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WORK LIFE QUALITY IN PRE-RETIREMENT AGE: REGIONAL PROFILE

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Abstract. In order to maintain economic activity and stability in the labor market, it is necessary to preserve and effectively use the accumulated human capital of older workers, including pre-pensioners. In this regard, it is important to understand the subjective feelings of workers regarding the conditions of their working life. The purpose of the work is to analyze the quality of work life (QWL) of workers of pre-retirement age from the standpoint of their satisfaction with the objective conditions of labor activity. The information base is a sociological survey of the working-age population of the Vologda Oblast, conducted by the Vologda Research Center of the Russian Academy of Science in 2020. The following problem points have been identified. Firstly, a slight satisfaction with the size of the salary, expressed dissatisfaction with the completeness of the social package. Secondly, higher estimates of working conditions among pre-retiree women, which indicates a large proportion of men employed in harmful and dangerous working conditions throughout their working lives. Thirdly, low awareness of labor legislation and satisfaction with the work of trade unions, which weakens the feeling of a secure position in the enterprise. Fourthly, high satisfaction with the content of work with low readiness to master new knowledge and skills, engage in creative labor activity.

Keywords: work life quality; satisfaction; people in pre-retirement age; salary; qualification; sociological survey.

JEL codes: J28; J31; J53.

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