

## 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.

## 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

## Who should attend?

Judges, prosecutors and other members of the judiciary in the EU and in those candidate countries and EEA/EFTA countries which have decided to participate in the Rights, Equality and Citizenship Programme.

## e-Learning

Test your knowledge, brush up on the basics and get a first taste of the course with our preparatory e-learning course:  
[http://www.era-comm.eu/anti-discrim/e\\_learning](http://www.era-comm.eu/anti-discrim/e_learning).

## Speakers

**Domagoj Franjo Frntić**, President of the Municipal Labour Court, Zagreb

**Helen Meenan**, Solicitor and Visiting Fellow at Kingston University

**Shivaun Quinlivan**, Lecturer, National University of Ireland Galway

**Peter Reading**, Legal Counsel, Equal Opportunities Commission, Hong Kong

**Siniša Rodin**, Judge, Court of Justice of the European Union, Luxembourg

**Philip Rostant**, Employment Judge, Sheffield

**Claudia Schmidt**, Legal Secretary, Court of Justice of the European Union, Luxembourg

**Goran Selanec**, Deputy Ombudsman for Sex Equality of the Republic of Croatia, Zagreb

The information contained in this publication does not necessarily reflect the position or the opinion of the European Commission

### For further information:

Eva Falkenhagen  
Tel. +49 (0)651 937 37 121  
Fax +49 (0)651 937 37 773  
E-mail: [efalkenhagen@era.int](mailto:efalkenhagen@era.int)  
Online application:  
[www.era.int/?126558&en](http://www.era.int/?126558&en)



## APPLYING EU ANTI-DISCRIMINATION LAW SEMINAR FOR MEMBERS OF THE JUDICIARY

**Zagreb, 11-12 May 2017**

Judicial Academy  
Ulica grada Vukovara 49, Zagreb

### Organiser:

ERA on behalf of the European Commission (contracting authority) with the support of the Croatian Judicial Academy

**Languages:** English and Croatian (with simultaneous interpretation)

**Event number:** 117DV33



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Thursday, 11 May 2017

08:45 Arrival and registration of participants

09:00 **Welcome and introduction**  
*Nella Popović, Judicial Academy*  
*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 – Council of Europe, United Nations, International Labour Organisation

*Peter Reading*

10:00 Discussion

10:15 **Definition of key concepts:**

- Direct discrimination
- Indirect discrimination
- Harassment

*Phil Rostant*

11:00 Discussion

11:15 Coffee break

11:45 **Proving discrimination: the shift of the burden of proof and access to evidence**  
*Domagoj Franjo Frntić*

12:30 Discussion

13:00 Lunch

14:00 **Seeking effectiveness: remedies and sanctions in discrimination cases**  
*Goran Selanec*

14:30 Discussion

14:45 **Workshop: applying EU anti-discrimination law in a domestic case**  
 Discussion of a case study in working groups  
*Phil Rostant*

16:00 Coffee break

16:30 **Results of the workshop and feedback**

17:15 End of the second seminar day

18:00 Zagreb walking tour

19:30 Dinner at the Restaurant Vinodol

Friday, 12 May 2017

09:15 **Freedom of religion at the workplace in Europe**  
*Claudia Schmidt*

10:00 Discussion

10:15 **Age discrimination in light of the CJEU case law**  
*Helen Meenan*

11:00 Discussion

11:15 Coffee break

11:45 **Discrimination on grounds of race and sexual orientation: CJEU case law**  
*Goran Selanec*

12:30 Discussion

12:45 Lunch

13:45 **Discrimination on the grounds of disability:**

- Reasonable accommodation
- CJEU case law
- UN Convention on the Rights of Persons with Disabilities

*Shivaun Quinlivan*

14:30 Discussion

14:45 **EU law in a domestic case and the preliminary reference procedure – a practical approach**  
*Siniša Rodin*

15:30 Discussion

15:45 End of seminar

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Programme may be subject to amendment.  
 For programme updates:  
[www.era.int/anti-discrimination](http://www.era.int/anti-discrimination)