

The position of seniors in labor and social-legal relations in the Czech Republic

Abstract

The diploma thesis entitled The position of the elderly in employment and social-legal relations in the Czech Republic focuses on various aspects of the employment of the elderly, especially persons receiving old-age pensions. The aim was to compare the differences and specifics of the employment of seniors - pensioners from the remaining groups of employees, in two basic areas, labor law and social law. In the introductory chapter, this work defines the basic terms and defines the term senior and further outlines the problem, which is that seniors are not yet perceived as a separate group of employees who may have special needs that should be reflected in labor law legislation. Specific proposed solutions are then detailed in individual chapters. This section also provides several important statistical data, obtained mainly from investigations by the Czech Statistical Office, which show a clear finding that the number of working seniors has doubled in recent years and that this group of employees is gaining in importance. In the next chapters, this work is devoted to some specific labor law and social law institutes and other aspects of the employment of seniors, especially in the area of concluding, changing and terminating labor relations. Furthermore, this work deals with health and pension insurance in connection with the employment of seniors. A special chapter is devoted to the specifics of the employment of seniors, including a historical excursion, because the conditions for the employment of seniors and non-seniors were not always the same. Subsequently, this work discusses the importance of employing seniors for the state and society as a whole, as well as one evil, which is discrimination based on age, which of course mainly concerns seniors. At the end, he brings several proposals for improving the current system and proposals for specific additions to the existing labor law legislation.

Although this work only provides a basic overview of the issue of employing seniors, it nevertheless contains everything essential, including references to specific legal regulations and case law, in a form that is applicable to all who need to orientate themselves in this issue, whether they are employers or employees.

Keywords: senior citizen, pensioner, employment relationship, pension