

Resume v Aj

The purpose of my thesis is to analyse the issue of gender discrimination in labor relations and its prohibition, enumerate the ways of legislation and compare legislation with the actual situation in the society.

The thesis is composed of two parts divided into nine chapters, each of them dealing with different aspects of the issue in question. The first part is a sort of general parts, including introduction, historical development and sources of law. The second part, which could also be called special parts, then contains individual aspects of the right to equal treatment, demonstrated in specific cases, particularly judgments of the European Court of Justice.

The first and second chapter deal with the history and development of anti-discrimination issues and define the basic concepts.

The third and fourth chapter lists and describes the regulation of sex discrimination in international legal documents and documents of the European Union.

The first part ends with the fifth chapter describing how legal constitution of the prohibition of discrimination on grounds of sex in the Czech Republic and then comparing it with the real situation in society.

The second part consists of six to nine chapters, the first of which contains a short introduction defining the judicial authorities of anti-discrimination affecting editing.

The following three chapters then discuss the various aspects of the right to equality (equal access to employment, equal pay, equal working conditions) on the case law of the ECJ in particular.

Conclusions are drawn in the last section. I suggest that equal treatment legislation in the Czech Republic is relatively well adjusted with implementation to EU directives, the actual situation, however, is unfortunately still with formal treatment diverges. Make a real difference, it would require changes in thinking society, overcoming stereotypes and gender roles, and in particular the promotion of women - mothers in integrating into work by creating services to allow better reconciliation of work and family life.

Keywords

discrimination, gender, equality