

# SEX DISCRIMINATION AND THEIR PROHIBITION

The theme of my diploma is sex discrimination and its prohibition. The first reason I choose this theme lies in because of my interest in Labour Law and employment policy that I became acquainted with by studying the employment policy and personal management. The second reason is my long-term concern in discrimination is broadly discussed and has significant impact on European Union law. The fact that discrimination is an important phenomenon in the modern society is confirmed, by the fact that after the changes made to the Constitutive Treaty of the EU, the principle of equality was established as one of the fundamental principles of the European Union law. I set up several aims in my diploma.

In the first chapter I cleared up the terms and basic institutes I operate with in my diploma. The next chapter is devoted to relevant international documents regulating prohibition of sex discrimination.

By far the most was the policy of non-discrimination and equal opportunities influenced by the law of the European Union which in the course of time gradually evolved from the originally purely economical-intended grouping into a supra-national subject touching all aspects of social life and the principle of equality became one of fundamental principles of EU law. Therefore, I elaborated the issue of discrimination as is dealt with in primary and secondary sources of the European law. The chapter closes up with selected case-law of the European Court of Justice on sex discrimination that amends and completes the European Union law.

The final part of my diploma I dedicated to the adjustment of prohibition of sex discrimination in the legislation of Czech Republic. I focused mainly on the antidiscrimination law and its presentation.

Benefits of the new legislation is that it applies to whole legal sector, providing the legal means of protection and defense against discrimination for all citizens, especially employees who have been affected by the discriminatory practice or the principle of equality has been violated when their rights were considered. Admittance of anti-discrimination law by Czech Republic which remained to be the sole and last member of the EU, that was missing general legislative coverage of this issue. After considering the standards from various perspectives, my opinion is that anti-discrimination law corresponds to the legal conditions of Czech Republic. It would be appropriate to avoid duplicities in certain provisions of laws on protection against discrimination.

To the effectiveness of fight against discrimination could contribute the enactment of laws that would allow the organizations fighting discrimination to bring an action for the victims of discrimination. To improve the current situation regarding the unequal treatment could also contribute increasing public awareness of legal means of protection against discrimination as well as continuous promotional and educational activities in this area.