

Abstract

The thesis analyses the issue of equal treatment and the prohibition of discrimination in labor relations with respect to the actuality of the discussed matter. I have chosen this topic for several reasons. One of them is that it is really interesting issue, but mainly because of the fact that discrimination in labor law field is a problem affecting the personal and professional life of a large part of our society.

The work handles with the development of legal regulation, the current state legislation and according to the data detected, it outlines my own reflections on possible future development taking into consideration the context of the given topic. It also tries to highlight the causes of making it difficult to implement the anti-discrimination norms for the individuals who are affected by unequal treatment the most.

The thesis is divided into four chapters which are further subdivided into sections and subchapters. The first chapter deals with the theoretical interpretation of labor law in general, and its position in the Czech legal system, its basic principles and its relationship to the Civil Code.

The second chapter deals with the definition of the various institutes connected to the given topic, such as direct and indirect discrimination, institutional discrimination, mobbing, bossing, harassment, sexual harassment or persecution. The conclusion of the chapter is devoted to the discrimination against men in labor relations, to which is paid less attention due to very problematic and unresolved discrimination against women in labor relations.

The third chapter deals with the law of international communities and EU law. This thesis explains the most important international documents in the area of prohibition of discrimination followed by the EU law which puts its interests into this issue very intensively. The chapter ends with the interpretation of the EU directive, which aims to establish quotas for women for their representation in boards of directors of certain types of companies.

The fourth and final chapter deals with the Czech domestic law. It explains the development of legal regulation after 1989, particularly the difficulties in adopting the Anti-discrimination Act, and the current effective legislation. There are also listed the possible means of protection against discrimination, such as the court proceedings, the

Ombudsman and other entities, which are mainly non-profit organizations promoting the equal treatment. The chapter also contains my own reflections on possible future developments.