Labour Law and
Forms of Manifestation of Religious Convictions

Programme schedule

Friday 20th 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:
- Josè 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 Andalucia
- Enrico Gragnoli - 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 Filì
  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*
Saturday 21st 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