

Abstracts

The Labour Conditions of Older Workers and the Creation of Employment Opportunities for Them

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The first purpose of this article is to discuss what level of labour conditions is agreed to by companies and workers, and what are the most pressing problems of employment between them. The second is to investigate under what actual conditions older workers are employed, namely whether or not they work under labour conditions are agreed on by companies and workers, and how the pressing problems of employment are resolved. There are different thoughts on employment in every company. However it is essential that older workers acquire practical skills at work when continuing their jobs after retirement age, as older workers need to be active except in the case of management positions. In order to acquire these skills, it is necessary to review a typical career path for becoming a manager, and to rethink the total labour system-work, wage, promotion, training etc. consistently from the beginning of a career.

The Measures to Alleviate the Age Restrictions when hire the Mid-Career Workers

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Measures to alleviate the age restrictions of companies when recruiting have been implemented by the government for a long time in the form of guidance or inducement. The alleviating measure introduced in this article was put into practice three years ago by an amendment of the Employment Measures Law. This measure is more advanced in the sense that it is based on the idea of "Age-Free". Although its effects so far may not be sufficient, it has affected the behavior of companies little by little. However, it faces many problems to cope with in order to be more effective. For examples it requires only duties of making efforts from companies and the standard is not clear to judge exceptions. Setting an age limit when recruiting depends on the employment practices or characteristics of the personnel management system in Japan. Then their change is also indispensable as improvement of the environment.

Comparative Perspectives on Age Discrimination Legislation

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Japan considers the introduction of an anti-age discrimination law. The US enacted the Age Discrimination in Employment Act in 1967. Today, several countries have adopted similar laws. Although legal protection against age discrimination was very limited in most of the EU, an EC Directive adopted in 2000 requires member states to introduce age discrimination legislation. The approaches taken in the US, in the EU member states and in other countries differ on three main issues: whether to allow a general defense of justification, whether to abolish mandatory retirement, and whether to prohibit indirect discrimination.

The Effects of Anti-Age Discrimination Legislation on Elderly Workers' Labour Market Outcomes: A Survey of Empirical Results from the United States

Daiji Kawaguchi (University of Tsukuba)

This paper surveys studies that have examined the effects of anti-age discrimination legislation on the labour market outcomes of elderly workers in the United States. Empirical evidence from several studies consistently has indicated that anti-age discrimination legislation boosts the employment of elderly workers who are protected by the legislation. Some studies have obtained results consistent with the hypothesis that anti-age discrimination legislation enhances labour market efficiency by increasing the bond between workers and employers. At the same time, other studies have concluded that this legislation can distort the input ratio of protected and unprotected workers by changing the real relative cost of employment for each type of worker. Thus, this legislation's effect on labour market efficiency is not yet very clear.