

## **Abstract**

This work aims to analyse the realization of age management in organizations in the Czech Republic. The work focuses on the concept of age management, its tools, levels, pillars, demographic changes, workability, and measures of age management in human resource activities. Then follows an empirical survey. This survey aims to analyse age management measures applied by selected organizations in banking and insurance in Prague. This area is selected based on an analysis of examples of good age management practice and research of signatories to the Diversity Charter, in which banking and insurance organizations were well represented. The work is based on the assumption that if an organization deals with diversity, it is very likely, that it could also deal with diversity based on age. The empirical survey is realized in the form of interviews with personnel workers. The evaluation is based on a comparison of age management measures in selected organizations in banking and insurance with the already analysed principles and recommendations of the theoretical concept of age management.

## **Keywords**

Age management, demographical changes, discrimination, diversity management, corporate environment