

II. Summary of Results of Survey Concerning Reemployment Status (individual survey)

1. Circumstances at separation

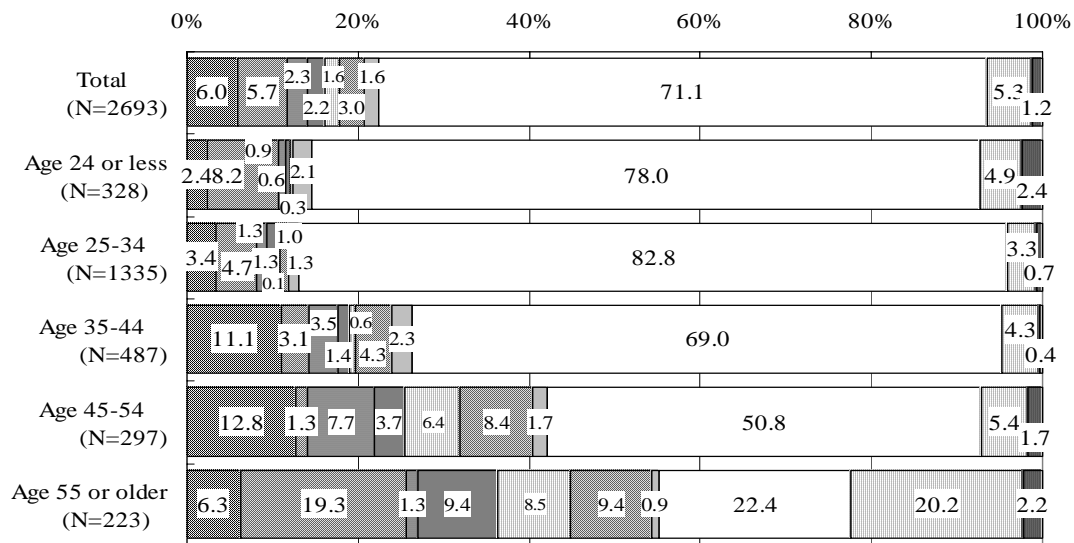
(1) Reasons for separation

The reason for separation most commonly given was “retired at my own request” at 71.1%. This was followed by “company went bankrupt or went out of business” (6.0%).

By age, “retired at my own request” was the most common in all age groups, but “company went bankrupt or went out of business” was cited by 11.1% and 12.8% in the 35-44 and 45-54 age groups, respectively, a higher percentage than other age groups.

The combined totals for “applied for a pre-existing system of incentives for early retirement” and “applied for voluntary retirement or an established or augmented system of incentives for early retirement” were 14.8% in the 45-54 age group and 17.9% in the 55 and older age group.

Fig. 19: Reasons for separation

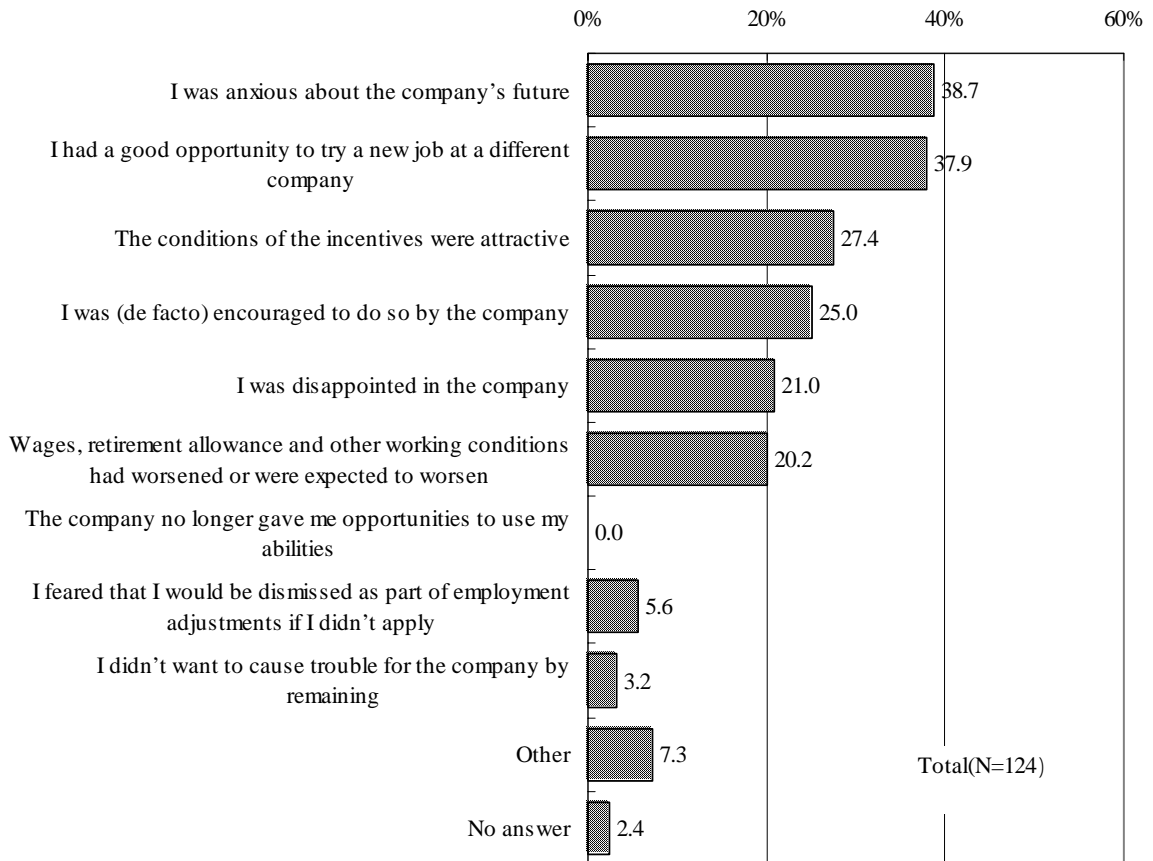


- Company went bankrupt or went out of business
- Completion of contract period
- Employment contract not renewed due to circumstances of company
- Was encouraged to retire
- Applied for pre-existing system of incentives for early retirement
- Applied for voluntary retirement, applied for newly established or augmented system of incentives for early retirement
- Dismissal
- Retired at my own request
- Other
- No answer

(2) Circumstances of using the systems of incentives for early retirement

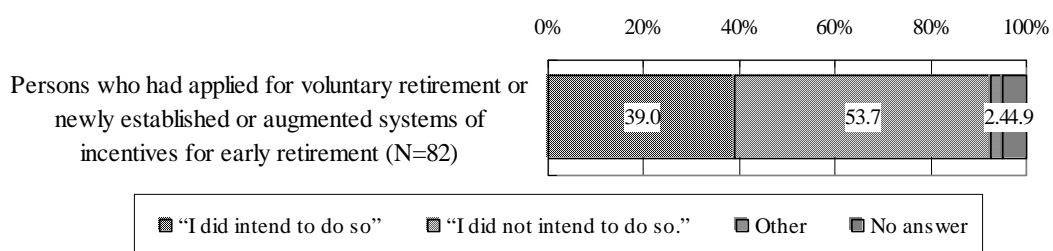
Reasons most often given for making use of the systems of incentives for early retirement were, “I was anxious about the company’s future”(38.7%) followed by “I had a good opportunity to try a new job at a different company,” at 37.9%.

Fig. 20: Reasons for making use of the systems of incentives for early retirement (M.A.)



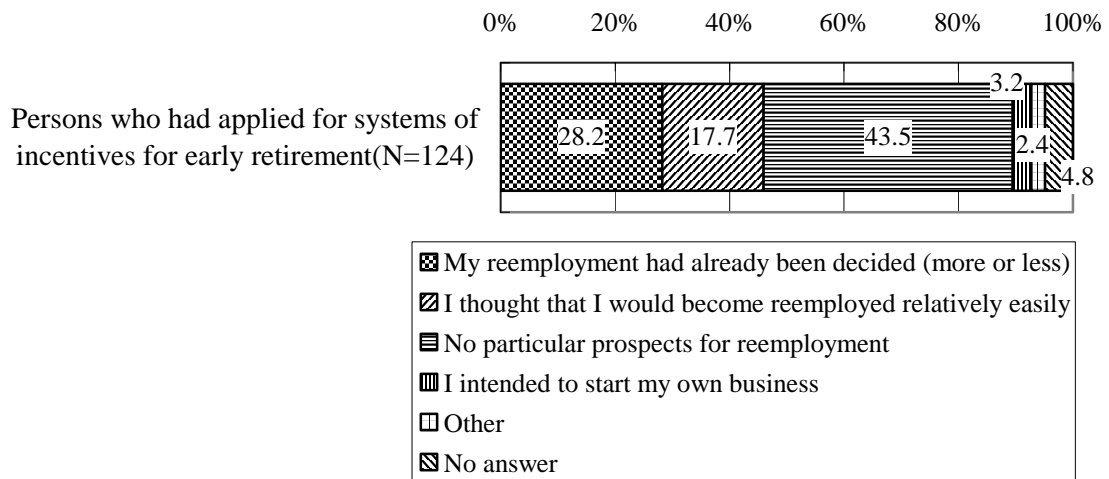
Persons who had applied for voluntary retirement or newly established or augmented systems of incentives for early retirement were asked whether they intended to separate from the company before being offered the opportunity. Most, 53.7%, said “I did not intend to do so,” but as many as 39.0% said “I did intend to do so.”

Fig. 21: Intention to separate from the company before being offered retirement



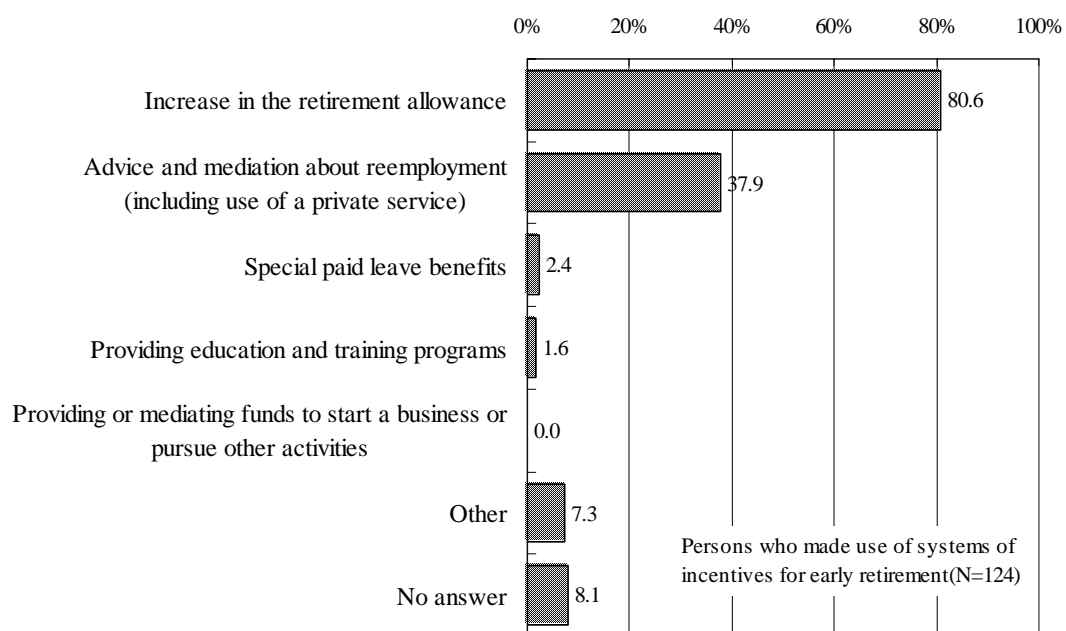
Asked about their prospects of reemployment at the time they applied for the system of incentives for early retirement, most, 43.5%, stated that they had “no particular prospects for reemployment,” followed by “my reemployment had already been decided (more or less)” at 28.2%.

Fig. 22: Prospects for reemployment



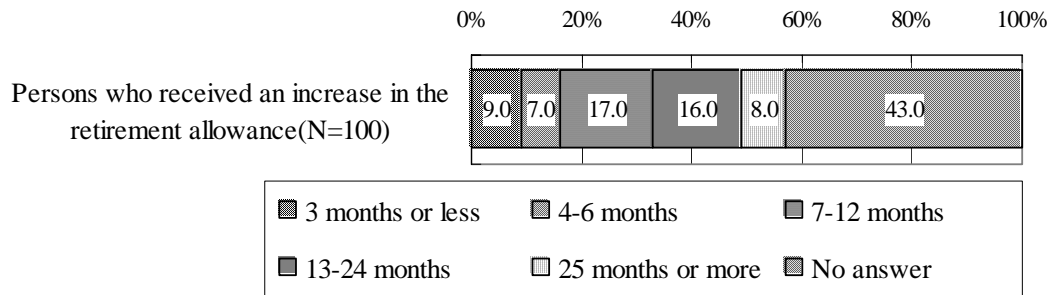
Asked about the nature of the measures in the system of incentives for early retirement, the element cited most often was “increase in the retirement allowance” at 80.6%., followed by “advice and mediation on reemployment” at 37.9%.

Fig. 23: Nature of the measures in systems of incentives for early retirement(M.A.)



People who had applied for a system of incentives for early retirement and had received an increased retirement allowance were asked about how many months' worth of the normal retirement allowance this increase was. The mean figure was 15.2 months' worth, and the median figure was 12 months' worth.

Fig. 24: Amount of increase in the retirement allowance



Persons who had received advice or mediation about reemployment were asked where they had received it. And the majority, 63.8%, had received “advice from a private service company.” More than 50% said that they were either “satisfied” or “somewhat satisfied.”

Fig. 25: Where advice about reemployment was received

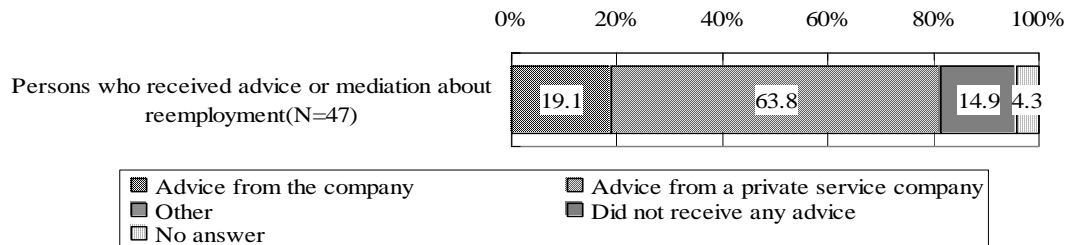
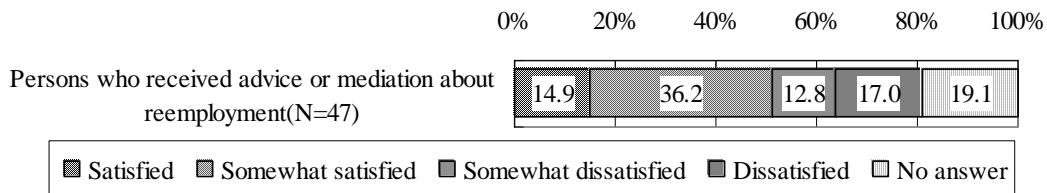


Fig. 26: Satisfaction with advice on reemployment



Persons who had received advice or mediation about reemployment were asked where they had received mediation, and 42.6% cited “mediation by a private service company” and 27.7% reported “mediation by my own company.” The mean length of the advice and mediation period was 4.4 months, and the median was 3 months.

Fig. 27: Where mediation about reemployment was received

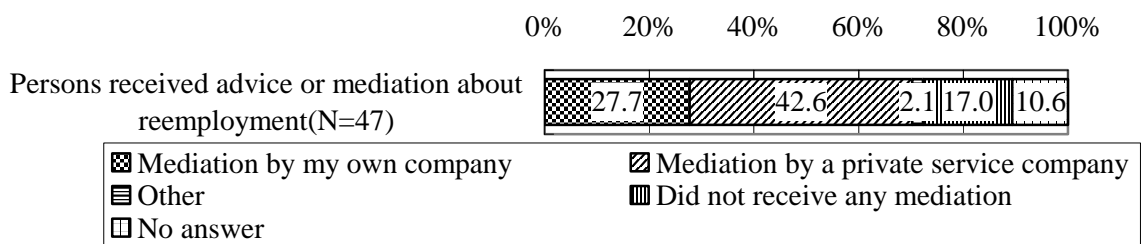
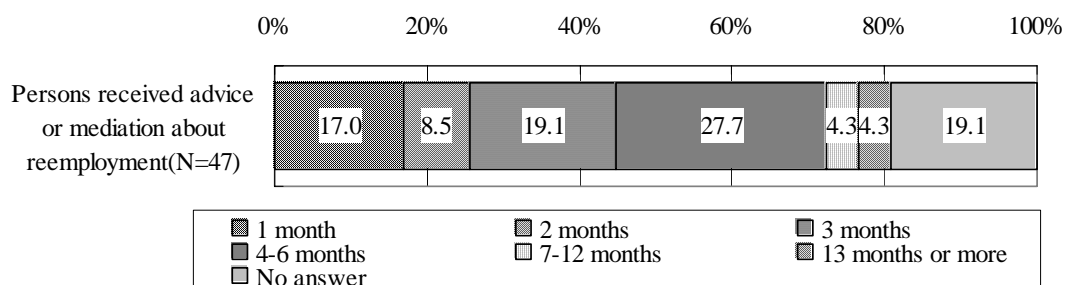


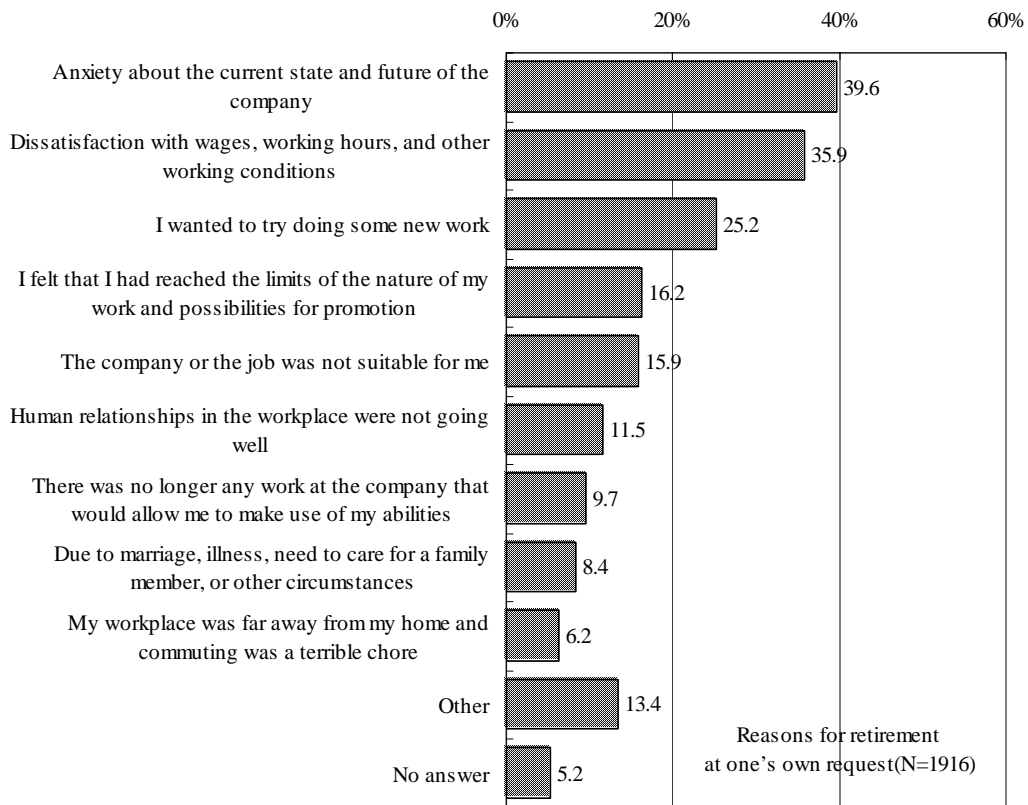
Fig. 28: Length of the period of advice and mediation on reemployment



(3) Reasons for Retirement at One’s Own Request

Asked about their reasons for requesting retirement, the largest percentage of respondents, 39.6%, cited “anxiety about the current state and future of the company,” followed by “dissatisfaction with wages, working hours, and other working conditions” at 35.9%.

Fig. 29: Reasons for retirement at one’s own request (M.A.)



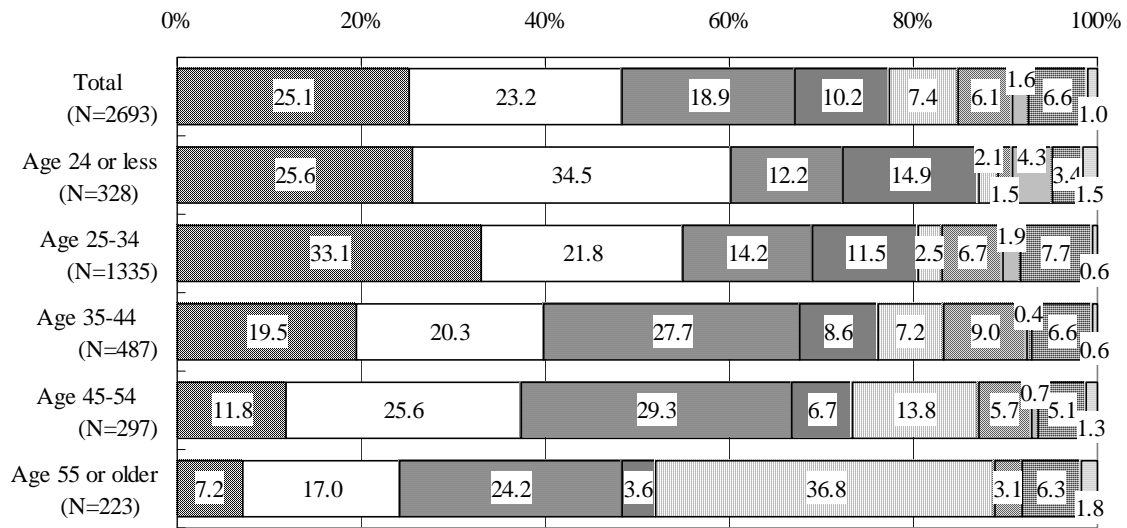
2. Circumstances of reemployment

(1) The path to reemployment

Reemployment at the current workplace was most often obtained by “response to an advertisement” (25.1%), followed by “making use of a public employment office” (23.2%).

By age, persons age 24 or younger most often mentioned “making use of a public employment office” (34.5%), persons age 25-34 most often mentioned “response to an advertisement” (33.1%), persons ages 35-44 and 45-54 cited “introduction from an acquaintance at work or a friend” at 27.7% and 29.3%, respectively, and persons age 55 or older most often mentioned “mediation or assistance from my previous company” at 36.8%.

Fig. 30: The path to reemployment

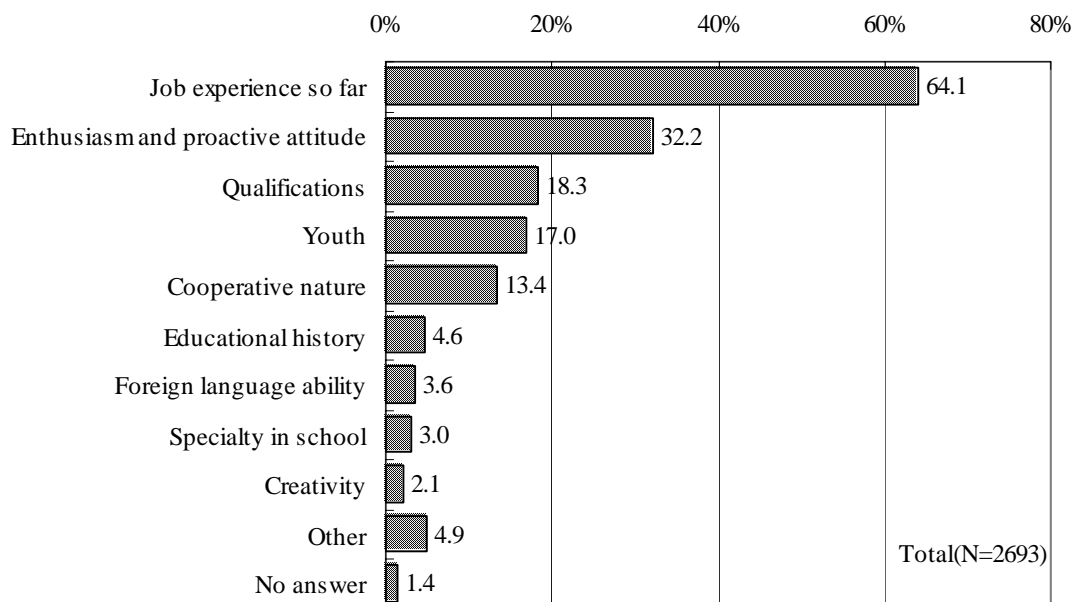


- Response to an advertisement (including employment information magazines)
- Making use of a public employment office (including part-time job banks, human resources bank)
- Introduction from an acquaintance at work or a friend
- Introduction from an acquaintance at work or a friend
- Mediation or assistance from my previous company
- Making use of a private employment mediation organization
- Introduction from school (including special vocational schools)
- Other
- No answer

(2) Elements that the company viewed most favorably

Of the elements that the company viewed most favorably upon their employment, the greatest percentage of respondents, 64.1%, felt that they had been evaluated according to their “job experience so far,” followed by “enthusiasm and proactive attitude” at 32.2%.

Fig. 31: Elements by which the company evaluated them (M.A.)



(3) Change in wages from the previous workplace

Comparing their current wages to their previous wages, the highest percentage, 23.5%, reported “a decrease of more than 10% and less than 30%,” 19.7% reported “no change,” and 18.9% reported “an increase of more than 10% and less than 30%.” Broadly categorized, 34.2% reported an increase, and 44.2% reported a decrease.

By age, workers were more likely to suffer a decrease in wages as they grew older, and over 50% of those over age 45 reported a decrease.

Fig. 32: Change in wages from the previous workplace

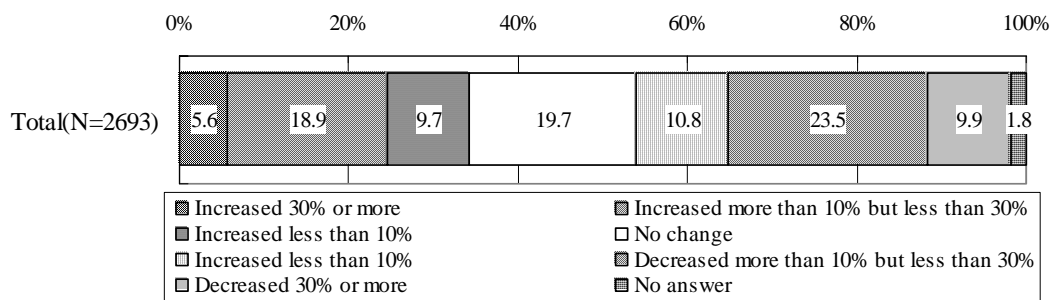
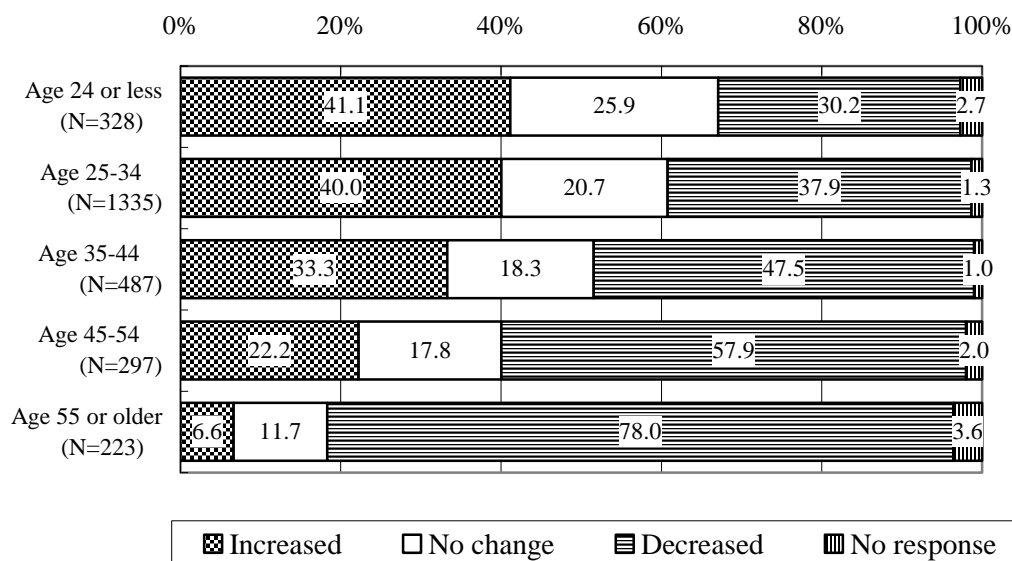


Fig. 33: Change in wages from the previous workplace (by age)



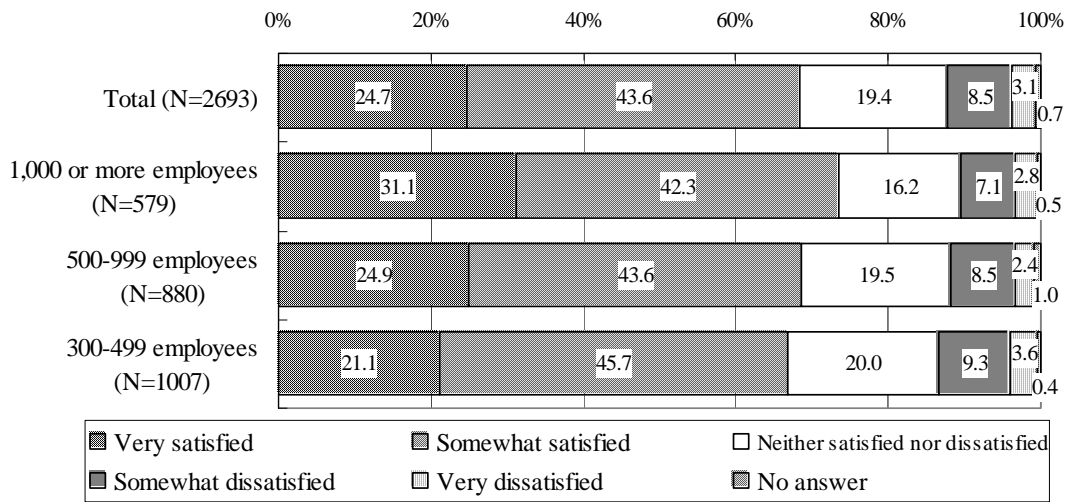
Note: “Increased” is the total of “increased 30% or more,” “increased more than 10% but less than 30%,” and “increased less than 10%.” “Decreased” is the total of “decreased 30% or more,” “decreased more than 10% but less than 30%,” and “decreased less than 10%.”

(4) Degree of satisfaction with current work

Asked about their satisfaction with their current work, 43.6% reported being “somewhat satisfied” and 24.7% reported being “very satisfied.”

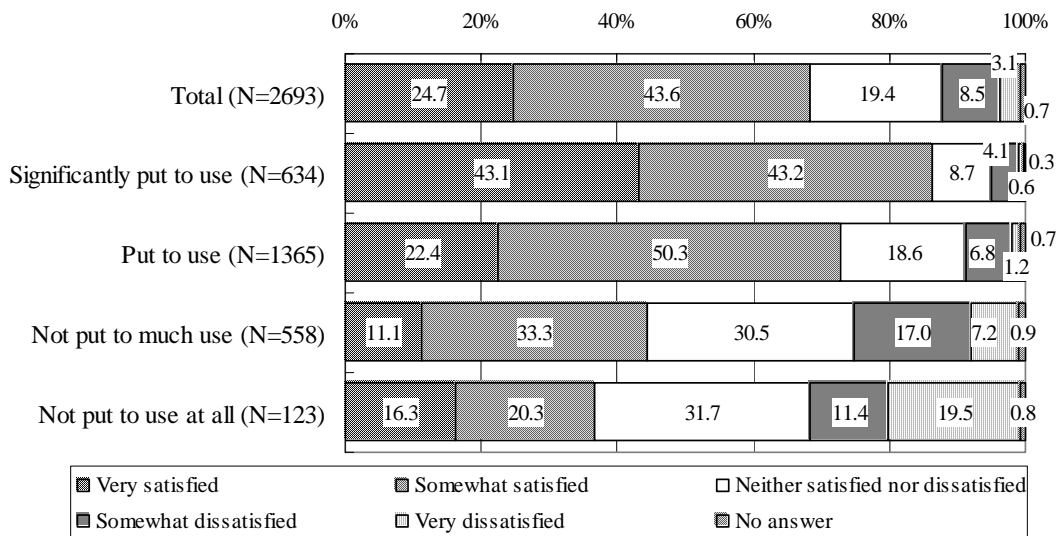
By size of the current company, the larger the company the workers had moved to, the higher their degree of satisfaction, with both the percentage of responses of “very satisfied” and the total of responses of “very satisfied” and “somewhat satisfied” being higher at larger companies.

Fig. 34: Degree of satisfaction with current work (by size of the current employer)



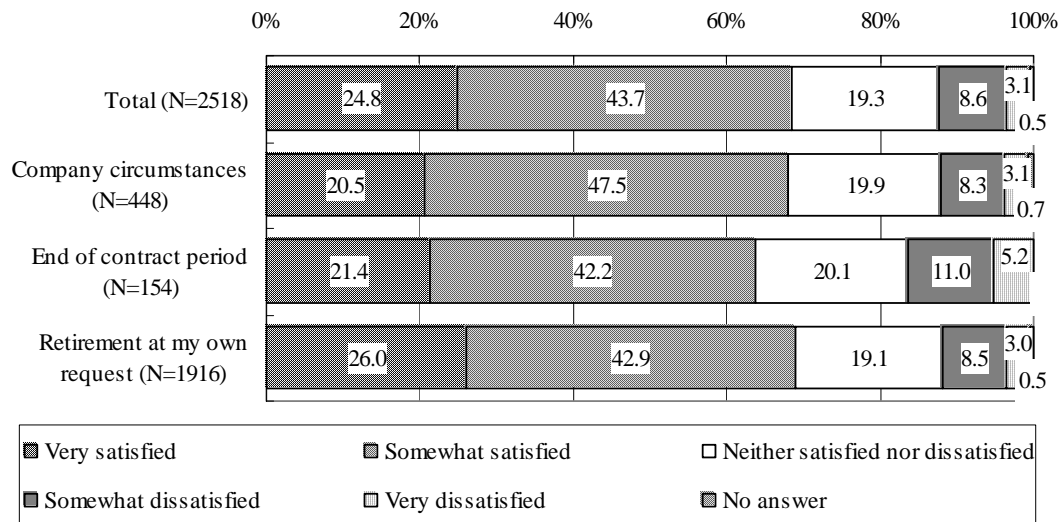
When asked whether they were able to use their previous experience in their current work, the persons who were able to make the most use of their experience were the most satisfied.

Fig. 35: Degree of satisfaction with current work (by ability to make use of experience)



By reason for retirement, persons who responded that they had “retired at their own request” were somewhat more likely to report that they were “very satisfied.”

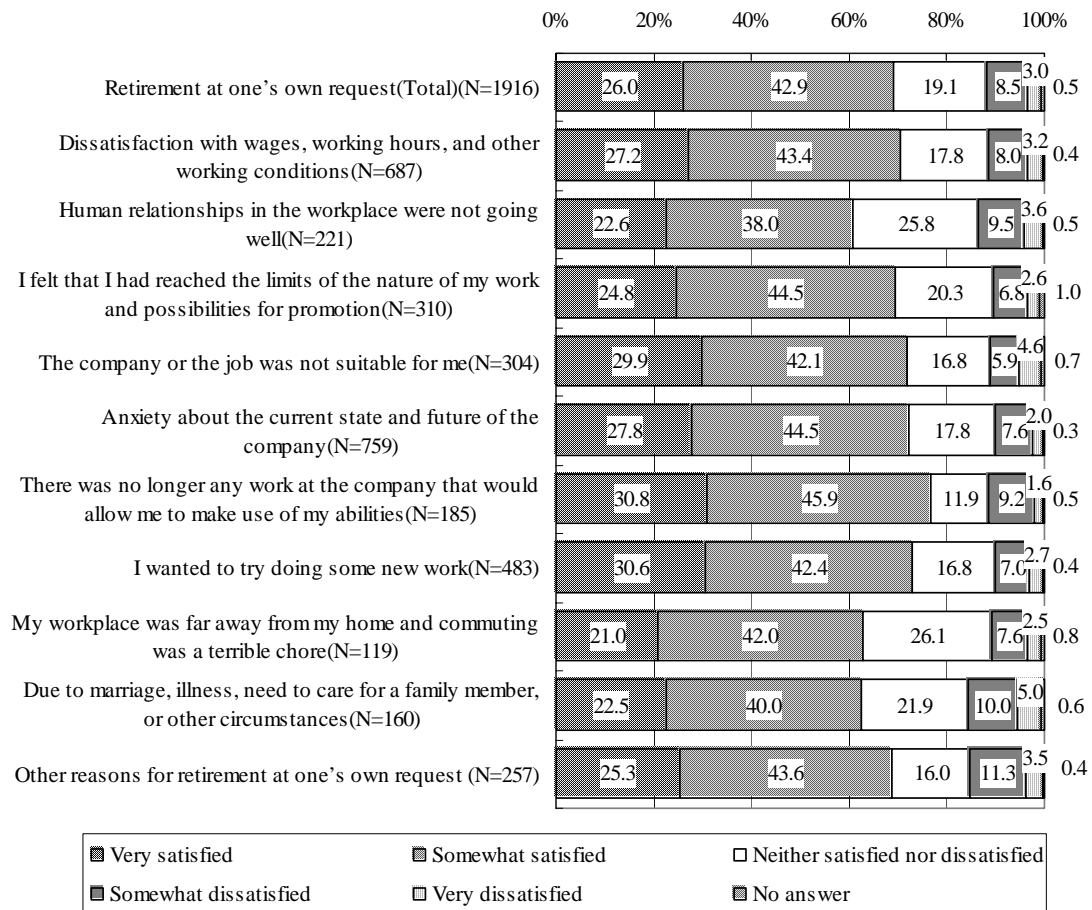
**Fig. 36: Degree of satisfaction with current work
(by reason for separation)**



Note: “Company circumstances” includes persons who selected any one of the following six items: “company went bankrupt or went out of business,” “employment contract not renewed due to circumstances of company,” “was encouraged to retire,” “applied for pre-existing system of incentives for early retirement,” “applied for voluntary retirement, applied for newly established or augmented system of incentives for early retirement,” or “dismissal.”

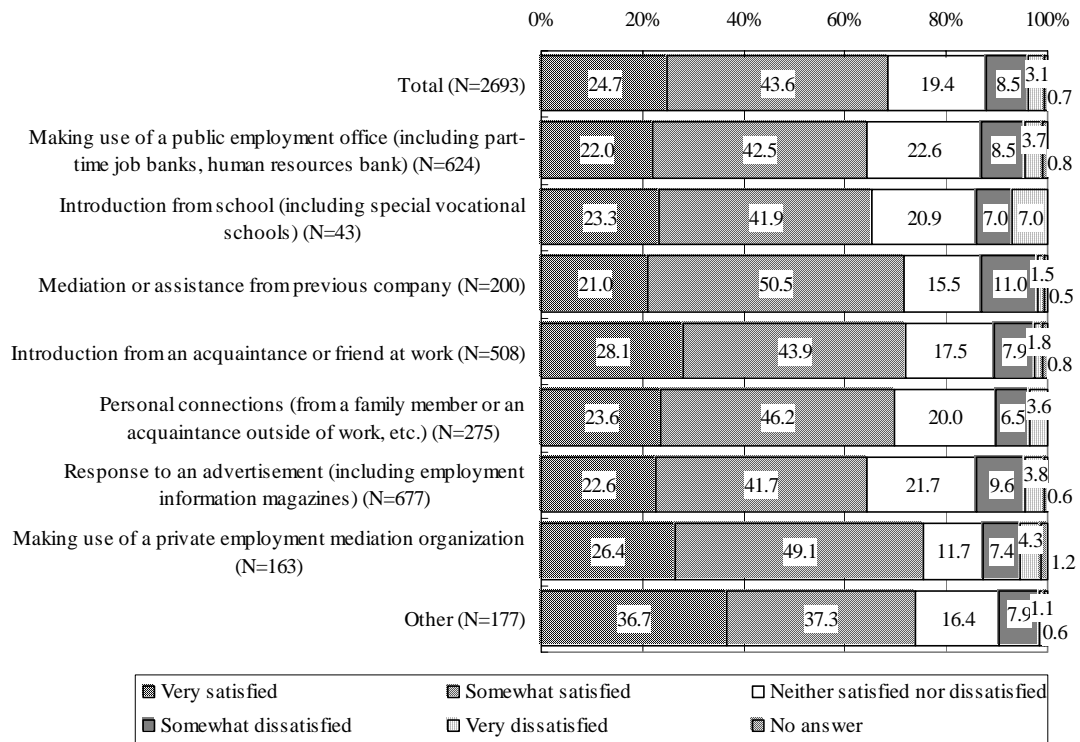
Looking at reasons for retirement at one’s own request, a high percentage of those who reported being “very satisfied” with their current work mentioned “the company or job was not suitable for me,” “there was no longer any work at the company that would allow me to make use of my abilities,” and “I wanted to try doing some new work.”

**Fig. 37: Degree of satisfaction with current work
(by reason for requesting retirement)**



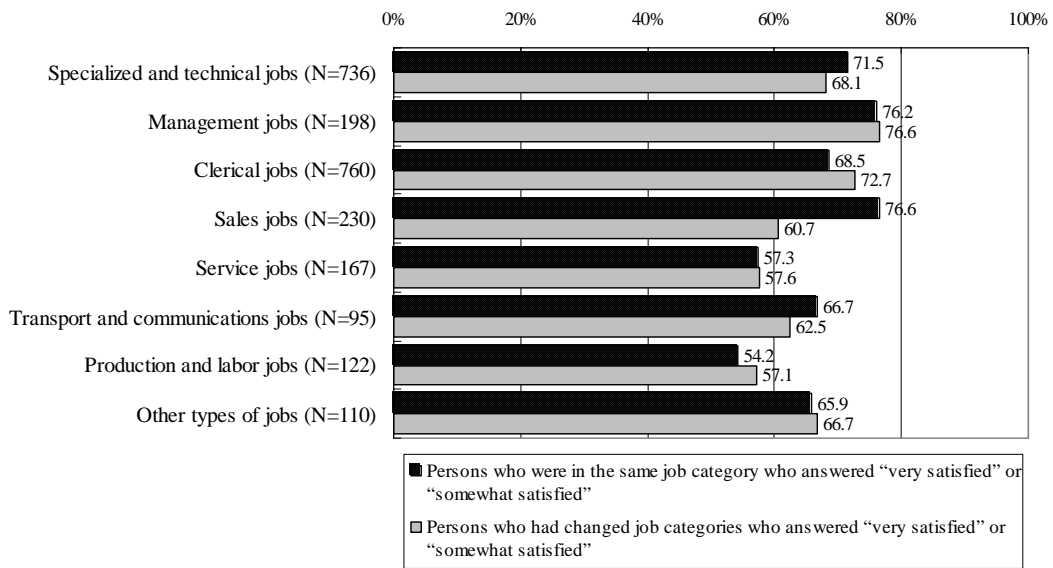
By method of reemployment, persons who had made use of introductions from workplace acquaintances or friends and persons who had used private employment mediation organizations were relatively likely to be “very satisfied.”

**Fig. 38: Degree of satisfaction with current work
(by path to reemployment)**



When we asked whether differences in satisfaction with the current work differed depending on whether the job at the current company was the same as at the previous one, we found that persons in sales jobs or transport and communications jobs were more likely to be very satisfied or somewhat satisfied if they still held the same type of job instead of having switched from a different job category.

Fig. 39: Degree of satisfaction with current work
 (“Very satisfied”+ “somewhat satisfied”
 : by current job, by whether there was a change in job categories)



Note: Since the number of responses from persons in public safety was small, we have omitted them.

Reference Table: Composition of the Respondents

Company

Total	1,683
Construction industry	87
Consumer-related manufacturing industries	120
Materials-related manufacturing industries	106
Machine-related manufacturing industries	182
Transport and communications industries	115
Wholesale and retail industries and eating and drinking establishments	270
Finance, insurance, and real estate industries	105
Information processing and information service industries	81
Business service industries	163
Personal service industries	118
Other	301
300-499 employees	655
500-999 employees	551
1,000 or more employees	370

*The total includes companies for which the industry and number of employees are unclear.

Reemployed individual

Total	2,693
Construction industry	119
Manufacturing industries	620
Transport and communications industries	190
Wholesale and retail industries and eating and drinking establishments	285
Finance, insurance, and real estate industries	105
Information processing and information service industries	151
Other service industries	769
Other	314
300-499 employees	1007
500-999 employees	880
1,000 or more employees	579
Age 24 or less	328
Age 25-34	1,335
Age 35-44	487
Age 45-54	297
Age 55 or older	223
Men	1,848
Women	807
Specialized and technical jobs	757
Management jobs	204
Clerical jobs	790
Sales jobs	241
Service jobs	178
Public Safety jobs	33
Transport and communications jobs	99
Production and labor jobs	128
Other types of jobs	115

*The total includes reemployed person for whom the industry, number of employees in the company, sex and occupation are unclear.