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## **INTERNATIONAL LEGAL GUARANTEEING HUMAN RIGHTS IN RELATION TO PERSONNEL SELECTION**

Any organization exists only when there are people, human resources. Human resources are a basic (full-time) composition of skilled workers of enterprises, government agencies, and organizations. Now a term “personnel” is often used. Personnel is an integral expression of total capacity and functional abilities of a human that are continuously developing and updating in accordance with the needs of production and labour.

The issue of international legal provisions of human rights in relation to recruitment was studied by such famous scientists as Kozub I., Buhrov L.Yu., Bondarenko E.N., Nurtdinova A., Zhyrnakov V. et al.

The purpose of this article is to examine issues concerning the forecasting and planning of demand for personnel; company’s recruitment with necessary personnel; ensuring the personnel movement, preparation of a reserve for promo-

tion, improvement of professional skills of employees.

Taking into account scientific developments and statutory regulation, an analysis of the issue of the rights of persons-candidates during the existence of the relationship with recruitment is done. The author made some conclusions about the definition of the role of state agencies regarding violations of labour legislation found during the investigation of the circumstances of the refusal of employment. Suggestions on the legal regulation of relations arising at the stage of the job search and employment contract are substantiated.

Thus, providing the right to work of a potential worker consists in the creation of effective regulation of relations with recruitment by: employer’s compliance with labour legislation when establishing requirements for the workers’ recruitment; inadmissibility of creating constraints and advantages on discriminatory grounds.