

**Monday 19<sup>th</sup> and Tuesday 20<sup>th</sup> March 2018**  
**Lyon, France**

# **Conference**

## **Religion at Work – International and European Perspectives**



**Maison Internationale des Langues et des Cultures (MILC)**  
**Amphithéâtre**  
**35 rue Raulin**  
**69007 Lyon, France**



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## Presentation

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If the issue of religion at work is not a new one, it is becoming a growing concern in the world of work where the employers have to cope with various demands of their employees and where the employees wish to reconcile religious and professional practices. In France, for more than 6 years, the judicial debates focused on the Baby Loup case. These disputes have gone beyond the classic purpose of interpreting labor law rules by specialized lawyers to become a central societal issue. These debates reveal a reconfiguration of relations between the State, citizens and religion. This reconfiguration is neither completed nor stabilized, it is underway in France as elsewhere. The answer given by the Plenary Assembly of the Court of Cassation on June 25, 2014 in the Baby Loup case has not dried up the litigation which has been brought before the European jurisdictions. The judgments of the Court of Justice of the European Union, on 17 March 2017, redefine the legal approach of the issue.

This reconfiguration in France can not be isolated from the changes that are underway in other countries, particularly in Europe. The conference will bring together different national experiences. In addition to the French case, German, American, Belgian, Canadian, Spanish, Italian, Dutch, Hungarian, Portuguese, Romanian, Swedish and Turkish experiences will be presented, compared and discussed. The conference will also be an opportunity to question the reconciliation of the different European approaches to the issue of religion at work (of the European Court of Human Rights and the Court of Justice of the European Union) and the practices of companies.

## Scientific coordination

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Sylvaine Laulom, Professor at University Lumière Lyon 2, CERCRID (UMR 5137)

## Registration

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Free but compulsory registration

Thank you for returning the registration form **before March 15th, 2018** to Odile Brasier:  
[odile.brasier@univ-lyon2.fr](mailto:odile.brasier@univ-lyon2.fr)

Eligible days for continuing education of lawyers (3 half-days)

## Contact

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Odile Brasier  
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University Lumière Lyon 2  
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# PROGRAMME

## ■ MONDAY, 19 MARCH 2018 (AFTERNOON)

**13.30 - Registration**

**14.00 / 14.15 - Official Opening and Welcome**

Nathalie Dompnier, President University Lumière Lyon 2

Nicolas Jouan, Labour Inspector, Project Manager at INTEFP

Sylvaine Laulom, University Lumière Lyon 2, CERCRID (UMR 5137)

### I - National Experiments

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Chair: Sylvaine Laulom, University Lumière Lyon 2, CERCRID (UMR 5137)

- **Religion at Work – the Belgium Experience**  
Fabienne Kéfer, University of Liège
- **The French Consequences of the ECJ cases of 17 March 2017**  
Florence Fouvet, University Lumière Lyon 2

**General Discussion**

**15.45 / 16.15 - Coffee break**

#### **First Round Table on National Perspectives**

Moderator: Françoise Champeaux, Semaine Sociale Lamy

Participants: Tamás Gyulavári, Pázmány Péter Catholic University, Budapest, Hungary; José María Miranda Boto, University of Santiago de Compostela, Spain; Nicola Gundt, University of Maastricht, The Netherlands; Teresa Coelho Moreira, University of Minho, Portugal

**18.15 - End of first half-day**

## ■ TUESDAY, 20 MARCH 2018

**9.00**

### II - National Experiences

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Chair: Piera Loi, University of Cagliari, Italy

- **Occupational Requirements within Churches or Religious Organisations in Germany**  
Judith Brockmann, University of Hamburg
- **Religion at Work: the Canadian Experience**  
Martin Dumas, Laval University

**General Discussion**

**10.00 / 10.30 - Coffee break**

## Second Round Table on National Perspectives

Moderator: Tamás Gyulavári, Pázmány Péter Catholic University, Budapest

Participants: Jenny Julén Votinius, University of Lund, Sweden; Felicia Rosioru, Babes-Bolyai University, Cluj-Napoca, Romania; Kübra Doğan Yenisey, University of Istanbul Bilgi, Turkey; Sonia Fernández Sánchez, University of Cagliari, Italy

### Comparative Perspectives: Reasonableness and Proportionality

Piera Loi, University of Cagliari

12.30 / 14.00 - Lunch

## III - European Perspectives

Chair: Emmanuelle Mazuyer, CNRS/University Lumière Lyon 2, CERCRIID (UMR 5137)

### Religion at Work: Towards a Dialogue of European Judges

Jérôme Porta, University of Bordeaux

### Discrimination and Reasonable Accommodation: a Comparative Approach

Marie Mercat-Bruns, CNAM/LISE-CNRS and Sciences Po Law School

### General Discussion

15.30 / 16.00 - Coffee break

## Third Round Table - The Neutrality Clauses: Crossed Looks on Companies Practices

Moderators: Djaouida Séhili, University Lumière Lyon 2, Centre Max Weber (UMR 5283)

Participants: Jérôme Corniquet, Assistant Director, Labour Division, Departmental Unity (Bouche du Rhône), DIRECCTE PACA; Hilème Kombila, Lawyer, Specialist of International and Comparative non Discrimination Law; Nadia Hamadache, Executive Manager of the consulting firm "Concept RSE"; Emmanuel Maillet, Director of Social Relations, Adecco Groupe France

18h - End of works

## Itinerary

### Recommended by public transport

- From Part-Dieu station:  
tramway T1 towards Debourg  
stop at Quai Claude Bernard
- From Perrache station:  
tramway T1 towards IUT Feyssine  
stop at Quai Claude Bernard

