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

Research coordinators

Dr Sara Benedi Lahuerta is a lecturer in Employment Law at the University of Southampton Law School, where she also belongs to the Steering Group of the Work Futures Research Centre. Her research focuses on discrimination and employment law (at EU and comparative levels). She has published articles on the coherence of EU equality law, the links between migration and discrimination, as well as the conflicts between freedom of expression, freedom of religion and discrimination. She is also interested on avenues to improve the effectiveness of equality law through tools like equality bodies, ADR and collective remedies. She holds a PhD from the University of Leicester (2015) and an LLM in EU Law from the College of Europe (2008). She has been a trainee at the European Commission and she is a Spanish qualified lawyer, where she practised law before starting her PhD.

Dr Ania Zbyszewska is an Assistant Professor at the University of Warwick Law School. She researches how legal regulation of work and labour markets articulates with other areas of social and economic policy, and is interested in their gendered dimensions, (in) coherence, and long-term sustainability. She has written and published on working time, work-family reconciliation, gender and work, active aging, EU employment law and policy, and labour law and market reform in Poland. Her book, Gendering European Working Time Regimes: The Working Time Directive and the Case of Poland (CUP 2016), draws on award-winning doctoral research (2013 University Association for Contemporary European Studies Best Thesis prize). She has a PhD in Law and Society from the University of Victoria Faculty of Law in Canada; where she was also called to the Bar (Ontario), clerked at the Superior Court of Justice, and practiced labour and employment law before returning to academia.
Keynote speakers

Monika Ladmanová is an Advisor and Member of the Cabinet of the EU Commissioner for Justice, Consumers and Gender Equality on the issues of gender equality, antidiscrimination and minorities and corporate responsibility. Monika studied Law at the Charles University in Prague and at the Columbia University in New York. She has extensive experience in non-profit sector and private sector, having worked for the Soros Foundation in Prague for 11 years and for IBM for more than 6 years. In addition, Monika founded several non-governmental, non-partisan initiatives on human rights and gender equality.

Jean Lambert was first elected to the European Parliament in 1999 as the Green Member for London, representing the views of those who want an environmentally sustainable fairer society. She was re-elected for a fourth term in the May 2014 European Elections. Jean currently is a full member of the committee on Employment and Social Affairs where she focuses on social inclusion, workers’ rights, immigration, social security, and the European semester process. Jean is also a substitute member of the committee on Civil Liberties where she works on issues related to asylum, immigration, children's rights and anti-discrimination. In 2014, Jean was re-elected for a second term as the Chair of the European Parliament's Delegation for relations with the countries of South Asia. Within this delegation, she leads on the Parliament’s external relations with Bangladesh, Bhutan, the Maldives, Nepal, Pakistan and Sri Lanka. Jean also closely follows the developments regarding the negotiations on Brexit, in particular the continued rights of EU nationals in the UK and UK nationals in the EU.

Session 1 speakers

Accommodating religious beliefs and their manifestations at work. What answers at the EU level?

Prof. Dr. Elise Muir is the Head of the Institute for European Law of the KU Leuven, where she also is a full-time Professor of EU Law. Before starting at the KU Leuven, Elise was a tenured Associate Professor at the Faculty of Law of Maastricht University and the Associate Director of the Maastricht Centre for European law. In Maastricht, she completed a research project entitled “Taking European values more seriously: collective enforcement of EU non-economic law” in the context of the Veni programme (Netherlands Organisation for Scientific Research or NWO, 2017) as well as a study of the horizontal effects of the EU principle of non-discrimination with the support of a Marie Curie Intra-European Fellowship (European Commission, 2013).

Elise’s research programme has been awarded the 2012 Edmond Hustinx prize for science. She studied law both in France and in the UK (Maîtrise, LLB & LLM) before commencing her postgraduate studies in European law at the College of Europe in Belgium (LLM, top law student). Elise has subsequently become an academic assistant in this programme. She has been a visiting researcher at Columbia Law School (Fulbright grantee), the European University Institute and the Fondation pour l’innovation politque before completing her PhD at the University of London in 2010 under the supervision of Professor Takis Tridimas. Elise Muir is a member of the editorial board of the Maastricht Journal of European and Comparative Law. She is regularly invited at the College of Europe as Visiting Professor. She has also been a Visiting Lecturer at Sciences Po Lille, at the Kosovar Civil Society Foundation as well as at EDHEC-Espème in Lille.
Martin Gurvic was born in Montevideo, Uruguay in 1963. Son of Jose Gurvich, a talented and renowned Uruguayan artist and Julia Anorga a High School teacher. He spent his childhood in several places like Montevideo, Israel and New York. Studied Political Science in Syracuse University, USA and joined the Hare Krishna movement (ISKCON) in 1983 in Paris. At the moment, Martin Gurvic is General Secretary for the Hindu Forum of Belgium, General Secretary for the Hindu Forum of Europe, Director for Communications for ISKCON Belgium, Director for Communications for ISKCON Europe, President of Jose Gurvich Foundation, Montevideo-Uruguay, Director of MOSA-Museum of Sacred Art at Radhadesh, Belgium and at Villa Vrindavan, President of Bhaktivedanta College, Director of Tourism at Radhadesh.

Patrick Charlier works for UNIA since 2001 (Center for Equal Opportunities and Opposition to racism which became the Interfederal Equal Opportunities Center in 2014). After several positions in the organisation (coordinator, law advisor), Patrick Charlier became a director in 1ST February 2016 (a member of direction with Els Keytsman). He is also a lawyer and director at the Human Rights League – Belgium FR (Ligue des droits de l'Homme 1992-2001). (was substituted by Mr Tamas Kadar from Equinet)

Lilla Farkas has been a member of the Budapest Bar Association since 1998 and worked for the Hungarian Helsinki Committee focusing on asylum, immigration, as well as criminal justice. Between 2006 and 2014 she litigated for the desegregation of Roma schools on behalf of the Chance for Children Foundation. Between 2005 and 2011 she served as president of the Hungarian Equal Treatment Authority’s Advisory Board. Once a senior country expert for the Fundamental Rights Agency, she is now senior legal policy analyst for the Migration Policy Group, serving as the race (Roma) ground coordinator of the European network of experts on equality and non-discrimination. She holds an LLM from King’s College, London and is presently engaged with PhD research on the enforcement of European race equality law at the European University Institute.

**Session 2 speakers**

**Gender equality and new EU approaches to working-time and work-life balance**

**Mary Collins** is a Senior Policy and Advocacy Coordinator at the European Women’s Lobby, where she has been working for a number of years. She works mainly on socio-economic issues relating to women’s economic independence, including the gender pay, pension, poverty gaps, work-life-balance and EU2020 Strategy/European Semester from a gender perceptive. Currently, she is coordinating a working group on a feminist economic model and a ‘Purple Pact’.

**Montserrat Mir Rocca** was elected as ETUC Confederal Secretary at the Paris Congress in 2015. She started work as a temporary employee with the Spanish postal service Correos in 1983. She was elected as General Secretary of the CC.OO postal section in her hometown of Girona, Catalonia, in 1996 – a position she held for 10 years.

From 2000 onwards, as International Secretary of CC.OO’s postal section, she was active in the sector’s European Dialogue Committee and attended meetings of the European Commission’s DG Employment and DG Internal Market. Montserrat was also a founding member of the European Social Observatory in the postal
She became a member of the CC.OO national executive in 2008. In 2013, the union elected Montserrat as International and Cooperation Secretary at its 10th Congress in Madrid. As a deputy member of the ITUC General Council (2013-2014), she took part in trade union delegations to the ILO, IMF and World Bank. Prior to her trade union career, Montserrat studied public relations at the University of Girona and worked in local radio, an art gallery and as a book editor.
(was substituted by Ms Barbara Helfferich from ETUC)

Fabian Lutz was born in Bonn, Germany. Studied law in Germany, France and Belgium. (Trier University 2003-2005; Paris X Nanterre 2005-2007, licence en droit et maîtrise en droit de la concurrence et régulation des marchés; University of Bonn 2007-2010, First State Exam). Completed postgraduate studies in European Law and Economic Analysis at the College of Europe, Bruges (2010-2011, LL.M.) He completed his German Legal Training ("Referendariat") after working at the Landgericht Bonn, the Public Prosecutor, an international law firm, the European Commission and the General Court of the European Union. He obtained the Second State Exam in 2013. He worked as an academic assistant at the University of Hagen (2012-2013), worked for law firms in Germany and Brussels and conducted a research stay at the Queen Mary University in London in spring 2015. Since 2015 he works as a lawyer in the Gender Equality unit of DG JUST in the European Commission.

Paola Panzeri is Senior Policy and Advocacy Officer for COFACE – Families Europe, a European NGO gathering 59 NGOs in 23 European countries. Paola joined COFACE – Families Europe in 2011 and she is in charge of policy and advocacy in the areas of gender equality, employment and reconciliation of work, family and private life. She sits in the Advisory Board of two research projects on Work-Life Balance (University of Kent) and Female Breadwinners Families (University of Southampton). Before joining COFACE – Families Europe, Paola worked on child protection and non-discrimination projects in Kenya, Bosnia and Herzegovina, France and Italy. Paola holds a Master’s degree in European Studies and Law from the Institute of High European Studies (IHEE) of Strasbourg, France.

Session 3 speakers

Gender identity discrimination: Reconsidering protection at the EU level

Prof. Ruth Christa Tobler is professor of European Union Law at the Universities of Basel (Switzerland) and Leiden. Professor Tobler studied law at the University of Zurich (Switzerland) and Leiden. She holds a PhD from the University of Zurich and earned her habilitation at the University of Basel. Her research focuses on two areas in particular: 1) EU equality and non-discrimination law, both in the economic and in the social law context, and 2) the special legal relationship between Switzerland and the European Union. Prof. Tobler is a senior member of the „European Equality Law Network. European network of legal experts in gender equality and non-discrimination“ (http://www.equalitylaw.eu/).

In the context of teaching, Prof. Tobler is an enthusiastic Moot Court judge for the European Law Moot Court Competition (www.europeanlawmootcourt.eu/, (regional level) and a co-founder of “The EU Law in Charts Project” which aims at using visualization in legal teaching (www.eur-charts.eu).
Richard Koehler is the senior policy officer of Transgender Europe, a European human rights NGO with 130 member organizations in 42 countries in Europe and beyond.

For more than a decade Richard has been advancing human rights for Trans people in Europe. He co-authored the Best Practice Catalogue “Human Rights and Gender Identity” and “Legal Gender Recognition in Europe” and their revisions in 2016. Richard contributed to the first fully trans-inclusive Recommendations by the Council of Europe’s Committee of Ministers, worked closely with the Parliamentary Assembly of the Council of Europe on its historic resolution “Transgender Discrimination in Europe” (April 2015), and has been accompanying many national legal gender recognition reform processes in Europe. Previously, Richard worked in international development cooperation at ILGA-Europe and GIZ, supporting ethnic minorities as well as LGBT groups in Russia.

Richard holds a degree in International Business Administration with specialization in Eastern European Transformation Countries and lives in Berlin. (Photo is accredited to Anja Weber)

Constantin Cojocariu is a human rights lawyer and consultant, with more than twelve years of litigation experience before the European Court of Human Rights and a particular focus on cases of discrimination based on disability and gender identity. Constantin has worked closely with Transgender Europe for many years, helping with their litigation portfolio and capacity building activities in the area of access to justice. Constantin was involved in several high profile European Court of Human Rights transgender rights cases, including by acting as counsel in Hämäläinen v. Finland before the Grand Chamber, as well as writing on behalf of joint third party interveners in A.P., Garçon and Nicot v. France. Before becoming a freelancer in 2014, Constantin worked as lawyer for European Roma Rights Centre (2005-2007) and Interights (2007-2014). Constantin has published and spoke extensively on topics related to human rights across Europe and beyond.