

Abstract for IAGG 2023

“Creating a life-long active society”

Atsushi SEIKE, Ph.D.

President, Japanese Red Cross Society / Professor Emeritus, Keio University

An aging population of Japan is globally unprecedented in many aspects. Although this Japan’s aging population is the result of economic growth as in other developed countries, it will bring such problems as an increasing cost of social security and a decreasing labor force. In order to cope with those problems caused by the aging population, it is very important to promote the employment of older people. If more numbers of older people with the will and ability continue working beyond the current retirement age, it will reduce the average per capita burden of social security in an ageing society. And the increase in number of active workers and consumers in their old age will also be a driving force of economic growth both on the supply side and the demand side. In this respect the strong motivation among Japanese older people to continue working is a favorable condition, and by taking advantage of the condition we will be able to create a life-long active society in which the will and ability of older people can be fully utilized. In order to make it possible we need reforms of social security systems as well as of employment practices. In social security systems it is necessary to revise the public pension scheme so as not to discourage older workers to continue working. Also, in order to reverse the current trend of decreasing fertility rate we need to increase social security benefits for younger people particularly those benefits that assist child care. In employment practices, it is necessary to revise the mandatory retirement practice and the seniority-based wage to expand the employment of older workers. Since the aging population becomes serious not only for Japan but also for many other countries, creating a life-long active society in Japan will have valuable implications for those countries.

(303 words)