

TABLE OF CASES

TABLE OF CASES

The following table contains all cases referred to in this book.
Cases in **bold** are excerpted at the page number indicated in **bold**.

Member States of the EU

Belgium (in chronological order)

Ghent, 24 January 1985	228
Court of Arbitration, 27 January 1994	827
Hasselt, 27 March 1995	571, 602
Bruges, 25 September 1995	228
Antwerp, 17 November 1995	229n
Kortrijk, 20 October 1999	229n
Dendermonde, 24 December 2002	572–73
Court of Arbitration, 6 October 2004	121n
Antwerp, 14 June 2005	433, 460–61
Court of Arbitration, 5 October 2005	320n

Denmark

High Court for Eastern Denmark, 31 October 2001	531–32
High Court for Eastern Denmark, Fotex (2003)	434
High Court for Eastern Denmark, Toms	434

Finland (in chronological order)

Supreme Court, Case 2001–9	307
Labour Court, 24 November 2003	306n
Supreme Court, 14 June 2004	380–81, 397, 457–58
Vaasa Administrative Court, 27 August 2004	309

France (in chronological order)

Cass. soc., 17 April 1991., JCP 1991.II.21724	309
Nancy, 23 November 1992	522
Cass. crim., 10 January 1995, Bull. crim. 1995, No. 9	361, 362, 364
Cass. soc., 28 March 1995, Bulletin 1995 V N° 110 p. 78	364
Cass. crim., 27 June 1995, JCP éd E 1996 767	362, 363, 364
Cass. soc., 9 April 1996, D 1996 No. 20 IR 136	363
Cass. crim., 25 November 1997, Bulletin criminel 1997 N° 399 p. 1329	238–39
Cass. soc., 9 June 1998, JCP éd G 1998 1507	382–83
Cass. crim., 14 June 2000, Bulletin criminel 2000 N° 226 p. 669	209, 247

Cass. crim., 12 September 2000 (not published, available at: www.légifrance.gouv.fr)	256
Rennes, 5 February 2002, JurisData 2002–169733	365–66
Cass. soc., 17 June 2003 (not published, available at: www.légifrance.gouv.fr)	366n
Cass. crim., 7 June 2005 (not published, available at: www.légifrance.gouv.fr)	911
CE, 21 October 2005, Recueil Lebon	366n

Germany (in chronological order)

BAG, 21 April 1977, BAGE 29, 133	319n
BAG, 14 October 1986, 3 AZR 66/83, BAGE 53, 161	357n
BVerfG, 5 February 1991, 2 BvR 263/86, BVerfGE 83, 341	114n
BVerfG, 28 January 1992, 1 BvR 1025/82, BVerfGE 85, 191	838
BVerwG, 27 March 1992, BVerwGE 90, 112	121
BAG, 23 September 1992, 4 AZR 30/92, BAGE 71, 195	393, 400
BVerfG, 28 September 1992, NZA 1993, 213, 1 BvR 496/87	369–70
BAG, 2 December 1992, 4 AZR 52/92, BAGE 72, 64	421
BAG, 22 June 1993, 1 AZR 590/92, BAGE 73, 269	839
BAG, 5 October 1995, 2 AZR 923/94 BAGE 81, 120	713n
BAG, 5 March 1996, 1 AZR 590/92(A), BAGE 82, 211	805n, 837n, 840
BVerfG, 8 October 1997, 1 BvR 7/97	138–39
BVerfG, 27 November 1997, 1 BvL 12/91, BVerfGE 97, 35	370n, 404
BAG, 2 December 1997, 9 AZR 668/96, BAGE 87, 171	838, 839
BAG, 25 February 1998, NZA 1998, 715	301n
BAG, 12 November 1998, NZA 1999, 371	235–36, 287–88
BAG, 20 August 2002, 9 AZR 750/00, BAGE 102, 269	413–14, 465
BAG, 10 October 2002, 2 AZR 472/01, NJW 2003, 1685	441n
BAG, 21 January 2003, 9 AZR 307/02, BAGE 104, 264	838–40
BAG, 8 February 2003, 9 AZR 272/01, BAGE 102, 123–32	381–82
BAG, 9 AZR 122/03, BAGE 108, 133	466–67
LG München, 30 June 2003, NJW-RR2003, 1590	78–79
LAG Niedersachsen, 13 Ta BV 6/03, DB 2004, 144	694–95, 733
BAG, 4 AZR 171/03, BAGE 113, 276–90	459n
ArG Wuppertal, 10 December 2003, 3 Ca 4927/03	580–82, 625
BAG, 26 January 2005, 4 AZR 509/03	459
BVerfG, 6 December 2005, 1 BvL 3/03 BVerfGE 115, 1	79n
BVerwG, 26 January 2006 2 C 43/04	215n
BVerfG, 11 November 1993, BVerfGE 89, 276	248n
Staatsgerichtshof des Landes Hessen, 16 April 1997	771n, 773
Hungary (in chronological order)	
Nyíregyháza Town Court, 1 December 1998	264–66
Supreme Court, Legf. Bir. Pfv. IV.22.408/1999.sz	266n
Kisvárdá Town Court, 28 November 2000	255–56
Supreme Court, Legf. Bir. Pfv. IV.21.269/2001.sz	256

TABLE OF CASES

Ireland (in alphabetical order)

A v. A Health Board	538
BC v. A Health Board [1994] ELR 27	537
Buckley v. The Attorney General [1950] IR 67	735
Doherty (P.) and B. Doherty v. South Dublin County Council, the Minister for the Environment, Heritage and Local Government, Ireland and the Attorney General, Case no. 223/2006, Judgment of 31 October 2006, [2006] IESC 57	906
Dreher v. Irish Land Commission [1984] ILRM 94	735
H.I. v. Minister for Justice, Equality and Law Reform on the Application of the UN High Commissioner for Refugees [2003] 3 IR 197	906
In the Matter of Article 26 of the Constitution and in the Matter of the Employment Equality Bill 1996, 15 May 1997, Case 118/1997 (Supreme Court) [1997] 2 IR 321	150–51, 734–35
The Equality Authority v. Portmarnock Golf Club and others [2005] IEHC 235 293–94 Equality Tribunal (in alphabetical order)	
A Claimant v. A Department Store (DEC-E/2002/017)	609
A Complainant v. A Company (DEC-E/2002/014)	532–33
An Employee (represented by IMPACT) v. A Local Authority (DEC-E/2002/4)	640–42, 661, 736
Bukola Ogunlada and Sola Oyefeso v. Michael Guiney Limited Cork (DEC-S/2003/016/017)	375
Campbell Catering Ltd v. Rasaq, Determination no. EED 048	896
Civil Servant (A) v. The Office of Civil Service and Local Appointments Commissioners (DEC-E/2004/029)	145–46
Complainant (A) v. Café Kylemore (DEC-S/2002/024)	146n
Connors v. Molly Heffernan’s Public House (DEC-S/2001/003)	51–52
Equality Authority v. Ryanair (DEC-E/2000/014)	902
Fernandez v. Cable & Wireless (DEC-E/2001/052)	144–45
Gillen v. Department of Health and Children (Represented by the Chief State Solicitor) (DEC-E/2003/035; Decision ECA/0412 (Labour Court))	850–51
Joyce et al v. The Temple Gater Hotel (DEC-S/2001/012)	51n
McDonagh v. The Castle Inn, Birr (DEC-S/2001/022),	229n
McDonagh (Martin) v. Navan Hire Ltd (DEC-S/2004/017)	428
Margetts v. Graham Anthony (DEC-E/2002/050)	253
Maughan v. Dolly Heffernan’s Public House (DEC-S/2002/010v.011)	51n
Maughan (Mr John) v. The Glimmer Man Ltd (DEC-S/2001/020)	51n, 178, 643
O (Mr) v. A Named Company (DEC-E/2003/052)	146n
O’Brien v. Iarnród Eireann (DEC-S/2003/29)	221–22
O’Brien v. Killarney Ryan Hotel (DEC-S/2001/008)	52–53
Perry v. The Garda Commissioner (DEC-E/2001/029)	225–26
Reynolds v. Limerick County Council (DEC-E/2003/032)	225
Roche (Mr John) v. Alabaster Associates Ltd t/a Madigans (DEC-S/2002/086)	642–44, 679, 720, 745n
Six Complainants v. A Public House, Dublin (DEC-S/2004/009–014)	169–70

Travers & Maunsell v. The Ball Alley House (DEC-S/2003/109–110)	95
<i>Labour Court (An Chúirt Oibreachais) (in alphabetical order)</i>	
A Company (represented by the Irish Business and Employers' Confederation) v. A Worker (represented by Irish Municipal, Public and Civil Trade Union), 23 January 2002	638–39
A Computer Component Company v. A Worker, ED/00/8 Determination No. 013, 18 July 2001	706–7, 724
A Health and Fitness Club v. A Worker, ED/02/59 Determination No. 037, 18 February 2003	716–17, 724
A Hospital v. An Appellant, AAE/02/6 Determination No. 029, 9 October 2002	538–40
An Employee v. A Local Authority	708
Citibank v. Ntoko, ED/01/13 Determination No. 45, 8 March 2004	896
Customer Perception Ltd v. Gemma Leydon	146
NBK Designs Ltd v. Inoue, ED/02/34 Determination No. 212, 25 November 2002	428
Superquinn v. Freeman, AEE/02/8 Determination No. 211, 14 November 2002	225
Italy (in chronological order)	
Corte Costituzionale, 19–27 April 1993	114n
Pistoia, 30 September 2005	692–93
Corte Suprema di Cassazione, 5 December 2005	185n, 229
Latvia (in chronological order)	
Decision of 20.05.2003	320
Decision of 18.12.2003	320
Luxembourg	
Council of State, Opinion of 7 December 2004	569
Netherlands (in chronological order)	
HR, 10 December 1982, NJ 1983, 687	383–84, 390, 391, 397, 406
HR, 13 November 1987, NJ 1989, 698	918, 919–20
<i>Equal Treatment Commission (Commissie Gelijke Behandeling) (in chronological order)</i>	
Opinion 1995–31, Headscarf	754n
Opinion 1996–16, Dismissal, religion or belief	754n
Opinion 1996–23, Race or ethnic origin, Code of conduct	229n
Opinion 1996–56, GGD the Breda	426, 449–50
Opinion 1996/97, The Haarlem police scheme	835–37
Opinion 1996–108, Homosexual transvestite	87
Opinion 1996–109, Headscarf – employment agency	429
Opinion 1997–4, Standby stewardesses	412–13, 438–39
Opinion 1997–51, Youth worker	288–89
Opinion 1997–82, The racist patient	542–43, 557

TABLE OF CASES

Opinion 1997–122, Policy failings forgiven	540–41
Opinion 1997–132, Political opinion	123n
Opinion 1998–18, Teacher’s trainee with head scarf	114–15
Opinion 1998–12, Gender discrimination, Transsexuality	77n
Opinion 1998–45, Extremist right wing party	123
Opinion 1998–48, Jewish employee	179
Opinion 1998–57, Dentistry for asylum seekers	47
Opinion 1998–66, Redundancy list composition	418–19
Opinion 1998–99, Race or ethnic origin, Integration	54n
Opinion 1999–32, Preferential recruitment of applicants in South-East	
Amsterdam	842–45
Opinion 1999–38, Job applicant in a same-sex relationship	311–12
Opinion 1999–65, Baby’s furniture for caravan dwellers	55
Opinion 2000–73, Transsexuality, Employment conditions and dismissal	613
Opinion 2001–9, Direct discrimination, affiliation with religion	311
Opinion 2001–79, Direct discrimination, religion, internship	247
Opinion 2001–97, Indirect racial discrimination, language requirement	60n
Opinion 2001–141, Racial discrimination, language requirement for exam	60n
Opinion 2001–143, Working time	237n
Opinion 2002–84, Discussion about terrorist attacks	168
Case 2003–145, Religion or belief, dismissal	311
Opinion 2003–41, Turkish temporary contract worker	246
Opinion 2003–53 Statement of facts making discrimination assumable	754n
Opinion 2003–112, Dutch headscarf case	310–11
Opinion 2003–114, Interconfessional school	112
Opinion 2003–150, Lesbian test person	85
Opinion 2004–11, Racial discrimination, conclusion of contract	557
Opinion 2004–21, Civil servant Case	687–88, 724
Opinion 2004–26, Gender discrimination, employment contract	247
Opinion 2004–59, Dutch Exam Case 3	708–9, 712, 715
Opinion 2004–67, Heart attack	166–67, 247, 299
Opinion 2004–112, Headscarf – restaurant	429–30
Opinion 2004–118, Benefits for older workers	316–17
Opinion 2004–140, Dutch Exam Case 1	659–60, 744
Opinion 2004–143, Telephone marketing	431, 463
Opinion 2005–02, Disability, determination of employment contract	131n
Opinion 2005–18, Dutch Exam Case 2	661–2, 711–12, 715, 716
Opinion 2005–28, “Nazarene” religious conviction	118–19
Poland	
Supreme Court, 26 November 2003, PK 616/02, Pr. Pracy 2004/6/34	319n

Romania

National Council for Combating Discrimination in Romania (in chronological order)

Decision No. 218 on Petition No. 1704/12.05.2003, 23 June 2003	267
Decision No. 165, Bucharest, 27 May 2003	185n
Decision No. 160 on Petition No. 1174/11.05.2004, 25 May 2004	267–68

Slovakia (in alphabetical order)

PL. Const. 17/02	831
PL. Const. 19/18	831
PL. Const. ÚS 8/04	830–33
PL. Const. 10/02	832
PL. ÚS 10/02	834

Spain (in chronological order)

Tribunal Constitucional, 13 February 1985	699
Tribunal Constitucional, 1 July 1991	328–29, 394, 395
Tribunal Constitucional, 14 December 1992	232
Tribunal Constitucional, 28 February 1994	394–95, 396, 407, 427
Tribunal Constitucional, 16 October 1995	394, 395–96, 397
Madrid High Court, 27 October 1997	699

Sweden (in chronological order)

Arbetsdomstolen, 4 December 2002	431–32, 463–64
Arbetsdomstolen, 21 September 2005	422, 450–52

United Kingdom (in alphabetical order)

Advocate General for Scotland v. MacDonald [2004] 1 All ER 339	214–15
Allonby v. Accrington and Rossendale College and other [2001] ICR 1189, [2001] IRLR 364, [2001] 2 CMLRev 27 (CA)	377–78, 380, 381, 440–41
Anya v. University of Oxford [2001] IRLR 377 (CA)	221
Anyanwu and another (Appellants) v. South Bank University Students Union and South Bank University (respondents), Commission for Racial Equality (Intervenors) [2001] UKHL 14	597–99, 601
Appleby (Alistair) v. Department for Works and Pensions [2002] LB 001 1649	719
Archibald v. Fife Council [2004] UKHL 32, [2004] IRLR 651 (HL)	688, 689–90, 691, 724, 748–49, 750
Aziz v. Trinity Street Taxis [1988] ICR 534, [1989] 1 QB 463 (CA)	610, 618, 622
B.L. Cars Ltd and another (appellants) v. Brown and other (respondents) [1983] IRLR 192 (EAT)	577, 578, 625
Baggley v. Kingston-upon-Hull Council (CC) [2002] Claim No. KH101929	720
Bahl v. The Law Society [2003] UKEAT 1056 01 3107, [2004] EWCA Civ 1070	174n
Barclays Bank plc v. Kapur (No. 2) [1995] IRLR 87	234
Barry v. Midland Bank Plc [1999] 3 All ER 974 (HL)	410, 412
Barton v. Investec [2003] IRLR 332	242–43

TABLE OF CASES

Brook v. London Borough of Haringey (EAT) [1992] IRLR 478	378
Brumfitt v. Ministry of Defence [2005] IRLR 4 (EAT)	527–29
Burke v. General Medical Council [2004] EWHC 1879 (QBD)	905
Burton & Rhule v. De Vere Hotels [1996] IRLR 596 (EAT)	543, 544
Cadman (CA) [2004] IRLR 971	437
Chamberlin and Another v. Emokpae [2005] 3 All ER 812	243
Chapman v. Simon [1994] IRLR 124	254
Chief Constable of the West Yorkshire Police v. Khan [2001] 1 WLR 1947, [2001] ICR 1065 (HL)	220, 234, 622, 623
Clark v. Novacold [1999] IRLR 318 (CA)	199
Clarke v. Eley (IMI) Kynoch [1982] IRLR 482 (EAT)	441
Commission for Racial Equality v. Dutton [1989] 1 All ER 306 (CA)	53–54, 927
Commission for Racial Equality v. The Imperial Society of Teachers of Dancing [1983] ICR 473, [1983] IRLR 315 (EAT)	585–86, 589
Coote v. Granada Hospitality Ltd (No. 2) [1999] ICR 942 (EAT)	607
Copsey v. WBB Devon Clays Ltd [2005] EWCA Civ 932	699, 700, 701n, 755n
Cosgrove v. Caesar & Howie [2001] IRLR 653 (EAT)	714–15, 724
Croft v. Post Office [2003] IRLR 592 (CA)	213
Dawkins v. Department of the Environment [1993] IRLR 284, CA	51n
de Freitas v. Permanent Secretary of Ministry of Agriculture, Fisheries, Lands and Housing [1998] 3 WLR 675 (PC); [1999] 1 AC 69	849
Glasgow City Council v. Zafar [1997] 1 WLR 1659, [1998] ICR 120	230, 239n
Goodwin v. Patent Office [1999] ICR 302	300
Greater Manchester Police Authority v. Leas [1990] IRLR 372 (EAT)	406n
Hallam and another v. Cheltenham Borough Council and others [2001] UKHL 15	595–96, 627
Hayes v. Malleable Working Men’s Club and Institute [1985] IRLR 367	216n
Igen Ltd (Formerly Leeds Careers Guidance) and Others v. Wong [2005] 3 All ER 812; [2005] EWCA Civ 142, [2005] ICR 931 (CA)	243–44, 904
Jones v. Post Office [2001] IRLR 384 (CA)	199n, 300–1
Jones v. Tower Boot Co Ltd [1997] ICR 254 (CA)	538
Jones v. University of Manchester [1993] IRLR 218 (CA)	405–6
Kenny v. Hampshire Constabulary [1999] IRLR 76 (EAT)	647n
King v. Great Britain-China Centre [1992] ICR 516	186n, 230
Kirby v. Manpower Services Commission [1980] ICR 420 (EAT)	617, 618, 622
Lambeth London Borough Council v. Commission for Racial Equality [1989] ICR 641; [1990] ICR 768 (CA)	286
London Underground Ltd v. Edwards [1999] ICR 494 (CA)	411–12
Lord Chancellor v. Coker [2001] ICR 607	234
Majrowski v. Guy’s and St Thomas’s NHS Trust [2006] UKHL 34, [2006] 3 WLR 125	524n
Mandla v. Dowell Lee [1983] IRLR 209 (HL)	49–50, 54, 165–66, 430
Matthews and others v. Kent and Medway Towns Fire Authority and others [2006] 2 All ER 171	158n
Ministry of Defence v. Jeremiah [1980] QB 87	227n, 233n

Morse v. Wiltshire City Council [1998] IRLR 352	713
Mynors Ch in Re Holy Cross, Pershore [2002] 1 Fam 105	720
Nagarajan v. London Regional Transport [2000] ICR 877, [2000] 1 AC 501	229n, 230, 231, 609
O’Leary v. Allied Domecq [200] No. 950275–79	927
Parsons (Mark) for judicial review, In the Matter of an Application by (2002) NIQB 46; [2003] NICA 20	847–49, 850n
Peake v. Automotive Products Ltd [1978] QB 233 (CA)	227, 233
Pearce v. Mayfield Secondary School Governing Body [2003] ICR 937 (HL), [2004] 1 All ER 339	215, 528n, 529–30, 543–44, 557
Pel Ltd v. Modgill and others [1980] IRLR 142 (EAT)	263–64
Percy v. Church of Scotland Board of National Mission (Scotland) [2006] IRLR 195	307n
Perera v. The Civil Service Commission and the Department of Customs and Excise [1983] ICR 428	373, 374, 375, 377, 381
Price v. Civil Service Commission [1978] 1 All ER 1228 (EAT)	419–20, 421
R v. Birmingham City Council, ex parte Equal Opportunities Commission [1989] AC 1155	231
R v. Commission for Racial Equality, ex parte Westminster City Council [1985] ICR 827	231
R v. Ministry of Defence, ex parte Smith [1996] QB 517	849
R v. Secretary of State, ex parte Daly [2001] 3 All ER 433	849
R v. Secretary of State for Employment, ex parte Equal Opportunities Commission and another [1994] ICR 317 (HL)	902–3
R v. Secretary of State for Employment, ex parte Nicole Seymour-Smith and Laura Perez [1995] ICR 889, [1996] All ER (EC) 1 (CA); [2000] 1 All ER 857 (HL)	409n, 416–17, 422, 444, 448–49
R v. Secretary of State for Work and Pensions (Appellant), ex parte Hooper and others (FC) (Respondents), R v. Secretary of State for Work and Pensions (Respondent), ex parte Hooper (Appellant) and others, R v. Secretary of State for Work and Pensions (Respondent), ex parte Hooper and others (FC) (Appellants) (Conjoined Appeals) [2002] EWHC 191 (Admin); [2003] EWCA Civ 813; [2003] 1 WLR 2623; [2005] UKHL 29	852–54
R (EOC) v. Secretary of State for Trade and Industry [2007] EWHC (Admin)	553, 558
R (European Roma Rights Centre) v. Immigration Officer at Prague Airport and another [2003] 4 All ER 247 (CA); [2005] 2 AC 1 (HL) 229, 230–31, 232, 256, 270n, 321, 322	
R (On the application of Amicus – MSF and others) v. Secretary of State for Trade and Industry and Christian Action Research Education and others [2004] IRLR 430	215, 279n, 280–81
R (On the application of S.B.) v. Headteacher, Governors of Denbigh High School [2006] All ER 487 (HL)	462
Rhys-Harper v. Relaxation Group plc [2003] IRLR 483 (HL)	607, 608n
Rihal v. London Borough of Ealing [2004] IRLR 642 (CA)	254

TABLE OF CASES

Roads v. Central Trains Ltd (CA) [2004] EWCA Civ. 1541 720
 Robertson v. Department for Environment, Food and Rural Affairs [2005]
 IRLR 363 (CA) 224
 Secretary of State for Trade and Industry v. Rutherford (No. 2) [2006] ICR 785
 (HL) 412
**Shamoon v. Chief Constable of the Royal Ulster Constabulary [2003] 2 All ER
 26 (HL) 208, 219–20, 234–35**
**Showboat Entertainment Centre Ltd v. Owens [1984] IRLR 7 (EAT) . . . 578, 579, 582,
 583, 625**
Stewart v. Cleveland Guest (Engineering) Ltd [1996] ICR 535 (EAT) 526–27
**Strathclyde Regional Council v. Porcelli [1986] ICR 564, [1986] IRLR 134 . . . 524–25,
 526, 527, 530**
Swiggs and Others v. Nagarajan [1999] UKHL 36 619–21, 622, 623
 Tottenham Green Under Five’s Centre v. Marshall [1989] ICR 214 287
 University of Huddersfield v. Wolff [2004] ICR 828 (EAT) 253
 Walker (CJH) Ltd v. Hussain [1996] IRLR 11 (EAT) 51n
Waters v. Commissioner of Police of the Metropolis [1997] ICR 1073 (CA) . . . 614–16
 Weathersfield Ltd v. Sargent [1999] IRLR 94 (CA) 580
 Webster v. Brunel University [2005] 3 All ER 812 243, 244
 West Midlands PTE v. Singh [1988] ICR 614 254

European Jurisdictions

European Community (in alphabetical order)
 CFI, A v. Commission, Case T-10/93 [1994] ECR II–179 210
 ECJ, Abdoulaye v. Renault, Case C-218/98 [1999] ECR I–5723 306
**ECJ, Abrahamsson (Katarina), Leif Anderson and Elisabet Fogelqvist, Case
 C-407/98 [2000] ECR I–5539 775n, 776, 807n, 815–17, 825n, 839, 840**
**ECJ, Allonby v. Accrington & Rossendale College, Case C-256/01 [2004] ECR
 I–873 223–24**
 ECJ, Association Eglise de scientology de Paris, Case C-54/99 [2000] ECR
 I–1335 108n
**ECJ, Badeck (George) and others, Case C-158/97 [2000] ECR I–1875 . . . 770n, 771n,
 773, 774, 777, 807n, 811–14, 815, 816, 820, 825, 839, 840**
ECJ, Becker (Sylvia) v. Land Hessen, Case C-5/02 [2003] ECR I–12575 . . 408, 455–56
**ECJ, Bilka–Kaufhaus GmbH v. Karin Weber von Hartz, Case 170/84 [1986]
 ECR 1607 323n, 355, 356–57, 369, 376, 377, 386n, 404, 421, 443**
 ECJ, Bond van Adverteerders v. The Netherlands, Case C-352/85 [1988] ECR
 2085 453n
 ECJ, Bouchereau, Case 30/77 [1977] ECR 1999 70n
**ECJ, Briheche (Serge) v. Ministère de l’intérieur, de la sécurité intérieure et des
 libertés locales, Case C-319/03 [2004] ECR I–8807 807–9, 818**
ECJ, Brown (Mary) v. Rentokil, Case C-394/96 [1998] ECR I–4185 . . . 73, 74, 181, 217n
 ECJ, Brunnhofer, Case C-381/99 [2001] ECR I–4961 470

ECJ, Cadman (BF) v. Health & Safety Executive, Case C-17/05 [2005] OJ C 69/18	437
ECJ, Caisse nationale d'assurance vieillesse de travailleurs salariés v. Evelyne Thibault, Case C-136/95 [1998] ECR I-2011	329n, 364n
ECJ, Caixa-Bank France v. Ministère de l'Economie, des Finances et de l'Industrie, Case C-442/02 [2004] ECR I-8961	352n
ECJ, Chacón Navas (Sonia) v. Eurest Colectividades SA, Case C-13/05 [2006] ECR I-6467	40, 130, 135–137, 138, 140, 141, 142, 146, 147, 181, 630n, 703–4 725, 726, 728, 740
ECJ, Collins (Phil) v. Imtrat Handelsgesellschaft mbH and Patricia Im- und Export Verwaltungsgesellschaft mbH and Leif Emanuel Kraul v. EMI Electrola GmbH, Opinion of 20 October 1993, Joined Cases C-92/92 and C-326/92 [1993] ECR I-5145	68–69
ECJ, Commission v. Austria, Case C-335/04 [2005] OJ C 171/5	18n
ECJ, Commission v. Finland, Case C-327/04 [2005] OJ J 93/3	24n
ECJ, Commission v. Finland, Case C-217/05 [2005] OJ C 239/7	18n
ECJ, Commission v. France, Case 188/84 [1986] ECR 419	325n
ECJ, Commission v. France, Case 312/86 [1988] ECR 6315	804, 820n
ECJ, Commission v. France, Case 318/86 [1988] ECR 3559	240, 285
ECJ, Commission v. France, Case 312/88 [1988] ECR 6315	804
ECJ, Commission v. France, Case C-197/96 [1997] ECR I-1489	233n
ECJ, Commission v. Germany, Case C-329/04 [2005] OJ C 143/13	18n
ECJ, Commission v. Greece, Case C-326/04 [2004] OJ C 239/7	18n
ECJ, Commission v. Luxembourg, Case C-320/04 [2005] OJ C 93/2	18n
ECJ, Commission v. Netherlands, Case 353/89 [1991] ECR 4089	824n
ECJ, Commission v. UK, Case 165/82 [1983] ECR 3431	290–91
ECJ, Coote (Belinda Jane) v. Granada Hospitality Ltd, Case C-185/97 [1998] ECR I-5199	605, 606–7
ECJ, D and Sweden v. Council, Joined Cases C-122/99P and C-125/99P [2001] ECR I-4319	92, 93, 94, 215, 470
ECJ, D'Hoop (MN) v. Office national de l'emploi, Case C-224/98 [2002] ECR I-6191	69–70
ECJ, Defrenne v. Sabena (Defrenne II), Case 43/75 [1976] ECR 455	192, 224
ECJ, Defrenne v. Sabena (Defrenne III), Case 149/77 [1978] ECR 1365	81n, 207
ECJ, Dekker v. VJV Centrum, Case C-177/88 [1990] ECR I-3941	73, 181, 216, 217, 218, 273n, 742n
ECJ, Dory v. Germany, Case C-186/01 [2003] ECR I-2479	218n, 295–96, 469
ECJ, Draehmpaehl v. Urania Immobilienservice OHG, Case C-180/95 [1997] ECR I-2195	237
ECJ, Enderby v. Frenchay Health Authority, Case C-127/92 [1993] ECR I-5535	241, 376–77, 378, 379, 394, 404, 415
ECJ, Garcia Avello v. Belgium, Case C-148/02 [2003] ECR I-11613	191–92
ECJ, Garcia (Vincente Pascual) v. Confederación Hidrográfica del Duero, Case C-87/06 [2006] OJ C 121/2	319n
ECJ, Geitling, Case 2/56 [1957/58] ECR 3	348n

TABLE OF CASES

ECJ, Gillespie and others v. Northern Health and Social Services Boards and others, Case C-342/93 [1996] ECR I-475 643

ECJ, Grant v. South-West Trains, Case C-249/96 [1998] ECR I-621 . . . 76, 90, 181, 213-14, 215

ECJ, Grzelczyk, Case C-184/99 [2001] ECR I-6913 3n

ECJ, Habermann-Beltermann, Case C-421/92 [1994] ECR I-1657 329n

ECJ, Handels- og Kontorfunktionærernes Forbund I Danmark v. Dansk Arbejdsgiverforening, acting on behalf of Danfoss, Case 109/88 [1989] ECR 3199 240-41, 389-90, 391, 392, 396, 397, 425, 436-37, 438

ECJ, Handels- og Kontorfunktionærernes Forbund i Danmark, acting on behalf of Birthe Vibeke Hertz v. Dansk Arbejdsgiverforening, Case C-179/88 [1990] ECR I-3979 74-75

ECJ, Hofman v. Barmer Ersatzkasse, Case 184/83 [1984] ECR 3047 81-82, 83, 305-6

ECJ, Jenkins v. Kingsgate (Clothing Productions) Ltd, Case 96/80 [1981] ECR 911 349, 354-55, 356, 357, 386n

ECJ, Johnston v. Chief Constable of the Royal Ulster Constabulary (RUC), Case 222/84 [1986] ECR 1651 191n, 283-84, 295, 297, 305n, 804

ECJ, Jörgensen (Birgitte) v. Foreningen af Speciallæger (FS) and Sygesikringens Forhandlingsudvalg (SF), Case C-226/98 [2000] ECR I-2447 417, 446, 453-54, 456

ECJ, KB v. NHS Trust Pensions Agency, Case C-117/01 [2004] ECR I-541 211, 212, 213

ECJ, Kaba, Case C-356/98 [2002] ECR I-2623 209n

ECJ, Kachelmann v. Bankhaus Lampe, Case C-322/98 [2000] ECR I-7505 . . . 426, 445-47

ECJ, Kalanke (Eckhard) v. Freie Hansestadt Bremen, Case C-450/93 [1995] ECR I-3051 . . 775n, 776, 801, 802, 803-4, 805, 806, 809, 810, 811, 812, 814, 815, 820n, 821, 835, 836, 837, 839, 868, 869

ECJ, Karlsson and others, Case C-292/97 [2000] ECR I-2737 192n

ECJ, Keck Joined Cases C 267 and 268/91 [1993] ECR I-6097 352n

ECJ, Kirsammer-Hack v. Sidal, Case C-189/91 [1993] ECR I-6185 401-2

ECJ, Kohll v. Union des caisses de maladie, Case C-158/96 [1998] ECR I-1931 453n

ECJ, Kowalska (Maria) v. Freie und Hansestadt Hamburg, Case C-33/89 [1990] ECR I-2591 386n, 404

ECJ, Kreil v. Germany, Case C-285/98 [2000] ECR I-69 284, 295

ECJ, Krüger v. Kreiskrankenhaus Eberswalde, Case C-281/97 [1999] ECR I-5127 407-8

ECJ, Kutz-Bauer, Case C-187/00 [2003] ECR I-2741 467

ECJ, Lawrence and Others, Case C-320/00 [2002] ECR I-7325 224, 470

ECJ, Leifer, Case C-83/94 [1995] ECR I-3231 70n

ECJ, Lommers, Case C-476/99 [2002] ECR I-2891 315, 818, 839

ECJ, Mangold (Werner) v. Rüdiger Helm, Case C-144/04 [2005] ECR I-9981 . . 147, 151-52, 162, 182, 236, 314-15, 316, 318

ECJ, Marschall (Hellmuth) v. Land Nordrhein-Westfalen, Case C-409/95 [1997] ECR I-6363 775n, 776n, 809-10, 811, 814, 815, 820n, 821, 837, 839

ECJ, Marshall v. Southampton and South-West Hampshire Area Health Authority, Case 152/84 [1986] ECR 723	893
ECJ, Marshall v. Southampton and South-West Hampshire Area Health Authority (No.2), Case C-271/91 [1993] ECR I-4367	523n, 893
ECJ, Maruko (Tadao) v. Versorgungsanstalt de deutschen Bühnan, Case C-267/06,[2006] OJ C 224/20	90n, 215
ECJ, National Farmers' Union and Others, Case C-354/95 [1997] ECR I-4559 .	192
ECJ, Netherlands v. Ann Florence Reed, Case 59/85 [1986] ECR 1283	91–92
ECJ, Nikoloudi v. Organismos Tilepikinonion Ellados AE (OTE), Case C-196/02 [2005] ECR I-1789	261–62
ECJ, Nimz (Helga) v. Freie und Hansestadt Hamburg, Case C-184/89 [1992] ECR I-297.	420, 421
ECJ, Nold v. Commission, Case 4/73 [1974] ECR 491	194n
ECJ, Nolte, Case C-317/93 [1995] ECR I-4625	445
ECJ, Northern Western Health Board v. McKenna, Case C-191/03 [2005] ECR I-7631	217n
ECJ, O'Flynn v. Adjudication Officer, Case C-237/94 [1996] ECR I-02617	423–24
ECJ, Österreichischer Gewerkschaftsbund, Case C-195/98 [2000] ECR I-10497	323n
ECJ, Österreichischer Gewerkschaftsbund, Gewerkschaft der Privatangestellten v. Wirtschaftskammer Österreich, Case C-222/02 [2004] ECR I-5907	468–69
ECJ, P v. S and Cornwall County Council, Case C-13/94 [1998] ECR I-2143	77, 79, 86, 207–8, 211, 212, 213, 214
ECJ, Palacios de la Villa (Félix) v. Cortefiel Servicios SA, José María Sanz Corral and Marin Tebar Less, Case C-411/05 [2006] OJ C36/20	319n
ECJ, R v. Secretary of State for Employment, ex parte Nicole Seymour-Smith and Laura Perez, Case C-167/97 [1999] ECR I-623	409, 414–16, 444–45, 447
ECJ, Razzouk and Beydoun v. EC Commission, Joined Cases 75 & 11/82 [1984] ECR 1509	207
ECJ, Rewe-Zentrale AG v. Bundesmonopolverwaltung für Branntwein (Cassis de Dijon case), Case 120/78 [1979] ECR 649	325n
ECJ, Richards v. Secretary of State for Work and Pensions, Case C-423/04, [2006] OJ C 143/24	211–12, 213
ECJ, Rinke v. Ärztekammer Hamburg, Case C-25/02 [2003] ECR I-8349	192n
ECJ, Rinner-Kühn, Case C-171/88 [1989] ECR 2743	317, 402
ECJ, Roks (MA) v. Beskurt van de Rednijfsoreniging voor de Gezondheit et al, Case C-343/92 [1994] ECR I-571	453n
ECJ, Rummler v. Dato Druck, Case 237/85 [1986] ECR 2101	387–88, 389, 390, 394, 396
ECJ, Safir, Case C-118/96 [1998] ECR I-1897	453n
ECJ, Schnorbus v. Land Hessen, Case C-79/99 [2000] ECR I-10997	217–18, 262, 270, 296, 364
ECJ, Schönheit (Hilde) v. Stadt Frankfurt a.M, Case C-4/02 [2003] ECR I-12575	408, 453n, 455–56
ECJ, Schönig-Kougebetopoulou v. Freie und Hansestadt Hamburg, Case C-15/96 [1998] ECR I-47	323n

TABLE OF CASES

ECJ, Schröder, Case C-50/96 [2000] ECR I-743 81n

ECJ, Secretary of State for Social Security v. Thomas and Others, Case C-328/91 [1993] ECR I-1247 80

ECJ, Sirdar v. The Army Board and Secretary of State for Defence, Case C-273/97 [1999] ECR I-7403 285, 295

ECJ, Sotgiu v. Deutsche Post, Case 152/73 [1974] ECR 153 353–54, 358

ECJ, Specialarbejderforbundet i Danmark v. Dansk Industri, formerly Industriens Arbejdsgivere, acting for Royal Copenhagen A/S, Case C-400/93 [1995] ECR I-01275 391–92, 403

ECJ, Steinicke (E) v. Bundesanstalt für Arbeit, Case C-77/02 [2003] ECR I-9027 453n

ECJ, Stichting Collectieve Antennevoorziening Gouda and others v. Commissariaat voor de Media, Case 288/89 [1991] ECR 4007 824n

ECJ, Tas-Hagen (K), Tas (RA) v. Raadskammer WUBO van de Pensioen- en Uitkeringsraad, Case C-192/05 3n

ECJ, Tele Danmark A/S v. Handels- og Kontorfunktionærernes Forbund I Danmark (HK), Case C-109/00 [2001] ECR I-6993 273n

ECJ, Trojani, Case C-456/02 [2004] ECR I-7573 3n

ECJ, Van Duyn, Case 41/74 [1974] ECR 1137 108n

ECJ, Wippel v. Peek and Cloppenburg, Case C-313/02 [2004] ECR I-9483 . . 469–71

ECJ, Wouters (JCJ), JW Savelbergh, Price Waterhouse Belastingadviseurs BV, Case C-309/99 [2002] ECR I-1577 325n, 326

European Convention on Human Rights (in alphabetical order)

ECtHR, Abdulaziz, Cabales and Balkandali v. UK, 28 November 1984, Ser. A No. 87 36n

ECtHR, Abdulaziz, Cabales and Balkandali v. UK, Judgment of 28 May 1985, Ser. A No. 94 80, 795n

ECtHR, Al-Adsani v. UK, App. No. 35763/97, Rep. 2001-XI 796n

ECommHR, Arrowsmith v. UK, 16 May 1977, 8 DR 123 116, 122

ECtHR, Ásmundsson (Kjartan) v. Iceland, App No. 60669/00, 12 October 2004 794n

ECommHR, Bekos and Koutropoulos v. Greece, App. No. 15250/02, 13 December 2005 251

ECtHR, Bosphorus Hava Yolları Turizm ve Ticaret Anonim Şirket v. Ireland, App. No. 45036/98 796n

ECtHR, Botta v. Italy, 24 February 1998, Rep. 1998-I 755n

ECtHR, Buckley v. UK, 25 September 1996, Rep. 1996-IV 62n

ECtHR, Buscarini et al v. San Marino, 18 February 1999, Rep. 1999-I 111

ECtHR, Camp and Bourimi v. The Netherlands, 3 October 2000, Rep. 2000-X 100n

ECtHR, Campbell and Cosans v. UK, 25 February 1982, Ser. A No. 48 . 118, 120, 123

ECtHR, Case “relating to certain aspects of the laws on the use of languages in education in Belgium” v. Belgium (Belgian Linguistics Case No. 2), 23 July 1968, (1979–1980) 1 EHRR 252 188, 190, 194, 853

ECtHR, Cha’are Shalom Ve Tsedek v. France, 27 June 2000, Rep. 2000-IV 125n

ECtHR, Chapman v. UK, 18 January 2001, Rep. 2001-I	62, 63, 794n
ECtHR, Cyprus v. Turkey, App. No. 25781/94, 10 May 2001	795n
ECtHR, DH and others v. The Czech Republic, App. No. 57325/00, 7 February 2006	190n, 266, 272, 344–45 , 794n
ECtHR, Dudgeon v. UK, 22 October 1981, Ser. A No. 45	88
EcommHR, East African Asians (Patel et al.), 10 October 1970, Ann. Con., vol. 13, 995	795n
ECtHR, Gaygusuz v. Austria, 16 September 1996, Rep. 1996-IV	66–67
ECtHR, Goodwin v. UK, App No. 28957/95, (2002) 35 EHRR 18	213
ECtHR, Hasan and Chaush v. Bulgaria, 26 October 2000, Rep. 2000-XI	114n
ECtHR, Hoffman v. Austria, 23 June 1993, Ser. A No. 155-C	124–25 , 126, 127
ECtHR, Hoogendijk v. The Netherlands, 6 January 2005, (2005) 40 EHRR SE22	343–44
ECtHR, Inze v. Austria, 28 October 1987, Ser. A No. 126, (1988) 10 EHRR 394	99–100 , 848
ECtHR, James and others v. UK, 21 February 1986, Ser. A No. 98, (1986) 8 EHRR 123	37–38 , 853
ECtHR, Jersild v. Denmark, 23 September 1994, Ser. A No. 298	41n, 63n, 795n
ECtHR, Jordan (Hugh) v. UK, App No. 24746/94, [2001]	345
ECtHR, Karner v. Austria, App. No. 40016/98, 24 July 2003	215n, 272n
ECtHR, Kokkinakis v. Greece, 25 May 1993, Ser. A No. 260-A	112, 113
ECommHR, Konttinen v. Finland, App. No. 24949/94, 3 December 1996, 87 DR 68	116n
ECtHR, Kosteski v. The Former Yugoslav Republic of Macedonia, 13 April 2006, not yet published	109–10 , 117n, 722–23
ECtHR, Koua Poirrez v. France, 30 September 2003, Rep. 2003-X	67
ECtHR, L and V v. Austria, 9 January 2003, Rep. 2003-I	86n, 89–90
ECtHR, Lithgow and others, 8 July 1986, Ser. A No. 102	848
ECtHR, Lustig-Prean and Beckett v. UK (1999) 29 EHRR 548	189, 272, 279
ECtHR, McMichael v. UK, 24 February 1995, Ser. A No. 307-B	101n
ECtHR, Marckx v. Belgium, 13 June 1979, Ser. A No. 31	97, 98–99
ECtHR, Molka v. Poland, App. No. 56550/00, 11 April 2006,	147n
ECtHR, Nachova and Others v. Bulgaria, App. No. 43577/98 & 43579/98, 6 July 2005,	61n, 249–51 , 266
ECtHR, Niedzwiecki v. Germany, App. No. 58453/00, 25 October 2005,	67
ECtHR, Ognyanova and Choban v. Bulgaria, App No.45317/99, 23 May 2006	251n
ECtHR, Palau-Martinez v. France, 16 December 2003, Rep. 2003-XII	125–26 , 127
ECtHR, Petrovic v. Austria, 27 March 1998, Rep. 1998-II	82 , 83
ECtHR, Phull v. France, App. No. 35753/03, 11 January 2005,	117n
ECtHR, Pla and Puncernau v. Andorra, 13 July 2004, Rep. 2004-VIII	101–2
ECtHR, Rasmussen v. Denmark, 28 November 1984, Ser. A No. 87	176 , 177
ECtHR, Rees v. UK, 17 October 1986, Ser. A No. 106	207
ECtHR, Rotaru v. Romania, App. No. 28341/95, 4 May 2000	857n
ECtHR, Sahin v. Germany, App. No. 30943/96, 8 July 2003,	100 , 101n

TABLE OF CASES

ECtHR, Sahin (Leyla) v. Turkey, App No.44774/98, 10 November 2005, 116–17, 754n

ECtHR, Salgueiro da Silva Mouta v. Portugal, 21 December 1999, Rep. 1999-IX 88–89

ECtHR, Salman v. Turkey, App No.21986/93, Rep. 2000-VII 250

ECtHR, Smith (Jane) v. UK, App. No. 25154/94, 18 January 2001, 62n

ECtHR, Smith and Grady v. UK, 27 September 1999, Rep. 1999-VI 88, 795n

ECommHR, Stedman v. UK, App. No. 29107/95, (1997) D & R 104 848

ECtHR, Thlimmenos v. Greece, 6 April 2000, Rep. 2000-IV . . . 125n, 189, 190, 342, 344, 346

ECtHR, Timishev v. Russia, App. No. 55762/00 & 55974/00, 13 December 2005, 37–38, 41n, 46, 47, 61, 63, 163–64, 251–52, 272, 273

ECtHR, Tyrer, 25 April 1978, Ser. A No. 26 98

ECtHR, Wessels-Bergervoet v. The Netherlands, 4 June 2002, Rep. 2002-IV . . 96–97

ECtHR, Willis v. UK, App. No. 36042/97 (2002) 35 EHRR 547, Rep. 2002-IV . 852

ECommHR, X v. Austria, 13 December 1963, 13 Collections 42 (1963) 120n

ECommHR, X and Church of Scientology v. Sweden, App No.7804/77, [1979] 16 DR 68. 108n

ECtHR, Zehnalová and Zehnal v. The Czech Republic, [2002] App No.38621/97 755n

ECtHR, Zdanoka v. Latvia, App. No. 58278/00, 6 March 2003 857n

International (in chronological order)

PCIJ, German Settlers in Poland [1923] PCIJ 3 334–35

PCIJ, Polish Nationals in Danzig, Advisory Opinion of 4 February 1932 [1932] PCIJ 1 335

PCIJ, Minority Schools in Albania, Advisory Opinion of 6 April 1935 [1935] PCIJ 1 335

Others (in alphabetical order)

Canada

Andrews v. Law Society of British Columbia (1989) 11 DLR (4th) 14f, [1989] 1 SCR 143 27n, 347

Grismer v. The British Columbia Council of Human Rights [1999] 3 SCR 868 745n

Hong Kong

Equal Opportunities Commission v. Director of Education [2001] HKLRD 690 231

United States of America (in alphabetical order)	
Barnes v. Costle 561 F 2d 983 (1977)	488–490 , 492
Barnes v. Train, Corne 13 Fair Employment Practice Case (BNA) 123 DCC, 9 August 1974	487, 488n
Breimhorst, et al v. ETS, Case No. C-99–3387 (ND Cal 2001)	662n
Brown v. Board of Education 347 US 483 (1954)	258
Brown v. City of Guthrie 30 EPD P 33, 031 (WD Okla 1980)	490n
Bundy v. Jackson 641 F 2d 934 (1981)	490n
Burlington v. Ellerth 524 US 742, 761 (1998)	495n
Davis v. Monroe County Board of Education, et al 526 US 629 (1999)	495n
De Vane v. Bausch and Lomb, Inc 13 Fair Employment Practice Case (BNA) 123 DCC, 9 August 1974	488n
Ellison v. Brady 9 th C-A, 23 January 1991	494n, 495n
Faragher v. City of Boca Raton 524 US 742, 761 (1998)	495n
Gratz v. Bollinger 539 US 244 (2003)	759
Griggs v. Duke Power Co 401 US 424 (1971)	323n, 348–49 , 350, 357, 487
Grutter v. Bollinger et al 539 US 306 (2003)	759
Hamm v. Weyauwega Milk Products, Inc. 332 F 3d 1058	499
Harris	497
Henson v. City of Dundee 682 F 2d 897 (CA Fla 1982)	491–92 , 493, 494
Jones v. Pacific Rail Services (2001)	498
Katz v. Dole 709 F 2d 251 (4 th Cir 1983)	494n
McKinney v. Dole 765 F 2d 1129 (DC Cir 1985)	495n
Meritor Savings Bank FSV v. Vinson 477 US 57 (1986)	490n, 493–94 , 497
Oncale v. Sundowner Offshore Services, Inc 523 US 75 (1998)	495n, 496–498 , 498, 499
Oyama 322 US 633 (1948)	348n
Price Waterhouse v. Hopkins 490 US 228 (1989)	498
Robinson v. Jacksonville Shipyards 760 F Supp 1486 (MD Fla 1991)	495n
Rogers v. EEOC 454 F 2d 234 (1971)	486–87 , 491, 492, 494
Spearman v. Ford Motor Co 231 F 3d 1080 (2000)	498–99
Strochmann Bakeries Inc. v. Teamsters Local 776 969 F 2d 1442 (CA-3, 1992)	494n
Toscano v. Nimmo 570 F Supp. 1197 (DC Del 1983)	494n
US Airways, Inc. v. Barnett 535 US 391 (2002)	653–56 , 656, 657, 669, 687, 688, 691, 696, 729
Vande Zande v. State of Wisconsin Department of Administration 44 F 3d 538 (7th Cir 1995)	651–53 , 657, 669, 674
Wards Cove Packing Co v. Antoni 460 US 642 (1989)	350
Williams v. Saxbe 413 F Supp. 654 (DDC 1976)	488
Wilson v. Lane 307 US 268 (1939)	348n
Wygant v. Jackson Board of Education 476 US 267 (1986)	824n