

21. Ratio of Enterprises with Employment Extension Systems and Rehiring Systems, by wage (2015)

勤務延長制度、再雇用制度の適用対象者の賃金別企業割合（2015年）

（%）

| Type of system, size of enterprise 制度、企業規模 | Enterprises with the system 制度がある企業 | Wage level compared to the time of retirement 定年退職時と比べた賃金水準 | | | | | | |
|---|--|--|--------|--------|---------|------------|------------|-----|
| | | Less than 30% 30%未満 | 30-50% | 50-80% | 80-100% | Same 同じ | More 高い | |
| Employment extension system | 勤務延長制度 | | | | | | | |
| Total | 企業規模計 | [20.9]100.0 | 1.4 | 2.7 | 27.3 | 19.6 | 42.0 | 1.6 |
| 1,000 employees or more | 1,000人以上 | [8.8]100.0 | 3.7 | 0.4 | 40.7 | 19.4 | 24.6 | 0.5 |
| 100-999 employees | 100-999人 | [15.9]100.0 | 3.4 | 2.2 | 32.7 | 20.0 | 37.5 | 1.0 |
| 300-999 employees | 300-999人 | [13.2]100.0 | — | 2.8 | 37.1 | 18.1 | 37.0 | — |
| 100-299 employees | 100-299人 | [16.7]100.0 | 4.2 | 2.0 | 31.6 | 20.4 | 37.6 | 1.3 |
| 30-99 employees | 30-99人 | [23.4]100.0 | 0.8 | 2.8 | 25.7 | 19.5 | 43.4 | 1.8 |
| Re-hiring system | 再雇用制度 | | | | | | | |
| Total | 企業規模計 | [81.9]100.0 | 1.8 | 9.7 | 53.3 | 17.1 | 13.3 | — |
| 1,000 employees or more | 1,000人以上 | [94.9]100.0 | 2.8 | 20.4 | 57.8 | 7.4 | 2.7 | — |
| 100-999 employees | 100-999人 | [89.6]100.0 | 1.8 | 11.1 | 56.7 | 15.3 | 9.1 | — |
| 300-999 employees | 300-999人 | [92.7]100.0 | 1.3 | 15.1 | 58.4 | 11.7 | 8.5 | — |
| 100-299 employees | 100-299人 | [88.7]100.0 | 2.0 | 9.8 | 56.2 | 16.5 | 9.3 | — |
| 30-99 employees | 30-99人 | [78.3]100.0 | 1.8 | 8.5 | 51.4 | 18.4 | 15.6 | — |

Source: Ministry of Health, Labour and Welfare, *General Survey on Working Conditions, 2015*

Note: Figures in brackets show the ratio of enterprises which have adopted the systems among enterprises with retirement age systems.