

Anna Mori

Assistant Professor in Economic Sociology and Employment Relations
University of Milan
Department of Social and Political Sciences
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PROFESSIONAL EXPERIENCE

March 2021 – Current

Assistant Professor in Economic Sociology and Industrial Relations at the University of Milan, Department of Social and Political Science.

December 2019 – February 2021

Collaboration as Research Assistant at the Catholic University of Milan on the project “SWIRL - Slash Workers and Industrial ReLations” (Scientific coordinator: Ivana Pais)

May 2018 – October 2019

Collaboration as Research Assistant at the University of Florence on the project “NETWIR - Networked Coordination of Industrial Relations” (Scientific coordinator: Luigi Burrone)

August 2016 – February 2021

Post-Doctoral Fellow at the University of Milan, Department of Social and Political Science (with Lorenzo Bordogna)

August 2015 – July 2016

Research Fellow at the Industrial Relations Research Unit (IRRU), Warwick Business School (Scientific coordinator: Guglielmo Meardi)

December 2013 – January 2015

Research assistant at the University of Milan in the European project “New challenges for public services social dialogue: Integrating service user and workforce involvement to support the adaptation of social dialogue” (Scientific coordinator: Lorenzo Bordogna)

November 2011 – May 2015

Ph.D. Fellow in Labour Studies at the Graduate School in Social and Political Science, University of Milan (supervisor: Lorenzo Bordogna)

RESEARCH AND PROJECT EXPERIENCE IN INDUSTRIAL RELATIONS AND SOCIAL DIALOGUE

November 2021 – Current

Research activity in the European Project “PROCURFAIR - Promoting Decent Work through Public Procurement in Cleaning and Private Security Services” funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Roberto Pedersini and Lisa Dorigatti)

July 2020 – December 2022

Research activity and Project Manager in the European Project “SOWELL – Social dialogue in welfare services. Employment relations, labour market and social actors in the care services” funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Stefano Neri)

December 2019 – February 2021

Research activity in the European Project “SWIRL - Slash Workers and Industrial ReLations” funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Ivana Pais)

May 2018 – April 2020

Research activity in the European Project “NETWIR - Networked Coordination of Industrial Relations” funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Luigi Burroni)

August 2016 – March 2018

Research activity in the European Project “I-WIRE - Independent Workers and Industrial Relations In Europe”, funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Renata Semenza)

January 2017 – December 2017

Research activity in international research project funded by the German Research Foundation on the “Europeanization of labour relations” SP6, focusing on institutions and practices of collective bargaining coordination and their preconditions in social services in Italy (with Vera Glassner)

August 2015 – July 2016

Research activity in the European Project “AIRMULP - Active Inclusion and Industrial Relations from a Multi-level Governance Perspective”, funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Guglielmo Meardi and Manuela Galetto)

November 2011 – May 2015

Research activity for the Ph.D. project titled: “Outsourcing in public services. Impacts on working conditions and employment relations in a three-country two-sector comparison” (Supervisor: Lorenzo Bordogna)

December 2013 – January 2015

Research activity in the European project “New challenges for public services social dialogue: Integrating service user and workforce involvement to support the adaptation of social dialogue”, funded by the European Commission - DG for Employment, Social Affairs & Inclusion (with Lorenzo Bordogna)

TEACHING

April 2022 – June 2022

Master course in Employment Relations in the Public Sector at the University of Milan, Department of Social and Political Sciences (60 hours)

April 2021 – June 2021

Master course in Employment Relations in the Public Sector at the University of Milan, Department of Social and Political Sciences (40 hours)

April 2020 – June 2020

Contract Professor at the University of Milan, Department of Social and Political Sciences to teach a module in Employment Relations in the Public Sector (10 hours)

November 2019 – December 2019

Contract Professor at the University of Milan, Faculty of Medicine to teach a module in Economic Sociology (16 hours)

November 2018 – January 2019

Contract Professor at the University of Milan, Faculty of Medicine to teach a module in Economic Sociology (16 hours)

October – December 2017

Contract Professor at the Boston College (venue of Parma) to teach the course in Organisational Behaviour (60 hours)

September 2016 – Current

Teaching Assistant in the courses “Industrial Relations in the Public Sector” and „Economic Sociology” (Prof. Lorenzo Bordogna) and “Sociology of Professions” (Prof. Stefano Neri), University of Milan

September 2012- September 2013

Teaching Assistant in the course “Industrial Relations” (Prof. Ida Regalia) at the Faculty of Political Science, University of Milan

January 2011 – May 2015

Teaching Assistant in the courses “Industrial Relations in the Public Sector” and “Economic Sociology” (with Lorenzo Bordogna) at the Faculty of Political Science, University of Milan

EDUCATION

1 November 2011 – 25 May 2015

Ph.D. in Labour Science at the University of Milan. Thesis title: Impacts on labour and employment relations of outsourcing in public sector. A three-country two-sector comparison. Evaluated Excellent. (supervisor: Lorenzo Bordogna)

September 2008 – December 2010

Master degree “Administration and Public Policies” at the faculty of Political Science, University of Milan. Mark: 110/110 with honors. Thesis title: Absenteeism and social capital in the Italian public administration. An empirical analysis (supervisor: Lorenzo Bordogna)

September 2005 – July 2008

Bachelor degree “Science of Organisation” at the Faculty of Political Science, University of Bologna. Mark: 108/110. Thesis title: Justice administration and social capital: the case of Piacenza (supervisor: Carlo Guarnieri)

VISITING POSITIONS

March–June 2014

Employment Relations Research Center (FAOS), University of Copenhagen (with Mikkel Mailand)

September 2013 – January 2014

King's College London, Department of Management, London (with Stephen Bach)

PUBLICATIONS

Articles

- Mori A, Pais I, Arcidiacono D, and Manzo C. (forthcoming), La plurioccupazione in Italia tra ricorsività e trasformazione, *Stato e Mercato*.
- Meardi G., Burroni L., Keune M., Bellini A., Galetto M., Mori A., Payton, N., Scalise G.) (2021), Opportunities and Traps for Trade Unions in European Employment Policy Initiatives: The Case of Social Dialogue on Active Inclusion, *Zeitschrift für Sozialreform*, vol. 67, no. 4, pp. 306-332.
- Mori A. (2021) Il settore pubblico come volano per la ripresa: opportunità e rischi della riforma della pubblica amministrazione alla luce del Piano nazionale di ripresa e resilienza, *Quaderni di Rassegna Sindacale*, n. 2, pp. 83-88.
- Mori A. (2021), Book review: From Collective Bargaining to Collective Begging: How Public Employees Win and Lose the Right to Bargain. By Dominic D. Wells, *ILR Review*, vol. 74, n. 5, pp.
- Mori A., Neri S. and Pavolini E. (2020), Lavoro e welfare (il welfare crea lavoro e lavorare nel welfare), special issue of *La Rivista delle Politiche Sociali*, n.3.
- Mori A. and Neri S. (2020), Relazioni industriali e servizi di cura: frammentazione degli attori e della contrattazione tra pubblico e privato, *La Rivista delle Politiche Sociali*, n.3, pp. 129-152.
- Mori A., Neri S. and Pavolini E. (2020), Introduzione: il welfare come mercato del lavoro, *La Rivista delle Politiche Sociali*, n.3, pp. 9-14.
- Dorigatti L. and Mori A. (2020), Condizioni di lavoro e relazioni industriali nelle catene del valore della logistica, *Rivista Giuridica del Lavoro*, Anno LXXI, n. 3, pp. 388-406.
- Dorigatti L., Mori A. and Neri S. (2020), Public, private or hybrid? Providing care services under austerity: the case of Italy, *International Journal of Sociology and Social Policy*, on-line first.

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- Dorigatti L., Mori A. and Neri S. (2020), Socio-educational services in Italy between public, private and hybrid solutions, *International Journal of Sociology and Social Policy*, on-line first
 - Mori A. (2019), Traiettorie di mercatizzazione e distribuzione dei rischi nell'esternalizzazione di servizi pubblici in Europa, *Stato e Mercato*, 117, 447-482.
 - Guerci M., Canterino F., Carollo L., Dorigatti L. and Mori A. (2020), “Grand challenge” or “not an issue”? The discourses on income inequality of compensation managers and consultants, *International Journal of Human Resource Management*, on-line first
 - Semenza R. and Mori A. (2019), Il mondo del lavoro autonomo. Qualità del lavoro, redditi e associazionismo in Europa, *Quaderni di Rassegna Sindacale*, 3, 125-142.
 - Dorigatti L., Mori A. and Neri S. (2018), Pubblico e privato nei servizi sociali ed educativi: il ruolo delle istituzioni del mercato del lavoro e delle dinamiche politiche, *Rivista delle Politiche Sociali*, 3: 209-231.
 - Borghi P., Mori A. e Semenza R. (2018), Self-employed professionals in the European labour market. A Comparison between Italy, Germany and the UK, *Transfer: European Review of Labour and Research*. 24(4), 405–419.
 - Neri S. e Mori A., (2017), Crisi economica, politiche di austerità e relazioni intergovernative nel SSN. Dalla regionalizzazione al federalismo differenziato?, in *Autonomie Locali e Servizi Sociali*, 2, 201-220.
 - Mori A. (2017), The consequence of public services outsourcing for work and employment conditions: the mediating effect of national regimes, *European Journal of Industrial Relations*, 23(4): 347 –364
 - Semenza R., Mori A. e Borghi P. (2017), Alla ricerca di cittadinanza: il lavoro autonomo professionale in Italia, Germania e Regno Unito, *Quaderni di Rassegna Sindacale*, 1, 41-59.
 - Dorigatti L. and Mori A. (2016), L'impatto delle scelte datoriali sulle condizioni di lavoro e sulle diseguaglianze: disintegrazione verticale, esternalizzazioni e appalti, *Sociologia del Lavoro*, 144, 190-204.
 - Mori A. (2015), Implicazioni per il lavoro e le relazioni sindacali nell'esternalizzazione di servizi pubblici in Italia. Autonomie Locali e Sanità a confronto, *Autonomie locali e servizi sociali*, 1: 91-105

Books

- Semenza R. and Mori A. (2020), *Lavoro apolide. Freelance in cerca di riconoscimento*, Milano: Feltrinelli, pp. 144.
- Mori A. (2020), *Employment Relations in Outsourced Public Services. Working Between Market and State*, Basingstoke: Palgrave Macmillan.

Book chapters

- Mori A. (2023), Doc Servizi: How the cooperative model can support the music industry, in S. Pérez de Guzmán, M. Iglesias-Onofrio, and I. Pais (eds.), *Contingent Workers' Voice in Southern Europe. Collective Experiences of Protection and Representation*, Cheltenham: Elgar.
- Pais I. and Mori A. (2023), Towards new forms of economic and political action: from voice to entry, in S. Pérez de Guzmán, M. Iglesias-Onofrio, and I. Pais (eds.), *Contingent Workers' Voice in Southern Europe. Collective Experiences of Protection and Representation*, Cheltenham: Elgar.
- Mori A. and Koene B. (2019), Continuity and discontinuity in the collective representation, in R. Semenza and Pichault F. (eds.), *The Challenges of Self-Employment in Europe. Status, Social Protection and Collective Representation*, Cheltenham: Elgar.
- Semenza R. and Mori A. (2019), New self-employment as a theoretical matter, in R. Semenza and Pichault F. (eds.), *The Challenges of Self-Employment in Europe. Status, Social Protection and Collective Representation*, Cheltenham: Elgar.
- Mori A. and Semenza R. (2018), Il lavoro autonomo professionale, le sfide e le risposte istituzionali in Europa, in A. Perulli (eds.) *Lavoro autonomo e capitalismo delle piattaforme*, Wolters Kluwer, CEDAM.
- Semenza R. and Mori A. (2018), La crescita del lavoro autonomo e le nuove sfide sociali, in G. Zilio Grandi e M. Biasi (eds.), *Commentario breve allo statuto del lavoro autonomo e del lavoro agile*, Wolters Kluwer, CEDAM

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- Mori A. (2015), Outsourcing public services: local government in Italy, England and Denmark, in J. Drahokoupil (ed.) *The outsourcing challenge: organizing workers across fragmented production networks*, ETUI: Brussels.

Research reports

- Mori A. (2022), Employment relations, labour market, and social actors in the care services: a comparative analysis in seven countries, WP2, SOWELL project (VS/2020/0242).
- Mori A. (2021), Employment relations, labour market, and social actors in the care services: The case of Italy, WP2, SOWELL project (VS/2020/0242).
- Mori A. (2020), Regulation models and characteristics of the actors involved in industrial relations for contingent workers and their strategies: The case of Italy, WP2, SWIRL project (VS/2019/0076).
- Mori A. (2018), Sector report: social services in Italy, German Research Foundation DFG on the “Europeanization of labour relations” SP6.
- Mori A. and Semenza R. (2018), Independent Workers and Industrial Relations in Europe: transversal analysis of case studies, WP3, I-WIRE project (VS/2016/0149).
- Mori A. and Semenza R. (2016), Independent Workers and Industrial Relations in Europe: a literature review, WP1, I-WIRE project (VS/2016/0149). Mori A., Meardi G., Galetto M., A. Martin Artiles and O. Molina (2016), Active Inclusion and Industrial Relations from a Multi-level Governance Perspective. WP B: Comparative report of France, Italy, Poland, Spain, Sweden and the UK. AIRMULP project, (VS/2014/0546)

TRAINING

October-November 2016

Nvivo 10 course organized by the IT Services of the University of Warwick

7 July – 2 August 2013

Essex Summer School in Social Science Data Analysis and Collection, University of Essex. Courses on regression analysis, logit and probit models using Stata.

27 August – 4 September 2011

Summer school “Active citizenship and good governance” organized by the Network for the National Excellence, Matera

7-12 June 2010

SISP (Italian Society of Political Science) summer school in Public Policies Analysis “How do policies change?”, Forli.

SCHOLARSHIPS AND AWARDS

2019: Awarded a grant to participate to the XII International Labour and Employment Relations Association (ILERA) European Congress, Dusseldorf, 5-7 September 2019

2016: Awarded a grant to participate to the XI International Labour and Employment Relations Association (ILERA) European Congress, Milan, 8-10 September 2016

2015: Awarded a grant covering all the expenses to attend the XIII International Conference in Commemoration of Professor Marco Biagi, Modena, 18-20 March 2015

2014: Awarded a grant to participate to the Amsterdam Institute for Advanced Labour Studies (AIAS) Ph.D. workshop, Amsterdam, 29-30 January 2014

2011-2014: Awarded a 3-year PhD full Scholarship by the University of Milan

CONFERENCE PRESENTATIONS

27-29 October 2022: CRIMT Conference, Montréal

- Mori A., Dorigatti L., Jaehrling K., Resflund B., Larsen T., Taking back control? Securing the enforcement of labour standards in public supply chains.

8-10 September 2022: XIII International Labour and Employment Relations Association (ILERA) European Congress, Barcelona

- Breauker V., Dorigatti L., Mori A., Neri S., Pavolini E., A segmentation to recompose: union actions in the welfare services in Italy between public and private provision

9-11 July 2022: Conference of the Society for the Advancement of Socio-Economics (SASE), Amsterdam

- Arcidiacono D., Manzo C., Mori A., Pais I., A collective voice for contingent and intermittent workers: new models of protection and representation in the platform economy in Europe.

8-11 June 2022: Società Italiana di Sociologia Economica (SISEC) conference, Bologna

- Breauker V., Dorigatti L., Mori A., Neri S., Pavolini E., The welfare services in Italy between the crises: labour market and employment relations in ECEC and LTC services.

2-5 July 2021: Conference of the Society for the Advancement of Socio-Economics (SASE), Virtual

- Mori A., Pais I., A collective voice for slash worker in Europe. Prototypes and transferrable experiences

21-25 June 2021: 27th International Conference of Europeanists (CES) Virtual

- Mori A. Functional equivalence of employment regimes under market pressure. Outsourcing of public services in Italy and Denmark

21-24 June 2021: XIX International Labour and Employment Relations Association (ILERA) World Congress, Virtual

- Mori A., Pais I., A collective voice for slash worker in Europe. Prototypes and transferrable experiences.
- Mori A. Functional equivalence of employment regimes under market pressure. Outsourcing of public services in Italy and Denmark

9-12 June 2021: Società Italiana di Sociologia Economica (SISEC) conference, Virtual

- Arcidiacono D., Manzo C., Mori A., Pais I., Il “ritorno” del doppio lavoro in Italia tra ricorsività e trasformazione

5-7 September 2019: XII International Labour and Employment Relations Association (ILERA) European Congress, Dusseldorf

- Functional equivalence of employment relations regimes under market pressure. Outsourcing of public services in Italy and Denmark

30 January – 1 February 2019: Società Italiana di Sociologia Economica (SISEC) conference, Turin

- Burroni L., Bottalico A., Mori A., Social network analysis, institutions and collective bargaining

27-29 June 2019: XXXI Conference of the Society for the Advancement of Socio-Economics (SASE), New York City

- Mori A., Market-making or market-embedding? The changing role of the state in public services employment relations under market pressure.
- Burroni L., Molina O., Regan A., Keune M., Mori A., Been W., Bottalico A., Coffee, cigarettes and social networks: Explaining the resilience of wage setting in Europe

31 January – 2 February 2019: Società Italiana di Sociologia Economica (SISEC) conference, Naples

- Mori A. and Semenza R.. Il lavoro autonomo professionale nel capitalismo digitale: rischi sociali e risposte istituzionali

10-12 September 2018: Industrial Relations in Europe Conference (IREC), Leuven

- Dorigatti L., Mori A. and Neri S., Socio-educational services in Italy between public, private and hybrid solutions

23-25 June 2018: XXX Conference of the Society for the Advancement of Socio-Economics (SASE), Kyoto

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- Mori A. and Koene B., The collective representation of professional self-employed workers in Europe. Old and new actors between traditional and innovative strategies

25-27 January 2018: Società Italiana di Sociologia Economica (SISEC) conference, Milan

- Dorigatti L., Mori A. and Neri S., The socio-educational services in Italy between public, private and hybrid solutions. Working conditions, models of labour regulation and trajectories of transformation
- Borghi P., Mori A. and Semenza R., The collective representation of professional self-employed in Italy: innovation, fragmentation and coalitions

7-8 September 2017: Industrial Relations in Europe Conference (IREC), Warsaw

- Meardi G., Mori A. and Galetto M., Active Inclusion in employment policies. A role for social partners? Insight into six European countries
- Mori A. and Semenza R., The collective representation of independent professional workers in Europe. Old and new actors between traditional and innovative strategies

29 June – 1 July 2017: XXIX Conference of the Society for the Advancement of Socio-Economics (SASE), Lyon

- Meardi G., Meardi G., Mori A. and Galetto M., Social dialogue over active inclusion in Northern Europe under different conditions: A comparison of Sweden and Poland
- Semenza R. and Mori A., In search of citizenship: Independent professional workers in Europe

26-28 January 2017: Società Italiana di Sociologia Economica (SISEC) conference, Rome

- Semenza R. and Mori A., Independent workers and industrial relations in Europe: a literature review

8-10 September 2016: XI International Labour and Employment Relations Association (ILERA) European Congress, Milan

- Mori A., Institutional varieties, outsourcing of public services and challenges to employment relations in comparative perspective
- Dorigatti L. e Mori A., Bringing employers' strategies back in: the impact of organisational practices on job quality and inequalities
- Galetto M., Meardi G. e Mori A., Activation strategies and role of social partners. The UK and France in comparative perspective

29 June - 1 July 2016: British Universities Industrial Relations Association (BUIRA) conference, Leeds

- Mori A., Institutional varieties, outsourcing of public services and challenges to employment relations in comparative perspective
- Galetto M., Meardi G. e Mori A., Activation strategies and role of social partners. The UK and France in comparative perspective

18-20 March 2015: XIII International Conference in Commemoration of Professor Marco Biagi, Modena

- Mori A., Implications for labour and employment relations structure following outsourcing in public administration. A three country two-sector comparison (presented at the Young Scholars Workshop organised in occasion of the conference)

10-12 September 2014: Industrial Relations in Europe Conference (IREC), Dublin

- Mori A., Impacts on labour and employment relations in outsourcing of public sector. England and Denmark in comparative perspective

4-7 June 2014: European Academy of Management (EURAM) conference, Valencia

- Mori A., Impacts on labour and employment relations in outsourcing of public sector

7-9 April 2014: International Labour Process Conference (ILPC), London

- Mori A. Does the sector matter? A comparative study on how outsourcing impacts employment relations and working conditions. Evidence from the English health sector and local government

29-30 January 2014: Amsterdam Institute for Advanced Labour Studies (AIAS) Ph.D. workshop, Amsterdam

- Mori A., Does the sector matter? A comparative study on how outsourcing impacts employment relations and working conditions. Evidence from the English health sector and local government

11-13 September 2013: European Group for Public Administration (EGPA), Edinburgh

- Mori A., Sickness absence policy for improving public services. The case of Italy

INVITED SPEECHES

24 November 2022: CECOP seminar: Lights on! Come le cooperative di produzione e lavoro e le cooperative sociali affrontano il lavoro non dichiarato

Participation in the roundtable discussion

8 June 2020: University of Rome Sapienza. Seminar: Nati sotto il segno del PNRR. Nuove relazioni industriali e diritto del lavoro.

Gli interventi sul mercato del lavoro: PMI, giovani, donne, lavoratori atipici, lavoro sommerso, Sud. Spunti su qualità del lavoro e garanzia del reddito minimo.

17 September 2019: Max-Planck Institute for the Study of Societies, Cologne. Seminar: The political economy of public sector wage setting in Europe

Trajectories of marketization and market risk distribution in the outsourcing of public services in Europe

5 September 2019: Keynote Speech at the Young Scholar Plenary, ILERA conference 2019, Dusseldorf.

Functional equivalence of employment regimes under market pressure. Outsourcing of public services in Italy and Denmark

26 October 2018: University of Cà Foscari, Venezia. Seminar: The participation of workers and users in the public administrations

The participation of employees and users in the public services: parallel systems or in competition? The case of the Italian school system

3 February 2016: IRRU seminar series, Warwick Business School

The consequence of public services outsourcing for work and employment conditions: the mediating effect of national regimes

25 June 2014: Employment Relations Research Centre (FAOS), University of Copenhagen

Impacts on labour and employment relations in outsourcing of public sector: a three-country comparison

24 January 2014: King's College London, Department of Management

Sickness absence policy for improving public services. The case of Italy

LANGUAGE SKILLS

Mother tongue	Italian	UNDERSTANDING		SPEAKING		WRITING
		Listening	Reading	Spoken interaction	Spoken production	
English		C2	C2	C2	C2	C1
French		C1	C1	B1	B1	B1
German		A1	A1	A1	A1	A1

RESEARCH SOFTWARES

Proficient user of Office package (Word, Power Point, Excel, Outlook and Publisher)

Good knowledge of SPSS and STATA

Proficient user of Nvivo 10

PROFESSIONAL MEMBERSHIP

Italian Association of Economic Sociology (SISEC) – since January 2020: member of the Steering Committee

International Labour and Employment Relations Association (ILERA)

Society for the Advancement of Socio-Economic (SASE)

Associazione Italiana di Studio delle Relazioni Industriali (AISRI) – (since May 2019 member of the Steering Committee) – since April 2019: member of the Steering Committee

Referee: British Journal of Industrial Relations, Economic and Industrial Democracy, Industrial Relations Journal, Stato e Mercato, Frontiers, Partecipazione e Conflitto, Quaderni di Rassegna Sindacale, Studi Organizzativi, Journal of European Social Policy, Sociologia del Lavoro, Work Employment & Society.