

## Contents

The principle of equality between women and men has been part of Community law since the signing of the Treaty of Rome in 1957. Since then, a considerable body of legislation has been adopted:

- a first “generation” of five Directives on equal treatment in employment and occupation (some of these later revised);
- a second “generation” of Directives on additional and related issues (e.g. burden of proof, but also health protection in the context of maternity or parental leave) and
- a third “generation” related to goods and services, modernisation and recasting (with effect from 15 August 2009).

The content of these Directives has been interpreted by the European Court of Justice in a large number of judgments.

## Speakers

**Cornelia Amon-Konrath**, Ombud for Equal Treatment, Vienna

**Eugenia Caracciolo di Torella**, Lecturer, University of Leicester

**Petra Foubert**, Lawyer, Curia, Leuven,  
Lecturer at Hogeschool-Universiteit, Brussels

**Prof. Elisabeth Holzleithner**, University of Vienna

**Jackie Jones**, Barrister, Senior Lecturer, Bristol Law School

**Prof. Eva Kocher**, Academy of Employment (ADA),  
European University Viadrina, Frankfurt / Oder

**Zuzana Magurova**, Researcher, Institute of State and Law, Slovak Academy of Sciences (SAS), Bratislava

**Ijeoma Omambala**, Barrister, Old Square Chambers, London

**Rashmin Sagoo**, DG Employment, Social Affairs and Equal Opportunities, European Commission, Brussels

**Prof. Erika Szyszczak**, University of Leicester

This training session is financed by the European Community Programme for Employment and Social Solidarity (2007-2013). This programme was established to support the implementation of the objectives of the European Union in the employment and social affairs area, as set out in the Social Agenda, and thereby contribute to the achievement of the Lisbon Strategy goals in these fields.

The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

The Programme has six general objectives. These are:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through analysis, evaluation and close monitoring of policies;
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;
- (4) to promote networking, mutual learning, identification and dissemination of good practice and innovative approaches at EU level;
- (5) to enhance the awareness of the stakeholders and the general public about the EU policies and objectives pursued under each of the policy sections;
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.

For more information see:  
[http://ec.europa.eu/employment\\_social/progress/index\\_en.html](http://ec.europa.eu/employment_social/progress/index_en.html)



## EC LAW ON EQUAL TREATMENT BETWEEN WOMEN AND MEN IN PRACTICE

### *Seminar for legal practitioners*

#### **Organiser:**

ERA (Kassiani Christodoulou)  
in cooperation with the European  
Commission (Contracting Authority)

#### **Languages:**

English, German  
(simultaneous interpretation)

#### **Event number:**

109DV56

**Trier, 18-19 May 2009**

ERA Congress Centre, Metzger Allee 4, Trier

## Monday, 18 May 2009

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08:30 Arrival and registration of participants

09:00 Welcome  
*Kassiani Christodoulou, ERA*

Chair: *Eva Kocher*

09:15 **Overview of existing EC legislation on equal treatment between men and women, and the role of the European Commission**  
*Rashmin Sagoo*

09:45 **Definitions of key concepts:**

- **Direct discrimination**
- **Indirect discrimination**
- **Harassment and sexual harassment**

*Erika Szyszczyk*

10:15 Discussion

10:30 *Coffee break*

11:00 **The burden of proof and access to justice in sex discrimination cases**  
*Cornelia Amon-Konrath*

11:45 Discussion

Chair: *Eugenia Caracciolo di Torella*

12:00 **Positive action in EC law**  
*Zuzana Magurova*

12:45 Discussion

13:00 *Lunch*

14:15 **Equal pay for work of equal value: EC legal framework and ECJ case-law**  
*Eva Kocher*

15:00 Discussion

15:15 **Workshop: equal pay case**  
*Ijeoma Omambala*

16:15 *Coffee break*

16:45 **Results of the workshop**

17:45 End of the first seminar day

19:30 *Dinner*

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Programme may be subject to amendment

For programme updates:  
[www.era.int](http://www.era.int)

## Tuesday, 19 May 2009

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Chair: *Elisabeth Holzleithner*

09:00 **The role of the equality bodies**  
*Jackie Jones*

09:45 Discussion

10:00 **Protective measures for pregnant workers**  
*Petra Foubert*

10:45 Discussion

11:00 *Coffee break*

Chair: *Rashmin Sagoo*

11:30 **Reconciliation of private and professional responsibilities: maternity leave, parental leave, etc**  
*Eugenia Caracciolo di Torella*

12:15 Discussion

12:30 **Equal treatment outside employment: access to goods and services**  
*Elisabeth Holzleithner*

13:00 Discussion

13:15 *Lunch and end of the seminar*