

Discrimination and Forms of Discrimination

What is Discrimination?

The standards for discrimination and what would amount to discrimination varies from country to country. Article 1 of the international labour organization, *Convention concerning Discrimination in Respect of Employment and Occupation*, 1958 states that discrimination includes:

“(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation;

(b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organisations, where such exist, and with other appropriate bodies.

However, discrimination excludes any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination.

Most countries around the world have their own rules and regulations when it comes to discrimination. The US Equal Employment Opportunities Commission have identified and issued guidelines on the following types of discrimination:

- Age**
- Disability**
- Equal Pay/Compensation**
- Genetic Information**
- Harassment**
- National Origin**
- Pregnancy**
- Race/Color**
- Religion**
- Retaliation**
- Sex**
- Sexual Harassment**

In the UK, discrimination has broadly been identified to include discrimination based on:

- Age**
- Sex**
- Sexual orientation**
- Gender reassignment**
- Race**
- Gypsies and Travellers - race discrimination**

Religion or belief
Marriage and civil partnership
Disability

In certain other countries discrimination could be based on aspects unique to those countries, such as caste system in India.

In this Module, the various kinds of discrimination are addressed.