

Fixed retirement age system

The retirement age for national public employees is set at 60 in principle, as defined in Paragraph 2, Article 81-2 of the National Public Service Law. Specifically, the first March 31st falling after an employee turns 60 is the mandatory retirement date.

However, different retirement ages are set for the employees listed below.

- Doctors, dentists and others who work at hospitals, sanatoriums, clinics, etc. 65 years
- Guards, patrolmen, janitors, laborers, etc. 63 years
- Administrative Vice Ministers, etc. 62 years

Article 8 of Law Concerning Stabilization of Employment of Older Persons in principle requires private enterprises to set the retirement age at 60 years or older.

As the table below shows, most private enterprises have introduced the fixed retirement age system and most of those who have adopted the system set the retirement age at 60 years across the board regardless of type of job.

【Implementation of the fixed retirement age system in private enterprises】

(In percentage terms)

Companies with the fixed retirement age system				Companies without the fixed retirement age system
Total	Across-the-board retirement age system	Set the age according to type of job	Others	
93.2 (100.0)	(98.4)	(1.1)	(0.4)	6.8

<Note> The figures in parentheses indicate the ratio of the relevant companies to the total number of companies that have the fixed retirement age system.

Companies with an across-the-board fixed retirement age system	60 years	Between 61 and 64 years	65 years	66 years or older
100.0	86.6	4.3	9.0	0.0

Source: Ministry of Health, Labour and Welfare Ministry (2007), “General Survey on Working Conditions.”