

# Anna Mori

Post-Doctoral Fellow  
University of Milan  
Department of Social and Political Sciences  
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## PROFESSIONAL EXPERIENCE

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### **December 2019 – Current**

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

### **May 2018 – Current**

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

### **August 2016 – Current**

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

### **August 2015 – July 2016**

Research Fellow at the Industrial Relations Research Unit (IRRU), Warwick Business School (Scientific responsible: Prof. 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: Prof. 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: Prof. Lorenzo Bordogna)

## RESEARCH AND PROJECT EXPERIENCE

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### **December 2019 – Current**

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 – Current**

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 Prof. 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 Prof. Guglielmo Meardi and Manuela Galetto)

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**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: prof. 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 prof. Lorenzo Bordogna and Prof. Stefano Neri)

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**TEACHING**

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**November 2019 – December 2019**

Contract Professor at the University of Milan, Faculty of Medicine to teach a course in Economic Sociology

**November 2018 – January 2019**

Contract Professor at the University of Milan, Faculty of Medicine to teach a course in Economic Sociology

**October – December 2017**

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

**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’ (Prof. Lorenzo Bordogna) at the Faculty of Political Science, University of Milan

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**EDUCATION**

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**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: Prof. 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: Prof. Lorenzo Bordogna)

**September 2005 – July 2008**

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

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**VISITING POSITIONS**

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**March–June 2014**

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

**September 2013 – January 2014**

King’s College London, Department of Management, London (with Prof. Stephen Bach)

## PUBLICATIONS

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### Articles

- Dorigatti L., Mori A. and Neri S. (forthcoming), Socio-educational services in Italy between public, private and hybrid solutions, *International Journal of Sociology and Social Policy*.
- 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. (on-line first), 'Grand challenge' or 'not an issue'? The discourses on income inequality of compensation managers and consultants, *International Journal of Human Resource Management*.
- 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, in *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*, n.2
- Mori A. (2017), The consequence of public services outsourcing for work and employment conditions: the mediating effect of national regimes, in *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, in *Quaderni di Rassegna Sindacale*, n. 1/2017
- Dorigatti L. and Mori A. (2016), L'impatto delle scelte datoriali sulle condizioni di lavoro e sulle disuguaglianze: disintegrazione verticale, esternalizzazioni e appalti, *Sociologia del Lavoro*, 144
- 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. (forthcoming), Lavoro apolide. Freelance in cerca di riconoscimento, Milano: Feltrinelli.
- Mori A. (2020), Employment Relations in Outsourced Public Services. Working Between Market and State, Basingstoke: Palgrave Macmillan.

### Book chapters

- 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
- 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. (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

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### 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?', Forlì

## SCOLARSHIPS AND AWARDS

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**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

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

- Mori A., Market-making or market-embedding? The changing role of the state in public services employment relations under market pressure.
- Burrioni 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

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**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**

- 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’

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**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'

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**INVITED SPEECHES**

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**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

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**LANGUAGE SKILLS**

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Italian: native speaker

English: written and oral proficiency

French: written and oral proficiency

German: intermediate

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**RESEARCH SOFTWARES**

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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**

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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 May 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