

## **Abstract**

The topic of the diploma thesis are selected issues of the hiring of employees. Within the scope of this work I would like to refer to wiles, which lie in ambush for applicants for a job already at the very beginning of selection procedure, and that is why I aimed above all on the issue of discrimination in the course of hiring employees, which is recently by general public very popular subject matter.

In introductory three chapters I make a bid for brief explanation of principle of equality, equal treatment and prohibition against discrimination so that I may further devote myself to the principal object of submitted thesis.

The content of the fourth chapter is the treatise on unequal treatment in the period prior to beginning of employment, so in the course of selection procedure. As results from the findings of the research of ombudsman and Czech Helsinki Committee, the applicants for job very often face discrimination already by the first contact with prospective employer, so in job advertisement.

In fifth and sixth chapter I analysed national and european antidiscrimination legal context and relevant case law, chosen on my own. In both cases I would like to point out to really dynamic development in recent years, moreover both areas complement each other, but also influence one another.

In the seventh chapter I analyse, what possibilities of protection are available for the person feeling herself affected by discriminatory behaviour, how should the person proceed by the defense and what can one sue and claim in accordance with the requirements of European union law concerning national system of sanctions, which should be sufficiently efficient, dissuasive, but also commensurate.

In the conclusion of the thesis I evaluate actual status on the field of battle with discrimination in the area of hiring of employees. Above all I occupy myself with the question, whether are accessible instruments of protection against discrimination sufficient and what should, according to my opinion, help and direct the civil society towards the definitive settlement with this large problem, for which I the discrimination unambiguously consider.