


 **Faculté de droit**
de sciences politiques et de gestion
Université de Strasbourg

Laboratoire
Droit, religion,
entreprise et société | DRES
de l'Université de Strasbourg
et du 



Making European Society | MAKErS

The **Interdisciplinary thematic institutes**
of the **University of Strasbourg** &   **Inserm**
funded under the **Excellence Initiative** program 

EWLL 2025

EQUAL TREATMENT OF PERSONS WITH DISABILITIES IN EMPLOYMENT

A European perspective



University of Strasbourg

March 25-28, 2025

Participants - Students

Germany

Sophie Franz
Vanessa Karich
Iris Schwarz
Clara-Marie Weiger

Netherlands

Imme Verschuren
Anna Ruizendaal
Alexander Lanson
Tobias de Vries

Poland

Martyna Kotleszka
Iga Jabłonowska
Katarzyna Sobolewska
Marta Reysner

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Esra Ates
Helena Sandahl
Olle Andersson Gunnarsson
Märta Lundberg

United Kingdom

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Ayse Kaya
Sandra Zinkeviciute
Ammar Mohamedali

France

Done Kalkandelen
Chela Binda
Anais Robert
Ninog Derouet-Le Bouter

Participants - Teachers

Germany

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Netherlands

Miriam Kullmann
Frans Pennings

Poland

Jakub Golas
Michal Skapski

Sweden

Carlson Laura
Petra Herzfeld-Olsson

United Kingdom

Pascale Lorber
Rodgers Lisa

France

Benjamin Dabosville
Nicolas Moizard



Programme

Tuesday, March 25

19.00 Snaking for arriving participants: Le coin des Kneckes 34 rue de la Course

Wednesday, March 26

08.45-12.15 Presentation of national reports –

Misha Auditorium, 5, allée du Général Rouvillois, ground floor

Topic: Equal Treatment of Persons with Disabilities in Employment

08.45 Room open for participants

09.00 Welcome Address by

Prof. Jeanne-Marie Tuffery-Andrieu, Dean of the Faculty

Prof Mélanie Schmitt, Head of the research Unit UMR 7354 DRES

Prof. Nicolas Moizard, Professor

09.15 Presentation of the British national report and discussion

09.45 Presentation of Dutch national report and discussion

10.15 Coffee break

10.45 Presentation of French national report and discussion

11.15 Presentation of German national report and discussion

12.00 Lunch at the restaurant “le 32”, 32 Boulevard de la Victoire, top floor

13.30-14.30 Presentation of national reports - Faculty of law, Place d'Athènes, fifth floor, room "Weill"

Topic: Equal Treatment of Persons with Disabilities in Employment

13.30 Presentation of Polish national report and discussion

14.00 Presentation of Swedish national report and discussion

14.45. Coffee break (*Misha*)

15.00-17.00 Transnational group discussions (*Misha working rooms*)

Teachers: room Afrique (115)

Group 1: room Asie (215)

Group 2: room Océanie (140)

Group 3: room Antarctique (239)

Group 4: room Amériques (265)

17.45 official reception: Mairie de Strasbourg, 8, Rue Brûlée (Tram station Broglie)

20.00 Dinner with all participants: Brasserie Meteor - 10 rue du 22 novembre

Thursday, March 27

09.00-12.00 Transnational group discussions (*Misha working rooms*)

Teachers: room « salle de la vitrine » - ground floor, near the library

NB: for teachers only: 9.30/ Coordination & scientific discussion meeting

Group 1: room Asie (215)

Group 2: room Océanie (140)

Group 3: room Antarctique (239)

Group 4: room Amériques (265)

10.15 Coffee beak

10.30 Transnational group discussions (same rooms)

12.00 Lunch at the restaurant “le 32”, 32 Boulevard de la Victoire, top floor

13.30-16.00 Transnational group discussions (*Misha working rooms*)

Teachers: room Afrique (115)

Group 1: room Asie (215)

Group 2: room 051 Misha library

Group 3: room Antarctique (239)

Group 4: room Amériques (265)

14.45: coffee break

15.00: Transnational group discussions (same rooms)

17.00-18.30 city walking Tour. Starting Office de Tourisme de Strasbourg, 17 place de la Cathédrale

19.00 Dinner for teachers: Brasserie Au Dauphin - 13 Place de la Cathédrale

Free evening for students

Friday, March 28

08:45 - 12:00 Presentation of reports by working groups (*Alex Weill Room, Faculty of Law*)
Chair: Madame Isabelle BURGET, General Manager, Batorama

08.45 Room open for participants

09.10 presentation by working group 1 and discussion

10.40 presentation by working group 2 and discussion

10.10 coffee break – Faculty of Law, First floor

10.30 presentation by working group 3 and discussion

11.00 presentation by working group 4 and discussion

11.30 End of seminar - Lunch

12:30 PM: Departure



Topics

Group 1: General Framework and Definitions

- * How do different national legal systems define disability in employment law, and how do these definitions align with international and EU standards and case law? Is there also attention for persons with chronic illnesses?
- * What are the key legal sources (constitutions, legislation, case law) regulating non-discrimination in employment for persons with disabilities across different jurisdictions?
- * Where are the real issues in your countries concerning persons with disability (major instruments, involvement of social partners?)

Group 2: Equal Treatment

- * How do national laws address equal treatment in different stages of employment (recruitment, working conditions, dismissal) for persons with disabilities?
- * What legal barriers exist to employment for persons with disabilities in various jurisdictions, and how have courts addressed these issues through case law?
- * What employer obligations are imposed by national laws to ensure non-discrimination in hiring, workplace conditions, and termination of employment?

You will work on specific obligations relating to individual contracts (e.g., additional paid vacation, obligation to invite applicants to a job interview, specific rules regarding dismissal).

Group 3: Obligations of Employers and Positive Action Measures

* How do national legal frameworks define and enforce employer obligations regarding reasonable accommodation for workers with disabilities?

* What positive action measures (such as quotas, incentives, and best practices) exist across different legal systems to promote the employment of persons with disabilities?

You will focus on positive measures and reasonable accommodations in a broader sense . You will look at the underlying concept, procedures, and how they are implemented in practice.

Group 4: Workers' Representation, Social Dialogue, Remedies, Procedures, and Sanctions

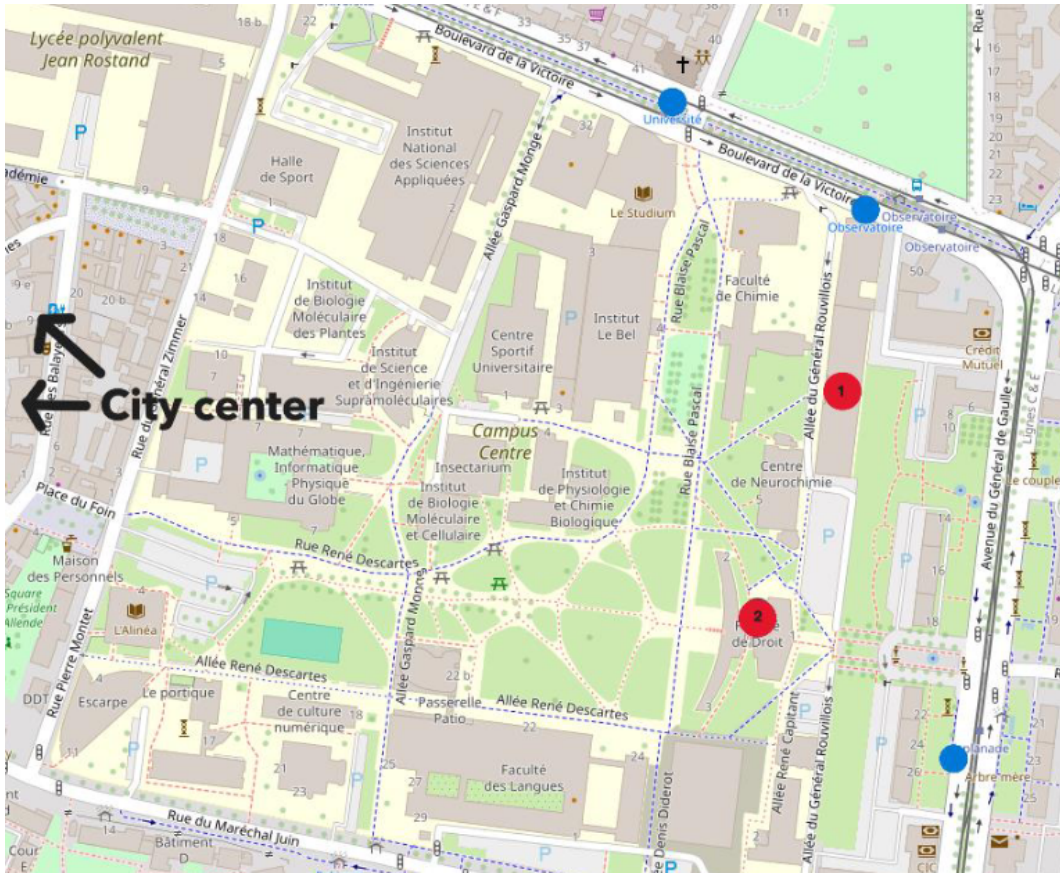
* What role do workers' representatives and social dialogue play in promoting workplace inclusion for persons with disabilities in different legal systems?

* What legal remedies, judicial and non-judicial procedures, and external support mechanisms (e.g., trade unions, NGOs) are available across jurisdictions to address discrimination in employment?



Palais Universitaire – Place de l'Université – free entrance

Maps



1.Misha - 2. Faculty of Law - Tram stations



Faculty of Law



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