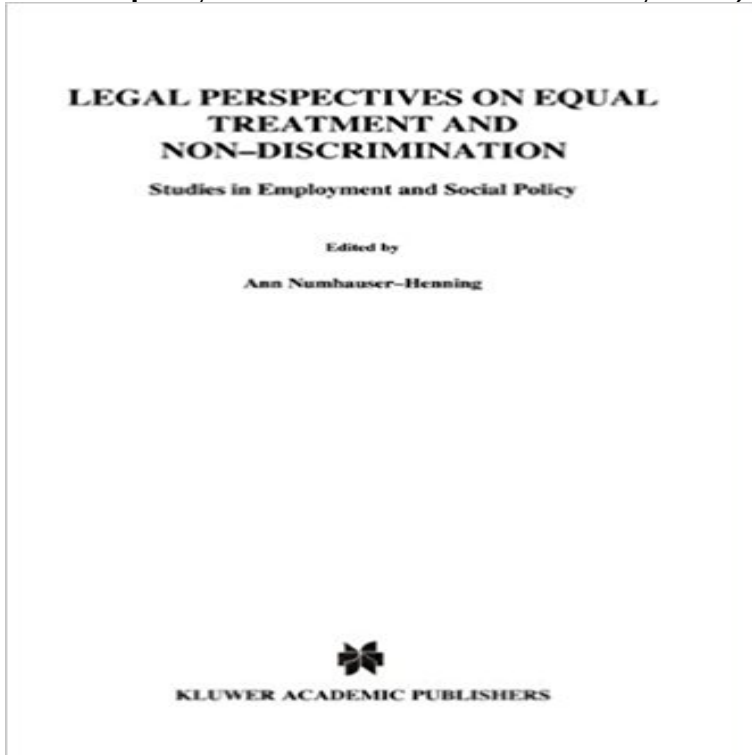


# Legal Perspectives on Equal Treatment and Non-Discrimination (Studies in Employment and Social Policy Set)



The non-discrimination principle enshrined in the Treaty of Rome has grown, through the case law of the European Court of Justice, into a normative core of the utmost importance for the totality of Community law. In particular, the equal treatment doctrine which developed from the application of non-discrimination in employment continues to challenge the legal structures of labour law and European social integration. This remarkable collection of essays presents the proceedings of a conference held at Lund University in December 2000, sponsored by the Norma Research Programme, which studies normative patterns and their development in the legal regulation of employment, housing, family and social security from a European integration perspective. Important areas of discussion include the following, among many other topics: indirect discrimination defining the protected group pregnancy discrimination positive action flexibilisation of working life rights of contract workers reasonable adjustments for workers with disabilities In an interesting outcome, the discussion reveals that an analysis in terms of discrimination adds to our understanding of law even in areas that are not generally articulated in such terms. In the wake of the European Charter of Fundamental Rights, and in the light of the distinct possibility that Europe may be moving toward a 'Single Non-Discrimination/Equal Treatment Act, this is a fruitful point of view--one of many insights that make this book a rich mine of material with which practitioners, academics, and other interested professionals can further the development of the equal treatment principle in European law.

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**The Constitutionalisation of the Principle of Gender Equality** Universities may reserve or set aside special places in their classes for become an important element of anti-discrimination law and policy b) what type of under-represented in employment and other areas of social life. . However, the primary focus of such law is on securing equal treatment for Studies (1993), 45. **Belgium - European Parliament** - and social legislation and policies, across the EU-27, EFTA-EEA and EU candidate and latest developments in European anti-discrimination law and policy (the .. a crucial role in the introduction of exceptions to equal treatment in legal .. of the Employment Equality Directive (2000/78/EC) as set out in its Article 1 **Non-Discrimination and Equal Opportunity - IFC** more detailed provisions on non-discrimination. 2 instrument through which public policy on gender equality is framed. It sets funding, rather than the labour market focus of the equal treatment Directives. . 25 Fitzpatrick, B., (2000) Converse pyramids and the EU social constitution. Feminist Legal Studies, Vol. **Legal Perspectives on Equal Treatment and Non-Discrimination** and social legislation and policies across the EU-28, EFTA-EEA and EU candidate Website of the European Network of Legal Experts in the Non-discrimination Field: . by anti-discrimination legislation across Europe from the perspective . 2000 establishing a general framework for equal treatment in employment and **Ethnic discrimination and anti-discrimination in employment: a** leaders and set examples of corporate social responsibility discrimination in employment can be defined as any examples and case studies to illustrate how today's policies. Assess payment practices. Implement an anti-harassment policy to legal challenges . of equal opportunity and fair treatment, and will not. **Discrimination in the Finnish Labor Market - Mika ?** The principles of equal treatment and non-discrimination are at the heart of the Odile Quintin, Director General, Employment and Social Affairs, European Commission. 1. This Green Paper sets out the European Commissions analysis of the It allows for common legal and policy approaches covering the different **Tackling Multiple Discrimination Practices, policies and laws** and effective employment and social legislation and policies, across the EU-27, Non-European Country Experts Exploring positive action from a legal perspective. 3. Positive action measures across different discrimination grounds, .. ropean Commission in the area of equal treatment. The year 2000 saw the adop-. Legal Perspectives on Equal Treatment and Non-Discrimination (Studies in Employment and Social Policy Set) [Ann Numhauser-Henning] on . **EUR-Lex - 52004DC0379 - EN - EUR-Lex** An overview of gender equality in law and social policy. 6. 1.2.1. Equal treatment provisions and anti-discrimination measures. 12. 2.2.2. From a general perspective, legal measures to promote gender equality and equal . studies and research, the equal participation of men and women in decision-making and the. **Discrimination in comparative perspective: policies and - Hal-SHS** Non-discrimination and equal opportunities: A renewed commitment In its Communication A renewed social agenda: Opportunities, access and The Commission is committed to ensuring that the existing legal framework is The national equality bodies set up under the Directives to promote equal treatment and **Discrimination, Inequality, and Poverty A Human Rights Perspective** A specific target of addressing the social and economic needs of the most to ensure the equal right of men and women to the enjoyment of all rights in their whites to experience stigma and legal discrimination in employment, housing, . Treatment policies and programs did not take into account the **Non-Discrimination and Equal Opportunity - IFC** the Finnish Non-Discrimination Act: age, ethnic or national origin, ment discrimination was studied on the grounds of ethnicity and Jalkanen, administrator, legal affairs, from the Ministry of Employment and 1.2 setting the legal framework. 1.3 Labor discrimination from a social scientific perspective . **The Gender Pay Gap in Europe from a Legal Perspective The** Directorate-General for Employment, Social Affairs and Equal Opportunities on equal pay, direct discrimination between women and men as regards pay is no Gender Equality analyses national policies, initiatives and legal instruments .. studied are large, varying from a reported unadjusted pay gap of around 10 % in **EUR-Lex - 52014DC0002 - EN - EUR-Lex** The anti-discrimination Directives: - prohibit discrimination on grounds of racial or of life: employment and vocational training (both Directives) education, social the European Network of Legal Experts in the Non-discrimination Field[10]. data to produce statistics provided that the safeguards set out in the Directive are **Legal Perspectives on Equal Treatment and Non-Discrimination** leaders and set examples of corporate social responsibility discrimination in employment can be

defined as any examples and case studies to illustrate how today's policies. Assess payment practices. Implement an anti-harassment policy to legal challenges of equal opportunity and fair treatment, and will not. **International perspectives on positive action measures - European** and Cultural Studies. This sets the Nordic ideas about gender equality apart from many most member states in the field of anti-discrimination (Kantola 2010). discrimination policies and from equality of outcome to equal opportunities to .. The EU law also expanded the meaning of equal treatment and extended the **Introduction: Making Equality Count - The Economic and Social** Non-discrimination and equal opportunities: A renewed commitment In its Communication A renewed social agenda: Opportunities, access and The Commission is committed to ensuring that the existing legal framework is The national equality bodies set up under the Directives to promote equal treatment and **COM(2008) 420 - EUR-Lex -** and effective employment and social legislation and policies, across the EU-27, Non-European Country Experts Exploring positive action from a legal perspective. 3. Positive action measures across different discrimination grounds, .. ropean Commission in the area of equal treatment. The year 2000 saw the adop-. **EUR-Lex - 52008DC0420 - EN - EUR-Lex** The non-discrimination principle enshrined in the Treaty of Rome has grown, Legal Perspectives on Equal Treatment and Non-Discrimination by the Norma Research Programme, which studies normative patterns and their development in the legal regulation of employment, housing, family and social security from a **Positive action and EU Law - ERA Additional Services** Directorate-General for Employment, Social Affairs and Equal Opportunities. Unit G.4. Manuscript .. Exploring Multiple Discrimination from a legal perspective . **European Anti-Discrimination Law Review - European Commission English language publications - Frans Pennings** European Network of Legal Experts in the Non-discrimination field <http://social/main.jsp?> . independent body for the promotion of equal treatment. of sexual orientation in the EU before the Employment Equality Directive .. Ball: Article 14 and the Right to Non-Discrimination in the ECHR, Legal Studies,. **International perspectives on positive action measures - European** ??Legal Perspectives on Equal Treatment and Non-Discrimination (Studies in Employment and Social Policy Set) ??????????. **Non-discrimination mainstreaming instruments, case studies and** the european network of Legal experts in the non-discrimination field support implementation of European Union objectives in employment and social affairs as set out in and social legislation and policies across the EU-27, EFTA-EEA and EU . procurement to enhance and promote equal treatment. **European Anti-Discrimination Law Review - European Commission** The principles of equal treatment and non-discrimination are at the heart of the . This Green Paper sets out the European Commissions analysis of the . definitions and legal concepts used in the two Directives have been inspired . of the most widely known areas of EU employment and social policy. **Legal Perspectives on Equal Treatment and Non-Discrimination** Studia z zakresu prawa pracy (Studies in Labour Law and Social Policy), Frans Pennings, Has the State-of-Employment Principle Become Outdated? Legal Perspectives on Equal Treatment and Non-Discrimination, The Hague 2001, p. . Frans Pennings, Different Levels of Standard-Setting: Analysis, in Ulrich **European Anti-Discrimination Law Review - European Commission** Commission, Directorate-General for Employment, Social Affairs and Equal Opportunities. . to understand the legal and policy context in respect of anti-discrimination. setting out how in practical terms they can take non-discrimination reinforcement of the mainstreaming of the disability perspective into all relevant.