

- c. may make it a condition of employment that a member of staff who has left a particular religious community prior to the establishment of the employment relationship rejoin said community, if it does not also require its staff to belong to that religious community?
2. If the first question is answered in the affirmative: What, if any, further requirements apply under Directive 2000/78/EC in light of Article 21 of the Charter in order to justify such a difference of treatment on grounds of religion?

Case C-631/22, Disability Discrimination

J.M.A.R. – v – CaNaNegreta, S.A., reference lodged by the Tribunal Superior de Justicia de las Islas Baleares (Spain) on 7 October 2022

1. Must Article 5 of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation be interpreted, having regard to recitals 16, 17, 20 and 21 of the directive, Articles 21 and 26 of the Charter of Fundamental Rights of the European Union, and Articles 2 and 27 of the United Nations Convention on the Rights of Persons with Disabilities (approved by Council Decision 2010/48/EC of 26 November 2009), as precluding the application of a national rule of law which establishes that a worker's disability (where the worker has been declared to be totally and permanently unable to perform his or her normal occupation, with no prospect of improvement) is automatic grounds for termination of the employment contract, with no prior requirement for the employer to comply with the obligation to make 'reasonable accommodation' as required by Article 5 of the directive in order to enable the individual to remain in employment (or to show that the requirement would impose a disproportionate burden)?
2. Must Article 2(2) and Article 4(1) of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation be interpreted, having regard to recitals 16, 17, 20 and 21 of the directive, Articles 21 and 26 of the Charter of Fundamental Rights of the European Union, and Articles 2 and 27 of the United Nations Convention on the Rights of Persons with Disabilities (approved by Council Decision 2010/48/EC of 26 November 2009), as meaning that the automatic termination on grounds of disability of the employment contract of a worker who has been declared to be totally and permanently unable to perform his or her normal occupation, with no prior requirement for the employer to comply with the obligation to make 'reasonable accommodation' as required by Article 5 of the directive in order to enable the indi-

vidual to remain in employment (or to show that the requirement would impose a disproportionate burden), constitutes direct discrimination, even though a rule of domestic law provides for termination of the contract?

Case C-650/22, Other Forms of Free Movement

Federation Internationale de Football Association (FIFA) – v – BZ, reference lodged by the Cour d'appel de Mons (Belgium) on 17 October 2022

Are Articles 45 and 101 of the Treaty on the Functioning of the European Union to be interpreted as precluding:

- the principle that the player and the club wishing to employ him are jointly and severally liable in respect of the compensation due to the club whose contract with the player has been terminated without just cause, as stipulated in Article 17.2 of the FIFA RSTP, in conjunction with the sporting sanctions provided for in Article 17.4 of those regulations and the financial sanctions provided for in Article 17.1;
- the ability of the association to which the player's former club belongs not to deliver the international transfer certificate required if the player is to be employed by a new club, where there is a dispute between that former club and the player (Article 9.1 of the RSTP and Article 8.2.7 of Annex 3 to the RSTP)?

Case C-673/22, Parental Leave

C.C.C. – v – Tesorería General de la Seguridad Social (TGSS) and Instituto Nacional de la Seguridad Social (INSS), reference lodged by the Juzgado de lo Social n.º 1 de Sevilla (Spain) on 27 October 2022

1. Is the omission by the Spanish legislature from Article 48(2) of the Consolidated Text of the Law on the Workers' Statute (Texto Refundido de la Ley del Estatuto de los Trabajadores) and from Articles 177, 178 and 179 of the Consolidated Text of the General Law on Social Security (Texto Refundido de la Ley General de la Seguridad Social) of provisions requiring an assessment of the specific needs of single-parent families in the area of work-life balance, having implications for the period in which care is provided to a new-born child, as compared with a child born into a two-parent family