

COURSE DESCRIPTION

Academic year: 2026/2027	
University: Comenius University Bratislava	
Faculty: Faculty of Law	
Course ID: PraF.KPPPSZ/ ENm17-3211/26	Course title: EU Antidiscrimination Law
Educational activities: Type of activities: seminar Number of hours: per week: 2 per level/semester: 26 Form of the course: on-site learning	
Number of credits: 3	
Recommended semester: 2.	
Educational level: II.	
Prerequisites:	
Course requirements: Continuous assessment constitutes 40% of the overall evaluation and includes active participation in seminars, continuous preparation for classes, the preparation and presentation of legal analyses, as well as work with legal provisions and case law in accordance with the instructor's guidelines. Final assessment constitutes 60% of the overall evaluation and consists of an individual written legal analysis (case study). The grading scale is as follows: A/1 = 91–100%, B/1.5 = 81–90%, C/2 = 73–80%, D/2.5 = 66–72%, E/3 = 60–65%, FX = 0–59%. During the assessment, students may use all available sources of legal information, in particular unannotated legislation, case law, legal literature and legal information systems. Scale of assessment (preliminary/final): 40/60	
Learning outcomes: Knowledge Upon completion of the course, the student is able to explain the development, system and sources of European Union anti-discrimination law. The student understands the fundamental concepts and legal categories, in particular direct and indirect discrimination, harassment and positive action measures. The student is able to characterize the individual grounds of discrimination regulated by EU law and their normative framework in secondary legislation and in the case law of the Court of Justice of the European Union. The student understands the relationship between EU anti-discrimination law, the Charter of Fundamental Rights of the European Union and the national legal systems of the Member States. Skills The student is able to identify the relevant EU legal framework in the field of equal treatment and apply it to specific legal situations. The student can analyze factual circumstances from the perspective of potential discrimination and assess them in accordance with the relevant directives and case law. The student is able to formulate a legal issue, propose an appropriate solution and provide professional and well-reasoned arguments in support of their conclusions. The student is	

capable of working with the case law of the Court of Justice of the European Union and using it in legal reasoning.

Responsibility and Autonomy

The student is capable of independently identifying and critically evaluating legal sources in the field of European Union anti-discrimination law. In addressing legal issues, the student proceeds systematically and takes into account the broader constitutional and value-based foundations of equality and the prohibition of discrimination. The student is able to formulate an independent professional opinion and assume responsibility for its substantive and argumentative justification.

Class syllabus:

1. Introduction to European Union Anti-Discrimination Law – development, sources and system
2. Fundamental concepts and legal forms of discrimination under European Union law
3. The principle of equal pay between men and women for equal work or work of equal value
4. The principle of equal treatment in access to employment, occupation and working conditions
5. Equal treatment between men and women in occupational social security schemes
6. Equal treatment in statutory social security schemes
7. Horizontal provisions of European Union anti-discrimination directives
8. Equal treatment between men and women in access to goods and services
9. Equal treatment irrespective of racial or ethnic origin
10. Equal treatment in employment and occupation on grounds of religion or belief, disability and sexual orientation
11. Equal treatment in employment and occupation on grounds of age
12. The relationship between European Union anti-discrimination law, the Charter of Fundamental Rights of the European Union and other areas of European Union law
13. Presentation of seminar papers and systematic revision of key legal principles

Recommended literature:

KURIL, M.: International and European Labour Law (selected chapters). Bratislava, VO PF UK, 2009

ELLIS, E., WATSON, P.: EU Anti-Discrimination Law (5th edition). Oxford : Oxford University Press, 2012.

DAVIES A.C.L.: EU Labour Law. Cheltenham, Elgar European Law, 2012, 271 pg. ISBN 978 1 84844 998 5.

DORSSEMONT at all: The European Convention on Human Rights and the Employment Relation, Oxford and Portland, Oregon, 2013, 442 pg. ISBN 978-1-84946-338-6.

Languages necessary to complete the course:

English

Notes:

Past grade distribution

Total number of evaluated students: 0

A	ABS	B	C	D	E	FX
0,0	0,0	0,0	0,0	0,0	0,0	0,0

Lecturers: doc. Mgr. Denisa Homola Nevická, PhD., JUDr. PhDr. Barbara Faktor Pavlíková, PhD., doc. JUDr. Lenka Freel, PhD., Mgr. et Mgr. Kristína Ježová

Last change: 19.03.2026

Approved by: