

Prohibition of discrimination against women in labor law relations

Abstract

This diploma thesis deals with the issue of women's discrimination in labor law relations. The aim of this thesis is a complex conception of the issue, especially the examination of women's position in labor law market in the context of selected socio-cultural problems and the historical genesis of women's position, definition of terms related to discrimination and analysis of relevant legislation, including case law. The thesis also deals with historical context, the current situation of women's position in the labor market and also the legal basis of equal treatment and non-discrimination principles. The thesis consists of an introduction, four chapters and a conclusion. Each chapter focuses on various aspects of the position of women in the labor market related to the principles of equal treatment and non-discrimination.

The first chapter discusses the historical development of the position of women in society. The chapter is divided into four subchapters. The first subchapter is devoted to the beginnings of the Czech emancipation movement, which laid the foundations for further development of the feminist stream in our country. The second and third subchapter deals with the position of women in the interwar and socialistic period, which has a direct impact on the current women's status in society. The first chapter concludes with a reflexion on the development of the women's position in society after 1989.

The second chapter analyses selected socio-cultural aspects of the current position of women in the labor market. The chapter is divided into six subchapters. The first subchapter deals with inequalities in the labor market, especially with the problems of marginalisation. The second and third subchapters analyses gender issues and gender segregation. The fourth subchapter describes current trends in working with people in organisations that affect employers' approach to job seekers. The last two subchapters of the second part of the thesis deal with selected problematic areas where discrimination of women in the labor market is most visible. Specifically, the fifth subchapter deals with the issue of access to employment and the sixth subchapter deals with gender pay gap.

The third chapter concerns itself with the definition of basic concepts, namely equality and discrimination. The issue of equality is explained in the first subchapter in the context of formal and material equality and equal opportunities and outcomes. It also deals with the issue

of positive measures. The second subchapter deals with positive, negative and multiple discrimination.

The last fourth chapter focuses on the legal regulation of equal treatment and non-discrimination in labor law. The first subchapter is devoted to international law originating from major international organisations (UN, ILO, CoE). The legal regulation of the issue in European Union law is dealt with in the second subchapter. The last subchapter of the fourth part of the thesis deals with the Czech legislation.

The issue of gender discrimination is a major social problem affecting both sexes. However, it is women who are more often affected by this negative phenomenon. Work is an important part of human life and discrimination in this area causes serious problems at both personal and society-wide levels.