



Draft Programme: European Labour Law Conference 2027

Labour law strategies against current forms of discrimination

5 March 2027, Barcelona, CCOO

Languages with simultaneous interpretation: Spanish, English, German (French, provided there is sufficient interest)

Duration: 09:00 – 18:30

08:30 – 09:00 Registration

09:00 – 11:00

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

Block 1: Overview – historical overview, legislation

- 1.1. Current legislation on anti-discrimination and best practice examples in European and national labour law on EU level
- 1.2. Historical Overview of Discrimination in Employment law

This session will provide an overview of the evolution of anti-discrimination protections in employment and the current legal framework at European and national levels. Participants will examine key EU directives, relevant case law, and examples of national legislation and policies addressing workplace discrimination. The session will briefly explore the historical development of anti-discrimination law and the emergence of international labour and human rights standards, while focusing on contemporary legal protections, enforcement mechanisms, equal pay, reasonable accommodation, and best practices for promoting equality in the workplace. Participants will also discuss current challenges and opportunities for strengthening anti-discrimination protections.

11:00 – 11:30 Break

11:30 – 13:00

Block 2: Litigation and jurisprudence on different fields of discrimination – first part

- 2.1. Gender Discrimination & Equal Pay
- 2.2. Ethnic Origin & Migration
- 2.3. Disability & Chronic Illness

This session will examine key European and national jurisprudence on discrimination based on gender, ethnic origin and migration status, as well as disability and chronic illness. Participants will explore legal standards governing equal treatment in employment, including equal pay, access to employment, reasonable accommodation, career progression, and protection from discriminatory practices. Through the analysis of landmark cases and practical examples, the session will discuss evidentiary challenges, burden of proof, available remedies, and the role of strategic litigation in advancing workplace equality and combating systemic discrimination.

13:00 – 14:30 Lunch

14:30-16:00

Block 3: Litigation and jurisprudence on different fields of discrimination – second part

- 3.1. Age Discrimination
- 3.2. Religious Discrimination in the Workplace
- 3.3. Discrimination based on Trade Union membership and activities
- 3.4. Sexual Orientation & Gender Identity
- 3.5. Algorithmic & Structural Discrimination, AI

Building on the previous session, this block will focus on both emerging and frequently litigated forms of workplace discrimination. Participants will examine legal developments concerning age, sexual orientation, gender identity, religion, and trade union membership, as well as the growing challenges posed by artificial intelligence, algorithmic management, and structural discrimination. The session will explore how anti-discrimination law is adapting to evolving labour markets, new technologies, and changing workplace realities, while identifying effective legal and policy responses to ensure equal treatment and the protection of fundamental rights at work.

16:00 – 16:30 Coffee break

16:00 – 16:30 Break

16:30- 18:00

Block 4 Collective agreements and collective action to Tackle Discrimination in Employment

Collective agreement and collective labour action are powerful tools for addressing workplace discrimination and promoting equality, dignity, and decent work. While individual complaints remain important, many forms of discrimination are systemic and require collective solutions. Through collective bargaining, trade union representation, social dialogue, workplace campaigns, strategic litigation, and collective complaints, workers and their representatives can play a key role in tackling structural inequalities.

This session will examine how collective labour action, including collective bargaining and agreements can be used to prevent, identify, and remedy discrimination in employment. Drawing on international and national labour standards, comparative practices, and practical examples, participants will explore effective legal and policy tools, exchange experiences, and identify ways to strengthen collective labour rights as a means of advancing workplace equality and inclusion.

18:00 – 18:30 Conference Wrap-Up

Co-organisers and supporters

- Comisiones Obreras, CC.OO
- Deutscher Gewerkschaftsbund, DGB
- ELDH/(ELW-Network of Lawyers for workers
- European Trade Union Confederation, ETUC
- ILAW
- HSI Hugo Sinzheimer Institute / Hans-Böckler-Stiftung
- VDJ Vereinigung Demokratischer Jurist:innen

Registration

Timely registration and payment of the registration fee are required.

Please order your registration form via registration@elw-network.eu