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## THE ACTUAL PROBLEMS OF OLDER PEOPLE' EMPLOYMENT

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**Abstract.** The article deals with the problems of older people employment, which is one of the most acute problems on the labor market in modern Russia. It is revealed that ages classification by the World Health Organization does not correspond to the situation on the Russian labor market, since people experience employment problems already at the age of 45. The results of a study organized by the HeadHunter site about the desired applicant portrait for the employer are analyzed. It is concluded that the overwhelming number of employers is aimed at workers under the 45 years age. It is calculated that only 2-3% of those who lost their jobs after 56 are likely to be employed again. Employers' arguments are presented, explaining the decline in demand for older candidates. Further, the results of the Yandex company research are analyzed, the professions and areas of employment are determined, where age workers can be employed; contradictions between labor demand and older people labor supply are revealed. The author proposed ways to solve the older people employment problem by changing the age candidates resume content, a different approach to self-presentation. In conclusion, the author identifies the general directions for solving the older people employing problems.

**Keywords:** older workers; age discrimination; ageism; employment issues; labor market.

**JEL codes:** J 71; J 14; J 49.

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