Abstract

This thesis deals with the issue of equal treatment and prohibition of discrimination in labour relations. The principle of equal treatment and non-discrimination is one of the essential principles of labour law. Therefore, this principle is part of labour law at all levels – international labour law, labour law of the European union and national law. The author of this thesis chose this topic for its increasing social significance. The principle of equal treatment and non-discrimination is slowly becoming important social topic even in the Czech Republic.

The thesis consists of four main chapters, which are further divided into subchapters. The first chapter briefly describes some of the essential concepts such as equality, discrimination, gender etc. Although these terms are commonly used, their description is important for better understanding of the topic. The other chapters deal with the law currently applicable in the Czech Republic. The second chapter describes the principle of equal treatment and non-discrimination in the documents of international law, esp. international conventions of the United Nations, International Labour Organization and the Council of Europe. The third chapter focuses on the aforesaid principle in the labour law of European Union. For the EU, the principle of equal treatment and non-discrimination is one of the fundamental principle of primary and secondary legislation. The European anti-discrimination legislation, especially directives, undoubtedly has the greatest influence on Czech national legislation, which is the topic of the fourth, final chapter. The author of the thesis describes the implementation of the principle of equal treatment and prohibition of discrimination in the Czech national labour law.

The thesis describes the legislation concerning equal treatment and prohibition of discrimination in labour law. All above mentioned regulations create very sophisticated system that should provide equal treatment to every single employee regardless of gender/sex, age, ethnic origin, religion etc. Unfortunately, the reality is different. There are still individuals and groups treated unequally on the basis of discriminatory reasons. And as long as this is the case, the regulation of equal treatment and prohibition of discrimination in labour law is needed.