

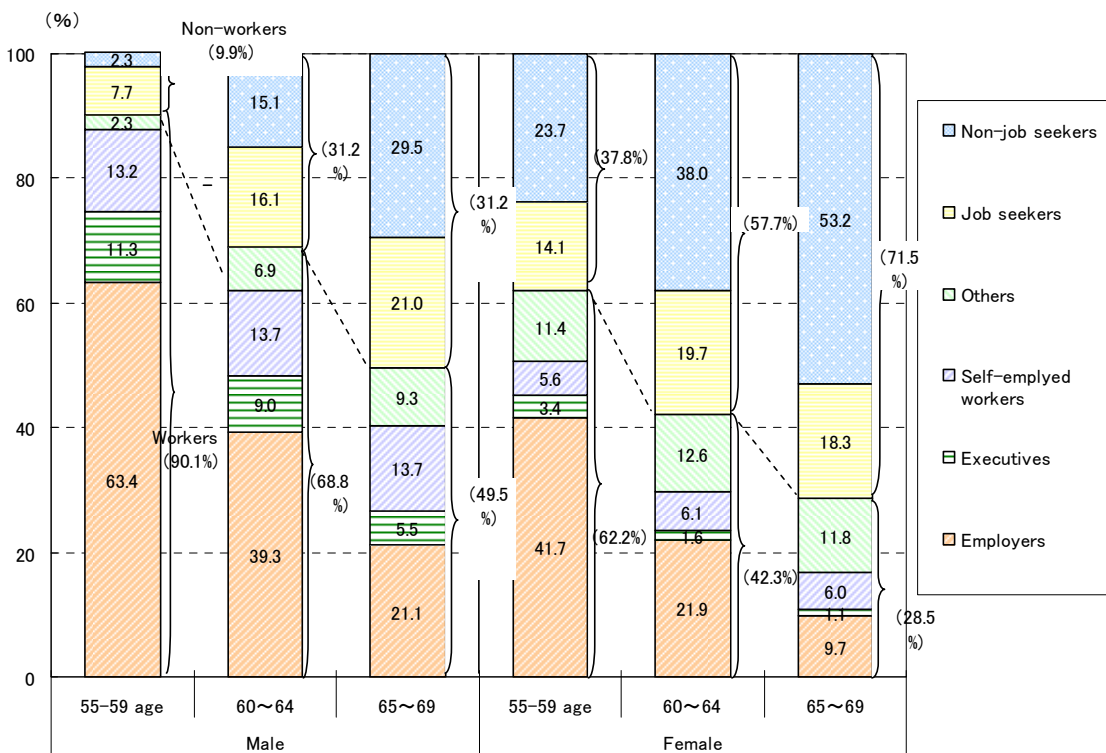
4 The Elderly at Work

There are lots of elderly people who work even after the age of 60

○ Looking at the situation of elderly people at work, the ratio of men at work in the age group of 55-59 years old is 90.1 percent, 60-64 years old, 68.8 percent, and 65-69 years old, 49.5 percent, showing that there are a lot of elderly people over 60 years old still at work. Further, out of the men not at work in the 60-64 year old age group (31.2 percent), more than 50% of them have the desire to work, as well as more than 40 percent in the age group of 65-69 year olds (50.5 percent).

○ The ratio of women at work in the 55-59 year old age group is 62.2 percent, 60-64 years old, 42.3 percent, and 65-69 years old, 28.5 percent. Further, out of the women not at work in the 55-59 year old (37.8 percent) and 60-64 year old (57.7 percent) age groups, more than 30 percent of the women have the desire to work, as well as more than 20 percent in the 65-69 year old age group (71.5 percent).

Figure 1-2-40 Situation with the Elderly Working and Not Working



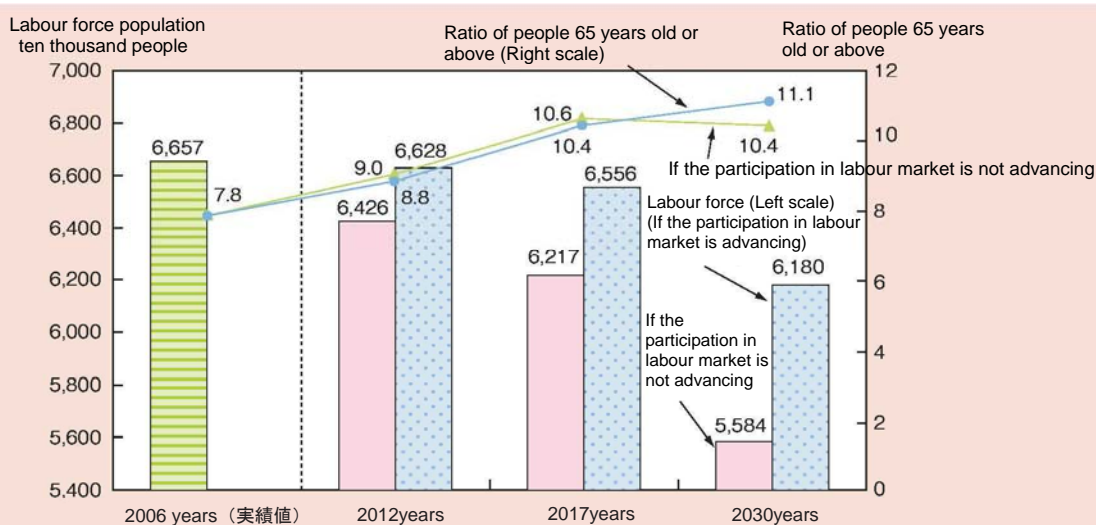
Source: Based on Ministry of Health, Labour and Welfare, "Survey of Actual Working conditions on Elderly Persons" in 2004.

If the labour force participation rate, classified by gender and age, proceeds at the same level as FY 2006, the labour force is expected to decrease by 4.4 million in about 10 years

Assuming that the labour force participation rate, classified by gender and age, proceeds at the same level as FY2006, it is estimated that in 2017, the labour

force will decrease by 4.4 million from 2006 to 62.17 million. It is also expected that the ratio of people aged 65 years old or above occupies 10.6 percent of the total labour force. The estimation was made by employment policy workshop in December, 2007. (Figure 1-2-50)

Figure 1-2-50 Prospect of Workforce Population and Workforce



Reference source: For 2006, Ministry of Internal Affairs and Communication, Statistics Bureau's *Labour Force Survey*; for the labour force after 2012, The Japan Institute for Labour Policy and Training's *Estimate of labour force demand and supply (March, 2008)*

However, the ratio of labour force (65 years old or above) to the total labour force is based on The Japan Institute for Labour Policy and Training's *Estimate of labour force demand and supply (March, 2008)* and is calculated on trial by the Cabinet Office.

- (Note 1) "If the participation in labour market is not advancing" means the case where labour force participation rate, classified by age and gender, is at the same level as the results of 2006.
- (Note 2) "If the participation in labour market is advancing" means the case where participation of labour market by youth, women, elderly people etc. is achieved by taking various employment measures.
- (Note 3) Insufficient consideration is given to the influence on labour force demand and supply of the tax and social security system, etc., but it is necessary to note that there is a possibility of a big influence being exerted on labour force demand and supply if this system is changed.