

To cite this paper:

Pyshmentseva E.E. (2018) Aged persons' employment and placement problems. *Human Progress*. 4 (5): 6. URL: http://progress-human.com/images/2018/Tom4_5/Pyshmentseva.pdf.

AGED PERSONS' EMPLOYMENT AND PLACEMENT PROBLEMS

Elena Pyshmentseva

Master Student in Ural State University of Economics
Yekaterinburg, Russia

Abstract. The article is devoted to employment and placement problems for the elderly. The author analyzed the number of older persons and their distribution by gender, revealed a gender imbalance. The employment status of this age group is considered in Russia as a whole and an analysis is made of the retirement age persons' employment peculiarities. A high proportion was identified of retirement age persons who are economically active population. The main reasons for the desire to work at an older age are determined. The article reveals the problems faced by older people in the search for a work: the lack of conditions that motivate the employer to hire older people; wrong opinion on the older persons' low professionalism; the inability to address employment issues directly to the employer; obsolescence of some occupations. Recommendations are given further that could positively influence the situation in the society with the elderly people employment, including the expansion of opportunities for transferring the older workers' experience to younger ones, the special centers creation for the elderly retraining, the media activities, the development of a non-stationary social service institutions network.

Keywords: employment; labor market; retirement age; pensioners' employment; population aging; gender imbalance; employment problems.

JEL codes: J21; J49; J71.

References

1. Sadangharn, P. An Elderly Employment Model for the THAI Automotive Industry // South East Asian Journal of Management. - 2017. - Volume: 11, Issue: 2. P.: 103-119.
2. Koulkova, I.A. Employment of Older Persons and Their Hiring Problems // Human progress. - 2017. - Volume 3, No. 1 URL: http://progress-human.com/images/2017/tom3_1/Koulkova.pdf.
3. Dmitrieva, A. Achieving the Social Inclusion of Elderly People: A Continuation Of employment or 'Advanced' Leisure? // Journal of Social Policy Studies. - 2018. - Volume: 16, Issue: 1. P.: 37-50.

4. Ryabova, T.M.; Frolova, E.V.; Rogach, O.V.; et al. Status and Role Transformations of the Elderly in Modern Russia // *Tarih Kultur ve Sanat Arastirmalari Dergisi - Journal of History Culture and Art Research*. - 2018. - Volume: 7, Issue: 1. P.: 132-141.
5. Belyaev, Yu.A. Labor activity behind the pension threshold: in anticipation of change // *Financial business*. - 2011. - №2. P.: 55-59.
6. Kondo, A.; Shigeoka, H. The Effectiveness of Demand-Side Government Intervention to Promote Elderly Employment: Evidence from Japan // *ILR Review*. 2017. - Volume: 70, Issue: 4. P.: 1008-1036.
7. Kondo, A. Does Promoting Elderly Employment Hurt Young Japanese Workers? // *Social Science Japan Journal*. - 2017. - Volume: 20, Issue: 2. P.: 279-285.
8. Smirnova, T.V. Elderly: Stereotyped Image and Social Distance // *Sociological research*. - 2008. - No. 8. P.: 49 - 55.
9. Burlak, N.P. The Retirement Age Persons Employment Management // *Russian Entrepreneurship*. - 2011. - №3. P.: 104-108.
10. Sharin, V.I.; Efremova, T.V. The need for new approaches in the work of human resources services in connection with the increase in the retirement age of state and municipal employees // *e-FORUM*. - 2018. - № 1 (2). URL: <http://eforum-journal.ru/images/pdf/2/7.pdf>.
11. Efendiev, I. Social Policy // *Person and Work*. - 2013. - №1. P.: 21-23.

Contact

Elena Pyshmentseva

Ural State University of Economics

62-455, 8th of March Str., Yekaterinburg, 620144, Russia

e.e.pyshmentseva@mail.ru