European Labour Law Conference 2027

LABOUR LAW STRATEGIES AGAINST CURRENT FORMS OF DISCRIMINATION

5 March 2027, CCOO Catalunya, Via Laietana, 16, Ciutat Vella, 08003 Barcelona

Simultaneous interpretation: English, French, German, Spanish

Duration: 09:00 – 18:30

ELW-NETWORK // EJDM, COORDINATION@ELW-NETWORK.EU

SCHEDULE

8:30-9:00 Registration

9:00-11:00

Opening Remarks: Strategic Enforcement of Anti-Discrimination Law in Europe

Welcome Greetings:
Belen Lopez Sanchez, Secretaria General CCOO Catalunya
Ramon Gonzalez Monroy, Secretario General CCOO Servicios

Block 1: Overview – historical overview, legislation
- Chair: Pascal Annerfelt, Hugo Sinzheimer Institut, Frankfurt am Main

1.1.Historical Overview of Discrimination in Employment law
- Silvia Borelli, Labour Law Associate Professor of University of Ferrara, Italy

1.2.Current legislation on anti-discrimination and best practice examples in European and national labour law on EU level
- Tomas Bagdanskis, Attorney-at-Law, Lithuania
- Sharon Dillon-Lyons, Barrister at Law, Ireland

This session provides an overview of anti-discrimination law in employment at European and national levels. It covers key EU directives, case law, equal pay, reasonable accommodation and enforcement mechanisms, with a focus on current legal protections and workplace practices. Current challenges and opportunities for strengthening equality and non-discrimination will also be discussed.

11:00-11:30 Break

11:30-13:00 Chair: Tamar Gabisonia, lawyer, Georgia

Block 2: Litigation and jurisprudence on different fields of discrimination – first part
- Petr Polák, Senior Legal Adviser, Office of the Public Defender of Rights, Czech Republic

2.1. Gender Discrimination & Equal Pay
- Dr. Rüdiger Helm, lawyer, Munich, Germany

2.2. Ethnic Origin & Migration
- Eddie Omar Rosenberg Khawaja, Attorney at Law, Denmark

This session examines European and national case law on discrimination based on gender, ethnic origin, migration status, disability and chronic illness. It addresses equal treatment in employment, including equal pay, access to employment, reasonable accommodation and career progression, as well as evidentiary challenges, remedies and the role of strategic litigation in combating workplace discrimination.

SCHEDULE

13:00-14:30 Lunch

14:30-16:00 **Block 3: Litigation and jurisprudence on different fields of discrimination – second part**

- Chair: Jeffrey Vogt, President of the International Lawyers Assisting Workers Network

3.1. Age Discrimination

- Macarena Martínez Miranda, Judge, National Court of Catalonia, Spain

3.2. Religious Discrimination in the Workplace

- Imane El Morabet, Legal Advisor, UNIA, Belgium

3.3. Algorithmic & Structural Discrimination, AI

- Ignasi Beltran de Heredia Ruiz, Open University of Catalonia (UOC), Dean of the Faculty of Law and Political Sciencea, Catalonia/Spain

This session examines emerging and contested forms of workplace discrimination, including age, sexual orientation, gender identity, religion and trade union membership, as well as challenges posed by AI, algorithmic management and structural discrimination. It explores how anti-discrimination law is adapting to new technologies and changing workplaces.

16:00-16:30 Break

16:30-18:00 **Block 4 Collective agreements and collective action to Tackle Discrimination in Employment**

- Isabel Eder, head of the department for law and diversity, DGB
- Prof. Johanna Wenkebach, legal head of IGM, Frankfurt, Germany

This session explores how collective bargaining, trade union representation and collective labour action can address workplace discrimination and structural inequalities. Drawing on international and national standards and practical examples, it examines effective legal and policy tools for promoting equality, inclusion and decent work.

17:30-18:00 Conference Wrap-Up

18:00 End of the conference

ORGANISERS & REGISTRATION

CO-ORGANISERS & SUPPORTERS

- CCOO Servicios
- CCOO Catalunya
- Deutscher Gewerkschaftsbund, DGB
- ELDH European Association of lawyers for Democracy and Human Rights
- ELW-Network of Lawyers for workers
- European Trade Union Confederation, ETUC
- ILAW International Lawyers Assisting Workers Network
- HSI Hugo-Sinzheimer-Institute (Hans-Böckler-Stiftung)
- VDJ Vereinigung Demokratischer Jurist:innen

REGISTRATION FEES

- 120 EURO For lawyers and others who need a participation certificate after the conference:
- 80 EURO For all others (lawyers, judges)
- 50 EURO Low Income reduced fee (for students, trainee lawyers, lawyers/trade union legal secretaries in their first two years of practice, and those who have left the profession (retirees and pensioners with no additional earned income)

Timely registration and payment of the registration fee are required.

REGISTRATION LINK

Please register now via the following link

REGISTER NOW

On Saturday, **6 March 2027, 10.00 – 13.00**, conference participants will have the opportunity to attend an informal get-together, during which

- they can exchange views on the conference
- raise points that could not be addressed during the conference
- develop proposals for future ELW Network events
- networks with other colleagues
- and assign tasks for the ELW Network's future work.

Following this meeting, those who wish to do so can have lunch at a nearby tapas bar.

After lunch, colleagues from the CCOO will organise a historical city tour lasting approximately two hours for those interested.

Those interested can sign up for the three events on a questionnaire which will be distributed to all conference participants.