

**PROGRAMME**  
**«Health, sickness and discrimination in the workplace »**  
**On-going training – Type B**

**Auditorium of Centro de Estudos Judiciários, Largo do Limoeiro, Lisboa**  
**23 - 24 April 2014**

<b>Schedule</b>	<b>23 April</b>
9:30	<p>Opening session</p> <ul style="list-style-type: none"> <li>• António Pedro Barbas Homem, CEJ Director</li> <li>• Representative of the Labour Platform (<i>TBD</i>)</li> <li>• Mafalda Troncho, Director of ILO-Lisbon</li> </ul>
10:15	<p>Framework of ILO's activity in fighting discrimination and presentation of the ILO Code of Practice and Training Manual on HIV/AIDS – Guidelines for Labour Judges and Magistrates</p> <ul style="list-style-type: none"> <li>• International ILO expert (<i>TBD</i>)</li> </ul>
10:45	<p>International instruments relevant to the fight against discrimination by sickness in the workplace: national law applicability, with special attention on ILO Recommendation (Nº 200) concerning HIV and AIDS and the world of work, 2010</p> <ul style="list-style-type: none"> <li>• Cristina Rodrigues, Unit Coordinator of the Commission of Appeal of the Unemployment Benefit (<i>Instituto de Emprego e Formação Profissional</i>)</li> </ul>
11:15	<p>National overview of HIV and AIDS epidemic</p> <ul style="list-style-type: none"> <li>• António Diniz, Director of the National Programme for HIV/AIDS infection</li> </ul>
11:30	<b>BREAK</b>
12:00	<p>Presentation and discussion of discrimination cases against people living with or affected by HIV/AIDS</p> <ul style="list-style-type: none"> <li>• International ILO expert (<i>TBD</i>), based on the ILO Code of Practice and Training Manual on HIV/AIDS – Guidelines for Labour Judges and Magistrates</li> </ul>
12:40	<ul style="list-style-type: none"> <li>• Representative of the Labour Platform (<i>TBD</i>)</li> </ul> <p><i>Debate</i></p>
13:00-14:00	<b>LUNCH</b>
14:30	<p>Workers' discrimination on grounds of disease and disability – European and national perspective</p> <ul style="list-style-type: none"> <li>• Teresa Coelho Moreira, Professor, Law School of University of Minho</li> </ul>
15:00	<p>The Labour Code – medical examinations, privacy and confidentiality</p> <ul style="list-style-type: none"> <li>• Joana Vasconcelos, Professor, Faculty of Law, Portuguese Catholic University</li> </ul>
15:00-15:30	<p>The burden of proof in discrimination cases</p> <ul style="list-style-type: none"> <li>• Paulo Morgado de Carvalho, Senior Public Prosecutor</li> </ul>
15:50	<b>BREAK</b>
16:20	<p>Discrimination at work based on gender – case study</p> <ul style="list-style-type: none"> <li>• Sandra Ribeiro, President of the Commission for the Equality at Work and Employment (CITE)</li> </ul>
17:10	<i>Debate</i>

Schedule	24 April
10:00	Health and safety at work: general principles <ul style="list-style-type: none"> <li data-bbox="443 383 1326 412">• Pedro Braz, Inspector General, Authority for Labour Conditions (ACT)</li> </ul>
10:30	The importance of occupational medicine <ul style="list-style-type: none"> <li data-bbox="443 456 1107 486">• Massano Cardoso, Professor, University of Coimbra</li> </ul>
11:00	Accidents at work and occupational diseases – their true dimension <ul style="list-style-type: none"> <li data-bbox="443 530 1370 560">• Laura Saraiva, Deputy Inspector General, Authority for Labour Conditions</li> </ul>
11:30	<b>BREAK</b>
12:00   12:30	The role of social partners in the prevention and promotion of health and safety at work <ul style="list-style-type: none"> <li data-bbox="443 678 1355 741">• Representatives from several trade unions and trade associations (CAP, CCP, CIP, CTP, CGTP and UGT)</li> </ul> <p data-bbox="395 786 483 815"><i>Debate</i></p>
13:00	<b>END OF WORKS</b>