

## Abstracts

### Conditions for Continued Employment of Elderly Individuals under the Japanese Personnel Management System

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This paper examines conditions for the continued employment of elderly individuals through a case study of a pioneering company. In today's Japanese society, the employment system for elderly individuals is not sufficiently functional, and retirees face severe conditions in the labour market when seeking opportunities for continued employment. Most companies encounter three major problems: 1) the mismatch between the skills needed and the skills and abilities that older employees possess; 2) conflict over the selection of those who are to be permitted to stay in their current positions; and 3) difficulty in obtaining consent to new contract conditions. In the company observed, these problems have been resolved in the following ways. First, the skills and abilities of post-retirement employees are developed through long-term on-the-job training in the same functional field. Secondly, the personnel management system incorporates self-selection, which is aimed at mitigating conflict via mutual consent. Thirdly, most elderly individuals have made a psychological contract with the organization, thus it is relatively easy for them to accept a modified contract. This evidence suggests that the long-term employment system may still be valid for companies in terms of promoting employment of older workers.

### A Case for Gaining Consensus on Wage Differentials for Part- and Full-time Workers

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This paper clarifies the conditions under which part-time workers will accept the wage differentials that exist between themselves and full-time workers from a hypothetical perspective of compensating wage differentials. Voluntary part-time workers should admit to such wage differences since they choose to undertake part-time jobs in order to increase their utilities. However, according to a questionnaire survey, some voluntary part-time workers refuse to accept the wage gap. We ascertained that part-time workers are willing to admit to a wage differential if their working conditions, i. e. responsibilities and flexibility of working hours, are clearly distinguished from those of full-time workers. Even an involuntary part-time worker will accept a wage differential if he/she has less responsibility than a full-time worker.