

### 1 Measures for the Aging Society in FY 2016

The main measures in FY 2016 are as follows.

#### ○ **Towards the realization of Dynamic Engagement of All Citizens**

The Cabinet Office will aim at the realization of “Dynamic Engagement of All Citizens” through the “New Three Arrows” consisting of “the strong economy to generate hopes,” “child-rearing support to weave dreams” and “the social security that leads to peace in mind. For this reason, at the meeting of the National Council for Dynamic Engagement of All Citizens on November 26, 2015 (3<sup>rd</sup> meeting), the “measures to be urgently implemented towards the realization of Dynamic Engagement of All Citizens – Towards the realization of a good cycle for growth and distribution” was compiled to show the direction for the formulation of the “Plan for Dynamic Engagement of All Citizens of Japan.”

- (1) From the perspective of securing supply of necessary nursing care services, efforts to develop nursing care facilities and services at home and the fostering, securing and improvement of labor conditions of nursing care personnel as well as the improvement of productivity of nursing care services will be made.
- (2) In order to promote support from the standpoint of people in need of nursing care services, not only the system to provide consultation and support to families based on a variety of work style and living style will be enhanced, but also versatile and flexible work style through tele-commuting and flexible time system will be promoted in addition to the development of an environment to allow nursing care leave to be taken easily.
- (3) Healthy life years will be expanded through reform of medical care system focused on the prevention. In order to expand the field of activities for elderly people, the autonomy of elderly households will be supported in terms of both health and economy by providing a variety of work opportunities and increasing the overall income including pension. In addition, in order to make the dreams of elderly people who desire to work come true and to secure the growth of our country facing population decrease, it is important to raise the

employment rate of the elderly. For this reason, a package of measures to support and develop an environment for companies that continue employing elderly people after 65 years old or extend the compulsory retirement at 65 years old will be considered so that the employment of the elderly will be adopted more widely and voluntarily by companies.

The “Plan for Dynamic Engagement of All Citizens of Japan” will be formulated in May, 2016 based on these directions.

#### (1) **Employment and Pension**

##### ○ **Support and promotion of re-employment of the elderly**

In response to the request of elderly people planning to leave work because of a “dismissal for the circumstances of a business operator” or the fact that “they are not eligible for the continuous employment system of elderly people, business operators are obliged to prepare and issue a support plan for job seeking activities in which items contributing to re-employment such as work history and vocational abilities, and support measures for re-employment are described, and those business operators who do not issue the support plan for job seeking activities to elderly people planning to leave work at their request are given guidance and advice by the public employment service as necessary. Since a job card can be used as a support plan for job seeking activities when they prepare one, its active use is recommended.

In addition, in light of the progress in the employment of elderly people and in order to secure safety net during unemployment, people newly employed after 65 years of age will be covered by employment insurance from January 1, 2017.

##### ○ **Development of a workplace environment which allows the balance between work and family**

Since the number of workers, mainly middle aged and older workers, who leave or change work for taking care of a family member has been increasing, the Ministry of Health, Labour and Welfare not only disseminates and promotes the model which helps them balance between work

and family revised in FY 2015 with a aim to prevent them from leaving work for nursing care, but also helps workers strike a balance between work and nursing care and continue working by building a corporate “nursing care support plan” in preparation of the occurrence of workers taking nursing care leave and publicizing the plan.

In addition, in the wake of the enactment of the “Act on the Partial Revision of the Act on Employment Insurance, etc.” in March, 2016, the Cabinet Office will engage in the publicizing and a steady fulfillment of the law.

#### ○ **Development and popularization of remote work using Information and Communications technology**

The relevant ministries will cooperate in the development of an environment and information dissemination for the further expansion of teleworking, as a means to promote remote working of the elderly, based upon the “Declaration to be the World’s Most Advanced IT Nation” approved by the Cabinet on June 30th, 2015.

#### ○ **Promotion of asset preparation in provision for old age**

Through the dissemination of the workers’ property accumulation promotion system, a planned asset formation based on self effort of workers in preparation for old age will be promoted.

In addition, the adult guardianship system that supports elderly people with dementia for the management of their assets and contract will be publicized.

The adult guardianship system is an important vehicle to support people with difficulties in the management of their assets or daily life due to dementia, intellectual disorder or other mental disorders, and in order to promote policies and measures regarding the promotion of its use in a comprehensive and planned manner, the “Act for Promoting Use of the Adult Guardianship” was enacted in April, 2016.

In the future, the Cabinet Office will engage in the smooth implementation of the law.

### **(2) Health, Nursing Care and Medical Care**

#### ○ **Health promotion over the life**

Based on the Healthy Japan 21 (Secondary) started in April 2013, the “Smart Life Project” designed to promote the dissemination and enlightenment of efforts for health promotion will be continuously implemented in coordination with companies, relevant organizations and local governments.

Moreover, since it is important for people to

engage in a comprehensive health promotion from the middle age in order to prepare for a healthy elderly period, further promotion of health enhancement services including health education, health checkup, functional training, onsite instructions, etc. carried out by municipalities based on the Health Promotion Act will be made.

#### ○ **Promotion of nursing care prevention**

In order to prevent the condition needing nursing care and to allow those who require nursing care to live their daily life autonomously in their communities as much as possible, the government will promote efforts for the effective and efficient prevention of the need for nursing care tailored to the actual conditions of each municipality.

The “Comprehensive Services for Long-term Care Prevention and Daily Life Support” started in FY 2015 is aimed to enhance a variety of life support functions, enable elderly people to take part in the community and create a mutual aid system in communities as well as promote long-term care prevention, and the government will continue to support municipal efforts in order to build a community-inclusive care system.

#### ○ **Securing of necessary nursing care**

In order to realize a system whereby local residents can receive nursing care services in a continuous and integrated manner as much as possible in the community in which they have lived, the Cabinet Office will promote the enhancement of community-based services, such as the “Periodically Visiting and On-demand Visiting Nursing Care” in which visiting nursing care and visiting nursing are closely related, and “Small Multi-Functional Home Nursing-Care Services” provided with both small multifunctional home nursing care and visiting nursing, the development of housing for elderly people such as housing for elderly people with services, and the support for adequately running long-term care services for residents in specified facilities (private residential homes for the elderly).

#### ○ **Implementation of measures to support the elderly with dementia**

The “Comprehensive Strategy for Promotion of Measures Against Dementia - Towards the creation of friendly communities for elderly people with dementia - (New Orange Plan)” formulated in January, 2015 will be promoted along the 7 pillars consisting in (1) Raising awareness and promoting understanding of dementia, (2) providing health care and long-term care services in a timely and appropriate manner as the stages of dementia progress, (3) strengthening the measures for early

onset dementia, (4) supporting those looking after people with dementia, (5) creating age and dementia-friendly community, (6) promoting research and development and disseminating the results of prevention, diagnosis, cure, rehabilitation model, and care model for dementia, and (7) prioritizing the standpoint of persons with dementia and their families.

In addition, in the wake of the verdict of the Supreme Court, the government is poised to study manners to deal with incidents and accidents caused by people with dementia and methods to understand their actual state in the “Liaison Committee among Ministries and Agencies on the creation of Age and Dementia-Friendly Community” composed of related ministries and agencies.

#### ○ **Promotion of livelihood support through mutual help in regional communities**

In order to build an infrastructure designed to support people who require assistance including elderly people by the community as a whole through mutual support and aid among community residents so as that anybody in the community can maintain their life with peace in mind regardless of age, gender or living conditions, the Cabinet Office will continuously engage in the promotion of community welfare through the understanding of community needs by local governments, creation of community services with the participation of residents, and the “services to create a mutual aid infrastructure to support needy persons in the community.”

### **(3) Social Participation and Learning**

#### ○ **Social participation and creating life purpose for the elderly**

In light of the report of the Central Education Council (What Collaboration and Cooperation between Schools and Communities, Geared to Realizing Education and Regional Revitalization for the New Era, should be Like, and Future Measures to Move Forward (December 2015)), a new system to promote the Community Cooperation Activities for Learning and Education to support the growth of children on whose shoulders the future depends through the collaboration and cooperation between communities and schools (Community Cooperation Network for Learning and Education) will be developed across the country, wherein community residents including the elderly will provide school support activities by taking advantage of their experience and knowledge, activities including learning, experience and

exchange will be provided to students after school by making use of redundant classrooms, and home education support will be provided to offer learning opportunities of education at home.

#### ○ **Provision of systematic learning opportunities and development of infrastructure**

On the basis of relevant laws that stipulate the philosophy and promotion of lifelong learning, such as the Basic Education Act and Social Education Act as well as the report of the Central Education Council, the Cabinet Office will promote efforts to realize a “lifelong learning society” which include the development of an environment where each national can learn through his/her life, provision of a variety of learning opportunities and the creation of a system to adequately evaluate the learning results.

### **(4) Living Environment**

#### ○ **Stable securing of housing for the elderly**

In order to stably secure housing for elderly people with low income who are having difficulties with housing, the Cabinet Office will make use of vacant houses in coordination with councils for housing support or under an adequate management and provide support for their reform or conversion with a view to promoting the supply of them as rental housing in which the quality is guaranteed to a certain extent.

In addition, from the perspective of the protection of users of private residential homes and housing for the elderly with services, an adequate operation of rules concerning the repayment process of the advance payment and the prohibition of asking for a premium will be watched continuously.

#### ○ **Protection from unscrupulous commercial practices**

The Cabinet Office will support the installation of Local Council for Ensuring the Safety of Consumers in many local governments, which is made possible by the Revised Consumer Safety Act to be enforced on April 1, 2016, and promote the building of “community networks” to watch consumers susceptible to getting into troubles (elderly people etc.) and enlightenment activities in order to prevent consumers such as elderly people from becoming victims and to prevent the expansion of troubles.

### **(5) Vitalization of Market Response to the Aging Society and the Promotion of Investigation and Research**

○ **Studies on diseases associated with aging and improvement of the physical conditions of the elderly**

In order to promote further the effort towards maintaining health of elderly people, research will be conducted for the establishment of a process to prevent, perform early diagnosis for and treat the locomotive syndrome and dementia which is one of the factors that cause the condition of need for nursing care.

○ **Research and development on the utilization of ICT**

We will conduct the research and development and provide services on ITS (Intelligent Transport Systems) so that the elderly can move safely and comfortably. This system including Driving Safety Support Systems (DSSS) and ETC 2.0 contributes to prevent traffic accidents and to create environment that enables people to drive with composure by offering visual and auditory information regarding surrounding traffic situation to drivers with the use of forefront information and communication technology so that drivers can pay suitable attention to risk factors.

**(6) Foundation-building by all generations in response to the Super-Aging Society**

○ **Exercise of abilities by women in employment and in work**

Since it is compulsory for business operators with the number of regular employees of 301 or more to formulate a General Employer's Action Plan and disclose information on the situation of women's activities under the "The Act on Promotion of Women's Participation and Advancement in the Workplace" (Act No. 64 of 2015) which will be fully implemented on April 1, 2016, the Cabinet Office will make sure that the law be securely complied.

On the other hand, it is the actual situation that 60% of workers or more are employed by business operators with 300 employees or less (obligation

to use best efforts), and since it is necessary to understand the importance of women's activities in small to medium companies and accelerate the effort, the Cabinet Office will build a support system for small to medium companies and support the promotion of women's activities in a focused manner.

○ **Promotion of irregular employment measures**

In the wake of the "Revised Japan Revitalization Strategy 2015" adopted by the cabinet decision in July 2015 and with a view to disseminating and expanding "a variety of regular employees" focused on job duties, the Cabinet Office not only lists up examples of efforts for the introduction of a variety of regular employees on the homepage and holds symposiums in main cities across the nation to disseminate and enlighten the points to note as well as successful cases in the employment management, but also takes support measures including consulting with companies that entertain the idea of introducing a variety of regular employees, subsidy systems etc.

○ **Overall promotion of measures for child care support**

On the basis of the Outline based on the article 7 of the Basic Act for Measures to Cope with Society with Declining Birthrate, comprehensive measures against the declining birthrate including further enhancement of child-reading support programs and the development of an environment that provides hopes for marriage and childbirth will be promoted.

In the wake of the implementation of the new system to support children and child-rearing based on the three child/childcare related acts in April 2015, the Cabinet Office not only engage in the smooth implementation and enhancement of the system, but also engages in a steady fulfillment of the "Act on Partial Revision of the Act on Support for Children and Childcare," to be implemented on April 1, 2016.