

Section 4 Creating an environment in which elderly persons can thrive

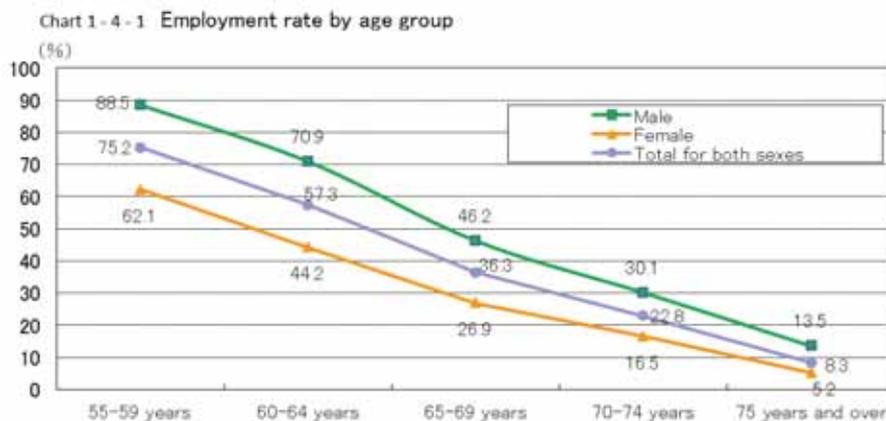
In future, in order to raise the growth potential in Japan, where the decline in labor force is expected, it will be necessary to realize society in which all the people including the elderly can participate in various social activities and labor market according to the ability and willingness ("the chance and place to stay").

Based on the awareness concerning this issue, in this section, we will introduce initiative examples of labor and social activities (volunteer work), as well as elderly persons' consciousness and actual situation on the disaster relief after the Great East Japan Earthquake, which have relation to "expectations of the elderly power" that were shown as a fundamental concept in the "Report of the Committee on the Anti-aging society and its basic conditions – Toward self-reliance and mutual support with dignity -," that was compiled during the "Conference on the Anti-aging society".

1 Elderly persons' employment

○ **There are many people who want to continue working after the age of 65, but the employment rate of people late 50s remains at the level of a little less than 40%**

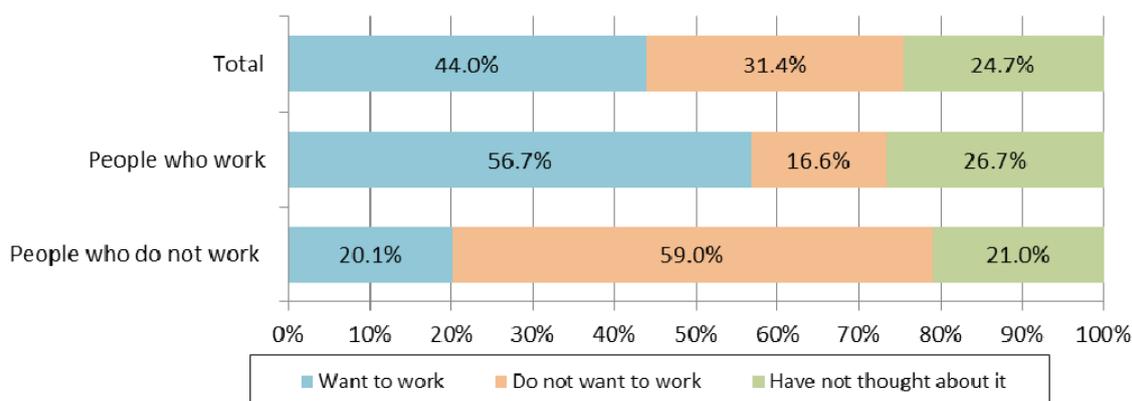
First, examining the employment rate by age group from the "Labor Force Survey" by Ministry of Internal Affairs and Communications (2011), the employment rate at the age of 55-59 years is 75.2% (88.5% for men, 62.1% for women), but at the age of 60-64 years it is 57.3% (70.9% for men, 44.2% for women) and at the age of 65-69 years it decreases greatly to 36.3% (46.2% for men and 26.9% for women) (Chart 1 - 4 - 1).



Source: Ministry of Internal Affairs and Communications "Labour Force Survey" (2011)
 (Note) Annual average value. The results of 2011 are based on the totaled results of 44 prefectures excluding Iwate, Miyagi and Fukushima prefectures.

On the other hand, looking at elderly persons' wishes concerning employment, according to the " Longitudinal Survey of Middle and Elderly Persons" by Ministry of Health, Labour and Welfare (2010), among people aged 60-64 years including the baby-boomers, 56.7% of working people "want to work" even after 65, which exceeds the proportion of those who "do not want to work"(16.6%). Looking at the age of 60-64 years on the whole, the proportion of people who "want to work" after 65 is 44.0%, and it is more than that of people who "do not want to work"(31.4%), it is much higher than the present employment rate for people aged 65-69 years (36.3%) (Chart 1-4-2).

Chart 1-4-2 Employment plans among people aged 65 and over(65-69 years)



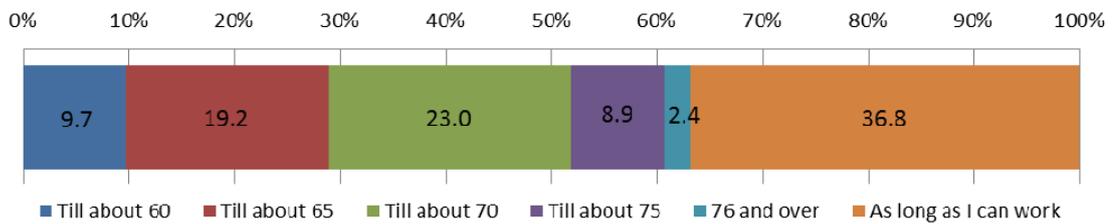
Source: Ministry of Health, Labour and Welfare" Longitudinal Survey of Middle and Elderly Persons (Continued Survey on livelihood of middle-aged and elderly persons)" (2010)
 (Note) The survey was carried out on men and women of 60-64 years old, however it was calculated excluding those whose employment plans at age 65-69 was not stated in the 6th survey.

Moreover, examining the desired retirement age of elderly people in the "Opinion poll about elderly people's participation in local communities" by the Cabinet Office (2008), the ratio of people who would like to retire before 65 is less than 30%, the remaining 70% would like to work either "till 70 or over" (Note 1) or "as long as they can work" (Chart 1-4-3).

This way it can be said that in Japan elderly persons' high motivation for continued employment is not necessarily tied to actual employment.

(Note 1) The sum of people who answered "till about 70", "till about 75", "after 76 years"

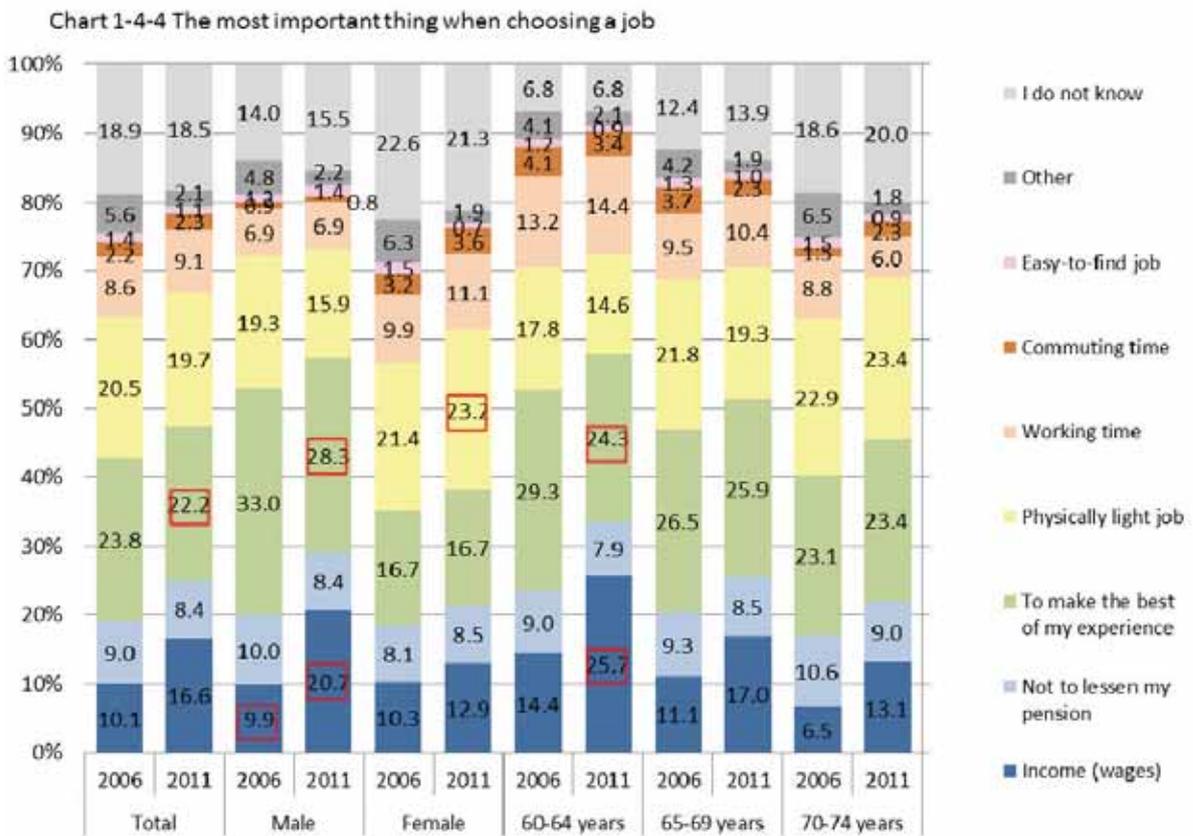
Chart 1-4-3 How long one wants to work



Source: Cabinet Office "Opinion poll about older people's participation in local communities" (2008)
 (Note) The survey was carried out nationwide on men and women over 60

○ **When choosing a job, there is a tendency for elderly men to focus on "making the most of one's experience" and for elderly women on the ease of working, but there is an increase in attaching great importance to "income" for both men and women**
 Examining "the most important thing when choosing a job" among people over the age of 60 in the "Opinion poll about elderly people's economic life" by the Cabinet Office (2011), the most popular answer for men was "making the most of one's experience" (28.3%), women answered that "it is physically light work" (23.2%). However, compared with the survey results of 5 years ago (2006), there is an increase of people attaching great importance to "income (wages)" for both men and women, and it more than doubled from 9.9% to 20.7% among men. Breaking down by age from 60 to 74 years, at the age of 60-64 the ratio of the "income "(wages)" answer is 25.7% which is higher than that of "making the most of one's experience" (24.3%). In other age groups the number of people who attach great importance to "income" is also increasing (Chart 1-4-4).

Thus there are a lot of elderly people who want to work and use their experience, but the number of people who focus on income is increasing, not only among those who are in their early 60s, but also among those aged 65 or over.



Source: Cabinet Office "Opinion poll about older people's economic life" (2011)
 (Note) The survey was carried out nationwide on men and women over 60

2 Elderly persons' social activities (volunteer work)

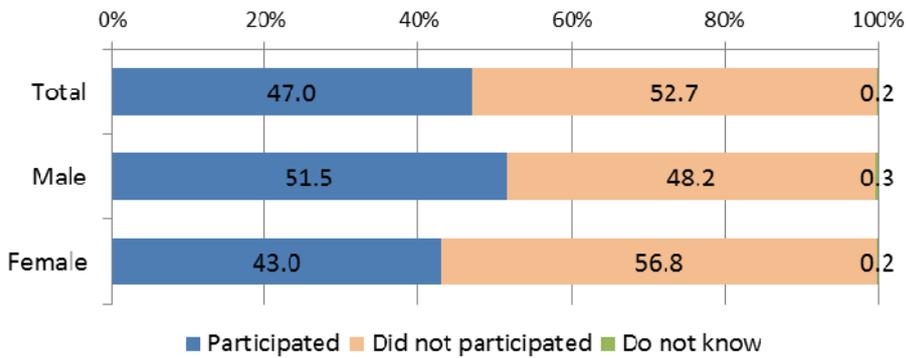
○ **A little less than 50% of people aged 60 or over participate volunteer work or local activities**

Examining the participation rate in local and volunteer activities in which elderly people are expected to be actively involved along with work, according to the "Opinion poll about elderly persons' economic life" by the Cabinet Office (2011), among elderly people aged 60 or over the percentage of those who took part in any activity in the past year is 47.0% (51.5% for men, 43.0% for women) (Chart 1-4-5).

Breaking down by activities, for both men and women the most popular is "activities in secretariats and as executives in neighborhood or other associations" (activities in secretariats and as executives in neighborhood associations, community associations, elderly clubs and NPOs) (32.9% for men, 24.0% for women), followed by "activities to beautify the local environment" (20.5% for men, 14.4% for women), "activities to convey the traditions and culture of the region" (14.3% for men and 7.2% for women).

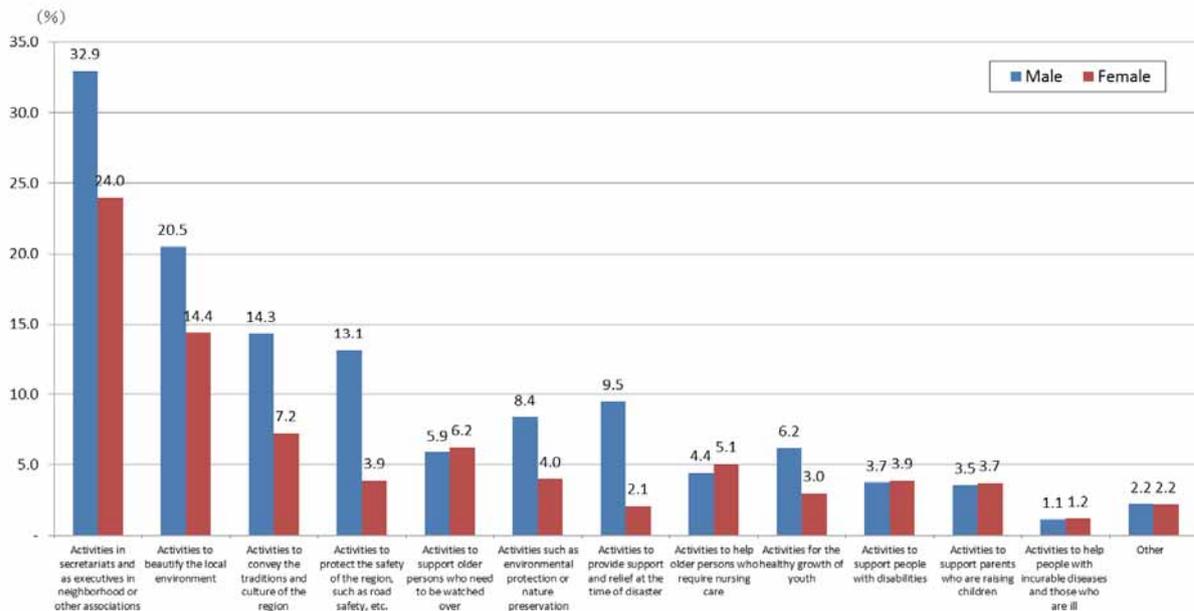
In addition to these, areas of activities in which men participate more than women are "activities to protect the safety of the region, such as road safety, etc." or "activities to provide support and relief at the time of disaster", on the contrary areas in which women participate more than men are "activities to support elderly persons who need to be watched over" and "activities to help elderly persons who require long-term care" (Chart 1-4-6).

Chart 1-4-5 Participation rate in volunteer and local activities for the past year



Source: Cabinet Office "Opinion poll about older people's economic life" (2011)
 (Note) The survey was carried out nationwide on men and women over 60

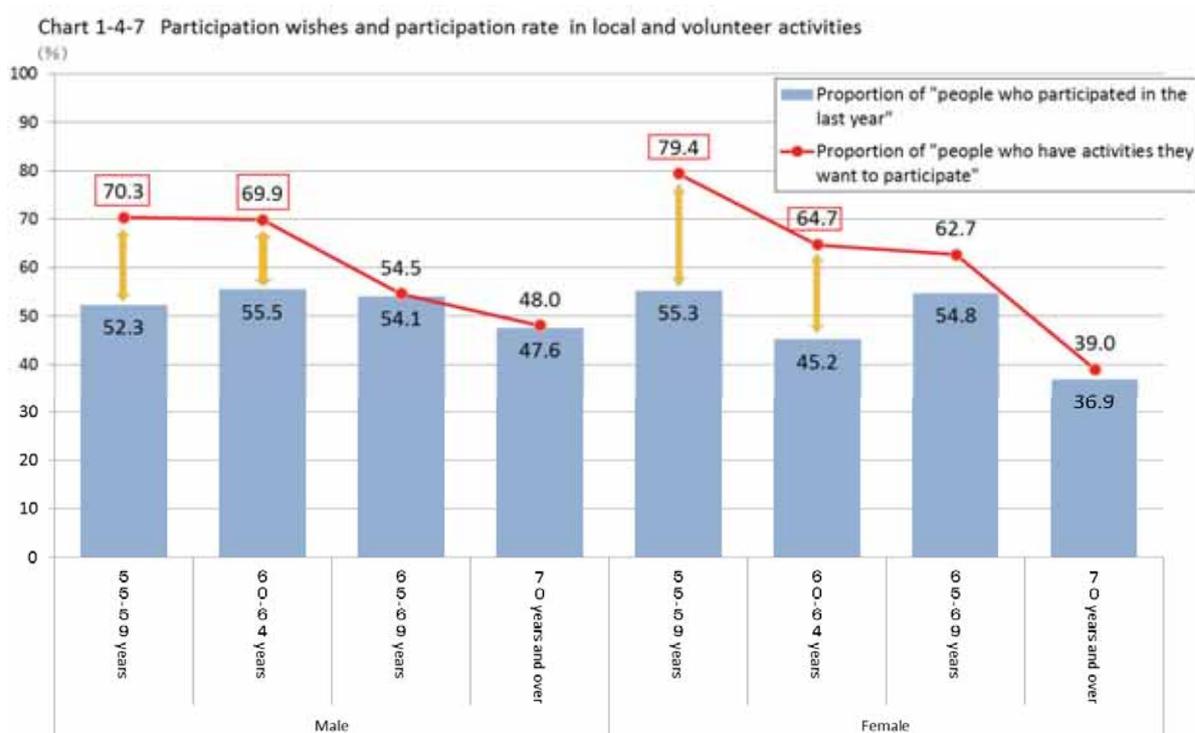
Chart 1-4-6 Participation rate by the contents of local and volunteer activities (multiple answers)



Source: Cabinet Office "Opinion poll about older people's economic life" (2011)
 (Note) The survey was carried out nationwide on men and women over 60

○ **The actual participation rate is lower than the proportion of people in their late 50s or early 60s who want to participate in local and volunteer activities**

Next, examining the actual participation rate and participation plans to join local and volunteer activities by age group, the younger people are the higher is the proportion (participation plans) of "people who have activities they want to participate", among those aged 60-64 and 55-59 years it exceeds 60% for both men and women. On the other hand, the percentage of "those who participated in the past year" (participation rate) at the age of 60-64 and 55-59 years is 14-24 points lower than that of "people who have activities they want to participate" of the same age, especially in the generation before entering old age, this situation suggests that willingness to participate in local and volunteer activities is not necessarily tied to actual activities (Chart 1-4-7).



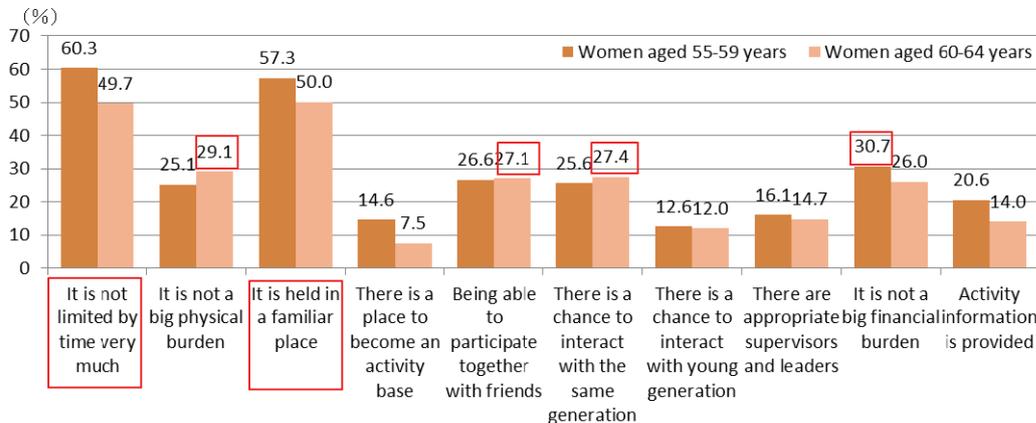
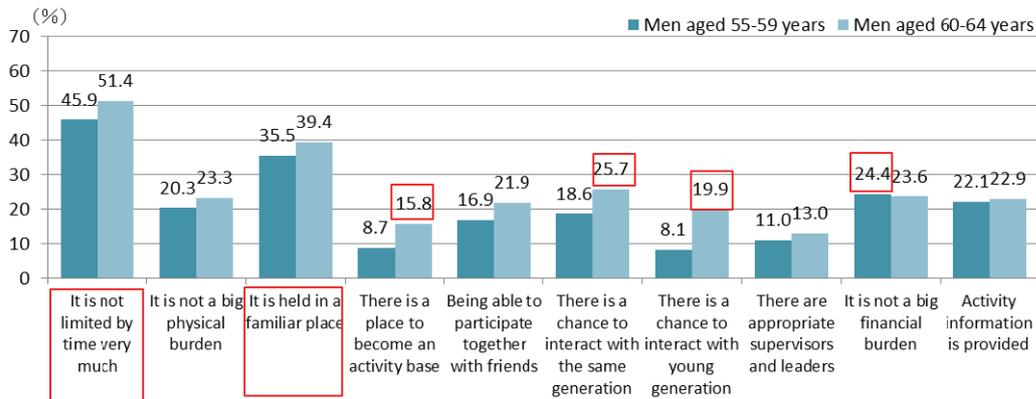
Source: Cabinet Office "Opinion poll about older people's economic life" (2011)

○ **There are many people who want to participate in activities that are held in a familiar place and not tied to a schedule, and there are many people who seek for a place they belong and exchange with people**

What kind of environmental improvement is necessary for elderly people to begin social activities? As for people aged 55-59 and 60-64 years old whose gap between participation wishes and participation rates in local and volunteer activities is large, concerning "What conditions do you need to make you think it is easy to participate?" (a condition of participation in activities), both men and women tended to focus on the

same conditions - "if it is not limited very much by time" and "if it is held in a familiar place". This was followed by "if it is not a big financial burden" for both men and women aged 55-59 years. In addition, answers such as "if there is a chance to interact with young generation", "if there is a chance to interact with the same generation" and "if there is a place to become an activity base" among men aged 60 to 64 are more than 7 points higher than among men aged 55 to 59, "if it is not a big physical burden" among women aged 60-64 is four points higher than among women aged 55-59. When they become 60-64 years old, men tend to focus on an activity base which will be a place to belong and exchange with people, women tend to focus on being able to participate together with friends or interact with the same generation (Chart 1 - 4 - 8). For these reasons, as for people in their late 50s to early 60s who have a high employment rate, it is important firstly to encourage them to participate in activities held in a familiar place and by not tied to a schedule that can be easily combined with work, and to promote the harmony between life and work (work-life balance) in order to let them have time for local or other activities.

Chart 1 - 4 - 8 Conditions to participate in local and volunteer activities (multiple answers)

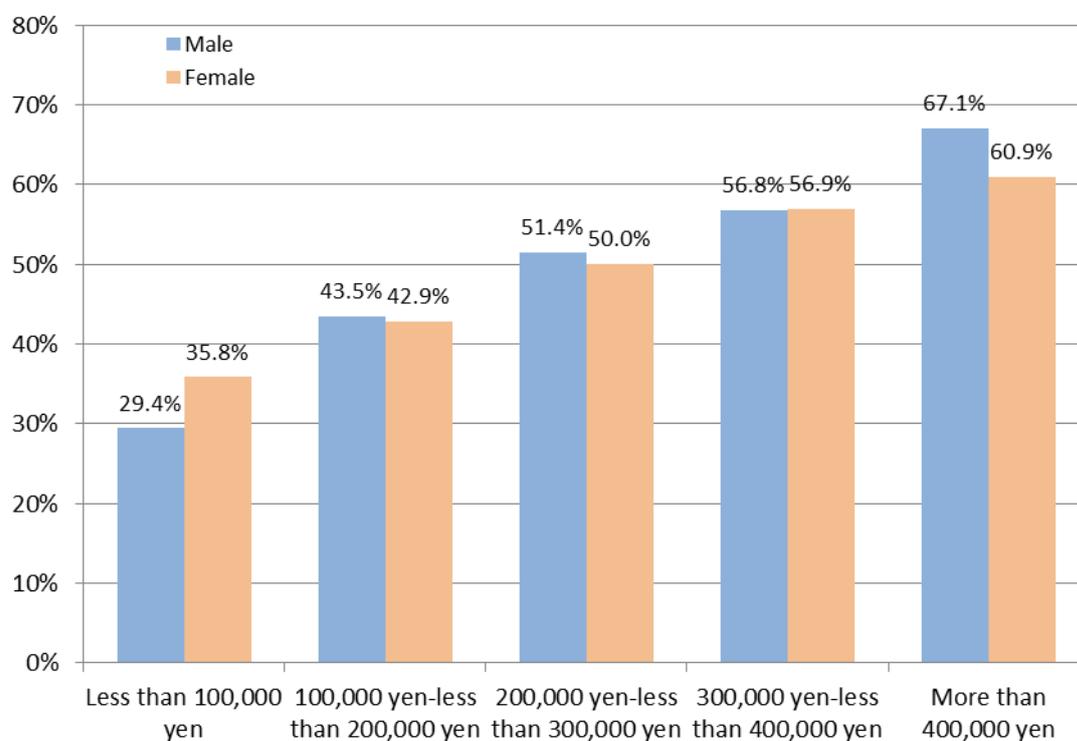


Source: Cabinet Office "Opinion poll about older people's economic life" (2011)

○ **The higher is the income, the higher is the willingness to participate in local and volunteer activities**

As for local and volunteer activities, examining the proportion of "people who have activities they want to participate" by income per month (in case of having a spouse, income of the couple), for both men and women aged 65 years or over the higher is the income, the higher is the proportion of "people who have activities they want to participate". The willingness to participate in local and volunteer activities is thought to be affected not only by conditions of time and location and the contents of activities, but also by the income aspect (Chart 1-4-9).

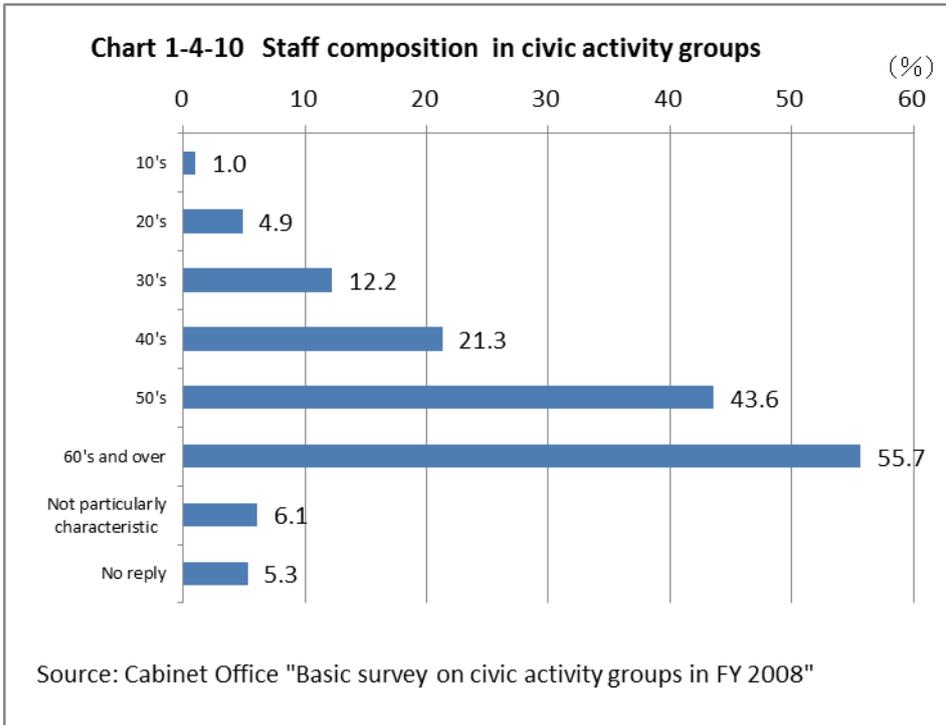
Chart 1-4-9 Proportion of people who have plans to participate in volunteer work



Source: Cabinet Office "Opinion poll about older people's economic life" (2011)
 (Note) The survey was carried out nationwide on men and women over 60

○ **Many staff members in civic activity groups are people aged 60 years or over**

In the answers from NPOs and other civic activity groups when asked about up to 2 age groups, which are most common in staff, the most frequent answer is "over 60s" with 55.7%, followed by "50s" (43.6%), "40s" (21.3%), and "30s" (12.2%) (Chart 1-4-10).



3 Disaster relief by elderly people

○More than 80% of elderly people who organized efforts to raise money or made donations for disaster relief after the Great East Japan Earthquake

According to the "Opinion poll about elderly persons' economic life" (2011) by the Cabinet Office, the percentage of people aged 60 or over years among those who organized support for the disaster-stricken areas after the Great East Japan Earthquake goes up to 84.6% (Chart 1-4-11). Breaking down by region, except the three prefectures affected by the earthquake (Fukushima, Miyagi and Iwate), more than 80% of all regional blocks (Hokkaido and Tohoku, Kanto, Chubu, Kinki, Chugoku, Shikoku and Kyushu), it became clear that a circle of support had spread through the whole country.

Examining the contents of the efforts, the greatest one was "donations, contributions" with 81.9%. Looking at the contents of the efforts by age group, the percentage of 55-59 year-old people with "active purchase of the stricken area products" (18.3%) was higher than in other age groups, the percentage of 60-64 year-old people with "other volunteer activities to support the stricken areas" (4.3%) and of 65-69 year-old people with "donations, contributions"(87.0%) and "activities to collect donations" (8.1%) was much higher than in other age groups. Moreover, regarding "activities to collect donations" and "other volunteer activities to support the stricken areas" as volunteer work, it can be estimated that 8.4% of people aged 60 years or over performed volunteer activities to support the stricken areas, and roughly 1 out of 10 people in their 60s (aged

60-64 or 65-69) has participated in volunteer activities (Chart 1-4-12).

The “Report of the Committee on the Anti-aging society and its basic conditions”, introduced in the previous section, describes about “expectations of senior power” due to ”promising active elderly persons who can support society”, but even concerning disaster relief after the Great East Japan Earthquake, elderly people played an active part in stricken areas as the “supporting side”, thus in future it will be important to take full advantage of elderly people’s abilities and experience toward the reconstruction of the affected areas.

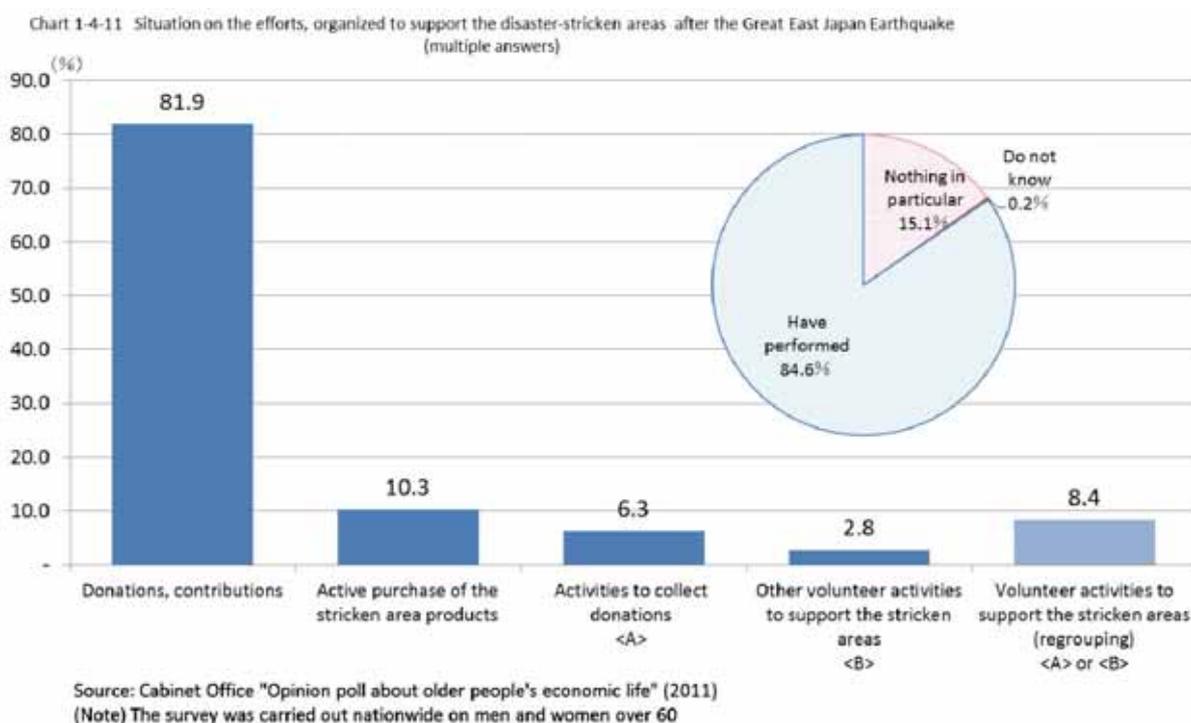


Chart 1-4-12 Situation on the efforts, organized to support the disaster-stricken areas after the Great East Japan Earthquake, by age (multiple answers)

	Donations, contributions	Active purchase of the stricken area products	Activities to collect donations <A>	Other volunteer activities to support the stricken areas 	Volunteer activities to support the stricken areas (regrouping) <A> or 	Never performed (total) (regrouping)	(%)
55-59 years	84.6	18.3	6.2	3.8	9.4		90.0
60-64 years	86.1	12.3	7.2	4.3	10.1		90.1
65-69 years	87.0	13.3	8.1	2.9	10.4		88.4
70-74 years	81.6	9.2	5.1	2.8	7.6		84.8
75-79 years	75.5	7.6	5.5	1.2	6.4		77.3
80 years and over	71.6	5.6	3.6	1.2	4.4		74.4
60 years and over (regrouping)	81.9	10.3	6.3	2.8	8.4		84.6

Source: Cabinet Office "Opinion poll about older people's economic life" (2011)

4 Introduction of Examples

(1) Examples of promoting elderly people's employment

Initiatives promoting “companies where people can work until age 70”

Here are examples of two companies from the "Top 100 still-active-at-70 Companies" issued annually since 2008 by the “Japan Organization for Employment of the Elderly, Persons with Disabilities, Job Seekers”.

The Asahi Sharyo Co., Ltd. (Yokkaichi, Mie Prefecture) introduced in 2007 a system of retiring at the age of 70 and in 2010 at the employees' request it changed to the system that allows to choose the retirement age freely between 60 and 70 years. Having elderly people continue working as long as possible, even after reaching an advanced age, will help to secure technical skills and plan their transmission. More than 60% of 54 employees of this company are people aged 60 years or over.

The S-I Co., Ltd. (Himeji, Hyogo Prefecture), engaged in and creating websites, introduced in 2006 an "age-free" system, which allows people to continue working as long as they want. To create an easy to work environment regardless of age, in addition to paying a special attention to work equipment, skills development and health care, the company introduced a “free attendance system” which let people freely determine time of coming and leaving work, which makes it possible to work according to one's lifestyle and physical strength. Of 64 employees 9 people are over the age of 60 (13%), including 2 people aged 70 years or over.

Tokyo Work Center

The “Tokyo Work Center” which is run by the “Tokyo Foundation for Employment Services”, in cooperation with “Public Employment Security Offices” and private employment support companies, offers career counseling, employment consultation, skills development, job placement and other one-stop services to respond to job seekers' needs. In addition to seminars and individual consultations, at the senior corner of the center, job placement is performed in collaboration with “Public Employment Security Offices”. The seminars range widely from an "outplacement seminar "to learn how to write resumes for example, a "combined seminar on employment support of resigned or retired people” (renamed in 2012) to learn comprehensively how to work and live after retirement, and an "employment support workshop" to acquire knowledge and skills about areas related buildings (cleaning, security, etc.) and service areas (long-term care, etc.) to “expert human resources development programs” to make use of one's professional skills about marketing, human resources, finance and product development

in small and medium-sized enterprises.

(2) Examples of promoting elderly people's local and volunteer activities "Family Support Center", childcare support in the region

As part of the "Grants for supporting childcare" project by the Ministry of Health, Labor and Welfare, in fiscal 2011 in 669 municipalities nationwide there were established "Family Support Centers" to bring about local people's mutual participation in such activities as transfers or entrusting infants and schoolchildren after-school, more than 100 000 people are members of paid voluntary work, with one person of every three aged 60 years or over. The voluntary work includes "looking after children before and after working hours of daycare facilities" being the most frequent activity (21.2%), followed by "children's transfer to daycare facilities" (18.6%), "entrusting of children after the clubs for after school activities"(14.6%), and "transfers, such as after finishing school classes to cram schools" (10.1%). The number of participating elderly men is also increasing, with more than 2,200 men over the age of 60 being members as of June 30, 2010.

Civic guardianship initiatives for supporting elderly people with dementia

In order to protect dignified lives of elderly people with dementia, etc., the "adult guardianship system", in which guardians carry out administration of property and personal supervision including care service formalities on their behalf and help and protect people with insufficient capacity to appreciate their own situation, is gaining more and more importance. However, currently there is a critical shortage of non-relative guardians (attorneys, judicial scriveners, etc.), compared with the number of dementia patients; thus, citizens who acquired necessary knowledge through civic guardianship training courses are expected to become newly responsible for the guardianship and play an active role as "civic guardians".

From 2006 the "Association of civic guardians" NPO (Shinagawa, Tokyo) has started a training course aiming at popularizing adult guardianship activities and fostering civic guardians, which from 2008 has been conducted as a collaboration project with Shinagawa Ward. More than 100 of members, mainly retirees who attended the courses, perform adult guardianship activities in tandem (one is primary and the other is secondary for one ward). Making the use of one's career, the members grapple with new challenges; in rare cases where expert knowledge of problems regarding inheritance, administration of real estate, etc. is necessary, they utilize human network with experts.

(3) Examples of disaster relief by the elderly " Genki-bukuro (Spirit-lifting bags)" - from elderly people with their best wishes

After the Great East Japan Earthquake, “Japan Federation of Senior Citizens’ Clubs, Inc.” called out to all national senior citizens’ clubs for creation of “genki-bukuro (spirit-lifting bags)” stuffed with daily necessities and encouraging message cards, with the activity spreading all over the country. Of these, genki-bukuro (spirit-lifting bags) created by “Ako Federation of Senior Citizens’ Club” in Hyogo Prefecture were entrusted to the “Nojigikutai” patrol corps of Hyogo prefectural police who were heading toward the disaster-stricken area to provide mental healthcare for the victims on April 17, 2011, and were delivered to evacuation sites in Ishinomaki, Miyagi Prefecture. Furthermore, the “Federation of Senior Citizens’ Club” in Toyama Prefecture was sending to Fukushima " genki-bukuro (spirit-lifting bags)" stuffed with stationery and origami, jump ropes, messages for the affected children in August, encouraging children who could not play outside because of the nuclear accident. Genki-bukuro (Spirit-lifting bags) which had been delivered to the stricken areas from the national senior citizens' clubs, exceeded the number of 115,500 items by the end of November, 2011

Efforts of "Parasol cafes" in temporary housing

The “National Council of Citizens’ Welfare Organizations” (NPO) in cooperation with civic organizations of the disaster-stricken areas, has been initiating "parasol cafes" providing tea or coffee under an parasol. Aiming at interaction among residents and creating a comfortable place where victims could have a break, the first "parasol cafes" were placed at evacuation sites of Higashimatsushima in May 2011, and even after the closure of the evacuation sites, in addition to Higashimatsushima they were set up in temporary housing of Sendai and Yamamoto. By February 24, 2012 the “National Council of Citizens’ Welfare Organizations” had organized “parasol cafes” 89 times in various locations, once a month it provided buses for volunteers, etc., with a total of more than 1300 people, mainly seniors, who participated in the activities. While conducting activities, the elderly living in temporary houses also started to help actively by carrying tea or making meals, and there are plans to create an NPO for each temporary house in the future and support the ongoing activities by residents themselves, and furthermore to work on the development toward self-reliance of the victims.

Initiatives by “Skilled Veterans Corps for Fukushima”

“Skilled Veterans Corps for Fukushima” has been formed in April 2011 by aged persons, mainly veteran engineers and technicians, to work at the site employing their experience

and abilities, in order to decrease doses of young generation working for cleanup of Fukushima Daiichi. In July 2011 SVCF conducted an inspection of the site in Fukushima Daiichi nuclear plant, furthermore, they participated in training on radiation measurement and decontamination activities in the area, they got ready for activities at the site but the environment at the site was not yet equipped to start activities, so now SVCF is conducting training meetings and symposia, making proposals, performing radiation measurement and simple decontamination activities. As of May 2012 SVCF has 679 members. Since the construction of stable facilities at the scene of the accident in Fukushima will take more than 10 years, and one of the tasks will be operating and maintaining them, there is a need for a long-term approach, but in order to minimize the radiation exposure of young people, getting an earlier start of activities at the site is being waited for.

[Column: Cooperation between disaster-stricken areas -From Kobe to the affected areas of the Great East Japan Earthquake-]

○In the areas stricken by the Hanshin-Awaji Earthquake that occurred on January 17, 1995, during the reconstruction process public attention was drawn to some noticeable cases, when elderly people died without being watched by anyone in new places they had moved. To cope with elderly persons' isolation problems, elderly people's safety confirmation and other activities have been carried out in Kobe. These activities are focused not only on responding to a safety emergency situation, but also on creating a community to avoid a "situation of isolation from the community" before reaching the emergency (building relationships with the local community and the elderly), in the houses that were massively rebuilt after the disaster there were introduced initiatives to use vacant rooms, etc. in order to set up "Rooms for health and peace of mind" for seniors to feel free to drop in,

○ With reference to these initiatives in Kobe, after the Great East Japan Earthquake, there have been conducted training courses for those who will visit temporary housing and municipalities in Miyagi Prefecture.

○ In the Great Hanshin-Awaji Earthquake, many citizens from inside and outside of Hyogo Prefecture rushed as volunteers, and 1995, when the earthquake occurred, is also called "the starting year of volunteering". Kobe City Council of Social Welfare immediately after the Great East Japan Earthquake performed rapid support activities making the best of their experience in reception of volunteers or at evacuation sites. On 12 March, 2011, the next day after the earthquake, the first group of 4 people was dispatched to go to Sendai, and from March 14 they were working on evacuation site and launching of the Disaster Volunteer Center in Sendai, they also carried out different activities on management support of volunteer centers and infrastructure restoration, health care and medical activities in Rikuzentakata of Iwate prefecture, Minamisanriku-cho of Miyagi Prefecture, and in Fukushima Prefecture. Because the dispatched officials of Kobe and Kobe City Council of Social Welfare could envision the municipal situation soon after the earthquake and earn sympathy and trust from the affected areas as a city having a similar disaster experience, they were able to act rapidly in cooperation with local staff.

○Reconstruction of the areas affected by the Great East Japan Earthquake requires to deal with numerous challenges by taking advantage of the past disaster experience, and such cooperation with affected areas is likely to become very important in the future.

[Column: Initiatives to promote seniors' use of ICT (Information and Communication Technology)]

○ There have appeared initiatives which aim at enhancing local activities due to promotion of using ICT (Information and Communication Technology), including Internet and other resources.

○ In 2009, in Saga Prefecture there was launched a “stimulating local activities collaboration program” in cooperation with leading IT companies and prefectural civic organizations. In it there were implemented computer courses such as "ICT Seminar" to convey fun and convenience of personal computers and Internet, and "ICT Leader Training Course" to train instructors of computer classes, etc. Moreover, such courses were also held using ICT to stimulate the activities of neighborhood associations and civic groups which do not have effective means for information transmission. These events became places of exchange and created new connections among people.

○ Initiatives to promote the use of ICT is being done in areas affected by the Great East Japan Earthquake. “NPO Project Support Center” (NPO) from the beginning of April 2011 in cooperation with the Ministry of Education, Culture, Sports, Science dispatch students and adults as "IT volunteers of reconstruction support" to the evacuation sites, and helped to collect data and sharing information in affected areas by using ICT. In addition, ICT is expected to be helpful in making people's lives worthwhile and in preventing elderly people's isolation in temporary housing, there have been activities to support the resumption of civic groups' activities in the places where computer classes for seniors had been opened since before the earthquake. Currently, it became an issue to establish an ICT equipment management system with connected to the Internet network environment or temporary housing. In future as well there will be a need for ongoing support in terms of "information" to ensure means of gathering and transmission of information.

[Column: efforts to reduce snow damage]

○ In recent years accidents during removing snow, such as clearing a roof from snow in heavy snowfall areas, have occurred frequently in Japan, with the number of victims from heavy snow reaching 131 people in 2010 and 132 people in 2011. Moreover, in many of heavy snowfall areas decreasing and aging of population is progressing, and 64% of the victims in 2011 were people aged 65 years or over.

○The Cabinet Office and the Ministry of Land, Infrastructure and Transport at the "" discussed the anti-damage measures in heavy snowfall areas, and in April 2012 published the "Proposals of the Conference on Measures for Improving Disaster Management against heavy snow – toward improving disaster management in heavy snowfall areas-".

○In Yamagata, Yamagata Prefecture, because of the heavy snowfalls in 2006, high schools were asked for volunteers due to lack of manpower in the beginning of the year, this gave a start to snow clearing volunteer efforts by high school students. The Social Welfare Council of the city created a list of essential support workers based on the information from commissioned welfare volunteers, carried out the lending of tools, and in 2011 students from 9 high and junior high schools in the city participates as volunteers. Every year, the number of school participating in snow removal activities is increasing, and it becomes evident that it is not only snow removal but also an example of evolving a year-long exchange.

○ In addition, since 2008 in Obanazawa of the same prefecture, together with local residents of Miyazawa district who all together have been performing simultaneous work on removing snow from elderly persons' houses, etc., local junior high school students also participated in snow clearing as volunteers every year.

[Column: on employment of young people and the elderly]

○The report on the "Study Meeting on Future Employment of Elderly Persons ", which was held on 22 November, 2010 to discuss comprehensive measures for ensuring future employment and employment opportunities of the elderly states that to repel the rapidly progressing aging population and declining birthrate accompanied by the labor force decrease in Japan, it is necessary for maintaining the vitality of the economy to have support of all people in society, such as young people, women or elderly persons, to the utmost.

○As for the actual situation on employment of young people and the elderly, breaking down the unemployment rate by age, compared with other age groups the unemployment rate is high among younger people, and low among people aged 65 or over.

○ On the other hand, the ratio of job offers to job applicants is high among people under 19 or over 65 years, while there are unemployed graduates in the labor market of new graduates, because there are also small and medium-sized enterprises who are struggling to get hold of young people, there is a mismatch of job openings and job seekers among the young.

○It has been pointed out that substitution between young and elderly people's employment, for example promoting elderly persons' employment, may reduce employment opportunities for young people, but during the "Study Meeting on Future Employment of Elderly Persons" at a public hearing held in February 2011 on companies implementing elderly people's employment, there were opinions that as in terms of labor force there is a qualitative difference between elderly people who have professional skills and work experience and young people who basically have less work experience, and also opinions that employment does not depend on the balance between the number of new graduates and the elderly, but it is determined by the prospects of scaling up or scaling down a company due to changes in the economy.

○In the future, since the labor supply is expected to decline especially among young people, ensuring the necessary human resources will become difficult, and from a long-term perspective, it will become an important task to promote at the same time both employment measures for young people and elderly persons' employment, taking advantage of the workers who have proper motivation and ability, regardless of age.

[Column: on promotion of the integrated community care system]

○ In order to let the elderly live in peace with dignity in the area that they got used to, the “integrated community care system” is being promoted, this system provides an integral and organic approach to medical and long-term care, prevention, housing, life support services within the daily living area.

○ In Nagaoka, Niigata Prefecture, the comprehensive elderly care center “Kobushien” along with operating health care and long-term care facilities in the city, has support centers in 12 locations around the city and offers home help services, etc., similar to 24 hour support facilities, for elderly persons staying at home. In these support centers local exchanges are of great importance, some places have cafe terraces (local exchange space), children's rooms (playgrounds for children), bathing facilities, training room, clinics, etc., general public living in the area can also use them. Bathing facilities are at a child's price, promoting young people's use, and also serves as a health and vitality center of the area.

○ In the Toyoshikidai housing complex in Chiba Prefecture, elderly people aged 65 or over account for about 40% of the 6,000 residents. Taking advantage of an opportunity to rebuild the estate, in 2009 three parties of Kashiwa city, Aging society research group of the University of Tokyo and Urban Renaissance Agency promoted discussions and practice study of the “integrated community care system”, and are working on the development of housing for elderly people, which will offer seamless services on 24-hour support of long-term care and nursing visits. Also, in order to let retired elderly persons work with a purpose in life, as a trial from 2011 there was implemented a project to engage elderly people in four areas of agriculture, livelihood support, childcare and provisions in the region.

[Column: elderly persons' communities in the USA]

○ In the USA, where there is a habit of changing residence to a small house for the married couple after children have graduated from school, there are more than 2,000 towns which are called "retirement communities", in addition to a golf course being the centre of the housing they have entertainment, medical care facilities, etc. developed for active seniors. As the name suggests, in these towns live retired people, many have a condition for the resident to be more than 55 years. However, there was also a problem here lack of the generation balance referred to as "the absence of intergenerational exchange", and "the absence of intellectual stimulation" based on the comfortable environment.

○ This problem was solved by "College cooperation modeled communities". These communities are located in or close to the site of the university, and seniors living there will be able to live and attend lifelong learning courses and to experience campus life again.

○ For example, in Russell Village in Massachusetts a person can enter the community by agreeing to take a course of more than 450 hours per year, in other universities there are also courses for seniors to become lecturers, former lawyer, former investment bankers and former engineers can become students' career advisors. And as seniors learn and teach, they come to feel that "I have been useful to someone," "I have been devoted to something".

○ For Japan, where population aging is going to progress in the future, the elderly communities of such a type will be one of examples that we can refer to.

[Column: connecting regions "Round and round bus"]

- In the Hourai district of Fukushima City, Fukushima Prefecture, there is a community bus which people can ride for free to anywhere as many times as they want.
- This "round and round bus" was introduced for community-building in 2008 by the local civic group "urban development community Zeene" ("Zeene" meaning "Nice!" in the dialect of Fukushima prefecture) to help the elderly, who tend to keep the house, to go out.
- It is free, and operation costs are covered by revenues from advertising in the bus (sponsors' help) and funded by donations and fundraising from residents, it does not received subsidies from the government.
- The office of the "urban development community Zeene" is located in the shopping center of the Hourai district, there is also a waiting room of the "round and round bus", which serves as a place of multi-generational interaction with anyone can easily drop in.
- Currently, the bus circulates 5 times a day (usually weekdays only) and have 3 courses to east and west of Hourai, about 70 people a day are using it. During the Great East Japan Earthquake in 2011 the bus service was temporarily stopped due to casualties among the people involved, but from the fourth day the operation restarted and gained the users' trust. By mutual local support of the "round and round bus" in the Hourai district the city bustling and exchange among citizens have been nurtured.