

Overview of Equality and Non-Discrimination

International	• Universal Declaration of Human Rights (UDHR) Art. 1, 2 • International Covenant on Civil and Political Rights (ICCPR) Art. 26 • Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) • Convention on the Rights of Persons with Disabilities (CRPD) • European Convention on Human Rights (ECHR) Art. 14 • African Charter on Human and Peoples' Rights Art. 2 • Inter-American Convention on the Elimination of All Forms of Discrimination Against Women (Belem Do Parana)	Sets universal norms; obliges signatory states to adopt anti-discrimination legislation and policies.
	• Constitutions (equality clauses) • Anti-discrimination statutes (e.g., U.S. Civil Rights Act, UK Equality Act 2010) • Specialized laws (e.g., Age Discrimination Act, Disability Discrimination Act)	Provides regional enforcement mechanisms (e.g., European Court of Human Rights).
		Translate international standards into domestic law; define enforcement agencies and remedies.

3. Principles Guiding Equality & Non-Discrimination

1. **Universalism** – Rights apply to every person, without exception.
 2. **Proportionality** – Any differential treatment must be suitable, necessary, and the least restrictive means to achieve a legitimate aim.
 3. **Positive Action / Affirmative Measures** – Allowable when they aim to correct historic disadvantage or underrepresentation, provided they are time-limited and proportionate.
 4. **Reasonable Accommodation** – Adjustments made to enable persons with disabilities to enjoy equal access, unless they impose undue hardship.
 5. **Intersectionality** – Recognizes that individuals may experience overlapping forms of discrimination (e.g., race+gender). Policies must address combined effects.
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4. Areas of Application

Sector	Typical Issues	Common Legal/Policy Tools
Employment	Hiring, promotion, pay gaps, harassment	Anti-discrimination statutes, equal pay legislation, diversity quotas, grievance procedures.
Education	Access to schools, curriculum bias, special-needs support	Inclusive education policies, scholarship programmes, anti-bullying rules.
Housing	Rental discrimination	