

EU GENDER EQUALITY LAW

SEMINAR FOR LEGAL PRACTITIONERS

Copenhagen, 15-16 April 2024



EXCELLENCE IN
EUROPEAN LAW¹

Speakers

Vanessa Knapp OBE, Visiting Professor, Queen Mary University of London

Martin Mörk, Director, Office of the Chancellor of Justice, Stockholm

Caroline de la Porte, Professor, Copenhagen Business School

Maria Elisabeth Reimer Rasmussen, Attorney; External Lecturer, University of Copenhagen

Claudia Schmidt, Lecturer, University of Toulon

Marco Sideri, Partner, Toffoletto De Luca Tamajo e Soci, Milan

Inger Verhelst, Attorney; Partner, Claeys & Engels Law Firm, Antwerp

Natalie Videbæk Munkholm, Associate Professor, Aarhus University

Key topics

- Sexual harassment
- Burden of proof
- Work-life balance
- Equal pay
- Pay transparency
- Gender diversity
- Artificial intelligence

Language
English

Event number:
124DV44

Organisers:
ERA (Anastasia Patta) on behalf of the European Commission (Contracting Authority) and with the support of the Association of Danish Employment Lawyers (AnsættelsesAdvokater)



Monday, 15 April 2024

- 09:00 Arrival and registration of participants
- 09:20 **Welcome and introduction**
Jacob Sand, Gorrissen Federspiel & Association of Danish Employment Lawyers
Anastasia Patta (ERA)
- 09:30 **The evolution of EU Gender Equality Law**
Claudia Schmidt
- 10:00 Discussion
- 10:15 **Sexual harassment in the workplace**
- Definition of sexual harassment
 - Employer's liability for sexual harassment
- Maria Elisabeth Reimer Rasmussen*
- 11:00 Discussion
- 11:15 Coffee break
- 11:45 **Proving discrimination**
- The shift of the burden of proof
 - How to establish a presumption of discrimination: examples and CJEU case law
 - Access to evidence and CJEU case law on disclosure of information
- Martin Mörk*
- 12:30 Discussion
- 12:45 Lunch break
- 13:45 **Equal pay for work of equal value**
- Directive 2006/54/EC & landmark and recent CJEU case law
 - How to identify situations of unequal pay
- Natalie Videbaek Munkholm*
- 14:30 Discussion
- 14:45 **Workshop: case studies on sex discrimination**
Martin Mörk
- 15:45 Coffee break
- 16:15 **Results of the workshop and discussion**
- 17:00 End of the first seminar day
- 19:00 Seminar dinner at the restaurant 'Retour'

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 extensive case law on this topic. Interaction among participants will be encouraged through periods of discussion and working groups requiring their active participation.

Who should attend?

Legal practitioners (for example from trade unions or employers' associations, NGOs, labour inspectorates, equality bodies, etc.) from an EU Member State.

You will learn...

- how to distinguish between different sources of law and apply them in relevant situations
- to differentiate between the essential concepts of direct and indirect discrimination
- under which circumstances the burden of proof shifts in discrimination claims
- how to tackle pay discrimination on grounds of sex
- what changes the new Directive on pay transparency will bring
- about the minimum standards for parental leave, carer's leave or the right to flexible working arrangements introduced by Directive 2019/1158
- what the impact and possible discriminatory effects of artificial intelligence are

Your contacts



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Tuesday, 16 April 2024

- 09:15 **The Directive on pay transparency**
- The new gender pay gap reporting obligations
 - What is a Joint Pay Assessment?
- Inger Verhelst*
- 09:45 Discussion
- 10:00 **Work-life balance**
- Directive 2019/1158 on work-life balance for parents and carers
 - Denmark as a model country?
- Caroline de la Porte*
- 10:30 Discussion
- 10:45 Coffee break
- 11:15 **Gender diversity in company boards: The Women on Boards Directive**
- Vanessa Knapp*
- 11:45 Discussion
- 12:00 **Artificial intelligence and gender equality**
- Gender biases in recruitment and selection processes
 - How to detect and address discrimination in the context of AI?
- Marco Sideri*
- 12:30 Discussion
- 12:45 Lunch and end of the seminar

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

e-Learning

Test your knowledge, brush up on the basics and get a first taste of the course with our preparatory e-learning course on EU Gender Equality Law:

www.era.int/gender-e-learning

Resources

For multilingual resources on EU gender equality law, including background documentation, speakers' slides on different topics, video recordings and an e-learning course, visit:

www.era.int/gender

CPD

ERA's programmes meet the standard requirements for recognition as Continuing Professional Development (CPD). This event corresponds to **8 CPD hours**.



Join our LinkedIn group
on EU Equality Law

www.linkedin.com/groups/8126652

Application procedure

EU Gender Equality Law

Copenhagen, 15-16 April 2024 / Event number: 124DV44



Applications for

EU Gender Equality Law on 15-16 April 2024

can be made online until 1 March 2024 at:

www.era.int/?132649&en



ERA's equality law seminars are organised within the framework of the European Union's 'Citizens, Equality, Rights and Values (CERV) programme 2021-2027' on behalf of the European Commission

EU Anti-Discrimination Law

Since 2003 ERA has been organising a series of seminars devoted to the two 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

Gorrissen Federspiel
Axel Towers
Axeltorv 2
1609 Copenhagen V

Language

English

Contact Person

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Participation

Participation is only open to legal practitioners from an EU Member State.

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.

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.