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Workplace accommodation for older teachers in Japan and Germany: The role of the institutional context in supporting late career options for teachers with ill health**

Owing to the ageing of their respective populations, policy-makers in Japan and Germany are challenged to extend the working life of individual employees. However, conditions of physical and mental ill health tend to increase with old age, leading to disabilities that affect whether and how individuals can remain active in the labour market. Workplace accommodation is a means to enable disabled individuals to remain productively employed. Drawing on qualitative interview data, this discussion explores how institutions such as School Authorities in Japan and Germany use workplace accommodation to support teachers with physical and mental disabilities. Teachers are a white-collar profession strongly affected by ill health, especially burn-out. The discussion furthermore explores how such workplace accommodation measures influence older teachers' career expectations and career outcomes, including thoughts about (early) retirement. It finds that even though the institutional contexts in Japan and Germany are rather similar, career options and expectations vary, though with similar (negative) outcomes for national strategies towards the extension of working lives.

Key words: professional labour markets, disability, workplace accommodation, Japan, Germany (JEL: I10, I18, J11, J26, L30)

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** Article received: September 15, 2015

Revised version accepted after blind review: December 24, 2015.