

MARIA BARBERIO

Academic Curriculum Vitae | Labour Law, Digital Labour and Employment Relations

Department of Law, University of Modena and Reggio Emilia (UNIMORE)
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Updated: 5 August 2026

ACADEMIC PROFILE

Labour law scholar and university lecturer with expertise in **digital labour and platform work**, **anti-discrimination law**, **occupational health and safety**, **labour litigation**, and **collective labour law**. Currently a tenure-track researcher in Labour Law at UNIMORE and holder of the Italian National Scientific Qualification for Associate Professorship in Labour Law (awarded 1 July 2024). Teaching responsibilities include Labour Law and Digital Labour Law. Research and institutional activities are centred on the Marco Biagi Foundation, where she serves on the PhD Board, acts as Vice-Coordinator of the Observatory on Occupational Health and Safety, participates in the Observatory on Well-being and Gender Equity, and is a member of the Certification and Conciliation Commission. Author of a 2023 monograph on the certification of employment contracts and numerous articles and book chapters in leading Italian labour-law journals.

CURRENT AND FORTHCOMING APPOINTMENTS

Nov 2023 - present | Tenure-track Researcher in Labour Law (Art. 24(3)(b), Law No. 240/2010)

Department of Law, University of Modena and Reggio Emilia

Effective 4 Nov 2026 | Associate Professor of Labour Law

Department of Law, University of Modena and Reggio Emilia

Forthcoming appointment as reported in the source CV.

Mar 2025 - present | Vice-Coordinator and Head of Scientific Secretariat

Observatory on Occupational Health and Safety, Marco Biagi Foundation

Oct 2024 - present | Member and Conciliator, Certification and Conciliation Commission

Marco Biagi Foundation; appointment recognised by Ministry of Labour and Social Policies Decree No. 75 of 28 November 2024

Mar 2024 - present | Member of the PhD Board, PhD Programme in Labour, Development and Innovation

Marco Biagi Foundation

May 2023 - present | Member, Observatory on Well-being and Gender Equity

Marco Biagi Foundation

Jul 2022 - present | Editorial Board Member

Rivista Giuridica del Lavoro e della Previdenza Sociale

EDUCATION AND QUALIFICATIONS

1 Jul 2024 | Italian National Scientific Qualification for Associate Professorship in Labour Law

Mar 2015 | PhD in Labour Relations

Marco Biagi International Doctoral School, University of Modena and Reggio Emilia

Dissertation: Procedural aspects of the certification of employment contracts. Dissertation discussed with Prof. Riccardo Del Punta; supervision recorded in the source CV under Professors Domenico Borghesi and Riccardo Del Punta.

Jan 2016 | Admission to the Italian Bar

Court of Appeal of Bologna

Jul 2011 | Single-cycle Master's Degree in Law, cum laude

University of Modena and Reggio Emilia

Thesis in Civil Procedure: Informal arbitration under the Labour Reform Act. Supervisor: Prof. Domenico Borghesi; co-examiner: Prof. Carlo Vellani.

Jun 2013 | Specialisation Course for In-house Legal Professionals

ISDACI - Unioncamere Milano

ACADEMIC AND RESEARCH EXPERIENCE

Jan 2023 - Jan 2025 | Senior Research Fellow in Labour Law

PRIN 2020 project: Wages, Law and Collective Bargaining in Italy and Europe

Oct 2022 - Jan 2023 | Research Collaborator

PRIN 2020 project: Wages, Law and Collective Bargaining in Italy and the European Union

Jan 2021 - Jan 2023 | Research Fellow in Labour Law

Research on strategic perspective and organisational performance in public employment, with particular focus on universities and university foundations

Feb 2019 - Jan 2020 | Research Fellow in Labour Law and Civil Procedure

Research on burden of proof in labour litigation, with particular reference to workplace discrimination

Oct 2019 - Jan 2020 | Visiting Research Fellow

Department of Labour and Social Security Law, University of Granada

Jul 2013 - Jul 2020 | Expert Member and Conciliator

Certification Commission and Chamber of Conciliation and Arbitration, Marco Biagi Foundation

Mar 2015 - 2016 | Legal Collaborator

Salardi - Associazione Professionale, Modena

TEACHING EXPERIENCE

2023 - present | Labour Law

Bachelor's Degree in Business and Public Administration Legal Studies, Department of Law, UNIMORE

2026 - present | Digital Labour Law

Department of Law, UNIMORE

2020 - present | Labour Law; Legal and Deontological Principles of Professional Practice

Department of Biomedical, Metabolic and Neural Sciences, UNIMORE

2019 - 2023 | European Union Law

Department of Communication and Economics, UNIMORE

2019 - 2023 | Blended-learning Teaching Appointments in Labour Law

Department of Law, UNIMORE

2017 | Civil Procedure - Theory and Practice Workshops

School of Specialisation for the Legal Professions, UNIMORE

2018 | Public Economic Law - Blended-learning Teaching Appointment

Department of Economics, UNIMORE

Selected recent specialist teaching

- Labour and trade union law for the Master in Management for Coordinating Health Professions (10 hours, 2022-2025).
- Inclusive organisations, promotional instruments, remedies and compliance, postgraduate course in Social Innovation & Diversity Management (12 hours, January 2026).
- Discrimination based on personal beliefs, trade union membership, religion and disability (postgraduate and professional courses, 2025-2026).
- Application of collective agreements to workers employed in public procurement contracts, AESS Modena (4 hours, July 2025).
- Gender equality and fundamental rights, postgraduate course in Gender Equality Management (4 hours, July 2022).

INSTITUTIONAL SERVICE AND PUBLIC ENGAGEMENT

- Departmental Quality Assurance Officer, Department of Law, UNIMORE.
- Member of the Joint Faculty-Student Committee until December 2025.
- Winner of the 2024 Public Engagement call for the AttivlAmoci project (PI: Prof. Senatori).
- Author, with Leonardo Battista, of Episode 2 of the podcast "Will AI Steal Your Job?", produced within AttivlAmoci (May 2025).

- Scientific and organisational coordination of conferences and seminar series on occupational safety, AI, wages, public procurement, equality and inclusion.
- Contributor to the “Living Anti-Mafia Library” initiative through the living book “Work in the Age of the Algorithm”.

RESEARCH INTERESTS

- Labour and employment law
- Digital labour, algorithmic management and platform work
- Labour litigation and access to justice
- Certification of employment contracts and alternative dispute resolution
- Workplace discrimination, equality and inclusion
- Occupational health and safety
- Collective bargaining, wages and public procurement
- Public-sector employment and organisational performance

SELECTED PUBLICATIONS

Titles are retained in the original language; English translations are added in brackets where useful.

- Barberio, M. (2026), “Autodeterminazione del lavoratore ed effettività della libertà dismissiva: spigolature su condizioni, termine e presupposizione”, *ADL*, 2, 467 ff.
- Barberio, M. (2026), “Fondazioni lirico-sinfoniche, contratti a termine ed effettività della tutela: cala il sipario sulla conversione?”, *RGL*, 3, forthcoming.
- Barberio, M. (2026), “Le fondazioni lirico-sinfoniche: la natura giuridica e la disciplina del rapporto di lavoro”, in *Trattato dei Beni della Cultura*, forthcoming.
- Barberio, M. (2025), “Mute carte” o “fogli di lumi”? Note a sfavore dell’attuale processo del lavoro, *RGL*, 4, 479 ff.
- Barberio, M. (2025), “L’incapacità naturale ‘a termine’ rileva ai fini della decadenza del rapporto di lavoro”, *RIDL*, 4, 467 ff.
- Barberio, M. (2025), “Le fondazioni lirico-sinfoniche, la natura giuridica e l’abuso del contratto a termine: ormai classici di repertorio”, *Equal*, 3-4, 1 ff.
- Barberio, M. (2025), “Il procedimento di certificazione”, in Mezzacapo, D., Preteroti, A. and Cairoli, S. (eds), *La Commissione di certificazione. Funzioni, procedure, provvedimenti, Ambiente e Diritto*, 11 ff.
- Barberio, M. (2024), “La certificazione dei contratti di lavoro in ambienti confinati e sospetti di inquinamento alla luce delle recenti note dell’INL”, *Diritto della Sicurezza sul Lavoro*, 1, 151-165.
- Barberio, M. (2024), “Ancora una mancata contestazione del reato di ‘caporalato’ nelle esternalizzazioni dell’Alta Moda”, *RGL*, 2 ff.
- Barberio, M. (2024), “Rendimento accademico e funzione accademica dell’Assicurazione Qualità: prospettive di premialità economica (e non solo)”, in Boscatti, A. and Zilli, A. (eds), *Il trattamento economico della pubblica amministrazione*, 31 ff.
- Barberio, M. (2023), *La certificazione dei contratti di lavoro tra autoregolazione e certezza del diritto [Certification of Employment Contracts between Self-Regulation and Legal Certainty]*, Giappichelli, Turin.
- Barberio, M. (2023), “Sfruttamento del lavoro e digitalizzazione: condizioni di lavoro, obbligo di reperibilità, predominio dell’algoritmo e ruolo degli enti locali”, in Omizzolo, M. (ed.), *Sfruttamento e caporalato in Italia*, Rubbettino, 65-79.
- Barberio, M. (2023), “L’azione inibitoria collettiva delle controversie di lavoro: sarà per un’altra volta?”, *RGL*, 4, 596-609.
- Barberio, M. (2022), “L’art. 27 del d.lgs. 81/2008: la prospettiva della responsabilità sociale”, *Diritto della Sicurezza sul Lavoro*, 1, 19-44.
- Barberio, M. (2022), “Il ‘gioco delle parti’ nell’opposizione alla riscossione di crediti contributivi”, *RGL*, 3, 276-291.
- Barberio, M. (2022), “Dimissioni e risoluzione consensuale per fatti concludenti: tra formalismo ed eccezione di dolo”, *RGL*, 4, 431-446.
- Barberio, M. (2021), “I tentativi di qualificazione dei riders nella giurisprudenza Covid-19”, *Lavoro nella Giurisprudenza*, 1, 31 ff.
- Barberio, M. (2020), “Riders on the storm: dipendenza tecnica e dipendenza economica nel sistema spagnolo”, *Variazioni su Temi di Diritto del Lavoro*, 3, 734-766.
- Barberio, M. (2020), “La Administración judicial de Uber en Italia: la explotación laboral digital de los trabajadores”, *Revista Jurídica del Trabajo*, 3, 20-41.
- Barberio, M. and Camurri, V. (2020), “L’amministrazione giudiziaria di Uber: un possibile cortocircuito tra il sistema giuslavoristico e le misure di prevenzione”, *Giurisprudenza Penale Web*, 7-8.
- Barberio, M. (2018), “L’appalto di servizi: alla ricerca del tipo perduto”, *RIDL*, 3, 481 ff.

Barberio, M. (2017), “Il punto sulla modificazione della domanda: per l’accoglimento di un criterio di giustizia sostanziale”, RTPC, 2, 773-792.

Barberio, M. (2015), “Aspetti processuali dell’appalto di lavoro”, Massimario di Giurisprudenza del Lavoro, 8, 546-563.

SELECTED INVITED TALKS, CONFERENCES AND SCIENTIFIC EVENTS

- “Beyond Compliance: Pay Transparency and Equal Pay”, concluding remarks, Marco Biagi Foundation, 10 July 2026.
- “Gender Identity and Sexual Orientation Discrimination: Analysis and Strategies for Equality at Work”, scientific secretariat, Marco Biagi Foundation, 25 June 2026.
- “Equity and Inclusion in the Labour Market: Policies and Regulatory Strategies”, chair, 23rd International Conference in memory of Prof. Marco Biagi, 18 March 2026.
- “The adequacy of bids in public procurement: application of collective agreements to workers employed in the contract”, UNIMORE, 28 May 2025.
- “Combating gangmastering and occupational safety: a collective commitment”, Modena Legality Days, 10 May 2025.
- “Directive (EU) 2022/2464, Legislative Decree No. 125/2024 and Directive (EU) 2024/1760”, Winter School on Just Transition and Participation, 24 January 2025.
- “Wages in the metalworking sector”, webinar on remuneration and collective bargaining, 5 July 2024.
- “Labour exploitation in Italy: the role of professionals and local authorities in prevention and enforcement”, Modena, 29 May 2024.
- “Certification of employment contracts in confined and potentially polluted environments”, Marco Biagi Foundation, 12 April 2024.
- “Digital gangmastering”, seminar on labour exploitation, Marco Biagi Foundation, 29 May 2023.
- “The right to disconnect in the digital age”, University of Florence, 17 April 2023.
- “The wage question in Italy”, National Council for Economics and Labour (CNEL), 12 December 2022.
- “Artificial intelligence and digital law”, University of Seville, 5 December 2022.
- “Qualification of employment relationships and the proposed EU Platform Work Directive”, Marco Biagi Foundation, 24 June 2022.
- “Gender Discrimination: Procedural Aspects and Burden of Proof - The Italian Perspective”, International Conference, University of Modena and Reggio Emilia, 28 March 2019.
- “The Riders Question: The Italian Perspective”, University of Granada, 28 November 2019.

LANGUAGES AND DIGITAL SKILLS

Languages	Italian (native); English; Spanish (basic).
Digital skills	Advanced use of Microsoft Office, macOS and Windows; strong proficiency in web-based research and major professional/social platforms.

DATA PROTECTION

I authorise the processing of my personal data in accordance with Italian Legislative Decree No. 196/2003 and Regulation (EU) 2016/679 (GDPR).

Maria Barberio