

Abstract

My thesis is called „Equal treatment and prohibition of discrimination in labor relations” and analyses the issue of disadvantage between employees and employers, including examples of such practices and available forms of protection. Legal regulations and jurisprudence constantly keeps on developing, because discrimination is very timeless topic. For these reasons I included several historical excursions in thesis, also focusing on, what changes or legislation could influence the area of discrimination in the near future, ideally permanently. Throughout my thesis I provide my personal views, recommendations, solutions to the occurred situations, possible reasons for prejudice etc. The thesis is divided into 5 chapters.

In the first chapter I define the fundamental concepts and their divisions, because it is crucial for understanding this thesis and the domain of discrimination in general.

The second chapter addresses Czech legislation as the most fundamental basis for countering violations of equal treatment and prohibition of discrimination. It also discusses the European and International sources of law which the Czech legislation was derived from or significantly influenced by.

The third chapter provides an overview of available methods of protection, which can be categorized into judicial and extrajudicial, private law or public law. I describe the available options of actions that the discriminated person can do, as well as how and where he can use those. I analyzed the judicial way, along with the way of administrative (misdemeanor) procedure.

In the fourth chapter I focused on determining the most frequent reasons for the occurrence or possible occurrence of discrimination. I also mention the probable arguments of those who discriminate while refuting the majority of them in the context of education.

The fifth chapter provides a comprehensive discussion of the process and patterns of discrimination at various stages of employment – before, during and after. I address the possible reasons, as well as the undesired effects of such behavior by other employees and the employer on individuals who have been discriminated.

At the end of thesis, I summarize discrimination in labor relations and also assess the advancement of legislation. Finally, I would like to highlight the need for both employees and employers to take actions against this unjust conduct.