**Forms and manifestations of ageism and age-discrimination**

1.What forms does age discrimination affecting older persons take and which ones are the most prevalent? Where available, please provide concrete examples and collected data including in employment, education, social protection, and health, financial and social services.

The most common type of age discrimination is labor; the Labor Code of Russia (Article 3) prohibits discrimination in the world of work, but in practice this phenomenon is widespread, for example, 93% of workers in St. Petersburg over 45 years old experience this type of discrimination, 70% of residents of the Sverdlovsk region over 50 years old are faced with such types of discrimination (<https://www.kommersant.ru/doc/4299151>, <https://ruposters.ru/news/21-02-2019/eidzhizm-rossii-mire>); Experts point out the so-called salary ageism - older people lose up to a quarter of their income because of it (<https://tass.ru/ekonomika/4603379>). According to experts, there are no effective means to protect against labor and age discrimination at the national level. So, in part 4 of Art. 3 of the Labor Code states: “Persons who believe that they have been discriminated against in the world of work have the right to go to court ...”, in court, it is very problematic to prove the fact of discrimination; according to the standard rule, the obligation to prove the existence of discrimination lies with the injured party: to do it very difficult. (<https://www.kommersant.ru/doc/4299151>). In 2013, the legislation introduced a direct ban on the placement of ads containing age restrictions, but the result was disappointing: only a tiny part of the resume of applicants for jobs aged 45 years and older received responses from employers (<https://iz.ru/771625/aleksandr-safonov/pobedit-eidzhizm>).

Ageism is an urgent problem in healthcare institutions by up to 90% of respondents in one of the central regions of Russia (<http://rrmedicine.ru/journal/article/406/>), in this area, cognitive (prejudices appear in relation to the elderly and old age), emotional (prejudice against the elderly), behavioral (discrimination of people by age) are distinguished. Sometimes there are cases when doctors impose expensive drugs on the elderly, misdiagnose or, conversely, refuse treatment (<https://www.asi.org.ru/news/2019/05/20/ejdzhizm-i-antiejdzhizm/>). An example of age discrimination is the case of an 80-year-old Muscovite with a pacemaker, who protested against the practice of entering supermarkets through metal frames; many older people have faced the same problem

(<https://iz.ru/953726/anastasiia-chepovskaia/vpisatsia-v-ramki-pozhiluiu-moskvichku-ne-puskaiut-v-magaziny-iz-za-kardiostimuliatora>).

The “Older Generation” national project (within the framework of the “Demography” general project, 2019-2024) is aimed at solving the problems of accessibility of local and regional health care, social services, and education; For example, in Primorye (Far East), within the framework of the "Older Generation", long-term assistance services for the elderly, regular courses to improve computer and financial literacy, the development of the "silver volunteer" movement, and leisure activities for pensioners are being developed (<https://www.primorsky.ru/news/161864/?sphrase_id=5492639>).

In March 2020, the Federation Council approved a law establishing penalties for denying people with disabilities, the elderly and children to access services or buy goods (<https://iz.ru/985558/2020-03-11/sf-odobril-zakon-o-shtrafakh-za-diskriminatciiu-invalidov-i-pozhilykh-liudei>).

In general, there is very little information in the media about ageism and discrimination against older people; it can be assumed that many cases of ageism are unknown to people and go unrecognized, these cases are not recorded and they are not given great importance.

2. Please provide information and data collected about the causes and manifestations of ageism in society, both for younger and older generations, and how it translates into discriminatory practices.

Among the reasons for ageism in Russian society, experts note the presence of age stereotypes: older people are not capable of learning and perception of new knowledge, while young people do not have the necessary knowledge and experience, and are irresponsible (<https://www.kommersant.ru/doc/4299151>); a consequence of this is competition in the labor sphere between older and younger workers (finding a job is not easy for both of them), another manifestation is discrimination in earnings. Among other reasons for ageism in Russia (labor market), experts also point to intergenerational problems, economic downturn, crisis reformatting of the management wing with a focus on young professionals, gender factors (<https://www.e-xecutive.ru/career/hr-indicators/1989512-pochemu-v-rossii-diskriminiruut-rabotnikov-starshego-vozrasta>).

When considering the manifestations of ageism in health care institutions, experts point to defects in the communication of doctors with elderly patients (doctors' references to the age of patients, communication with the elderly as with small children), a lack of knowledge among doctors in the field of geriatrics, the lack of specific courses on aging already in medical universities. among other reasons for ageism in the health care system, experts also point to stereotypes of medical personnel about older people; ageism in medical institutions continues state ageism - a social policy that discriminates against the rights of older people; low prestige, high workload and poor pay for workers serving the elderly; the organization of the health care system that makes it difficult to provide quality care to older people (for example, formal or informal guidelines that guide the refusal or minimization of health care for this age category); low culture of society as a whole; in general, the existing healthcare system in Russia is criminal and criminal, deeply corrupt, like the whole of Russian society, it is built on bribes and intoxicating people of any age in order to "squeeze" money out of them by deception, and older people are especially gullible, and they are deceived with the purpose of obtaining material benefits is much easier than middle-aged or young people. The fact that Russia does not have geriatrics as a science and medical specialty in the form in which it is in civilized countries was also indicated as the reason for ageism (<https://www.science-education.ru/ru/article/view?id=17852>).

Poor culture of communication with elderly patients is a potential cause of cognitive impairment; lack of knowledge of geriatrics can lead to misdiagnosis and treatment of diseases in older people (<https://www.asi.org.ru/news/2019/05/20/ejdzhizm-i-antiejdzhizm/>)

Speaking about the causes of ageism in social protection institutions, experts point to the low social status of professions focused on providing services to the elderly, a shortage of personnel and the low quality of their training (<http://www.gerontolog.info/docpdf/sent16/ger.pdf>). In another study on the causes of ageism in the social protection system, the maximum number of respondents indicated low prestige, high workloads and poor pay for workers serving the elderly (<http://www.gerontolog.info/docpdf/sent16/ger.pdf>).

In connection with Covid-19 diseases and restrictions for older people 65+, experts see, along with the beneficial effects, the danger of increasing age discrimination after the pandemic (<https://sntat.ru/news/politics/18-04-2020/eydzhizm-i-sotsialnyy-kontrol-sputniki-koronavirusa-ekspert-ob-itogah-shtaba-volga-5737215>).

3. From an intersectional perspective, are there specific factors that aggravate ageism and age discrimination and how? Please provide concrete examples and collected data where available. Legal, policy and institutional frameworks related to ageism and age-discrimination

In legal terms, ageism, for example in the labor market, is exacerbated by the lack of mechanisms for protection against discrimination, although discrimination is formally prohibited by law; Thus, victims of discrimination can go to court (according to the Labor Code) - and it is very difficult for the victim to prove the fact of discrimination in court. In a number of countries, according to the expert, the absence of discrimination is proved by the employer.

Labor inspectorates do not consider complaints of discrimination, indicating that this is a court case. Even if the employee has proven the fact of discrimination, only moral damage with small amounts of a fine is collected from the employer. The increase in the retirement age taking place in Russia, according to the expert, leads to the fact that an increasing number of older people are looking for work and often agree to worse working conditions, which leads to discrimination in earnings.

(<https://www.kommersant.ru/doc/4299151>).

According to a study of the employment of pre-retirees in the Sverdlovsk region, the percentage of people 50+ who are unable to find a job is consistently high; and those of them who have work experience discriminatory pressure from employers (lower position and lower wages); the state body of the regional government for labor organizes training and retraining of pre-retirees, monitors the employment of older people, however, according to experts, these measures are not able to overcome ageism. The main problem, experts say, is in the old approaches of the personnel policy of organizations, which does not take into account changes in the age structure of the labor market (<file:///C:/Users/%D0%AD%D0%B4%D1%83%D0%B0%D1%80%D0%B4/Downloads/Persons%20of%20Pre_Retirement%20Age%20in%20the%20Labour%20Market_%20%20Employment%20Problems%20and%20Support%20Measures.pdf>). Among the problems that help the sustainability of ageism, experts include such factors as the lack of flexible office work systems, work at home for the elderly, and lifelong learning systems are still in their infancy (<https://plus-one.ru/society/pochemu-rabotodateli-ne-hotyat-nanimat-pozhilyh-sotrudnikov>).

Experts also point to the role of political factors for the stable preservation of ageism during the economic crisis, when, on the one hand, the elderly are used as voices in elections, on the other hand, there is a deterioration in the social and economic parameters of their daily life (<https://newtimes.ru/articles/detail/27904/>).

Among the factors that aggravate ageism in medical institutions, experts note the low level of education of older people in the field of their rights, inadequate gerontological culture of the population and the doctors themselves (<https://www.science-education.ru/ru/article/view?id=26997>). Some experts believe that older people themselves support ageism (<https://rg.ru/2018/12/06/reg-szfo/peterburgskien-gerontologi-rasskazali-kak-prodlit-molodost.html>).

Above (question 2), we have already cited these survey data on what aggravates ageism in Russian healthcare, and we completely agree with them: ageism in medical institutions continues state ageism - a social policy that discriminates against the rights of older people; low prestige, high workload and poor pay for workers serving the elderly; the organization of the health care system that makes it difficult to provide quality care to older people (for example, formal or informal guidelines that guide the refusal or minimization of health care for this age category); low culture of society as a whole; in general, the existing healthcare system in Russia is criminal and criminal, deeply corrupt, like the whole of Russian society, it is built on bribes and intoxicating people of any age in order to "squeeze" money out of them by deception, and older people are especially gullible, and they are deceived with the purpose of obtaining material benefits is much easier than middle-aged or young people. The fact that Russia does not have geriatrics as a science and medical specialty in the form in which it is in civilized countries was also indicated as the reason for ageism (<https://www.science-education.ru/ru/article/view?id=17852>).

Although there is little data on ageism in general in the Russian media, based on the above materials, we can say that ageism and age discrimination in the country exists and is aggravated in the presence of political, legal and institutional, personal factors, such as restrictions on the rights of older people, defects in anti-discrimination legislation, shortcomings in professional education in the field of aging in the medical and social environment, a low level of self-awareness of older people.

4.What international, regional and national legal instruments are in place to combat ageism and agediscrimination?

According to Russian experts, discrimination was not included in the public agenda up to the beginning of the 90s of the XX century, but in recent years, the problem of combating discrimination has acquired particular urgency in the Russian Federation. Representatives of human rights organizations and experts note an increase in the number of manifestations of differences in treatment that fall under the prohibition of discrimination. In recent years, the problem of combating discrimination has acquired particular urgency in the Russian Federation.

Experts also note that despite the recognition of age discrimination at the international level, "most international legal instruments in the field of human rights contain an open list of grounds for discrimination, which does not specifically provide for the prohibition of discrimination on the basis of age" (<https://izak.ru/upload/iblock/849/8496cbdc324c348f2f3aaf81144cde89.pdf>, <https://cyberleninka.ru/article/n/borba-s-diskriminatsiey-po-priznaku-vozrasta-kak-neobhodimaya-sostavlyayuschaya-sovremennoy-sotsialnoy-politiki>).

**International mechanisms:**

Universal Declaration of Human Rights

Convention against Discrimination in Education

International Covenant on Economic, Social and Cultural Rights 1966

1979 International Convention on the Elimination of Any Discrimination Applicable to Women

ILO Declarations and Acts

United Nations Human Rights Council and his designated Independent Expert on the enjoyment of all human rights of older persons.

**Regional mechanisms:**

European Court of Human Rights.

No data on appeals to this mechanism from Russian citizens regarding ageism and age discrimination have been identified.

**National mechanisms:**

The Constitution of the Russian Federation and legal legislation prohibit discrimination of citizens depending on gender, race, nationality, language, origin, property and official status, place of residence, attitude to religion, beliefs, membership of public associations or any social groups, but age is not indicated. The Labor Code of the Russian Federation ("Labor Code of the Russian Federation" of December 30, 2001 N 197-Federal Law) prohibits discrimination (Article 3), indicating, among other things, age as its reason (<http://www.consultant.ru/document/cons_doc_LAW_34683/0d18caafb87d28222d0cb617c21634cc407ee0f5/>). In the Russian legislation there is a punishment for discrimination both under criminal (article 136 of the Criminal Code of the Russian Federation - age as a reason for discrimination is not specified) and administrative (article 5.62 of the Code of Administrative Offenses of the Russian Federation - age is included as one of the reasons for discrimination) articles.

Federal Law No. 420-FZ 3 of the Code of Administrative Offenses of the Russian Federation of 07.12.2011 was supplemented by Article 5.62 - "Discrimination" (<http://www.consultant.ru/document/cons_doc_LAW_122864/5bdc78bf7e3015a0ea0c0ea5bef708a6c79e2f0a/>). According to media reports, judicial practice under an administrative article is insignificant: for example, in 2017, only 24 such cases were considered (<https://www.forbes.ru/finansy-i-investicii/367505-bezzashchitnyy-vozrast-pochemu-zakon-ne-zashchishchaet-budushchih>).

By 2013, Russian practice showed that information on job search began to contain indications of age-related data of a discriminatory nature, since the phenomenon had become widespread, Federal Law No. 162-FZ8 dated 02.07.2013 introduced administrative liability for disseminating information about free workplaces or vacancies containing discriminatory restrictions (Art. 13.11.1 of the Administrative Code of the Russian Federation) (<https://cyberleninka.ru/article/n/diskriminatsiya-prestuplenie-i-administrativnoe-pravonarushenie>). In 2018, Russia adopted the Law on the Protection of Citizens of Pre-Retirement Age (5 years before a person retires), according to which employers will face sanctions (monetary or labor work) for an unjustified refusal or unjustified dismissal of citizens of pre-retirement age (<http://duma.gov.ru/news/28218/>).

It can also be noted that, in accordance with the labor legislation of the Russian Federation, it is unacceptable:

- forcibly concluding a fixed-term employment contract with a citizen of pre-retirement, retirement age;

- terminate an open-ended employment contract or replace it with a fixed-term employment contract, in connection with the employee's reaching retirement age and the appointment of a pension to him.

If the company plans to reduce the number or staff of employees, employees with higher productivity and qualifications, regardless of age, should have the priority right to remain at work (<https://kubzan.ru/News/Detail/86ecac49-66db-4240-b3be-713ecdb88d92#:~:text=%D0%9D%D0%B8%D0%BA%D1%82%D0%BE%20%D0%BD%D0%B5%20%D0%BC%D0%BE%D0%B6%D0%B5%D1%82%20%D0%B1%D1%8B%D1%82%D1%8C%20%D0%BE%D0%B3%D1%80%D0%B0%D0%BD%D0%B8%D1%87%D0%B5%D0%BD,(%D1%81%D1%82%D0%B0%D1%82%D1%8C%D1%8F%203%20%D0%A2%D0%9A%20%D0%A0%D0%A4)>.

In general, it can be noted that in the Russian legal practice, instruments of protection against age discrimination are poorly used at all levels - international, regional and national; in my opinion, there is still a weak legal culture in upholding the rights of older people, there is a low awareness of society and older people about the types and forms of discrimination (and more broadly about the rights of older people), there are very few NGOs that are involved in protecting the rights of older people, including legal.

5. Please also note any action plans or policies to raise awareness and combat ageism (including antiageism in school curricula) and to move toward a more age-friendly and inclusive society.

The National Strategy for Action in the Interests of Older Citizens (2016-2025) declares: It is necessary to overcome negative stereotypes of old age and manifestations of violence and discrimination against the older generation, as well as to create a favorable environment conducive to active longevity, develop forms of integration of older citizens into life of society ... there remain negative trends associated with discrimination on the basis of age and violence against citizens of the older generation, as well as there are stereotypes that belittle the role of older people and form a general negative background in relation to citizens of the older generation. Among the recommendations of the Strategy is the inclusion of problems of violence against older people in educational programs (The National Strategy for Action in the Interests of Older Citizens (2016-2025) declares: It is necessary to overcome negative stereotypes of old age and manifestations of violence and discrimination against the older generation, as well as to create a favorable environment conducive to active longevity, develop forms of integration of older citizens into life of society ... there remain negative trends associated with discrimination on the basis of age and violence against citizens of the older generation, as well as there are stereotypes that belittle the role of older people and form a general negative background in relation to citizens of the older generation (<https://starikam.org/poleznaya-informaciya/zakonodatelstvo/proekt-strategii-dejstvij-v-interesax-grazhdan-pozhilogo-vozrasta-do-2025-goda/>).

In 2019, the government announced "the creation of a working group jointly with the expert community to prepare the Concept for the Policy of Active Aging (2020-2034), the working plan of the concept also contains a section" Fighting Ageism (Age Discrimination) " (<https://ru.wikipedia.org/wiki/%D0%90%D0%BA%D1%82%D0%B8%D0%B2%D0%BD%D0%BE%D0%B5_%D0%B4%D0%BE%D0%BB%D0%B3%D0%BE%D0%BB%D0%B5%D1%82%D0%B8%D0%B5>).

However, the country does not have a National Anti-Ageism Plan. We did not find educational, including school, programs to inform about ageism in the country.

The regional program for active longevity of the Rostov region (southern Russia) includes a section on overcoming ageism; the anti-ageism program includes campaigns to increase knowledge about aging and raise public awareness of this issue; ensuring a balanced media perception of aging; passing laws against age discrimination (<https://www.donnews.ru/Vlasti-Rostovskoy-oblasti-budut-borotsya-s-diskriminatsiey-starikov_102922>).

The Regional Project "Active Longevity" has been implemented in the Primorsky Territory (Far East) since 2015; there is no information and education in the field of ageism and age discrimination in the list of project areas, its educational programs and Schools for the elderly (<https://ru.wikipedia.org/wiki/%D0%90%D0%BA%D1%82%D0%B8%D0%B2%D0%BD%D0%BE%D0%B5_%D0%B4%D0%BE%D0%BB%D0%B3%D0%BE%D0%BB%D0%B5%D1%82%D0%B8%D0%B5>).

The Pensioners' Party is working to create a Social Code, which defines the ways of realizing all the rights of older people, including measures of protection against discrimination (<https://pensioner.party/borba-s-diskriminatsiej.html>).

6. At the national level, please outline the legal protections available against age discrimination and indicate whether age is explicitly recognised as a ground for discrimination? If so, are there specific areas for which equality is explicitly guaranteed? Are there any areas where differential treatment based on older age is explicitly justified?

The Constitution of the Russian Federation (Article 19) does not indicate age among guarantees of equality of rights and freedoms of citizens (<http://www.consultant.ru/document/cons_doc_LAW_28399/a4d26fe6022253f9f9e396e9ca6f63c80946702f/>).

The Labor Code of the Russian Federation (Article 3) explicitly prohibits age discrimination, among other grounds (<http://www.consultant.ru/document/cons_doc_LAW_34683/0d18caafb87d28222d0cb617c21634cc407ee0f5/>).

The Criminal Code (Article 136 - "Violation of the equality of human and civil rights and freedoms"), speaking of discrimination, does not indicate age; and Article 144.1 is focused on older people - "Unjustified refusal to hire or unjustified dismissal of a person who has reached the pre-retirement age"

(By pre-retirement age is understood the age period of up to five years preceding the appointment of an old-age insurance pension to a person in accordance with the pension legislation of the Russian Federation) (<https://dogovor-urist.ru/%D0%BA%D0%BE%D0%B4%D0%B5%D0%BA%D1%81%D1%8B/%D1%83%D0%BA_%D1%80%D1%84/%D1%81%D1%82_136/>, <http://www.consultant.ru/document/cons_doc_LAW_10699/f4869839e8fe2f91733ec2782c8f402155575a9c/>, <https://kubzan.ru/News/Detail/86ecac49-66db-4240-b3be-713ecdb88d92>).

In connection with the increase in the retirement age for society as a measure that should curb age discrimination, Art. 144.1 of the Criminal Code of the Russian Federation. According to some lawyers, the new criminal law is unlikely to effectively resist the spread of discrimination in labor relations (the article is aimed at punishing the indication of age in information about job search - as practice has shown, this article did not eliminate discrimination in employment, employers have learned find new barriers), through criminal repression is impossible, as these lawyers think, to force entrepreneurs and other heads of organizations to hire persons of pre-retirement age and retirees. Solution to this problem lies in the plane of economic relations (<https://aprp.msal.ru/jour/article/view/2152?locale=ru_RU>).

Article 5 of the Federal Law of December 29, 2012 N 273-FZ (as amended on December 8, 2020) "On education in the Russian Federation" confirms the right to education of every person, but age is not indicated in this article in the list of guarantees (<http://www.consultant.ru/document/cons_doc_LAW_140174/e185d59b595b6bf58b8716c9d5129a3dd5b7630a/>). Article 5 of the Federal Law of December 29, 2012 N 273-FZ (as amended on December 8, 2020) "On education in the Russian Federation" confirms the right to education of every person, but age is not indicated in this article in the list of guarantees. According to the expert, "there is no system of" silver "education in our country, in most organizations of secondary vocational, additional and higher education there are no departments, faculties, departments, institutes that would specialize in teaching older people." (<https://www.znak.com/2019-10-01/zachem_nuzhna_sistema_obrazovaniya_dlya_pensionerov_i_pochemu_v_rossii_ee_do_sih_por_net>).

In our opinion, only the right to work clearly guarantees equality of all age groups. In such areas of the labor market as innovation management, marketing, IT technologies, design, a differentiated approach to the age scale of workers is probably justified.

7.Do the existing legal protections against age discrimination allow for claims based on intersectional discrimination, that is discrimination which is based on the intersection of age and other characteristics such as race, ethnicity, gender, disability, sexual orientation or other status?

Yes, they do - there is very little information about such cases, but we managed to find a case of judicial practice, when the employer posted information about the needs of the employee, indicating the age range and female gender; Yes, they do - there is very little information about such cases, but we managed to find a case of judicial practice, when the employer posted information about the needs of the employee, indicating the age range and female sex; In 2017, flight attendants accused the airline of discrimination based on age and appearance. According to human rights activists, most violations remain latent, because people are not ready to publicly defend their rights and talk about what happened. This is especially true for vulnerable groups - the elderly, LGBT people, people with disabilities or living with HIV.

(<https://kontur.ru/articles/5081>, <https://meduza.io/feature/2018/06/11/tolko-slavyanam>, <https://meduza.io/feature/2018/06/11/tolko-slavyanam>).

8. What legal and other measures have been taken to address and protect from racism, sexism, ableism or other similar forms of discrimination that might be useful models for addressing ageism?

To prevent manifestations of racism in 2018, a new article appeared in the Code of Administrative Offenses - 20.3.1 of the Administrative Code (incitement to hatred or enmity, as well as humiliation of human dignity) (<https://www.sova-center.ru/racism-xenophobia/news/counteraction/>).

In December 2020, the Russian parliament (State Duma) adopted in the first reading a draft law on amendments to the federal law "On education", it is proposed to introduce the concept of "educational activity" and prohibit its use for "inciting hatred" and inciting illegal actions (<https://www.sova-center.ru/racism-xenophobia/news/legal/2020/12/d43431/>).

In 2003-2019, the Parliament worked out the Draft Law "On State Guarantees of the Rights and Freedoms of Men and Women and Equal Opportunities for Their Implementation", but in the end it was not adopted. Also unsuccessful were the bills on equality in labor relations, on the prevention of domestic violence. And in 2016, the "National Strategy for Action for Women 2017-2022" was adopted

(<https://lenta.ru/articles/2019/05/25/femlaw/>).

There are many more models in eyelism who can help the elderly by analogy:

- since 2011 the state program "Accessible Environment" has been implemented

- in 2019 in Russia, according to the Ministry of Labor, a system of state control over the observance of the rights of persons with disabilities to accessibility to facilities and services was formed

- in 2019, state subsidies financed programs for the additional education of disabled children, as well as a sports institution for them

- financed from the budget of regional programs for the rehabilitation of disabled people and training rehabilitation specialists

from 2020, licensing requirements for the media include a 5% weekly notification obligation with sign language translation, titration and creeping lines (<https://mintrud.gov.ru/social/invalid-defence/433>).

Since 2017, the federal state information system "The Federal Register of Disabled Persons" began to function, which, in particular, provides for the possibility for a disabled person to submit applications for pre-trial appeal of actions (inaction) of officials in the provision of public services.

In January 2021, it was decided on amendments on the second free education (secondary vocational or higher) for people with disabilities, it is also planned to improve the mechanism for quoting jobs for people with disabilities (<https://rg.ru/2021/01/04/invalidy-smogut-poluchit-vtoroe-vysshee-besplatno.html>).

In March 2020, a law was passed on penalties for denying the elderly and / or disabled people in services or purchases (<https://rg.ru/2020/03/05/gosduma-priniala-zakon-o-shtrafah-za-diskriminaciiu-invalidov-i-pozhilyh.html>).

9. Please indicate if there are institutional or complaints mechanism to address inequalities or grievances related to ageism and age discrimination. If so, please provide statistics on cases and types of cases received?

The media recommend for citizens where to turn in case of violation of the law:

- directly to the employer, making a well-grounded claim with references to legal norms, and keeping the second copy for yourself;

- to the court, having made a claim within a month from the date of dismissal;

- to the State Labor Inspectorate by sending a complaint there;

- to the prosecutor's office. If, after checking the prosecutor, a violation of labor law norms is found, he will send the case to court. (<https://www.pnp.ru/economics/uvolnenie-vozrastnykh-sotrudnikov-stanet-ugolovno-nakazuemym.html>).

Issues of discrimination in the world of work relate exclusively to the prerogative of the courts (part 3 of article 391 of the Labor Code of the Russian Federation). Experts: "No other government agencies deal with issues of protection against discrimination at all. If you feel that you have been discriminated against, the only thing you can do is go to court; No other state bodies deal with issues of protection against discrimination at all. If you feel that you have been discriminated against, the only thing you can do is go to court"; An appeal to the prosecutor's office, according to experts, does not yield results - it only looks to see if there are grounds for a criminal case; facts of discrimination could be dealt with by the State Labor Inspectorates - but this requires changes in legislation. According to experts, non-governmental organizations and / or ombudsmen could also consider complaints of discrimination; they should be given the right to protect the interests of citizens in courts (<https://www.garant.ru/article/1127456/>).

In 2017, the Russian Labor Inspectorate received 2,000 appeals and 1300 of them were judged in favor of workers, according to experts, the inspectorate is unable to cope with the volume of employee appeals. (<https://www.pnp.ru/economics/uvolnenie-vozrastnykh-sotrudnikov-stanet-ugolovno-nakazuemym.html>).

Complaints about facts of age discrimination are also received by the national Ombudsman, so the Report of the Ombudsman for Human Rights in the Russian Federation in 2019 in the section on labor rights, in particular, says: preference for younger workers. In this regard, it is much more difficult for citizens of mature age to find a job, especially if their dismissal from their previous job was related to health conditions or the initiative of the employer. "

In his two Annual Reports (2017-2018), the Ombudsman raises the question of his limited toolkit for resolving workers' complaints in the field of labor, "proposing

the right to demand from the employer, regardless of the form of ownership, to eliminate the violations of labor legislation. " (<https://rg.ru/2019/06/11/a1701940-dok.html>).

Opinion of human rights defenders (2017): There are no official statistics on the facts of discrimination. "Not a single state body keeps records that would make it possible to understand what picture is developing in a country with discrimination. It is believed that it does not exist in Russia. This is all because the main indicator of its presence or absence is judicial decisions. And we have a minimum cases dealing with discrimination " (<https://www.garant.ru/article/1127456/>).

10. Please outline any other areas that you deem important in the context of ageism and age discrimination. Thank you for sharing any relevant reports about ageism and age discrimination.

The level and scope of ageism and age discrimination in Russian society are the results of a long-term disregard for human rights. The entire history of attitudes towards older people in Russia is poverty, violence, social exclusion and discrimination. In fact, these factors were consolidated and developed in social policy towards the elderly under any regime in the past. Russian society has always been deaf to the social problems of the elderly. The founders of Russian gerontology in the 19th century (Ilya Mechnikov) focused their efforts only on biological factors, ignoring the factors of social functioning of the elderly. This tradition has remained largely to the present day: Soviet and current Russian gerontology focuses on mainly the fundamental and clinical aspects of gerontology. Practically no adequate attention is paid to the acute social problems of the elderly, in particular the human rights of the elderly: there is very little research in the field of social gerontology (including independent research), very few relevant journals for professionals and specialized educational cycles in medical universities.

In Russia there are only a few NGOs working in the field of protection against discrimination - in particular, in the field of labor law, gender-based violence; the gerontological sector of civil society is quantitatively and qualitatively very small; according to our calculations, its share among NPOs of various profiles is within 1%; Russian NGOs helping the elderly do not operate with human rights categories, their projects and a few grant competitions are not focused on the problems of overcoming ageism and discrimination, poverty among the elderly, and their social isolation. Ageism issues are discussed only at rare conferences for NGOs, but there are no discussion sections on the human rights of older people. At the same time, the own experience of our foundation in uniting a number of Russian NGOs into a network program (Coalition "The Right of the Elderly, since 2006), the publication of its own book materials on the human rights of older people by the foundation has shown a very great interest of both NGO staff and older people in different regions of the country. From about 2013-2015, the partnership of Russian NGOs helping the elderly with foreign colleagues practically ended, joint international projects were stopped; this led to the isolation, including of the gerontological sector, of Russian NGOs, a decrease in knowledge in the field of international experience in caring for the elderly and the rights of the elderly.

In my opinion, among Russian elderly people, a culture of asserting their own rights is just emerging; A number of events in recent decades have shown that older people can spontaneously protest against phenomena that affect their interests (monetization of benefits - 2005; pension reform - 2018) and new generations of pensioners seem to have a higher level of self-awareness.

In the last 3-4 years, it can be noted that in the Russian media there are more materials reflecting the problems of ageism and discrimination (especially labor), the very term "ageism" has become recognizable and public; one of the reasons, in my opinion, is the intensification of discriminatory moments with the formation of the economic market, when discrimination began to concern both young and old people; increased media attention to violence against the elderly in the context of public attention to the issue of seed violence in general; and of course, the pandemic again showed a significant number of cases of ageism.