

## PART-TIME EMPLOYMENT OF SENIORS IN THE COUNTRIES OF THE VISEGRÁD GROUP

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This paper is part of the output of the project VEGA 1/0233/16 "Dimensions and factors related to social and economic development of V4 regions".

**Abstract:** The aim of this paper is to compare the state and trends of part-time employment of people aged 65 and over in the V4 countries. The methods used in the article were regression analysis, beta convergence and correlation diagram. In the Czech Republic, Hungary and Slovakia, the share of seniors employed part-time out of the total number of seniors increased. In Poland, the share of seniors employed part-time out of the total number of seniors decreased. The Czech Republic had above-average values of the share of seniors employed part-time out of the total number of seniors as well as an above-average growth factor. By using beta convergence, neither the convergence nor the divergence of EU countries in terms of the indicator of the share of seniors employed part-time out of the total number of seniors was confirmed.

**Keywords:** population ageing, labour market, part-time employment

### 1 Introduction

The current common demographic feature of European developed countries is population ageing. As stated by Klapková, Šídlo and Šprocha (2016), population ageing is the result of improving the health status of the population and the associated mortality ratios in the context of general improvement of the quality of human life as well as the long-term reduction of fertility. Deepening population ageing and changes in the family patterns have significant consequences for the economic growth, investment and consumption, the labour market, pensions as well as transfers between generations (Bleha, Vaňo).

From the point of view of population ageing, it is important for developed societies to take measures ensuring that the demographic change does not result in an increase in the share of seniors living below the poverty line. As stated by Šimková and Langhamrová (2017), besides ensuring the financing of retirement, health and social services, it is important to ensure that after the seniors become retired their living standard does not deteriorate dramatically.

The characteristics, implications and strategies in the field of population ageing have been elaborated in some European documents (WHO, 2012; Council of Europe, 2017) and formulated into national strategies aimed at supporting active ageing. Active ageing and successful ageing have become ubiquitous concepts in the current societies (São José et al., 2017). Documents focusing on active ageing do not define population ageing as a future threat but as a chance for individual companies to achieve a higher level of development, cohesion and intergenerational sustainability (Ministry of Labour, Social Affairs and Family of the Slovak Republic, 2013). Thus, developed European countries see population ageing as a challenge that, from the perspective of active aging, can lead to positive development of individual companies.

According to Vidovičová and Kafková Petrová (2016), in WHO documents active ageing is seen as a situation where elderly and ageing people have a continuous opportunity to participate in the labour market as well as to engage in other unpaid productive activities. Thus, the active ageing strategy includes finding ways to involve older workers into social action and work processes. Engaging elderly people in social actions can be supported by the flexibility of the labour market and the employment of elderly workers and seniors (Ministry of Labour and Social Affairs of the Czech Republic, 2014).

The issue of employing elderly people is very up to date and is addressed in many scientific areas. It is based on the current demographic development and reflects the all-society needs of all economically advanced countries. Krajňáková and Vojtovič (2017) state that favouring a policy that subordinates the

concept of positive ageing of the population to the economic growth and labour market is a dominant approach of the absolute majority of both academic and executive branches. This approach represents the second important theoretical and empirical methodology of analysing the issue of population ageing; a methodology that accentuates the importance of the needs of the labour market and employability of older workers. The link between demographic conditions and the labour market has been analysed by Serban (2012). He refers to the fact that there is a gradual change of the demand and consumption structure. One of the problems addressed is the impact of education on the labour market. Lisenkova, Mérette and Wright (2013) deal with a model assessing the impact of population ageing on the labour market in Scotland. The model is used to evaluate the effects of labour force decline and labour force ageing on the key macroeconomic variables.

At regional levels, population ageing may have a different impact on the labour market (Gregory, Patuelli, 2015). According to Weller (2007), employment is the result of an interaction of labour supply, labour demand and the regulatory environment. Changes in employment across countries can therefore be triggered by the development of the labour market supply and demand and changes in the regulatory environment at national level. It is important to analyse these changes and specify measures that will have a positive impact on the social and economic development.

Stephenson and Scobie (2002) draw attention to the fact that the shrinking of the working age population raises the prospect of an economy-wide reduction in total labour supply by the middle of this century. However, the actual size of any reduction will depend crucially on future labour force participation rates.

In the field of labour market and employment at national levels, the adoption of national active ageing strategies and policies aimed at addressing active ageing and supporting the labour market is already taking place today. According to Börsch-Supan (2002), in most OECD member countries labour force attachment has increased in recent years not only in the age group 60–64 years but also among people aged 65 and over. However, this process is at the very initial stage of development and it is important to deal with it continuously and over the long term.

V4 countries have some specifics. According to Nováková and Šoltés (2016), the Czech Republic is the country with the best material living conditions among the V4 countries. This is mainly due to having the best values of the indicators except for the indicator representing housing conditions. Slovakia maintained its second position during the whole period analysed and recorded improvement in the areas of income, material deprivation of citizens and GDP. Hungary recorded worsening material living conditions almost in all indicators. Poland improved its position mainly by significant growth of income and decrease of the indicators representing material deprivation and poverty. Our intention will be to determine whether part-time employment of seniors is a different feature of the Visegrád Group (hereinafter referred to as the V4) countries.

### 2 Aim, Data and Research Methodology

#### 2.1 Aim and Data

The aim of this paper is to compare the state and trends of part-time employment of people aged 65 and over (hereinafter referred to as "seniors") in the V4 countries. Based on these findings, we will focus on assessing the differences in the part-time employment of seniors in the V4.

In the next step, we will look at whether EU countries show convergence or divergence in the employment rate of seniors

employed part-time and whether individual V4 countries have a tendency to shift away from other EU countries in terms of seniors' part-time employment or a tendency to approach them. During the analysis, we will use the methods of regression analysis, beta convergence and we will construct a correlation diagram. Data were obtained from the Eurostat (2017, (1), (2)) database. The period analysed was 2009-2016.

## 2.2 Research Methodology

Regarding the set objective, we will use regression analysis to outline linear trends in the seniors' part-time employment in the V4 countries. We will use the method of least squares to estimate parameters. The method minimizes the sum of the squared errors in the data series Y.

A simple linear trend of the data series Y is

$$y_t = \alpha + \beta t + \varepsilon_t, \quad t = 1, 2, 3, \dots, n$$

$\alpha$  is the constant term in model,

$\beta$  is the regression coefficient,

$\varepsilon_t$  is the  $t^{\text{th}}$  noise term, random error

$n$  is the number of periods.

From the estimated parameters of the linear trends we will derive an average annual increase, better said a decline in the share of seniors employed part-time out of the total number of seniors in the V4 countries.

Beta convergence is one of the methods for convergence analysis, better said region divergence analysis. It is based on the assumption that regions converge over the period analysed if regions that had low levels at the beginning of the period show a faster growth than regions with higher values at the beginning of the period. On the contrary, regions diverge if regions that had low levels at the beginning of the period show a slower growth than regions with higher values at the beginning of the period. In order to find out which regions out of the analysed ones tend to shift away from the others or to delay we used a chart called correlation diagram. Beta-convergence procedure and the correlation diagram are performed as follows:

In the period analysed, the initial values of the indicator and the values of the indicator at the end of the period for all regions are determined. The average growth factor is calculated from the data using the geometric mean.

From the time series of growth coefficient  $k_t$  for  $t=2, 3, \dots, T$ , which were determined from the values of the time series  $y_t$  for  $t=1, 2, \dots, T$ , the average growth coefficient will be calculated as (1)

$$\bar{k} = \sqrt[T-1]{k_2 k_3 \dots k_T} = \sqrt[T-1]{\frac{y_2 y_3 \dots y_T}{y_1 y_2 \dots y_{T-1}}} = \sqrt[T-1]{\frac{y_T}{y_1}} \quad (1)$$

Using the least squares method, linear regression parameters are determined, where the dependent variable is the logarithm of the average growth coefficients and the independent variable is the logarithm of the initial values. If the estimated linear regression function is declining, we are talking about predominant tendency towards convergence. If the linear regression function is increasing, we are talking about predominant tendency to divergence.

The coefficient of determination is determined in the linear models. It explains how many percent of total variability are explained by the model. If the values of the coefficient of determination are high, we are talking about highly demonstrated convergence or divergence.

The correlation diagram is a point chart where the dependent variable is the logarithm of the average growth coefficients and the independent variable is the logarithm of the initial values. The points in the figure are separated by lines. One goes through the arithmetic average of the logarithm of the initial values. The second goes through the arithmetic average of the logarithm of the average-growth factor. Thus, all the points are divided into

four groups with a below-average or above-average value of the logarithm of the initial values and with a below-average or above-average value of the logarithm of the average-growth coefficient.

In the first group, there are regions with above-average initial values and an above-average growth factor. They reduce convergence. They tend to shift away from the others. In the second group, there are regions with below-average initial values and an above-average growth factor. They tend to move into the first group, i.e., into a group in which there are regions that tend to shift away from the others. In the third group there are regions with below-average initial values as well as a below-average growth factor. They tend to delay the others. In the fourth group, there are regions with above-average initial values and a below-average growth factor. They tend to move into the third group, i.e., into the group in which there are regions that tend to delay the others (Minařík, Borůvková, Vystrčil, 2013).

## 3 Research Results and Discussion

Before the analysis of seniors employed part-time we analysed the share of seniors out of the total population and the ageing index in all V4 countries. The share of seniors out of the total number of people tended to increase in all developed EU countries. At the beginning of the period analysed, the highest share of seniors was in Hungary. The lowest share was in the Slovak Republic. At the end of the period analysed, the highest share of seniors was in the Czech Republic and Hungary. The lowest share was in the Slovak Republic. The average annual growth factor of the share of seniors was the highest in the Czech Republic (102.98%). The lowest average annual growth factor of seniors was in Hungary (101.58%). The share of seniors out of the total number of people in % is in Table 1.

Table 1 Proportion of population aged 65 and over out of the total population (%)

	2009	2010	2011	2012	2013	2014	2015	2016
Czech Republic	14.9	15.3	15.6	16.2	16.8	17.4	17.8	18.3
Hungary	16.4	16.6	16.7	16.9	17.2	17.5	17.9	18.3
Poland	13.5	13.6	13.6	14.0	14.4	14.9	15.4	16.0
Slovakia	12.2	12.4	12.6	12.8	13.1	13.5	14.0	14.4

Eurostat, database

The aging index, expressed as the share of seniors per 100 people aged 0-14 was the highest in Hungary in the period analysed. The lowest values were achieved by the Slovak Republic. The highest average annual growth factor of the ageing index in the period analysed had Poland, the lowest annual average growth factor had the Czech Republic. The ageing index in % is in Table 2. In the next step, we expressed the share of seniors employed part-time out the total number of seniors (Table 3).

Table 2 Ageing index (%)

	2009	2010	2011	2012	2013	2014	2015	2016
Czech Republic	104.93	106.99	107.59	110.20	113.51	116.00	117.11	118.83
Hungary	110.07	112.93	114.38	116.55	119.44	121.53	123.45	126.21
Poland	88.24	88.89	88.89	92.72	95.36	99.33	102.67	106.67
Slovakia	78.21	80.00	81.82	83.12	85.06	88.24	91.50	94.12

Processed according to Eurostat database

Table 3 The share of seniors employed part-time out of the total number of seniors

	2009	2010	2011	2012	2013	2014	2015	2016
Czech Republic	2.63	2.59	2.47	2.60	2.63	2.55	2.99	3.19
Hungary	0.90	0.90	1.07	1.04	0.93	0.96	1.00	1.18
Poland	2.67	2.59	2.55	2.47	2.29	2.36	2.09	2.10
Slovakia	0.59	0.69	0.77	0.64	0.76	0.65	0.96	0.92
EU 28	2.53	2.57	2.71	2.90	2.96	3.09	3.12	3.18

Processed according to the Eurostat database

In the first three years of the period analysed, the highest share of seniors employed part-time out the total number of seniors had Poland (in 2010 together with the Czech Republic). However, in the following five years, the Czech Republic had

the highest share of seniors employed part-time out of the total number of seniors. In 2009, 2010 and 2016, the maximum values exceeded the arithmetic average in the EU. In the Czech Republic, Hungary and Slovakia, the values increased over the period analysed. In Poland, the values decreased.

In the next step, we expressed the parameters of the linear trend of the share of seniors employed part-time out of the total number of seniors in all four countries of the V4 and we expressed the coefficient of determination.

Parameter values are in Table 4. Graphical depictions of the linear trend of the share of seniors employed part-time out of the total number of seniors from all countries of the Visegrád Group and in the EU are in Charts 1-5.

Table 4 Estimation of the linear trend parameters of the share of seniors employed part-time out of the total number of seniors  $y=a+bt, t=1, 2, \dots, 8$

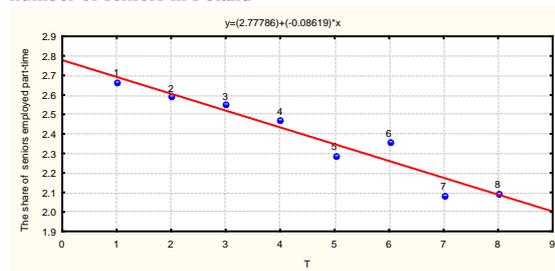
	a	b	R <sup>2</sup> (%)
Czech Republic	2.37464	0.07369	52.89%
Hungary	0.889286	0.024048	37.17%
Poland	2.77786	-0.08619	93.03%
Slovakia	0.564286	0.040714	55.81%
EU 28	2.42714	0.10119	96.44%

Own processing in Statistica

By examining the quality of linear models, we found that in all linear models the arithmetic average of the residues was zero. Based on the Shapiro-Wilk test, we did not reject the zero hypothesis of normal residues distribution. Based on the Durbin-Watson statistics, it can be concluded that there was a significant negative autocorrelation of residues in the model for Poland. In the linear models for Hungary, Slovakia and the EU, the autocorrelation of residues was insignificant. In the model for the Czech Republic it was not possible to decide on autocorrelation. Heteroscedasticity of the residues was not confirmed in the models.

From the estimation of the linear trend parameters in all four V4 countries we can say that Poland was the only country in which the share of seniors employed part-time out of the total number of seniors decreased. The proportion of seniors employed part-time out of the total number of seniors decreased by about 0.0862% annually. The graphical representation of the linear trend of the share of seniors employed part-time out of the total number of seniors in Poland is in Chart 1.

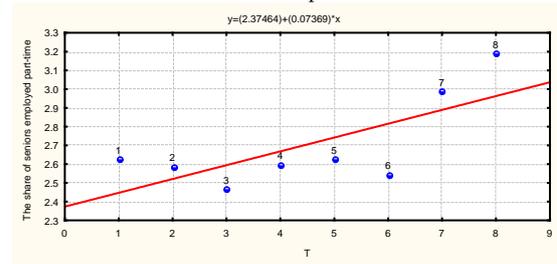
Chart 1 The share of seniors employed part-time out of the total number of seniors in Poland



Own processing in Statistica

The highest regression coefficient of the share of seniors employed part-time out of the total number of seniors was in the Czech Republic. The proportion of seniors employed part-time out of the total number of seniors increased by about 0.0737% annually. The graphical representation of the linear trend of the share of seniors employed part-time out of the total number of seniors in the Czech Republic is in Chart 2.

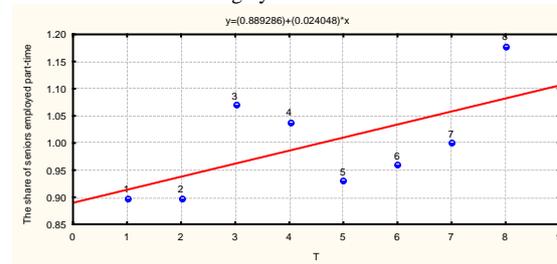
Chart 2 The share of seniors employed part-time out of the total number of seniors in the Czech Republic



Own processing in Statistica

In Hungary, the linear trend was growing. However, the model had a coefficient of determination with a relatively low value. Only 37.17% of the total variability was explained by the model. The graphical representation of the linear trend of the share of part-time seniors out of the total number of seniors in Hungary is in Chart 3.

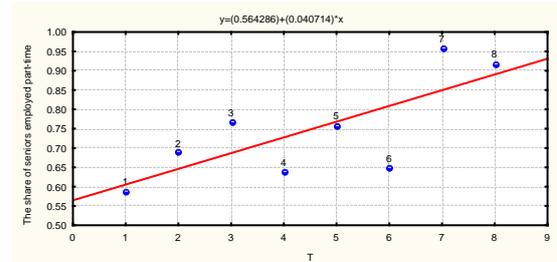
Chart 3 The share of seniors employed part-time out of the total number of seniors in Hungary



Own processing in Statistica

In the Slovak Republic, the regression coefficient of the share of seniors employed part-time out of the total number of seniors was about 0.0407%. The graphical representation of the share of seniors employed part-time out of the total number of seniors in Slovakia is in Chart 4.

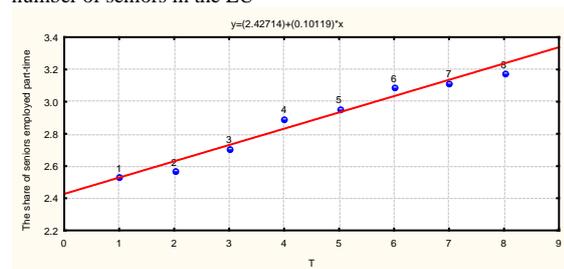
Chart 4 The share of seniors employed part-time out of the total number of seniors in Slovakia



Own processing in Statistica

The proportion of seniors employed part-time out of the total number of seniors in the EU increased by about 0.1012% annually. Thus, if this trend was to be maintained, the share of seniors employed part-time out of the total number of seniors in the EU would increase by about 1% over the next 10 years. The graphical representation of the linear trend of the share of seniors employed part-time out of the total number of seniors in the EU is in Chart 5.

Chart 5 The share of seniors employed part-time out of the total number of seniors in the EU



Own processing in Statistica

Based on the linear models, Table 5 provides a point estimate and a 95% confidence interval of the share of seniors employed part-time out of the total number of seniors in 2020.

Table 5 Estimation of the share of seniors employed part-time out of the total number of seniors in 2020

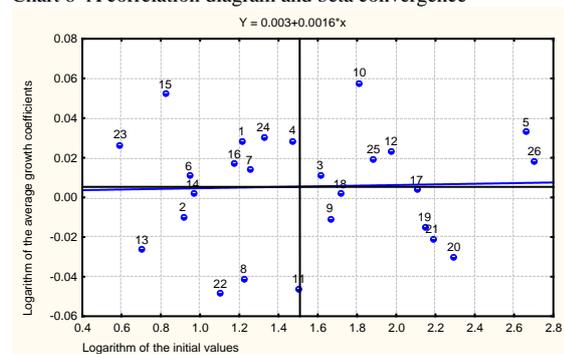
	Point estimate	95% confidence interval	
Czech Republic	3.2589	2.7141	3.8037
Hungary	1.1779	0.9329	1.4228
Poland	1.7435	1.5587	1.9285
Slovakia	1.0529	0.7690	1.3367
EU 28	3.6414	3.4891	3.7938

Own processing in Statistica

If share of seniors employed part-time out of the total number of seniors develops with the linear trend, in 2020 the Czech Republic will have the highest value. However, the value of the indicator would be lower than the EU average.

In the next step, we focused on finding out whether EU countries show convergence in the share of seniors employed part-time out of the total number of seniors. However, we had to omit Luxembourg and Malta from the analysis of 28 EU countries due to unpublished data. Countries with a relatively high share of seniors employed part-time out of the total number of seniors include e.g., the United Kingdom, Portugal, Sweden, Netherlands, Denmark and others.

Chart 6 A correlation diagram and beta convergence



Own processing in Statistica

Note: 1. Belgium, 2. Bulgaria, 3. Czech Republic, 4. Denmark, 5. Germany, 6. Estonia, 7. Ireland, 8. Greece, 9. Spain, 10. France, 11. Croatia, 12. Italy, 13. Cyprus, 14. Latvia, 15. Lithuania, 16. Hungary, 17. Netherlands, 18. Austria, 19. Poland, 20. Portugal, 21. Romania, 22. Slovenia, 23. Slovakia, 24. Finland, 25. Sweden, 26. United Kingdom

Linear regression function with a dependent variable, logarithm of the average growth factor of the share of the number of seniors employed part-time out of the total number of seniors ( $y$ ) and with the independent variable, with the logarithm of the initial values of the share of the number of seniors employed part-time out of the total number of seniors ( $x$ ) has the following expression:

$$y = 0.003 + 0.0016x$$

The regression coefficient is almost 0, so there is neither convergence nor divergence. The coefficient of determination is only 0.109%. Thus, only 0.109% of the total variation is explained by the model. Graphical representation of the regression function is in Chart 6.

Chart 6 also contains a correlation diagram in which the countries are divided into four groups. The Czech Republic is in the first group, i.e., in the group in which there are countries that have above-average initial values and an above-average growth factor. Countries in this group tend to shift away from the others. The Slovak Republic and Hungary are in the second group. They have below-average initial values and an above-average growth factor. They tend to move into the first group, i.e., into the group in which there are regions that tend to shift away from the others. Poland is in the fourth group. This group includes regions with above-average initial values and a below-average growth factor. They tend to move into the third group, i.e., into the group in which there are regions that tend to delay the others.

#### 4 Conclusions

Based on the analyses carried out, we can state that regional specifics in terms of part-time employment of seniors in the V4 countries were determined. In 2009-2011, Poland had the highest share of seniors employed part-time out of the total number of seniors. However, in 2012-2016, the Czech Republic had the highest share of seniors employed part-time out of the total number of seniors. In the Czech Republic, Hungary and Slovakia the share of seniors employed part-time out of the total number of seniors increased in the period analysed. In Poland, the proportion of seniors employed part-time out of the total number of seniors decreased.

By using beta convergence, neither convergence nor divergence of EU countries in terms of the indicator of the share of seniors employed part-time out of the total number of seniors was confirmed. From the correlation diagram we concluded that the Czech Republic had above-average initial values and an above-average growth factor. It belongs to the countries that tend to shift away from the others. The Slovak Republic and Hungary are in the group in which countries tend to move into the group that tends to shift away from the other countries. Poland is in the group in which there are countries that tend to move into the group in which there are countries that tend to delay the others.

Our research has got some limitations. During the analysis, we did not take into account various regulatory measures and did not monitor the supply and demand in the national labour markets. Their detailed specification would make it possible to characterize the causes of the development of seniors' employment in individual V4 countries in a wider context. In further research, it would be necessary to focus on analysing the development of seniors' part-time employment in terms of the changing supply and demand in the labour market and regulatory measures.

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**Primary Paper Section: A**

**Secondary Paper Section: AO**