

Resumé

Equal treatment and non-discrimination are rules that are essential in international law, European law and national law. They are regulated in many international documents, in terms of European law, especially, in the regulations and directives. Czech Republic, as one of the member States of the European Union is obliged to ensure compliance of national law with European law. It was therefore necessary in order to ensure compliance with requirements of the EC / EU in the field of equal treatment and non-discrimination of employees that are regulated in anti-discrimination directives with our national law. This happened by adoption of Act No. 198/2009 Coll., Anti-Discrimination Act, which as a general law governing these principles.

In my works I deal with treatment of these principles in the documents of international law and international organizations active in this area in the primary and secondary law of the EC/EU and also the current modification in our legal system. My work is divided into an introduction, six sections and a conclusion.

The first part of my work deals with the basic concepts relevant to this area, such as equality, equal treatment, discrimination and its types, as direct or indirect, and others.

In the second part I focused on the modification of the principle of equal treatment and non-discrimination in forms of international law. They are governed by not legally binding international instruments such as the Universal Declaration of Human Rights, but also over time become part of the document legally binding, such as the International Covenant on Civil and Political Rights. In the context I also mention here the international organizations active in this area, especially the United Nations, the International Labor Organization and the Council of Europe.

Part three focuses on European Community law, law of European Union now, which includes both, primary and secondary law. Among the primary law belong Memorandum of EC and agreements on the accession of new member States. I focus here especially on contracts, which modified the original instrument of incorporation and especially supplemented mainly on issues of equal treatment and non-discrimination in employment relations.

Part four deals with the adaptation of the principles of equal treatment and prohibition of discrimination in the Czech legislation. I mention here, of course, the Labor Code, other

specific legislation and above all anti-discrimination law that applies, unless a special law does not regulate this area differently.

Part five provides for various means of protection available to victims of discrimination. I deal with the possibilities of protection by the court, further, that there are subsidiary bodies, if there is discrimination, and especially the Institute of Ombudsman, whose jurisdiction was expanded by Anti-Discrimination Act to this area.

Part Six deals with the special working conditions of women, a little about the development of modifications to these conditions and the reasons why these specific working conditions are not considered as discrimination.

Key words: Anti-Discrimination Act, discrimination, labor relations, equal treatment, employees