

TABLE OF CONTENTS

ABBREVIATIONS	IX
ACKNOWLEDGEMENTS	XI
PREFACE	
<i>Gianni Arrigo</i>	XIII
INTRODUCTION	XVII
CHAPTER 1	
UN treaties on human rights	1
CHAPTER 2	
Selected Universal Legal Provisions Guaranteeing the Right to Equality before the Law and the Right to Non-discrimination	3
2.1 Universal Declaration of Human Rights, 1948, <i>p. 3</i> – 2.2. International Covenant on Civil and Political Rights, 1966, <i>p. 4</i> – 2.3. International Covenant on Economic, Social and Cultural Rights, 1966, <i>p. 5</i> – 2.4. International Convention on the Elimination of All Forms of Racial Discrimination, 1965, <i>p. 6</i> – 2.5. Convention on the Rights of the Child, 1989, <i>p. 7</i> – 2.6. Convention on the Elimination of All Forms of Discrimination against Women, 1979, <i>p. 7</i> – 2.7. Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief, 1981, <i>p. 8</i> – 2.8. Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities, 1992, <i>p. 9</i>	

CHAPTER 3

Selected Regional Legal Provisions Guaranteeing the Right to Equality before the Law and the Right to Non-discrimination

11

3.1. African Charter on Human and Peoples' Rights, 1981, *p. 12* – 3.2. African Charter on the Rights and Welfare of the Child, 1990, *p. 12* – 3.3. American Convention on Human Rights, 1969, *p. 13* – 3.4. Additional Protocol to the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, 1988, *p. 14* – 3.5. Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, 1994, *p. 14* – 3.6. Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities, 1999, *p. 15* – 3.7. The European Convention on Human Rights (ECHR). The European Social Charter, 1961, and the European Social Charter (revised), 1996, *p. 15* – 3.7.1. The prohibition of discrimination under the European Convention on Human Rights, 1950, *p. 18*

CHAPTER 4

ILO and Discrimination at Workplace

21

4.1. Introduction, *p. 21* – 4.2. Non-discrimination and equality of opportunity and treatment in employment and occupation, *p. 24* – 4.3. Definition of discrimination at work, *p. 31* – 4.4. Prohibited bases of discrimination in employment, *p. 34* – A. *Grounds of discrimination referred to in Article 1, paragraph 1 (a), of Convention No. 111, p. 34* – B. *Other grounds of discrimination, p. 36* – 4.5. Measures not deemed to be discrimination, *p. 43* – A. *Inherent requirements of a particular job, p. 43* – B. *Measures affecting an individual suspected of activities prejudicial to the security of the State, p. 45* – C. *Special measures of protection or assistance, p. 46* – 4.6. Burden of proof, *p. 48* – 4.7. Policy issues and interventions, *p. 48* – 4.8. Best practices to eliminate discrimination and promote equality of treatment, *p. 53*

CHAPTER 5

Equality and non-discrimination as values, principles and fundamental rights in the European Union. Recognition of the sources

57

CHAPTER 6

The principle of equality between women and men in primary and secondary law. From no wage discrimination to gender equality

65

6.1. From the beginning to the Nice Treaty, *p.* 65 – 6.2. Equality between women and men and gender equality in the Lisbon Treaty, the Charter of Nice and secondary legislation, *p.* 68

CHAPTER 7

Non-discrimination and equality in the Nice Charter. In particular, the right to marry and to found a family, the prohibition of discrimination, protection of the family and the reconciliation of family and work life

73

CHAPTER 8

Non-discrimination and equality principles as “political” Union. The different areas and degrees of protection. Limits to the extension of anti-discrimination protection to situations not “appointed” in the Treaty and in secondary legislation. Technical and editorial integrative role of the CJEU case law. Principle of equality and anti-discrimination proceedings

77

CHAPTER 9

Discrimination on grounds of nationality and gender. The prohibition of discrimination between part-time and temporary workers, and “comparable” full-time and permanent workers

83

CHAPTER 10

Anti-discrimination legislation in 2000 (Directive 2000/43 and Directive 2000/78). Hierarchy of protection and separation of effective areas

87

CHAPTER 11

Non-discrimination on the basis of race or ethnic origin (Directive 2000/43). Burden of proof. Protection against retaliation. Sanctions. Lack of a victim and / or identification of a complainant: irrelevance

91

CHAPTER 12

Prohibition of discrimination in employment and occupation (Directive 2000/78). The contribution of the CJEU case law on the prohibition of discrimination based on sexual orientation, disability and age

97

CHAPTER 13

Prohibition of discrimination based on religion or belief. The case of the “Islamic veil”

115

CHAPTER 14

The “guilty” omission of the prohibition of discrimination based on Union’s opinions and politics, due to the prohibition of discrimination on reasons of belief

123

BIBLIOGRAPHY

127

LIST OF CASES

131