

RESUMÉ

This thesis is concerned with equal treatment and prohibition of employment discrimination. I deal with international, European and Czech antidiscrimination law. The text is divided into an introduction, four main chapters, divided into subchapters, and a conclusion.

The first chapter defines the fundamental terms, which are equality and discrimination. At first, I distinguish formal and substantive equality. In context of substantive equality, I explain the concepts of equal opportunity and equality of outcome. In the following part of the chapter I deal with the concept of discrimination. I describe the basic forms of discrimination: Direct and indirect discrimination. I also briefly discuss the issue of multiple discrimination.

The second chapter concerns the most important international conventions that are related to my thesis topic. Those are the conventions of United Nations, Council of Europe and International Labour Organization.

The third chapter focuses on the European Union law. First, I review the development of primary law. Further, I focus on the secondary law and three main anti-discrimination directives. The relevant case law of the Court of Justice of the European Union is regarded here as well. Great attention is given to the issue of discrimination against persons with disabilities. Finally, the chapter deals with the concept of positive actions.

The fourth chapter concentrates on the legislation of the Czech Republic. In this part of my thesis I describe the Charter of fundamental rights and freedoms, Labour code, Employment act and Anti-discrimination act. Anti-discrimination act is being discussed here especially in relation to discrimination against people with disabilities. This chapter takes the viewpoint of an Ombudsman into account too.

At the end of this thesis I summarize the international, European and Czech legislation in the area of discrimination prohibition and I highlight its most significant aspects.