

The aim of diploma thesis is to describe antidiscrimination and equal opportunities in EU and Czech Republic. antidiscrimination is framed in social rights, mainly focused on four type of discrimination: discrimination on base of age, gender, race and disability.

The plot of antidiscrimination and equal opportunities developed simultaneously with theories on human rights. Discrimination and equal opportunities are described through framework of ILO conventions, UN conventions, EU directions and judicatory of European Court of Justice that determines practise.

There is a part focused on reconciling work and family responsibilities as an instrument to maintain balance between men and women and between workers with family responsibilities and without these responsibilities.

Czech Republic is analysed wheather fullfill EU philosophy of antidiscrimination and equal opportunities or not. Czech practise is described though judicatory on discrimination, govermental strategies on equal opportunities and nondiscrimination, in four key areas (gender, age, disability and race).

Situation on national level is described and veto of antidiscrimination law and its consequences are mentioned.

In the end there is prognostic view in EU towards broadened of discrimination protection in new areas such as housing and access to services. Czech Republic ought to accept antidiscrimination law in order to harmonise law with EU conditions.