

ABSTRACT

The subject of this thesis is the Employment discrimination against foreign workers, focused on the Polish community in the Czech Republic. It contains basic terms and definitions (equality, equal treatment, direct discrimination, indirect discrimination, harassment, sexual harassment, victimization, indirect or direct instruction to discriminate). The thesis also deals with the legislation of equal treatment and prohibition of discrimination on both European and local level. Subsequently, it attends to specific area of unequal treatment – employment discrimination against foreigners and discusses selected international studies that have addressed this issue in detail. The thesis is based on a qualitative and quantitative research of the discrimination against Polish community in their workplace. A questionnaire survey itself is followed by semi-structured interviews. The acquired data is analyzed and the specific aspects of behavior that the Polish workers deem discriminatory are identified.

Keywords

equality, equal treatment, discrimination, employment discrimination, employment discrimination against foreigners, anti-discrimination law