

To cite this paper:

Sadkova I.V. (2019) Features of prepension age persons' employment. *Human Progress*. 5 (2): 3.
URL: http://progress-human.com/images/2019/Tom5_2/Sadkova.pdf. DOI 10.34709/IM.152.3

FEATURES OF PREPENSION AGE PERSONS' EMPLOYMENT

Irina V. Sadkova

Senior Lecturer of the Labor Economic and HR-Management Department

in Ural State University of Economics

Yekaterinburg, Russia

Abstract. The article is devoted to the actual problems identification of pre-retirement age persons' employment and the definition of possible ways to solve them. The author explains the relevance of the topic by the contradiction presence between the high level of professional knowledge and skills of older candidates and the lack of vacancies for them. In the article, the author systematizes the possible reasons for the older persons' refusal to hire and their inconsistency with the real situation and the experienced workers' opinions. Next, the author studied the objective reasons for finding a job at an age close to retirement. It was determined who exactly is the pre-retirement age person. The author analyzed the situation on the labor market in Russia and in Sverdlovsk region, revealed the proportion of older people among job seekers and the unemployment rate among pre-retirement age people. Depending on the characteristics and problems of employment, it has been allocated 3 categories of unemployed pre-retirement age citizens. It was determined that in order to solve the problems of employing pre-retirement age people, it is necessary to correct the State employment policy, support the development of educational institutions for older people, and improve working conditions. In conclusion, the author systematized the rules that can help older people in finding a new job.

Keywords: retirement age; unemployed; age restrictions; career; experience; employment.

JEL codes: J 24; J 42.

References

1. Matsukura, R.; Shimizutani, S.; Mitsuyama, N.; et al. Untapped work capacity among old persons and their potential contributions to the «silver dividend» in Japan // *Journal of the Economics of Ageing*, 2018, Vol.12. P.: 236-249.
2. Pawera, R.; Jancikova, E. An issue of age in the labour market in Slovakia // *Economic ANNALS-XXI*, 2018, Vol.168, Issue11-12. P.: 93-99.

3. Kim, W.; Choi, Y.; Lee, T.-H.; et al. Job displacement and social safety net on depressive symptoms in individuals aged 45 years or above: findings from the Korean Longitudinal Study of Aging // *Ageing & Society*, 2018, Vol.38, Issue6. P.: 1199-1222.
4. Mani, S.; Mitra, S.; Sambamoorthi, U. Dynamics in health and employment: Evidence from Indonesia // *World Development*, 2018, Vol.104. P.: 297-309.
5. Weber, J.; de Lange, A.; Mueller, A. Gender differences in paid employment after retirement: Psychosocial working conditions and well-being // *Zeitschrift für Gerontologie und Geriatrie*, 2019, Vol.52, Application1. P.: 32-39.
6. Kulkova, I.A.; Silayenkova, V.V. Features of persons' employment in the age segment after 40 years on the Russian labor market // *Internet journal Naukovedenie*, 2013, № 4 (17). P. 81.
7. Belikova, T.N.; Minaeva L.N. All about pensions. - M.: SPb: Peter, 2016. - 224 p.
8. Kozina, I.M.; Zangieva, I.K. Age Discrimination in Employment - Moscow: Institute of Economics, Russian Academy of Sciences, Moscow, 2014. - 152 p.
9. Makarova, E. Yu. Subjectively experienced age discrimination / *Modern psychology: materials of the V Intern. scientific Conf.* - Kazan: Beech, 2017. P. 54-60.
10. Egorov I. Reaping the first results of pension reform. URL: <http://kprf-chel.ru/2018/11/21/igor-egorov-pozhinaem-pervye-plody-pensionnoj-reformy/>

Contact

Irina Sadkova

Ural State University of Economics

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

sadkova-i@mail.ru