Rethinking EU Equality Law
Towards a More Coherent and Sustainable Regime
Exploring the Alternatives

Tuesday 17th October 2017, 9.00 till 13.15
(followed by a networking lunch)
University of Warwick Brussels Office
Avenue d'Auderghem 22-28, 22-28 Oudergemselaan (6th Floor)
1040 Brussels

The University of Warwick and University of Southampton Law Schools welcome you in a seminar which seeks to explore the past, present, and future of EU equality law by focusing on its internal (in)coherence, and its, at times, uneasy articulation with related policy fields. Today we will discuss specific policy proposals for adapting the current legislative and policy framework, to improve their feasibility and encourage their adoption.

The seminar is coordinated by Dr Sara Benedi Lahuerta (University of Southampton School of Law) and Dr Ania Zbyszewska (University of Warwick School of Law), who are joined by a selection of high-profile academics, European Commission officials, European Parliament members and NGOs to analyse:

- protection against gender identity discrimination;
- religion (duty to accommodate);
- issues related the relationships between working time, work-family reconciliation and gender equality.

The funders of this research include the UK Economic and Social Research Council (ESRC IAA), the University of Warwick Institute of Advanced Study, and the UK Society of Legal Scholars.
Programme

8.45 – 9.00  Registration and coffee
9.00 – 9.45  Welcome and opening remarks - keynote speeches by:
  - Ms Monika Ladmanová, Adviser, Cabinet of DG Justice and Consumers, European Commission
  - Jean Lambert, MEP, European Parliament
9.45 – 10.45 Session 1: Accommodating religious beliefs and their manifestations at work. What answer at the EU level? This panel will consider how religious practices could best be accommodated at the workplace, and, in particular, if the EU concept of indirect discrimination entails a duty to accommodate religious differences
  - Elise Muir, Head of the Institute for European Law of the KU Leuven, and Professor of EU Law, KU Leuven
  - Martin Gurvic, General Secretary of the Hindu Forum of Europe/ Member of the European Network on Religion and Belief ENORB
  - Patrick Charlier, Co-Director, Belgian Interfederal Centre of Equal Opportunities, UNIA (was substituted by Mr Tamas Kadar from Equinet)
  - Lilla Farkas, Human Rights Lawyer, Member of European Network of Experts in the Non-discrimination field and associate policy analyst at Migration Policy Group
10.45 – 11.00 Coffee break
11.00 – 12.00 Session 2: Gender equality and new EU approaches to working-time and work-life balance Reflecting on most recent developments in EU policy, this panel will discuss whether meaningful work-family reconciliation that also supports more equal redistribution of unpaid work between women and men (or partners), can be indeed achieved without tackling standard and long work hours.
  - Mary Collins, Senior Policy and Advocacy Coordinator, European Women’s Lobby
  - Montserrat Mir Rocca, Confederal Secretary, European Trade Union Confederation (ETUC) (was substituted by Ms Barbara Helfferich from ETUC)
  - Fabian Lutz, Gender Equality Unit, DG Justice, European Commission
  - Paola Panzeri, Senior Policy and Advocacy Officer, COFACE Families Europe
12.00 – 13.00 Session 3: Gender identity discrimination: Reconsidering protection at the EU level This panel will discuss how EU law could better protect against gender identity discrimination, and especially, whether introducing an express binding prohibition of gender identity is necessary.
  - Christa Tobler, Professor of European Law, Universities of Basel and Leiden
  - Richard Koehler, Senior Policy Officer, Transgender Europe
  - Constantin Cojocariu, International Human Rights Lawyer
13.00 -13.15 Closing remarks
13.15 Networking Lunch