

## English Summary

Labour Law is the branch of law which regulates the employment of workers. The main purpose of the Labour Law is to protect employee as the weaker party of the employment relationship against his employer. The employers very often tend to abuse their position, in particular due to the fact that the employees are financially dependant on them. The protection of weaker party of the employment relationship closely relates to the discrimination of the employees. The discrimination protection is very important in many ways, however, this text deals only with the discrimination on the grounds of sex and age in the employment relationship. The reasons for the choice of these parts of the discrimination were different. Although much has been said about the discrimination against working women for me it is very interesting issue even from the practical point of view because I am a woman and I will be applying for job soon. On the contrary the age discrimination is a very young topic and law deals with this problem only marginally, however, in the view of the contemporary development of the demographic process this problem becomes very up-to-date and sensitive subject. The main aims of the text are to analyze the Czech and European law in the relation to discrimination in the employment relationship and the attitude of the Czech society to this problem.

The thesis is composed of three main chapters. The first chapter is introductory and it includes the definitions of the basic terms which are used in the whole text and provides the historical facts about discrimination. The second chapter deals with the discrimination on the grounds of sex. This chapter is divided into two parts, the first one analyzes equal remuneration of men and women, which is actual problem in the employment relationship, and the second part provides the analysis of the sexual harassment. The third chapter discusses the problem of age discrimination and the social role of age in the human's life.

The main problem of the Czech legislation in the field of discrimination is the incomplete implementation of European directions. It leads to the fact that some important definitions and discrimination protection are missing in the Czech legislation. People, who are victims of discriminatory behaviour in respect of the employment, don't have any chance to get a proper protection. To solve this problem it is necessary to pass the new legislation which will deal with the discrimination not only in the field of the employment relationship. Another

problem which is connected to the first one is the low number of actions which are brought to courts in this area, although the number of cases of discrimination in the employment relationship is high. This problem has many reasons. The most important one is the above stated incompleteness of the Czech legislation in the field of discrimination, and that is why the new legislation should be passed again to solve this problem.

Missing legislative is not the only problem of the situation of discrimination in the Czech Republic. There are many stereotypes which influence the decision of the employer in engaging employees, in promotion or in training and other benefits. The using of such stereotypes is not acceptable in the democratic state. It is necessary to inform the whole society about such problems so that the stereotypes will disappeared. But it is only the matter of time.