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Associate professor of Labour Law
University of Modena and Reggio Emilia
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EDUCATION:

2001-2005 **University of Bologna**, PhD in Labour Law and Industrial Relations
1994-2000 **University of Bologna**, Degree in Law *with honors*

ACADEMIC APPOINTMENTS:

2023-present **University of Modena and Reggio Emilia**
 Associate Professor
2021-2023 **University of Modena and Reggio Emilia**
 Assistant Professor in tenure track
2016-2019 **University of Bologna**
 Adjunct Professor
2008-2020 **Marco Biagi Foundation, University of Modena and Reggio Emilia**
 Senior Researcher
2006-2008 **University of Modena and Reggio Emilia**
 Research Fellow
2003-2004 **University of Bologna**
 Research Fellow

ACADEMIC AWARDS AND HONORS:

2018 National Scientific Qualification for the position of Associate Professor of Labour Law, granted by the Italian Department of University and Education.

TEACHING ACTIVITIES:

2025-present **University of Modena and Reggio Emilia**
 Master's Degree in Employment Relations
 Courses: Le basi del diritto sindacale; Strumenti giuridici per la gestione delle risorse umane, Rapporto di lavoro e bisogni della persona, Strumenti giuridici per la salute e il benessere nel lavoro
2023-present **University of Modena and Reggio Emilia**

Undergraduate Programme in Economics and International Management
Course: Private and Company Law (with elements of International Law):

- 2023-2025 **University of Modena and Reggio Emilia**
Master's Degree in Employment Relations
Course: Diritto delle risorse umane
- 2022-2025 **University of Modena and Reggio Emilia**
Postgraduate Master's Programme in Gender Equality Management
Course: Gender equality and fundamental workers' rights
- 2021-2025 **University of Modena and Reggio Emilia**
Master's Degree in Employment Relations
Course: Advanced Labour Law
- 2016-2019 **University of Bologna**
Master's Degree in Sociology and Social Services
Course: Labour Law
- 2012-present **Bologna Business School**
Postgraduate Master's programme in Human Resources and Organization
Course: Employee Relations
- 2008-present **University of Modena and Reggio Emilia**
PhD Programme in Labour, Development and Innovation
Course: Labour Law and Industrial Relations

ADMINISTRATIVE AND INSTITUTIONAL SERVICE:

- 2023-present **University of Modena and Reggio Emilia**
Head of the Masters Degree Programme in Employment Relations
Department of Economics "Marco Biagi"
- 2022-2025 **University of Modena and Reggio Emilia**
Member of the Executive Committee
Department of Economics "Marco Biagi"
- 2022-2023 **University of Modena and Reggio Emilia**
Member of the Joint Committee Faculty-Students
Department of Economics "Marco Biagi"
- 2022-present **University of Modena and Reggio Emilia**
Member of the Quality Assurance Committee
Department of Economics "Marco Biagi", Degree in Employment Relations;
Department of Economics "Marco Biagi", PhD Programme in Labour,
Development and Innovation
- 2017-present **University of Modena and Reggio Emilia**
Coordinator

SELECTED PUBLICATIONS:

(Full list of publications available at: <https://personale.unimore.it/rubrica/pubblicazioni/senatori>)

Books:

RAPPRESENTANZA COLLETTIVA DEI LAVORATORI E ORDINAMENTO EUROPEO. LA PROSPETTIVA DEI DIRITTI FONDAMENTALI (Giappichelli 2018).

Book Chapters:

La partecipazione consultiva nel raffronto comparato, in A. Alaimo (a cura di), *La partecipazione dei lavoratori alla gestione, al capitale e agli utili delle imprese*, Giappichelli, 2026, pp. 191-204

La partecipazione gestionale nel raffronto comparato, in A. Alaimo (a cura di), *La partecipazione dei lavoratori alla gestione, al capitale e agli utili delle imprese*, Giappichelli, 2026, pp. 111-122

Introduzione. L'AI Act: un nuovo tassello nella costruzione dell'ordinamento del lavoro digitale, in S. Scagliarini, I. Senatori (a cura di), *LAVORO, IMPRESA E NUOVE TECNOLOGIE DOPO L'AI ACT*, Quaderni della Fondazione Marco Biagi, 2024, pp. 6-15

Regulatory Instruments and Policies for Sustainable Transitions in the Post-Pandemic Labour Market, with E. Menegatti, R. Salomone, in *WORK BEYOND THE PANDEMIC. TOWARDS A HUMAN-CENTRED RECOVERY 13* (Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich & Iacopo Senatori, eds, Palgrave Macmillan 2024)

The Impact of Digital Work on Industrial Relations Systems. Lessons from a Comparative Research, with O. Rymkevich, in *DIGITAL EMPLOYMENT AND INDUSTRIAL RELATIONS IN EUROPE 1* (Olga Rymkevich & Iacopo Senatori, eds, Giappichelli 2023)

Sostenibilità e diritto del lavoro, in *SOSTENIBILITÀ, IMPRESE, LAVORO. UNA RIFLESSIONE CRITICA 67* (Enrico Cori, Luca Piero Vecchio eds., TAO Digital Library 2023)

Conclusion. Protecting Work, Beyond Categories, in *DEFINING AND PROTECTING AUTONOMOUS WORK: A MULTIDISCIPLINARY APPROACH 253* (Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich & Iacopo Senatori, eds, Palgrave Macmillan 2022).

EU Law and Digitalisation of Employment Relations, in *DECENT WORK IN THE DIGITAL AGE. EUROPEAN AND COMPARATIVE PERSPECTIVES 57* (Tamas Gyulavári, Emanuele Menegatti, eds, Hart-Bloomsbury 2022).

Strategic Litigation and Beyond. The Legislative Support to the Collective Bargaining of Platform Workers in Italy, in *LITIGATION (COLLECTIVE) STRATEGIES TO PROTECT GIG*

WORKERS' RIGHTS. A COMPARATIVE PERSPECTIVE 31 (Iacopo Senatori, Carla Spinelli, eds, Giappichelli 2022).

Regulating the Employment Relationship in the Organization 4.0: between Social Justice and Economic Efficiency in THE FUTURE OF WORK: LABOUR LAW AND LABOUR MARKET REGULATION IN THE DIGITAL ERA 191 (Adalberto Perulli, Tiziano Treu, eds, Wolters Kluwer International 2021).

Technological Changes and Labour Law Reform in the United Kingdom (with David Mangan), in INNOVACIÓN TECNOLÓGICA, CAMBIO SOCIAL Y SISTEMA DE RELACIONES LABORALES. NUEVOS PARADIGMAS PARA COMPRENDER EL DERECHO DEL TRABAJO DEL SIGLO XXI 1009 (José Luis Monereo Pérez, Marco Esposito, Francisco Vila Tierno, Salvador Perán Quesada, eds, Comares 2021).

The Precarious Balance among Hierarchy, Coordination and Competition in the Italian System of Labour Law Sources, in THE SOURCES OF LABOUR LAW 261 (Tamàs Gyulavári, Emanuele Menegatti, eds, Wolters Kluwer 2020).

Directive 2009/38/EC of 22 July 2009 of the European Parliament and of the Council of 6 May 2009 on the establishment of a European Works Council or a procedure in Community-scale undertakings and Community-scale groups of undertakings for the purposes of informing and consulting employees (Recast), in INTERNATIONAL AND EUROPEAN LABOUR LAW. A COMMENTARY 1601 (Edoardo Ales, Mark Bell, Olaf Deinert & Sophie Robin-Olivier, eds, Nomos-Beck-Hart 2018).

Directive 2005/56/EC of the European Parliament and of the Council of 26 October 2005 on cross-border mergers of limited liability companies. Art 16 - Employee participation, in INTERNATIONAL AND EUROPEAN LABOUR LAW. A COMMENTARY 1592 (Edoardo Ales, Mark Bell, Olaf Deinert & Sophie Robin-Olivier, eds, Nomos-Beck-Hart 2018).

Council Directive 2003/72/EC of 22 July 2003 supplementing the Statute for a European Cooperative Society with regard to the involvement of employees, in INTERNATIONAL AND EUROPEAN LABOUR LAW. A COMMENTARY 1567 (Edoardo Ales, Mark Bell, Olaf Deinert & Sophie Robin-Olivier, eds, Nomos-Beck-Hart 2018).

Articles:

Quale partecipazione? Prime note critiche sulla l. n. 76 del 2025, in DIRITTI LAVORI MERCATI 2 (con Edoardo Ales e Ilaria Purificato) (2025) (Rivista scientifica di Fascia A).

The Position of Collective Rights in the "Platform Work" Directive Proposal: Commission v Parliament, in HUNGARIAN LABOUR LAW E-JOURNAL 1 (with Ilaria Purificato) (2022)

La «nuova» conciliazione vita-lavoro e la contrattazione collettiva: una sfida che si ripete, in RIVISTA GIURIDICA DEL LAVORO E DELLA PREVIDENZA SOCIALE 46 (2022) (Italian peer reviewed journal).

(Re-)Regulating Remote Work in the Post-pandemic scenario: Lessons from the Italian experience, in 14 THE ITALIAN LABOUR LAW E-JOURNAL 209 (with Carla Spinelli) (2021) (Italian peer reviewed journal).

The European Framework Agreement on Digitalisation: a Whiter Shade of Pale?, in 13 ITALIAN LABOUR LAW E-JOURNAL 159 (2020) (Italian peer reviewed journal).

Filiera agroalimentare, tutela del lavoro agricolo e modelli contrattuali di regolazione collettiva: una geografia negoziale dello sviluppo sostenibile, in 164 GIORNALE DI DIRITTO DEL LAVORO E RELAZIONI INDUSTRIALI 589 (2019) (Italian peer reviewed journal).

The Irresistible Rise of Occupational Welfare in Italy: From Social Innovation to Regulatory Challenges, in 33 THE INTERNATIONAL JOURNAL OF COMPARATIVE LABOUR LAW AND INDUSTRIAL RELATIONS 441 (2017) (peer reviewed journal).

Home country advantage? The influence of Italian, German and Austrian employee representatives in the UniCredit European Works Council, in 22 EUROPEAN JOURNAL OF INDUSTRIAL RELATIONS 115 (with Michela Cavallini, Michael Gold & Tony Royle) (2015) (peer reviewed journal).

Occupational Welfare Arrangements Negotiated at the Transnational Level. A Laboratory for European Social Dialogue? in 3 EUROPEAN LABOUR LAW JOURNAL 215 (2015).

The Pressure by Multinationals on National Industrial Relations Systems in Times of Crisis. The FIAT Case in the Italian Context, in 28 THE INTERNATIONAL JOURNAL OF COMPARATIVE LABOUR LAW AND INDUSTRIAL RELATIONS 469 (2012).

Editorships:

AI AND EMPLOYMENT GOVERNANCE, RIGHTS, AND ORGANISATIONAL CHANGE (Federica Palmirotta, Ilaria Purificato & Iacopo Senatori, eds, Kluwer 2026)

LITIGATION (COLLECTIVE) STRATEGIES TO PROTECT GIG WORKERS' RIGHTS. A COMPARATIVE PERSPECTIVE (Iacopo Senatori, Carla Spinelli, eds, Giappichelli 2022).

DEFINING AND PROTECTING AUTONOMOUS WORK: A MULTIDISCIPLINARY APPROACH (Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich & Iacopo Senatori, eds, Palgrave Macmillan 2022)

THE COLLECTIVE DIMENSIONS OF EMPLOYMENT RELATIONS. INTERDISCIPLINARY PERSPECTIVES ON WORKERS' VOICES AND CHANGING WORKPLACE PATTERN (Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich & Iacopo Senatori, eds, Palgrave Macmillan 2021)

WORKING IN DIGITAL AND SMART ORGANIZATIONS. LEGAL, ECONOMIC AND ORGANIZATIONAL PERSPECTIVES ON THE DIGITALIZATION OF LABOUR RELATIONS (Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich, Iacopo Senatori & Giovanni Solinas, eds, Palgrave Macmillan 2018)

EDITORIAL SERVICE:

Managing Editor, THE ITALIAN LABOUR LAW E-JOURNAL, 2019 - present.

Editorial Board member, DIRITTI LAVORI MERCATI.INT, 2022 – present.

Editorial Board member, THE HUNGARIAN LABOUR LAW E-JOURNAL, 2022 – present.

SELECTED ACADEMIC PRESENTATIONS (RECENT):

- 6/26 **International Conference: The Present and the Future of EU Labour Law**, University of Bologna (Italy), ESP-Jean Monnet Chair in European Social Policy. Presentation: “European Works Councils: A Step Forward in Aligning Social Dialogue with Contemporary Challenges in the World of Work?”
- 3/25 **Spring 2025 Symposium “How Labor & Employment Laws Work In Today’s Global Economy”**, California Western School of Law, San Diego (USA), panel: Artificial Intelligence Shifting Protocols, panelist.
- 3/25 **Convegno Intelligenza artificiale e mercato del lavoro**, Università di Cassino, relazione su “Intelligenza artificiale, lavoro, regole: la dimensione collettiva”.
- 10/24 **Convegno annuale AISRI Le relazioni industriali nella “trippla transizione”**: attori, processi ed esiti, Università di Roma “La Sapienza”, discussant.
- 6/23 **Labour Law Research Network, LLRN6 Conference**, Universities of Warsaw and Lodz, Poland, paper presentation: Implementing the European Social Partners Framework Agreement on Digitalization at the crossroads of collective bargaining and participation: the Italian case of the right to disconnect (with Ilaria Purificato).
- 4/23 **Decent Work in the Digital Age**, Pázmány Péter Catholic University Labour Law Department e Friedrich Ebert Stiftung, Budapest, Hungary paper presentation: Enforcement of Rights and Empowerment of Workers. Exploring the Hidden Side of the “Platform Directive” Proposal (with Ilaria Purificato).
- 12/22 **International Levenbach-day**, The Levenbach Institute, Groningen, The Netherlands, presented: ‘European Social Partners framework agreement on digitalization’.
- 6/22 **Law, Technology and Labour**, International Conference, University of Bologna, Bertinoro, Italy; panelist in Roundtable ‘Decent Work in the Digital Age: European and Comparative Perspectives’.
- 5/22 **Work Beyond the Pandemic. Towards a Human-Centered Recovery**, 19th International Conference in Commemoration of Prof Marco Biagi, Marco Biagi Foundation, University of Modena and Reggio Emilia, Modena, Italy: keynote presentation ‘Sustainable recovery in the context of in-work transitions: the role of social dialogue’.
- 2/22 **iRel Final Conference. Smarter Industrial Relations to Address New Technological Challenges in the World of Work**, University of Lodz,

Poland: introductory presentation ‘A Comparative Overview on Industrial Relations and Digital Work’, on-line conference.

- 6/21 **LLRN5. Celebrating the 10th Anniversary of LLRN Scholarship**, Universities of Warsaw and Lodz, Poland, presentation: ‘Regulating the digital transformation: a stress test for Italian industrial relations’, in the session ‘iRel. Smarter Industrial Relations to Address New Technological Challenges in the World of Work”: towards a holistic perception of digital work’, on-line conference.
- 6/19 **LLRN4. A Global Conversation on Labour Law**, Pontificia Universidad de Valparaiso, Chile, presentation “‘Collective Worker Representation”. A Unitary Conceptual Framework To Re-Balance Collective Labour Rights And Economic Freedoms In EU Law’.
- 5/19 **The Future of Work. Labour Law and Labour Market Regulation in the Digital Era**, University of Venice Cà Foscari - International Labour Office, Venice, Italy, presentation: ‘Win-win Regulation in the Organization 4.0: a Realistic Perspective?’.
- 9/16 **The Future of Representation, European Regional Congress 2016 of the International Labour and Employment Association**, University of Milan, Italy, presentation: ‘The troubled relationship between law and industrial relations as regulatory systems in Italy. Integrations and interferences after the labour law reform (so-called ‘Jobs act’)' (with Alberto Mattei).
- 6/15 **Labour Law Research Network 2nd Conference**, Hugo Sinzheimer Institut, Universiteit van Amsterdam, The Netherlands, presentations: ‘Collective Bargaining and workers’ (trade union) representation: the company level in Italy’ (with Edoardo Ales); ‘Values, Interests and Players in Occupational Welfare Schemes: a “Reflexive” Regulatory Model for Flexicurity?’.

FUNDED RESEARCH:

2025-2026: **Implementation of Digital Rights in the Work Environment in Selected EU Countries**, developed jointly by RED.es and the University of Castilla-La Mancha (UCLM), with the support of the Spanish Ministry of Economic Affairs and Digital Transformation (co-author of the Italian report with Federica Palmirotta and Ilaria Purificato

2023: **Visiting Scholar, California Western School of Law**, San Diego (USA). Receptient of The Dean and Professor Robert K. Castetter and Marjorie B. Castetter Endowed Studies in Select Legal Programs (Castetter Fund), working on a comparative law project (Italy/EU compared with US) exploring international juridical concerns regarding gender justice and the balancing of work-family obligations.

2023-2024: **Lavoro, rappresentanza e democrazia nel capitalismo digitale: studio di tre modelli di lavoro tramite piattaforma**, Modena (Italy), University Research Fund (FAR), Azione 1, Principal Investigator.

2022: **Transizioni occupazionali e sicurezza sociale tra universalità e sostenibilità**, Modena (Italy), University Research Fund (FAR), Linea B, Principal Investigator.

2021-2022: **La partecipazione dei lavoratori come metodo di governo dell'innovazione tecnologica nell'impresa: studio dei modelli regolativi e delle prassi applicative**, Modena (Italy), University Research Fund (FAR), LineaA, Principal Investigator.

2019-2022: **iRel. Smarter industrial relations to address new technological challenges in the world of work**, Modena (Italy). Co-funded by the European Commission-Directorate General Employment (VS/2019/0081). *Principal investigator*, 2019-2022. The project investigates the regulatory role of industrial relations and the capacity of social partners to promote fair working conditions along with a smooth adjustment of companies against the challenges posed by the “digital transformation” of production processes. The research encompasses three cases of digital transformation that show different implications for work patterns and industrial relations: automation and industry 4.0 ; remote and smart work; platform work.

2013-2014: **Going Up the High Road: Rethinking the Role of Social Dialogue to Link Welfare and Competitiveness**, Modena (Italy). Co-funded by the European Commission, Directorate General Employment (VS/2013/0349). *Principal investigator*, 2014-2015. The project aimed to analyse the role of social dialogue in the design, implementation and administration of welfare programmes linked to labour flexibility. In this way, it intended to reaffirm the role of social dialogue as an essential part of the multi-level system of European governance, reinforcing one of the main features of the European social model, that the global crisis has put under severe strain. The argument underlying the proposal is that in order to enhance the virtuous link between flexicurity and occupational welfare, actions relating to work organization are needed rather than a simple “externalization” of social protection policies from the government to the social partners (in connection with public spending constraints).

2010-2011: **The Role of Industrial Relations in Europe 2020: from Local Concerns to Transnational Action**, Modena (Italy). Co-funded by the European Commission-Directorate General Employment (VS/2010/0726). *Principal investigator*, 2010-2011. The project intended to contribute to the debate on the topic of transnational collective bargaining launched by the Community institutions between the late 2000's and the early 2010's, identifying their possible integrations with the "Europe 2020" strategy outlined by the Commission in Communication COM (2010) 2020 of 3 March 2010. The various actions were intended to focus on the following research topics: 1) classification of issues and practices for transnational bargaining by the social partners in the framework of Europe 2020; 2) analysis of instruments for the implementation, monitoring and resolution of disputes applied to transnational collective bargaining; 3) incentives for the social partners to conclude transnational agreements.

PROFESSIONAL AND COMMUNITY SERVICE:

- **Marco Biagi Foundation, University of Modena and Reggio Emilia (Italy)**, *Member of the Academic advisory board* (2020 – present).
- **CIELLS-Centre for International and European Labour Law Studies, University of Warsaw (Poland)**, *Affiliate* (2021 – present)

MEMBERSHIPS:

Associazione italiana di Diritto del lavoro e della Sicurezza Sociale (Italian Society for Labour and Social Security Law).
International Labour and Employment Relations Association.

Modena-Bologna, 31 July 2026

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