

In the future, in order to raise the occupancy rate of Japan's labor force, it is necessary to "develop capacity through the lifetime from early childhood to elderly ages" (Health, Labor and Welfare Ministry of Health, Labor and Welfare Policy Employment Policy Report). Regardless of the young generation, especially in the early 60s men, among the developed countries, the labor force participation rate is high (Cabinet Office Heisei 18 years white paper of the National Life). Future factors for the elderly society Japan is considered to be an important issue for elderly people to enter and exit the labor market. In particular, knowing the factors of retirement behavior is a prerequisite for promoting employment policies for the elderly. In this paper, the factors that may be related to retirement behaviors of middle and elderly people, specifically, "socio-demographic attributes / socio-economic status", "health status", "subscribing to pension / private insurance" Empirical analysis is conducted using panel data of "Survey on Health and Retirement" as to whether it has a relationship like timing of retirement. For the two analytical methods, the first one sees the effect of one variable on the timing of retirement by drawing the survival curve by the Kaplan - Meier method. The second is to analyze the influence of each variable on retirement behavior by controlling other variables, from the acceleration model that governs all variables. As a result, concerning the "socio-demographic attribute / socio-economic position", men tend to delay retirement timing for women of all ages. Those who have higher educational backgrounds may retire earlier. In the case of middle-aged people, married couples tend to delay their retirement timing compared to spouses. Also, it turns out that those whose spouses are working have the effect of speeding up retirement. Regarding the influence of "health condition" on retirement timing, general diseases do not necessarily affect retirement behavior for middle-aged people who can still work even if they have history of three major diseases. Furthermore, depression may have a major influence on workers' working conditions compared with general diseases. "Pension · Insurance" has the effect of accelerating retirement when at least one member of the family member is a member of private insurance in all aged and older age groups. As a policy implication obtained from the conclusion of this paper, we need to be more concerned about the health condition of the elderly when promoting the employment system for the middle and the elderly, where Japan's labor shortage becomes more serious now. Also, we propose to suppress gender disparities in the labor market in Japan and implement women's success.