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## **EMPLOYMENT OF OLDER PERSONS AND THEIR HIRING PROBLEMS**

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**Abstract.** The article contains an employment trends analysis of older persons on Sverdlovsk region example. The author proves the relevance of the research topic in the current Russian socio-economic situation in the introduction. In the main part of the article, the author has analyzed the dynamics of the population structure by age in the region over the past 15 years based on data from the Federal State Statistics Service. Further, he has calculated and analyzed the indicators of the demographic burden in the region in the same period. Then, a comparison was made of the indicators of the percentage of employed older persons according to the data of sample labor force surveys; the composition of the employed population and the unemployed by age groups was determined in this region in 2015. The author found a high level of unemployment among older people, which gave grounds for justifying the ineffectiveness of increasing the retirement age in Russia. This, in the opinion of the author, will lead to an increase in unemployment and an increase in the payment of unemployment benefits. The author sees the main problem of older persons' employment in their disguised discrimination. The author suggests ways to solve problems of older persons' employment in conclusion through the development of specialized types of vocational training.

**Keywords:** The elderly; pensioners; employment of retirees; problems of employment; age discrimination; ageism.

**JEL codes:** J21; J49; J71.

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