

Contents

| | |
|--|-------------|
| <i>Acknowledgements</i> | <i>xii</i> |
| <i>List of abbreviations</i> | <i>xiii</i> |
| <i>Foreword</i> | <i>xiv</i> |
| Introduction | 1 |
| 1. <i>The problem</i> | 2 |
| 2. <i>The aim</i> | 3 |
| 3. <i>The scope</i> | 4 |
| 4. <i>The structure</i> | 5 |
| 5. <i>Conclusion</i> | 7 |
| 1 Equality and the quest for substance | 9 |
| <i>Introduction</i> | 9 |
| 1. <i>Why equality?</i> | 9 |
| 2. <i>Human dignity and personal autonomy</i> | 11 |
| 3. <i>The principle of equality</i> | 14 |
| 4. <i>Equality of what?</i> | 15 |
| i) <i>Enablement vs. achievement</i> | 15 |
| ii) <i>In search of a standard</i> | 17 |
| iii) <i>Equality of opportunity</i> | 21 |
| iv) <i>Freedom from social oppression: prejudice, stereotyping and accommodation</i> | 23 |
| 5. <i>The right to (substantive) equality</i> | 26 |
| 6. <i>Equality and non-discrimination</i> | 28 |
| 7. <i>The 'unconventional' right to equality</i> | 31 |
| i) <i>The moral identity of equality</i> | 31 |
| ii) <i>The role of dignity</i> | 34 |
| iii) <i>The structural value of equality</i> | 36 |
| iv) <i>The comparative nature of equality</i> | 38 |
| 8. <i>Conclusion</i> | 39 |

| | | |
|----------|--|------------|
| 2 | Substantive equality in the European Court of Human Rights | 50 |
| | <i>Introduction</i> | 50 |
| | 1. <i>The nature of the Convention</i> | 50 |
| | 2. <i>The role of the Court</i> | 52 |
| | 3. <i>The text of Article 14: reflections on the traditional approach</i> | 53 |
| | 4. <i>Article 8 + 14: the beginning of substance</i> | 57 |
| | 5. <i>Twisting the ambit</i> | 60 |
| | i) <i>Emphasis on the ground</i> | 60 |
| | ii) <i>The integrated approach and the widening of opportunity</i> | 64 |
| | 6. <i>Dissecting justifications</i> | 67 |
| | i) <i>Addressing prejudice and stereotyping: motives under the magnifying glass</i> | 67 |
| | ii) <i>Addressing prejudice and stereotyping: systemic examination of the discrimination claim</i> | 69 |
| | 7. <i>Positive obligations</i> | 72 |
| | i) <i>Benefit for one – benefit for all</i> | 73 |
| | ii) <i>Duty to change the law following a finding of a violation</i> | 74 |
| | iii) <i>Dawn of a new era: duty to accommodate difference and foster social inclusion</i> | 75 |
| | iv) <i>Duty to investigate</i> | 82 |
| | 8. <i>Protocol 12</i> | 83 |
| | 9. <i>Conclusion</i> | 84 |
| 3 | Substantive equality in the European Court of Justice | 101 |
| | <i>Introduction</i> | 101 |
| | A. <i>From market unifier to substantive right</i> | 102 |
| | 1. <i>Introduction</i> | 102 |
| | 2. <i>The nature of the EU</i> | 102 |
| | 3. <i>Substantive equality in the marketplace</i> | 104 |
| | 4. <i>The judge-made constitution: human rights, equality and market integration</i> | 107 |
| | 5. <i>Nationality discrimination: from equal worker to equal citizen</i> | 110 |
| | 6. <i>Sex discrimination: from equal pay to equal dignity</i> | 112 |
| | B. <i>Implementing substantive equality</i> | 119 |
| | 1. <i>Introduction</i> | 119 |
| | 2. <i>Substantive equality and positive action</i> | 119 |
| | i) <i>Positive action in the EU</i> | 119 |
| | ii) <i>Defining substance: equality of opportunity and equality of results</i> | 120 |
| | iii) <i>Substantive equality and proportionality</i> | 124 |

| | |
|--|------------|
| 3. <i>Direct discrimination, indirect discrimination and accommodation redefined</i> | 129 |
| i) <i>Article 13: widening the scope of EU equality law</i> | 129 |
| ii) <i>Harassment and discrimination by association</i> | 130 |
| iii) <i>Speech acts</i> | 132 |
| iv) <i>Indirect discrimination</i> | 134 |
| v) <i>Reasonable accommodation</i> | 136 |
| 4. <i>The rise of the general principle</i> | 139 |
| 5. <i>The Charter of Fundamental Rights</i> | 144 |
| i) <i>Substantive interpretation and hierarchy of grounds</i> | 144 |
| ii) <i>Dignity and social inclusion</i> | 146 |
| C. <i>Conclusion</i> | 147 |
| | |
| 4 Defining substance in European equality law | 173 |
| <i>Introduction</i> | 173 |
| 1. <i>The potential for a single vision</i> | 173 |
| 2. <i>The role of prejudice and stereotyping</i> | 175 |
| 3. <i>The neglected virtue of reasonable accommodation</i> | 179 |
| 4. <i>The significance of a common ground</i> | 184 |
| 5. <i>Coming closer: the EU and the ECHR</i> | 188 |
| 6. <i>The role of the Courts</i> | 190 |
| 7. <i>Conclusion</i> | 192 |
| | |
| <i>Table of cases</i> | 201 |
| <i>Table of treaties and other instruments</i> | 214 |
| <i>Bibliography</i> | 219 |
| <i>Index</i> | 234 |