

CONTROL TECHNOLOGY OF SOCIAL PROTECTION OF THE PRE-RETIREMENT AGE PERSONS IN THE RUSSIAN FEDERATION: THE THEORETICAL ASPECT

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ABSTRACT

This article describes the social management of technology in the Russian Federation. The problems are associated with the organization of social work with the most vulnerable social group. These are the citizens of pre-retirement age. It was demonstrated the stages of work with the citizens of pre-retirement age.

Keywords. The technology of control, the social protection, the humans of pre-retirement age, the Russian Federation, the socio-economic and political reformation, the social management.

INTRODUCTION

There is socio-economic and political transformation in Russia; they have already been taking place for many years under the banner of "reform policy" and it led to the fact that there are moments of crisis in a number of public areas. One of these "crisis" spheres, it is the sphere of social management in the field of social protection of pre-retirement age.

The Constitution is proclaimed that the Russian Federation is a social state. The Activity of the public administration system is aimed at ensuring and creating the conditions for a decent life. "Russia is a social state whose policy is aimed at creating conditions for a dignified life and free development of man" [The Constitution of the Russian Federation, 2016]. Article 39 of the Russian Constitution states that social security guarantees each "age, in case of illness, disability, loss of breadwinner, for the upbringing of children and in other cases established by law [Constitution of the Russian Federation, 2016].

Currently, in the Russian Federation social protection of the population is implemented in four main fields: social protection of children, childhood and adolescence, social protection of the working population, the social protection of disabled citizens and social protection of the family.

The investigations of sociologists show that less protected social group is the capable of working population of Russia [Guslova, 2007: p.15] and, first, it is a person of pre-retirement age. Particularly there is a problem of finding in effective social protection of pre-retirement age people of management practices under these conditions.

FORMULATION OF THE PROBLEM

The actuality of the study of technology in the social protection of pre-retirement age technology is determined that this category of Russian citizens, who requires special approaches to the solution of their social problems, it remains at the legislative level, without proper attention. There are exceptions, these are articles 27 and 28 of the Federal Law "On labor pensions in the Russian Federation", which guarantee the right to early retirement in the absence of registration of employment opportunities.

When the state social program is established, the social activity and the professionalism of the human make to retirement age for the first place. For example, pension reform developed "Strategy-2020" provides a significant increase in pensions for those who have reached retirement age, but they continue to work from one to five years after reaching retirement age without receiving a pension. That is, without attention problems stay without attention such humans approaching retirement age as with employment problems in reducing or dismissal from the previous place of work.

There is a paradoxical situation: the government is focused on an artificial increase in the number of pre-retirement age people (those who do not receive with state the guaranteed old-age pension), and at the same time the management of social protection of this category is carried out not in full power.

In such circumstances, it is necessary as measures of assistance to people, who are close to retirement age, offsetting a decline in their living resources, and the correction of ideology and social consciousness in the direction of recognition of the intrinsic value and importance of older [Fisenko, 2015]. It is necessary further development of the social protection of pre-retirement age persons through a system of social services, which are currently not fully meet modern requirements.

When it works with clients of social services should pay attention the socio-gerontological, psychological, physiological aspects of human aging, allowing to interpret the behavior of people close to retirement with regard to their individuality. Organizing interaction with clients, social workers should use these social-gerontology theories of aging, separation theory.

PERCEPTION OF CITIZENS APPROACHING PRE-RETIREMENT AGE IN THE RUSSIAN FEDERATION

Three approaches have developed to the realization of social policy with respect to citizens close to pre-retirement age in the social management.

According to the first approach, which is manifested rare explicitly, but it can be traced quite clearly in the discussion of social policy: people of pre-retirement age are social ballast of society, who hinder the reforms.

According to the second approach, which is shared by old people themselves, those pre-retirement age are great human potential, which should be involved in socially active life. This approach is virtually undeveloped in structure of management of social work in the Russian Federation.

According to the third approach, it is the most popular; the elderly are regarded as destitute layer of society, who need a social security. A significant role play the social structure, the purpose of which becomes finding more effective methods of social protection of pre-retirement age.

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF CITIZENS OF PRE-RETIREMENT AGE IN THE RUSSIAN FEDERATION

Pre-retirement age is the age, what preceded age, it is the final phase of human development, which is often described as a series of dynamic change in which the rate of destructive processes prevail over the constructive process. At the biological level, it increases the vulnerability of the body, and the probability of death; on the social level, there is a change of social status (usually decrease) and behavioral patterns of an old man; psychologically it is understood the changes take place and it is necessary to adapt to them.

Statistical data of demography show that both in Russia and abroad there is a trend increasing in the number of pre-retirement and retirement age, which puts the state and social structures new tasks it means to bring the management of social work to a new qualitative level.

In accordance with Russian law, pre-retirement age for the general population (not working in hazardous industries) comes with 53 years (women) and 58 years (for men).

From the point of view of social psychology, it is a difficult period in the life of the citizens; many future retirees are frightened in the prospect of losing their job, without stable income, significantly exceeding the size of pensions.

Citizens of pre-retirement age take perceive aging as a long life span, undifferentiated, vague, largely unknown. With the achievement of pre-retirement age, many connect, primarily, with disease, poverty, loneliness, impotence, socio-economic dependence on other people.

Already in the pre-retirement age, many citizens are experiencing the age discrimination in employment, which received in English literature known as "ageism", which literally means contempt and oppression from the young and strong people to pre-retirement and retirement people. Although up to 60% of Russian citizens in pre – retirement age want to continue working after retirement. Evaluating the efficiency of the staff close to retirement age, 75.7% of the experts positively assess the work of employees in this age group. Only 15.2% of employers consider work in this age group less efficient compared with those in other age groups.

On the importance of creating new social protection system of pre-retirement age people management points reduction in the competitiveness of workers approaching retirement age in the modern labor market. And the fact that only 4.5% of people approaching retirement age, applied for assistance with employment agencies in search of work and employ [Maslow, 2012: p. 21-27] even despite the fact that they have a high level of qualification and professional skills, work experience and discipline.

Another equally important problem for the human becomes the process of entering into his or her own old age. The process of understanding the aging less painful for those who due to the constant change in living conditions had to change their behavior. "The high intellectual level also facilitates adaptation to the new conditions, although, of course, this point should not be exaggerated. An important role play such factors as the degree of integration of the individual in society, emotional balance, lack of neurotic symptoms as well as psychological acceptance of their own old age "[Slobodchikov, Zuckerman, 1996: p. 53].

MANAGEMENT OF SOCIAL PROTECTION OF THE PRE-RETIREMENT AGE PEOPLE IN SOCIAL MANAGEMENT.

Under the social protection of citizen's pre-retirement age, the series of measures means what are related to the need to protect the social status of citizens from exposure to adverse social risks what are associated with disability and employment, disease and social disintegration.

Before retirement, the last two years are the most important and beneficial for adaptation to old age. At this time, individuals of pre-retirement age need social and psychological support, aims to prepare for the change and the adoption of new situations.

G.M. Abrahamova defines the tasks of socio-psychological work on the adaptation of pre-retirement age workers: 1) organization of psychological support; 2) formation of active life position by workers of pre-retirement age; 3) formation of self-care ability, and the regulation of emotional state; 4) promotion of workers in the formation of active life position [Abrahamova, 2012: p.17].

In the social management of social protection department of pre-retirement age is based on the following grounds.

1) The social situation of development. Before retiring, by the citizens of pre-retirement age attitude is formed to the forthcoming retirement.

The citizens of pre-retirement age perceive at a different retirement. For some of them it is an opportunity to begin a new chapter of life, for the second it is an opportunity to "begin to relax as soon as possible", for the third it is the fear of impending stopping of active working life. There is uncertainty and lack of clarity on how to live, what to do with their knowledge, skills and abilities. In, the life of adult human the main contacts are associated with industrial activity, the retirement means narrow the circle of communication.

In different cases of colleagues, perceive retirement of their colleague. They can wait either he/she leaves the work or, conversely, they don't want colleagues to let him/her go, and the human hopes that the pension for him will come later than many of his/her peers.

It varies considerably and structure relationships with relatives. During work, a person of pre-retirement age can provide for himself or herself, help their children and grandchildren. In this case, he is useful and interesting. Retirement is a premonition of emergency "unnecessary" when he/she stops to earn much and he/she gets his/her "miserable pension".

2) Change the leading activity. It is characterized by a tendency for people close to retirement age "have time" to do something that he/she has not had time, there is a desire to leave on a "good memory" at work. They seek to change and personal-intimate terms it is the desire to catch up, for example, "to go on a bat" what "he didn't go on a bat" in his youth. At this time, there has been some increase in sexual activity. Very often, a person pre-retirement age perceives retirement as the onset of old age.

With appearance of grandchildren, people pre-retirement age are torn between the desire to make the most of themselves at work and upbringing of grandchildren, because they are very important for them and they are an extension of their family.

By the end of pre-retirement age, it is especially in the case where the probability of withdrawal from the post, the work is very high, a person tries to plan his/her life and leisure in retirement. In this case, people pre-retirement age are most in need of moral and organizational support and good advice.

3) Personal new formation. In the pre-retirement period is a change of value orientations of the human. At this point in life's way still quite pronounces pragmatic orientation, but often there is "internal struggle" between the thoughts of the inevitable, and the eternal desire to "material" to confirm the good memory of the human.

The human seeks to find sense in a new life, coming of life, which until then was not seen seriously. As a rule, such searches are unsuccessful. Psychological and sociological studies show that the search for sense can mobilize to prevent a person of pre-retirement age in the last few years of work.

The period for the person close to retirement age, as they are opened up apart. The person thinks of the near future, presenting himself in a new role, at the same time he seeks not to waste time in this he tries to make the most of himself as "still a valuable employee".

A human of pre-retirement age reflects on his past, trying to assess what he has done in his lives and in his professional activities "unworthy", that was "wrong". Social management must base its work, understanding the nature of the people close to retirement age crisis, and clearly understand the role of social workers in resolving the conflict.

It is necessary to follow the new requirements:

1. It is prevention of the causes, what make the problems of people pre-retirement age.
2. It is promoting the practical implementation of the rights and legitimate interests, ensuring the possibility of self-expression of people pre-retirement age, and it is a warning to eliminate them from active life.
3. It is respect for equality and opportunities for pre-retirement age persons in receipt of social assistance and services.
4. It is differentiation of approaches to resolving problems of different groups of people pre-retirement age by taking into account social risk factors affecting their position.
5. It is identify the individual needs of pre-retirement age people in social care and maintenance.
6. It is targeting the provision of social services with priority assistance to people. It is close to retirement age in situations that threaten their health and lives.
7. The use of new technologies of social work aims at satisfying the needs and the needs of the people close to retirement age.
8. Focus on the development of self-help and mutual support of people close to retirement age.
9. It is providing awareness of people pre-retirement age about the possibilities of social assistance and services.

When working with people close to retirement age, social workers should have the ability to build relationships. Contacts with customers must be based on respect, empathy and trust. If the communication will be done, a social worker must have the ability to empathize with the other person's grief, as citizens of pre-retirement age are often in need of empathy.

The following key points in the social support of people close to retirement age are the protection of interests of the client and counseling.

Protection of interests of the client is a system of organized actions of social workers, aimed at maintaining the customer. It should be possible to engage customers in solving their problems as excessive customer support can lead to the fact that a person of pre-retirement age has lost confidence in their own strength.

Consultancy listening requires. Concentration requires and confirm that he is listening to the client in the management of social work.

Organizational and methodical social work with people of close to retirement age includes defining the problems referring to the social worker; formulation of social diagnosis and planning of social assistance; joining forces with other experts with the purpose of the most complete resolution of the problem; social work with the family of an old man.

1) The client and his problem. Every person of pre-retirement age, getting into the social services office, becomes a client. It means, from that moment the social worker takes responsibility for the commission of actions to assist in solving problems of customer.

Work with persons close to retirement age begins with the definition of the problem (whose problem is and why it is important now). Answers to these questions will reveal on how many people it affects, and what leads a person to social service. At this stage, the social worker must remove the client inactivity; contribute to the restoration of his initiative.

2) The diagnosis and planning of social assistance. The diagnosing of the problem begins with the installation interview. The time allowed for interviewing varies from one hour to two hours. This is because the issue should be clarified. In an interview to be covered by health issues, daily life, the emotional needs of the client, expressed in depression, anxiety or unhappiness, the sense of dependence. It makes possible analysis of all these factors to understand the degree of difficulty of the problem.

In setting up a social diagnosis is necessary to obtain the maximum information about the client. It can be got from human examination of his life and living conditions, the environment, as well as through questionnaires: "What is the most difficult in everyday life?"

In addition, the social customer has to study the social conditions of life of a person who has reached the pre-retirement age. It is necessary to get information about the client, family, friends, about the religious beliefs and spiritual interests of the elderly person. The totality of these factors will allow making whole picture, what needs for the correct social diagnosis.

At first, in the diagnosis of the client social worker must consider the situation as a complex interaction of physical, mental, emotional and social factors, and secondly, the agreement with the client a set of services, and thirdly, analyzes the acceptable variation of all persons included in the client's situation.

When it became clear all client-side problems, a social worker begins to plan social assistance. At this stage, he develops a strategy, what is aimed at solving problems in order to prevent them in the future.

The planning is ranging from coordination to the more complex plans [Shmelev, 2007].

3) An interdisciplinary cooperation. There are three types of social work aimed at adapting employees:

1) Awareness and information work. At this stage, it is educated work. Workers of pre-retirement age are introduced to the principles of public and private pension paperwork procedure, the terms of benefits and compensation, the possibility of multi-disciplinary services;

2) The survey, interviews and questionnaires, are aimed at studying the problems of social adaptation of workers of pre-retirement age;

3) It is inclusion of individuals of pre-retirement age to participate in corporate events, anniversaries, and other cultural and educational activities [Abrahimova, 2012: p.17].

It is very often performing customer assistance; social worker interacts with other professions.

For example, it is very useful in social work activity in medical professionals or hospitals, clinics (therapists, physical therapists, surgeons, etc.). However often, data communications may be wider it is communication with local government, law enforcement agencies, etc.

Any information can be useful and will provide customer assistance and plan further work. The ability to build a harmonious interaction with various institutions and representatives of various professions require considerable time and social worker skills.

4) Work with the family. Working with the human family close to retirement age is an essential component in the work of a social worker. It begins with the understanding of the families of people close to retirement age, with aspects of her daily activities, intra-family interactions, relations between generations. A man nearing retirement age is seen as part of a family and its social relations and support. Each change in the everyday existence is seen in the aspect of his position in the family group and the ability to respond to such changes.

The working with the family of elderly client comprises an elderly man, his family, the circle of family relationships and social support to the neighborhood. The context of this work arises from the attempts made by the client himself, his family, the environment.

It has been enough successfully applied in the work with persons close to retirement age and their family's targeted approach. It is a form of direct work with the client. The value of a targeted approach is that contacts, what are established between the social worker and client, which exempt the latter from a sense of "a grateful recipient". The client and the social worker find together the main problem, or distribute all of the problems in order, determining where it should start. A social worker with the client determines the time required to achieve results. The actions of the social worker and the client are allocated to individual tasks and are distributed between the client and the social worker. Targeted approach allows concentrating on the customer's problem and finding solutions.

CONCLUSION

The Technology of management in social protection of pre-retirement age people is only beginning to emerge in the Russian Federation. This is connected because in times of economic crisis, the state's desire to artificially increase the number of elderly involved in the labor process, this demographic group less than other socially protected. Pre-retirement age is the age preceding the change of social status, which all perceived differently: some expect, linking retirement with new features, others, on the contrary, feel the discomfort what is associated with the loss of their former positions and deterioration of financial security. Depending on how it will be successful, the change of value orientations, the search for meaning in the new, upcoming vital functions, etc. Successful adaptation of man to the next stage of life depends on how he will prepare to enter into a new phase of his life on the pre-retirement phase.

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