

Abstract

Discrimination of women in the labor law

This diploma paper deals with the problem of discrimination of women in the labor law while discrimination being one of the biggest phenomenons of modern society. Its main objective is to provide an overview of current legislation, which deals with prohibition of discrimination based on sex in labor law relations. Furthermore it analyzes the current position of women in the labor market and in our society. In the end of the paper there is also a little research based on a question form for men and women employed by the Police of the Czech republic and it questions their experience and opinion on discrimination based on sex at work.

The thesis is divided into six main parts. The first part is dedicated to the historical development of the status of women in the society and it shows how was their role changing within different historical periods, explaining some aspects why men and women are not accepted equally.

The second part of the thesis explains the main terms such as equality, discrimination (both direct and indirect), harassment and sexual harassment and others, which are important for the whole concept of this thesis and they are used throughout the whole paper.

In the next part the thesis analyzes the status of women in the labor law relations in international law and in the law of the European Union. It focuses on the most important international organizations such as the United Nations, the International Labor Organization or the Council of Europe as these organizations play a major role in prohibition of discrimination and equal treatment of men and women thanks to their high number of members and their international influence.

The fourth part of the paper analyzes the issue in the laws of the Czech republic, including the new Anti-Discrimination Act, which was finally adopted in 2009, showing some aspects of its difficult path of adoption. It also describes the regulation of the issues in other acts as for example the Labor Code, the Employment Code and others, which still maintain their own regulation of discrimination and equal treatment.

The last two parts of the thesis deal with the current situation of the equality of men and women in the labor law relations. The fifth part analyses statistically the inequality of men and women both in the European Union and in the Czech republic by measuring for example the pay gap or the differences in the employment rate of men and women. The last, sixth part of the paper consists of a short research based on a questionnaire for both men and women who are employed by a state employer – Police of the Czech republic. The employees were asked about their experience and their opinion on discrimination of women and inequality between men and women while working at the police.