



EU GENDER EQUALITY LAW

SEMINAR FOR MEMBERS OF THE JUDICIARY

Prague, 12-13 April 2018



Equality Law



Speakers

Christa Christensen, Employment Judge, Bristol; Director of Training (Tribunals), Judicial College, London

Prof Tomas Davulis, University of Vilnius

Barbara Havelková, Shaw Foundation Fellow in Law, University of Oxford

Kristina Koldinská, Associate Professor, Charles University, Prague

Zdeněk Kühn, Judge, Supreme Administrative Court, Prague

Petr Polák, Head of the Division of Equal Treatment, Office of the Public Defender of Rights, Brno

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 Czech (simultaneous interpretation)

Event number: 118DV26

Organisers: ERA (Leyre Maiso) on behalf of the European Commission (Contracting Authority) and with the support of the Czech Judicial Academy



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

EU Gender Equality Law

Thursday, 12 April 2018

- 08:30 Arrival and registration of participants
- 09:00 **Welcome and introduction**
Renata Vystrčilová, JA
Leyre Maiso, 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)
- Barbara Havelková*
- 09:45 Discussion
- 10:00 **Definition of key concepts**
- Direct discrimination
 - Indirect discrimination
 - Harassment and sexual harassment
- Christa Christensen*
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **The burden of proof in sex discrimination cases**
Zdeněk Kühn
- 12:15 Discussion
- 12:30 **Remedies and sanctions in sex discrimination cases**
Petr Polák
- 13:00 Discussion
- 13:15 Lunch
- 14:15 **Workshop I: case study on sex discrimination**
Christa Christensen
- 15:30 Coffee break
- 16:00 **Results of the workshop and discussion**
- 16:45 **Equal treatment outside employment: access to goods and services**
Kristina Koldinská
- 17:15 Discussion
- 17:30 End of the first seminar day
- 19:30 Dinner

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



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Friday, 13 April 2018

- 09:15 **Reconciliation of work and family life**
- Protective measures for pregnant workers
 - Leave for parents
 - Leave for carers
- 10:00 Discussion
- 10:15 **Equal pay for work of equal value: EU legal framework and CJEU case law**
Tomas Davulis
- 11:00 Discussion
- 11:15 Coffee break
- 11:45 **Workshop II: case study on equal pay**
Petr Polák
- 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**
- 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

Applying EU Anti-Discrimination Law
Vienna, 28-29 May 2018
Languages: English, German

EU Disability Law and the UNCRPD
Trier, 13-15 June 2018
Languages: English, Spanish

Applying EU Anti-Discrimination Law
Budapest, 4-5 September 2018
Languages: English, Hungarian

EU Gender Equality Law
Paris, 29-30 October 2018
Languages: English, French

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

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Applications for

EU gender equality law on 12-13 April 2018

can be made online until 19 February 2018 at:



www.era.int/?127503&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

Czech Judicial Academy
Hybemska 18
110 00 Praha 1

Languages

English, Czech
(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.

Save the date

Annual Conference on European Labour Law 2018

Trier, 22-23 March 2018

This annual conference aims at keeping employment and labour law practitioners up-to-date by providing an overview of the latest policy developments, legislative initiatives and case law in this field.

Event no.: 118R01

Languages: English, French, German

Find out more at www.era.int/?127325&en