

Abstract

Equality between men and women is one of the fundamental social issues addressed by states and organisations around the world, including the European Union. This bachelor thesis deals with the issue of gender equality in the labour market within the European Union and its legislation. Specifically, it works with binding and non-binding European Union legislation on this topic and describes its transposition in selected member states. This thesis first introduces key concepts such as gender and gender inequality within the work environment or the gender pay gap. Subsequently, the basic forms of European law are presented, as well as how it specifically addresses gender equality issues and what developments European legislation in this area has undergone.

The thesis then outlines the binding and non-binding European legal acts that relate to this area and then assesses the adoption of this legislation in selected member states (Belgium, Czech Republic, Spain, Sweden) using the example of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU. The paper interprets these data and places them in the context of European gender equality legislation.