

Abstracts

Poverty Risks among the Middle-Aged Male: Poverty Rate of Unemployed Person

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In this study, in order to evaluate the risk of poverty in the age group of men aged 40s or 50s, we estimated the poverty rate of unemployment using the Employment Status Survey (2002). Previous studies have shown the poverty rate among the middle-aged groups is lower than other age groups. However, the unemployment of middle-aged males is likely to lead directly to poverty because the unemployed among them are likely to be forced into long-term unemployment, and most of them are the breadwinners in their households. First, we estimated poverty rates, adopting the minimum standard of living: (1) The poverty rate of unemployment among middle-aged males is higher compared with younger and older age groups. (2) The poverty rate of the unemployed living with no workers in their households is higher than that of those with workers in their households. However, the unemployed among middle-aged men have a low percentage of living with the employed. (3) Despite the low poverty rate of middle-aged men who could receive unemployment benefits, the poverty rate of middle-aged men increases as a longer duration of unemployment. Then, as the start of the new system to support job seekers from October 2011, job seekers can take job-training programs, and some qualified students receive benefits during the causes. Our simulation of the benefits shows a reduction of the poverty rate would be limited without finding employment or long-term benefits.

The Structure of Insecurity that Middle-/High-Aged Males feel: Based on the Panel Research

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This paper, based on the panel research, discusses the middle-/high-aged males' insecurity before and after mandatory retirement. The analysis reveals the following: (1) Insecurity is classified into "health insecurity," "economic insecurity," and "interpersonal relationship insecurity." (2) As for the group of "Low-low-low" that each level of insecurity is low, economic foundation is more sufficient than that of "High-high-high." (3) The social security system is particularly counted on by "High-high-high." (4) The level of insecurity changes according to the change of action and environment.

The Actual Situation regarding Continuous Employment after 60 Years Old: HRM and the Activity of the Elderly Person

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It was wide, and the ways of the operation to say that I continued working for the company where the securing of employment measures from April 2006 to supply start age of the old-age pension were registered at as for after 60 years old triggered by what the company was obliged to carry out by the older age person job security law revision until now in these several years spread among advanced age workers. In this report, I clarified it about an action in the human resource management of the company over continuous employment after 60 years old and consciousness, the action of the advanced age worker based on a questionnaire survey. An action, structure to tell to plan the continuation of employment is gradually establishing it while considering that I do not change the work contents of the employee at the time of the 60 years old arrival substantially mainly about the early 60s when I pay more attention to the action of the company. But there are still few companies carrying it out with institutional proof about the continuation of the employment of time in its late 60s. It is the present conditions that do not have the structure of employment continuation in its early 60s supported by the older age person job security method realized in needs from the situation of the advanced age worker.