

## 19. Ratio of Enterprises with Post-retirement Systems (2012)

### 定年後の制度と企業の割合（2012年）

(%)

|                                       | Enterprises with fixed retirement age system and post-retirement system<br>一律定年制で定年後の制度がある企業 | With an oldest hiring age<br>最高雇用年齢を定めている |       |        | With no oldest hiring age<br>最高雇用年齢を定めていない |             |
|---------------------------------------|--|---|-------|--------|--|-------------|
|                                       |  | Total (age)                               | 63    | 65     |  | 66 and over |
| Employment extension system<br>勤務延長制度 | [20.5] 100.0   | 56.3 (100.0)                              | (5.6) | (75.8) | (18.5)                                     | 43.7        |
| Re-hiring system<br>再雇用制度             | [80.7] 100.0   | 80.3 (100.0)                              | (6.4) | (88.3) | (5.2)                                      | 19.7        |

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2012*

Notes: 1) Figures in brackets show the ratio of enterprises with fixed retirement age systems that also have post-retirement measures.

2) Figures in parentheses represent the breakdown of enterprises by oldest hiring age.