

Executive summary

Development of evaluation index for leading elderly-worker friendly companies

1. Purpose

This research aims to

- ◎ develop objective and rational, quantitative and qualitative evaluation index for leading elderly-worker friendly companies by studying the elderly-workers' specific conditions and their companies
- ◎ make academic and practical definition for elderly-worker friendly companies by analysing theoretical studies and related literature on elderly-worker friendly companies at home and abroad
- ◎ study domestic and international regulations and practices for elderly-worker friendly companies
- ◎ develop objective and scientific evaluation index for leading elderly-worker friendly companies by comparing domestic and international social industry evaluation index and company anagement models and analysing index development methodologies
- ◎ promote and spread good practices of companies where elderly-workers can do their jobs safely and happily by applying evaluation index for elderly-worker friendly companies

2. Scope and methodology

This research is intended to

- ◎ analyse theoretical studies and literature on domestic and international elderly-worker friendly companies
- ◎ study leading elderly-worker friendly company practices at home and abroad
- ◎ analyse evaluation factors for leading elderly-worker friendly companies
- ◎ study the evaluation method of leading elderly-worker friendly companies(relative advantages and disadvantages)
- ◎ develop index and standards for leading elderly-worker friendly companies
- ◎ test the feasibility of index and standards for leading elderly-worker friendly companies
- ◎ draft evaluation model for leading elderly-worker friendly companies

3. Conclusion

◎ An elderly-worker friendly company can be defined as the business organization which employs older worker at the age of 50 or more, develops and implements occupational health and safety policy considering their conditions without any bias in terms of employment

◎ Evaluation of leading elderly-worker friendly companies re-lates to the Elderly welfare law, the Low-birth and aging society act, the Employment Promotion for the Aged Act, the Occupational safety and health act etc, which is regulated under the Elderly welfare law. In the foreign cases, regulations and centers related to employment

stability are established and operated

© Most research on leading elderly-worker friendly companies has centered on wages, retirement and occupational training. The analysis result of 14 corporate sustainability reports shows activities related to employment and wages are implemented.

© The evaluation index for leading elderly-worker friendly companies were developed by analysing CSR guideline and evaluation items of CDC(NIOSH), Aging & OSH and consisted of 60 items placed under the high level of business management, job design, disaster management, health management.

© The result of survey on the high level shows that organization management in business management, muscular-skeleton disorder control in job design, chronic disease and emergency system in health management are more important among others and organization management of business management in the safety sector and employment in the health sector are recognized as more important

© According to the result of field study on 60 item firstly developed, 3 items in business management, 13 item in job design, 2 item in disaster management, 12 items in health management were selected as final evaluation. each index is evaluated on five point scale (from 1 point(very low) to 5 points (excellent)) employing UAI converted to 100 point scale.

© Construction companies were evaluated under 50 % in elderly-worker friendliness test regardless of its size.

Manufacturing companies turned out to make their continuous efforts of elderly-worker friendly management and related activities. Service

companies showed differences in elderly- worker friendly activities and control measures according to their type.

4. Application and effect

◎ This research result can be used as the Elderly-worker management measure providing the guidelines of ergonomic design, safety sign and work instruction

◎ This research promotes the flexible work, the programme of occupational rehabilitation, work return and their implementation

◎ This research promotes the education and technology development for elderly-workers' health enhancement, disease and its prevention

◎ This research recognizes the needs for community-based service, medical facilities system based on the elderly-workers' specific conditions

◎ This research provides the objective, scientific, standardized and rational evaluation index for leading elderly-worker friendly companies

◎ This research promotes industrial involvement by extending its application to best health promoting company certification business and holding the conference to spread the good practices of elderly-worker friendly activities

◎ This research can be gradually utilized as basic data by elderly-worker friendly companies

◎ This research provides the framework of business performance evaluation for domestic elderly-worker friendly companies and institutional control measures

Keywords

Elderly-worker friendly company, business management, job design, health management, accident rates, field study