

Abstract of the rigorosum thesis “Equal Treatment and Discrimination in Labor-Law Relationships”

The aim of this thesis is to ascertain how effective the anti-discrimination law in labor-law relationships on the level of international, EU, and Czech national law is. Next, if needed and based on the findings also to propose effective and just changes of law or an adoption of extralegal measures.

The structure of the thesis corresponds to its aims. In the first chapter, basic terms used in the anti-discrimination law area are defined. In the second chapter, I introduce the (for me) most compelling conception of moral justification of the prohibition of discrimination in any normative system. The third chapter describes, analyzes and partly also criticizes the valid law on the above mentioned three levels of law (international, EU, Czech). In the fourth chapter, I mention methods by the use of which one can estimate the extent of discrimination in certain area. The fifth chapter enumerates typical causes of or motivation behind discriminatory treatment, which are in particular prejudice and conformity. In the last chapter, I propose certain changes of the complaint mechanism and adoption of reasonable accommodation and soft quotas mechanisms. Last but not least, I stress the importance of education of all persons to respect human rights and equality.