

Contents

<i>Foreword</i>	vii
-----------------	-----

THE LORD PAREKH OF HULL

<i>List of Contributors</i>	x
-----------------------------	---

<i>List of Abbreviations</i>	xi
------------------------------	----

1 International Legal Perspectives on Discrimination in Employment Law: An Overview	1
--	----------

JO CARBY-HALL, ZBIGNIEW GÓRAL AND ANETA TYC

PART I

Employment Discrimination Law in the European Union and Its Member States	9
--	----------

2 “It’s All Relative?”: Role of Comparison in Terms of Equality in Employment Under EU Law	11
---	-----------

SZILVIA HALMOS

3 Dutch Equal Treatment Law: A Sophisticated Field of Law	35
--	-----------

SUSANNE BURRI

4 The German Law on Discrimination in Employment	60
---	-----------

MANFRED WEISS

5 The “Other” Discriminatory Criteria: Unregulated in the Polish Labour Code but Clarified by Case Law	73
---	-----------

ANETA TYC

PART II

Facets of Employment Discrimination in Common Law Jurisdictions 97

- 6 Philosophical Beliefs as Protected Characteristics in British Discrimination Law: An Evolutionary Tract and Its Consequences** 99

JO CARBY-HALL

- 7 Employment Discrimination in Australia: The Challenges of Pursuing a Substantive Equality Approach** 153

THERESE MACDERMOTT

- 8 The Changing Face of Discrimination in Aotearoa/New Zealand** 172

GORDON ANDERSON AND DAWN DUNCAN

PART III

Facets of Employment Discrimination in Other Parts of the World 189

- 9 The Erasure of Sexual Harassment: Recourse for Sexual Harassment Under Labour Law Frameworks in Québec** 191

RACHEL COX

- 10 Legal Instruments Against Discrimination in Employment in Switzerland** 212

KURT PÄRLI

- 11 Transformative Equality and Disability-Based Discrimination in Employment: A Case Study From India** 230

NIMUSHAKAVI VASANTHI

- 12 Gender Discrimination in Israel** 248

RAPHAEL COHEN-ALMAGOR AND UKI MAROSHEK-KLARMAN

- 13 Discrimination in Employment Law: Key Themes and Perspectives** 277

JO CARBY-HALL, ZBIGNIEW GÓRAL AND ANETA TYC

- Index* 290