

Prof. Hadara Bar-Mor

December 2022

A. Personal details:

Maiden name: Adler

B. Academic Appointments:

1987 -1991: Instructor, faculty of law, Tel-Aviv University
 1988 - 1997: Instructor, Open University of Israel
 1991 - 1996: Adjunct lecturer, faculty of law, Tel-Aviv University
 1995 - 2007: Senior Lecturer, Netanya Academic College, Israel (tenured since 1995).
 2007 - Associate Professor, Netanya Academic College, Israel

C. 1. Administrative Degree:

1988 - Founding the course labor law in the Open University
 1995 – 2015 - Vice Dean, Faculty of Law, Netanya Academic College.
 1995 – Head of the Disciplinary Committee, Netanya Academic College
 2015 – 2018: President's Advisor on promoting women's status
 2006-2013 - Head of the master's degree program
 2016 - Head of the MA degree in legal studies
 2021 – Dean of School of Law, Netanya Academic College

C.2. Membership in public committees

- 10.4.22 – Member of Plittman Committee - Public Committee to Examine the Structure and Work of the National Insurance Institute Council
- 18.7.12 Member of Locator Committee for the Position of CEO of the Government Companies Authority
- 3.9.12 - Membership in the Locator Committee for the Selection of the Head of the Security Division in the State Comptroller's Office
- 11.9.12– 2.9.14 Member of the Committee for granting permits in the State Comptroller's Office, which operates under the rules to prevent conflicts of interest between ministers and deputy ministers.
- 1996 – 2012 Public Representative at the Press Council
- 2003 – 2007 Chairperson of the Regional Labor Committee, Tel Aviv District, Israel Bar Association
- 2011 - Member of the Disciplinary Tribunal of the Press Council

C.3 lay judge in the national labor court

1992-1998

Famous and cited case in which I have written an opinion:

Db"a 56/4-15 The Rehovot Workers' Council v. Weizmann Institute of Science, 14.1.97 (Second Minority Opinion)

Db"a 55/30-4 Amit Histadrut Ovdim Maccabi - The New General Histadrut, pd 29, 61 (1995)

C.4 organizational activities

- **2022** - chair of the nomination committee in the International Society for Third Sector Research (ISTR) Head office in USA

D. Teaching

1983 – 1990: assistant and teacher of corporate law in the faculty of law, Tel-Aviv University

1986 – 1991: assistant and teacher of labor law in the faculty of law, Tel-Aviv University

1989 – 1996: lecturing teacher in the faculty of law Tel-Aviv University: Directors and Officers in a Corporation

1991-1996: lecturing teacher in the faculty of law Tel-Aviv University: Seminar on Partnerships and Nonprofit Organizations

1993 – 1994: Lecturing teacher in the faculty of law Hebrew University of Jerusalem: Partnerships and Nonprofit Organizations

1993/4 – 1994/5: lecturing teacher in the faculty of management Tel-Aviv University: Corporate Law

1993/4: Lecturing teacher in the faculty of economics Bar-Ilan University: Corporate Law

1993/4: Lecturing teacher in the faculty of business management Bar-Ilan University: Corporate Law

1995/6: Teaching the course: Introduction to Israeli Law, Netanya Academic College

1996 and forward: Teaching the course: Corporate Law, Faculty of Law, Netanya Academic College

1996 and forward: Teaching the course: Labour Law, Faculty of Law, Netanya Academic College

1996/7 - 2000 - Teaching the course: Labour Law, School of Insurance, Netanya Academic College

1998 – 2001: Teaching the Seminar: Partnerships and Nonprofit Organizations, Faculty of Law, Netanya Academic College

2001/2 – 2004: Teaching the Seminar: The Individual Employment Contract, Faculty of Law, Netanya Academic College

2004: Teaching the Seminar: Governance and Management of the Corporation, Faculty of Law, Netanya Academic College

2011 – 2019 Seminar in Geneva organized by me in the ILO: International Organizations: with students of Netanya Academic College, Israel

E. Main fields of expertise, research, and teaching:

Corporate Law; Non-Profit Organizations' Law; Labor Law and Social Security

F. Academic Activities

(1) Editor of Legal journals:

- a. 1993-1996: Editor of legal journal: yearbook of labor law: Hashnaton L'emishpat Avoda v'Bitachon Soziali (in Hebrew)
- b. 1997- 2005: editor in chief of legal journal "scales of law": Mozney Mishpat (in Hebrew)
- c. 2003 - Member of the Editorial Board of: International Journal of Civil Society Law (IJCSL) (in Hebrew)

(2) Academic Founder:

- 1989 - Founder of the academic course Labor Law at the Open University
- 2006 – Co-Founder (together with the Dean – Prof. Sinai Deutch) of the master's degree program LL.M. at Netanya Academic College, school of law
- 2016 – Founder of the MA degree program of legal studies at Netanya Academic College, school of law

(3) Other Academic Activities:

Active membership in Academic Organizations

- 1985: Active member in the Israeli Organization of Labor Law and Social Security
- 1993: Member in the European Institute of Social Security
- 1994: Active member in the Committee of the Israeli Society of Labor Law and Social Security
- 1996: Active member of the ISTR (International Society of Third sector Research)
- 1997: Active member of Israeli Center of Third sector Research (ICTR)
- 1999 - : Founder and co-president with Prof. Ze'ev Segal of the Forum of Law and Society, acting within Netanya Academic College
- 2002-2004: Promoter and chair of the Israeli organization of the Third Sector Research
- 2011-2014: Active member in the Board of the Israeli Organization of Research of Labor Relations

(4) Editor of professional journal Authorita (18 issues)

(5) Academic Founder:

- 1989 - Founder of the academic course Labor Law at the Open University
- 2006 – Co-Founder (together with the Dean – Prof. Sinai Deutch) of the Master's degree program LL.M. at Netanya Academic College, school of law
- 2016 – Founder of the MA degree program of legal studies at Netanya Academic College, school of law

G. Public functions:

1993-1999: lay- judge in the national labor court

1996: public representative at the National Press Council

2003 - 2007: chairperson of the Tel-Aviv Regional Labor Committee, Israeli Bar Association

H. Conferences (selection):

H.1. Awards in conferences: 2022 May 17-20 59th Annual Meeting of the Eastern Academy of Management, Portland, Maine, USA – Abusive Workplace Behavior: Behavioral and Legal Insights – winning the best paper award

H.2 List of conferences:

2022 July 12-15 15th International Conference ISTR– Montreal, Canada – Presenting paper: Resilience Roundtable

2022 May 17-20 59th Annual Meeting of the Eastern Academy of Management, Portland, Maine, USA – Abusive Workplace Behavior: Behavioral and Legal Insights – winning the best paper award

2021 July 12-15 – Online Conference – USA

Moderator of a Panel in French: “Financial Representation Challenges in Nonprofits and Associations”

Presentation of a paper: Non-profit organizations and the delivery of services of general interest: legal innovations and new public responsibilities. A comparative overview/Alceste Santuari, University of Bologna, Italy and Hadara Bar-Mor, Netanya Academic College, Israel

2020 April 17-18 – Online conference – Dubrovnik, Croatia – Ofel International conference: Non-Profit Organizations and the Delivery of Services – legal innovations: a comparative overview

2019 June 23-24 – Kinnereth – The Association for Israel Studies: Business Entrepreneurship in the Ultra-Orthodox Sector/ Prof. Hadara Bar-Mor & Dr. Galit Aharon

2018 June 25-27 - Association for Israel Studies: Berkeley Institute for Jewish Law and Israel Studies: The Israeli Non-Profit Law and its organizational classification

2018 May 14-16 Ben Gurion University, International Conference on the Occasion of Israel's 70th Anniversary: Israeli Non-Profit Law Mirroring Modern Civil Society and the Third Sector

2018 January 28: Bar-Ilan University: The annual conference of Israeli Law and Society Association: Law and Networks: Shaming the Employer as Social Sanction

2017 2-3 July The Interdisciplinary Center: the Journal of Law and Business: Shaming Employers in Sexual Harassment Suits

- 2017 June: Brandeis University in Waltham, MA **Courts and social rights within liberal constitutions :The organic and functional approaches to judicial review in the age of privatization and contracting out** for presentation at the 33rd AIS Annual Conference
- 2016 January: The "Eilat" Conference of the Presidium of Business Organizations: The Relationship between the Presidency and the Workers' Organizations – Past, Present, Future, January 2016
- 2016 July 6-8: Tilburg University 6th Biennial Conference of the ECPR Standing Group on Regulatory Governance: with Gila Menachem and Lilach Littor: Regulatory change and the Role of Courts as regulatory state actors: Enhancing Accountability in a Post Deregulated world
- 2015 University of Haifa 14.10.15 A conference in the Law Faculty in Haifa: A summary of the Legal Year in courts: The Labor and Employment Year
- 2015 International Conference on Public Policy (<http://www.icpublicpolicy.org>), Milan, Italy 1-4 July 2015: *A Regulatory Change and the Role of Courts as regulatory state actors in non-governmental corporations: Enhancing Accountability in a Post Deregulated world* with Prof. Gila Menachem and Dr. Lilach Littor
- 2014 The 30th AIS conference in Sede Boquer (24.6.14): Bar-Mor & Kabalo *The Challenge [or threat] of Freedom of Association in Young Democracies: Tracing the Changing Versions of Isreal's Law of Non-Profi Organizations*
- 2012 XX World Congress of Labour and Social Security Law, Santiago de Chile, September 2012: Preparation of the answers to the Questionnaire on theme III: Strikes (together with Dr. Michal Horovitz)
- 2012 ILERA World Congress: Philadelphia, Pennsylvania, USA 2-5 July 2012: Paper presented: Bar-Mor H., Eicovite E., Eiseek D., [The Gap between Legal Rights of Migrant Care Workers and their Enforcement](#)
- 2012 The AIS conference in Haifa (23.6.12): Bar-Mor & Kabalo: "The 1960s Debate on the Israeli Law of Associations".
- 2011 The Annual Conference of the Israeli Society of History & Law (Jerusalem 24.10.11) Hadara Bar-Mor & Paula Kabalo "The Debate on the Right to Association 1948-1965 and its Ouvert and Hidden Significances – the revolving history of the right and its (anti) democratic horizon". (Hebrew)
- 2011 SLS (The Society of Legal Scholars) Cambridge, England: September 5-8, 2011: Two papers:
 A: Corporate law v. Employment law – The current battle between the giant and the dwarf
 B: The Philadelphia Declaration of the ILO and its ramifications on the political changes in the Middle East
- 2010 European Society for Labor and Social Security Law, June 28 – July 1, 2010, Copenhagen
- 2009 15th World congress of the International Industrial Relations Association (IIRA) Monday 24 - Thursday 27 August 2009, Sydney Convention & Exhibition Centre, Sydney, Australia.

2009 International Society for Labour and Social Security Law XIX World Congress, being held on 1 - 4 September 2009 at the Sofitel Wentworth, Sydney, Australia.

2007 May: Birmingham, England – Conference: public health ethics conference. Lecture (together with Dr. Roy Gilbar): Justice, Equality and Solidarity: The limits of the right to health care

2006 September: Paris, France – Conference of the International Society for Labor Law and Social Security, preparation of the Israeli Chapter on Social Security together with Dr. M. Horowitz

2006 July: Bangkok, Thailand: Leadership versus Management in NPO

2006 February: Brussels, Belgium: conference on Social Security to Honor Prof. Jef van Langendonck; Presentation: The Right to Social Security in Israel

2005 September: Bologna, Italy: Labor Law in Europe

2004 December: Rome, Italy: Int'l Conference on Medico-Legal Aspects of Work Injuries: Presentation: Medical Committees in Israel

2004 July: Toronto, Canada: member of the steering committee; Presentation: Relationships between Chairpersons and Executive Directors in Nonprofit Organizations

2002 December: Bangkok, Thailand; Presentation: Staffing jobs in multinational corporations in conditions of insecurity – the challenge and the difficulties.

2002 July: Capetown, South Africa; Presentation: Duties of Directors and Officers in Israeli Non-Profit Organizations

2000 September: Goteburg, Sweden; General Reporter together with Prof. Maria Augostinovitc, Hungary

2000 July: Jerusalem, Israel: The Int'l Congress on Labor Law and Social Security: the report on Israel on: Retirement pensions (social security) in Israel: national schemes, social insurance and private funds

1997 March: Munich, Germany: Lecture in the Int'l Conference on Medico-Legal Aspects of Work Injuries; Lecture on: Legal Aspects of Mental Illness as Work Accident

I. Research:

2007 autumn – Visiting scholar in UCLA, faculty of law

J. List of Publications:

(1). Books:

- 1) Hadara Bar-Mor, Corporations and Partnerships in Israel (monograph), in *IEL International Encyclopedia of Laws*, published by Kluwer 2014 (100 p.)
- 2) Hadara Bar-Mor *Corporate Law* (Open University, 2007) over 1400 pp. (in Hebrew):
These four books are titled as follows:
 - a) the corporation: categorization and classification
 - b) the capital and shares
 - c) corporate governance
 - d) structural changes and dissolution
- 3) R. Ben-Israel and **H. Bar-Mor**, Israeli Labour Law and Industrial Relations (monograph), in *International Encyclopedia for Labour Law and Industrial Relations*, Kluwer, 4th Ed. (2002) 220pp.
- 4) Hadara Bar-Mor *Non-Profit Organizations – Legal Situation*, (Ben-Gurion University Press 1999) 69 pp. (in Hebrew)
- 5) Hadara Bar-Mor *The International Guide to Nonprofit Law* (ed. By Prof. L. Salamon, Wiley New-York 1997) The chapter on Israel, 15 pp
- 6) Hadara Bar-Mor *Felman's Corporate Law* (4th 1994) Carta Ltd. Press 1200 pp. (in Hebrew) (submitted for Senior Lecturer degree)

(2) Articles in refereed Journals/Books:

- 1) Hadara Bar-Mor & Gil Sharoni, "Covid 19 and discrimination against senior citizens in Labor Market", *Israel Journal of Social Policy*, Vol. 118, November 2022, p. 63 (Hebrew)
- 2) Hadara Bar-Mor & Galit Aharon, "Entrepreneurship in the Ethnic Ultra-Orthodox Enclave: the case of the Haredi minority in Israel", *International Journal of Research in Humanities and Social Studies (IJRHSS)*, Vol. 8, Issue 10, 2021, pp 1-25, DOI: <http://doi.org/10.22259/2694-6296.0810001>
- 3) Hadara Bar-Mor, **Shaming a Corporate Employer in Sexual Harassment Claims**, 23 *Mishpat Ve'asakim* p. 457, 2020 (Hebrew)

- 4) Lilach Litor, Gila Menahem, **Hadara Bar-Mor**, "The Rise of the Regulatory Constitutional Welfare State, Publicization, and Constitutional Social Rights: The Case of Israel and Britain", *The Annals of the American Academy of Political and Social Sciences* 691 (Avishai Benish and David Levi-Faur guest eds.) **November 23, 2020**

- 5) Hadara Bar-Mor, The Genetic Categorization of the Right to Strike, 16 *Avoda Hevra Umishpat*, 265 (2020) (Hebrew)

- 6) **Hadara Bar-Mor** & Paula Kabalo, Israeli Democracy and the Right of Association - The First Attempt to Pass a Nonprofit Organizations Bill in Israel 1948–1954, 23 (5) *Israel Studies* (2017) pp.857-882

- 7) Lilach Litor, **Hadara Bar-Mor** & Gila Menachem, (2013) Judicial Regulations in the Regulatory State Era – The Application of Public Law in Privatized Services (accepted for publication in "Regulations" *a book in a series on Law, Society & Culture*, edited by David Levi-Faur) (Hebrew) pp. 349-390

- 8) Hadara Bar-Mor, The Corporation as A Real Entity, 8 *Mo'znei Mishpat* (2012) pp. 59-92 (Hebrew)

- 9) Roy Gilbar & **Hadara Bar-Mor**, (2008) Justice, Equality and Solidarity: The Limits of the Right to Health Care in Israel, 16 *Medical Law Review* Summer 2008 pp. 225-260

- 10) Esther Iecovich & **Hadara Bar-Mor**, (2007) Relationships between Chairpersons and Chief Executive Officers in Nonprofit Organizations, 31 *Administration in Social Work* 31 (4) 21-40

- 11) **Hadara Bar-Mor** & Esther Iecovich, Awareness to Fiduciary Duties of Board Members in Non-Profit Organizations, (2 *Journal of Third Sector and Civil Society, Ben-Gurion University*, 2007) (in Hebrew)

- 12) Hadara Bar-Mor, The Right to Social Security in Israel, *The Right to Social Security (Prof. Jef Van Langendonck – ed.)* 12 *Social Europe Series* 333 (2007)

- 13) B. Gidron, H. Katz, **H. Bar-Mor**, Y. Katan, I. Silber & M. Talias, "Through a New Lens: The Third Sector and Israeli Society", *Israel Studies* Vol.8 number 1, Spring 2003, pp. 20-59

- 14) Esther Iecovich, Mike Naftali, Ben Gidron, **Hadara Bar-Mor** *Public Boards of Third Sector Organization in Israel: Constructual, Functional and Organizational Characterists* Empirical Research , The Israeli Center for Third Sector Research (Ben-Gurion University Press 2002) (in hebrew)

- 15) Hadara Bar-Mor, Requiem of Collective Relationship: Cancellation of Collective Agreement and its Application to Employees, 1 *Scales of Law* 108 (in Hebrew)
- 16) Hadara Bar-Mor Legal Aspects of Environmental Exposure at Work as it Affects Fertility and Pregnancy, in *International Examinations of Medical-Legal Aspects of Work Injuries*, edited by E.H. Yates and J.F. Burton, Jr.1998 Scarecrow Press, Inc.
- 17) Hadara Bar-Mor, Legal Aspects of Mental Illness as Work Accident, in *The Book of the 3rd International Congress on Medical-Legal Aspects of Work Accidents* (Munich 1997)
- 18) Hadara Bar-Mor, The Influence of Change in Legal Personality of a Bankrupt Corporation on the Status of Its Employees, 5 *Yearbook of Labor Law and Social Security* (1995) 47 (in Hebrew) (submitted for Senior Lecturer degree)
- 19) Hadara Bar-Mor, The Status of a Director as Employee, 4 *Yearbook of Labor Law and Social Security* (1994) 49 (in Hebrew) (submitted for Senior Lecturer degree)
- 20) Hadara Bar-Mor, The National Health Insurance Law, *Eiss Yearbook*, (Acco Leuven Amersfoort 1995), 425
- 21) Stefan Adler & Hadara Bar-Mor, The Protection of Workers by Safety at Work Legal Enactments, 3 *Yearbook of Labor Law and Social Security* (1992) 13 (in Hebrew) (submitted for Senior Lecturer degree)
- 22) Hadara Bar-Mor, The Legal Status of Promoters and its Influence on Fiscal Laws, 36 *Ha'praktit* (1986) 482 (in Hebrew) (submitted for Senior Lecturer degree)

Accepted Publications

- 1) Aharon Tziner, **Hadara Bar-Mor**, Lilach Geva, Haim Levi and Or Shkoler, Abusive Workplace behavior: behavioral and legal insights, 25 *Economic Interferences* No. 62 February 2023, p. 1
- 2) Hadara Bar-Mor, The Coronavirus Crisis and the resilience of organized labor – a spotlight on employees of local authorities and aids of the education system, *Avoda Hevra Umishpat*, (2022) (Hebrew)
- 3) Hadara Bar-Mor & Galit Aharon, Between Work and Family – Channels for Gender Equality in the Lap of the Ultra-Orthodox Family, A book in honor of Judge Salim Jubran, (Hebrew) to be published 2022

4. Articles in Refereed Books:

- 1) Hadara Bar-Mor, *Lifting the Veil in Labour Courts*, in Gross Book in Honor of Prof. Joseph Gross, (2015) Editors: Aharon Barak, Itzhak Zamir, David Libai (Hebrew)
- 2) Hadara Bar-Mor & Michal Horovitz, *"The Right to Strike: A Comparative View"* edited by Prof. Dr. Bernd Waas, published August 2014 by Kluwer Law International
- 3) Hadara Bar-Mor, *Employment Contract as Relational Contract*, Essays in Honor of Erika Barak-Ussoskin, edited by: S. Adler, I. Eliasoff, N. Arad, G. Davidoff, S. Davidoff-Motola, I. Zamir, O. Linn, G. Mondlak (Hebrew) 281-327 (2012)
- 4) Hadara Bar-Mor & Keren Ogintz, Parenthood and Employment in Israel – Current Trends, in Working Families edited by: V. Milbauer & Liat Kulik (Hebrew) 47-88 (2010)
- 5) Hadara Bar-Mor, The Right to Social Security in Israel, *The Right to Social Security (Prof. Jef Van Langendonck – ed.)* 12 Social Europe Series 333 (2007)

5. Articles in Professional Journals:

- 1) Hadara Bar-Mor, Rights or Interests (following the Corporate Law Bill in the matter of Reorganization of Corporations), *Ta'agidim* 8 (3) pp. 39-60 (2011)
- 2) Hadara Bar-Mor, Moral Debt's Deference and Thin Capitalization – Critical Reflections on "Efroche Ha'tsafon" Case, *Ta'agidim* 6 (2) pp. 3-24 (2009)
- 3) Hadara Bar-Mor, Liquidation and Lay-Out of Pregnant Woman – Reorganization Law and Horizontal Equality versus Discrimination Law and Distributive Justice, *Ta'agidim* 5 (4) pp. 3-17 (2008)

6. Encyclopedia

1999 – Updating the term: Commercial Law in the Hebrew Encyclopedia.

K Organization of conferences and seminars in Israel:

Conferences I organized:

Academic Conference "Public Trust in the Legal System" – January 2020

Academic Conference "Government under Investigation" – December 2017

Academic Conference "The Shot That Reverberated" – The Elor Azaria Verdict 2016

The Law and Society Forum Conference – January 2015

The Law and Society Forum Conference in collaboration with the Faculty of Social Sciences at Tel Aviv University – March 2016

Seminars I organized:

International Organizations Seminar – ILO&WTO Geneva: 2011 - 2019