

About Religare

Religare, "Religious Diversity and Secular Models in Europe: Innovative Approaches to Law and Policy," is a 3 year EU 7th Framework Program (2010-2013). This project addresses the challenges of religious pluralism in contemporary Europe. It starts from the idea of equality and the ways in which it is challenged by the increasing diversity of religions and other convictions that are transforming Europe into a new type of entity. The focus is on ten target countries: Belgium, Bulgaria, Denmark, France, Germany, Italy, the Netherlands, Spain, Turkey, and the United Kingdom. For more information on Religare, see www.religareproject.eu

REGISTRATION

You can register for this Symposium at www.pvthemis.be

The event will take place at the Law Faculty. Places are limited. The entrance fee of 40 euro covers materials, coffee breaks and lunch

If you need travel, hotel or other information, please contact Katayoun Alidadi at katayoun.alidadi@law.kuleuven.be

How has the stance of the European Court of Human Rights on religious freedom in the workplace evolved? How should we assess the hands-off approach by the European court in this area, exemplified by the broad margin of appreciation for states? How does a plaintiff convince the Court that he really is of a particular faith requiring him to observe certain (non-Christian) religious holidays? How do various EU member states and Turkey compare when it comes to the right of public school teachers to wear their religious dress? Considering the high rates of unemployment amongst religious minorities, how should we evaluate the level of accommodation given in the workplace? Since religious liberty also has a negative aspect, what is the right of employees not to be confronted with religious manifestation by the state in the workplace? What is the effect of a perceived proliferation and diversification of (Christian and non-Christian) faith-based companies across the EU? To what extent has the American "Faith at Work" movement affected the European work landscape?...

Organized by:

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RELIGIOUS DIVERSITY & THE EUROPEAN WORKPLACE



INTERNATIONAL SYMPOSIUM

13 JANUARY 2011

KULEUVEN, BELGIUM



Socio-economic
Sciences and Humanities



RELIGION & WORKPLACE

As a potentially powerful element of identity, religion makes its way into the amalgam of European workplaces. In recent years, employees have claimed accommodation of their religious beliefs and practices before the national courts and the European Court of Human Rights. Muslim workers have requested time-off to observe the Islamic Sugar-Feast, pious Catholics have sought to wear visible crucifixes with their uniforms, and job seekers have sought to retain state unemployment benefits after refusing positions that contradict with their religious obligations. The issue of public school teachers wearing an Islamic headscarf remains controversial in various states.

Divergent judicial decisions have been reached across Europe, with case law affecting the public perception of religious conflicts in the context of labour relations. Because religious claims potentially conflict with other rights and interests in the workplace, a delicate balance must be stricken between a multitude of factors, perspectives and values. But what can we learn from the experiences in other countries and from comparative analyses?

This symposium, organized at the Law Faculty of the Catholic University of Leuven under the umbrella of FP7 Religare, brings together a number of junior and senior scholars. With a view of adding to the debate concerning the proper scope of religious liberty in the workplace, various questions will be addressed.

PROGRAMME

Thursday 13 January 2011

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| 8.30-9.00 | Coffee and registration |
| 9.00-9.10 <i>Welcome address</i> | Marie-Claire Foblets , Catholic University of Leuven, Project Coordinator Religare |
| 9.10-9.40 <i>Keynote address</i> | Lucy Vickers , Oxford Brookes University <i>"Religious Diversity in the European Workplace"</i> Chair: Marie-Claire Foblets, Catholic University of Leuven |
| 9.40-11.00 <i>European Components of the Religion & Workplace Debate</i> | Kristin Henrard , Erasmus University Rotterdam <i>"A Critical Appraisal of the Extended State Discretion in Church-state Matters under the Case Law of the ECtHR"</i> Saïla Ouald-Chaib , Ghent University <i>"Religious Accommodation in the Workplace: Improving the Legal Reasoning of the ECtHR"</i> Koen Lemmens and Werner De Saeger , Catholic University of Leuven, Harvard University and Cambridge University <i>"Believe me... I am religious. The Burden of Proof in 'Law and Religion'"</i> |
| 11.00-11.20 | Coffee Break Chair: Prakash Shah, Queen Mary University of London |
| 11.20-12.45 <i>Comparative Perspectives</i> | Hana van Ooijen , University of Utrecht <i>"Public School Teachers Displaying Religious Symbols: The Cases of France, the Netherlands and England"</i> Katayoun Alidadi , Catholic University of Leuven <i>"Muslim Women Made Redundant: Belgian and Dutch jurisprudence on Workplace Dress in Employment and Unemployment"</i> Gabrielle Caceres , Free University of Brussels <i>"Reasonable Accommodation as a Tool to Manage Religious Diversity in the Workplace: What about the "transposability" of an American concept into the French Secular Context?"</i> Hans-Martien ten Napel , University of Leiden <i>"A Right Not To Be Offended? In Search of the Limits of the Government's Ability to Display Religious Symbols in the Public Workplace"</i> |

12.45- 13.15
Morning synthesis

Julie Ringelheim, Catholic University of Louvain
"European and Comparative Perspectives on Employment and Religion"

13.15-14.15

Lunch

Chair: Stefan Sottiaux, Catholic University of Leuven

14.15-16.00
Religion and Neutrality in various work settings: Case Studies

Mine Yildirim, Åbo Akademi
"Accommodation of Religious Practices in Public Work Places- the Approach of the Turkish Judiciary"

Rossella Bottoni, Catholic University Piacenza
"The Islamic Headscarf in the Workplace: the Case of Turkey"

Rim-Sarah Alouane, Toulouse I-Capitole University
"The Practice of Religion in the Workplace in France: in Search of an Unfound Balance"

Jogchum Vrieling, Catholic University of Leuven
"Speech, Religion, Discrimination, and the Workplace"

Efrat Tzadik, Catholic University of Leuven
"Jewish Women in the Belgian Workplace- An Anthropological Perspective"

16.00-16.15

Coffee Break

Chair: Rik Torfs, Catholic University of Leuven

16.15-17.30
Capita Selecta: Developments and Perspectives on Faith-based Organizations

Yves Stox, Ernst & Young Brussels
"Identity and Discrimination. 'Expressive employers' under EU and Belgian employment law"

Louis-Léon Christians, Catholic University of Louvain
"Diversification of religious-ethos companies in the light of religious, ethical and managerial pluralism"

Amandine Barb, Sciences Po Paris/CERI
"Perspective from Across the Atlantic: The 'Faith at Work' Movement in the United States, A New Management Model for Religious Diversity in the Workplace?"

17.30-18.00
Closing Session

Titia Loenen
"Accommodation of Religion and Sex Equality in the Workplace under the EU Equality Directives: a Double Bind for the European Court of Justice"