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CURRENT PROBLEMS OF OLDER PERSONS'EMPLOYMENT

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Annotation. The article is devoted to the identification of urgent employment problems of persons in the age category older than 50 years. The topic relevance is due to changes in the Russian pension system that are taking place at present and are described in this article. Statistics are presented that characterize the situation on the labor market in the persons' over 50 years employment segment, the unemployment dynamics in the age categories of 50-59 years and 60-72 years is analyzed. The main part of the article is devoted to the systematization and analysis of the older people employment problems. The author identified five main problems: high requirements for the workers' qualifications and the need for age-related workers' retraining (1); a reduction in the number of staff and employers, first of all, try to fire older people (2); employers' age preferences related to the youth teams' formation (3); low adaptive ability of older workers who have worked for a long time at one workplace (4); the older subordinates interaction problem with young leaders (5). The article describes the experts' opinions on these issues. The article also contains solutions to each of the identified problems.

Keywords: pension system; older persons; employment; employment problems; unemployment rate.

JEL codes: J 24; J 42.

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