

**Labour Law**  
**and**  
**Forms of Manifestation of Religious Convictions**

*Programme schedule*

Friday 20<sup>th</sup> September 2019

**9.00**

**Opening session**

**Welcome:**

- Prof. Paolo Andrei  
Dean of Parma University
- Prof. Giovanni Bonilini  
Director of Department of Law, Politics and International Studies - University of Parma

**Chair:**

- José Antonio Fernandez Aviles  
Professor of Labour Law - University of Granada

**Speakers:**

- Antonio Ojeda Avilès - ***The collective negotiation of reasonable accommodation of the religious acts in the company***  
Professor of Labour Law - International University of Andalucía
- Enrico Gagnoli - ***Divine pretensions and human law. Work, the social marginality of religion and protection of freedom.***  
Professor of Labour Law - University of Parma

**11.00 – 11,15**

**Coffee break**

**First session: presentation of the Papers**

- ***The fair balance of fundamental rights in the The European Court of Justice decisions in the matter of religious freedom and the impact of the principle of “proportionality”***  
Stefania Scarponi – *University of Trento*
- ***The Impact of Religious Freedom in the Labor and Social Security Framework in Spain***  
Inmaculada Marín Alonso - *Universidad de Sevilla*

Carmen Solís Prieto - *Universidad de Extremadura*

- ***Sexual Orientation and Work in Organisations with Religion or Belief-based Ethos***

Marco Peruzzi – *University of Verona*

Anna Zilli – *University of Udine*

- ***An overview about some religious convictions with impact in the employment relationships***

Susana Catarina Sousa Machado - *Polytechnic Institute of Porto. ESTG / CIICESI*

- ***“Discrimination on another ground”: when religious liberty and sexual orientation collide***

Giuseppe Antonio Recchia - *University of Bari*

- ***Companies’ policies of neutrality and the principle of non-discrimination.***

Cinzia Carta - *University of Bologna*

**13.30 – 15.00**

**Lunch Buffet**

**Chair:**

- Valeria Fili  
Professor of Labour Law - *University of Udine*

**Speakers:**

- Alberto Pizzoferrato  
Professor of Labour Law - *University of Bologna*
- Antonello Olivieri  
Professor of Labour Law - *University of Foggia*

**Ore 16,30**

**Second session: presentation of the Papers**

- ***Religious freedom and professional sports: the case of NBA players observing Ramadan Fast***

Marco Biasi - *University of Milano*

Alessandro Negri - *University of Milano*

- ***Relaciones laborales y religión en la empresa: ¿qué lugar para la gestión de los riesgos psicosociales?***  
Luis Ángel Triguero Martínez – *University of Granada*
- ***The Principle of Laicism in the Employment Relationship from the Perspective of national and European Jurisprudence***  
Caterina Mazzanti - *University of Udine*  
Gianluca Picco - *University of Udine*
- ***A critical assessment of the CgUE case law on the manifestation of religious convictions at the workplace***  
Pierluigi Digennaro - *University of Bari*
- ***Inclusive safety as a trait d'union between freedom of religion and work and health safety obligations***  
Caterina Timellini – *Lawyer in Modena*
  
- Working time and religious beliefs: a matter of reasonableness.***  
Matteo Corsalini - *University of Siena*
- ***Religious freedom today, between new needs (and urgencies) and the multidimensional nature of protection.***  
Laura Torsello – *Polytechnic University of Marche*

**18,45**

**Debate**

## Saturday 21<sup>st</sup> September 2019

9.00  
Opening

### Chair:

- Enrico Gragnoli  
Professor of Labour Law – University of Parma

### Speakers:

- Elizabeta Kitanovic  
Human Rights Executive Secretary of the Conference of European Churches
- Luciano Genovesi - **Religious creed and law: two worlds apart?**  
Episcopal Chancellor and Judicial Vicar – Diocese of Parma
- Cristophe Vigneau,  
University Paris 1, Pantheon - Sorbonne

10.30 – 10,45  
Coffee break

### Third session: presentation of the Papers

- ***Religious freedom and the right to rest days on religious festivals (of others)***  
Barbara De Mozzi - *University of Padova*
- ***The principle of equality and non discrimination on grounds of religious convictions: reflections based on case law samples***  
Milena S. Rouxinol - *Catholic University of Portugal*
- ***Accommodating Religion and Belief in Russian Labour Law: Silent Consent or Unspoken Tabu***  
Fatima Nogaylieva - *St. Petersburg State University*
- ***Religious belief versus health and safety at work: Labour Law as a Guarantor of Respect for fundamental rights***  
Stefano Maria Corso - *University of Urbino*
- ***Working time and religious beliefs: a matter of reasonableness.***  
Nicolò Rossi – *Catholic University of Sacred Heart of Milano*

***The freedom of religion in the workplace in the latest case law of the Court of Justice of the European Union: the Cresco Investiga-tion case and religious holidays.***

Giulia Cassano - *University of Milano*

- ***The principle of laicism as a neutral approach and the possible indirect religious discriminations in the employment relationship***

*Claudia Carchio – University of Udine*

*Elisabetta Sartor - University of Padova*