

## 20. Ratio of Enterprises with Employment Extension Systems and Rehiring Systems, by Industry and Size of Enterprise (2015)

一律定年制における勤務延長制度、再雇用制度の有無別企業の割合（産業・企業規模別、2015年）

（%）

Industry, size of enterprise 産業、企業規模	Total 計	Enterprises with post-retirement systems 定年後の制度がある企業			Enterprises without post-retirement systems 定年後の 制度がない 企業	Enterprises which have fixed retirement age systems 一律定年制 を定めてい る企業
		Employment extension system only 勤務延長制 度のみ	Rehiring system only 再雇用制度 のみ	Adoption of both systems 両制度併用		
Enterprises with a fixed retirement age 一律定年制の企業						
All Industries 産業計	92.9	11.0	71.9	10.0	7.1	98.1
1,000 employees or more 1,000人以上	97.3	2.5	88.5	6.3	2.7	93.3
300-999 employees 300-999人	97.7	5.0	84.5	8.3	2.3	95.3
100-299 employees 100-299人	96.2	7.6	79.5	9.1	3.8	97.4
30-99 employees 30-99人	91.2	12.9	67.8	10.5	8.8	98.7
Mining and quarrying of stone and gravel 鉱業、採石業、砂利採取業	100.0	4.4	81.1	14.5	—	100.0
Construction 建設業	92.7	19.5	64.0	9.2	7.3	99.5
Manufacturing 製造業	96.5	8.0	79.9	8.5	3.5	99.9
Electricity, gas, heat supply and water 電気・ガス・熱供給・水道業	100.0	5.2	92.5	2.3	—	97.5

Industry, size of enterprise 産業、企業規模	Enterprises with post-retirement systems 定年後の制度がある企業				Enterprises without post-retirement systems 定年後の制度がない企業	Enterprises which have fixed retirement age systems 一律定年制を定めている企業	(%)
	Total 計	Employment extension system only 勤務延長制度のみ	Re-hiring system only 再雇用制度のみ	Adoption of both systems 両制度併用			
Information and communications 情報通信業	94.4	4.1	87.6	2.6	5.6	100.0	
Transportation and postal services 運輸業、郵便業	96.9	16.2	67.1	13.6	3.1	96.1	
Wholesale and retail trade 卸売業、小売業	93.3	8.6	74.5	10.2	6.7	99.0	
Finance and insurance 金融業、保険業	99.0	2.0	94.1	3.0	1.0	96.4	
Real estate and goods rental and leasing 不動産業、物品賃貸業	94.0	8.2	77.5	8.2	6.0	97.5	
Scientific research, professional and technical services 学術研究、専門・技術サービス業	90.1	6.1	76.0	8.0	9.9	99.6	
Accommodations, food and beverage services 宿泊業、飲食サービス業	82.4	20.7	48.5	13.1	17.6	100.0	
Living-related and personal services and amusement services 生活関連サービス業、娯楽業	90.7	6.9	70.6	13.3	9.3	99.3	
Education, learning support 教育、学習支援業	87.0	8.2	72.0	6.7	13.0	82.9	
Medical healthcare and welfare 医療、福祉	89.8	15.0	62.4	12.4	10.2	95.3	
Services (not elsewhere classified) サービス業（他に分類されないもの）	89.6	9.9	69.7	10.0	10.4	98.8	

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