

The thesis deals with selected legal aspects of the process of selection of job seekers. Through the study of professional literature and other sources, legal regulations and also own small research, the author deals mainly with the issue of the principle of equal treatment and the prohibition of discrimination and protection of personal data. The thesis also describes the job position of the job seeker, the pre-contractual liability and the dishonest behavior of the potential employee and the employer, the ways of getting employees and other connections, because the theme of the thesis is more extensive than it might seem at first sight. The possibilities of the defence are also mentioned. The process of selection of job seekers can not be considered as a purely personalist discipline.

The thesis works with legislation such as the Labor Code, the Employment Act, the Anti-Discrimination Act on the Personal Data Protection Act. Although the selection of a prospective employee is the employer's responsibility, employers have to observe the legal requirements, for example, they can not discriminate the job seekers or infringe the privacy of the job seeker unwarranted. Therefore, for example, a potential employer can require only information directly related to the conclusion of an employment contract.

The author's small survey shows that the issue of the discriminatory job offers is still hot issue, gender and age discrimination was to be seen often.

The aim of the thesis is to describe the position of the job seeker as a weaker contracting party, to outline the issue of discrimination of jobseekers and to show the current situation at the area of job offers, to describe the issue of personal data protection in the context of the development of information technology too and to illustrate other contexts related to the process of selection of job seekers.