

Abstract

The current trend of demographic aging can be alleviated by extending the working activity of older workers and seniors. In this thesis the attention is focused on the relationship between the employment of older people and setting of the pension scheme, since both affect the behaviour of older workers and seniors.

The aim of this thesis was to find out the level of employment support of older workers and seniors, and to describe not only the view of seniors, who continue with work after their claim on old-aged pension but also attitudes of the potential employers on this group of workers.

Secondary data analysis with emphasis on foreign experience and qualitative interviews supplemented by quantitative research were used as research methods. The research has shown that the pension system does not motivate older people to delay retirement, the level of education in old age is undersized and the awareness of current trends and opportunities in the field of seniors employment is missing.

Key words: seniors, older workers, employers, pension scheme, labour market, education