

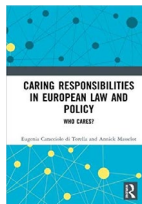
**Monographs**

[Reconciling Work and Family Life in EU Law and Policy](#),  
(Palgrave Macmillan, 2010) pp. 200, with A. Masselot



It ‘provides a very detailed and informative analysis about the role and effect of EU legislation and directives in the development of work life reconciliation policies across the EU Member states. It contains references to the relevant policy documents and court cases and is to be recommended, given the importance of the supranational level in this policy area!’ (T. Haux, *Journal of European Social Policy* 21, 2011).

The book offers an ‘innovative conceptual framework’, is ‘a valuable addition to the canon’ (D. Hawes, *Journal of Contemporary European Studies* 20, 2012).



[Caring Responsibilities in European Law and Policy: Who Cares?](#),  
(Routledge, 2020) pp 198, with A. Masselot

‘This important book provides a timely and significant contribution to the debate around the legal response to caring (...); an invaluable set of concrete proposals to put a holistic approach to caring relationships at the heart of the response of EU law (...); (and) offers a provocative picture of how law can play its part in prioritising the valuing and nurturing of caring relationships as a key societal goal’. (Forward to the book, J. Herring University of Oxford).

**Special Issue**

- *A Special Issue on Work/Life Balance, Editorial* (2015) 3 *Journal of Social Welfare and Family Law* (guest editor)

**Peer-reviewed journal articles**

- ‘La directive de 2019 sur l'équilibre entre vie professionnelle et vie privée : une nouvelle étape franchie’ (2020) 3 *Revue de Droit Comparé du Travail et de la Sécurité Sociale* 8-19
- ‘Here we go again: the Court, the value of care and traditional roles within the family’ (2020) 57 *Common Market Law Review* 1–12
- ‘An emerging right to care in the EU: a “New Start to Support Work-Life Balance for Parents and Carers”’ (2017) 18 *ERA Forum* 187-198 - quoted in EU Parliament Briefing on ‘[A New Directive on Work-Life Balance](#)’, February 2018

- 'Shaping and Re-Shaping the Caring Relationship in European Law: a EU Catalogue of Rights for Carers?' (2016) 28 *Child and Family Law Quarterly* 261-279
- 'Men in the Work/Family Reconciliation Discourse: the Swallows that did not Make a Summer?' (2015) 3 *Journal of Social Welfare and Family Law*
- 'Surrogacy, Pregnancy and Maternity Rights: a Missed Opportunity for a More Coherent Regime of Parental Rights in the EU?' (2015) 40 *European Law Review* 52-69 (with P. Foubert)
- 'Brave New Fathers for a Brave New World? Fathers as Caregivers in an Evolving European Union', (2014) 20 *European Law Journal* 88-106
- 'No Sex Please: We're Insurers', (2013) 38 *European Law Review* 638-654
- 'Gender Equality after *Test Achats*', (2012) 13 *ERA Forum* 59-69
- 'On Lies and Statistics: the Relationship between Gender Equality and Insurance', (2011) 12 *ERA Forum* 59-70
- 'New Labour New Dads – the Impact of Family Friendly Legislation on Fathers', (2007) 36 *The Industrial Law Journal* 318-328
- 'The Principle of Equality, the Goods and Services Directive and Insurance: a Conceptual Approach' (2006) 13 *The Maastricht Journal of European and Comparative Law* 339-350
- 'The Goods and Services Directive: Limitations and Opportunities' (2005) 13 *Feminist Legal Studies* 337-347
- 'Under Construction: EU Family Law' (2004) 29 *European Law Review* 32-51 (with A. Masselot)
- 'The Changing Shape of the "European Family" and Fundamental Rights' (2002) 27 *European Law Review* 80-90 (with E. Reid)
- 'The Family Friendly Workplace - the EC Position', (2001) 17 *International Journal of Comparative Labour Law* 325-344
- 'The ECJ Case Law on Issues Related to Pregnancy and Maternity: an Attempt of Classification' (2001) 26 *European Law Review* 239-260 (with A. Masselot)
- 'Childcare, Employment and Equality in the EC: First (False) Steps of the Court' (2000) 25 *European Law Review* 310-316
- 'Recent Developments in Pregnancy and Maternity Rights' (1999) 28 *Industrial Law Journal* 276-282
- 'Pregnancy, Maternity and Dismissals: a Clarification?' (1999) 21 *Journal of Social Welfare and Family Law* 81-88
- 'Thibault: "in Context": Exiting the Maze?' (1998) 27 *Industrial Law Journal* 373-377
- 'Maternity and Equal Treatment' (1998) 23 *European Law Review* 165-170

### Book Chapters

- 'The Unintended Consequences of Brexit: the Case of Work-Life Balance' in Dustin, Ferreira, Millns (eds) *Gender and Queer Perspectives on Brexit* (Hart Publishing 2019), 61-91
- 'The Principle of Gender Mainstreaming. Possibilities and Challenges' in *The EU and the Proliferation of Integration Principles under the Lisbon Treaty*, Ippolito, Bartoloni, Condanzi (eds.) (Routledge 2018), 45-54
- 'Rewriting of Case C-363/12, *Z v Government Department and the Board of Management of Community School*' in Stalford, Gilmore, Hollingsworth (eds.) *The Children's Rights Judgment Project*, (Hart Publishing 2017), 114-124
- 'Articolo 25: I Diritti degli Anziani' (Article 25: The Rights of the Elderly) in *La Carta dei diritti fondamentali dell'Unione Europea*, Mastroianni, Pollicino, Allegrezza, Pappalardo, Razzolini (eds.) (Giuffrè 2017), 488-498

- 'La Conciliazione della vita Professionale e Familiare nel Diritto Europeo: Problematiche e Opportunità' (Reconciliation of Work and Professional and Family Life in EU Law: Challenges and Opportunities), in Urso (ed), *Uguaglianza Lavoro e Diritti: dalle Misure di Tutela alle Pari Opportunità* (Libellula 2016)
- 'Is there a Fundamental Right to Reconciling Work and Family Life in the EU?', in Busby, and James (eds.) *Families, Care-Giving and Paid Work: Challenging Labour Law in the 21<sup>st</sup> Century*, (Edward Elgar 2011), 66-73
- 'The Future of EU Gender Equality', in *EU Law for the 21st Century: Rethinking the New Legal Order*, Tridimas, Nebbia, (eds.) (Hart Publishing 2004), 333-347 (with A. Masselot, University of Leeds)
- 'A Critical Assessment of the EC Legislation Aiming at Reconciling Work and Family Life: Lessons from the Scandinavian Model', in *Legal Regulation of the Employment Relation*, Collins, Davies, Rideout (eds.) (Hart Publishing, 2000), 441-457
- 'A Place for Maternity in the European Union', in *Legal Feminisms: Theory and Practice*, McGlynn (ed.), (Dartmouth, 1998), 179-196 (re-printed in paperback in Routledge Revivals 2020)

#### Research related publications

- 'Article 8 RESC: The rights of Employed Women to Protection of Maternity' (pp. 310-313) and 'ILO Convention 156: Workers with Family Responsibilities Convention, 1981 (N.156)' (pp. 1145-1152) in *Commentary on International and European Labour Law* Ales, Bell, Deinert, Robin-Olivier (eds.) (Nomos 2018)
- 'Maternity Rights for Intended Mothers? Surrogacy Puts the EU Legal Framework to the Test' (with P. Foubert) (2014-2) *European Gender Equality Review* 5-11
- Work and Family Life Balance in EU Law and Policy 40 Years on: Still Balancing, Still Struggling (with A. Masselot) (2013-2) *European Gender Equality Review* 6-14
- Several Entries to the New Oxford Companion of Law in both EU and Employment Law (OUP 2008)
- Entry on 'Family Law' to the *International Encyclopaedia of Social Policy*, Fitzpatrick, Manning, Pascall, Midgely, Kwon (eds.) (Routledge 2006)

#### Consultancies and research reports - published (income generating research)

- (2018) [Gender Equality and the Collaborative Economy](#) (with B. McLellan, S.Burri) Report to the EU Commission. The executive summary of the report is translated in German and French
- (2017) [Gender Equal Access to Goods and Services Directive 2004/113/EC](#) (with H. Werner) – report to the European Parliament (research paper with B.McLellan)
- (2014) National expert (UK) in the project *Le divorce en Europe* (COMPRES) by the Centre de recherches critiques sur le droit (CERCRID), University Jean Monnet in Saint-Etienne and by the Bureau d'économie théorique et appliquée (BETA, University of Lorraine)
- (2012) [Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood. The application of EU and national law in practice in 33 European countries](#) (with A. Masselot, S. Burri) Report to the EU Commission. The executive summary of the report is translated in German and French; the findings were presented, inter alia, at
  - BBC Radio Leicester, 8th July 2013
  - *Pregnancy, Maternity and Parental Rights in Europe: the real cost of social reproduction*, Work and Family Research Network (WFRN), New York, USA (with A. Masselot, University of Canterbury, NZ), 19-21 June 2014,

- *Findings of the report Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood*, Oslo Region European Office, Brussels, 7 March 2014
- (2012) National expert (England and Wales) ERA project in cooperation with, and on behalf of, the European Commission for the development of training modules in the area of judicial cooperation in civil matters (<https://www.era.int/cgi-bin/cms?SID=499ba86eba001772595b4fcbff7d86a513c4ea0a00224834063920&sprache=en&bereich=artikel&aktion=detail&idartikel=123241>)
- (2009-) Regular contributions to the European Commissions funded PROGRESS programme on EC Law on Equal Treatment between Women and Men in Practice (<http://ec.europa.eu/progress>) (see below for details of the contributions)
- (2004) National expert (UK) in the project *Critical Review of Academic Literature Relating to the EU Directives to Combat Discrimination*, EC Commission, Directorate for Employment and Social Affairs
- (2004) National expert (Italy) Draft Country Report in *Equal Pay, Career Progression and the Socio-Legal Valuation of Care* project presented to the EU Commission, DG Employment and Social Affairs' (ca. 13.000 words)

### Book reviews

- C.McGlynn, *Families and the European Union: Law Politics and Pluralism*, CUP (2006) 19 *European Journal of International Law*, 456-457
- J. Shaw (ed.), *Social Law and Policy in an evolving European Union*, (Hart, 2000), (2001) 23(3) *Journal of Social welfare and Family Law*, 373-375
- J. Snell, *Goods and Services in EC Law – A Study of the Relationship between the Freedoms*, (Oxford, 2002), (2003) *Journal of International Commercial Law*,
- P. Foubert, *The Legal Protection of the Pregnant Worker in the European Community* (2003) 25(2) *Journal of Social Welfare and Family Law*, 309-311
- S. O'Leary, *Employment Law at the European Court of Justice - Judicial Structures, Policies and Process Who Cares?* (Hart, 2003) 28(5) *European Law Review*, 754-756
- *Equality: a New Framework – Report of the Independent Review of the Enforcement of UK Anti-Discrimination Legislation* by B. Hepple, M. Coussey and T. Choudhury, (Hart, 2000), 20 *Journal of Social Welfare and Family Law* 117-118.
- E. Ellis, *EC Sex Equality 2<sup>nd</sup> ed.* OUP, (1999) 21(3) *Journal of Social Welfare and Family Law* 295-297

### PAPERS

#### Invited papers to specialists' seminars

2021

- College of Europe (Bruges) Invited to the Panel of Experts at the event [Women in Health: it's time to care!](#), 11 March 2021

2020

- *Mainstreaming Gender Equality in Law Schools*, Gender Mainstreaming Law School Curricula, Council of Europe, 7 December 2020
- *Tecniche e valori della conciliazione vita e lavoro nella Direttiva 2019/1158*, Dal Congedo Parentale all'Equilibrio tra Attività Professionale e Vita Familiare per i Genitori e i Prestatori di Assistenza', Roma 20 gennaio 2020

2019

- *Work Life Balance: Brexit and Beyond*, Academy of European Law, Trier, 2-3 December 2019

2018

- Eurofund (Brussels) Invited to the Panel of Experts at the event: [A Modern Agenda for Work Life Balance](#) 16 October 2018  
*The Gendered Consequences of the Collective of the Collaborative Economy*, Brussels Global Law Week, 17 May 2018.
- *The proposed Work-Life Balance Directive* EFTA High Level Seminar on European Labour Authority and Work-Life Balance, Brussels 13 March 2018  
<https://www.efta.int/Advisory-Bodies/news/High-level-seminar-European-Labour-Authority-and-Work-Life-Balance-507706>

2017

- *Equal treatment between men and women and the collaborative economy* European Network of Legal Experts in the field of Gender Equality, Brussels, 29 November 2017.
- Discussant, *Rethinking EU Equality Law: Towards a More Coherent and Sustainable Regime – Setting the Scene*, London, Institute for Advanced Legal Studies, 19 May 2017 <https://www.youtube.com/watch?v=4lph8nn6ylo&t=22s>

2015

- *Fathers and the Reconciliation between Work and Family Life: the swallows that did not make a summer?* Academy for European Law, Trier, 11-12 May 2015

2014

- *EU Care Policies, Sex Gender and Europe*, CRonEM Annual Multidisciplinary Conference in collaboration with ESRC International Network “Unintended Gender Consequences of EU Policies”, University of Reading, 3 June-1 July 2014
- *Pregnancy, Maternity and Parental Rights in Europe: the Real Cost of Social Reproduction*, Work and Family Research Network (WFRN), 19-21 June 2014, New York, USA (with Annick Masselot, University of Canterbury, NZ)
- *Equalisation of Gender (Family Roles): the Case of Care*, Academy for European Law, Trier, 2-3 June 2014
- Conclusion of the report *Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood*, Oslo Region European Office, Brussels, March 2014

2013

- *The Test-Achats Decision: a Post-Mortem Analysis of Article 5 Directive 2004/13*, (Seminar for the judiciary) Academy for European Law Krakow, November 2013
- *Balancing Work and Family Life - Recent Decisions of the CJEU* (Seminar for the judiciary), Academy for European Law, Krakow, November 2013
- *An Emergency Framework for EU Family Law?* Conflict of Laws Scholars Forum, University of Leicester, May 2013
- *Panel discussion; Critical Assessment of the Commission’s Proposal on Women in Boardrooms*, Academy for European Law, Trier, April 2013
- *Reconciliation of Work and Family Life 40 years on: Where are we Now?*, Academy for European Law, Trier, April 2013

2012

- *Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood. The application of EU and National Law in Practice in 33 European Countries* presented to the European Network of Legal Experts in the field of Gender Equality, Brussels, November 2012
- *Il Diritto Antidiscriminatorio nell’Unione Europea*, Academy of European Law, Trier, November 2012
- *La Conciliazione della Vita Professionale e Familiare nel Diritto Europeo*, Academy of European Law, Trier, November 2012
- *The Effects of the Test-Achats case on insurance*, Academy of European Law, Trier, May 2012

- *The Evolving role of fathers as caregivers in the EU discourse*, AHRC founded Seminar on *Work/Family Challenges: EU and Comparative Investigations*, The Nuffield Foundations, September 2012 (keynote speaker) (<http://www.reading.ac.uk/fawn/SeminarSeries/FAWN-Seminar-2.aspx>)

2011

- *A Brave New Father for A Brave New World: the Evolution of the Role of Fathers in the EU Policy Discourse*, The European Family: New Challenges to Old Paradigms, European University Institute, Florence, June 2011
- *When a Fundamental Right is Fundamental?*, Academy of European Law, Trier, March 2011

2010

- *Equal Treatment in Access to Goods and Services*, Academy of European Law, Trier, September 2010
- *Maternity Protection and Reconciliation of Family and Work, Tackling Discrimination at Work - From Theory to Practice*, International Labour Organisation, Turin, March 2010

2009

- *Equality and Insurance: a Difficult Combination?*, Annual Conference on European Insurance Law, Academy of European Law, Trier, February 2010
- *Equal Treatment in Access to Goods and Services*, Academy of European Law, Trier, October 2009
- *Insurance and Equality*, Legal Seminar on the Implementation of EU law on Equal opportunities and anti Discrimination, organised by the EC Commission, Employment Social Affairs and Equal Opportunities DG, Bruxelles, October 2009
- *Reconciliation of Private and Professional Responsibilities*, Academy of European Law, Trier, May 2009

2005

- *The Goods and Services Directive*, Equality and Diversity: Current Challenges for EU Anti-Discrimination Law, University of Leicester, May 2005

2004

- *The Article 13 Directive on Sex Equality and the Green Paper on the Future of Equality*, Progressive Implementation: New Developments in European Union Gender Equality Law, Expert Conference, The Hague, November 2004

2003

- *EU Gender Equality: What Next?*, Staff Paper, University of Durham, October 2003
- *Orientamenti Comunitari in Tema di Rapporti Familiari*, Staff Paper, University of Bari, April 2003

2001

- Rapporteur at the conference "Human Rights in Europe", DELI, University of Durham, July 2001 (panel on Human Rights in the EC)

### *Papers presented*

- *Surrogacy and Disability under EU Law*, Berkeley Comparative and Anti-Discrimination Law Study Group Annual Conference, Stockholm University, 17-18 June 2019 (with Petra Foubert)
- *The Tutorial is Dead, Long Live the Tutorial*, 'Discovering Teaching Excellence at Leicester', University of Leicester, 12 June 2019 (with Nicola Jackson)
- *Learning Through Experience: The Mediation Game*, 'Discovering Teaching Excellence at Leicester', 13 June 2018  
<https://leicester.cloud.panopto.eu/Panopto/Pages/Viewer.aspx?id=62c54ed0-7c30-442a-a737-a90b00efcaf6>



- *Gender at the Time of the Collective Economy, Workers in The Modern Economy: Aspect of Flexibility*, Kingstone University, 11 May 2018
- The EU and the Challenge of Eldercare, 'Ageing', Institute of Advanced Legal Studies W. G. Hart Workshop, 22-23 July 2015
- *The Invisible Librarian: Teaching Legal research at the University of Leicester*, HEA Teaching Research Skills to Law Students, London, Institute of Advanced Legal Studies, February 2014 (with D. Watkins, L. Hodson, and J. Haines) ([https://www.youtube.com/watch?v=V\\_dIWj1GdVM](https://www.youtube.com/watch?v=V_dIWj1GdVM))
- Children after Divorce: Why is the Law still Failing Them?, 'Gender, Family Responsibility and Legal Change', Sussex Law School, July 2007
- The New EU Equal Treatment Directive, 'The Future of Gender Equality in EU Law', University of Kent, September 2004
- *The Future of Gender Equality in the EU*, London, Institute of Advanced Legal Studies W. G. Hart Workshop, July 2003 (with A. Masselot)
- *The position of the Family in EU Law*, SLSA conference, University of Nottingham, April 2003 (with A. Masselot)
- When fishing becomes more important than caring for children, University of Leicester, staff seminar, May 2001
- After Maternity and Parental Leave: Family Friendly Working Arrangements - An EC Perspective, Women and the Law: Strategic Thinking for the Millennium, University of Westminster, June 2000
- *A Critical Assessment of the EC Legislation Aiming at Reconciling Work and Family Life: Lessons from the Scandinavian Model*, Legal Regulation of the Employment Relation, London, Institute of Advanced Legal Studies, W. G. Hart Workshop, July 1999
- *EC Social Law and the Reconciliation of Work and Family Life: a Feasible Goal?*, SPTL special session on EU Social Law, University of Oxford, March 1999
- *A Place for Maternity in the European Union*, 'Women and the Law: From Theory to Practice', University of Newcastle, August 1996
- *Towards a Fundamental Right to Pregnancy and Maternity in the European Union?*, 'A World in Transition - Feminist Perspectives on International Relations', University of Lund, May 1996

### **Blogs and media**

- *Will UK working parents lose out after Brexit?*, *The UK in a Changing Europe*, 20 July 2018 <http://ukandeu.ac.uk/will-uk-working-parents-lose-out-after-brexit/?platform=hootsuite>
- *European Court of Justice challenges 'subsidiary' role of men to women in the exercise of parental duties*, *WorkCareShare*, January 2016 (<http://www.workcareshare.com/european-court-justice/>)
- BBC Radio Leicester, 8th July 2013 - discussion on the finding of Report to the EU Commission *Fighting Discrimination on the Grounds of Pregnancy, Maternity and Parenthood. The application of EU and national law in practice in 33 European countries*

### **Additional Information**

I review articles for the *Journal of Welfare and Family Law*, *Child and Family Law Quarterly Law*, *Feminist Legal Studies*, *International Journal of Comparative Labour Law and Industrial Relations*, *European Law Journal*, *European Law Review*, *Australian and New Zealand Journal*

*of European Studies* as well as book proposals for Oxford University Press, Palgrave McMillian, Routledge, , Pearson and Ashgate.  
I was invited to comment on ESRC grant proposals.