



Name: Tammy Katsabian

Date: February 2022

CURRICULUM VITAE

1. Personal Details

Electronic Address: TammyKa@colman.ac.il

2. Higher Education

A. Undergraduate and Graduate Studies

- Sep. 2011 – LL.M., Yale Law School.
- Aug. 2010 – LL.M., Tel-Aviv University (magna cum laude). My thesis dealt with legal acts of resistance by recipients of income support benefits in the Israeli Regional Labor Court. Supervisors: Prof. Guy Mundlak and Prof. Neta Ziv.
- Oct. 2005 – LL.B., Bar Ilan University (magna cum laude).

B. Doctoral Degree and Post-Doctoral Studies

- Feb. 2020 – Jan. 2021 – Postdoctoral fellow at the Labor and Work-Life Program, Harvard Law School (recipient of Fulbright-ISEF fellowship and Rothschild fellowship).
- Oct. 2014 – Nov. 2019 – PhD candidate, Faculty of Law, Hebrew University of Jerusalem. My dissertation focused on labor rights in the digital reality. Supervisor: Prof. Guy Davidov.

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Institution and Department	Rank/Position
October 2021	The Haim Striks Faculty of Law, the College of Management Academic Studies	Associate Professor

4. Scholarly Positions and Activities outside the Institution

December 2021 – Present – Affiliate of the Centre for International and European Labour Law Studies (CIELLS).

Jun. 2020 – Present – Member of the Editorial Committee, the E-Journal of International and Comparative Labour Studies.



5. Participation in Scholarly Conferences

a. Active Participation

July 1, 2021 – Presenter (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at the Young Explorers Seminar (YES!)

June 27-29, 2021 – Presenter (online), “Managerial “Outsourcing” in the Digital Reality and its Implications on the Right to Equality”, at the fifth international LLRN (Labour Law Research Network) Conference.

May 26, 2021 – Presenter (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at the Teldan Information Systems Conference.

April 29, 2021 – Presenter (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy”, at the 8th Privacy and Cyber Workshop, Tel Aviv University.

Sep. 18, 2020 – Presenter (online), “Collective Action in the Digital Reality: The Case of Platform-Based Workers”, at the conference “New Waves of Worker Empowerment: Labor and Technology in the 21st Century” of Wefel Center and Saint Louis School of Law.

Apr. 2, 2019 – Presenter, “Labor Rights in the Digital Age”, at a special workshop on the Law and the Digital Age for Israeli judges.

Mar. 18-19, 2019 – Presenter, “Trade Unions in the Digital Age”, at the Seventeenth International Conference in Commemoration of Prof. Marco Biagi, in Modena, Italy

Jan. 21, 2019 – Presenter, “Trade Unions in the Internet Age”, at the Annual Conference of the Israeli Sociological Society.

Nov. 29, 2018 – Presenter, “Employees’ Privacy in the Internet Age: Towards a New Procedural Approach”, at the International Workshop for Young Scholars on Artificial Intelligence: Ethical and Legal Implications, the Center for Cyber Law & Policy in Haifa University.

Jul. 2, 2018 – Presenter, “Working Time in the Internet Age”, at the Roundtable “Work and Rest Time – New Challenges in Today’s World”, organized by the Harry and Michael Sacher Institute and the Employment, Society and Law Journal.



May 7, 2018 – Presenter, “Employee’s Right to Privacy in the Internet Age”, at the “Social Media and Workers’ Rights” Conference of the Hebrew University Labour Law & Social Security Forum.

May 2018 – Presenter, “Working Time in the Internet Age”, at the “11th Seminar for young researchers on European Labour Law and Social Law” in Warsaw.

May 10, 2017 – Presenter, “the Right to Privacy of Employees in the Internet Age”, at the “Info 2017 – the 32th Annual Conference and Exhibition” in Tel-Aviv.

Apr. 27, 2017 – Presenter, “the Right to Privacy of Employees in the Internet Age”, at the “Privacy, Cyber and Technology Workshop” at Tel-Aviv University.

May 2016 – Presenter, “the Right to Privacy of Employees in the Internet Age”, at the 9th Seminar for young researchers on “European Labour Law and Social Law” in Szeged, Hungary.

Mar. 16, 2016 – Presenter, “the Right to Privacy of Employees in the Internet Age”, in a panel on “Rights in the Virtual Era” as part of “The Cyber Conference – the Role of the Human Factor” organized by the Hebrew University in cooperation with the Ministry of Science.

Jun. 2015 – Commenter in a panel on the Right to Privacy at the international LLRN (Labour Law Research Network) Conference.

b. Organization of Conferences or Sessions

Jun. 23-25, 2019 – Presenter and session organizer, “Working Time in the Digital Age”, at the fourth international LLRN (Labour Law Research Network) Conference.

Nov. 2017 – Jun. 2018 – Co-founder and facilitator of the PhD Student Reading-Group on the Internet of Things (IoT) and the Surveillance Society.

6. Invited Lectures\ Colloquium Talks

November 11, 2021 – Invited Talk, “Managerial ‘Outsourcing’ in the Digital Reality and its Implications on Equality and Due Process in the Workplace”, at the “AI at Work Discussion Group” of the University of Oxford.

July 29, 2021 – Lecturer (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at “the Future of Work & Future of Regulation Event Series”, University of Bristol Law School



July 21, 2021 – Keynote Speaker, “Working from Home as a Hybrid Professional-Private Sphere, and its implication for Labour Rights”, at the annual conference of the International Society for Labour Law and Social Security – Israeli Branch.

May 23, 2021 - Lecturer (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at the Reading Workshop on Labor Law, Buchmann Faculty of Law, Tel Aviv University.

April 20, 2021 – Lecturer (online), “Collective Action in the Digital Reality: The Case of Platform-Based Workers”, at the Law Faculty Workshop of the College of Management Academic Studies.

Feb. 9, 2021 – Lecturer (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at the Faculty Workshop of Marquette University Law School.

Nov. 13, 2020 – Lecturer (online), “The Telework Virus – How the COVID-19 Pandemic Has Affected Telework and Exposed its Implications for Privacy and Equality”, at the “J.R.R Northeast Scholars Privacy Workshop”.

Jul. 14, 2020 – Lecturer (online), “Labor, Technology, and the Flexible Reality: Unpacking the Basic Modifications in the Labor Field in the Digital Reality”, at the faculty seminar of Syracuse Law school.

Jun. 5, 2020 – Lecturer (online), “Labor, Technology, and the Flexible Reality: Unpacking the Basic Modifications in the Labor Field in the Digital Reality”, at the Labor Tech Research Network.

May 19, 2020 – Lecturer (online), “Labor, Technology, and the Flexible Reality: Unpacking the Basic Modifications in the Labor Field in the Digital Reality” to a group of leading labor law scholars (organized by Prof. Sandra F. Sperino, from Cincinnati College of Law).

Jan. 22, 2020 – Lecturer, “Employee’s Privacy in the Internet Age”, at a special conference of the Federmann Cyber Security Center on Workers’ Rights in the Cyber Era

Jan. 16, 2020 – Lecturer, “Employee’s Privacy in the Internet Age”, at the annual conference of the International Society for Labour Law and Social Security – Israeli Branch

Dec. 20, 2019 – Lecturer, “Labor Rights in the Digital Age”, at a special conference of NA'AMAT – Movement of Working Women and Volunteers.



Nov. 13, 2019 – Lecturer, “The Right to Privacy in the Israeli Workplace”, at a special training of the Israeli Bar Association for labor law lawyers.

Jun. 27, 2018 – Lecturer, “Working Time in the Internet Age”, at the PhD and Post-Doc Students Workshop of the Hebrew University Law Faculty.

Apr. 25, 2018 – Lecturer, “Working Time of Employees in the Internet Age”, at the Law and Cyber Security Research Center of the Hebrew University Law Faculty.

Jan. 9, 2018 – Lecturer, “the Right to Privacy of Employee’s in the Internet Age”, at the Faculty-Seminar of the Academic Center for Law and Science.

Mar. 8, 2016 – Lecturer, “the Right to Private Life of the Employee in the Internet Age”, as part of the Hebrew University project “Professor in Slippers”, intended to bring the academy to the public.

Jan. 27, 2016 – Lecturer, “the Law against Sexual Harassment”, at the annual workshop for judges of Israeli Labour Courts.

Oct. 2015 – Lecturer, “the Right to Privacy”, for a group of LLM students from the international program of Universiteit Van Amsterdam.

7. Research Grants

a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
Researcher		The telework virus and its implications for privacy and equality	Emile Zola Chair for Interdisciplinary Human Rights/5000 NIS	2022

8. Scholarships, Awards and Prizes

Oct. 2021 – Sep. 2022 – ISF grant for postdoctoral research at Tel Aviv University.¹

Oct. 2021 – Sep. 2022 – Postdoctoral fellowship at the Edmond J. Safra Center for Ethics, Tel Aviv University.²

Jul. 2020 – Malcolm and Judith Shaw Prize for an outstanding doctoral dissertation in the field of human rights 2020.

¹ Waived due to my acceptance to a tenure track position in the College of Management, Haim Striks Faculty of Law.

² Waived due to my acceptance to a tenure track position in the College of Management, Haim Striks Faculty of Law



Feb. 2020 – Jan. 2021 – Fulbright-ISEF Fellowship for postdoctoral research at Harvard Law School - The Labor and Work-life Program.

Feb. 2020 – Jan. 2021 - Rothschild Fellowship for postdoctoral research at Harvard Law School - The Labor and Work-life Program.

Dec. 2018 – Sep. 2019 – Research Grant from The Aharon Barak Center for Interdisciplinary Legal Research.

Nov. 2018 – Menachem Goldberg Prize given for an excellent article in the subject of labor law, for my article on working time in the internet age (Hebrew).

Oct. 2016 – 2019 – Hebrew University President’s Scholarship (given to a small number of PhD candidates University-wide).

Oct. 2015 – 2019 – Faculty of Law “Research Fellows” Scholarship (given to a small number of PhD candidates selected for full-time studies).

Feb. 2017 – Oct. 2018 – Research Fellow at the Cyber Law Program of the Hebrew University Cyber Security Research Center.

Nov. 2017 – Selected by the Sacher Institute for Legislative Research and Comparative Law to participate (with funding) in a workshop on the future of working time regulations.

Jun. 2017 – Excellence Award from Johanna Friedlaender Memorial Prize of the Hebrew University.

Feb. 2017 – Excellence Award from Merage Foundation for Persian-origin female lawyers who are involved in social activity.

2006 – 2007 – LL.M. Scholarship from Tel-Aviv University.

2007 – Member of the Zvi Meitar Center for Advanced Legal Studies in Tel-Aviv University.

2001-2004, 2006-2007, 2016-2018 – (first, second and third degree) – ISEF Scholarship.

2004 – Dean's Excellence Award from Bar-Ilan University.

2003 – Excellence scholarship from the “Wolf Foundation”.

2002 – Dean's Excellence Award from Bar-Ilan University.

9. Teaching

a. Courses Taught in Recent Years

Mar. 2022 – Jul. 2022 – Senior Lecturer, “Labor, Law and Technology” Course (2 credits), The Haim Striks Faculty of Law, the College of Management Academic Studies.



Oct. 2021 – Feb. 2022 – Senior Lecturer, “Labor Law” Course (4 credits), The Haim Striks Faculty of Law, the College of Management Academic Studies.

Oct. 2021 – Feb. 2022 – Senior Lecturer, “Labor Relations” Course (2 credits), The Haim Striks Faculty of Law, the College of Management Academic Studies.

Mar. 2021 – Jul. 2021 – Adjunct Professor, “Labor, Law and Technology” Course (2 credits), The Faculty of Law at the Hebrew University of Jerusalem.

Feb. 2021 – Jul. 2021 – Adjunct Professor, “Labor, Law and Technology” Course (2 credits), The Buchmann Faculty of Law at Tel Aviv University.

Mar. 2021 – Jul. 2021 – Adjunct Professor, “The Labor Market from a Gender Perspective” Seminar (2 credits), The Academic College of Tel Aviv–Yafo.

Sep. 2016 – Aug. 2019 – Academic Advisor, Women’s Rights at Work Clinic, the Faculty of Law at Hebrew University of Jerusalem.

Sep. 2013 – Sep. 2015 – Clinical Advisor, Women’s Rights at Work Clinic, the Faculty of Law at the Hebrew University of Jerusalem.

10. Professional Experience

Mar. 2021 – Jul. 2021 – Adjunct Professor at the Hebrew University of Jerusalem, Tel Aviv University and the Academic College of Tel Aviv–Yafo.

Mar. 2021 – Aug. 2021 – Research Associate, The Faculty of Law at the Hebrew University of Jerusalem.

Apr. 2013 – Sep. 2016 – Executive Director, Clinical Legal Education Center at the Faculty of Law, Hebrew University.

Oct. 2013 – Feb. 2015 – Lecturer on “Feminism in the Israeli Society” at “Hayerushalmit” – Jerusalem Pre-military Leadership Program.

Sep. 2011 – Apr. 2013 – Coordinator of the Pluralism project at Shatil (the New Israel Fund Initiative for Social Change). During this period, I established and facilitated the Coalition Against the Exclusion of Women from the Public Sphere.

Sep. 2008 – Aug. 2010 – Lawyer at Tmura-Center (nonprofit organization). Tmura is focused on representing discriminated minorities in Israel on the basis of gender, religion, nationality and ethnicity.

2006 – 2010 – Facilitator and lecturer at the education and public departments of the Association for Civil Rights in Israel (ACRI).

2006 – 2008 – Facilitator and a lecturer at Amnesty International in Israel.

Jun. 2006 – Admitted to the Israeli Bar Association



May 2008 – Sep. 2008 – Teaching Assistant of Prof. Arye Edrei for the “History and Philosophy of Jewish Law” course at Tel-Aviv University.

2006 – Research Assistant of Prof. Ruth Halperin-Kadderi in a variety of legal-feminist topics at Bar-Ilan University.

2003 – 2006 – Research Assistant of Prof. Bryna Bogush and Prof. Yifat Holtzman-Gazit at Bar-Ilan University. The Research focused on the connection between the High Court of Justice and the Israeli press with regards to different feminist topics.

2004 – Teaching fellow in an introductory course intended for first year students at the Faculty of Law, Bar-Ilan University.



PUBLICATIONS

A. Ph.D. Dissertation

Labor rights in the digital reality. Supervisor: Prof. Guy Davidov

D. Articles in Refereed Journals

Published

1. Tammy Katsabian, "Collective Action in the Digital Reality: The Case of Platform-Based Workers", 84 *Modern Law Review* 1005 (2021)
2. Tammy Katsabian, "It's the End of Working Time as We Know It – New Challenges to the Concept of Working Time in the Digital reality", 65 *McGill Law Journal* 379 (2020).
3. Tammy Katsabian, "Employees' Privacy in the Internet-Age – Towards a New Procedural Approach" 40 *Berkeley Journal of Employment and Labor Law* 203 (2019).
4. Tammy Katsabian, "The Rule of Technology – How Technology Is Used to Disturb Basic Labor Law Protections" 25 *Lewis & Clark Law Review* 895 (2021).
5. Tammy Katsabian, "The Right of Income Support Benefit Recipients for Legal Representation – between Theory and Practice, between the Recipients and the Court", 33 *Bar Ilan Law Studies* 65 (2021) (Hebrew).
6. Tammy Katsabian, "Working Time in the Digital Reality in Israel", forthcoming in *Employment, Society and Law* (Hebrew).
7. Tammy Katsabian, "Women of the World, Unite!?" – Gender Mainstreaming of Trade Unions and Collective Agreements", 15 *Employment, Society and Law* 223 (Hebrew).

Accepted for Publication

Tammy Katsabian and Guy Davidov, *Flexibility, Choice and Labour Law: The Challenge of On-Demand Platforms*, *University of Toronto Law Journal* (forthcoming, 2023)

I. Other Publications

Tammy Katsabian, "Can and Should We Read Job-Security and Labor - Rights within the Concept of Cyber Security?", *Cyber Law Program Blog*, <https://csrcl.huji.ac.il/people/can-and-should-we-read-job-security-and-labor-rights-within-concept-cyber-security>, Jul. 4, 2018.

Tammy Katsabian, "Using a Biometric Database in the Workplace – Employee Privacy, Trade Unions, and Public Employer Interests", *Comparative Labor Law & Policy Journal* dispatch no. 5, <https://cllpj.law.illinois.edu/dispatches>, Jul. 8, 2017.



Tammy Katsabian, “*Teleworking to Inequality*”, Heinrich Böll Foundation Blog,
<https://il.boell.org/en/2021/11/18/teleworking-inequality>, Dec. 30, 2021.