



APPLYING EU ANTI-DISCRIMINATION LAW

SEMINAR FOR MEMBERS OF THE
JUDICIARY

Thessaloniki, 8-9 November 2018

**UP
GRADE**
YOUR LEGAL
EXPERTISE

**Equality
Law**



Speakers

Prof Daniël Cuypers, Professor of Labour Law and
Discrimination Law, University of Antwerp

Ioanna Dervisopoulos, Judge, Administrative Court of
Darmstadt

Jennifer Eady QC, Senior Circuit Judge, Employment
Appeal Tribunal, London

Delia Ferri, Lecturer in Law, Maynooth University
Department of Law

Dimitris Goulas, Research Fellow, Centre of International
and European Economic Law, Thessaloniki

Panos Kapotas, Senior Lecturer, School of Law, University
of Portsmouth

Prof Colm O'Cinneide, Professor of Constitutional and
Human Rights Law, University College London

Lina (Triantafyllia) Papadopoulou, Associate Professor
and Jean Monnet Chair for European Constitutional Law and
Culture, Aristotle University of Thessaloniki

Key topics

- Overview of the EU legislation on equal treatment and its relationship with the EU Charter, the European Convention and United Nations Human Rights treaties
- Definition of key concepts (direct discrimination, indirect discrimination, harassment)
- Burden of proof and access to evidence
- Remedies and sanctions
- Different protected grounds, with special attention to the case law of the Court of Justice of the European Union

Languages

English and Greek
(simultaneous interpretation)

Event number
118DV23

Organiser

ERA (Leyre Maiso) on behalf of the
European Commission (contracting
authority) and with the support of the
Hellenic School of Judges



Applying EU Anti-discrimination Law

Seminar for members of the judiciary

Thursday, 8 November 2018

- 08:30 Bus departure from the hotel to the Hellenic School of Judges
- 09:15 Registration of participants
- 09:30 **Welcome and introduction**
Leyre Maiso (ERA)
Representative of the National School of Judges
- 09:40 **The EU legal framework on equality**
- **The EU Charter and the EU Treaties**
 - **EU directives on equal treatment** – overview and scope
 - **International instruments** (Council of Europe, UN, ILO)
- Panos Kapotas*
- 10:20 Discussion
- 10:30 **Definition of key concepts**
- **Direct discrimination**
 - **Indirect discrimination**
 - **Harassment**
- Colm O’Cinneide*
- 11:15 Discussion
- 11:30 Coffee break
- 12:00 **Discrimination on grounds of race and ethnicity and its relevance to nationality**
Dimitris Goulas
- 12:20 Discussion
- 12:30 **The concepts of disability and reasonable accommodation in EU law and the UNCRPD**
Delia Ferri
- 13:15 Discussion
- 13:30 Lunch
- 14:30 **Religious discrimination at the workplace**
Daniel Cuyppers
- 15:15 Discussion
- 15:30 **Discrimination on grounds of sexual orientation: main features and CJEU case law**
Lina Papadopoulou
- 16:00 Coffee break
- 16:30 **Discrimination on grounds of age: CJEU case law**
Colm O’Cinneide
- 17:15 Discussion
- 17:30 End of the first seminar day and bus transfer to city centre/hotel
- 19:30 Seminar dinner

Objective

The seminar will provide participants with an overview of the two European directives prohibiting discrimination on the grounds of race or ethnic origin in a number of areas, as well as on disability, age, sexual orientation or religion/belief in employment and occupation.

Who should attend?

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

You will learn...

- what is the EU legal framework on equality
- how the key concepts direct/indirect discrimination and harassment are defined
- under which circumstances the burden of proof shifts
- what is the role of remedies and sanctions for the effective application of equality law
- how to apply EU anti-discrimination law to practical cases
- how the different protected grounds are to be interpreted in light of the case law of the CJEU
- what is the role of the national judge and how the preliminary ruling procedure works

Your contact persons



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Friday, 9 November 2018

- 08:30 Bus departure from the hotel to the Hellenic School of Judges
- 09:15 **Proving discrimination: the shift of the burden of proof and access to evidence**
Jennifer Eady
- 10:00 Discussion
- 10:15 **Seeking effectiveness: remedies and sanctions in discrimination cases**
Ioanna Dervisopoulos
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **Workshop: Applying EU anti-discrimination law in a domestic case**
Discussion of a case study in working groups
Jennifer Eady
- 12:45 Lunch
- 13:45 **Results of the workshop and feedback**
- 14:30 **The role of the national judge in applying the EU anti-discrimination directives: relationship with national legal orders and the preliminary ruling procedure**
- 15:15 Discussion
- 15:30 End of the seminar and bus transfer to the airport

What participants said in 2017

"Very good organisation"

"Very practical seminar"

"Great program with very current topics and excellent speakers"

"Good opportunity to exchange views with colleagues from the EU"

"I was pleasantly surprised by the very good program and the great organization"

e-Learning

Test your knowledge, brush up on the basics and get a first taste of the course with our preparatory e-learning course:

www.era-comm.eu/anti-discri/e_learning

For programme updates: www.era.int

Programme may be subject to amendment.

Application procedure

APPLYING EU ANTI-DISCRIMINATION LAW

Thessaloniki, 8-9 November 2018 / Event Number: 118DV23



Applications for

APPLYING EU ANTI-DISCRIMINATION LAW on 8-9 November 2018

can be made online until 17 September 2018 on the following website:



www.era.int/?127518&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 a series of seminars devoted to the two 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

National School of Judiciary
Ikaron str, PC 55102
Kalamaria, Thessaloniki

Languages

English / Greek
(simultaneous interpretation)

Contact Person

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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.