

# “OLDER WORKERS IN RUSSIA”

Research project “Creating conditions for realization of the social potential of older adults at municipal level”

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## Methodology

- The research uses the “active aging” and “age-friendly cities” approaches as an ideological basis for the research. Also, the Age-Friendly City Checklist was used for constructing some of the survey questions.
- As this is a policy research “bottom-up” approaches for data collecting were used as major.
- The major purpose of the research was to reveal the best practices of how local authorities can facilitate realizing of potential of older people, including at work.
- A variety of qualitative and quantitative methods were used in the research: 70 –120 surveys of older adults in each city; interviews with employees of municipal and non-profit organizations working with older people.

## Definitions

- An **older person** (according to the Russian legislation) is a woman 55 and over and a man 60 and over.
- **Active aging**. Hereafter following World Health Organization we consider active ageing as a lifelong process shaped by several factors that, alone and acting together, favour health, participation and security in older adult life.
- **Age-friendly city** adapts its structures and services to be accessible to and inclusive of older people with varying needs and capacities.

## General Facts

- Women become eligible for the Governmental (social) old age pensions at 55, and men at 60.
- Old age pension in Russia is 8500 roubles (~210 Euros)
- The official cost of living for older people in 2010 was calculated at 111 Euros.
- After reaching the retirement age older persons receive both pensions from the Government and salary from their employer if they choose to continue working
- Life expectancy in 2009 was 74,7 for women and 62,8 for men

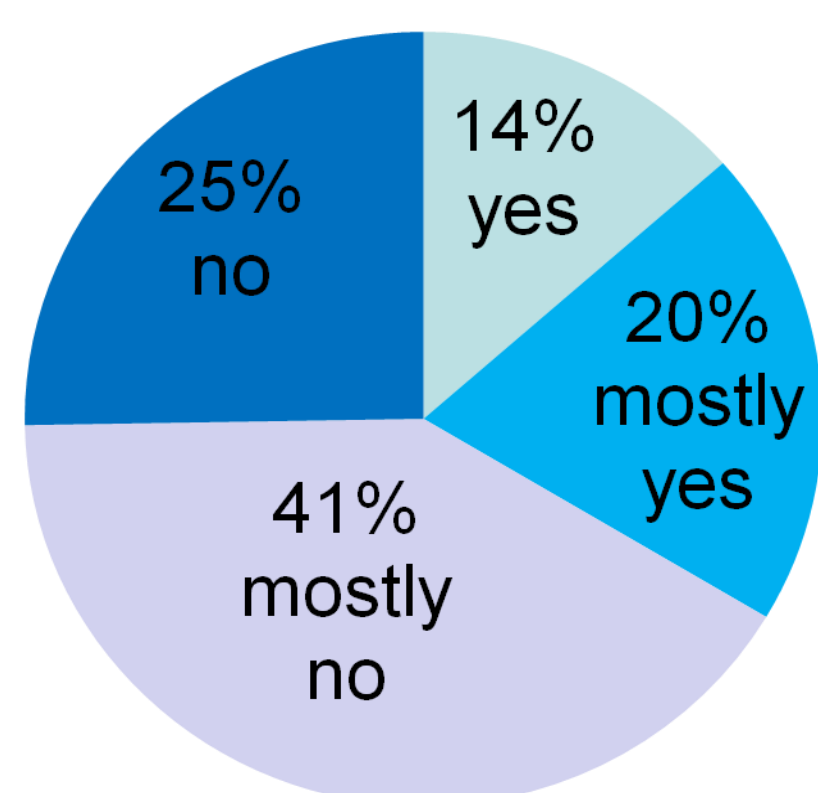


The research was conducted in 8 cities in Russia different in size, regional and ethnic specifics, and level of involvement of older adults (Moscow, St Petersburg, Kazan, Ufa, OreI, Novokuznetsk, Prokopyevsk, Tuymazy). The research is still in progress, so the data from selected cities is presented below.

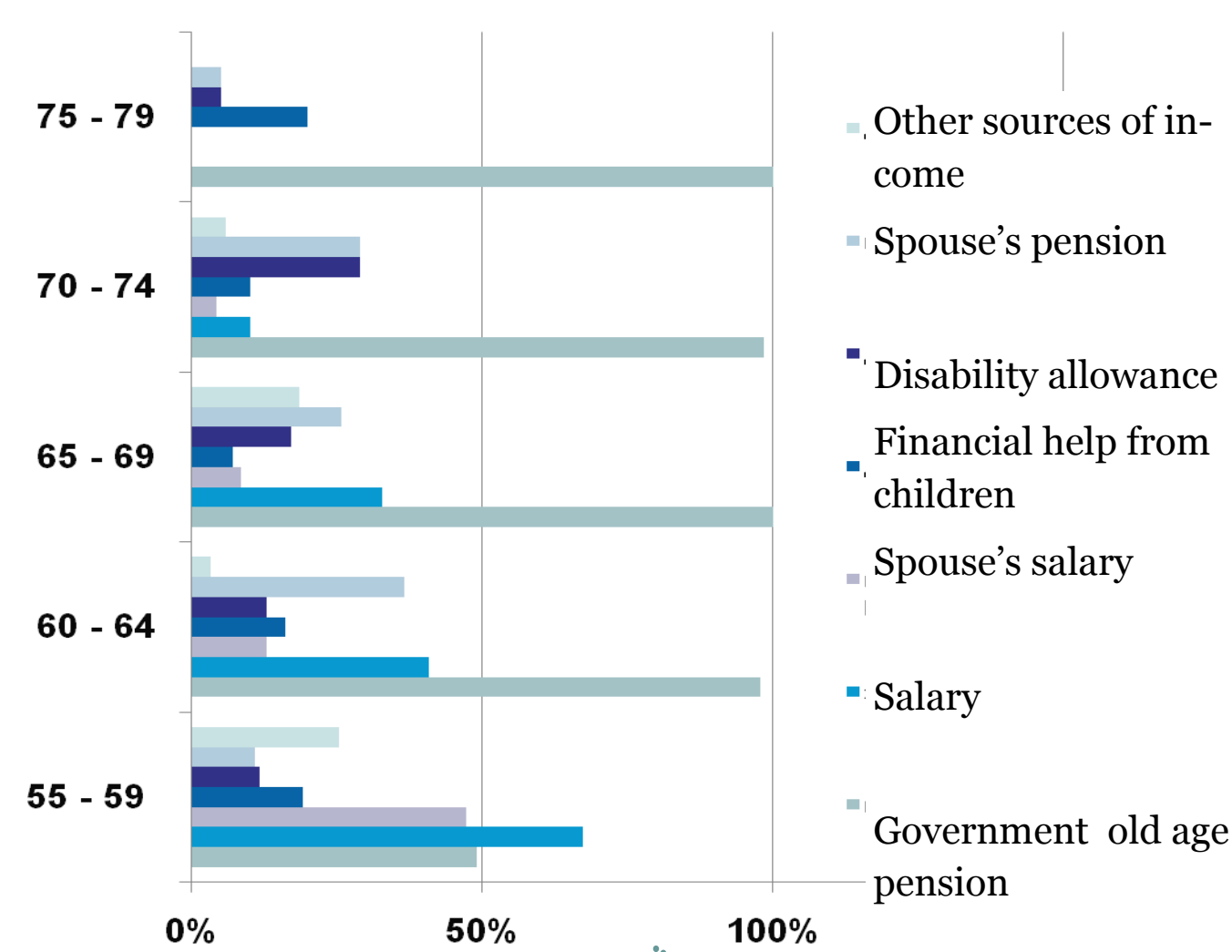
## Findings

1. Most older persons in the researched cities in Russia have the need and willingness to work. Their income is not enough to live high quality life. Most of them continue working beyond the retirement age and remuneration remains a major source of income for about 70% of adults (55-59) falling gradually to 30% (65-69) up until the age of 70. After which its significance falls dramatically. Moreover, it can be clearly seen from the graph, that willingness to work falls with age.

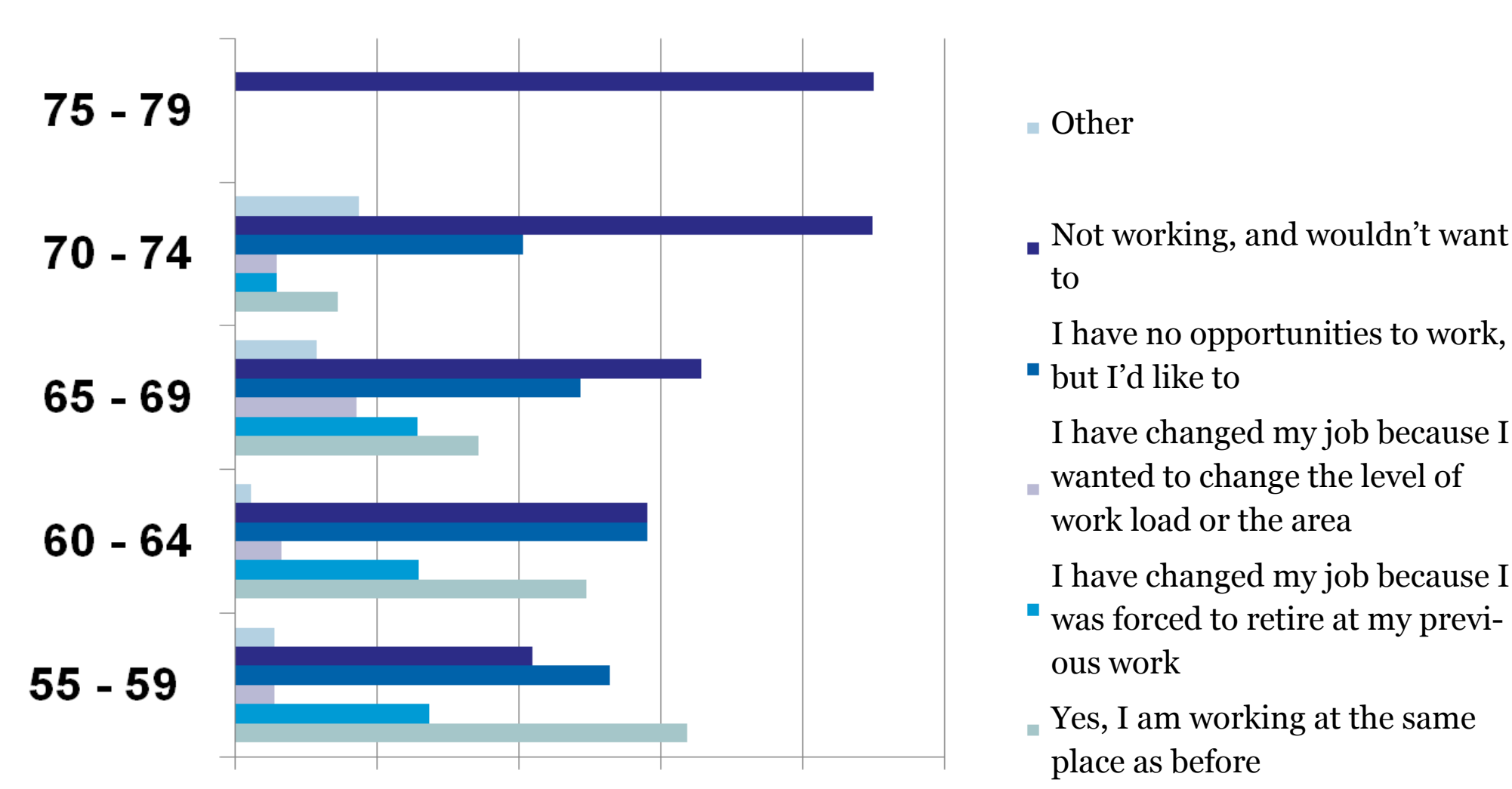
### Does your total income allow you to live full life?



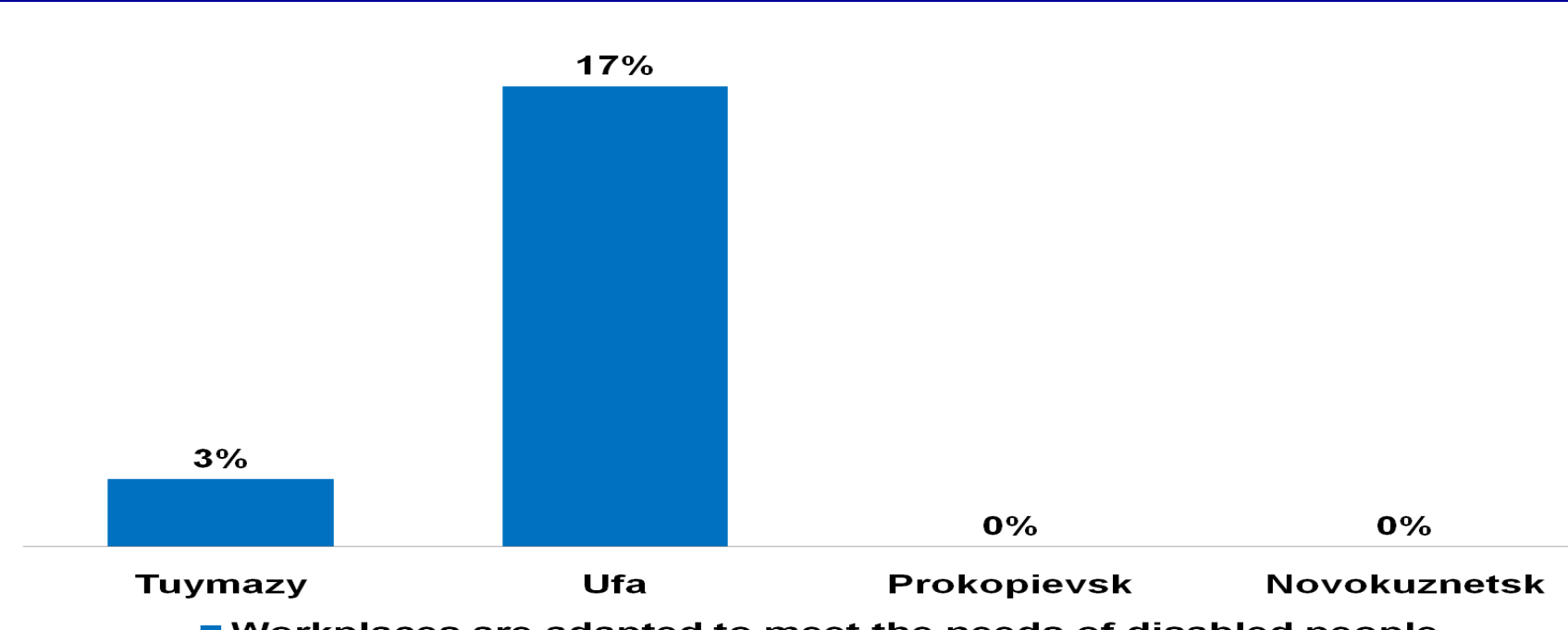
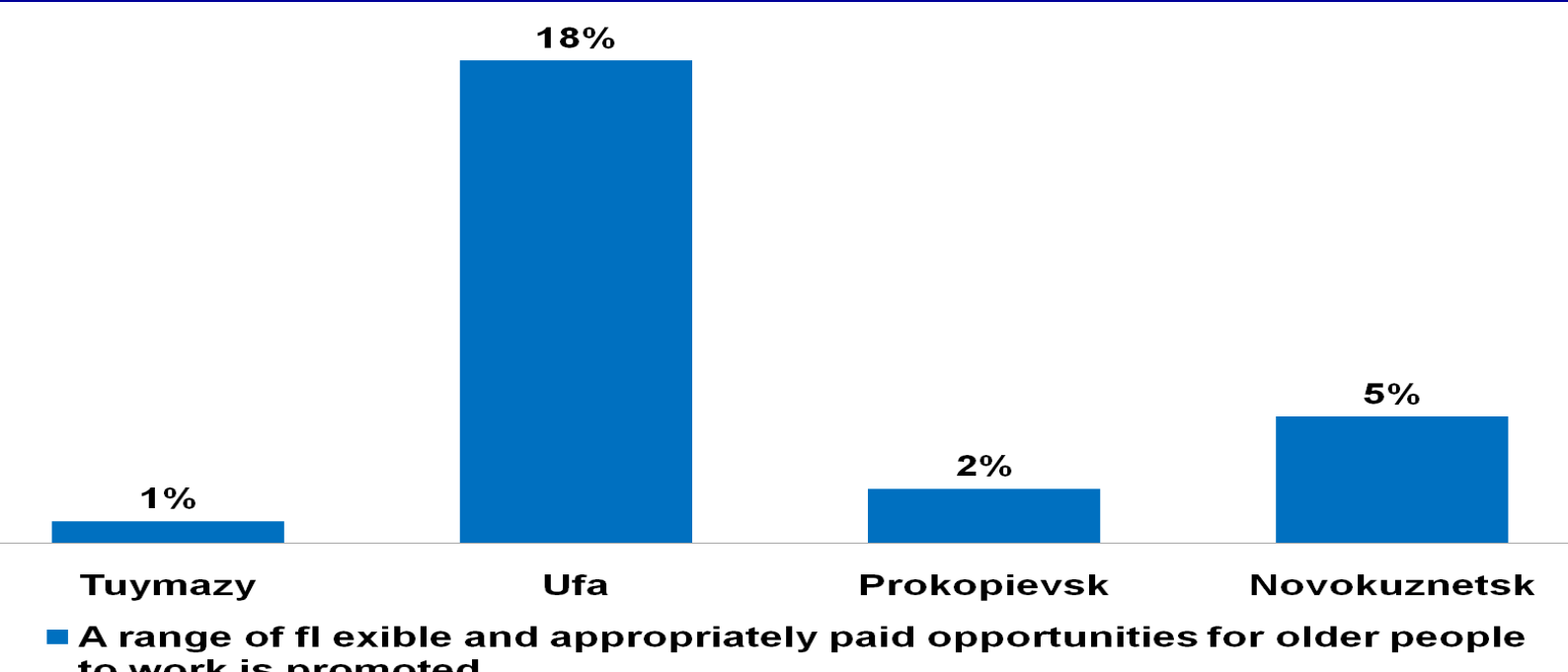
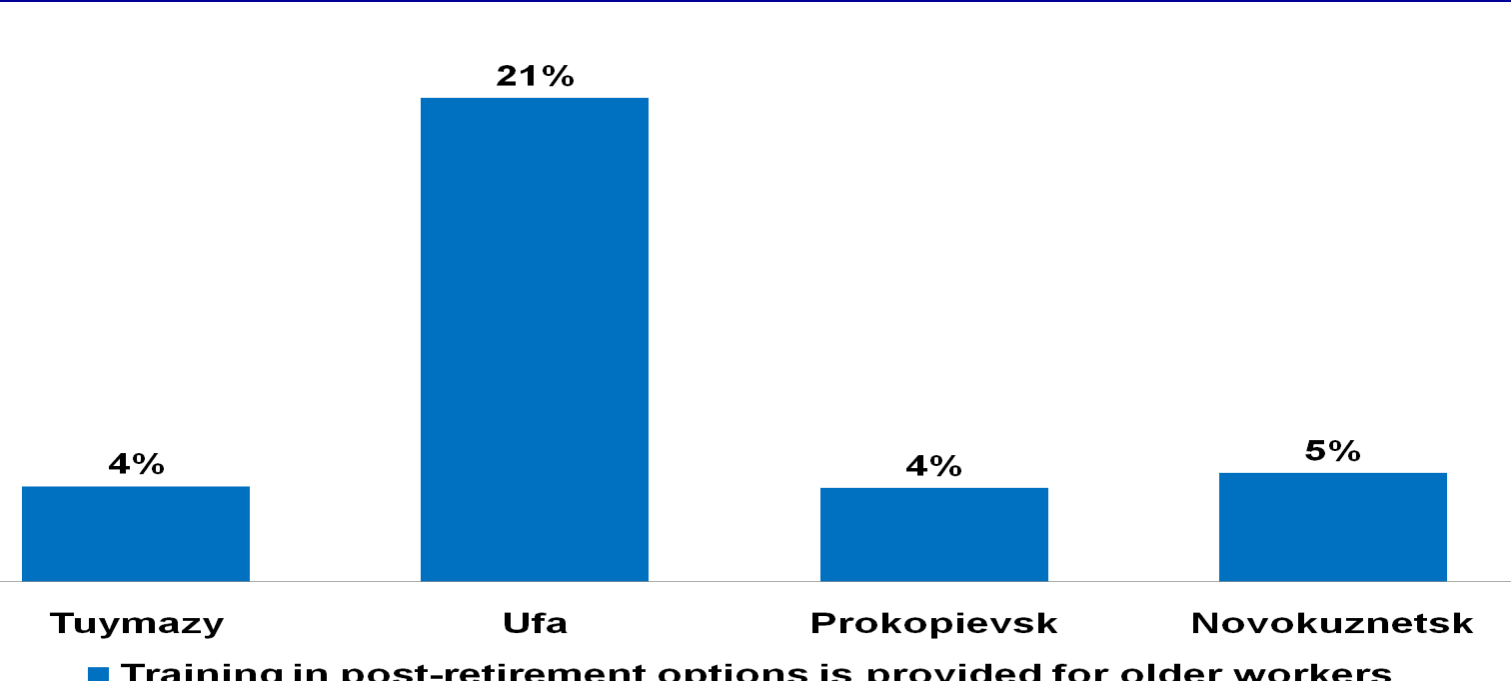
### What are major sources of your income?



### Are you working? (%)

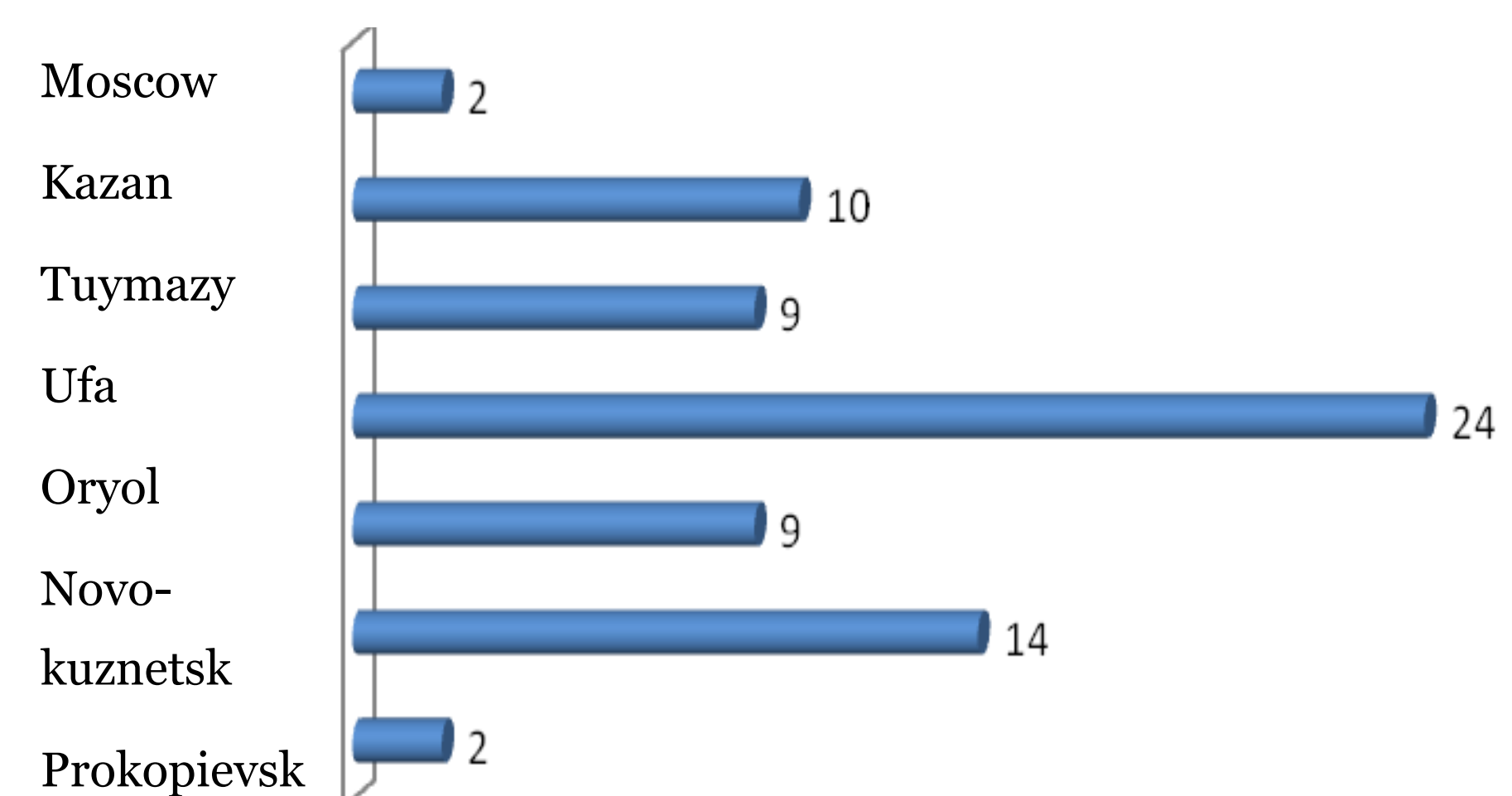


2. There are circumstances preventing older people from work. They include the fact that working environment is not adapted to special needs of older workers in any manner. In three of four cities (shown in the graphs below) around 90% of the surveyed older people did not acknowledge having any special conditions or privileges for older people at work. However, in one of the cities (Ufa) this indicator was much higher—up to 25%. The worst situation is for people with disabilities. And this was true for other aspects of our research (social, city environment, etc).

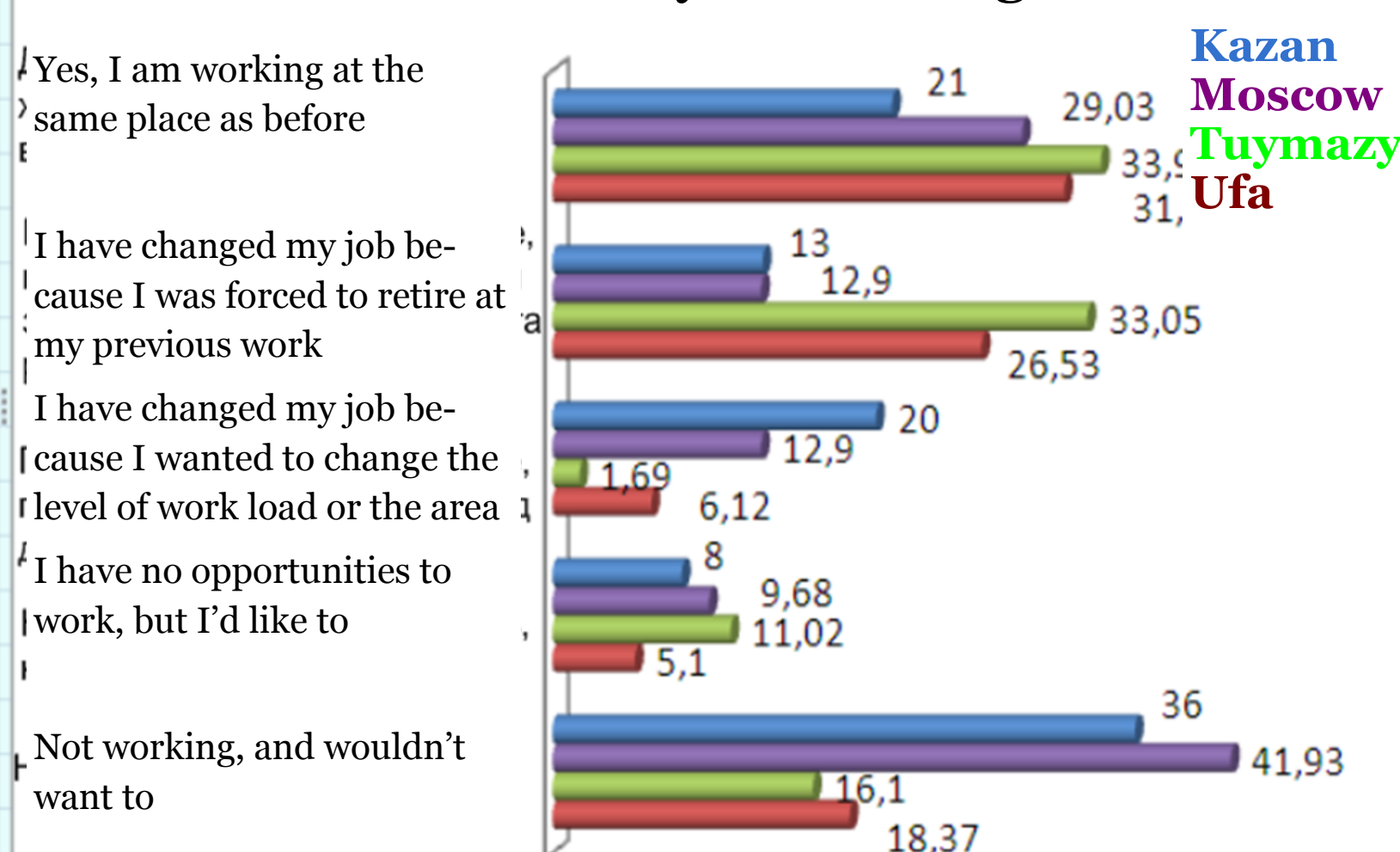


3. Another common reason for older people not to work is age discrimination. On average less than 15% in each city agreed that discrimination on the basis of age is forbidden at work place. The most discriminative cities turned to be Moscow (a highly competitive megapolis with a lot of young skilled migrants) and Prokopyevsk (a small city fully dependent on coal industry and offering mostly physical labour employment). Moreover, the right to work was named as one of the most often violated by 28-39% of the survey participants.

### Discrimination on the basis of age is forbidden in the hiring, retention, promotion and training of employees(%)



### Are you working? (%)



### Which rights are violated most often in your city?(%)

