



**BERKELEY CENTER ON COMPARATIVE EQUALITY  
& ANTI-DISCRIMINATION LAW  
10th ANNUAL CONFERENCE 2023**

Utrecht University

**Equality Law in Context: Illuminating Intersections in Search for Global Justice  
28-30 June 2023**

**Programme Parallel Panels**

<b>Wednesday June 28<sup>th</sup> - Parallel Session 1 - 13:30 – 15:00</b>			
<b>Themes</b>	<b>Speakers</b>	<b>Moderator</b>	<b>Location</b>
<b>Equality Law</b>	<b>Colm O’Cinneide</b> <i>The End(s) of Inequality</i>	<b>Judy Walsh</b>	Janskerkhof 2-3 room 110
	<b>Konrad Turnbull</b> <i>Single, but Ready to (Collectively) Mingle? Structural Struggles in an Individual-Oriented Complaint System</i>		
	<b>Ekaterina Yahyaoui</b> <i>From equality to difference: a philosophical proposal for new directions in equality law and practice</i>		
<b>Gender Equality</b>	<b>Femke de Kievit &amp; Wendy Schrama</b> <i>Elderly care: an urgent case for gender equality</i>	<b>Susanne Burri</b>	Janskerkhof 2-3 room 109
	<b>Katarzyna Sękowska-Kozłowska &amp; Katarzyna Ważyńska-Finck</b> <i>At the Intersection of Gender and Age: Girls in the Practice of the CEDAW Committee and the Committee on the Rights of the Child</i>		
	<b>Caroline Joelle Nwabueze</b> <i>The impact of judiciary actions in the suppression of female-based legal discriminations in Nigeria</i>		

<b>LGBTQI rights</b>	<b>Lucas Ramon Mendos</b> <i>Beyond "Sexual Orientation": Towards Comprehensive Legal Protections for the entire LGBTI Community</i>	<b>Ruth Mestre</b>	Janskerkhof 2 – 3 room 111
	<b>Pieter Cannoot</b> <i>Combating structural discrimination of trans and non-binary people: alternatives to indirect discrimination</i>		
	<b>Liam Elphick &amp; Aidan Ricciardo</b> <i>Under My Umbrella: Allyship and Advocacy From Within the LGBTIQ+ Community</i>		
<b>AI and discrimination</b>	<b>Alberto Coddou Mc Manus</b> <i>The challenges of addressing algorithmic discrimination in Latin America</i>	<b>Raphaële Xenidis</b>	Janskerkhof 2 – 3 room 116
	<b>Pratiksha Ashok</b> <i>Algorithmic Discrimination towards Users on Digital Platforms: A Comparative Study of the European Union and India</i>		
	<b>Natalie Sheard</b> <i>AI-based Hiring Systems: The Impact on Equality Rights in Australia</i>		
	<b>Fabian Lütz</b> <i>Learning from Competition Law: Towards cross-pollination and more effective enforcement of equality law in the age of algorithms</i>		
<b>Courts and jurisprudence</b>	<b>Cathérine van de Graaf &amp; Yannick Schoog</b> <i>Let's Follow the ECtHR Down Its Slippery Slope: (Im)mutability and Choice in Grounds of Discrimination</i>	<b>Isabelle Rorive</b>	Janskerkhof 2-3 room 117
	<b>Inessa Sakhno</b> <i>European Court of Human Rights and systemic discrimination: journey in search of consistency</i>		
	<b>Šárka Dušková</b> <i>Grounding reasonable accommodation under the European Convention on Human Rights: open gates but lenient review</i>		

<b>Sexual harassment and violence</b>	<b>Zuzana Andreska</b> <i>Combating gender-based violence at universities: the case of Charles University</i>	<b>Elena Ghidoni</b>	Janskerkhof 2-3 room 118
	<b>Danai Nikolakopoulou</b> <i>Perspectives on workplace sexual harassment in the EU and the ILO</i>		
	<b>Roni Rosenberg</b> <i>Revenge Porn and Gender Inequality</i>		
<b>COVID</b>	<b>Stéfanie André, Mara Yerkes, &amp; Chantal Remery</b> <i>What does the corona pandemic teach us about gendered divisions in childcare?</i>	<b>Linda Senden</b>	Janskerkhof 2-3 Room 013
	<b>Jordy Meekes &amp; Wolter Hassink</b> <i>Essential work and emergency childcare: identifying gender differences in COVID-19 effects on labour demand and supply</i>		
	<b>Panos Kapotas</b> <i>What do we owe one another? Equality obligations, autonomy and compulsory vaccination</i>		
	<b>Julian Hettihewa</b> <i>Young people, youth &amp; COVID-19: Exploring the Hidden Age of Inequality</i>		

<b>Wednesday June 28<sup>th</sup> – Parallel Session 2 – 15:30 – 17:00</b>			
<b>Themes</b>	<b>Speakers</b>	<b>Moderator</b>	<b>Location</b>
<b>Structural inequality</b>	<b>Geraldine van Bueren</b> (on-line) <i>Intersectionality, Discrimination and the Missed Global Opportunity of Preventing Intersectional Class Discrimination.</i>	<b>Colm O’Cinneide</b>	Janskerkhof 2 – 3, room 109
	<b>Rana Kuseyri</b> <i>Weeding out the vulnerable from Dutch neighbourhoods: the Rotterdamswet and discriminatory access to housing</i>		
	<b>Chancee Franklin Minor</b>		

	<i>The Intersectionality of Race, Class, and Property Rights in the Development of US Antidiscrimination Law in Housing</i>		
<b>Gender Equality</b>	<b>Ewoud Abspoel, Babette Pouwels, Chantal Remery &amp; Joop Schippers</b> <i>Representation of women in boards of Dutch companies: compliance with and impact of Dutch legislation</i>	<b>Meghan Campbell</b>	Janskerkhof 2 – 3, room 111
	<b>Elena Ghidoni</b> <i>Conceptualizing stereotypes in antidiscrimination law: insights from feminism and intersectionality</i>		
	<b>Jana Kvasnicová</b> <i>Sexy or sexist? Assessing sexist advertising from the perspective of equality and morality</i>		
<b>Inequalities and Employment</b>	<b>Julie Ringelheim, Olivier Struelens &amp; Jogchum Vrielink</b> <i>What influences the outcome of employment discrimination litigation? A statistical analysis of Belgian Case-Law</i>	<b>Marzia Barbera</b>	Janskerkhof 2 – 3 room 110
	<b>Sarah Knoops</b> <i>Remedying wage discrimination: the enforcement of anti-discrimination laws in occupational pension schemes (EU)</i>		
	<b>Alex Patrick</b> <i>Pay inequality and the limiting effect of the business case</i>		
	<b>Lu Wenting</b> <i>An Empirical Study of Impact Litigation of LGBT Equal Employment Rights in China</i>		
<b>Digital Equality</b>	<b>Barbara Giovanna Bello</b> <i>Tackling Online Hate Speech and Discrimination from a European Perspective: Potentials and Challenges of the Inter-legal Approach to Law in the Current Internet Governance</i>	<b>Fabian Lütz</b>	Janskerkhof 2-3 Room 013
	<b>Eliana Zatschler</b>		

	<p><i>Bridging the pay gap in a digital women's world: pay transparency in platform work</i></p> <p><b>Kyriaki Topidi</b> <i>Mapping Intersectionality for Ethno-Cultural Minorities Online: Concepts, Policies and Implications</i></p> <p><b>Tanya Krupiy</b> <i>A new test for a new context: protecting individuals from discrimination when organisations employ artificial intelligence decision-making processes</i></p>		
<b>Courts and jurisprudence</b>	<p><b>Tilen Štajnpihler Božič</b> <i>An uneasy gender (im)balance: Discussing gender equality in the judiciary</i></p> <p><b>Ivo Gruev</b> <i>Gender Backlash: Targeting Equality through Constitutional Adjudication in Central and Eastern Europe</i></p> <p><b>Beth Gaze</b> <i>The costs of enforcing rights: rules about awarding costs in discrimination claims</i></p>	<b>Panos Kapotas</b>	Janskerkhof 2-3 room 116
<b>LGBTQI rights</b>	<p><b>Lenka Kříčková</b> <i>The Role of the European Courts in Cross-Border Recognition of Same-Sex Families in Czechia</i></p> <p><b>Russell Robinson</b> <i>Intersecting LGBTQ Identities and Religious Freedom</i></p> <p><b>Marjolein van den Brink &amp; Ruth Mestre</b> <i>Gender identity in daily university life</i></p>	<b>Lucas Ramon Mendos</b>	Janskerkhof 2-3 room 117
<b>Equality and Criminal Law</b>	<p><b>Türkan Ertuna Lagrand</b> <i>Developments in International Criminal Law and Refugee Law Putting Gender Discrimination at the Core of Persecution</i></p> <p><b>Wendy Pena Gonzalez</b> <i>The proportionality principle: towards a fairer criminal law</i></p>	<b>Lorena Sosa</b>	Janskerkhof 2-3 room 118

	<p><b>Holning Lau</b> <i>Decriminalizing Same-Sex Sexual Activity: Jurisprudence from the Global South</i></p>		
	<p><b>Danielle Jefferis</b> <i>Carceral Deference</i></p>		

<b>Thursday 29<sup>th</sup> June – Parallel Session 3 – 09:30 – 11:00</b>			
<b>Themes</b>	<b>Speakers</b>	<b>Moderator</b>	<b>Location</b>
<b>Intersectional Discrimination</b>	<p><b>Amy Locklear</b> <i>Indigeneity, Gender and Collective Rights: The History of a New Approach to Intersectionality at the CEDAW Committee</i></p>	<b>Dolores Morondo</b>	Janskerkhof 2-3 room 111
	<p><b>Titia Loenen</b> <i>Intersectionality in European equality law: looking for inspiration at South African constitutional jurisprudence</i></p>		
	<p><b>Nozizwe Dube</b> <i>Alternative approaches to comparators as a gateway to illuminating intersectional discrimination: a comparative study of EU and South African non-discrimination and equality case law</i></p>		
<b>Gender equality</b>	<p><b>Tsubasa Shinohara</b> <i>The Gender Equality in Esports Through the Lens of the Convention on the Elimination on All Forms of Discrimination Against Women</i></p>	<b>Franka van Hoof</b>	Janskerkhof 2 – 3, room 109
	<p><b>Claudia Cantone</b> (on-line) <i>Reverse discrimination: are men protected from gender discrimination under the European Convention of Human Rights?</i></p>		
	<p><b>Ivana Isailovic</b> <i>Balanced, Precarious, Essential: women’s disposable bodies and social reproduction in EU law</i></p>		
<b>LGBTQI Rights</b>	<b>Cristiano d’Orsi</b> (on-line)		

	<p><i>LGBTIQ communities in Africa: historically fragile rights for vulnerable people made even more vulnerable by the pandemic</i></p> <p><b>Paul W.H. Cheuk, Kwan-Yuen Iu</b> <i>Judicial challenge and children's right in same-sex family: fragmentation and harmonization across Greater China region</i></p> <p><b>Feifei Shen</b> (on-line) <i>Addressing LGBT Employment Discrimination in Mainland China</i></p>	<b>Holning Lau</b>	Janskerkhof 2 – 3, room 110
<b>Racial discrimination</b>	<p><b>Emma Varnagy</b> <i>Does racism translate into anti-discrimination law? The trouble with evidencing structural issues in individual cases</i></p> <p><b>Matthias Möschel &amp; Claire Lops</b> <i>Using the prohibition of discrimination to combat racial profiling by public authorities in France, Germany and at international human rights level</i></p> <p><b>Sara Vancleef</b> <i>Combating systemic racism in employment. The need for a stronger positive action approach in the EU</i></p>	<b>Tina Stavrinaki</b>	Janskerkhof 2 – 3 room 116
<b>Economic inequalities</b>	<p><b>Will McKay, Annika Rosin, Damien Bo &amp; Anne Hewitt</b> <i>A comparative analysis of universities' role as internship regulators in France, Finland and Australia: Is equity a consideration?</i></p> <p><b>Michael Smith</b> <i>Limiting austerity measures through human rights law: the limits of the principle of equality and non-discrimination</i></p> <p><b>Sophie Robin-Olivier</b> <i>The role of "poverty" (or "socioeconomic disadvantage"), as a discriminatory ground, in the context of climate change reforms</i></p>	<b>Barbara Havelkova</b>	Janskerkhof 2-3 room 117

	<b>Beth Goldblatt</b> <i>Adapting equally to climate change – gender equality and social and economic rights</i>		
<b>Sexual harassment and violence</b>	<b>Karen O’Connell</b> <i>Gendered workplace violence: a multi-dimensional, intersectional approach</i>	<b>Zuzana Andreska</b>	Janskerkhof 2-3 room 118
	<b>Jennifer Drobac</b> <i>The "Mann Effect": Is the Scientific Evidence Regarding Sexual Harassment/Assault Survivors Consistent with the Law and Legal Remedies?</i>		
	<b>Jaigris Hodson &amp; Andrea Galizia</b> <i>Beyond the Office Walls: Technology-Facilitated Violence and Abuse as an Occupational Health and Safety Issue</i>		
<b>Refugee status/Statelessness</b>	<b>Sára Hungler</b> <i>Destined to Stay – A Case Study of Rome Refugees from Ukraine</i>	<b>Türkan Ertuna Lagrand</b>	Janskerkhof 2-3 Room 013
	<b>Kelley Ann Loper</b> <i>The implications of the right to equality in international human rights law for refugee protection responses</i>		
	<b>Gonca Kuru</b> <i>Statelessness and Gender Discrimination</i>		

<b>Thursday 29<sup>th</sup> of June – Parallel Session 4 – 14:30 – 16:00</b>			
<b>Themes</b>	<b>Speakers</b>	<b>Moderator</b>	<b>Location</b>
<b>Gender equality</b>	<b>Marjolein van den Brink &amp; Jet Tigchelaar</b> <i>Sex/gender registration: empowering for whom?</i>	<b>Álvaro Oliviera</b>	Janskerkhof 2 – 3 room 116
	<b>Lídia Balogh</b> <i>What did gender do for women? Considering the potential of gender as a legal concept</i>		
	<b>Naema Tahir</b> <i>Breaking misleading Eurocentric frames on arranged marriage: articulating power inequalities in migrant families by exploring the role of parental authority in arranged marriage</i>		
<b>Social inclusion</b>	<b>E. Prema, D. Binu Sahayam &amp; Andy Cons Matata</b>		



	<p><i>Social Stigma, Discrimination and Neglection State of Manual Scavengers in India: the Present Scenario</i></p> <p><b>Colleen Sheppard</b> <i>Social Inclusion and the Promise of Equality</i></p> <p><b>Refia Kaya</b> (on-line) <i>The Dilemma of Discrimination Grounds: the Case of Turkey</i></p> <p><b>Sujata Gadkar-Wilcox</b> (on-line) <i>Emancipatory Constitutionalism: Reconceptualizing Justice in the Indian Constitution to Empower Marginalized Communities</i></p>	<b>Biljana Kotevska</b>	Janskerkhof 2 – 3, room 109
<b>Gender Pay Gap: Comparative Approaches</b>	<p><b>Katharina Miller</b> <i>Pay inequity: Old problem, new solutions?</i></p> <p><b>Sara Benedí Lahuerta</b> <i>Gender pay transparency: an attempt to systematise national, supra-national and non-governmental approaches</i></p> <p><b>Laura Carlson</b> <i>Dealing with the GPG in Sweden: With or Without the Social Partners?</i></p>	<b>Alex Patrick</b>	Janskerkhof 2-3 room 117
<b>Cross-discipline</b>	<p><b>Aatika Singh</b> (on-line) <i>How Law classicizes Dance: Burden, Bane and Banishment</i></p> <p><b>Alysia Blackham</b> <i>Illuminating Intersections between Equality Law, employment Law and Public Law</i></p> <p><b>Jane Thomson &amp; Ashleigh Keall</b> <i>Discrimination and the private law in Canada: the shameful legacy of Christie v York Corporation, [1940] SCR 139</i></p>	<b>Julie Ringelheim</b>	Janskerkhof 2 – 3, room 110
<b>Territory and inequalities</b>	<p><b>Leonardo Pasqui</b> <i>Equality law and local dimension. The importance of the territorial perspective for gender disparities</i></p> <p><b>Fatima Osman</b> <i>The Traditional and Khoi-San Leadership Act: Entrenching inequality in South Africa's rural areas</i></p> <p><b>Ofra Bloch</b></p>	<b>Jaap de Visser</b>	Janskerkhof 2-3 room 118

	<i>National Priority Regions: Redistribution, Development and Settlement</i>		
	<b>Marie Mercat-Bruns</b> <i>Inclusive cities around the world: using innovative tools to fight racism and discrimination?</i>		
<b>Disability</b>	<b>Felix Welti</b> <i>Sustainable Development Goals and Disability Human Rights</i>	<b>Šárka Dušková</b>	Janskerkhof 2-3 room 111
	<b>Elpitha Spyrou</b> <i>Disability Discrimination in Education</i>		
	<b>Lilit Grigoryan</b> <i>The role of parliaments in promoting, protecting and monitoring the implementation of human rights of disabled persons: Comparative evaluation of western and eastern EU Member States</i>		
<b>Equality law in Australia</b>	<b>Robin Banks, Alysia Blackham, Liam Elphick, Beth Gaze, Anne Hewitt, Simon Rice, Belinda Smith &amp; Alice Taylor</b> <i>Law Reform Through Collective Academic Expertise: Lessons and Reflections in Advancing Equality Law</i>		Janskerkhof 2-3 Room 013

<b>Friday 30<sup>th</sup> of June – Parallel Session 5 – 09:00 – 10:30</b>			
<b>Themes</b>	<b>Speakers</b>	<b>Moderator</b>	<b>Location</b>
<b>Synergies between intersectionality, vulnerability, and stereotyping</b>	<b>Charly Derave &amp; Isabelle Rorive</b> <i>Polemic around chosen (non-)mixity. Thinking about these forms of 'safe spaces' in law</i> <b>Hania Ouhnaoui</b> <i>Categorisation, intersectionality and migrant women</i> <b>Raphaële Xenidis</b> <i>Theorising the heuristic synergies between intersectionality, vulnerability and anti-stereotyping</i>	<b>Emmanuelle Bribosia</b>	Janskerkhof 2-3 room 111
<b>Gender equality</b>	<b>Spyridoula Katsoni</b> <i>Towards a Feminist Interpretation of the 'Right to Abortion' in the Jurisprudence of the ECHR</i> <b>Devran Gülel</b> (on-line)	<b>Karen Vandekerckhove</b>	Janskerkhof 2-3, room 110

	<p><i>'I Want To Break Free!': A Study on Women Who Seek Freedom from Religion and the Islamic Veil in Turkey</i></p> <p><b>Sophia Ayada</b> <i>He Fights like a Man - Advocating for and Mobilising EU Gender Equality Laws to Advance Men's Rights</i></p>		
<b>Agency, autonomy and self-determination</b>	<p><b>Laura Weiss</b> <i>Challenging ideas on vulnerable groups: the benefits of supporting autonomy of vulnerable people</i></p> <p><b>Charlotte Mol &amp; Fiore Schuthof</b> <i>Justified inequality? The decision-making rights of children and adults with declining cognitive abilities</i></p>	<b>Felix Welti</b>	Janskerkhof 2-3 room 117
<b>Structural Discrimination</b>	<p><b>Cathi Albertyn</b> <i>Economic, or structural? Addressing socio-economic inequalities via Equality Law: Lessons from South Africa</i></p> <p><b>Judy Walsh</b> <i>Disentangling structural, systemic, and institutional discrimination</i></p> <p><b>Dolores Morondo Taramundi</b> <i>Structural discrimination and the instability of antidiscrimination law</i></p> <p><b>Barbara Havelková</b> <i>Is there a difference between equality and discrimination law and does it matter?</i></p>	<b>Alexandra Timmer</b>	Janskerkhof 2-3 room 118
<b>Health and disability</b>	<p><b>Pablo Marshall</b> <i>Assisting and supporting the vote of people with mental disabilities: experience from Latin American reforms</i></p> <p><b>Lucy-Ann Buckley</b> <i>Disability harassment and intersectionality in Irish law</i></p>	<b>Tanya Krupiy</b>	Janskerkhof 2-3 Room 116

<b>Sexual harassment and violence (online panel)</b>	<i>Failings and Progress on documenting and academic writing on sexual harassment and violence in Africa: Country Perspectives</i> <b>Victoria Lihiru</b> <b>Carol Ngang</b> <b>Ebenezer Durojaye</b> <b>Mariam Koroma</b> <b>Wycliffe Nyachoti</b>	<b>Yondela Ndema</b>	Janskerkhof 2 – 3, room 109
<b>Migration</b>	<b>Jordan Dez</b> <i>Political Rights of Migrants Under Human Rights Law: Challenging a de facto exemption from equality</i>	<b>Kelley Ann Loper</b>	Janskerkhof 2-3 room 013
<b>Giulia Cristiano</b> <i>May third country nationals aspire to equal mobility rights in the EU?</i>			
<b>Tatiana-Maria Cernicova-Dragomir</b> <i>The (Un)equal Treatment of Migrants in Europe</i>			

*For those speakers who were not able to attend the conference, we have assembled their pre-recorded presentations on the website of the Berkeley Centre on Comparative Equality & Anti-Discrimination Law, to be found [here](#).*