

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

【Special Award】

Establishes a system elderly people after retirement can actively work as “senior advisers” , and also realizes the safe workplace for elderly people by making work facilities, etc. barrier-free

- (1) Name for Company **Fujii Corporation Co., Ltd. (Tsubame city, Niigata prefecture)**
- (2) Year of Establishment 1950
- (3) Type of Business Manufacture of general machinery and equipment
- (4) Number of Employees 134 (out of which 15 are aged 60-64 (11.2%), 2 are aged 65-69(1.5%), and 1 is over 70 (0.7%))
- (5) Situation of retirement
Retirement age: 60
Continued Employment System: Re-employ all those interested up to age 70 as fixed-term employees
The current oldest person: 75

(6) Points of reasons for the award

The award is given because activities under the categories of “system-related improvements, including personnel and wage management, organizational change, etc.” and “preparation and improvement of work methods, work facilities and equipment, and jigs and tools” are outstanding.

- Provides various employment format options for retirees, such as full-time “junior employees” on a monthly pay and “part-time workers” on an hourly salary, so that they have a choice with their wishes, and thus creating a comfortable working environment.
- Introduces a “senior adviser system” in which re-employed older persons with knowledge, experience, and skills are appointed to managerial posts, giving them a certain status in the workplace and thus maintaining and enhancing their motivations.
- In order to prevent older people from stumbling and falling, improves an environment ; the floors of factories are made completely flat. Furthermore, creative efforts, such as stringing tools down from the ceiling, are put so as not to leave things on the floor. Also, consideration is given to older and disabled people by making it possible for them to work even when they may need to use wheelchairs in the future.

(Additional points)

- Establishes the “*Monozukuri Dojo* (a training hall)” where all staff can master minimum skills they should understand as company employees. The *dojo* provides a place where they can learn about the skills of cutting, bending, welding, finishing, etc. materials consistently and those experienced and re-employed are assigned to the role of coaching.