

Abstract

This diploma thesis deals with the principle of equal treatment and non-discrimination in employment relations, with the aim of summarising current issues in this area together with examples from practice, particularly in the context of CJEU decisions. The author also attempts to provide suggestions on how to improve the situation and to summarise the legislation that is applicable in such cases.

The first part of the diploma thesis deals with the definition of terms related to the issue and used in the thesis. These are mainly the concepts of equality, discrimination, harassment or mobbing and bossing. Of course, the thesis also includes legal regulations, including Czech, European and international law.

The core of the thesis is the analysis of the discriminatory grounds themselves, with the main part devoted to discrimination on the basis of gender and race, ethnic origin and nationality. In the context of gender discrimination, in addition to unequal pay or transgender issues, attention is also paid to sports, where the author emphasises that even in the case of seemingly unequal pay, such treatment can be objectively fair. In the context of discrimination on the grounds of race, ethnic origin and nationality, the central part of this chapter was devoted to discrimination against the Roma minority in the Czech Republic. The author deals here not only with employment relations themselves, but also with the issue of Roma in the field of education and their inclusion in special schools. This is a current problem which, despite the increased monitoring by the Committee of Ministers of the Council of Europe, shows no significant signs of improvement. The gap between pupils belonging to the majority population and Roma pupils has been exacerbated by the coronavirus crisis. If they achieve at least a second level of education, the chances of Roma gaining employment increase by up to 100%. Persistent problems in relation to employment are low education, poverty, and societal prejudices.

Discriminatory reasons based on age, disability, sexual orientation and faith and religion are also discussed in a more concise form.