

Chapter 4. Life Planning for Public Employees

In response to the full-fledged aging of Japanese society, the NPA has promoted measures to ensure smooth implementation of the reappointment system and provide the information necessary to enable public employees to plan their post-retirement lives.

Section 1. Situation of Mandatory Retirement and Reappointment System

1. Situation of Mandatory Retirement and Employment Extension

The National Public Service Act stipulates the mandatory retirement age to be 60 as a general rule with some exceptions. In cases of positions that do not conform to the mandatory retirement age of 60 due to the particularity of duties and responsibilities, the Act provides the range of 61 to 65 as an alternative (special mandatory retirement age) (e.g. doctors: 65, administrative vice-ministers: 62).

In addition, for exceptional cases of mandatory retirement, where it is recognized that the employee's retirement would have a significant adverse effect on the administration of public service, an employment extension system is provided to enable employees to continue to work. In this system, the employment period can be extended up to one year. It can be extended again up to a total of three years.

[Table 6] Number of Employees Who Continued to Work in FY2017 by Employment Extension
(Unit: person)

	Total	First-time Extension	First-time Extension of Extended Employment Period	Another Extension of Extended Employment Period
Employees Subject to the Remuneration Act	1,233	1,215	13	5

(Note) No employees of the agencies engaged in administrative execution continued to work in FY 2017 by employment extension.

2. Implementing the Reappointment System

The current reappointment system was introduced in FY2001 with the expectation that it would enable employees to devote themselves to their duties without any anxiety regarding their life after mandatory retirement. The system combines employment and pension to allow employees to make effective use of the capabilities and experience they have cultivated over many years, and helps them deal with the gradual raising of the starting age for receiving the portion of public pension equivalent to the basic pension.

The number of employees newly reappointed in FY2016 was 11,974. (The number of employees under the Remuneration Act was 11,224 and the number at agencies engaged in administrative execution was 750.) As a recent trend, employees are reappointed mainly as short-time work employees, which is very different from the situation in the private sector, where reemployment is based on full-time employment.

3. Living Conditions After Mandatory Retirement

Aiming at understanding the employment situation and living conditions of former national public

employees after their mandatory retirement, the NPA conducted the “Survey on Living Conditions of Retired Public Employees” from Aug. to Oct. 2017 targeting 3,792 former employees who mandatorily retired in FY2016 (whose whereabouts could be confirmed at the time of survey).

[Table 7] Overview of the Survey on Living Conditions of Retired Public Employees (Unit: %)

Question	Answer	Percentage
Did you wish to work after mandatory retirement?	Yes	84.4
	No	15.6
What are the reasons that you wanted to work after mandatory retirement? (Multiple answers allowed.)	I need to earn my living.	88.3
Until what age did you want to work?	65 years old	55.3
	70 years old	15.6
Are you working now?	Yes	86.1
	No	13.9
What is your place of employment now?	Reappointed employee of the national government organ	80.8
What is your working pattern? (National Government Organs)	Full-time work	50.6
	Part-time work	47.4
What is your working pattern? (Private Companies)	Full-time work	77.7
	Part-time work	20.2
What are your anxieties about your future life? (Multiple answers allowed.)	My health	71.5
	Health and nursing care of my family members	69.2
	Household spending such as daily living expenses	66.1
Elderly employment system appropriate for the public service	Raising of the mandatory retirement age	76.9
	Employment of all mandatory retirees who wish to work using the current reappointment system	13.2
	Abolition of mandatory retirement	3.9

Section 2. Support for Life Planning After Mandatory Retirement

The NPA held a “life planning seminar” to consider life planning through knowledge and information on the reappointment system and the pension system, as well as the discussion among the participants. The seminar is designed for employees in their 40s and 50s.

In FY2017, “Life planning Seminars” were held 26 times with 1,489 participants.

In addition, the NPA produced and distributed a booklet, titled “How to Take the Next Step (FY2017 edition),” which contains specific information useful for household finances and health management after retirement and so on.

Chapter 5. Public Employees’ Working Environment

Section 1. Working Hours and Leave

Working hours and leave are basic working conditions. Details of these working conditions are stipulated in the Working Hours Act based on the principle of meeting changing conditions in Article 28 of the National Public Service Act. The NPA, which is responsible for implementing the Working Hours Act, established Rule 15-14 (Working Hours, Holidays, and Leave of Employees) and has made efforts to ensure appropriate working