni personali.**

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

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

Policy papers

La direttiva 2024/1760 sul Dovere di diligenza delle imprese ai fini della sostenibilità, Clean Clothes Policy Paper (contribution limited to art. 29 of the Directive and access to justice recommendations)

INTERNATIONAL RE- SEARCH FELLOWSHIPS

[03/06/2019 – 21/06/2019] **Universidad de Valparaiso, Valparaiso (Cile)**

Research in migration law

[10/2014 – 03/2015] **University of Arizona, Tucson**

Research in "Law and Social Change"; "Law and Social Movements"

[06/2014 – 09/2014] **University of Kwa-Zulu Natal, Durban**

Research in "Law and Social Change"

Selected presentations in the last 3 years

5 luglio 2024, *Il contrasto allo sfruttamento dei lavoratori migranti*, Summer school Migranti e diritto, Fondazione Arangio Ruiz

21 giugno 2024, *Discriminazioni di genere, attorie e strategie*, Che genere di lavoro?

6 giugno 2024, *Contenzioso strategico e società civile*, Migranti e (dis)uguaglianze. Analisi e proposte per una cittadinanza sociale.

8 aprile 2024, *Identità della persona che lavora e organizzazione dell'impresa*, UNIBS.

14-15 dicembre 2023, *Violence at work: It's time to deal concretely with this issue*.
Relazione: The state of the National implementation of the ILO Convention n. 190

17-18 novembre 2023, *Le organizzazioni sindacali*, Società civile, cittadinanza civica e diritto dell'antidiscriminazione: dinamiche di sussidiarietà ed integrazione degli stranieri.

4-8 September 2023, *Refugees, right to work and employment services* (Panel Migrant workers' exploitation between private practice and state policies) ECPR General Conference, Charles University, Prague.

25-27 giugno 2023, *After the Political Use of the Workers' Statute What? Litigation for riders in Italy*, Panel organiser: "Tactical pluralism" and the law, Labour Law Research Network Conference 2023

4 aprile 2023, *Strategic litigation as collective action*, Socio Legal Studies Association Conference 2023

9-10 giugno 2022, *After the Political Use of the Workers' Statute, what? On Unions, Litigation and*

Democracy, Legal Mobilization and Democracy in Europe, European University Institute.

18-20 maggio 2022, *Strategic litigation: key concepts and actors, Strategic litigation in the migration and mobility field: Current developments and critical perspectives* (with Scott Cummings):

12 maggio 2022, *Strategic litigation: the transplant* (with Cummings e Lilla Farkas), Contextualizing Strategic Litigation in Europe, Centre for Social Sciences, Institute for Legal Studies, Hungarian Academy of Sciences of Excellence

TEACHING ACTIVITIES

Teaching activities

Social Sustainability Legal Clinic (2024/2025)

European and International Labour Law, Bachelor's Degree in Legal Services and Single-Cycle Master's Degree in Law, University of Verona (since AY 2022/2023)

Labour Protection and Global Value Chains, Master's Degree in Law for Technologies and Sustainable Innovation, University of Verona (since AY 2021/2022)

Mobility of People and Enterprises, Master's Degree in Emergency Governance, University of Verona (since AY 2021/2022)

Labour Law, Healthcare Organization and Care Processes, Bachelor's Degree in Nursing, University of Verona (since AY 2017/2018)

Labour Law and Equal Opportunities, Healthcare Services Organization and Legislation, Bachelor's Degree in Midwifery (University of Verona) (AY 2018/2019; 2019/2020; 2020/2021)

RESEARCH PROJECTS

Common Ground – Interregional Actions to Combat Labor Exploitation and Support Victims, funded under the PON Inclusion (ESF) 2014–2020.

Member of the research unit of the Department of Legal Sciences at the University of Verona for the project *Common Ground – Interregional Actions to Combat Labor Exploitation and Support Victims*, funded under the PON Inclusion (ESF) 2014–2020. Scientific coordinator of the unit: Prof. Laura Calafà.

PRIN – Identity, Authenticity and Contradictions of Food (Call 2020)

Member of the research unit of the University of Verona (since March 2021).

Scientific coordinator of the unit: Prof. Marco Torsello.

Project partners: University “G. D’Annunzio” Chieti-Pescara, University of Gastronomic Sciences, University of Bari “Aldo Moro”, University of Bologna.

PiEUROPE - Public Interest Litigation in Europe. A Study on the Use of Courts to Protect Migrant Rights

Scientific coordinator of the research project (February 2019 – March 2022). The research team included: Laura Calafà and Marco Peruzzi, University of Verona; Scott Cummings, UCLA School of Law; Elise Muir, KU Leuven; Marzia Barbera and Fabio Ravelli, University of Brescia; Lilla Farkas and Virginia Passalacqua

FARm – Responsible Agriculture Supply Chain, funded under the AMIF (Asylum, Migration and Integration Fund), Call 1/19.

Member of the working group responsible for drafting the project and of the research and coordination unit of the University of Verona (lead unit) (January 2020 – June 2022).

Scientific coordinator: Prof. Laura Calafà.

The project is distinguished by a particularly broad partnership, including institutions, civil society organizations, and social partners

LivingStone – Living and Working in Health and Safety: Prospects for Change for Migrant Workers in the Agro-Livestock Sector, funded by INAIL under the Collaborative Research Call (BRIC INAIL 2016).

Member of the research and coordination unit of the University of Verona (lead unit) (November 2017 – December 2019).

Scientific coordinator: Prof. Laura Calafà.

Project partners: Department of Law, University of Foggia; Territorial Social Health Authority of Cremona – Occupational Medicine Hospital Unit; Department of Communication and Social Research, Sapienza University of Rome; Department of Public Health and Infectious Diseases, Sapienza University of Rome.

CLINICAL TRAINING

Academic Training and Workshops

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

ORGANISATIONAL SKILLS

Organisational skills

Excellent team work ability

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Verona, 10/09/2025