

COURSE DESCRIPTION

Academic year: 2025/2026	
University: Comenius University Bratislava	
Faculty: Faculty of Law	
Course ID: PraF.KPPPSZ/ ENm17-3211/25	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	
Type, volume, methods and workload of the student - additional information Course Workload: 75–90 hours (6–7 hours per week) Contact Teaching: 26 hours (2 hours per week) Self-Study: 4–5 hours per week	
Number of credits: 3	
Recommended semester: 1.	
Educational level: II.	
Prerequisites:	
Course requirements: Continuous assessment: a) 40% of the total assessment – consists of activity in seminars, legal analyses and presentations of legal analyses of legislation and case law according to the instructions of the teaching staff, and b) 60% of the total assessment consists of individual work. Grading scale: 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 examination, students may use all available sources of legal information, in particular unannotated legal regulations, commentaries, case law, legal literature and legal information systems Scale of assessment (preliminary/final): 100/0	
Learning outcomes: After completing the course on EU Anti-Discrimination Law, the student will acquire a comprehensive overview of European Union anti-discrimination law and the case law of the CJEU and the European Court of Human Rights. The student will understand the development and implementation of anti-discrimination legislation in Slovakia and be able to analyze cases and propose recommendations in this field. Knowledge: The student will gain a systematic overview of EU anti-discrimination law, its development, sources, and fundamental principles. They will acquire knowledge about EU legal instruments aimed at combating discrimination based on gender, race or ethnic origin, age, disability, sexual orientation, religion, or belief. Additionally, the student will gain insight into judicial practice as well as the relationship of anti-discrimination law with other areas of EU law, including employment law, the internal market, and fundamental rights. Skills: The student will learn to apply EU anti-discrimination legal regulations in specific practical	

situations—particularly in identifying and addressing cases of discrimination, especially in employment relationships. They will be able to interpret and correctly apply anti-discrimination norms when dealing with both hypothetical and real cases in the private and public sectors.

Responsibility and Autonomy: The graduate of the course will be able to independently analyze complex legal issues related to the prohibition of discrimination, prepare qualified legal opinions, and assess the conduct of natural and legal persons in terms of compliance with EU anti-discrimination norms. They will be aware of the societal importance of the principle of equal treatment and protection against discrimination as a fundamental principle of the rule of law, enabling them to formulate balanced and professionally substantiated solutions that promote inclusion, justice, and respect for fundamental rights in accordance with European standards.

Class syllabus:

1. Introduction to EU anti-discrimination law (development of EU anti-discrimination law, sources, EU anti-discrimination law system)
2. Basic concepts of EU anti-discrimination law (direct discrimination, indirect discrimination, harassment, etc.)
3. Principle of equal pay for men and women for equal work or work of equal value
4. Principle of equal treatment between men and women in terms of access to employment and occupation and working conditions
5. The principle of equal treatment between men and women in the field of social security (occupational social security schemes)
6. The principle of equal treatment between men and women in the field of social security (statutory social security schemes)
7. Other EU legislation relevant to the application of the principle of equal treatment between men and women in the field of employment and occupation
8. Principle of equal treatment between men and women in access to goods and services
9. Principle of equal treatment between persons irrespective of racial or ethnic origin
10. Principle of equal treatment in employment and occupation (prohibited grounds: sexual orientation, religion or belief, disability)
11. Principle of equal treatment in employment and occupation (prohibited grounds: age)
12. Horizontal provisions of EU anti-discrimination directives
13. Presentation of individual work produced as part of the continuous assessment

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

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

Last change: 12.06.2025
Approved by: prof. Mgr. Miroslav Lysý, PhD.