

## **Abstract**

The Diploma thesis deals with discrimination of elder job applicants on the job market and focuses on employment agencies. As the population is getting older we need to deal with the necessity to keep workers on the job market longer. Elder people are facing the fact that employers prefer younger workers. Job centres fail in their role of arranging of a job for this group of people. The employment agencies serve as mediator between job applicants and employers and they are thus witnesses of this discrimination. The aim of this thesis is to explore the approach of the employment agencies towards elder job applicants by using the method of document search, semi-structured interviews and Focus Group. The thesis leads to a conclusion that employment agencies are participating on the discrimination as they mostly follow the age requirements stated by the employer. It is caused not only due to an ageistic attitude in a society. It is based on the situation in companies as the companies are not ready to include elder workers, especially manual workers. In case of higher positions the job applicants lack knowledge of foreign language skills. The thesis identifies tax concessions for employment of elder workers as the right instrument to motivate the employers to integrate them in the company.