

The theme of the thesis is the current and debated issue of discrimination in the work procedure. Although the Czech Republic has already implemented the applicable European legislative requirements in its national law and the concept of non-discrimination is - from the labor-law perspective - sufficient, frequent cases of differential treatment and discrimination still exist. The thesis focuses on equal treatment and discrimination in both selected Czech legislative documents and the legislation of the European Community. It focuses in more detail on gender discrimination (the most common form of discrimination) followed by the institutional security of equal treatment, difference in pay between men and women, labor market segregation, the issue of reintegration of women and men into the workplace after maternity or parental leave, representation of women in managerial positions, discrimination against elderly women and sexual harassment in the work environment. Part of the thesis also focuses on possible approaches to solve these problems such as harmonization between work and private life, the company's social responsibility, and Diversity and Age Management.