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

Brussels, 19-20 September 2019

Speakers

Susan Belgrave, Barrister, 7 Bedford Row, London

Paulina Carlin, Team Leader, DG Justice and Consumers, European Commission, Brussels

André Gubbels, Director-General, Directorate General for People with Disabilities, Belgian Federal Public Service for Social Security, Brussels

Magdalena Ličková, Legal Secretary, Court of Justice of the European Union, Luxembourg

Michel Miné, Professor, Chair of Labour Law and Rights of the Individual, Conservatoire National des Arts et Métiers, Paris

Jean-François Neven, Judge, Labour Court of Brussels; Guest Lecturer, Université Catholique de Louvain

Maria do Rosário Palma Ramalho, Professor, University of Lisbon

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

Isabelle Rorive, Professor, Université Libre de Bruxelles

Anna Śledzińska-Simon, Assistant Professor, University of Wroclaw

Key topics

- Sources of law
- Key concepts: direct discrimination, indirect discrimination, harassment
- Burden of proof
- Remedies and sanctions
- Protected grounds: race, age, disability, sexual orientation, religion; with special attention to the case law of the Court of Justice of the European Union

Languages

English and French (simultaneous interpretation)

Event number
119DV67

Organisers
ERA (Anastasia Patta) and the Belgian Judicial Training Institute (IGO-IFJ) on behalf of the European Commission (contracting authority)

Funded under the ‘Rights, Equality and Citizenship Programme 2014-2020’ of the European Commission
Applying EU Anti-discrimination Law
Seminar for members of the judiciary

Thursday, 19 September 2019

09:00  Registration of participants
09:30  Welcome and introduction
       IGO-IFJ
       Anastasia Patta, ERA
09:45  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)
       Peter Reading
10:15  Discussion
10:30  Definition of key concepts
       •  Direct discrimination
       •  Indirect discrimination
       •  Harassment
       Michel Miné
11:15  Discussion
11:30  Coffee break
12:00  Proving discrimination: the shift of the burden of proof and access to evidence
       Susan Belgrave
12:45  Discussion
13:00  Lunch
14:00  Seeking effectiveness: remedies and sanctions in discrimination cases
       Jean-François Neven
14:45  Workshop: applying EU anti-discrimination law in a domestic case
       Discussion of a case study in working groups
       Jean-François Neven
16:00  Coffee break
16:30  Results of the workshop and feedback
17:15  End of the first seminar day
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 of 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, 20 September 2019

09:15 Discrimination on grounds of age: CJEU case law
Maria do Rosário Palma Ramalho

10:00 Discussion

10:15 Discrimination on grounds of race, with special attention to Roma
Paulina Carlin

10:45 Discussion

11:00 Coffee break

11:30 Discrimination on grounds of sexual orientation: main features and CJEU case law
Anna Śledzińska-Simon

12:00 Discussion

12:15 Discrimination on the grounds of disability: UNCRPD and EU law
André Gubbels

13:00 Discussion

13:15 Lunch

14:15 CJEU case law on religious discrimination at the workplace
Isabelle Rorive

15:00 Discussion

15:15 The role of the national judge in applying the EU anti-discrimination directives
- Issues to consider when dealing with cases involving EU law
- Practical tips for submitting a preliminary ruling request
Magdalena Ličková

15:45 Discussion

16:00 End of the seminar

What participants said in 2018

"Speakers were very professional"

"The topics are very interesting and useful!"

"Interesting combination of speakers with rich professional/academic background"

"Good opportunity to exchange views with colleagues from other countries"

"Perfect organisation and the staff was very nice and efficient"

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-discr/e_learning

Save the date

EU Gender Equality Law
Lisbon, 28-29 October 2019
Languages: English, Portuguese

Applying EU Anti-Discrimination Law
Trier, 11-13 November 2019
Languages: English, German

Access to Justice for Persons with Disabilities
Sofia, 13-15 November 2019
Languages: English, Bulgarian

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

APPLYING EU ANTI-DISCRIMINATION LAW on 19-20 September 2019 can be made online until 10 July 2019 on the following website:

www.era.int/?128540&en

Location
Judicial Training Institute (IGO-IFJ)
Avenue Louise 54, Brussels

Languages
English / French
(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.

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