

**Employability in the 21<sup>st</sup> Century**

*2<sup>nd</sup> International Conference on Sustainable Employability*

*Building Bridges between Science and Practice*

# **Japanese Model for Sustainable Work over the Life Course**

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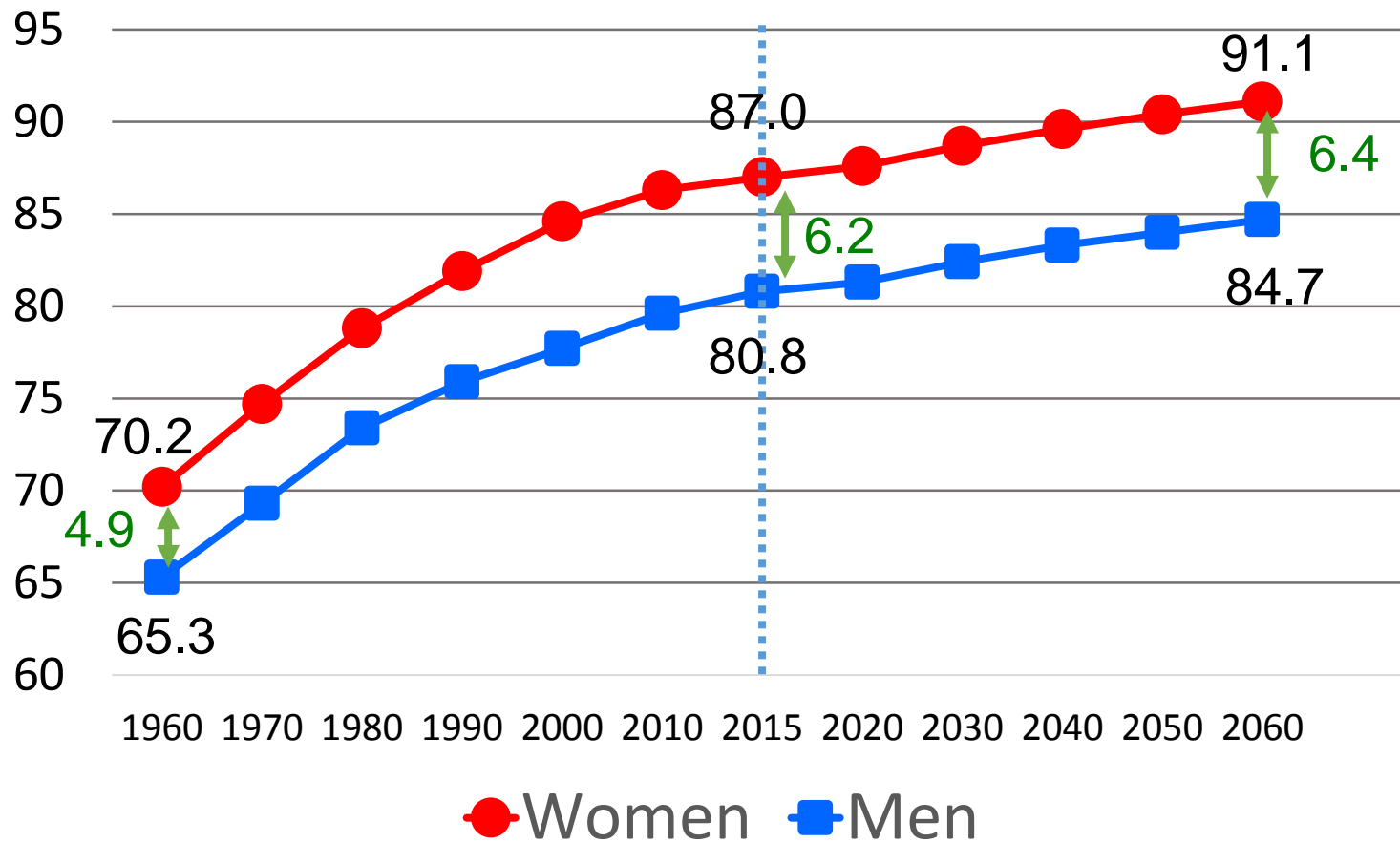
School of Medicine

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# Introduction

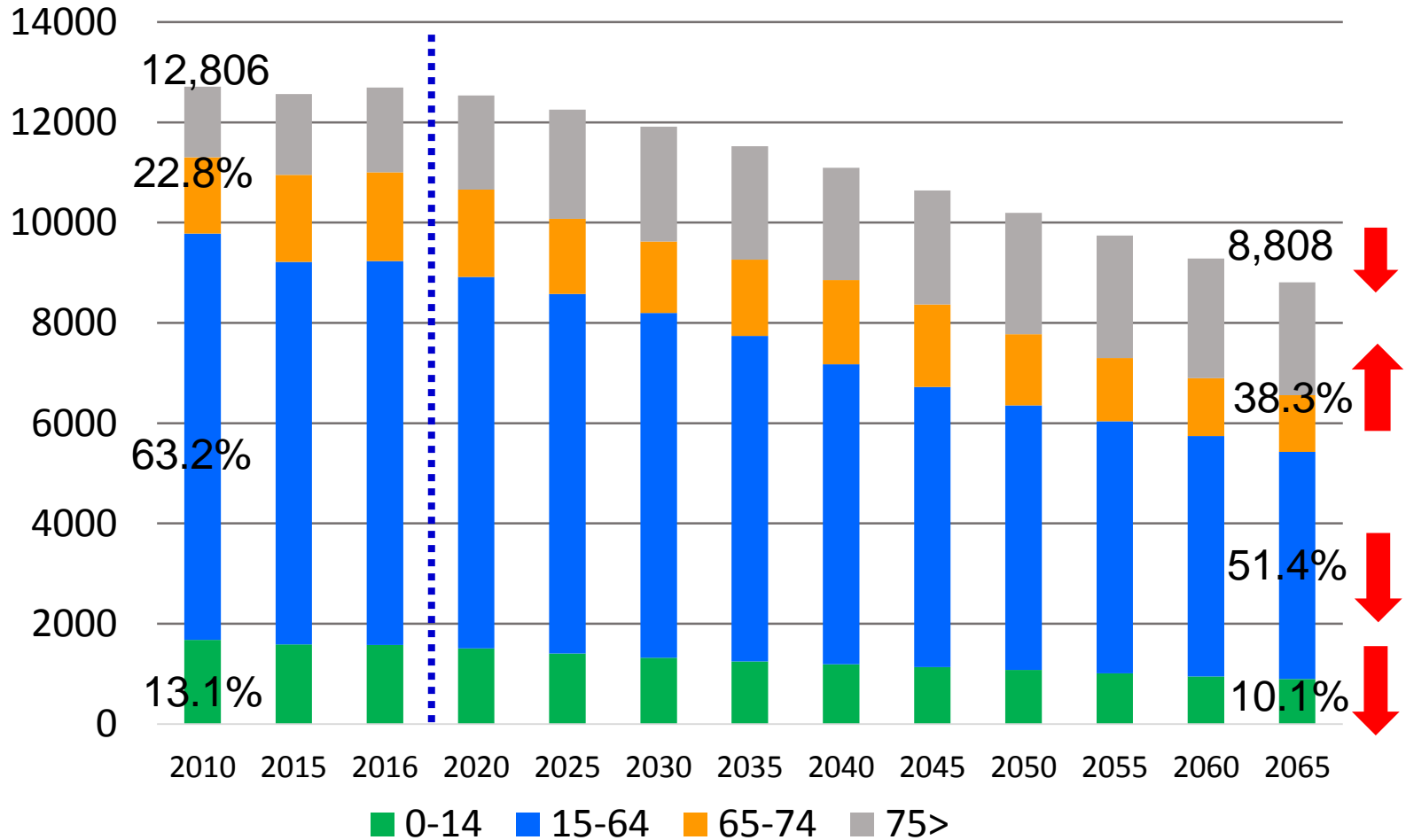
# Trend of Average Life Expectancy in Japan



Source: Cabinet Office

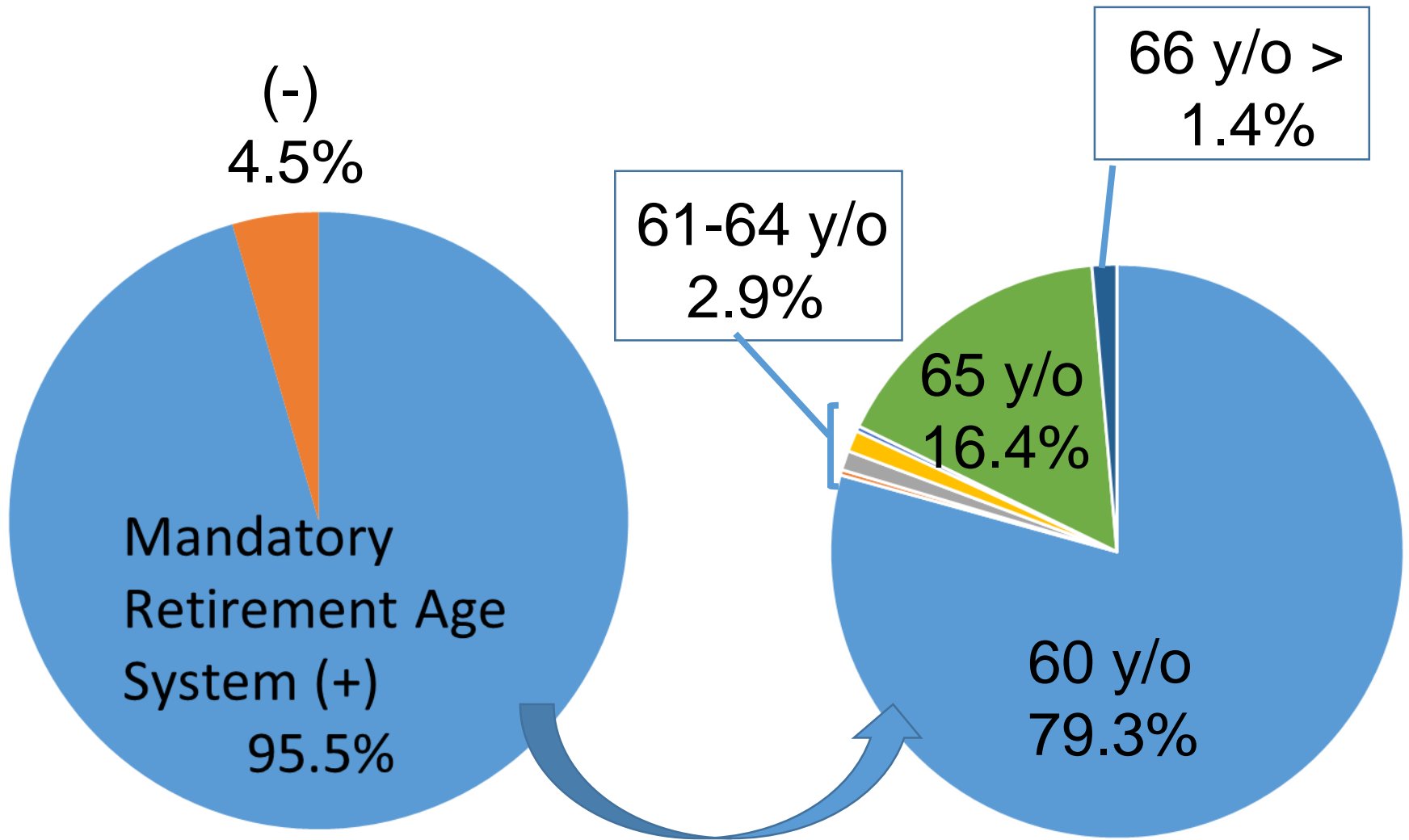
# Trend of Future Population Structure by Age Groups in Japan

Unit: 10,000



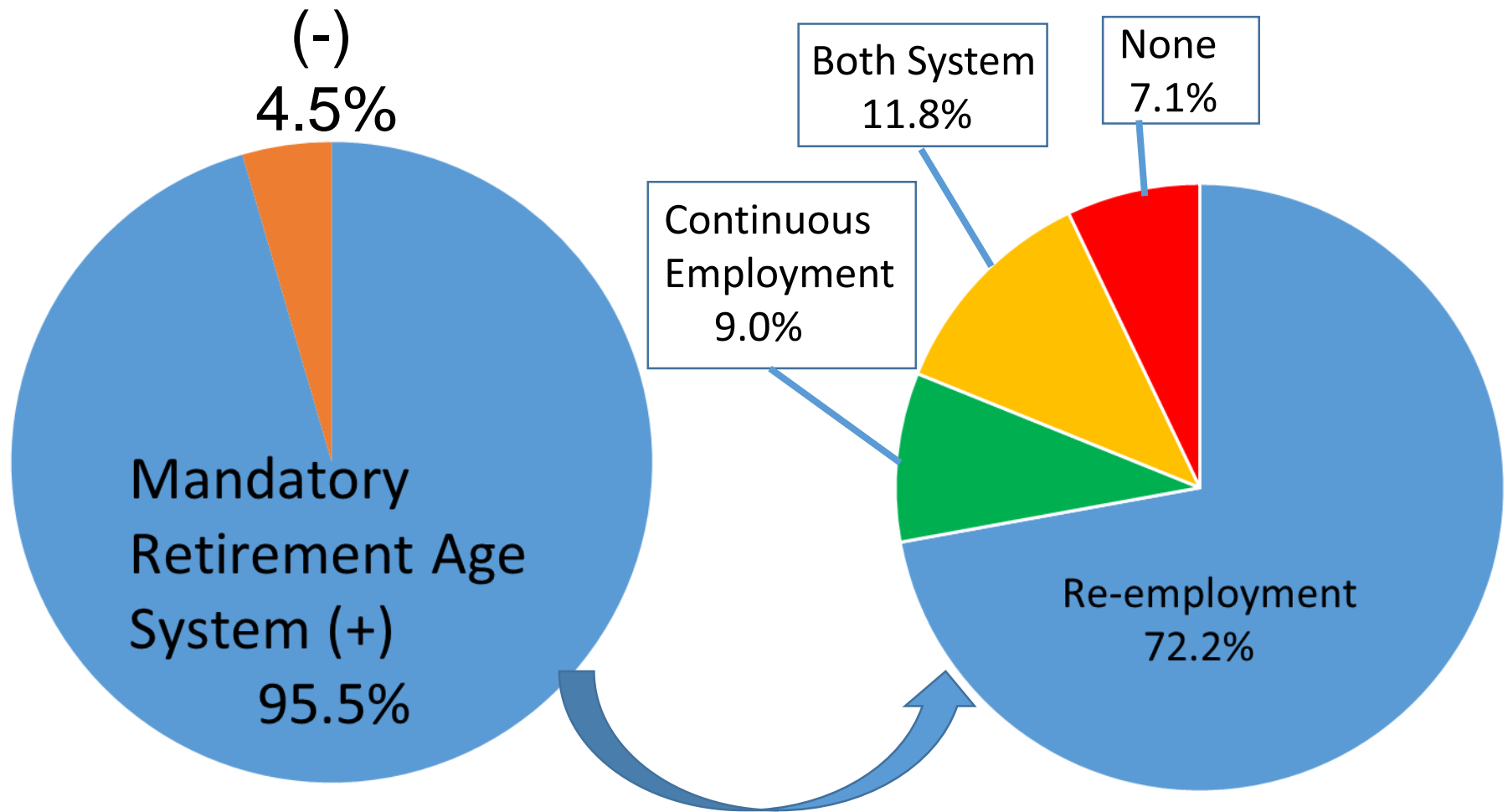
Source: Cabinet Office

# Retirement Age



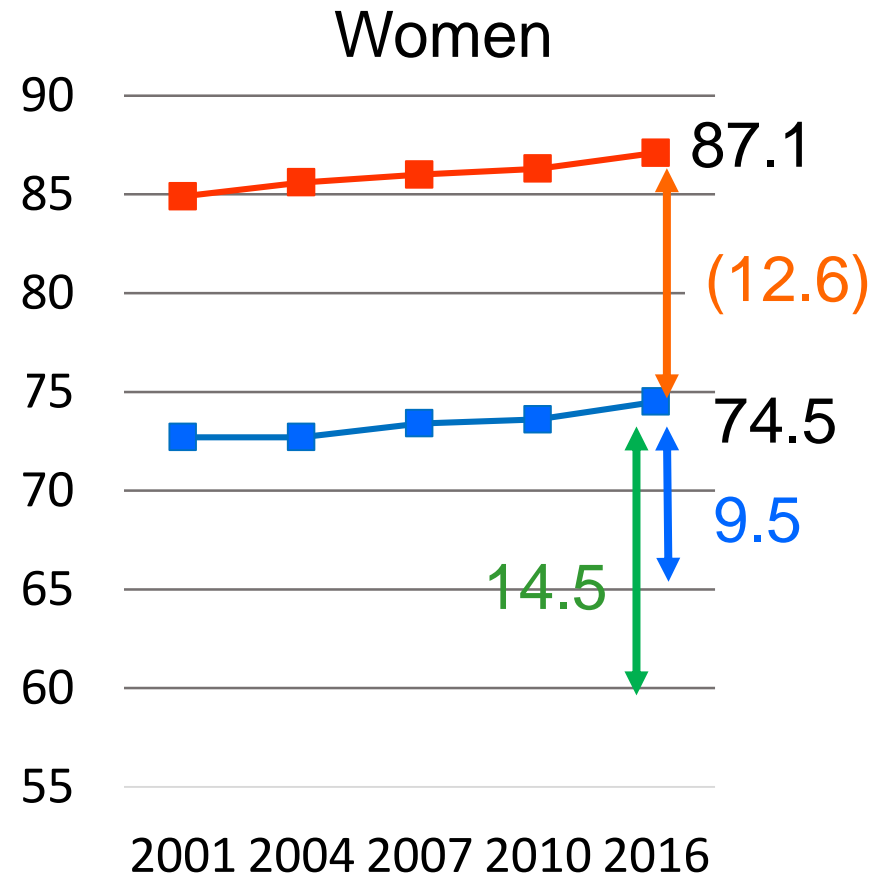
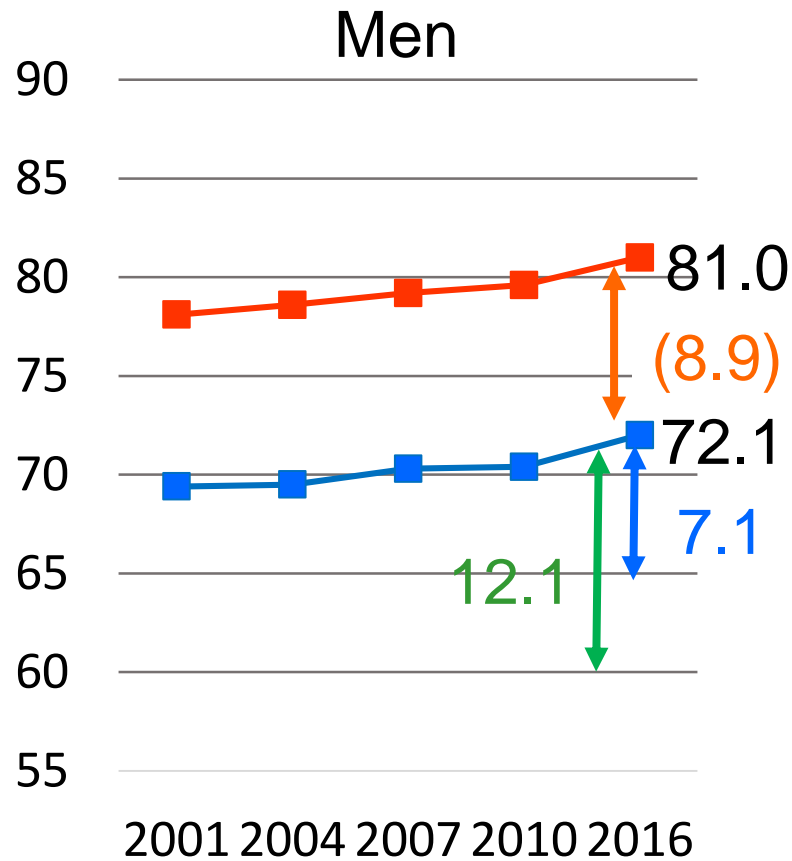
Source: Ministry of Health, Labor and Welfare, 2017

# Employment System after Retirement



Source: Ministry of Health, Labor and Welfare, 2017

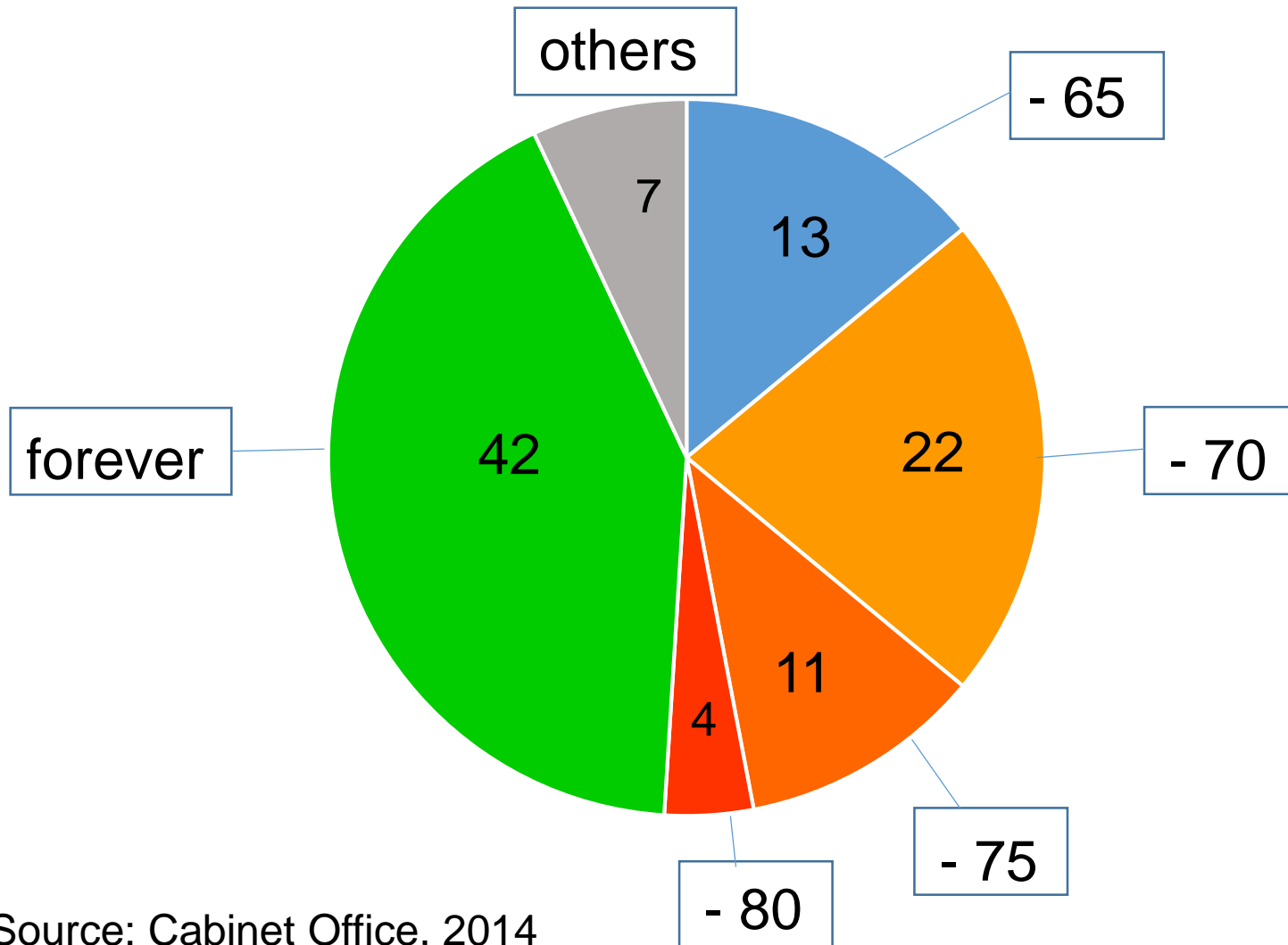
# Difference between Healthy Life Expectancy and Retirement Age



— Life Expectancy  
— Healthy Life Expectancy

Source: MHLW

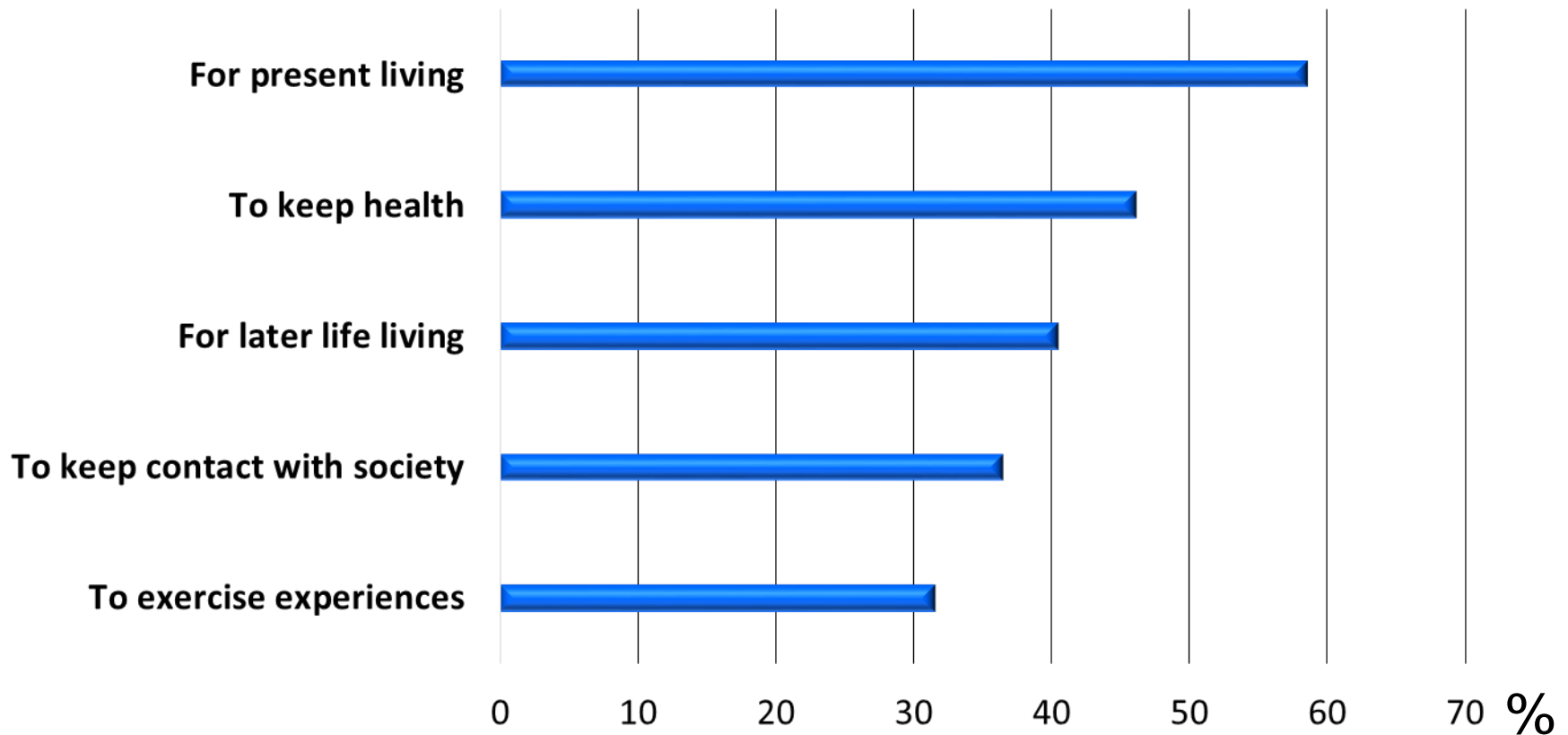
# Willingness to Continue to Work (Subjects: 60 and over, Both Sexes)



Source: Cabinet Office, 2014



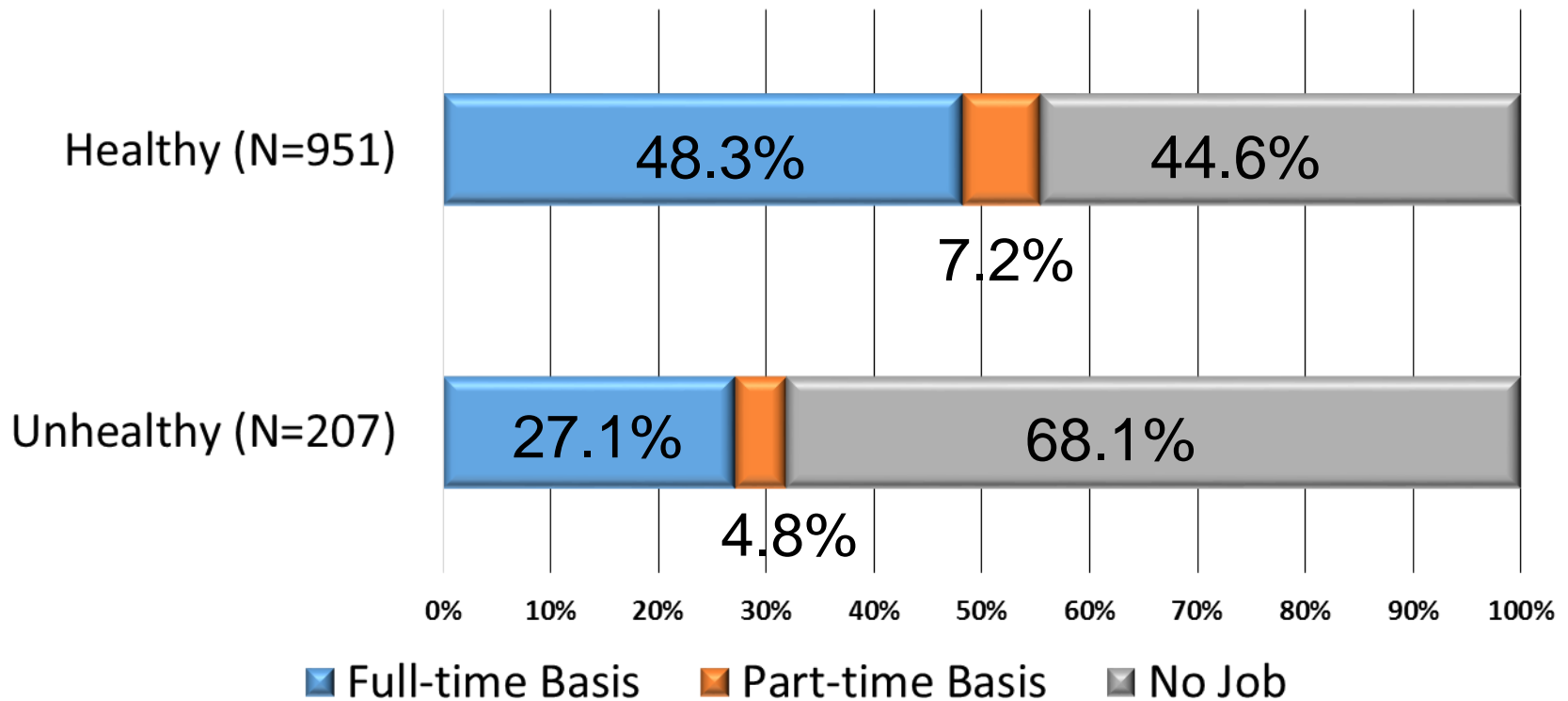
# Reasons for Continue to Work (Subjects: 65-68 years, N=549, M.A.)



Source: Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers, 2015

# Association between Health Status and Job Status

(Subjects: 65-68years)



Source: Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers, 2015

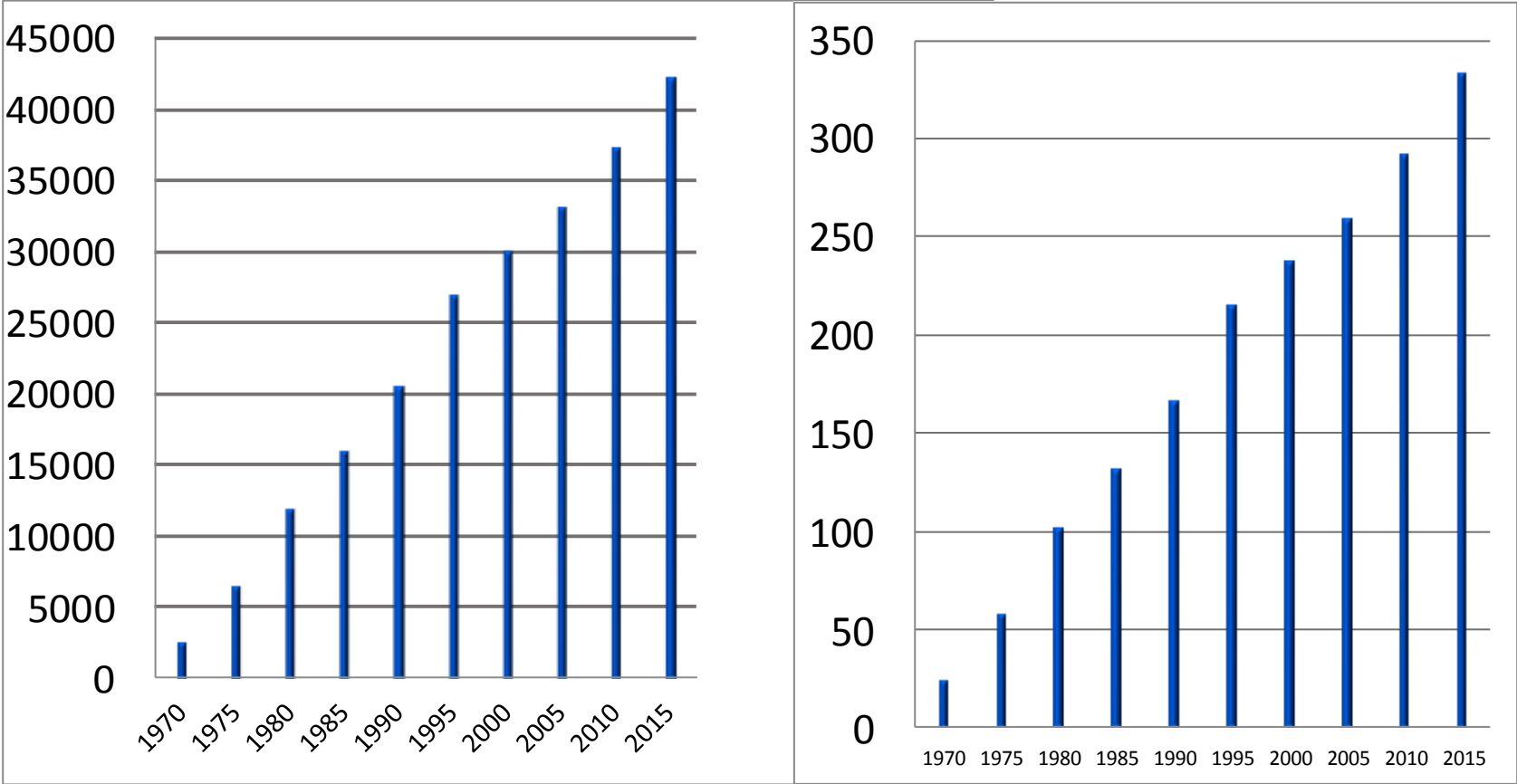
# Trend of National Medical Care Expenditure

\billion

Total

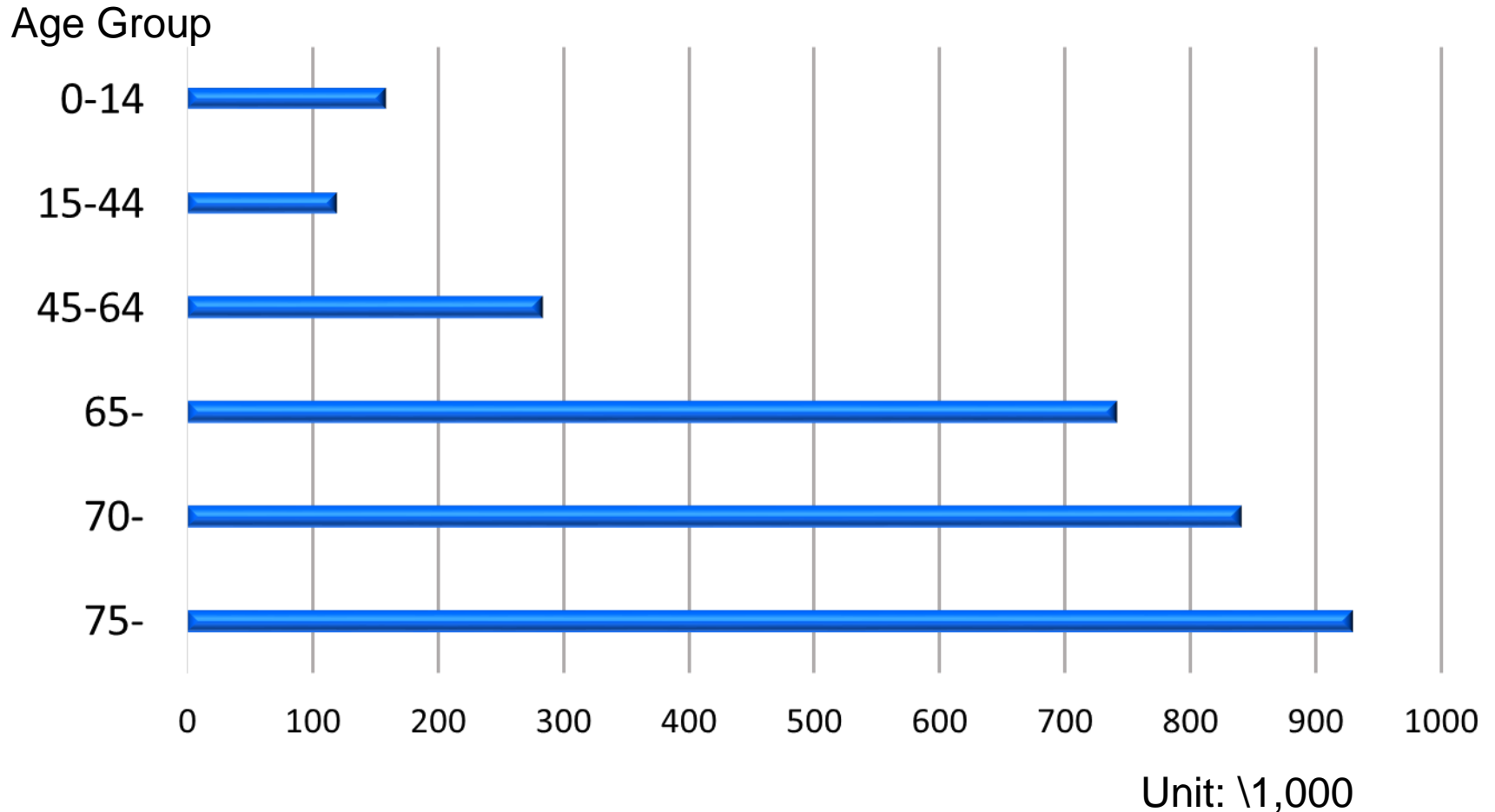
\1,000

Per Person



Source: Ministry of Health, Labor and Welfare

# National Medical Care Expenditure per Person per Year by Age Groups



Source: Ministry of Health, Labor and Welfare, 2015

# Reasons for Sustainable Work over the Life Course in Japan

- Decrease in work force due to
  - decrease in population
  - decrease in birth rate
- Increase in workers wishing to work over 65 years
  - due to long healthy life expectancy
  - for present and future living
- Government policy for a society where sustainable work over the life course is realized
  - for people's well-being
  - to control national medical care expenditure

# Problems to be Solved

Large gap between workers' willingness to continue working over 65 and company policy of retirement age

- Legislation for retirement age
- Government policy
- Support organization
- Company policy
- Workers health

# Objective of this study

To clarify what was implemented or planned for sustainable work over the life course in Japan

# Methods



# Methods

Literature search regarding

- ✓ Legislation
- ✓ Government policy
- ✓ Supportive organizations
- ✓ Company policy

Key words

- ✓ Sustainable work
- ✓ Life expectancy
- ✓ Retirement age
- ✓ Occupational safety and health

# Results

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## Legislation

- Act on Employees' Pension Insurance
- Act on Stabilization of Employment of Elderly Persons
- Act on Occupational Safety and Health
- Act on Assurance of Medical Care for Elderly People

## Organization

- Japan Organization for Employment of the Elderly Persons with Disabilities and Job Seekers
- Japan Organization of Occupational Health and Safety
- Health Insurance Societies

# Act on Employees' Pension Insurance (Enacted in 1971, Revised in 2000)

The age that employees can draw pension insurance changed from 60 to 65 years of age, starting from 2013.

# Act on Stabilization of Employment of Elderly Persons

(Enacted in 1971, Revised in 2012)

Employers must take the following measures to secure stable employment until 65 years of age

- Raising mandatory retirement age
- Introduction of a continuous employment system
- Abolition of the mandatory retirement age

# Act on Occupational Safety and Health (Enacted in 1972, Revised in 2017)

Employers have to conduct annual medical examination for their employees, and employees have to take it

- to know the necessity of job limitation to secure employees' safety and health
- examination items include

Height, Weight, BP, RBC, Hb, FBS, HDL, LDL, AST, ALT, r-GTP, UP, US, CXP, ECG

# Act on Assurance of Medical Care for Elderly People

(Enacted in 1982, Revised in 2007)

Health Insurance Societies must conduct annual health checkups for insured persons of 40-74 ys, and health counseling by health nurses for people with metabolic syndrome

- to control medical care expenditure by preventing metabolic syndrome
- examination items include

BP, waist circumference, BMI, FBS, HDL, LDL, AST, ALT, r-GTP

# Government's Measures on Employment of Elderly Persons

1. Increase of companies having non-mandatory retirement age system
  - to provide grants for companies making various efforts
2. Increase of opportunities in community where elderly persons can participate in
  - utilization of Silver Manpower Center
3. Support for elderly persons' re-employment
  - utilization of Public Employment Security Office
4. Enforcement of Act on Stabilization of Employment of Elderly Persons
  - for companies which do not comply with the Act



# Japan Organization for Employment of the Elderly Persons with Disabilities and Job Seekers

Support for employers concerning employment of the elderly persons

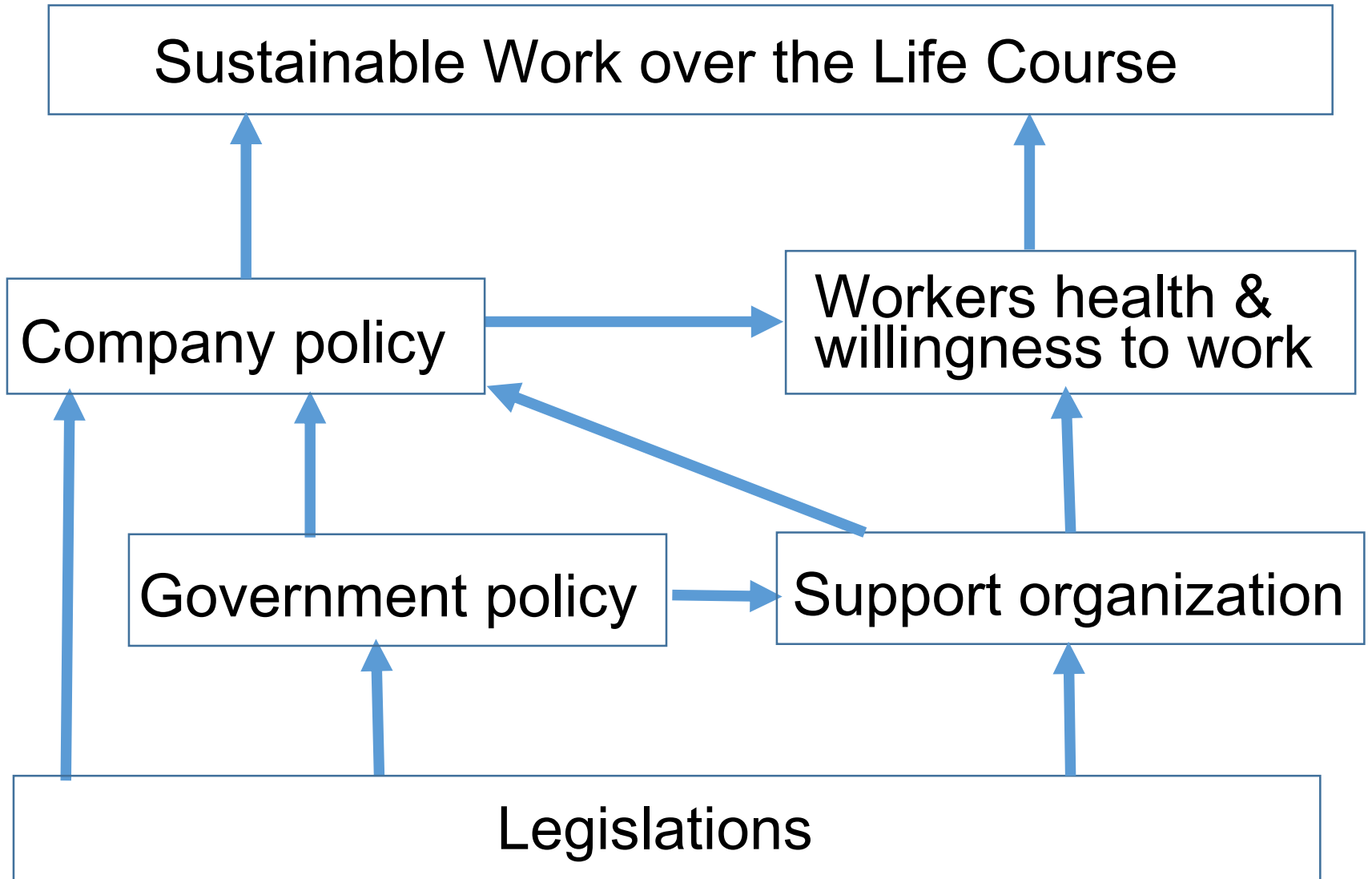
- Providing grants to stabilize employment of the elderly
- Counseling and assistance by advisors on employment of the elderly
- Development of practical methods
- Educational activities to realize a society with lifelong employment

# Japan Organization of Occupational Health and Safety

- Comprehensive Occupational Health Support Centers in every Prefecture (47)
- In 2017, JOHS started a program to secure employment of employees with diseases such as cancer, CVD
  - health nurses in COHS provide counseling to cancer survivors regarding continued employment

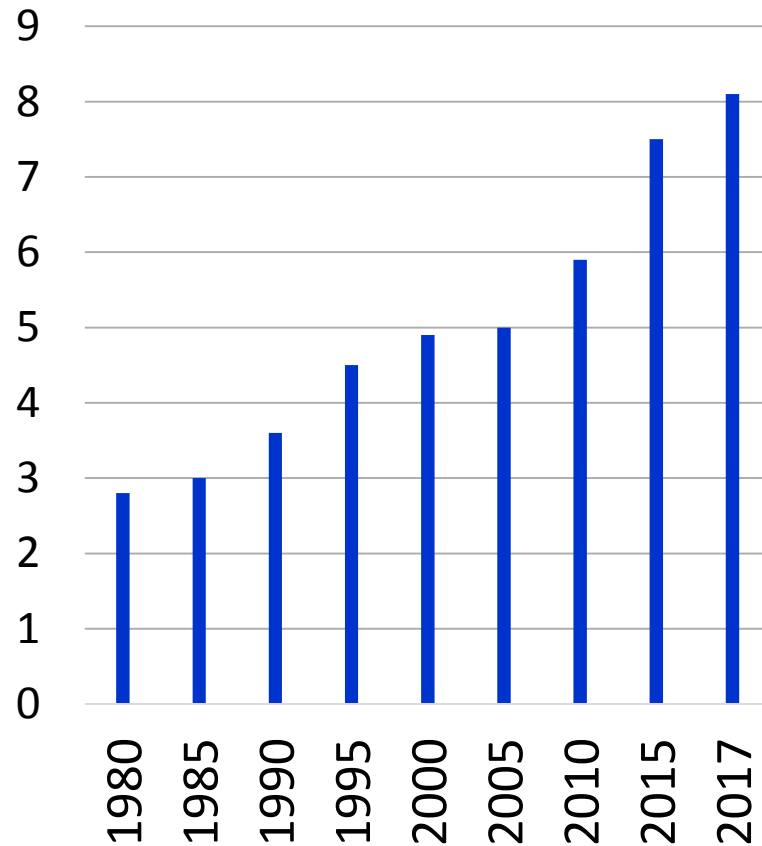
# Discussion

# Discussion

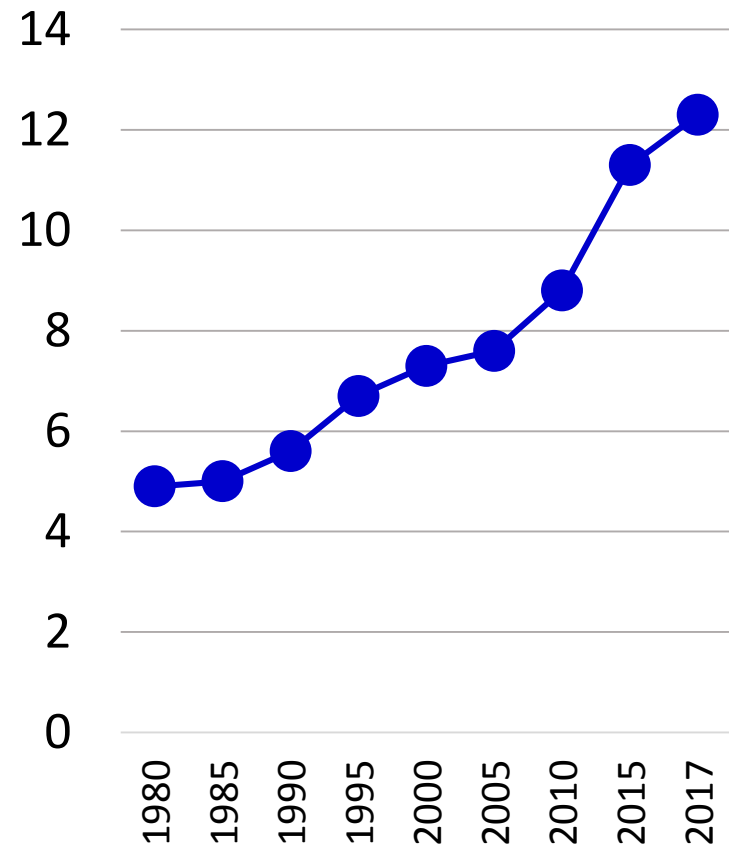


# Trend of Labor Force (65 and over)

Million



%



Source: Ministry of Internal Affairs and Communications

# Conclusion

Japan will solve the large gap between workers' willingness to continue working and company policy of retirement age through

Japanese model for sustainable work over the life course

- Legislation for retirement age
- Government policy
- Support organization
- Change of company policy
- Promotion of workers health

Thank you for your attention

**Mt. Fuji**

**Sky Tree**

