

26 July 2022

Preferred work styles beyond the retirement age

Survey conducted by Robert Walters Japan

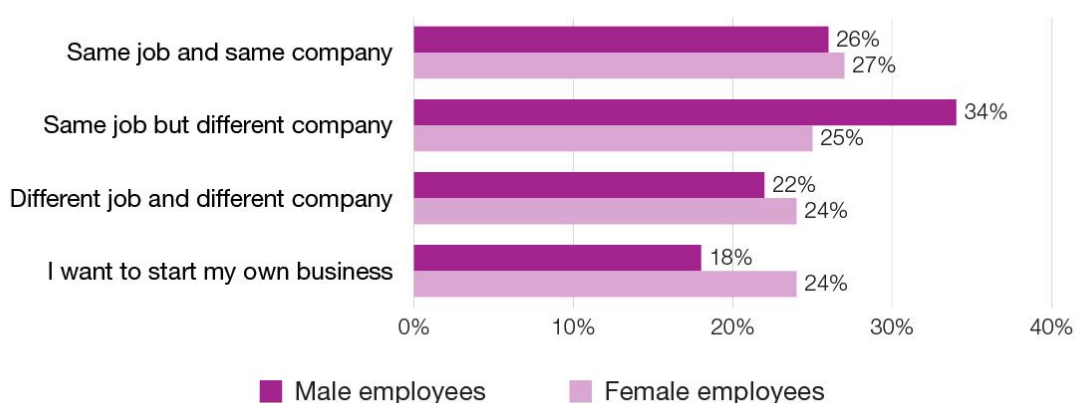
On July 26, specialist professional recruitment firm Robert Walters Japan announced the third installment of the survey results on working beyond the retirement age. Amidst declining birthrates and an aging population, the revision of the Act on Stabilization of Employment of Elderly Persons has increased attention to the employment of senior citizens. From April 2025, all companies in Japan will be required to allow employees who wish to continue working until the age of 65 to do so. A total of 728 full-time employees in their 20s to 60s, working for Japanese and foreign-affiliated companies, responded to the survey.

Most employees want to continue their current job beyond retirement

In this survey, we asked respondents what kind of job they would like to do beyond retirement. The top response from male employees were to work in the “same job but different company” (34%), followed by the “same job and same company” (26%). On the other hand, 40% are interested in a “different job and different company” or want to start their own business which is a completely new field.

The top response among female employees were to work in the “same job and same company” (27%), followed by the “same job but different company” (25%). Around 1 in 4 female employees said they would like to start their own business and around 25% said they are interested in a “different job and different company.” The results show a split in half between those who want to make the most of their experience and those who want to work in a new field.

What kind of job do you want to do beyond retirement?



Those in their 20s & 30s desire to work less beyond retirement compared to other generations

About 80% of the survey respondents are currently working 8 hours or more per day, but the most common answers for the desired working hours per day after retirement were “4 hours or less” (29%) for those in their 20s and 30s, “6 hours” (32%) for those in their 40s, and “8 hours” (31%) for those in their 50s. And among active seniors in their 60s, just under 40% answered “8 hours.” The desired working hours increased with increasing age.

How many hours would you like to work daily beyond retirement?



In terms of the number of days per week they would like work after retirement, the most common responses by age group were “3 days per week” (37%) for those in their 20s and 30s, “4 days per week” (38%) for those in their 40s, “4 days per week” (37%) for those in their 50s, and “5 days per week” (36%) for those in their 60s. Conversely, the percentage of those who prefer to work “one day per week” or “two days per week” tends to be low among all age groups, at less than 6% of the total. Based on the responses, the younger generation (20s and 30s) have a lower desire to work beyond retirement compared to other generations.

More than 70% of respondents indicated that they would like to have a hybrid work style that combines working from home and in the office beyond retirement. Only 6% of respondents said they prefer to work in an office.

(Survey period: 26 April – 2 May 2022, Target: Company employees registered with Robert Walters Japan and living in Japan n=728)

About Robert Walters Japan:

Established in London, United Kingdom, in 1985, Robert Walters is a specialist recruitment consultancy with operations in 32 countries around the world. Robert Walters Japan established its Tokyo office in 2000 and Osaka office in 2007. For over 20 years, we've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access

to the best jobs. Our consultants are experts in their respective industries and work in teams to provide recruitment consultation services across a wide range of industries and job categories.

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