

Abstract

The thesis „Discrimination of older persons in their access to employment“ focuses on the discrimination problem of persons over 50 years of age when they look for a job. The discrimination is one of the factors that prevent older persons from entering the labor market, which affects not only those persons but the whole society as well. At first, the thesis determines the theoretical concepts, which it comes from. Those concepts go through the whole thesis. Further on, it outlines a brief survey of national and European legal norms that deal with the given problem. It also introduces institutions that manage the problem and that we can contact in case of encounter with discrimination. In the next part, the thesis focuses on the negative aspects of discrimination and on the occurrence frequency of discrimination itself in the Czech Republic, particularly in the job advertisements and during job interviews. The practical part of the thesis concentrates on the discrimination of person over 50 in the district of Teplice, both from the point of view of the unemployed persons and the employees of the Labor Office. The final part identifies main fields of problems, which it propose possible solutions for.