

### Section 1 Fundamental Framework of Measures for the Aging Society

- The basic framework of national measures for the aging society is based on the Basic Act on Measures for the Aging Society (Act No. 129, 1995).
- The Prime Minister is the chairperson of Aging Society Policy Council and all Cabinet Ministers are appointed as members of the council. They draft the fundamental principles of measures for the aging society, make necessary adjustments to the relationships between related administrative agencies in implementing measures for the aging society, discuss important issues on measures for an aging society, and promote implementation of those measures.
- The government is required to formulate an outline of measures for the aging society based on the Basic Act on Measures for the Aging Society. It serves as a mid- and long-term basic yet comprehensive guideline to government measures against the aging society.
- As 5 years have passed since the initial Outline of Aging Society Measures was drawn up in July 1996, a second outline was prepared and approved in a Cabinet meeting on December 28, 2001. As 10 years have passed since then, the general politics measurement for the aged society was adopted by the Cabinet on September 7, 2012 through the preparation of a draft by the Aging Society Policy Council.
- For comprehensive promotion of measures based on the basic principle of the Basic Act on Measures for the Aging Society, we will promote measures for the aging society based on the following 6 fundamental thoughts:
  - Establishment of social security system for securing peace of mind in people's old age
  - Utilization of the will and capabilities of the aged
  - Strengthening regional power and effectively stabilizing regional society
  - Realization of a safe and peaceful living environment
  - Preparation for life in one's 90s beginning at younger ages and realization of generation cycles
- Towards the realization of Dynamic Engagement of All Citizens  
 In order to contribute to the deliberation for the formulation of the plan towards the realization of "Dynamic Engagement of All Citizens" aimed at the realization of the "New Three Arrows" including "a social security system that provides peace of mind," the "National Council for Dynamic Engagement of All Citizens" was established in October, 2015. 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. In order to achieve the goal of "nobody leaves job for nursing care" aimed to strike a balance between nursing care and work, a support for families giving nursing care and a support for the elderly to be independent as the third arrow (a social security system that provides peace of mind) were incorporated in the "Emergency Measures."

## Section 2 Implementation Status of Measures in each Field

### Principal Initiatives

#### 1 Employment and Pension

##### ○ Approach to the realization of a society where people can work regardless of age

The “Act on Special Measures Concerning Fixed-term Employed Workers with Expert Knowledge, etc.” (Tentative translation) (Act No. 137 of 2014) which establishes the special case that the right to request a conversion to an employment without a definite period is not generated based on Article 18 of “Labor Contracts Act” (Act No. 128 of 2007) during a period in which a fixed-term employed worker will be continuously employed after retirement was enacted on April 1, 2015 and the information in this regard was disseminated through pamphlets etc.

##### ○ Securing of employment opportunities in a variety of forms and shapes

The “Act on the Partial Revision of the Act on Employment Insurance, etc.” including the amendment of “Act on Stabilization of Employment of Elderly Persons” (Act No. 68 of 1971) which allows work of up to 40 hours a week only in Dispatch and Employment Introduction in the business category designated for each municipality by the prefectural governors with respect to work in the employment service centers for older people in order to respond to the diversifying needs of the elderly was enacted on March 29, 2016.

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

In order to promote the development of an environment where workers who take care of child-rearing and nursing care can continue work without worries, not only subsidies to help workers strike a balance between work and family were provided, but also the “Comprehensive Site to Help Women to Actively Work and Strike a Balance between Work and Family” (Square to Support the Balancing of Work and Family) was run to prepare and disseminate a list of good cases. In order to prevent workers from leaving or changing jobs for nursing care, the “Act and the law on childcare leave, nursing care leave, or the

welfare of workers who take care of child-rearing or nursing care of their family on the Partial Revision of the Act on Employment Insurance, etc.” was enacted on March 29, 2016, which includes the amendment of Employment Insurance Act and the Act on Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave which stipulate about (1) the taking of nursing care leave separately (a total of 93 days in up to 3 times), (2) the creation of the system to exempt overtime work, (3) the taking of nursing care leave by half-day, (4) the raising of the pay rate of nursing care leave benefits (40% of the wage to 67%), and (5) the expansion of the range of children subject to childcare leave (children in the observation period of the special adoption).

##### Establishment of a sustainable and stable public pension system

The macroeconomic slide mechanism introduced through the amendment of 2005 in order to eliminate the special pension level and balance the long-term benefits and burdens by fixing the upper limit of future insurance premiums was activated in April 2015 from the perspective of improving pension finance and of calling for fairness among generations.

In addition, in light of the report of the National Council on Social Security System Reform of 2013 and the results of the financial verification of 2014, the Pension Subcommittee of the Advisory Council on Social Security discussed problems to be addressed from the perspective of contributing to the development of the economic society that supports the pension system (in particular, the promotion of workers’ participation) and from the perspective of enhancing sustainability and safety net functions.

Based on these, the “Bill to partially amend the National Pension Act in order to improve the sustainability of the public pension system” was submitted to the 190<sup>th</sup> Ordinary Diet session, which includes the promotion of the expanded application of employee insurance to short-hour workers, exemption of insurance premiums of persons insured under the national pension of category 1 in the period before and after birth and the revision of rules to modify pension amounts, for the purposes of enhancing the sustainability of

the public pension system and sustaining the

## 2 Health, Long-term Care and Healthcare

### ○ **Steady implementation of long-term care insurance program**

An improvement of labor conditions was achieved by improving labor conditions equivalent to 12,000 yen per month for each person providing long-term through the expansion of the “additional improvement of labor conditions for persons providing long-term” established in FY 2012 in the revision of long-term care fees in FY 2015.

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

In order to secure nursing care personnel, the Ministry not only supported prefectural efforts for the “promotion of participation,” “improvement of labor environment” and “improvement of quality” through the use of the fund aimed to comprehensively secure regional medical and nursing care, but also, for FY 2015 supplementary budget, in order to strengthen the measures, made a variety of efforts which include (1) the new establishment of a lending system which exempts nursing care workers from repaying the loan after 2 years work with the aim to help nursing care personnel get re-employed, (2) the expansion of scholarship which exempts students to engage in nursing care from repaying the scholarship after 5 years work as nursing care workers, and (3) the implementation of introductory training and provision of workplace experience for middle-aged and elderly volunteers.

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

In January 2015, the Ministry formulated the “Comprehensive Strategy - To Realize Age and Dementia-Friendly Community (New Orange Plan)” (hereinafter, “Comprehensive Strategy”). The Comprehensive Strategy is designed to comprehensively promote measures against dementia along 7 pillars. In order to achieve a society where the will of people with dementia is respected and they are allowed to continue living in the good environment of a place where they have lived for a long time as much as possible by 2025 when so-called baby boomers become 75 years old and older, the Comprehensive Strategy and specifies numerical values for each policy with the end of FY 2017 as the target fiscal year for the

benefits levels of future generations.

time being.

### ○ **Integrated and sustainable provision of home medical and nursing care in the community**

In accordance with the “Amendatory Law to the Related Acts for Securing Comprehensive Medical and Long-Term Care in the Community” (Act No. 83 of 2014) promulgated in June 2014, each prefecture established the Fund for Providing Integrated Community-based Healthcare and Long-term Care and supported projects for the improvement of home healthcare. In FY 2015, using the fund, support was provided to efforts of communities to develop systems to provide home medical care and nursing care services. In addition, projects relevant to the coordinated promotion of home medical care and nursing care have been positioned as the community support project of the “Long-Term Care Insurance Act” (Act No. 123 of 1997) since FY 2015 under the same law, which enables municipalities to deal with the effort in coordination with medical associations of each municipality.

## 3 Social Participation and Learning

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

The government supported the social participation activities of community-based organizations for voluntary activities of the elderly including senior citizens’ clubs and those of the elderly organized by prefectural and municipal governments in order to create meaning in their life and improve their physical condition.

In addition, the Ministry implemented the “Project to Promote Activities to Allow the Elderly to Find Reasons for Living” which is designed to allow elderly people to conduct activities related to reasons for living and health while gaining a certain income through paid volunteer activities, and to simultaneously promote activities which serve as a basis for the prevention of nursing care or as life support services, so that elderly people after retirement can spend a lively life with a role in communities.

### ○ **Developing an environment for agents such as citizens and NPOs, etc.**

Cabinet Office engaged in an effort to promote the use of the expanded donation tax system and to smoothly implement and disseminate the revised Act on Promotion of Specified Non-profit Activities with the aim to help citizens freely engage in social contribution activities. In addition, Cabinet Office not only provided information on civic activities through NPO Websites ,etc., but also held the “Council for the Society of Mutual Assistance” under the Minister of State for Economic and Fiscal Policy.

#### ○ **Development of the foundation of lifelong learning**

MEXT organized the “National Life Long Learning Network Forum (Main Forum)” in November 2015. The relevant administrative organizations, educational institutions including universities, private organizations including NPOs involved in lifelong learning and private companies participated in the forum. They studied and discussed the development of communities and society in collaboration among various actors, disseminated the results of the study and discussion and strove to network the stakeholders in various areas to promote lifelong learning continuously.

### **4 Living Environment**

#### ○ **Promotion of barrier free designs in the software aspect**

The Ministry is promoting pedestrian mobility support service that utilizes ICT towards the establishment of a universal society where anybody including elderly people and physically-challenged people can participate in social activity freely and without stress. From June 2014, matters required for the promotion and dissemination of measures were discussed in the “Study Committee for Promoting ICT-assisted Pedestrian Mobility Support” and a proposal was compiled in April, 2015. Based on the proposal, the Ministry has set up the “Data site for pedestrian mobility support service” since July. Then in September, the Ministry published “the Guidelines for the approaches to pedestrian mobility support service that utilizes open data” to local governments.

#### ○ **Protection from malicious trade**

Since FY 2012, the Cabinet Office has been conducting a campaign promotion continuously

using a variety of media as a public relations program of the government with a view to preventing special frauds (phone fraud etc.) targeting the elderly. Since December in FY 2015, the activities to enlighten the importance of daily contact focused on elderly families has been developed under the slogan “frauds can be prevented by talking with people everyday.”

In addition, towards the enactment of the “Act to Partially Revise the Act against Unjustifiable Premiums and Misleading Representations” (Act No. 71 of 2014) in April, 2016, the Ministry not only formulated relevant Cabinet Office Ordinances and guidelines on March 27, 2015, but also published on January 6, 2016 “examples of efforts towards the building of a protectornetwork in communities” for a smooth enactment of the law.

### **5 Vitalization of Markets Responsive to the Aging Society and the Promotion of Investigation and Research**

#### ○ **Reinforcement of the foundation of the healthcare and long-term care services to eliminate concerns of the elderly and help them to enjoy life**

As measures to solve the problems of the shortage of healthcare and long-term care workers and uneven specialty and areal distribution of doctors, we have established the community medical service support centers (in 46 prefectures by FY 2015) and promoted team healthcare. We have increased the number of medical students by 1,509 since FY 2008, including the increase by 65 in FY 2015.

#### ○ **To realize a secure and safe life for the elderly in communities**

In order to continuously regenerate community-based healthcare led mainly by communities and enhance home nursing care, the Cabinet Office promoted the effort of the “community care councils” which are composed of a variety of people, including not only nursing care-related persons, but also doctors as well as local residents aimed to gain understanding of local problems, and promoted the development of life support tools at home using information communication technology with a view to building a society where elderly people living in communities can

receive desired services.

○ **Promotion of innovation in the healthcare-related areas**

The Japan Agency for Medical Research and Development which was established on April 1, 2015 with the aim to integrate the budget related to R & D in the healthcare field that was implemented separately by different ministries and to carry out a variety of work such as the research and development in the healthcare field and the development and subsidy of the environment for the purpose provided a seamless support from the basic study to the translation into practical use for the research and development in the healthcare field based on the “Plan for Promotion of Medical Research and Development.”

○ **Policy research for a comprehensive promotion of measures for the aging society**

The Cabinet Office conducts a basic survey on problems related to aging every five years in order to gain an understanding of the attitude towards life and the changes thereof of the elderly in Japan and the elderly in foreign countries. In FY 2015, the “International Comparison Study on Life and Attitude of the Elderly” was conducted in Japan and foreign countries (United States, Germany and Sweden) in order to understand the role, activities and attitude of the elderly.

**6 Foundation-building by All Generations in Response to the Super-aging Society**

○ **The application of women’s abilities in employment and work**

In order that the working conditions of a worker who has taken leave for pregnancy, childbirth, childcare and caregiver may not be impaired by the behavior of superiors or colleagues, and in order to make revisions such as the imposition of obligation to provide measures for employment management on business operators, the “Act on the Partial Revision of the Act on Employment Insurance, etc.” including the amendment of the Equal Employment Opportunity Law was enacted on March 29, 2016.

In addition, in order to promote the active role of women further in their career life, the “The Act on Promotion of Women’s Participation and Advancement in the Workplace” which requires

the Central Government and local governments as well as business operators with the number of regular employees of 301 or more to understand women’s work situation and analyze problems, formulate action plans, and disclose information on the work situation of women was enacted on August 28, 2015, with a view to promoting further active role of women.

In order to implement the law in April 2016, the Cabinet Office provided assistance to business operators for their efforts with the provision of the “Support Tool for the Formulation of General Employer’s Action Plan” and the provision of the “Database of Companies that Promote Women’s Active Role” which offers information on the situation of women’s role in each company.

In addition, in order to promote the activities of women in companies, a subsidy system was established for companies that actively engage in providing activities to women.

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

After the full implementation of the new system to support children and child-rearing in April 2015, exchange of information as well as exchange of opinions on operational problems facing each local government were conducted in order to gain an understanding of the situation, and the new system was publicized to guardians, business operators and relevant people of local governments by means of the distribution of pamphlets and Q&A as well as the holding of briefings for a smooth operation of the system.

In addition, in parallel to the implementation of the new system, the “Child and Child-rearing Headquarter” was established in the Cabinet Office to integrate the financial support such as common benefits to centers for early childhood education and care, kindergartens and nursing schools and benefits to small-scale nursing into the Cabinet Office. On the other hand, from the perspective of securing consistency with the School Education Act System and Child Welfare Act System, the Cabinet Office, the Ministry of Education, Culture, Sports, Science and Technology, and the Ministry of Health, Labour and Welfare will be closely in contact with each other in order to conduct the matter.

Moreover, in order to enhance the system to provide children and child-rearing support, the Act on Support for Children and Childcare, was

partially revised in March, 2016, not only to create the project to provide subsidy and assistance to employers who install facilities aimed at

employer-provided childcare services, but also to take measures to increase the upper limit of contributions collected from general employers.