

Section 3 Attitude of the elderly of Japan in the International Comparison Study

The Cabinet Office conducts “International Comparison Study on Life and Attitude of the Elderly” every five years since FY 1980 in order to investigate the attitude towards life of the elderly of Japan and the elderly of other countries, and this year marks the eighth year. This Section deals with the attitude of the elderly based on the investigation results.

“International Comparison Study on Life and Attitude of the Elderly” (2015) by the Cabinet Office

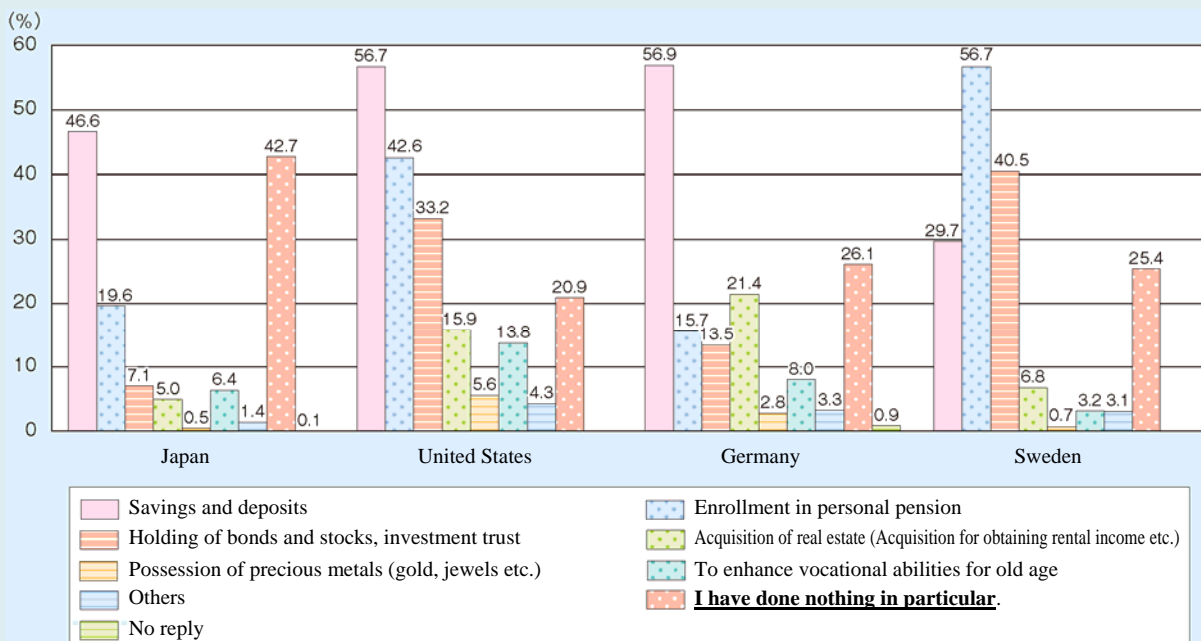
- Countries surveyed: Japan, United States, Germany and Sweden
- People surveyed: Males and females aged 60 and over (except nursing facility residents)
- Period surveyed: Between October and December of 2015
- Valid responses: 1,105 Japanese, 1,003 Americans, 1,008 Germans and 1,000 Swedes

1 Life in terms of economy

(1) With respect to the provision of life in terms of economy for old age made in their 50s, about 40% of people in Japan replied “I have done nothing in particular.”

To the question about what they did in their 50s for the provision of life in terms of economy for old age, many Japanese and American people replied “savings and deposits” and “enrollment in personal pension,” German people “savings and deposits” and “acquisition of real estate,” while Swedish people replied “enrollment in personal pension” and “holding of bonds and stocks, investment trust” (Chart 1-3-1). In addition, the number of the elderly who replied “I have done nothing in particular” accounted for 42.7% in Japan, which was the highest, while people of other countries who replied so was in the 20% range.

Chart 1-3-1 Preparation for Living Expenses in Retirement (multiple answers possible)



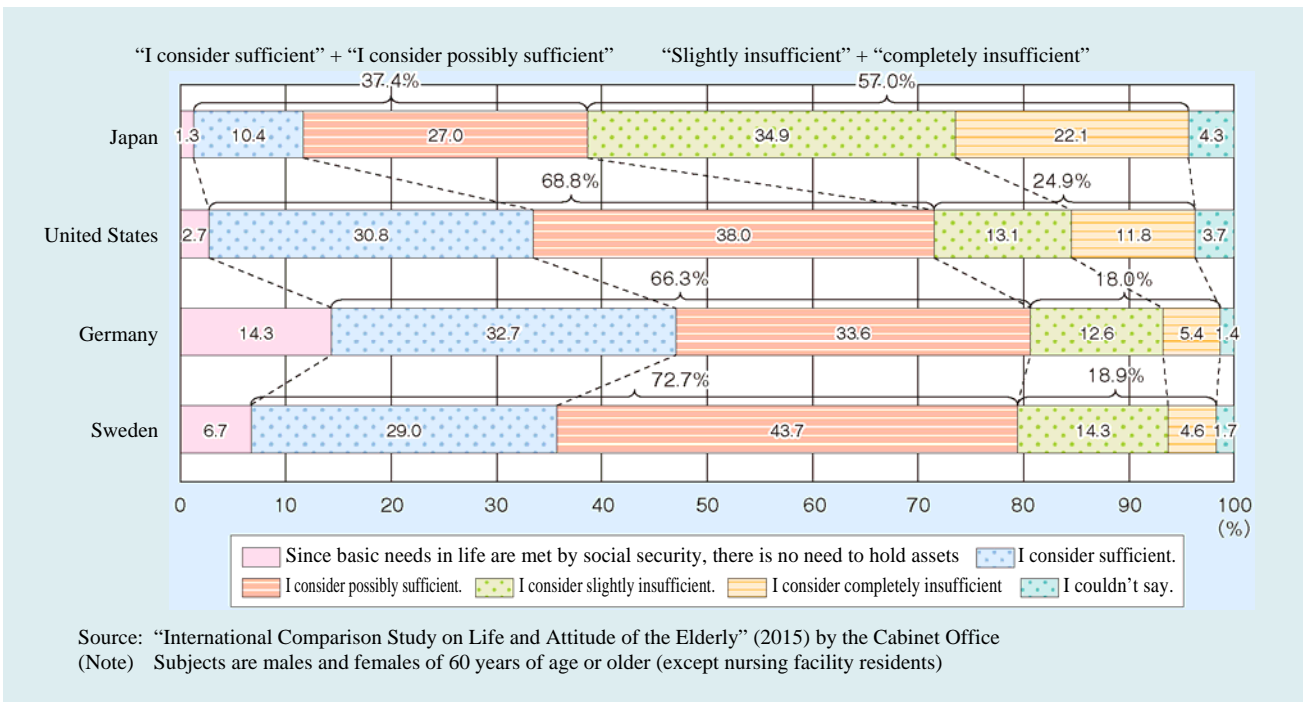
Source: “International Comparison Study on Life and Attitude of the Elderly” (2015) by the Cabinet Office
 (Note) Subjects are males and females of 60 years of age or older (except nursing facility residents)

(2) The percentage of the elderly who consider that their savings and assets are not sufficient is 57.0% in Japan.

With respect to current savings and assets, the percentage of the elderly who consider they are sufficiently provided (the sum of “sufficient” and “nearly sufficient”) is 72.7% in Sweden, 68.8% in United States, and 66.3% in Germany, while the percentage in Japan is the lowest with 37.4%.

In the meantime, the percentage of the elderly who consider their savings and assets are not sufficient for the provision for old age (the sum of “slightly insufficient” and “completely insufficient”) is highest in Japan with 57.0%, followed by 24.9% of United States, 18.9% of Sweden and 18.0% of Germany.

Chart 1-3-2 Fill Rate of Current Savings and Assets as a Provision for Old Age



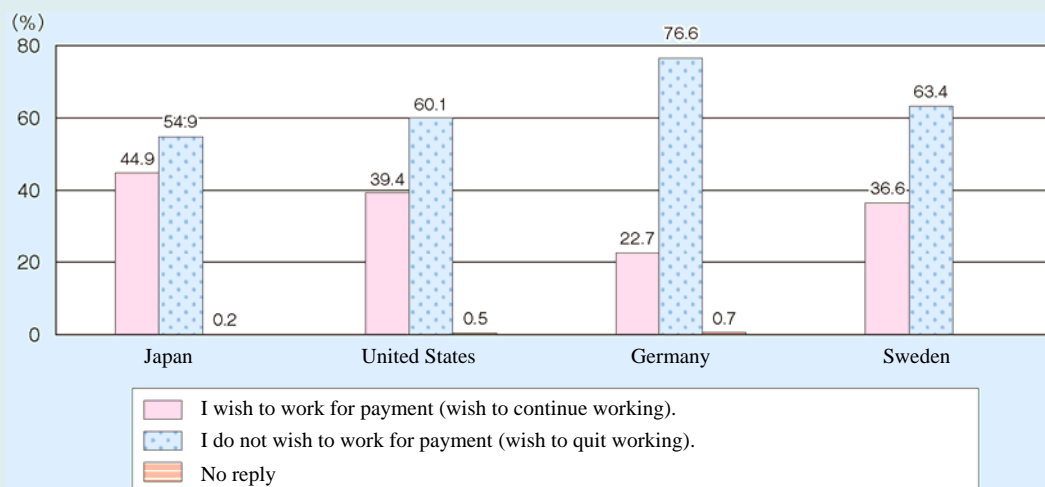
Elderly people in Japan mainly make “savings and deposits” and “enrollment in personal pension” as the provision for old age they have made by their 50s in addition to the public pension, while about 40% of them replied “I have done nothing in particular.” In addition, more than 50% of them replied that their current savings and assets are not “sufficient” for the provision for old age. It is considered important to start providing for old age from young age.

2 Work

(1) The percentage of the elderly who responded that they wanted to work for payment was 44.9% in Japan.

To the question whether they wished to work for payment, the majority of the elderly in all the countries surveyed replied “I do not wish to work for payment (wish to quit working).” On the other hand, the percentage of the elderly who wished to work for payment (wished to continue working) was highest in Japan with 44.9%, followed by 39.4% in the United States, 36.3% in Sweden and 22.7% in Germany.

Chart 1-3-3 Person whom you Ask to Do a Small Job

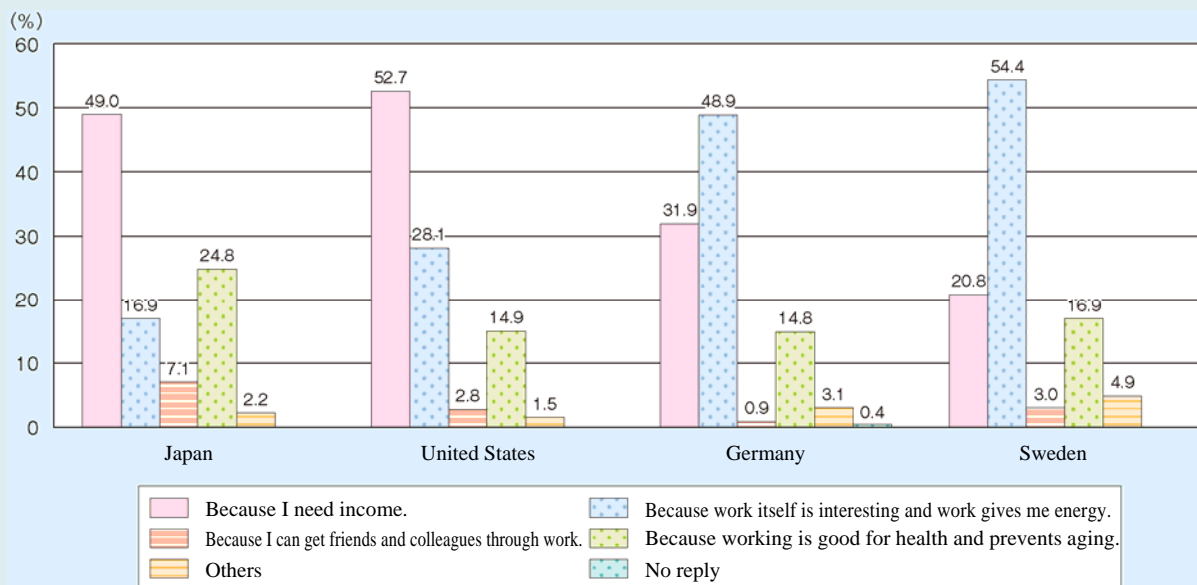


Source: "International Comparison Study on Life and Attitude of the Elderly" (2015) by the Cabinet Office
 (Note) Subjects are males and females of 60 years of age or older (except nursing facility residents)

(2) The main reasons why they wish to work for payment are "I need income" in Japan and the United States and "work is interesting" in Germany and Sweden.

The percentage of replies "I need income" in Japan and the United States and "work itself is interesting and work gives me energy" in Germany and Sweden is high, which shows a difference in what they look for in a job (Chart 1-3-4).

Chart 1-3-4 Reasons why they Wish to Continue Working



Source: "International Comparison Study on Life and Attitude of the Elderly" (2015) by the Cabinet Office
 (Note) Subjects are males and females of 60 years of age or older (except nursing facility residents)

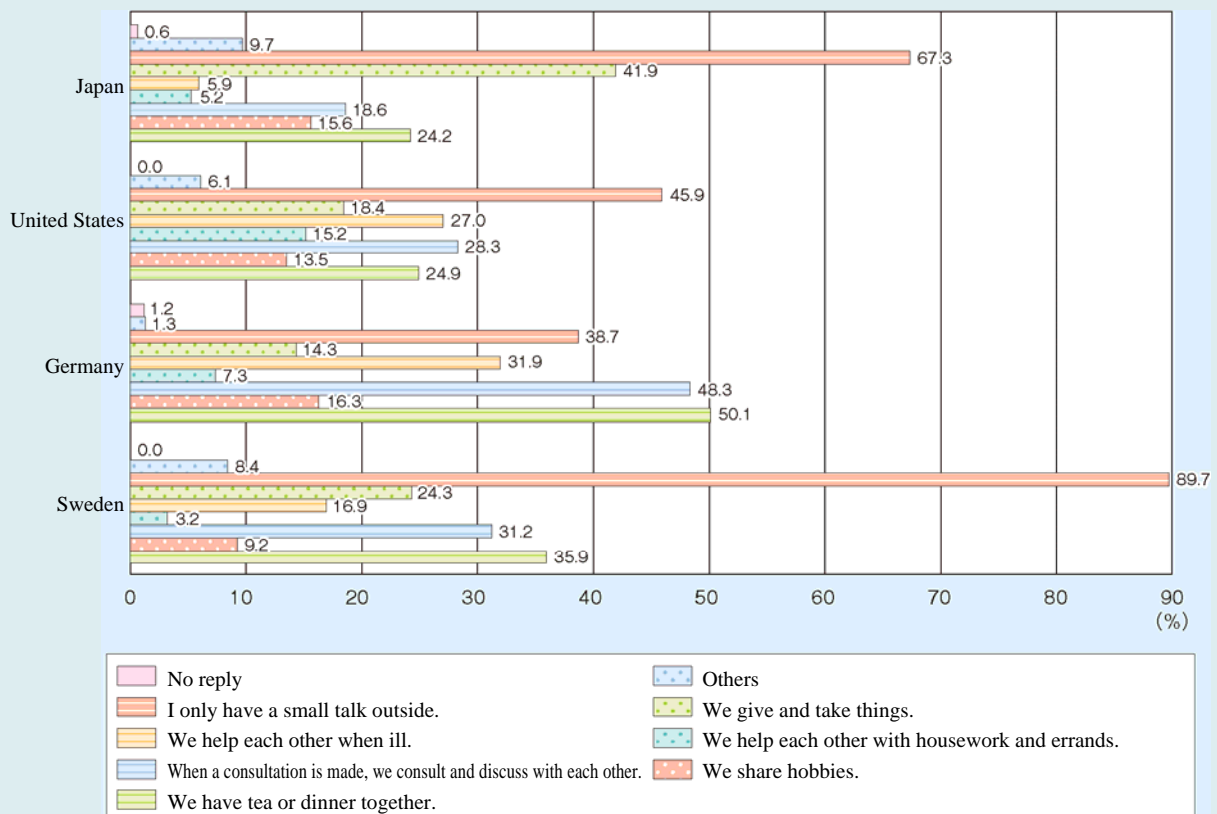
While the majority of the elderly in all the countries surveyed replied “I do not wish to work for payment,” 44.9% of the elderly in Japan replied “I wish to work for payment.” It is necessary to provide work opportunities according to a variety of needs to the elderly who wish to work.

3 Exchange with friends and acquaintances

(1) The percentage of the elderly who “help each other when ill” with people in the neighborhood was the lowest in Japan.

To the question what kind of socializing they usually do with people in the neighborhood, the highest percentage of replies was “I only have a small talk outside” in Japan, the United States and Sweden, and “We have tea or dinner together” in Germany (Chart 1-3-5). The percentage of reply “When a consultation is made, we consult and discuss with each other” was 48.3% in Germany, 31.2% in Sweden, 28.3% in the United States and 18.6% in Japan. In addition, the percentage of reply “We help each other when ill” was 31.9% in Germany, 27.0% in the United States, 16.9% in Sweden and 5.9% in Japan. In all the above cases, the percentage in Japan was the lowest.

Chart 1-3-5 How to Socialize with People in the Neighborhood (multiple answers possible)

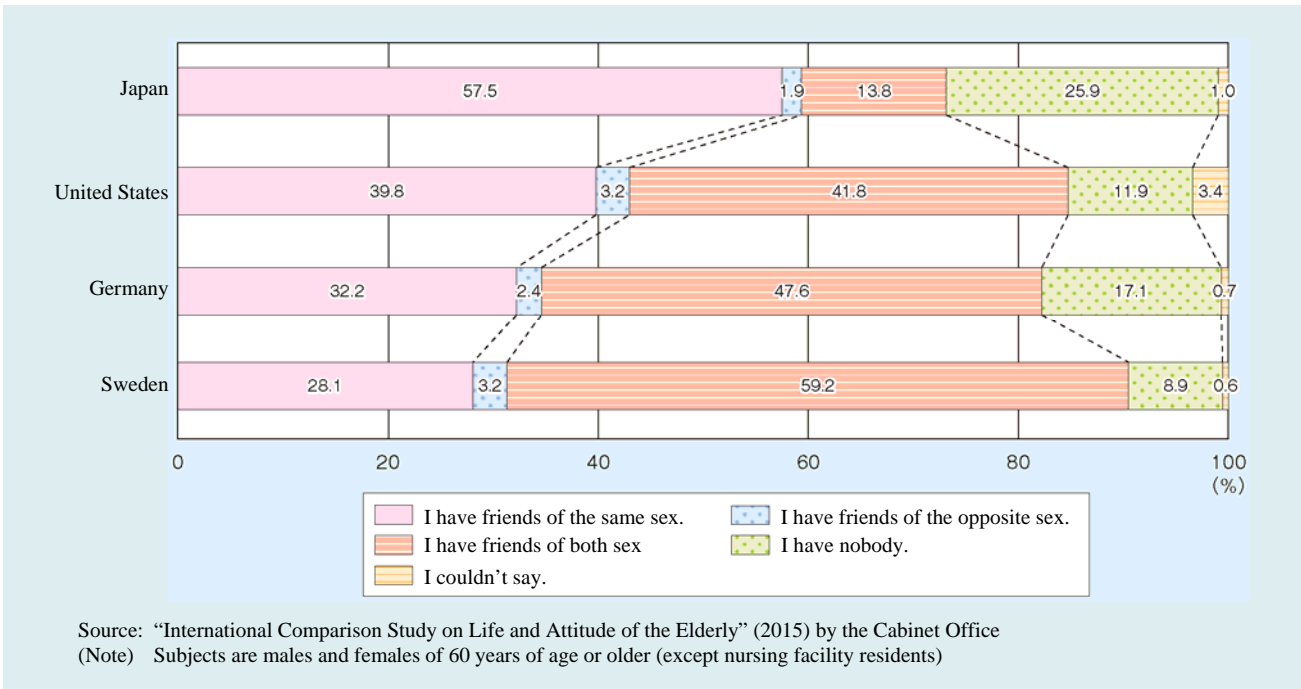


Source: “International Comparison Study on Life and Attitude of the Elderly” (2015) by the Cabinet Office
 (Note) Subjects are males and females of 60 years of age or older (except nursing facility residents)

(2) The percentage of the number of people who reply that they have no friend to consult with or help each other is highest in Japan.

To the question whether they have intimate friends to consult with or help each other except family members, the percentage of the elderly who replied “I have nobody” was highest in Japan with 25.9% , followed by 17.1% in Germany, 11.9% in the United States and 8.9% in Sweden (Chart 1-3-6).

Chart 1-3-6 Presence or Absence of Intimate Friends



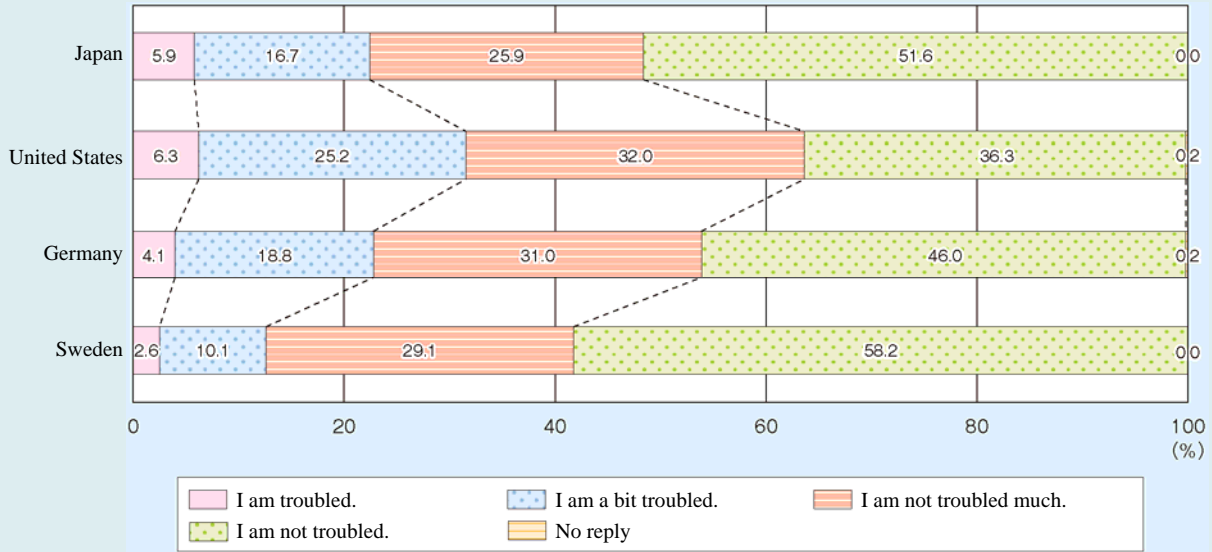
Due to the progress of aging in Japan, the number of single households among households with the elderly has been on the rise and accounts for about 25% in 2014. In the circumstances, the percentage of replies as to the socializing with people in the neighborhood that they consult with each other or help each other when ill is at the lowest level among the countries surveyed. Moreover, the percentage of the elderly who have no friends to consult with or help each other except family members stands at a high level. A variety of efforts are required in order not to isolate the elderly from communities.

4 Extent of satisfaction with life in old age

(1) 77.5% of the elderly in Japan are not economically troubled.

To the question whether they have difficulties in their daily life in terms of finance, the percentage of the elderly who are not financially troubled (the sum of “I am not troubled” and “I am not troubled much”) is the highest in Sweden with 87.3%, followed by Japan with 77.5%, Germany with 77.0% and the United States with 68.3% (Chart 1-3-7).

Chart 1-3-7 Presence or Absence of Financial Difficulties in Daily Life

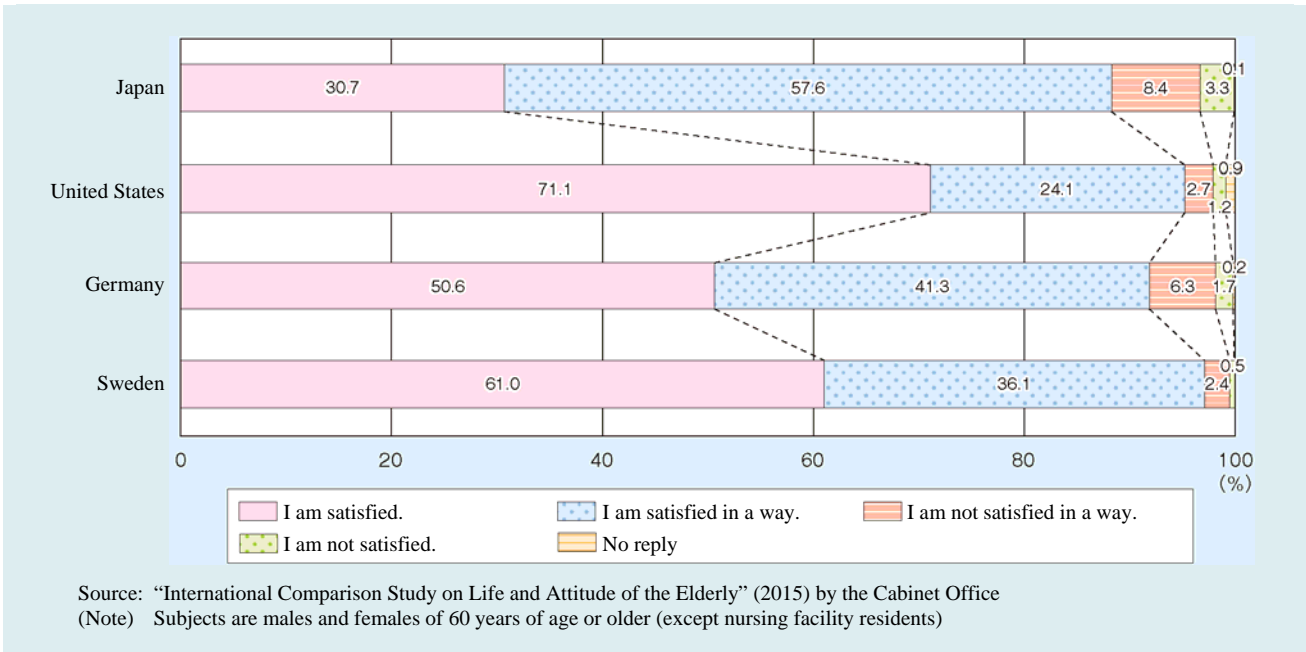


Source: “International Comparison Study on Life and Attitude of the Elderly” (2015) by the Cabinet Office
 (Note) Subjects are males and females of 60 years of age or older (except nursing facility residents)

(2) About 90% of the elderly of all the countries surveyed are satisfied with old age life.

To the question whether they are satisfied with the current life as a whole, the percentage of the elderly who are satisfied with the current life in old age (the sum of “I am satisfied” and “I am satisfied in a way”) is 97.1% in Sweden, 95.2% in the United States, 91.9% in Germany and 88.3% in Japan (Chart 1-3-8).

Chart 1-3-8 Extent of Satisfaction with the Current Life



In the present survey, about 80% of the elderly in Japan replied they are not troubled financially and about 90% of them replied they are satisfied with the current life.

On the other hand, there is the result that the percentage of the elderly who consider that current assets and savings for the provision for old age insufficient and the percentage of the elderly who have no intimate friends to consult with or help with each other except family members are higher than those of other countries. In addition to these points, it will be necessary to make efforts to support the life in old age in consideration of the possibility that the extent of satisfaction may decrease according to the change of situations.

Column: For the prevention of people leaving job for nursing care (Private companies in an effort to support both nursing care and work)

[Effort to support both nursing care and work]

Astellas Pharma, Inc.

- Effort toward nursing care
 - (1) Vacation and Leave System
 - A Short-term family (5 days for 1 family member and 10 days for 2 family members or more)
 - Nursing care Leave (A total of 1 year – It is possible to acquire work absence in multiple times even if the same nurse care is required)
 - Short-hour work (Can be chosen from multiple time zones – Can be taken until the reason is eliminated)
 - Sick / injured child nursing care vacation (5 days when nursing of the spouse or parents is required apart from children)
 - Accompaniment leave (Can be taken twice in 1 week to 6 months when the days of a family member are numbered)
 - (2) Subsidy system *Subsidy is provided by the employees' mutual aid association
 - Subsidy for nursing care support (Subsidy for when a nursing care facility, institution or a helper is used temporarily)
 - (3) Dissemination and Enlightenment
 - Distribution of a bulletin on the nursing care insurance system or own company system
 - Seminar for striking a balance between nursing care and work
 - Provision of information on nursing care using Intranet
- The company has been engaged in the promotion of diversity around women since 2007. Since it is considered important to develop the environment and build attitude to enable each of a variety of employees to do their best in their work in order to achieve diversity, the company is also focused on striking a good balance between life events including child-rearing and nursing care and work.
- As a result of a series of efforts, the number of employees who use the company system is gradually increasing. In particular, the increase in the number of employees who use the nursing care leave is remarkable. The number of employees who used the system before was only 10 to 20, but after enlightenment activities, the number increased to about 30 or more (the number of people includes people in the group companies).
- The employees now understand that it is not sufficient to create the system, but it is necessary to promote the understanding of the system among employees in order to take advantage of it.
- The current problem is how to respond to the needs of that “I would like to continue working normally without using the short-hour work or leave during nursing care” and “I would not give up my career or evaluation.” In order to deal with the problem, the home work system has been significantly relaxed since FY 2016.

“Effort toward the prevention of people leaving job for nursing care – Don’t give up job for “nursing care” – ”

East Japan Railway Company

- Nursing care effort
 - (1) Increase of options for work styles during nursing care period
 - Short-hour work (6-hour work per day)
 - Fewer-day work (Up to 4 days of leave can be taken in a month)
 - Nursing care vacation system (Up to 365 days can be taken per one family member)
 - (2) In-house communication support
 - Running of a portal site (two-way information transmission)
 - Employees network activity (conference by group)
 - (3) Building of corporate culture
 - Distribution of the “Guidebook for Striking a Balance between Nursing Care and Work”
 - Transmission of messages by the president through in-house bulletins, at forums etc.
 - (4) Working time system
 - Flexible working time system in all planning departments

- We aim to be a corporate group that allows a variety of human resources to show their best abilities and are implementing various measures including diversity by reflecting their development and success in our basic philosophy to a large extent.
- Under the corporate philosophy that it is important to create a workplace where a diversity of employees regardless of age and gender can strike a good balance between work and lifestyle, show their abilities and work in a lively and active manner, we are engaged both in the creation of a “system” to enable employees to strike a balance between work and home, such as short-hour work and fewer day work for the purposes of child-rearing and nursing care, and a “corporate culture” to allow it to be easily used.
- Although it was not efficient in terms of business performance to enable all working groups to use the system in response to the will of employees to “wish to work” and “wish to continue working,” it is the intention of the company to continue transmitting messages of the top management prudently as this decision made as a “barrier to be broken.”
- The absence of employees who use these systems is well understood and covered by their colleagues. The company is poised to continue to build a corporate climate to allow employees both men and women to continue working despite personal circumstances such as child-rearing and nursing care or to return to work after a leave by introducing the system to allow their return to work or continuous working.

Column: Services provided by paid volunteers for people with dementia in Germany

- 1.57 million of 81.99 million people in Germany are estimated to be with dementia, and support by professionals and volunteers are provided to enable people dementia to live a better life in communities. Moreover, paid volunteers in an intermediate manner between professionals and volunteers provide support to people with dementia in Germany.
- One of the paid volunteer bodies is an organization called “Care Service Easy to Use,” which only provides daily life assistance without physical nursing care both at homes and facilities.
- These services are provided by service providers and citizens’ groups, and paid volunteers are paid by service providers. The amount of allowance is below the hourly minimum wage. The amount of money people who require nursing care pay for such service providers is 15 euro per hour when they receive these services, which is cheaper than when using public nursing care insurance service.
- Paid volunteers feel satisfied with their social contribution and can obtain a certain amount of income. Moreover, the aspect that paid volunteers take charge of daily life assistance allows professionals ,which number is limited, to concentrate in their work where they can utilize their expertise.

Column: Mutual support among people of many generations aimed to solve social problems – Senior community people who play an active part in “Exciting Learning Seminars.”

- The Key Person 21 which is a NPO is engaged in activities aimed at providing places to stay and learning support to poverty-stricken households focused on career education in and around Kawasaki City, Kanagawa Prefecture. The organization was entrusted with services to provide places to stay and learning support by the Kawasaki City in 2014 and opened the “Nakahara Exciting Learning Seminars” for second and third grade middle-school students. The organization implements also the “Kosugi Exciting Learning Seminars” to support learning of first grade middle-school students of poor families with donations from companies and NPO members.
- In the learning seminars, supporters called learning supporters provide assistance in learning to children, and 11 of them out of 25 are senior community people.
- Senior people who are comfortably positioned in terms of time and mentality can afford to gain understanding of the progress in learning of each child and deal with their family circumstances carefully. Asayama, the president of the NPO, says that since senior people do not reprimand children with blind assumptions, children who have been acknowledged by them can gain confidence in themselves and engage not only in learning but also in their future in a willful manner.
- The NPO has been steadily obtaining results through the implementation of learning support, creation of places to stay and its central pillar of career education. An improvement in learning performance is seen in 72% of children according to available data and all 13 third grade middle-school students passed the entrance examination to high school.
- The provision of these supports helps prevent the working poor and eliminate the chain of poverty. In addition, while the number of nuclear families increases, an exchange among people of many generations focused on the senior generation serves as invaluable assets for children and will play an important role in the selection of careers in the future.

Column: Connection of people of many generations in a workplace where they can work until they are 100 years old

- There is the workshop called “BABA Labo” aimed to create “a workplace where people can work until they are 100 years old” in Saitama-city. The “BABA Labo” was created in order to provide a place within a walking distance in the community where people can earn money even in a small amount after retirement by taking advantage of their expertise and experience.
- Here, goods which can be easily used by grandparents for taking care of their grandchildren are developed by making use of the experience and knowledge of the elderly in the community.
- Not only elderly people, but also child-rearing people in their 30s and 40s are registered. Wages are paid according to the actual amount of work, and work is divided into segments to allow more number of people to get work.
- Anybody can go to the workshop accompanied by children and grandchildren and participate as volunteers to prepare lunch for members even if they are not good at manual work. The workshop is attractive so far as their work is divided into segments to “lose efficiency” in order to allow people of many generations to participate.
- A young married couple whose parents live far away from them gathers in the workshop because they want to let their children experience the warmth of the “grandmother” or they wish to live their lives in old age as actively as now.
- Our grandmother phones us when we do not see each other for some time and we pay her a visit on such an occasion. Since the workshop is in the community where we live, we are connected to each other outside the workshop.
- Although our healthy life expectancy has been extended, it is difficult for the elderly to work like in their active working life. It will be indispensable to devise a system including dealing with both mental and physical changes with the aging for elderly people getting to work.
- In addition, elderly people are the reflection of people in younger generations in the future. The workshop serves as an important place for young people to prepare and provide for their future from an early stage in life, including how they wish to work when they become elderly, bearing mind changes due to aging.

Column: Efforts to create “New Tohoku”

- Current problems affecting regional cities and rural areas such as a population decline, aging etc., were notable in the Tohoku region before the Earthquake. For this reason, it is expected that a “New Tohoku” which will serve as a model not only for Japan but also for other countries will be created by overcoming the regional problems with the reconstruction as the turning point, instead of simply returning to the original state, and in the circumstance, leading model projects have been implemented in order to accelerate progressive approaches (the projects ended in FY 2015).
- The “Warm and Interactive Lunch Project” is an effort where elderly people in temporary housing have lunch and interact with children in nursery schools or kindergartens in order to stop them from eating alone, to deal with problems such as a decrease in mental and physical functions caused by inactive lifestyle and to create something they live for. In FY 2015, a total of 30 projects were implemented at 12 nursery schools or kindergartens in the affected three prefectures (Iwate, Miyagi and Fukushima) with the collaboration of the Japan Dietetic Association as well as the local dietetic associations of the three prefectures (a total of 393 people participated).
- The NPO Community Life Support Center does not only back up the launch of proactive support activities and life support service projects by residents which form a part of the “Regional Comprehensive Care System,” but also develops new fields of activities.
Specifically, in each prefecture of Iwate, Miyagi and Fukushima, the organization implements a variety of activities, including the holding of seminars for residents, local administration, councils of social welfare, etc., the publication of practice cases collected mainly from the Tohoku region, and the dispatch of advisers, among other things. The organization aims to secure people engaged in welfare who will be in charge of creating reasons for living for elderly people, and of “new comprehensive services” of the Revised Long-Term Care Insurance Act in intermediary area between plains and mountains across Japan including the Tohoku region.