



EU GENDER EQUALITY LAW

SEMINAR FOR MEMBERS OF THE JUDICIARY

Paris, 29-30 October 2018



Equality Law



Speakers

Susanne Burri
Associate Professor, Utrecht University

Sophie Latraverse
Director, General Secretariat, Defender of Rights, Paris

Prof Michel Miné
CNAM – Conservatoire National des Arts et Métiers, Paris

Martin Mörk
Deputy Ombudsman and Head of Litigation, The Equality Ombudsman, Stockholm

Álvaro Oliveira
Legal officer, DG JUST, Dir D2 – Gender equality, European Commission, Brussels

Philip Rostant
Employment Judge, Sheffield

Key topics

- Definition of key concepts: direct/indirect discrimination, harassment and sexual harassment
- Burden of proof
- Equal pay
- Remedies and sanctions
- Pregnant workers and the reconciliation of work and family life

Languages: English and French (simultaneous interpretation)

Event number: 118DV27

Organisers: ERA (Daniel Gärtner) on behalf of the European Commission (Contracting Authority) and with the support of the French National School for the Judiciary



Funded under the 'Rights, Equality and Citizenship Programme 2014-2020' of the European Commission

EU Gender Equality Law

SEMINAR FOR MEMBERS OF THE JUDICIARY

Monday, 29 October 2018

- 08:40 Arrival and registration of participants
- 09:10 **Welcome and introduction**
ENM and ERA
- 09:15 **The EU legal framework on equality**
- EU Charter and the EU Treaties
 - EU Directives on equal treatment – overview and scope
 - International instruments (CoE, UN, ILO)
- Álvaro Oliveira*
- 09:45 Discussion
- 10:00 **Definition of key concepts**
- Direct discrimination
 - Indirect discrimination
 - Harassment and sexual harassment
- Michel Miné*
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **The burden of proof in sex discrimination cases**
Philip Rostant
- 12:15 Discussion
- 12:30 **Remedies and sanctions in sex discrimination cases**
Martin Mörk
- 13:00 Discussion
- 13:15 Lunch
- 14:15 **Workshop I: case study on sex discrimination**
Philip Rostant
- 15:30 Coffee break
- 16:00 **Results of the workshop and discussion**
- 16:45 **Equal treatment outside employment: access to goods and services**
- 17:15 Discussion
- 17:30 End of the first seminar day
- 18:15 Dinner Cruise

Objective

The seminar will provide participants with an overview of EU gender equality legislation as interpreted by the Court of Justice of the European Union in its large case law on this topic.

Who should attend?

Judges, prosecutors and other members of the judiciary from an EU Member State, Iceland or Liechtenstein.

You will learn how to

- distinguish between different sources of law and apply them in relevant situations
- differentiate between the essential concepts of direct and indirect discrimination
- ensure that the burden of proof is correctly applied in court proceedings involving discrimination claims
- tackle pregnancy and pay discrimination on grounds of sex
- impose effective, proportionate and dissuasive sanctions in cases of sex discrimination

Your contact persons



Daniel Gärtner
Course Director
European Private Law
E-Mail: dgaertner@era.int



Barbara Hense
Assistant
E-Mail: bhense@era.int

Tuesday, 30 October 2018

- 09:15 **Reconciliation of work and family life**
- Protective measures for pregnant workers
 - Leave for parents
 - Leave for carers
- Susanne Burri*
- 10:00 Discussion
- 10:15 **Equal pay for work of equal value: EU legal framework and CJEU case law**
- Sophie Latraverse*
- 11:00 Discussion
- 11:15 Coffee break
- 11:45 **Workshop II: case study on equal pay**
- Sophie Latraverse*
- 13:00 Lunch
- 14:00 **Results of the workshop and discussion**
- 14:45 **The role of the national judge in applying the EU Equality Directives: relationship with national legal orders and the preliminary ruling procedure**
(French national judge)
- 15:30 Discussion
- 15:45 End of the seminar

For programme updates: www.era.int
Programme may be subject to amendment.

What participants said in 2017

"Very good speakers and interesting workshops"

"Everything was perfect and the organisation excellent"

"Great mix of lectures and workshops"

"A good opportunity to meet and to exchange with colleagues from other countries"

"Competent, very friendly support"

Upcoming events for judges

EU Disability Law and the UNCRPD

Trier, 7-8 November 2018
Languages: English, German

Applying EU Anti-Discrimination Law

Thessaloniki, 8-9 November 2018
Languages: English, Greek

Application procedure

EU Gender Equality Law

Paris, 29-30 October 2018 / Event number: 118DV27



Applications for

EU gender equality law on 29-30 October 2018

can be made online until 5 September 2018 at:



www.era.int/?127506&en



ERA's equality law seminars are organised in the framework of the European Union's 'Rights, Equality and Citizenship Programme 2014-2020' on behalf of the European Commission

EU Anti-Discrimination Law

Since 2003 ERA has been organising seminars devoted to the EU Anti-Discrimination Directives 2000/43 and 2000/78. For more information visit: www.era.int/anti-discrimination

EU Gender Equality Law

Since 2009 ERA has been organising a series of seminars devoted to EU law on equal treatment between women and men. For more information visit: www.era.int/gender

Location

Ecole Nationale de la Magistrature
8, rue Chanoinesse - 75004 PARIS

Languages

English, French
(simultaneous interpretation)

Contact Person

Barbara Hense
Assistant
bhense@era.int
+49 (0) 651 93737-120

Participation

Participation will be subject to a selection procedure since the number of places is limited. A response will be given to every applicant shortly after the deadline. We strongly advise you not to make any travel or hotel arrangements before receiving our confirmation.

Registration fee

There is no registration fee.

Travel expenses

Travel costs will be reimbursed to a maximum of €450 upon receipt of all necessary documents.

Accommodation

Two nights' accommodation will be covered directly by ERA.