

Summaries of Winning Enterprises in the Contest for the Employment Development for Older People in Fiscal Year 2011

【Special Award】

Introduces the “Partners System” so that the physical burdens of elderly employees are reduced during the busy period and they can work in accordance with their lifestyles.

- (1) Name of Company Shibuya Bunsenkaku Co., Ltd. (Nagano city, Nagano prefecture)
- (2) Year of Establishment 1917
- (3) Type of Business Bookbinding
- (4) Number of Employees 168 (out of which 16 are aged 60-64 (9.5%), 9 are aged 65-69 (5.4%), 5 are aged over 70 (3.0%))
- (5) Situation of Retirement
Retirement age: 60
Continued Employment System: Re-employ up to age 65 as regular employees for all those interested; employ them even after age 65 by annually renewing their contracts without setting the upper age limit.
The current oldest person: 75

(6) Point of reasons for the award

The award is given because activities on the contest theme under the category, “creative approaches in working styles, such as work sharing,” are outstanding.

- Since July 2010, have introduced the “partners system” in which registered older employees can come and work at any time when work is available in order to reduce so that their physical burdens are reduced during the busy period and a shortened delivery period. The registered partners (35 people in their 20s to 60s) are in charge of manual work which used to be done by older employees in their overtime hours.

(Additional points)

- As a company policy, it is set out that employees even after reaching retirement age, etc. “are encouraged to work while they are healthy.” A system is prepared to annually conduct personal interviews for older employees so that individual workers’ problems and their wishes are taken into account. In addition, the company is working on the creation of a working environment friendly to older staff.
- The company encourages and bears the cost for acquiring various official qualifications related to printing. Also, started in-company training for all staff from May 2011, in which a 75-year-old adviser acts as an instructor to give guidance on not only bookbinding skills and experiences but also attitude toward work, etc.
- Under the concept of “adjusting oneself to work,” works on the improvement of work methods, etc. Makes various efforts, including the mechanization of heavy weight lifting tasks by introducing computerized automatic system for full line of products. Furthermore, recruits proposals for improvement from all employees once a year and implements activities for improvement.