

and Technology, and the Ministry of Health, Labour and Welfare will be closely in contact with each other in order to conduct the matter. From FY 2016, in order to expand daycare services to accommodate various types of employment, company-led childcare projects were implemented in the work-child care balancing support project newly established by amending the child-rearing support law, and the company took initiative in providing subsidies for expenses related to the maintenance and operation of nursery schools in the workplace where they are to be installed. In this project, since the installation site is not limited to within the premises of the enterprise,

for example, there are things that the small and medium enterprises jointly establish and use, not only the employees of their own companies, but also employees who use it and local children, considering the convenience, business is developed under the creative ingenuity according to the needs of employees and companies such as those installed in the station nearby. In addition to the above, in the same year, as a part of company-led babysitter-user support business, when a worker who is working in various ways uses the babysitter dispatch service for employment, a part of the usage fee was subsidized.

## Measures for the Aging Society in FY 2017

### 1 Measures for the Aging Society in FY 2017

The main measures in FY 2017 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. Based on "The Japan's Plan for Dynamic Engagement of All Citizens" created on June 2, 2016, a budget for efforts toward zero nursing care leave such as improvement of care of talented personnel was secured and efforts were being made to implement it.

#### **Towards realization of way of working reform**

"Promotion of employment of the elderly" was regarded as one of the themes in the "Working way reform implementation plan" drawn up on March 28, 2016. In 2017, the measures included in the "Working Reform Execution Plan" in line with the road map looking ahead to ten years ahead will be further continued with.

#### **(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.

Based on the "Law to amend a part of employment insurance law etc." (Law No. 17 of 2016) which came into effect on January 1, 2017, workers above the age of 65 years should also be subject to employment insurance and attempts to publicize the content of the revised law are being made.

### **Support for entrepreneurship**

In the Japan Finance Corporation (People's Lifestyle · Small and Medium Enterprise Project), support for start-ups / start-ups by the loan system (women, young people / senior entrepreneurs support fund) that apply preferred interest rates to elderly people is being provided. Also, in order to create employment opportunities for middle-aged and elderly people, measures to subsidize a part of expenses required for creation of employment, which is necessary for middle-aged and elderly people to start up (the establishment of so-called venture companies) are being taken.

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

Since middle-aged and elderly people have shown an increase in the number of workers leaving for care of their families, efforts to promote the dissemination of "compatible model to prevent nursing career leave" and care giving formulated in FY 2016 are being made, while supporting compatibility between workers' work and nursing care by revising and spreading information to reform the company's response model "nursing care support plan" in case of workers acquiring leave etc. to promote employment are being exercised.

In addition, the "Law to revise part of the employment insurance law", which sets out acquisition of division of nursing care leave, acquisition of nursing care leave on a half day basis, establishment of restriction system for overtime work for nursing, etc. January 1, 2016 in response to the enforcement on the day, work towards dissemination of this law and securing steady performance is progressing.

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

The relevant ministries will cooperate in the development of an environment and in the dissemination and enlightenment for the further expansion of teleworking, as a means to promote remote working of the elderly and so on, based upon the "The Japan's Plan for Dynamic Engagement of All Citizens" approved by the Cabinet on June 2nd, 2016.

### **Establish a sustainable and stable public pension system**

Based on the "Pension Reform Act" established on December 14, 2016, we plan to smoothly implement measures that enable part-time workers in the small and medium sized companies, etc. to join employee insurance based on agreement between labour and management in each company from April, 2017. Also, exemption of insurance premiums before and after childbirth for the First Insured Person being scheduled to be implemented from FY 2018 are being made, work on necessary preparation and dissemination of measures for smooth implementation is in progress. Measures to shorten the minimum contributory period for elderly basic pension, etc. from 25 years to 10 years taking effect on August 1, 2017, and from October of the same year, we plan to start pension payment to approximately 640,000 people newly and thus achieve smooth implementation. Plans to expand the application of employee insurance from the viewpoint of preparing a workable environment for people who want to work are being made and we plan to smoothly implement measures that enable part-time workers in the small and medium-sized companies, etc. to join employee insurance based on the agreement between labour and management in each company from April 2017..

### **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.

### **(2) Health, Nursing Care and Medical Care Health promotion over the life**

Based on Health Japan 21 (the second term) 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 (local comprehensive care system) that enables local residents to receive nursing care services on an ongoing and integrated basis in the familiar area as much as possible, it is necessary for visiting nursing care and visiting nursing to cooperate closely " · Nursing for occasional visiting nursing care ", enhancement of community-based services such as "Combined Multiple Service (Multifunctional Long-Term Care in a Small Group Home & Home-Visit Nursing) ", housing for elderly with services such as senior citizens' homes, promotion of support for appropriately operating the living care workplace (for example, nursing homes for the elderly) residing in specific facilities. In addition, in order to increase the number of staff engaged in long-term care, continuous support to the efforts of prefectural governments towards "promotion of entry",

"improvement of working environment" and "improvement of qualification" by utilizing Integrated Securing Funds for Regional Medical and Long-term Care as in FY 2016 and ① Lending of reemployment reserve for exemption from repayment by working as care worker for 2 years to support reemployment of care workers who left their jobs ② Lending of school expenses with exemption from repayment by working as care worker for 5 years, to support students who aim to be care worker, ③ We will conduct introductory training and workplace experiences for middle-aged and elderly people with a will to volunteer, etc. are being extended. In addition, labour conditions equivalent to an average of 10,000 yen per month for each person providing long-term care will be implemented through the expansion of the additional improvement of labor conditions for persons providing long-term care in the temporary revision of long-term care fees in FY 2017.

### **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.

Based on the ruling of the Supreme Court in the railway accident of dementia elderly in March of 2016, how to prepare as a society for accidents and accidents caused by people with dementia, “Creating a friendly community for elderly people with dementia Related ministries and agencies liaison council” examined methods of grasping actual

conditions such as troubles and accidents. Based on the results of the study in the working group, as prevention of accidents and first aid response, we will promote following things;

- In terms of the establishment of wandering and watching over systems, implementation of new projects where prefectural and city governments support municipal governments which have not implemented it yet, and promote the establishment of systems in a wide area,

- Disseminating cases where dementia supporters are active in the watching system of the area, and building a system where those supporters can work more effectively.

We will also promote the introduction and dissemination of private insurance in the future, preparing for possible damages and responding to damages in case of occurrence of an accident.

#### **About the elderly medical system**

In order to increase the sustainability of the system, from the viewpoint of seeking a burden according to the fairness and burden ability of burdens between generations and generations, considering those with low incomes and those who suddenly increase the burden, aged 70 and over, we gradually reviewed the calculation criteria for the high cost medical care expense system of elderly people from August 2017 and added insurance premium reduction measures implemented as a serious change mitigation measure at the time of the launch of the latter-stage elderly medical system we will return to this principle step by step.

In addition, for the lendable elderly support funds of employee insurers, the total remuneration portion (two-thirds in FY 2016) is raised, and from the FY 2017, it is set as a total remuneration.

In addition to continuing to implement model projects such as visiting-guidance by professionals according to the characteristics of the latter-stage elderly, based on the verification of the effectiveness of the project, etc., measures such as anti-flail measures implemented by the Second Medical Alliance for the Elderly, we have formulated guidelines for health business and plan to expand nationwide from FY 2018.

#### **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.”

In addition, by setting up a place to change other people's affairs to "our responsibility" in the area close to the residents, a complex issue, and a place to receive "whole" of the household challenges, residents will actively support the construction of a system that can grasp and attempt at finding solutions.

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

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

It is important to ensure that the outcomes of the lifelong learning activities of each person including the elderly are appropriately evaluated and lead to social use in companies, schools, regions, etc. Based on the report of the Central Council for Education (about the diversity of education and the way of quality assurance) to make the ability and possibilities of individuals blossom, to realize a problem-solving society through participation by all members (May, 2016), in order to realize a society in which the results of learning activities are properly evaluated, we conducted a study on self-evaluation and third-party evaluation of the certificate examination at the "Study and research collaborators meeting on how to evaluate the certificate examination etc." and we promote quality assurance and social use of the certificate examination.

#### **Support for workers' learning activities**

In order to contribute to capacity building for employment during old age, paid leave for educational training system is promoted and we support individual workers' career formation and initiatives for self-development with the training and education benefits system. Based on the "Law to amend a part of Employment Insurance Law" (Law No. 14 of 2017) which was promulgated on March 31, 2017, the benefit rate of professional practice education and training benefits was increased and we will thoroughly publicize the content of the revised law to ensure steady enforcement.

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

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

In order to respond to the increase in consideration for house goods such as aged households, we introduced a new housing safety nets system that includes private rental housing and vacant houses and housing registration system for houses requiring housing, etc. FY 2017 support for renovation of houses and reduction of residents' burden etc. will be provided.

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.

##### **Barrier-free public transportation, creation of walking space, improvement of road traffic environment**

Based on the Barrier Free Law, efforts to make facilities for passengers barrier-free and vehicles by public transport operators and others are being promoted. As a promotion policy for this, the direction of the revised contents by the end of 2016 on standards and guidelines for smoothing public transportation etc. were organized. In 2017, necessary additional consideration based on the results of examination etc. together with concrete revision and additional support measures will be implemented for barrier - free passenger terminals such as railway stations, non - step buses, introduction of welfare taxis including

universal design taxis, etc. were made. In the Traffic Policy Basic Plan designed by the Cabinet in February 2017, one of the goals is to make barrier-free transport more familiar and based on this, further promotion will continue.

##### **Promotion of universal design**

The 2020 Tokyo Olympics and Paralympics will be held and steady efforts will be made for concrete measures for barrier-free measures in the "Universal Design 2020 Action Plan" decided in February, 2017,

##### **Ensuring traffic safety**

We will strive for the smooth operation of the "The Act on Partial Revision of the Road Traffic Act" (Act No. 40 of 2015) (came into force on March 12, 2017), which includes the introduction of temporary occasional cognitive test etc..

In the traffic safety classes for elderly drivers aged 70 and above scheduled to renew their driver's licenses, we are currently conducting horizontal visual field inspection as one of items of driving aptitude test. Due to research studies so far, illnesses such as glaucoma, which are common in the elderly, affect the entire field of view including the vertical direction, and it has become clear that this has an effect on safe driving. Hence, we will conduct concrete studies to introduce a new inspection method that can inspect the whole.

In order to accelerate the review of the relevant administrative organs on further measure for the prevention of traffic accidents by elderly drivers and promptly take measures based on the result of such review, on November 24, 2016, under the headquarters for the Traffic Safety Headquarters (Headquarters: Minister of State for Special Mission), "Working Group for Measures to Prevent Traffic Accidents by Elderly Drivers" was established. The working group will make the overall compilation on June, 2017 and discussion of the themes that need further examination will be continued afterwards.

Also On March 31, 2017, it was decided that the concept and nickname "Safety Support Car S (abbreviation: Sapokar S)" of automobiles (safe driving support vehicles) equipped with advanced safety technology to support safe driving by elderly drivers, will be campaigned

for spreading awareness in the future.

### **Promotion of the Adult Guardianship System**

We inform about the adult guardianship system that supports the person in regard to property management and contracts of elderly people with dementia. The adult guardianship system is an important means to support persons who have difficulties in management of property or daily life etc due to dementia, intellectual disability and other mental disorders, and comprehensive measures to promote their use. In April 2016, the Act on the Promotion of the Adult Guardianship System was established and based on this act, based on the discussion at the "the Commission on Promotion of the Adult Guardianship System", 2017 in March of the year, the Cabinet decided on the "Basic Plan for Promoting the Adult Guardianship System". In line with the basic plan in the future, in addition to asset management of adult wards and others, not only for decision-making support / personal protection but also for laying an emphasis on protecting the support, improving the system and its operation so that users can realize the benefits and use the adult guardianship system. We will comprehensively and systematically promote measures to promote the use of the adult guardianship system, such as creating regional collaboration networks. In addition, it examines the system (so-called disqualification clause) in which restrictions on the rights of adult wards etc. are established and decides to make the necessary reviews.

### **(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**

With regards to automatic operation of automobiles, which is expected to effectively solve various problems such as elderly accident countermeasures and mobility assistance, under the "Automatic Operation Strategy Headquarters of the Ministry of Land, Infrastructure and Transport", automatic driving technology aimed at countering the accidents involving the elderly to promote experiment and implementation of automatic driving service based on consideration of development and diffusion promotion measures. An example is the "Michi station" in Nakayama area is being developed.

### **(6) Foundation-building by all generations in response to the Super-Aging Society Exercise of abilities by women in employment and in work**

In order to ensure the effectiveness of the Act on Promotion of Activities in Women's Occupational Life (Act No. 64 of 2013) which was fully enacted on April 1, 2016, the number of workers employed at all times was 301 with regards to business owners of more than one employee, paying due attention to the progress status of the general business propriety action plan formulated by implementing collection according to the same law and providing necessary advice in improving the task.

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 continuously.

#### **Promotion of irregular employment measures**

In response to "Nippon 100 Million Total Activity Plan" decided by the Cabinet in June 2016, collected case examples introducing "various full-time employees" and activities that are promoting regular employee transfers of irregularly hired workers as well as promoting public awareness and enlightenment

on the website, symposiums and corporate seminars to foster social momentum for "diversified regular employees" and regular employee conversion of non-permanent employees were held, and also a note is being taken of employment management to create awareness of issues and success stories, we will prepare model consultation rules and provide consulting as support for companies introducing "various full-time employees". In addition, in order to support improvement of treatment of non-regular workers in companies referring to "draft same labour same wage guidelines" indicated at the workshop reform realization meeting in December, regular employment worker treatment improvement support center ", and carry out individual consultation assistance and telephone consultation etc. by labour management experts.

### **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.

To tackle steady and smooth implementation of the system, including the work-child care balance support project on child and child-rearing support that began in April, 2016, system based on the three laws related to children and child -rearing.