

**Name: Michal Gross**

**Date: April 2022**

## **CURRICULUM VITAE**

### **Personal Details**

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### **Higher Education**

#### **Undergraduate and Graduate Studies**

<b>Period of Study</b>	<b>Name of Institution and Department</b>	<b>Degree</b>	<b>Year of Approval of Degree</b>
1993-1996	University of Haifa, Department of Psychology, Department of Sociology and Anthropology	B.A.  (Magna cum laude)	1997
1998-2001	University of Haifa, Faculty of Law	LL.B.  (Magna cum laude)	2001
2006-2008	Tel Aviv University, Faculty of Law	LL.M.  (Magna cum laude)	2010
2013-2015	University of Haifa, Faculty of Law	Masters Research Thesis	2015

		(Orna Lin excellence award from the Center for Gender, Law and Policy, University of Haifa)	
2015-2020	University of Haifa, Faculty of Law	Ph.D.	2020

### **Academic Ranks and Tenure in Institutes of Higher Education**

<b>Dates</b>	<b>Name of Institution and Department</b>	<b>Rank/Position</b>
2003-Today	Max stern Academic College of Emek Yezreel, Department of Human Services; Department of Health Systems Management; Department of Sociology and Anthropology; Department of Economics and Management; Department of Social Work; Department of Nursing	Adjunct Lecturer
2006-2008	University of Tel Aviv - The Bob Shapell School of Social Work	Teaching Assistant

## Participation in Scholarly Conferences

### Active Participation

<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
<b>16.11.16</b>	<b>Gender Inequality: Between the Home Sphere and the Labor Market</b>	<b>University of Haifa, The Center for Gender, law and Policy</b>	<b>What Would You Like to be When You become Bigger ? An Employee!</b>	<b>presenter</b>
<b>22.2.18</b>	<b>ESPANET 2018: New Horizons for the Welfare State? U.S.A, Europe and Israel: Risks, Perils, Opportunities and Challenges</b>	<b>Max stern Academic College of Emek Yezreel</b>	<b>Pregnancy Discrimination Law in Israel: A Critical Analysis in a Comparative Perspective</b>	<b>presenter</b>
<b>11.6.18</b>	<b>14th Research Forum</b>	<b>Max stern Academic College of Emek Yezreel</b>	<b>Pregnancy Discrimination Law in Israel: Main Findings of a Critical Analysis</b>	<b>presenter</b>
<b>11.10.20</b>	<b>Annual conference</b>	<b>The Israeli History &amp; Law Association</b>	<b>Seniority in Women's Labor Law: The Protection Mechanism Has Become an Incentive for the Dismissal of Pregnant Workers</b>	<b>co-presenter with Prof. Noya Rimalt</b>

## Research Grants

### Grants Awarded

<b>Role</b>	<b>Co-Researchers</b>	<b>Topic</b>	<b>Funded by/ Amount</b>	<b>Year</b>
CI	Dr. Aviv Kidron & Dr. Neta Cohen	The Influence of Flexible Working Arrangements on Women's Employment During Pregnancy and after Maternity Leave in Light of COVID-19: Trends and Guidelines for Policy Formalization	Research fund of the National Insurance Institute (87,164 NIS)	2022

## Teaching

### Courses Taught in Recent Years

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b> <b>Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory)</b>	<b>Degree</b>	<b>Number of Students</b>
2003-Today	Labor Law	Introduction Course (Mandatory)	B.A.	50-100
2022	Gendered Organizations	Elective course	B.A.	40-50
2009-2012, 2014-2015, 2017, 2019, 2021	Social- Economic Rights in Israel	Elective course	B.A.	30-50
2015-Today	Legal Aspects in Social Working	Introduction Course (Mandatory)	B.A.	70-100

2004–2013 2016-Today	Legal Aspects in Organizational Behavior	Elective course	B.A.	40-50
2019-Today	Medical Law & Legislation	Introduction Course (Mandatory)	B.A.	60-70
2005-2007	Contract Law	Elective course	B.A.	50-88
2006, 2010–2011	Freedom of Speech and the Media in Israel	Elective course	B.A.	30-65
2007	Law & Medicine	Elective course	B.A.	70
2008-2010	Introduction to Israeli Law	Introduction Course (Mandatory)	B.A.	70
2008-2009	Civil & Human Rights in Israel	Elective course	B.A.	50
2003	Women's Status and Rights in Israel	Elective course	B.A.	65

### **Professional Experience**

2003-Today: Self-employed litigator and legal consultant for organizations and individuals.

2009-2021: Oranim Academic College of Education, The Bi-Regional School for Gifted Children – Teacher of enriching legal courses.

## **PUBLICATIONS**

### **Thesis**

Michal Gross, *Remedies for Happiness – Critical Review of Judicial Remedies, Ruled in Labor Courts in Favor of Pregnant Workers, Due to Wrongful Termination of Employment* (2015), 236 pp., (Hebrew). University of Haifa, Supervised by: Dr. Noya Rimalt.

The paper received the Orna Lin excellence prize from the Center for Gender, Law and Policy, faculty of Law, University of Haifa (2,000 ISL).

### **Ph.D. Dissertation**

Michal Gross, *Pregnancy Related Dismissal Law in Israel: A Critical Analysis of the Legislation and Its Enforcement in the Labor Court* (2020), 288 pp., (Hebrew).  
University of Haifa, Supervised by: Prof. Noya Rimalt.

### **To be published**

*Is this the Child What We Were Hoping for? Three Decades of the Battle against Pregnancy Related Dismissal. Work, Society and Law Journal* (2022) (Hebrew), 35 pp.

### **Submitted**

1. Michal Gross, *When the Shoe Fits, the Foot is Forgotten. When the Belt Fits, The Belly is Forgotten – It's High Time to Accommodate Pregnancy in the Israeli Labor Market*. Submitted to **Haifa Law Review (Din U'Dvarim)**. (Hebrew), 53 pp.
2. Noya Rimalt, Michal Gross, *Seniority in Women's Labor Law: The Protection Mechanism Has Become an Incentive for the Dismissal of Pregnant Workers*. (Hebrew), 50 pp. **Tel Aviv University Law Review (Eyuney Mishpat)**.

### **Professional Experience and Activities**

In my research and teaching I focus on disadvantaged and excluded groups and conduct a critical evaluation of the legal response to their needs and rights. My main subjects of interest are law and gender, equal opportunities, collective bargaining, and welfare rights.

As a lawyer I represented workers and helped them to pursue their rights. I consider the battle against gender inequality as my main professional mission and over the

years I have represented women in hearings, negotiations with employers and as a lawyer in the labor courts. I also functioned as a legal counselor to employers and helped to assimilate methods, norms and thinking patterns that ensure compliance with the law alongside protection of rights and respectful conduct towards workers. Over the years I gave lectures and conducted seminars for managers in public service institutions and hybrid and private organizations. I encouraged assimilating affirmative action, accommodating pregnancy and motherhood, integrating workers with disabilities, enhancing collective bargaining, and fair employment of workers from employment agencies and service subcontractors. In all contexts I indicate the essentialism, rationalizations and goals underlying the rules, emphasize on agencies of change and demonstrate best practices.