

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

【Excellence Award】

The realization of employment through age 70 based on, such as, the enforcement of the “Criteria for Improvement, including the Working Hours of Truck Drivers” and creation of new jobs

- (1) Name of Company Hishiki Unso Inc. (Yachimata city, Chiba prefecture)
- (2) Year of Establishment 1971
- (3) Type of Business Transportation
- (4) Number of Employees 57 (out of which 4 are aged 60-64 (7.0%), 1 is aged 65-69 (1.8%), none is over 70 (0.0%))
- (5) Retirement situation
Retirement age: 65
Continued Employment System: Extend employment up to age 70 as a fixed-term employee under certain conditions
The current oldest person: 66
- (6) Points of reasons for the award

- Develops a Digi-tachograph with a working hours management function into which criteria for improvement is built and installs it in all trucks, so that tasks are carried out based on the “Criteria for Improvement, including the Working Hours of Truck Drivers,” in order to ensure the safety of truck driving and consider aging employees. With the use of the Digi-tachograph, driving control and log book are made automatic, and thus leading to the shortening of working hours, enhancement of work efficiency, reduction of fatigue, and decrease of accidents and improvement of working methods and environment.

Together with the above, training on the compliance of laws and regulations related to the “Criteria for Improvement, including the Working Hours of Truck Drivers” is conducted for all company staff in order to enhance their awareness. Additionally, the company president explains to customers about the company guidelines, and their understanding is obtained as a result.

- The 65 years-old mandatory retirement system was introduced in 2008 to enable older people to continue to engage in the same work under the same working conditions, including the unchanged wage level, unless there are health and safety concerns over them. Furthermore, in 2011 a new system was introduced allowing them to work up to 70 years old as fixed-term employees if they meet certain conditions.
- In order to generate new workplaces for older people, receives contracts concerning the inspections, box packing, and packaging of pet food and recycling businesses.
- In regard to health management, company executives do a daily roll call at the start of the business day in order to understand the health conditions of drivers, hold health checkups twice a year, conduct interviews by industrial doctors, etc.