

Antonio ALOISI

Assistant Professor of European and Comparative Labour Law at IE Law School, IE University, Madrid. He is a Marie Skłodowska-Curie Fellow, currently working on a research project on [algorithmic management](#) funded by the EU H2020 Program. Previously, he was a Max Weber fellow at the European University Institute, Florence. He holds a doctorate in business and social law from Bocconi University, Milan, where he has taught at the School of Law and in LLM in Law of Internet Technology.

Antonio's research focuses on the impact of digital technologies on labour regulation and social institutions. In particular, he studies platform work, artificial intelligence, non-standard forms of employment and new practices of collective action. He has been involved in several research projects commissioned by international institutions or research centres. Antonio has authored several articles, book chapters and op-eds. He is co-authoring a monograph to be published by Hart in 2022. Twitter: [@_aloisi](#).

Aude CEFALIELLO

Aude joined the ETUI in October 2020. She has a Law degree from the University of Glasgow (Scotland), and the Université d'Auvergne (France). Aude completed her first Masters in Employment Law at the Université d'Auvergne in 2014. On that occasion, she wrote her Masters thesis on psychosocial risks by comparing the French, the British, and the European legal systems.

Subsequently, she obtained an LL.M degree at the University of Glasgow in 2016 where she conducted a comparative research study on *Collective bargaining in France, the United Kingdom and the EU*. Then, from November 2015 to July 2016, Aude was a visiting scholar at the Max Planck Institute in European Legal History in Frankfurt (Germany). There, she worked on the workers' mobilisation on Occupational Safety and Health (OSH) in the 1970s and the lessons which could be drawn from it to analyse present challenges.

After that, Aude specialised in OSH with a socio-legal and comparative approach at the University of Glasgow. There, she gained a PhD at the Law School in 2020 after completing a thesis on ways to improve the legal framework governing OSH in EU. During her PhD, she was an intern at the ETUI for two months in 2018, researching the extent of the scope to develop a litigation strategy before the CJEU in the OSH field.

Leïla CHAIBI

Leïla Chaibi is a member of the European Parliament. Elected in 2019, she is member of the France Insoumise and of the Left in the European Parliament. She seats, among others, in the Committee on Employment and social affairs, and her main topics of interest are the fight against precariousness and the right of platform workers. Her motto is "one foot inside, one foot outside" because she places a great importance on being a link between the European institutions and the fight of workers in the ground. Previously, she has been an activist in favour of decent and affordable houses (Jeudi noir) and against precariousness (Génération précaire / L'appel et la pioche).

Nicola COUNTOURIS

Nicola Countouris is the Director of the Research Department at the European Trade Union Institute (ETUI) and a Professor in Labour Law and European Law at the Faculty of Laws of University College London (UCL). Before joining the ETUI and UCL he had taught law at the Universities of Reading, LSE, and Oxford, where he also obtained his DPhil under the supervision of Professor Mark Freedland. He has acted as an independent expert for the International Labour Office, the ETUC, and on a number of European Commission funded projects. He is the author and co-author of some 55 publications, including *The Legal Construction of Personal Work Relations* co-authored with Mark Freedland and published by OUP in 2011.

Carlo DE MARCHIS

Carlo de Marchis was born in Pisa in 1964, and he is a lawyer who is admitted to practice before Superior Courts – Cassazionista.

Avv. de Marchis graduated in law from Università degli Studi 'La Sapienza' in Rome, and he further specialized in labour law, social security law and industrial relation. He works in close cooperation with CGIL.

He defended a PhD thesis on labour law and economic relation at Università degli Studi di Napoli 'Federico II'.

Avv. de Marchis developed a significant professional experience as lawyer in the area of labour law and industrial relations while he also continued to publish academic publications in scientific journals (for instance, 'Il Diritto del Lavoro' and 'Il Lavoro nella Pubblica Amministrazione'). Since 1992 de Marchis is part of the editorial committee of the prestigious journal 'Rivista Giuridica del Lavoro'.

He was advisor in the Labour Committee of the Italian Senato (second parliament chamber).

During the past years he has developed legal strategies to provide adequate labour standards to workers in vulnerable conditions and notably to platform workers.

Examples:

- Preliminary ruling to the Italian constitutional court concerning the illegitimacy of the legal provisions on fixed-term contracts in the university and education sector.
- Preliminary ruling to the Italian constitutional court concerning the illegitimacy of the 23/15 labour law reform (Jobs' Act) concerning the illegitimacy of a system that connected the severance payment in case of dismissal exclusively to seniority. The proceeding was successful.
- Preliminary ruling to the Court of Justice of the EU concerning the compatibility of the labour law reform 23/15 (Jobs' Act) concerning collective dismissals with the principle of non-discrimination as established in the EU directive 2000/78/EC and with the protection against dismissals established in the EU Charter of Fundamental Rights.
- Provided legal support to the collective redress before the Committee of experts of the European Committee of Social Rights concerning the provisions on dismissals of the labour law reform 23/15 (Jobs' Act). The proceeding was successful.
- Provided legal support concerning the trade union litigation on Ryanair's discriminatory and anti-union practices. The proceeding was successful.
- Currently coordinating the (strategic) litigation concerning riders against the respective digital platform. In cooperation with colleagues, De Marchis launched several judicial proceedings concerning the occupational health and safety, the (lack of) collective rights and the discriminatory practices afflicting riders, against the main multinational companies in the food delivery sector (Glovo, Just Eat, Deliveroo).

Anton EKKER

Anton specializes in the legal aspects of large-scale and complex data processing, with a focus on privacy, data protection and Artificial Intelligence (AI). In the past few years, he has handled several high-stake public interest cases on privacy-related issues. In 2019 he assisted a coalition of privacy organizations in a case against the Dutch government that resulted in a ban on the System Risico Indicatie (SyRI), that was used to detect fraud. Currently he represents several groups of Uber and Ola drivers before the Court of Appeals of Amsterdam in cases about data transparency, profiling and automated decision-making.

Previous to his career as a lawyer, Anton obtained a PhD at the Institute for Information Law (IViR).

Maria Teresa FABREGAS

Ms. Maria Teresa FABREGAS is, since August 2020, one of the Directors in the Task Force RECOVER in the European Commission, in charge of the implementation of the Recovery and Resilience Facility. Maria Teresa joined the European Commission in 1997. Since then she has worked in the Directorate-General for Enterprise, the Directorate-General for Trade, the

Directorate-General for the Internal Market, the Directorate-General for Financial Stability, Financial Services and Capital Markets Union where she became Head of Unit and the Directorate-General for Taxation and Customs Union where she was appointed Director for Indirect Taxation and Tax Administration.

Anna GINÈS I FABRELLAS

Anna Ginès i Fabrellas is an Associate Professor of Labor Law at Esade Law School (Barcelona) and coordinator of Esade's Institute for Labour Studies.

She holds a Bachelor's in Law (2006) and Economics (2008) from Pompeu Fabra University, where she obtained her PhD in 2011, which was awarded the V PhD Extraordinary Prize from the Law Department for her Doctoral Thesis on compensation of damages arising from labour accidents and occupational diseases.

Her research interests include platform work, new technologies and the future of work and she is currently the leading investigator of the research project LABORAlgorithm: *Algorithms and labour relation. Legal treatment of the use of big data, intelligent technology and algorithms for profiling and automated decision-making in the labour relationship*, funded by the Spanish Ministry of Science and Innovation. She is also the Project Coordinator of the H2020 project EQUAL4EUROPE *Gender Equality Standards for AHMSSBL institutions throughout Europe* funded by the European Commission.

She has published numerous books, chapters and papers in national and international scientific journals and publishers, including her last book *Platform work. New forms of precarious work* published in Spanish by Aranzadi Thomson Reuters in 2021.

Aline HOFFMANN

Aline Hoffmann coordinates the European Workers' Participation Competence Centre and heads the research unit on the Europeanisation of industrial relations at the European Trade Union Institute. Throughout her academic training and research work at the University of California at Berkeley, and Cambridge and Warwick Universities in the UK, she has explored a wide range of legislative, conceptual, political and practical aspects of employee interest representation from a European comparative perspective. From 2001 until 2012 she was head of the European Works Councils Team at the headquarters of the German metalworkers' union IG Metall, working also on related issues of union policy towards central and group works councils as well as supervisory board representation. For 10 years she represented the IG Metall at the Company Policy Committee of what was then the European Metalworkers Federation (EMF). She was the national officer charged with coordinating IG Metall and EMF activity within the central, group and European works councils of the Bosch Group. She was a member of the Supervisory Board at Bosch for 5 years.

Andrea IOSSA

Andrea Iossa is a Senior Lecturer in labour law at the Faculty of Business of Kristianstad University, Sweden. He holds a doctoral degree in labour law from the Faculty of Law of Lund University, Sweden. Between 2019 and 2021, he was postdoctoral fellow at the Faculty of Law of Lund University with a grant financed by the Swedish Research Council for Health, Working Life and Welfare. He has been visiting fellow at the Global College of Law at the UC Louvain (Belgium) and visiting scholar at the Centre for Sociological Research at KU Leuven (Belgium). He is in the organising and scientific committee of the Moving Labour Collective - an international network of progressive labour lawyers. His research interests cover European, international and comparative labour law and industrial relations, EU internal market law, logistics work, and legal geography.

Miriam KULLMANN

Miriam Kullmann is assistant professor in labour law at VU Amsterdam (The Netherlands). Before joining VU Amsterdam, she has held various positions, including a postdoc position at Lund University (Sweden), an assistant professorship at Maastricht University (The Netherlands) as well as a researcher and legal assistant at Leiden University (The Netherlands) where she worked for the European Labour Law Network (now: the European Centre of Expertise). Moreover, since January 2021, she is an independent expert member of the European Committee of Social Rights, a body within the Council of Europe in Strasbourg. Given her expertise in the area of the databased discrimination and the role of (EU) non-discrimination law, with a particular focus on gender equality, she, inter alia, has been invited at the European Rights Institute (Trier), to join an informal roundtable discussion on platform work and algorithmic discrimination at the European Commission (upon invitation by Commissioner Nicolas Schmit). On this topic, she has published widely in English, German, and Dutch. At the moment, she is, together with Dr. Elisabeth Greif, principal investigator in the two-year project 'Databased Discrimination in the World of Work', which is financed by the Chamber of Labour Vienna (*Arbeiterkammer Wien*) and which will be finalized mid-March 2022.

Séverine PICARD

Séverine Picard is a lawyer and trade unionist. She founded in 2021 *Progressive Policies*, a research and training consultancy specialised in labour rights and industrial relations. Séverine Picard has nearly two decades of experience in European and global policies. From 2018 to 2021, she was Senior Policy Adviser at the Trade Union Advisory Committee to the OECD (TUAC), where she followed issues relating to corporate governance, competition, trade, investment and international taxation rules. From 2007 to 2018, she was Senior Legal Adviser at the European Trade Union Confederation (the ETUC). Her main areas of expertise included labour law, company law and EU institutional matters. She previously worked at the European Parliament and in the NGO sector in a research role related to the European Union.

Séverine Picard graduated in 2000 in European Law from the University Panthéon-Sorbonne, France and obtained in 2002 an LL.M at the University of Manchester, United Kingdom.

Aida PONCE DEL CASTILLO

Aida Ponce Del Castillo holds a PhD in Law and a Master's degree in Bioethics. She is a senior researcher at the Brussels-based Foresight Unit of the European Trade Union Institute (ETUI). Her research focuses on the legal, social and regulatory issues of emerging technologies, in particular AI, data-driven technologies and nanotechnologies. Additionally, she is in charge of conducting foresight projects at ETUI. At the OECD she is a member of the Working Party on Bio, Nano- and Converging Technologies (BNCT) and of the OECD-AI expert group on policies for AI.

Silvia RAINONE

Silvia holds a Law degree from the University of Bologna (2012), where she specialized in European integration and fundamental rights. After a traineeship in a law firm dealing with Italian labour and social security law, in 2014 she obtained an LLM in International and European Labour Law at the University of Amsterdam (UvA). Silvia was a Schuman trainee at the European Parliament in 2015. After that, and until the moment she joined the ETUI in November 2019, she has been working at Tilburg University as a PhD candidate. Her doctoral research, conducted in the framework of a joint PhD programme between Tilburg University and KU Leuven, deals with workers' rights in case of business restructurings, with a particular focus on the decision-making of the Court of Justice of the EU.

Since 2016 Silvia is part of the coordinating committee of the European Lawyers for Workers Network (ELW Network)

At the ETUI, her main research topics are the monitoring of EU social and labour policies and the impact of new trends and challenges (flexibilization, digitalization) on labour relationships.

Thomas SCHMIDT

Thomas Schmidt, trade union labour lawyer, member of the German trade-union ver.di, specialised on German and European co-determination law, supervisory boards, restructuration and mergers of companies and the impact on workers and works councils. Secretary General of the European Association of Lawyer for Democracy and World Human Rights (ELDH) and member of the Coordinating committee of the ELW-Network.

Martin WILLEMS

As an employee in ICT sector, Martin Willems became grass-root unionist (elected by colleagues as representative and delegate). From 2007, Martin started working as a union secretary in various sectors (ICT, services, industry, ...) and since 2012 has been active in organizing atypical workers (workers without working contract).

In 2019 he has launched and since then led the section "United Freelancers" of ACV-CSC.

Throughout the years and more recently in its capacity as leader of "United Freelancer", Martin has developed a wide experience with organizing atypical workers : platform workers (couriers - since 2017, Uber drivers, ...); taxi drivers ; health and care workers ; interpreters ; media/information/entertainment workers and more.