

Employment Structure of Old Workers: An Analysis of Establishment Data

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We can see wide differences in the proportion of old employees among Japanese firms. In particular, firm scale, retirement policy and the proportion of female employees which differ widely among establishments affect firms' policies on the employment of old workers. Using the data obtained from the *Work Survey of the Elderly*, which is conducted by Ministry of Health, Labor and Welfare (Japan) in 2000 for establishments, this paper analyze by occupation what problems firms face in employing elders and how they attempt to solve the problems. It is also discussed that the problems pointed out by many firms are not necessarily critical determinants that actually affect the employment of elders. One of the main results is that the problems retarding the employment of elders differ among firms, depending firm scales and occupations sharing a major part of jobs in firms, and hence firms take different policies on the employment of old workers.