

Structure of FY 2009 Employment Measures for Old People

① Promotion of securing of employment by introduction of a raise in the retirement age and security to stabilize elderly people's employment by a system of extended employment.

- Measure to secure employment for people aged up to 65, tapping their expertise and experience.
 - To inspire other elderly people to seek employment by highlighting employed elderly people.
 - Guidance to employer from the public employment security office with advice and recommendations.
 - Consultation and assistance by making use of reemployment support consultants
- Dissemination and promotion of "Enterprise for those that can work up to 70 years old"
 - Execution of advice to review the collection, dissemination of precedent cases, etc., measures to support employment for people aged up to 70 (Enterprise for those that can work up to 70 years old project)
- Approach for increasing enterprise that can work up to reaching 70 years old and enterprises which has retirement age of 65 and above
 - Use of bounty such as retirement age improving (Bounty, senior citizen employment model corporate subsidy, and small and medium-sized enterprise senior citizen job security achievement bounty such as improving of retirement age of small and medium-sized enterprise)

② Support and promotion of reemploying older people

- Support and promotion of reemploying older people.
 - Consultation and assistance by making use of reemployment support consultants.
 - Local public support and assistance for reemployment of the retiring baby boom generation.
 - Promotion of programs to hire older people on a trial basis.
 - Subsidies for employers who help employees who are scheduled to be unemployed find reemployment.
 - Enhancement of silver human resource centers.
 - Implementation of vocational training programs for older people (organization skills training, group interviews and work place experience, with the participation of employers' association) undertaking the Senior Work Program.
 - Diversified opportunities of employment and social participation such as temporary hiring and provision of information.
- Promotion of programs to establish a foundation for building a society where people can work regardless of age (If enterprises have some exceptions of the upper limit of age they should seek clarification).
- Promotion of assistance by employers to the middle-aged and older employees who are scheduled to become unemployed while they are in office.
 - Preparation of a re-employment report and supporting evidence to issue a notification of common knowledge, and a job hunting activity support book that uses a job card.

③ Promotion of older people's various social participation.

- Promotion of Silver Human resources Center
 - Promotion of community-based programs such as child rearing support programs by cooperating with the Silver human resource center and local public services.
 - Support the expansion of job opportunities in the local area for the enhancement of the Silver human resource center business and to support female member's occupations etc.
- Register older people's skills, qualifications, occupations, etc. This structure system will not only match old people's needs but also match local enterprises and local community groups as well. (Assistance to older people's attempts to get a new job.)
- Assistance to start a business by 3 or more people aging 45-year old or older.
 - Joint employment opportunities to make efficient use of subsidies for senior citizens etc.