

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

【Excellence Award】

Establishes a “joint enterprise cooperative of older people by older people for older people” and creates the workplace in which elderly women in the local communities can actively work, in order to hand down the traditions of the “taste of mothers’ home cooking” and “local food culture”

- (1) Name of Company Joint Enterprise Cooperative Farm Mahma Kineya (**Fukui city, Fukui prefecture**)
 - (2) Year of Establishment 2001 (The joint enterprise cooperative was established in 2011)
 - (3) Type of Business Food processing and sales
 - (4) Number of Employees 35 (out of which 11 are aged 60-64 (31.4%), 13 are aged 65-69 (37.1%), and 3 are over 70 (8.5%))
 - (5) Retirement situation
Retirement age: 70
Continued Employment System: Re-employ up to age 99 as a fixed-term employee under certain conditions
The current oldest person: 72
 - (6) Points of reasons for the award
 - With the establishment of the joint enterprise cooperative, a system is introduced to set the mandatory retirement age at 70 and re-employ up to 99-year-olds under certain conditions.
 - Company employees are all females of which 27 are 60-year-old or over, making the ratio of older people 77.1%, which is extremely high.
 - The hourly pay system applied the same across all staff was used prior to the establishment of the joint enterprise cooperative. In 2011 an evaluation system (January) and a new wage system (April) were introduced. Consequently, full-time employees were paid on the “monthly salary system, in principle (※), consisting of basic pay, merit-based pay, managerial position allowance, and qualification allowance” and part-time workers were paid the “basic hourly pay and merit-based hourly pay,” which led to the enhancement of workers’ motivation.
 - Conducted a hearing of all staff on possible working hours and prepared “work schedule tables (staggered working hours)” which can correspond to various employment formats, thereby realizing comfortable working environment.
 - Manualizes the workflow of manufacturing leading products and posts it on the wall, so that everyone can do the job without having to seek directions from elderly persons and the burden of older people with knowledge and skills is also reduced.
 - Young and older skilled workers work in pairs in order to hand down the knowledge and skills that the elderly people cultivated for many years.
- ※ However, wages are subtracted from monthly salaries on a daily basis based on the number of the employees’ missed workdays.