

# EU GENDER EQUALITY LAW

SEMINAR FOR MEMBERS OF THE JUDICIARY

Ljubljana, 17-18 April 2023

EXCELLENCE IN  
EUROPEAN LAW<sup>7</sup>

## Speakers

**Nina Betetto**, Judge, Supreme Court of the Republic of Slovenia

**Neža Kogovšek Šalomon**, Judge, Constitutional Court of Slovenia

**Dr Nuria Ramos Martín**, Lecturer, University of Amsterdam

**Primož Rataj**, Teaching Assistant, Department of Labour Law and Social Security Law, University of Ljubljana

**Goran Selanec**, Judge, Constitutional Court of Croatia

**Anna Śledzińska-Simon**, Assistant Professor, University of Wrocław

**Sabrina Wittmann**, Administrator, Violence against Women Division, Secretariat of the Istanbul Convention Monitoring Mechanism, Council of Europe, Strasbourg

**Dr Raphaële Xenidis**, Assistant Professor in EU law, Sciences Po Law School, Paris

## Key topics

- EU legal framework
- Definition of key concepts: direct/indirect discrimination, harassment and sexual harassment
- Burden of proof
- Equal pay
- Work-life balance
- Positive action and quotas
- Violence against women
- Preliminary ruling procedure

## Languages

English and Slovenian  
(simultaneous interpretation)

## Event number

123DV111

## Organiser

ERA on behalf of the European Commission (Contracting Authority) and with the support of Slovenian Judicial Training Centre/Ministry of Justice



REPUBLIKA SLOVENIJA  
MINISTRSTVO ZA PRAVOSODJE



# EU Gender Equality Law

## Seminar for members of the judiciary

### Monday, 17 April 2023

- 08:45 Arrival and registration of participants
- 09:10 **Welcome and introduction**  
*ERA and Judicial Training Centre/Ministry of Justice*
- 09:20 **The EU legal framework on equality** – with special attention to the EU Charter of Fundamental Rights, its legal value and the issue of horizontal direct effect of Article 21 in the CJEU case law  
*Neža Kogovšek Šalamon*
- 10:00 Discussion
- 10:15 **Definition of key concepts**
- Direct discrimination
  - Indirect discrimination
  - Harassment
  - Sexual harassment
- Raphaële Xenidis*
- 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
- Goran Selanec*
- 12:30 Discussion
- 12:45 Lunch
- 13:45 **Equal pay for work of equal value**
- Directive 2006/54/EC and CJEU case law
  - Pay transparency measures
- Primož Rataj*
- 14:30 Discussion
- 14:45 **Workshop: case study on sex discrimination**
- 16:00 Coffee break
- 16:30 **Results of the workshop and discussion**
- 17:15 End of the first seminar day
- 19:00 Seminar dinner at Ljubljana Castle

### 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 large 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?

Judges, prosecutors and other members of the judiciary from an EU Member State.

### You will learn how to

- distinguish between different sources of law and apply them in relevant situations
- differentiate between the essential concepts of direct and indirect discrimination
- ensure that the burden of proof is correctly applied in court proceedings involving discrimination claims
- tackle pregnancy and pay discrimination on grounds of sex
- impose effective, proportionate and dissuasive sanctions in cases of sex discrimination
- understand the role of the Istanbul Convention in tackling violence against women
- detect and address discrimination in the context of artificial intelligence
- how to submit a preliminary question to the CJEU

### Venue

Best Western Premier Hotel Slon  
Slovenska cesta 34  
Ljubljana

## Tuesday, 18 April 2023

- 09:00 **The role of the national judge in applying the EU equality law:**
- Applying EU law in domestic proceedings
  - Practical tips for submitting a preliminary ruling procedure
- Nina Betetto*
- 09:45 Discussion
- 10:00 **Work-life balance: Directive 2019/1158 on work-life balance for parents and carers**
- Nuria Ramos Martín*
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **Positive action, gender quotas, and the women on boards Directive**
- Anna Śledzińska-Simon*
- 12:15 Discussion
- 12:30 **Fighting gender-based violence in the EU**
- The Istanbul Convention and the relevant ECtHR case law
  - Proposal for a Directive on combating violence against women and domestic violence
- Sabrina Wittmann*
- 13:15 Discussion
- 13:30 End of the seminar & lunch

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

### Your contact persons



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 on EU Equality Law

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# Application procedure

## EU Gender Equality Law

Ljubljana, 17-18 April 2023 / Event Number: 123DV111



### Applications for

#### EU gender equality law on 17-18 April in Ljubljana

can be made online until 1 March at:



[www.era.int/?131958&en](http://www.era.int/?131958&en)



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

#### EU Anti-Discrimination Law

Since 2003 ERA has been organising seminars devoted to the EU Anti-Discrimination Directives 2000/43 and 2000/78. For more information visit:

[www.era.int/anti-discrimination](http://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](http://www.era.int/gender)

#### Location

Best Western Premier Hotel Slon  
Slovenska cesta 34  
Ljubljana

#### Languages

English, Slovenian  
(simultaneous interpretation)

#### Contact Person

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Assistant  
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#### Participation

Participation is only open to judges, prosecutors and other members of the judiciary from the EU. 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 EUR upon receipt of all necessary documents.

#### Accommodation

Two nights' accommodation will be covered directly by ERA.