

## Employment Measures for the Elderly

### Overview

### Structure of FY2011 Employment Measures for the Elderly

#### [1] Promotion of stable employment security for the elderly through raising the mandatory retirement age or introduction of continued employment system, etc.

- Promotion of the mandatory retirement age being raised to 65 or introduction of continued employment system, etc.
  - Dissemination/enlightenment of employment security measures
  - Provision of guidance, advice, and recommendation to employers by public employment security offices
  - Consultation/support through utilizing elderly employment advisors, etc.
- Dissemination/promotion of enterprises that allow every worker to remain working until age 65 if he/she wishes to and those implementing systems that allow people to work until age 70 in accordance with the actual conditions of the enterprises
  - Enlightenment and instruction to employers by public employment security offices
  - Collection/provision of information on advanced cases and provision of advice for reviewing personnel treatment system, etc., and development of regional tendency toward establishing of systems that allow every worker to remain working until age 65 if he/she wishes to and systems that allow people to work until age 70
  - Utilization of subsidy for extension of mandatory retirement age, etc. (subsidy for extension of mandatory retirement age for small- and medium-sized enterprises, subsidy for increased range of work posts for the elderly, etc., and subsidy for improved employment security for the elderly)

#### [2] Support/promotion of re-employment of middle-aged and older people

- Promotion of re-employment of middle-aged and older people
  - Careful employment consultation/placement services for the job seekers at public employment security offices, etc.
  - Utilization of subsidy for trial employment of middle-aged and older people
  - Utilization of subsidy for employment development for designated job seekers
  - Implementation of skills training and joint job-interviews, etc. in a unified manner in cooperation with occupational organizations and public employment security institutions, etc. "Senior work programs"
- Dissemination/enlightenment of prohibition of age limits on recruitment/acceptance (obligation to explicitly state reasons for setting age limits for exceptional cases)
- Provision of guidance/support for employers that assist re-employment of middle-aged and older workers that are unwillingly leaving their jobs, etc.
  - Dissemination/enlightenment, and guidance for obligation to create/issue job seeking activity support documentation through utilizing job card forms

#### [3] Promotion of diverse work styles and social participation for the elderly

- Promotion of "Silver Human Resource Centers"
  - Support for services focused on "education, child rearing, nursing care, and environment" jointly implemented by Silver Human Resource Centers and local governments
- Establishment of a system that register abilities, skills, qualifications, and job experiences, etc. of the elderly to match the needs for the elderly at local enterprises, local organizations, and local communities, etc. "Senior employment support programs"