


PERSONAL INFORMATION

Antonio Aloisi



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Sex M | Date of birth 22/03/1989 | Nationality Italian

WORK EXPERIENCE

2019 – to date

Assistant Professor

IE Law School, IE University (IEU), Madrid, Spain

- Global, European and Comparative Labour Law
- Focus on People Analytics, Management by Algorithms, European Pillar of Social Rights

2018 – 2019

Max Weber Postdoctoral Fellow

European University Institute (EUI), Florence, Italy

- Law Department, supervisor: Claire Kilpatrick
- Focus on Labour Protection, Collective Rights, Digital Transformation, Platform Work
- Wrote the working paper “Negotiating the digital transformation of work: non-standard workers’ voice, collective rights and mobilisation practices in the platform economy”, EUI MWP 2019/03

2018 – 2018

External Consultant

Organisation for Economic Co-operation and Development, Paris, France

- Project: “Non-standard workers and collective rights legal challenges, practical difficulties and successful responses”

2017 – to date

Teaching Fellow in European Social Law / Employment Law for Digital Markets

Bocconi University, Milan, Italy

- New course in the context of the LLM in the Law of Internet Technology, with prof. Valerio De Stefano
- Thesis Co-Supervisor for 10+ students

2014 – 2018

Ph.D. Candidate in Business and Social Law

Bocconi University, Milan, Italy

- Visiting Researcher, Saint Louis University, St. Louis, MO, USA, supervisor: Miriam A. Cherry (2016)
- Research Fellowship awarded by Fondazione Invernizzi (2017-2018)
- Full Doctoral Fellowship awarded by the Italian Ministry of Education, Universities and Research (2014-2017)

2014 – 2016

Member of the Cabinet Office

Ministry of Education, Universities and Research, Rome, Italy

2013 – 2014

Trainee

Freshfields Bruckhaus Deringer LLP, Milan, Italy

- Employment, Pensions and Benefit Department

2012

Intern

Sigman & Zimolong LLP, Philadelphia, PA, USA

2011 – 2013 **Contributor**
Linkiesta, online newspaper, Milan, Italy

2010 – 2011 **Research assistant and press officer**
Studio Cisnetto, Rome, Italy

EDUCATION AND TRAINING

2014 – 2018 **Ph.D in Legal Studies (Business and Social Law)**
Bocconi University, Milan, Italy
Graded highest possible grade (magna cum laude)
Thesis: *Facing the challenges of platform-mediated labour. The employment relationship in times of non-standard work and digital transformation*, supervisors: Stefano Liebman and Valerio De Stefano; dissertation examiners: Piera Loi and Brishen Rogers

2008 – 2013 **Combined Bachelor and Master of Science in Law**
Bocconi University, Milan, Italy
Graded highest possible grade (110/110 magna cum laude)
Thesis: *Il caso FIAT, la contrattazione decentrata: un problema di cittadinanza sindacale e l'urgenza di un'autoriforma del sistema [The FIAT case and decentralized bargaining: industrial citizenship and the need of a reform]*, supervisors: Stefano Liebman and Maurizio Del Conte

PERSONAL SKILLS

Mother tongue(s) Italian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	B2	B2	B1	B1	A2
Spanish	B1	B1	B1	A2	A2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](#)

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient user	Proficient user	Proficient user	Proficient user	Proficient user

Levels: Basic user - Independent user - Proficient user
[Digital competences - Self-assessment grid](#)

PUBLICATIONS

Commissioned research

2020

- **Platform work in the European Union. Lessons learned, legal developments and challenges ahead**, commissioned by the European Centre of Expertise (ECE) in the field of Labour Law, Employment and Labour Market Policies

2018 – 2020

- **Study to gather evidence on the working conditions of platform workers**, commissioned by the Directorate-General Employment, Social Affairs & Inclusion, European Commission with Center for European Policy Studies (CEPS), Eftheia and HIVA

2017 – 2018

- **Non-standard workers and collective rights: legal challenges, practical difficulties and successful responses**, commissioned by OECD

2017 – 2018

- **1. Employment and working conditions of selected types of platform work**
- **2. National context analysis: Italy**
commissioned by Eurofound and executed jointly with Center for European Policy Studies (CEPS), EFTHEIA and Valerio De Stefano

2017

- **European Legal Framework for Labour Platform**, commissioned by the Joint Research Centre of the European Commission and executed jointly with Valerio De Stefano

 Articles in academic law journals
in English

2020

- **Artificial intelligence is watching you at work. Digital surveillance, employee monitoring and regulatory issues in the EU context**
with Elena Gramano, *Comparative Labor Law & Policy Journal*, Vol 41, No. 1

2020

- **Regulation and the future of work. The case for labour law as “innovation facilitator”**
with Valerio De Stefano, *International Labour Review*

2019

- **Workers without workplaces and unions without unity. Non-standard forms of employment and collective rights**
with Elena Gramano, *Bulletin of Comparative Labour Relations*

2019

- **‘A worker is a worker is a worker’. Collective bargaining and platform work, the case of Deliveroo couriers**
International Labor Rights Case Law, Vol. 5, No. 1

2017

- **‘Dependent Contractors’ in the Gig Economy – a Comparative Approach**
with Miriam A. Cherry, *American University Law Review*, Vol. 66, No. 3

2016

- **Commoditized Workers. Case Study Research on Labour Law Issues arising from a set of ‘On-Demand/Gig Economy’ Platforms**,
Comparative Labor Law & Policy Journal, Vol. 37, No. 3

Selected case-note

2018

- **‘With great power comes virtual freedom’. A review of the first Italian case holding that (food-delivery) platform workers are not employees**
Comparative Labor Law & Policy Journal, Dispatches

 Selected articles and case law
review articles in Italian

2019

- **La libertà sindacale e il diritto alla contrattazione collettiva dei lavoratori non standard e dei lavoratori su piattaforma**
with Valerio De Stefano, *Quaderni della Rivista Diritti Lavori Mercati*, No. 6

2018

- **La gig-economy: nuove forme di potere e libertà virtuali**
with Valerio De Stefano, *Rivista Il Mulino*, No. 4

2018

- **Oltre al danno, la prova dell’intento vessatorio. Il mobbing tra tesi “soggettiva” e complessità dell’azione**
ADL, Argomenti di Diritto del Lavoro, No. 2

- 2016 ▪ **Lavoro “a chiamata” e piattaforme della “Collaborative Economy”:** *nozioni e tipi legali in cerca di tutele*
LLI, *Labour Law and Issues*, Vol. 2, No. 2
- 2015 ▪ **Licenziamento disciplinare e valutazione circa l’insussistenza del fatto (giuridico) contestato al lavoratore**
ADL, *Argomenti di Diritto del Lavoro*, No. 3
- 2014 ▪ **Selezione ed esclusione, in tema di parità di trattamento: è il datore a scegliere con quale sigla sindacale trattare il rinnovo contrattuale?**
ADL, *Argomenti di Diritto del Lavoro*, No. 2

Selected book chapters

- 2019 ▪ V. De Stefano, A. Aloisi, **Fundamental Labour Rights, Platform Work and Human-Rights Protection of Non-Standard Workers**, *Labour, Business and Human Rights Law*, J.R. Bellace, B. ter Haar, (eds.), Edward Elgar Publishing Ltd.
- 2018 ▪ M. A. Cherry, A. Aloisi, **A Critical Examination of a Third Employment Category for On-Demand Work (in Comparative Perspective)**, *Cambridge Handbook of the Law of the Sharing Economy*, Davidson N., Finck M. and Infranca J. (eds.), Cambridge University Press
- 2018 ▪ **The role of European institutions in promoting decent work in the collaborative economy**, *Multi-Disciplinary Design of Sharing Services*, M. Bruglieri (ed.), Springer

Seminars & conference presentations

- **Exploring ways to improve working conditions of platform workers: the role of EU labour law**
March 27, 2020 Goethe University of Frankfurt, Frankfurt, Germany
- **Nexa Center for Internet & Society, “La trasformazione del lavoro nell’era digitale”**
December 6, 2019 Turin, Italy. Nexa Center for Internet & Society
- **“LAIN: Artificial Intelligence, Platforms & Workers”**
October 25, 2019 Leicester, UK
- **“Rights and Voices of Youth”, Decent Jobs for Youth, International Labour Organization**
May 28 – 29, 2019 Rome, Italy,
- **4th Labour Law Research Network (LLRN) Conference**
June 24 – 25, 2019 Valparaíso, Chile. Pontificia University
- **Max Weber 13th June Conference “Drivers and Consequences of Transformations”**
June 12 – 14, 2019 Florence, Italy, European University Institute
- **XVII International Conference in commemoration of Professor Marco Biagi**
March 19 – 20, 2018 Modena, Italy. Marco Biagi Foundation
- **Artificial intelligence, automation and labour regulations**
February 28, 2019 Geneva, Switzerland. International Labour Office
- **Nuovi lavori. Un nuovo diritto? Spunti per il dibattito. Un incontro con i giovani giuslavoristi**
November 28, 2018 Bergamo, Italy. Scuola di Dottorato, ADAPT – Università di Bergamo
- **Nuevos modelos de trabajo y consumo: economía colaborativa y trabajo en plataforma**
October 9 – 10, 2018 Seville, Spain. University of Seville
- **Industrial Relations in Europe Conference (IREC) 2018**
September 10 – 12, 2018 Leuven, Belgium. KU Leuven
- **Travail et emploi à l’ère du capitalisme de plateforme**
June 5 – 6, 2018 Paris, France. Université Paris Dauphine
- **XVI International Conference in Commemoration of Professor Marco Biagi**
March 19 – 20, 2018 Modena, Italy. Marco Biagi Foundation
- **Workshop on Policy responses to new forms of work**
March 16, 2018 Paris, France. OECD
- **Who Will Deliver(oo) the New Economy?**
December 1, 2017 Brussels, Belgium. ‘Freedom & Security in Uncertain Times’
- **Giornata del Giurista – la Sharing Economy**
October 21, 2017 Milano, Italy. Bocconi University
- **Impresa, Lavoro e Non Lavoro nell’Economia Digitale**
October 12 – 13, 2017 Brescia, Italy. Scuola di Giurisprudenza, Università di Brescia

- **Labour 2030**
July 23 – 24, 2017 Porto, Portugal
- **Labour Law Research Network (LLRN) Conference**
June 25 – 27, 2017 Toronto, Canada. University of Toronto
- **Digital Precariousness and the Future of Work**
April 12, 2017 Torino, Italy. Nexa Center for Internet & Society
- **XV International Conference in Commemoration of Professor Marco Biagi**
March 20 – 21, 2017 Modena, Italy. Marco Biagi Foundation, Università di Modena
- **L@voro Digitale. La sfida della regolazione e della rappresentanza**
June 23, 2016 Bologna, Italy. Scuola di Giurisprudenza, Università di Bologna
- **Platform Cooperativism: The Internet, Ownership, Democracy**
November 13 – 14, 2015 New York City. The New School
- **Crowd-Sourcing, the Gig Economy, and the Law**
November 7, 2015 Philadelphia, PA. The Wharton School, University of Pennsylvania
- **Sharing Economy: Diritto del lavoro e Relazioni industriali all'epoca di Uber**
October 9, 2015 Bergamo, Italy. Scuola di Dottorato, ADAPT – Università di Bergamo
- **Early Stage Researchers Colloquium 2015**
September 24, 2015 Berlin, Germany. Humboldt Institute for Internet and Society
- **4th Conference of the Regulating for Decent Work Network**
July 8 – 10, 2015 Geneva, Switzerland. International Labour Office
- **First International Workshop on the Sharing Economy**
June 4 – 5, 2015 Utrecht, The Netherlands. Utrecht University

Additional Training

- **Summer School “The Law of the European Union course”**
July 2019 Florence, Italy. European University Institute
- **Academic practice activities (Teaching Portfolio Workshop, Course Design Workshop, Micro Teaching, Examining Supervision)**
October – June 2019 Florence, Italy. European University Institute
- **Summer School “The Law of the European Union course”**
July 2018 Florence, Italy. European University Institute
- **Summer School on International Labour and Business Law**
September 5 – 15, 2016 Abano Terme, PD, Italy. Università di Ferrara and Università di Padova,
- **Winter School “Non-traditional labour markets driven by technological change”**
November 23 – 25, 2015 Brussels, Belgium. CEPS + InGRID

References

Valerio De Stefano, KU Leuven – valerio.destefano@kuleuven.be
 Miriam A. Cherry, Saint Louis University – miriam.cherry@slu.edu
 Stefano Liebman, Bocconi University – stefano.liebman@unibocconi.it
 Claire Kilpatrick, European University Institute – claire.kilpatrick@eui.eu

Prizes and awards

- 2018 Municipality of Milan, “Young Talent”
- 2017 – 2018 Research Fellowship awarded by Fondazione Invernizzi
- 2015 Ph.D. Award as the best student in Business and Social Law
- 2014 – 2017 Full Doctoral Fellowship awarded by the Italian Ministry of Education, Universities and Research (2014-2017)

Additional Activities

- 2013 – 2017 **Ministry of Economic Development**, expert for the assessment of “C_Lab”
- 2013 – 2016 **Municipality of Milano**, member of the Council of Universities and Academies
- 2013 **“NCTM” Law Firm – Milan**, Italy, “clinic” in Labor Law
- 2012 – 2013 **BAA (Bocconi Alumni Association)**, vice-president
- 2011 – 2013 **Bocconi University – Milan**, member of the Board of Directors
- 2010 – 2011 **“B.Laboratory”**, students’ association, group coordinator
- 2009 – 2011 **Bocconi University – Milan**, Italy, students’ representative, School of Law council

Memberships

- 2014 – 2019 **RENA network**, civic society, organization, board member, vice-president