

## (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 entrepreneurs from the public employment security office with advice and recommendations
  - Consultation and assistance by making use of reemployment support consultants
- Dissemination and promotion for companies whose employees can work until they become 65 years old if they wish to do so, or until 70 years olds under a feasible scheme to meet the situation of the company
  - Collection of advanced examples, provision of information, advice for revision of the personnel treatment system, increase in regional tendency toward establishing a system by employers' organizations, under which workers can continue working until they become 65 years old or until they become 70 years old.
  - Utilization of the subsidies for raising the retirement age (the subsidy for medium and small companies raising the retirement age, the subsidy for model companies employing high ages, the subsidy for securing and improving the employment of high ages)

## (2) Support and promotion of reemployment of older people

- Support and promotion of reemployment of middle-aged people
  - Consultation and assistance by making use of reemployment support consultants
  - 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
  - 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
- 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 start a new business.)
- Assistance to start a business by three or more people aging 45-year old or older.
  - Joint employment opportunities to make efficient use of subsidies for senior citizens etc.