



### PERSONAL INFORMATION

 Department of Social and Political Sciences  
Via Conservatorio 7, 20122 Milan

 +39 348 5859995

 Lisa.dorigatti@unimi.it

### CURRENT POSITION

28.12.2021 – ongoing

#### Associate Professor

Sociology of economic processes and labour

Department of Social and Political Sciences, University of Milan

In charge of the courses *Industrial Relations* (40h) and *Economic and Social Regulation of Global Workforce Labour* (60h), Department of Social and Political Sciences, University of Milan

### WORKING EXPERIENCE

01.10.2021 – Ongoing

#### Researcher

Department of Social and Political Sciences, University of Milan

Project “Procurfair – Promoting Decent Work through Public Procurement in Cleaning and Private Security Services”, financed by the European Commission, DG Employment, Social Affairs and Inclusion, VS/2021/0211

Scientific coordinator: Prof. Karen Jaehrling, University of Duisburg.

01.03.2020 – 31.12.2022

#### Researcher

Department of Social and Political Sciences, University of Milan

Project “Sowell – Social dialogue in welfare services. Employment relations, labour market and social actors in the care services”. financed by the European Commission, DG Employment, Social Affairs and Inclusion, VS/2020/0242

Scientific coordinator: Prof. Stefano Neri, University of Milan.

01.02.2021 – 31.08.2022

#### Researcher

Department of Social and Political Sciences, University of Milan

Project “Posting.Stat: Enhancing the collection and analysis of national data on intra-EU posting”. financed by the European Commission, DG Employment, Social Affairs and Inclusion, VS/2020/0499.

Scientific coordinator: Principal Investigator Dr. Frederic De Wispelaere KU Leuven.

01.03.2018 – 01.03.2022

#### Researcher

Member of the team of national correspondents for Italy

European Foundation for the Improvement of Living and Working Conditions (Eurofound).

Coordinator: Prof. Roberto Pedersini

01.10.2015 – 27.12.2018

#### Research fellow

Department of Social and Political Sciences, University of Milan

Research project: Outsourcing and employment relations: towards an integrated framework.  
Supervisor: Prof. Lorenzo Bordogna

Research activities on the impact of outsourcing on employment relations and working conditions across different sectors (metalworking, social services, logistics) in Italy.

20.06.2017 – 14.03.2018

#### Researcher

Department of Political and Social Science, University of Florence

Project "IR-Crea. Strategic but vulnerable. Industrial relations and creative workers", financed by the European Commission, DG Employment, Social Affairs and Inclusion, VP/2015/004/0121

Scientific coordinator: Prof. Luigi Burroni, University of Florence.

Other research units: University of Amsterdam, University of Copenhagen

Research activities on industrial relations and interest representation in the videogame sector.

2017 – 2018 **Researcher**

Fondazione Claudio Sabattini and Fondazione Giuseppe di Vittorio

Project "World Class Manufacturing and working conditions at FCA-CNH", financed by the trade union FIOM-CGIL

Scientific coordinator: Dr. Davide Bubbico, University of Salerno.

Research activities on workers' perception of the implementation of WCM and its impact on working conditions at FCA-CNH

2017 – 2018 **Researcher and research coordinator**

Project "Bargaining along the value chain: Italy and Germany compared", financed by the Hans-Boeckler Stiftung

Scientific coordinators: Dr. Chiara Benassi, King's College, and Dr. Lisa Dorigatti, University of Milan.

Research activities on trade unions' strategies towards external flexibility in metalworking companies in Germany and Italy.

01.11.2013 – 30.09.2014 **Research fellow**

Department of Social and Political Sciences, University of Milan

Member of the research unit of the Department Of Social and Political Sciences, University of Milan, for the National Research Project (Prin 2010) "Old and new ways of regulating labour in small firms". Responsible of the project: *Prof. Ida Regalia*.

01.05.2013 – 31.10.2015 **Research assistant**

Hertie School of Governance, Berlin

Research assistant (charged of interviews with trade unionists) for the project "Workers' Voice and Good Corporate Governance in Transnational Firms in Europe". Research assistant for the project Responsible for the project: Prof. Anke Hassel

01.05.2013 – 31.10.2015 **Research assistant**

Department of Management, Chair for Inter-firm Cooperation, Free University Berlin

Research assistant for the project "Contract Bargaining on the Way Out? The Consequences of Labor Flexibilization and Associational Fragmentation in Industrial Services". Responsible for the project: Prof. Joerg Sydow, Dr. Markus Helfen

TEACHING

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AY 2019/2020 - ongoing

**Industrial Relations**

40h

Department of Social and Political Sciences, University of Milan

AY 2018/2019 - ongoing

**Economic and Social Regulation of Labour**

60h

Department of Social and Political Sciences, University of Milan

AY 2017/2018

### Sociology of Work

20h, with Prof. Renata Semenza

Department of Social and Political Sciences, University of Milan

## OTHER PROFESSIONAL EXPERIENCE

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01.10.2010-ongoing

### Teaching

Participation to training activities for trade unionists

Participation to the training project “Corso di alta formazione sindacale” (Trade unionists training project), Organised by FP-CGIL Campania

Lecture given: “Relazioni industriali comparate” (Comparative industrial relations) and “Sociologia del mercato del lavoro” (Sociology of labour markets), 16-17 April 2021

Participation to the training project “Progetto di formazione sindacale” (Trade unionists training project), Organised by FLC-CGIL Milan

Lecture given: “Il sindacato fra crisi e cambiamento” (Trade unions between crisis and transformation) 13/03/2017

Participation to the cycle of seminars “Which society after the crisis”, Organised by the University of Florence in collaboration with IRES (research centre of the trade union CGIL)

Lecture given: “Strategie di rappresentanza del lavoro nelle catene del valore” (*Labour representation strategies along value chains*), 22/7/2016

Participation to the training program for employee representatives organised by CGIL Reggio Emilia. Diverse lectures given on comparative industrial relations, trade union crisis and transformation, representation of precarious workers and of workers in value chains. 9/4/2015-11/12/2015

## SERVICE TO THE PROFESSION

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### External reviewer

Journals: British Journal of Industrial Relations, European Journal of Industrial Relations, Economic and Industrial Democracy, Industrial and Labor Relations Review, Stato e Mercato, Sociologia del lavoro, PaCo - Partecipazione e Conflitto, New Technology, Work and Organisation, Rivista Italiana delle Politiche Pubbliche, La Rivista delle Politiche Sociali, Quaderni di rassegna sindacale. Lavori, Journal of Cultural Economy, Studi Organizzativi

### Professional Memberships

Italian Association of Economic Sociology (SISEC)

International Labour and Employment Relations Association (ILERA)

Society for the Advancement of Socio-Economic (SASE)

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

Fondazione Claudio Sabattini (cultural foundation of the trade union FIOM-CGIL) – since April 2016: member of the Scientific Committee

### Membership in bodies of scientific journals

Stato e Mercato – Since 2018 Editorial coordinator and member of the editorial board

Quaderni di Rassegna Sindacale – Since 2017 member of the editorial committee and the scientific committee

01.10.2010-24.03.2014 **Ph.D. in Labour Studies**

Department of Social and Political Sciences, University of Milan

Visiting PhD student at the Wirtschafts- und Sozialwissenschaftliches Institut (WSI), Hans-Boeckler Stiftung, Duesseldorf. *Mentor*: Dr. Heiner Dribbusch

Visiting PhD student at the Employment Relations and Organisational Behaviour Group, Department of Management, London School of Economics, London

EDUCATION AND TRAINING

01.10.2010-24.03.2014 **M.A. in Political Sciences**

University of Bologna

OTHER TRAINING ACTIVITIES

ECPR Summer School in Methods and Techniques, “Case Study Research: Method and Practice”, European Consortium for Political Research, Ljubljana – 29 luglio – 13 agosto 2011

Spring School of the German Industrial Relations Association, “Looking Outwards, Looking Inwards: Industrial Relations Research between Politics and Organizations”, Freie Universität zu Berlin in cooperazione con la Industrial and Labor Relations School, Cornell University. Berlino – 17-22 marzo 2013.

WSI Summer School, “Industrial Relations and Crisis Management in Germany: a model for Europe?”, WSI, Hans-Boeckler Stiftung, Berlino – 17-21 settembre 2012

Mother tongue(s)

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C1	C1	C1
German	C2	C2	C1	C1	C1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user  
Common European Framework of Reference for Languages

PERSONAL SKILLS

AWARDED GRANTS

01.05.2016-31.05.2017

Small research grant, Hans-Boeckler-Stiftung, Duesseldorf. Project: Bargaining along the value chain: Italy and Germany compared. With Chiara Benassi. €9.840.

- 01.05.2016-31.05.2017 Short research fellowship, Deutscher Akademischer Austauschdienst (DAAD, German Academic Research Centre). €3.000
- 01.10.2010-30.09.2013 Fellowship for the completion of the Doctoral studies. Italian Ministry of Research and Education. €36.000

## LIST OF PUBLICATIONS

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### Books

(2017) (with Vando Borghi e Lidia Greco), *Lavoro e catene globali del valore*, Roma, Ediesse.

### Articles in peer-reviewed journals

- (2022). Dorigatti L., Been W., Burrioni L., Keune M., Larsen T.P., Mailand M., Playing alone? Interest representation in the videogame industry in Denmark, Italy and the Netherlands, *Economic and Industrial Democracy*
- (2022). Afonso A., Dorigatti L., Molina O., Tassinari A., Labor market (de)regulation and wage-setting institutions in Mediterranean Capitalism, in Burrioni L, Pavolini E. e Regini M., *Mediterranean Capitalism Revisited. One Model, Different Trajectories*, Ithaca, NY: Cornell University Press.
- (2022). Gasparri S. e Dorigatti L., Le relazioni di lavoro, in R. Semenza (ed.) *Manuale di sociologia del lavoro*, UTET.
- (2021). L. Dorigatti, M. Rinaldini, L'innovazione tecnologica e la digitalizzazione delle imprese nel PNRR, *Quaderni di rassegna sindacale. Lavori*, 21(2)
2021. Dorigatti L., Pedersini R., Employment Relations in Italy, in Bamber G.J., Cooke F.L., Doellgast V., Wright C.F. (eds.), *International and Comparative Employment Relations: Global Crises and Institutional Responses*, London: SAGE, 131-157
- (2021) (with Pedersini R.) Editorial, *Transfer: European Review of Labour and Research*, 27(1): 3-10
- (2021) (with R. Pedersini), Industrial relations and inequality: the many conditions of a crucial relationship, *Transfer: European Review of Labour and Research*, 27(1): 11-27
- (2020) (with Benassi C.) Out of Sight, Out of Mind: The Challenge of External Work Arrangements for Industrial Manufacturing Unions in Germany and Italy. *Work, Employment and Society*, online first.
- 2020 (with Guerri M., Canterino F., Carollo L., and Mori A.), "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
- (2020) (with Mori, A. and Neri, S.) Public, private or hybrid? Providing care services under austerity: the case of Italy, *International Journal of Sociology and Social Policy*
- (2019) (with Bellini, A.) Dentro e oltre l'azione collettiva. Il lavoro creativo tra individualismo e comunitarismo, *Quaderni di Rassegna Sindacale*
- (2019) (with Behrens M., Colvin A., and Pekarek A.) Systems for conflict resolution in comparative perspective, *Industrial and Labour Relations Review*
- (2018). Ridotte all'osso. Disintegrazione verticale e condizioni di lavoro nella filiera della carne. *Meridiana*, special issue "Filiera a pezzi. Ricerche sulle trasformazioni dei sistemi agro-alimentari in Italia", 3/2018
- (2018) (with Mori A. and Neri S.) Pubblico e privato nei servizi sociali ed educativi in Italia: il ruolo delle istituzioni del mercato del lavoro e delle dinamiche politiche. *Rivista delle Politiche Sociali*
- (2018) (with Benassi C. and Pannini E.) Explaining divergent bargaining outcomes for agency workers: The role of labour divides and labour market reforms. *European Journal of Industrial Relations*, online first.
- (2018) Procurement pubblico e precarietà nei servizi sociali. *Inchiesta*, 199, pp. 17-20.
- (2017) Condizioni di lavoro nei servizi sociali: disintegrazione verticale e procurement pubblico. *Stato e mercato*, 4, pp. 459-487.

(2017) Trade Unions in Segmented Labor Markets: Evidence from the German Metal and Chemical Sectors. *Industrial and Labor Relations Review*, 70(4), pp. 919-941.

(2017). Ciarini A. e Dorigatti L. (2017). Tra cooperazione e conflitto. Sindacati e organizzazioni autonome nella rappresentanza del lavoro parasubordinato e professionale. *Quaderni di Rassegna Sindacale. Lavori*, 1, pp. 127-145.

(2016) (with Anna Mori). L'impatto delle scelte datoriali sulle condizioni di lavoro e sulle diseguaglianze: disintegrazione verticale, esternalizzazioni e appalti. *Sociologia del Lavoro*. 144: 190-204.

(2015) (with Chiara Benassi), Straight to the Core: Explaining Union Responses to the Casualization of Work. The IG Metall Campaign for Agency Workers, *British Journal of Industrial Relations*. 53(3): 533-555.

(2015), Strategie di rappresentanza del lavoro nelle catene del valore: al di là della distinzione fra datore di lavoro «formale» e «sostanziale». *Stato e Mercato*. 2: 281-308.

(2015), Difendere il "core"? I sindacati di fronte alla segmentazione del mercato del lavoro. *Sociologia del Lavoro*. 140: 19-32.

(2015). Sindacati e coalizioni sociali. Riflessioni a partire dalla campagna «Fight for \$15!». *Quaderni di rassegna sindacale – Lavori*. 3: 125-141.

(2013) Le strategie di rilancio organizzativo in Germania. *Quaderni di rassegna sindacale – Lavori*. 4: 111-132.

with Vando Borghi (2011) Trasformazioni del lavoro, globalizzazione e ricerca sociale: piste di esplorazione per rinnovare la difesa del lavoro . *Sociologia del lavoro*, 123.

#### Book chapters

(2021) (with Pedersini R.), Employment Relations in Italy, in Bamber G.J., Cooke F.L., Doellgast V., Wright C.F. (eds.), *International and Comparative Employment Relations: Global Crises and Institutional Responses*, London: SAGE, 131-157

(2018) (with Benassi C.) The political economy of agency work in Italy and Germany: institutions, actors and strategies. In *Reconstructing solidarity. Labour unions, precarious work, and the politics of institutional change in Europe*. Doellgast, V., Lillie, N., Pulignano, V. (eds.). Oxford: Oxford University Press (peer-reviewed)

(2018) (with Gasparri S). Le relazioni di lavoro. In Semenza R. (a cura di), *Manuale di sociologia del lavoro. Nuova Edizione*. Torino: Utet, pp. 239-268.

(2017). (with Gruening B. e Fontani C). Tra formazione e sfruttamento. In *Nuove frontiere della precarietà del lavoro. Stage, tirocini e lavoro degli studenti universitari*, a cura di R. Cillo, Venezia: Edizioni Ca' Foscari, pp. 187-216.

(2011). Nuovi repertori d'azione in nuovi regimi? Il rinnovamento strategico dei sindacati tedeschi" in M. La Rosa, *La ricerca sociologica e i temi del lavoro. Giovani ricercatori italiani a confronto*, FrancoAngeli, Milano. 2011. (peer-reviewed)

Milan, 06th July 2020

