

**Table 1: Employment rates for older men, 1999(%)s)**

age	Canada	Finland	France	Germany	Italy	<b>Japan</b>	N'lands	Sweden	U K	U S A
55-59	67	54	61	66	52	<b>91</b>	67	79	70	76
60-64	44	23	16	28	29	<b>66</b>	24	51	47	53
65+	10	6	2	5	6	<b>34</b>	5	13	8	16

Source: OECD

**Table 2: Employment by firm size, 2000 (%)s)**

	all working		men aged 45-49	
all	100		100	
agricultural sector	5		3	
non agricultural self-employed	5		2	
government sector	8		11	
private sector employees	82	100	84	100
in firm with <10 employees	14	17	13	15
in firm with <30 employees	27	32	24	28
in firm with >499 employees	20	24	24	29
in firm with >1000 employees	15	18	19	23

Source: Statistics Bureau, 2000a; own calculations

**Table 3: Characteristics of older male employment, 2000 (%)**

	all ages	aged 55-64	aged 65 and over
participation rate	76	84	33
employment rate	72	78	26
of which, working in			
agriculture	5	6	31
construction	14	16	14
retailing	19	17	19
agric, construction or retailing	37	39	64
in agricultural sector			
self-employed	76	85	86
family worker	12	3	10
part-time	34	30	49
in retailing			
self-employed or family worker	3	6	10
in non-agricultural sector			
self-employed	11	18	44
family worker	1	*	4
part-time	6	5	15
dispatched worker	3	7	15
temporary or daily	6	7	24
unemployment rate	5.2	7.1	3.7

Source; Statistics Bureau, 2000a and 200b; own calculations

**Table 4: Major companies announcing/implementing early retirement plans:  
press announcements since mid 1999**

<b>Company</b>	<b>Sector</b>	<b>Date</b>	<b>Additional details</b>
Snow Brand Milk	food processing	2000	Part of repercussions of food poisoning case
Mycal	retailing	Jan 2001	Store closures. Requires bank loans to cover early retirement costs
Daiei	retailing	1999-2000	Sold businesses to cover early retirement costs
Sanawa	banking	99-2000	
Nikko Securities	financial services	98-2000	Open to employees aged 40+
Chiyoda and Dai-Tokyo	insurance	Spring2000	As part of merger
NTT	telecommunications	Sept 2000 onwards	6500 volunteers on top of 21,000 job cuts already planned (cutting 17% of workforce). Offering all employees aged 47-60 10 months basic pay plus a retirement allowance
JAL	air transport	Spring2000	
Mazda (of Ford)	motors	Mar 2000-2001	Plant closures and losses. 2210 early retirements (8% of labour force)
Nissan (of Renault)	motors		Plans to cut 3-5% of labour force each year. Renault has early retirement programme for all aged 57+ in France
Mitsubishi	motors	over 2000-2001	Part of 10% cut in labour force
Isuzu	motors	over 2000-2001	
Hitachi	electrical/ industrial equipment	Announced late 1999	
Matsushita	electrical/ electronics	Mar 2000-2001	Seeking 5,000 early retirements. Also making sub-contractors more cost efficient. Company making big cuts at UK plant
Sega	electronics	first half year 1999	
Fujitsu	electronics	Summer 2001	Voluntary early retirement offered to all aged 45 and over in Japan. Part of plan to cut global workforce by 21%
Toshiba	electronics	August 2001	Voluntary early retirement for people over 40, with severance payment of 2½ years pay. Expected cost of ¥60bn. Part of 10% cut in workforce.
Hitachi	electronics	August 2001	Part of 6% cut in workforce.
Kawasaki	heavy engineering/ steel	From mid 2000	In merger talks with NKK (see below)
NKK	steel		In merger talks with Kawasaki
Nippon Steel	steel	1999-2000	
Japan Tobacco	tobacco	Financial year 1999-00	Cutting 10% of labour force at home and similar proportion abroad
Kirin	brewing	From 1999-2001	Also transfers to affiliates
Japan Energy Corp	oil refining and manufacturing	From 2000-2003	
Arabian Oil	oil refining	Announced Mar 2000	
Showa Shell	oil refining	From 1999-2001	Also transfers to affiliates
Dainippon ink	chemicals	2000-2001	

Kanematsu	general trading house	Announced mid 1999	Major restructuring forced by banks
Various private junior colleges	education	Reported Mar 2001	Falling student numbers

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Source: *Financial Times* search "Top World Sources"

Chart 1: Source: MHLW, various issues

Chart 2: Source: JIL, 2000

