



2013 Edition

**Annual Health, Labour and Welfare Report**

— Study of the aspirations of —  
young people  
[Summary]

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MHLW

# Overview of the Annual Health, Labour and Welfare Report 2013



## Part 1 (Themes) “Study of the aspirations of young people”

- Various challenges to the life course and aspirations of young people are analyzed based on the circumstances and changes in the socioeconomic surroundings of young people. At the same time, measures and directions for the future will be suggested to build a society in which young people can be actively challenged with hope for their future.
- Individuals, NPOs and administrative bodies, etc. that are taking initiatives in social activities, playing an active role in cultural performances, and making problem-solving efforts were interviewed, and the interviews were published in the annual report.
  - ➔ This is the first time that individuals are included in the category of “Young people” in the Annual Health, Labour and Welfare Report.
  - ➔ Column: Young people who have been working in the disaster-affected areas, Kyoto Chuo Shinkin Bank (Award for Promotion of Gender Equality), match-making support for Niigata Prefecture, Tokyo Hello Work for Young People, etc.

## Part 2 (Annual administration report) “Responses to current political challenges”

- In Part 2, activities of the MHLW about various current political issues are presented clearly to the public in the annual administrative report

Chapter 1 Creation of an environment where it is easy to have a family

Chapter 2 Promotion of employment measures for activation of the regions and improvement of the economic system

Chapter 3 Creating an environment where one can work in confidence

Chapter 4 Ensuring peace of mind for feasible self-reliance in life and livelihoods

Chapter 5 Establishment of a reliable pension system for elderly

Chapter 6 Realization of sustainable medical and nursing care to provide peace of mind

Chapter 7 Ensuring healthful and safe living

Chapter 8 Comprehensive promotion of support for persons with disabilities

Chapter 9 Contribution to the international community and appropriate actions for foreign workers, etc.

Chapter 10 Restructuring of the administration system and promotion of information policy



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# Chapter 1 Changes in the socioeconomic surroundings of young people

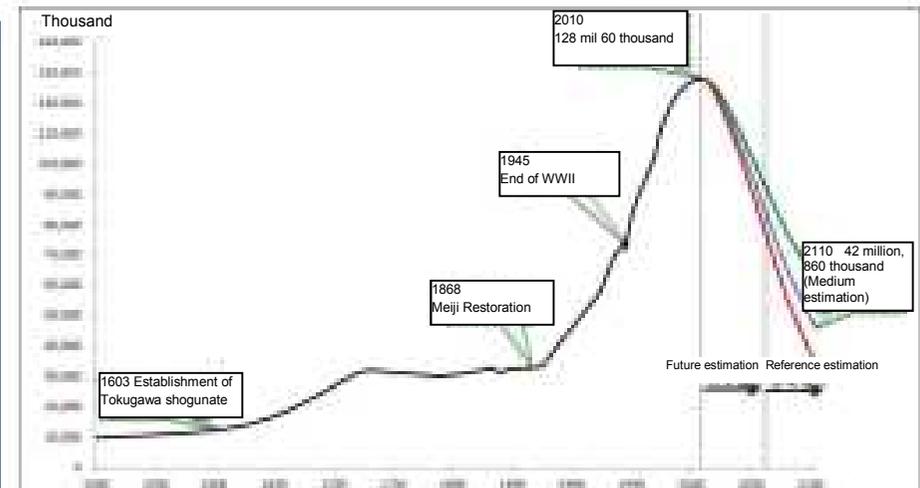


- The population of our country is predicted to continue to decrease in the future. Young people today (15 to 39 years old) will grow in society with a rapidly declining birthrate and a growing proportion of elderly people, and will live in a society with a declining population in the future.
- Since the economic bubble burst, a severe employment situation has continued. The increase in non-regular workers in the younger generation has led to a decrease in income and destabilization of employment. The globalization of the economy that has developed during the “last 20 years” has created changes in the human resources that companies need in Japan.
- The behavior of young people has been changing due to the spread of the internet, while higher education progresses.
- Such various changes influence the life course of young people, such as marriage, birth, parenting and work.

## Transition to a society of rapid reduction of population

- The total population of Japan has consistently increased almost up to recent years since the Meiji Restoration.
- It marked a year-on-year negative in 2005, and the downward trend will continue after that.
- The production-age population has been aging, and the young population has been decreasing for the last 30 years. The production-age population will shrink further, so the supportive population for social security will shrink in the future.

## Long-term population trends of Japan



Source: Before 1920: "History of Japan read from its population" by Hiroshi Kito  
1920 - 2010: "National census" and "Demography" by Statistics Bureau, Ministry of Internal Affairs and Communications  
After 2011: "Population Projection for Japan (January 2012)" with the results of projections according to the three fertility variants with medium-mortality assumption, by National Institute of Population and Social Security Research (JPSS)  
Some areas may not be included for the research.

## Prolonged, severe economic employment situation

- In a comparison of the high economic growth period and the stable growth period, a low economic growth rate is followed by an annual rate of 1.5 % in the 1990's, and 0.6 % in the 2000's after the collapse of the bubble economy.
- The unemployment rate, the number of long-term unemployed and the number of non-regular employed workers, have been increasing compared to the 1980's. This is the same among the young population.

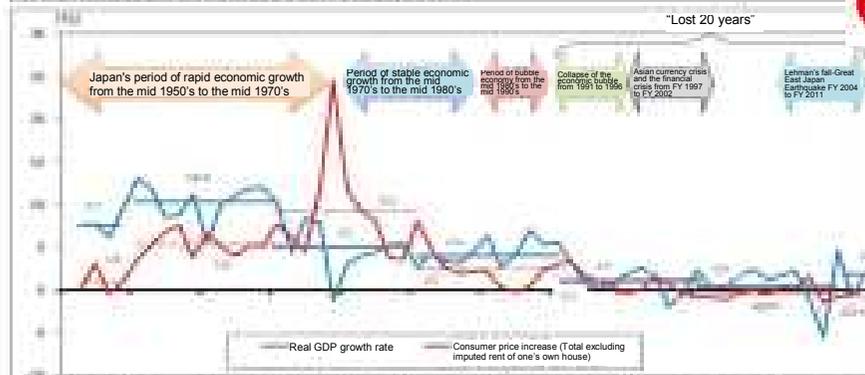
## Intensification of international economic competition

- While the GDP share of developed countries, including Japan, accounted for the declining world economy, the GDP share of emerging countries, such as other Asian countries, has been expanding.
- Production by Japanese companies has been increasing overseas, where it is expected to increase more. Outward direct investment has expanded in other industries -- not only in manufacturing.

## Advancement of a networking society and higher education

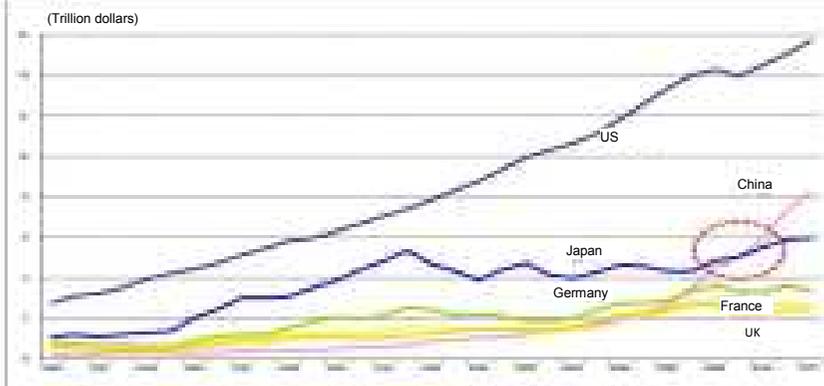
- The college-going rate has risen in which about half of men and women both go to college.
- The methods of information gathering and communication have changed due to the spread of mobile devices and the internet.

## History and trends of GDP growth and consumer price increase



Source: Prepared by the Office of Director-General for Policy Planning and Evaluation Assistant to the Director General for Economic and Fiscal Management of MHLW based on the "National economic accounting" by Cabinet Office and "CPI" by the Statistics Bureau, Ministry of Internal Affairs and Communications.  
 (note) Data for the period 1956-1980 is based on the "FY 1998 Annual Report on National Accounts (88 SNA, Benchmark year = 1990)"  
 Data for the period 1981-1994 is based on the "FY 2009 Annual Report on National Accounts (83 SNA, Benchmark year = 2000)"  
 After 1995 the data for the period is based on the "Quarterly Estimates of GDP Jan - Mar, 2013 (The 2nd preliminary)"

## History of nominal GDP of the major countries



Source: Office of Director-General for Policy Planning and Evaluation Assistant to the Director General for Economic and Fiscal Management, MHLW outsourced to Mitsubishi Research Institute, Inc. based on the IMF "World Economic Outlook, Apr. 2013"

# Chapter 2 Diversifying of life course

## Section 1 Outline



- Today's young people have to live at a hard time, but the majority of them are not necessarily pessimistic about their status quo, and are rather satisfied with their life.
- On the other hand, with regard to the future of Japan, their pessimism is strong, having reasons such as anxiety about finance, social security, the economy and employment, etc. However, many young people are willing to contribute something to the future of Japan.

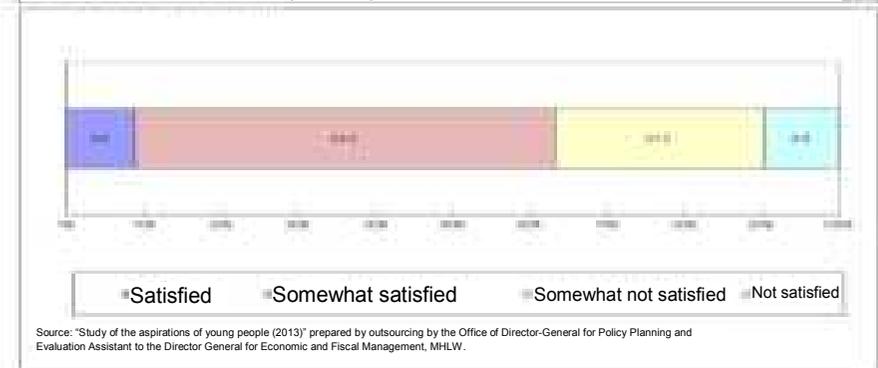
### Young people who are satisfied with the current situation

- About 60 % of young people (15 to 39 years old) are satisfied with their current life. Satisfaction of the current 30's age group is higher compared to the same age group in the past.
- The main reason for their satisfaction has something to do with connection with someone close to them.

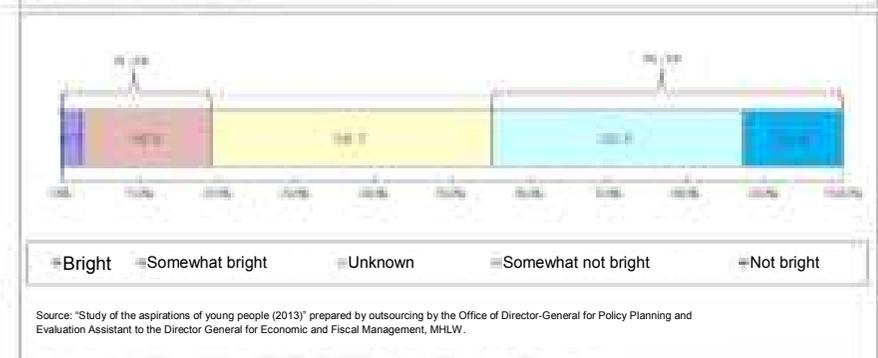
### Young people who have anxiety about the future

- Nearly half of them have anxiety about the future of Japan
- The reasons for such anxiety include severe financial conditions, increase of the burden for social security, economic stagnation due to low fertility, etc. and the tough employment situation.

Satisfaction with current life (General)



Is the future of Japan bright (General)?





## Section 2 Opinions on marriage

- Conditions, such as an increase in the number of unmarried people and late marriages, have an impact in creating low fertility.
- The background of an increasing number of “unmarried” young people is partly caused by the disappearance of the social norms of marriage, and the decrease in matchmaking for marriage.
- In addition to these circumstances, the difficulty in finding the “ideal partner” on their own, because of the variety of choices, is also one of the reasons.
- Given the criteria, etc. for searching for a marriage partner, important factors are the need for greater income of young people, the promotion of employment of women, and the promotion of participation of men in housekeeping and childcare.

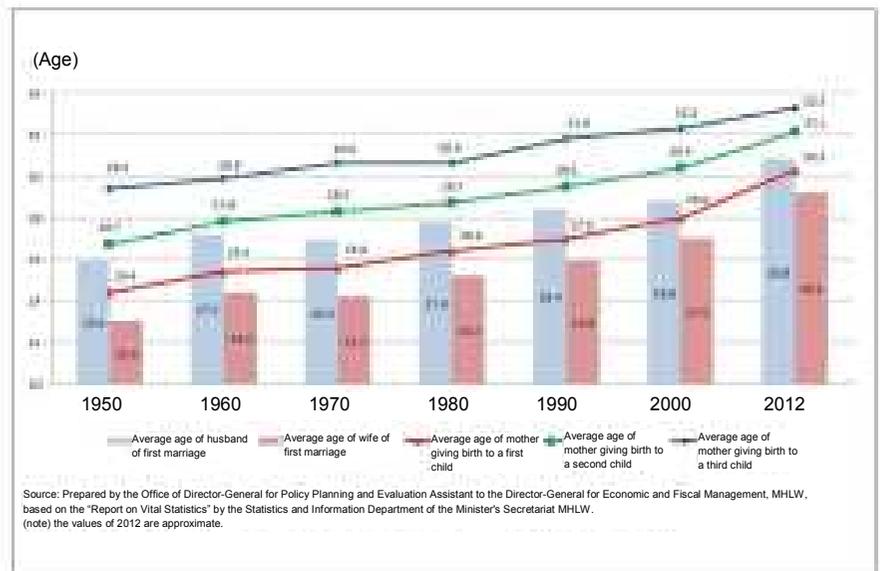
### Advancing of late marriage and late birth

- Late birth progress in association with advancing of late marriage  
(Just over 90 % of births are legitimate children in Japan)
- Increase in singles. More women remain single until much older

### Young people are more free, having a choice as to whether or not to get married

- Pressures of society, such as the assumption that young people will marry, have weakened, but marriage has become one of the choices of life.
- On the other hand, more and more young people want to get married, becoming a high percentage of the young people (Nearly 90 %)

History of the average age of first marriage and the average age of mother giving birth





# Obstacles to marriage

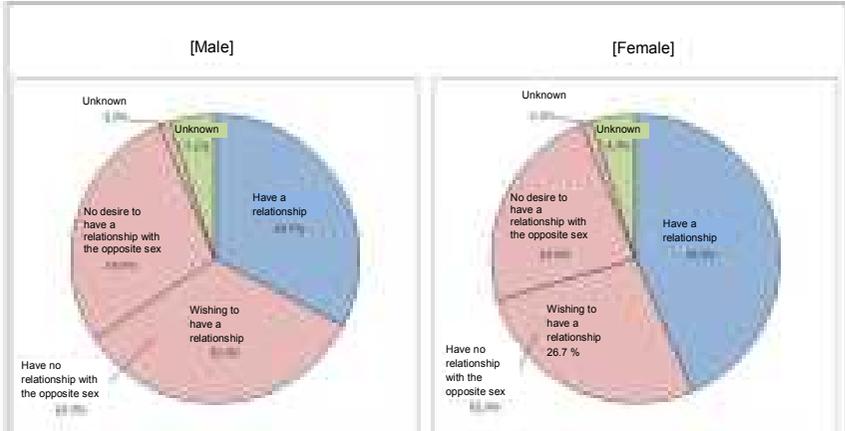
## ▽ Marriage partner

● About 60 % of men do not even have friends of the opposite sex, and about 50 % of women the same. There are only a certain number of young people that have a relationship with others who could be a potential marriage partner

## ▽ Income

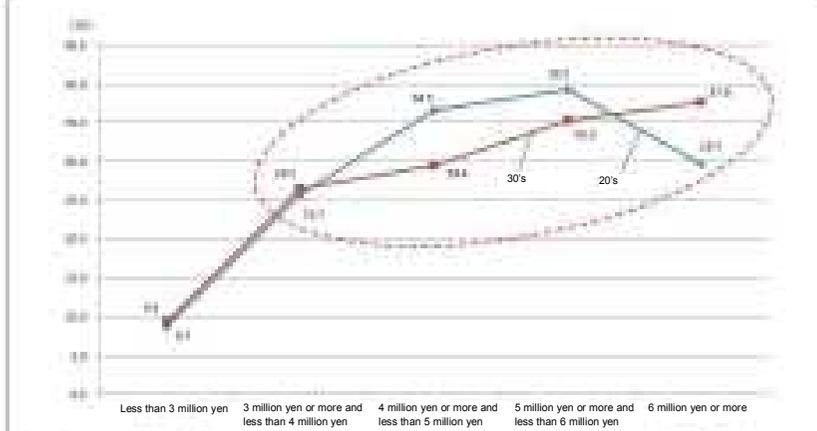
● Marriage motivation is lower among unemployed and non-regular employed than those who are regular employees.  
● The married rate is less than 10 % among people of annual income of less than 3 million yen, but it exceeds 25 % among people with annual income of 3 million yen or more and less than 4 million yen. This indicates that the income of 3 million yen is the line.

### Friendship with single persons of the opposite sex



Source: Prepared by the Office of the Director-General for Policy Planning and Evaluation Assistant to the Director General for Economic and Fiscal Management, MHLW, based on the "Japanese National Fertility Survey" by the National Institute of Population and Social Security Research (JPSS), and Kamata (2013).  
Reference: "Recent Birth and Marriage Intention including the late 30's age group", Kenji Kamata (2013) Working Paper Series (J), National Institute of Population and Social Security Research (JPSS)  
(note)1. 18 -39 year old single persons  
2. Those who answered, "I am engaged," "I am dating someone," or "I have friends of the opposite sex" to the question, "Do you have a relationship with someone of the opposite sex?," are included in the answer, "Have a relationship"

### Marriage rate among males in their 20's and 30's by income



Source: Prepared by the Office of the Director-General for Policy Planning and Evaluation Assistant to the Director General for Economic and Fiscal Management, MHLW, based on the "Survey Report on Marriage and Family Formation" by the Cabinet Office.  
(note) 1. Men and women between the ages of 20 and 39 years Married person means person who is married for less than three years.  
2. Gender, age and single persons were weighted samples that were based on the "National Census Report" (1996) conducted by the Statistics Bureau of Japan.  
3. The number for "Less than 3 million yen" is the total of the numbers for "There was no income?", "Less than 1 million yen", "1 million yen or more and less than 2 million yen" and "2 million yen or more and less than 3 million yen"  
4. The number for "6 million yen or more" is the total number of the numbers for "6 million yen or more and less than 8 million yen", "8 million yen or more and less than 10 million yen" and "10 million yen or more"

## Desired marriage of young people - Children and work -

● The number of both men and women who have a desire for women to work after marriage is increasing. Housekeeping and childcare skills for men are desired.

## Section 3 Opinions on birth and parenting

- The final number of children of married couples has declined (lower fertility).
- The opinion of young people about children is that children are the “purpose of life and hope,” showing strong feelings about having children, and they want 2 or 3 children.
- Impacted by late marriage, the average age of mothers having the first child is getting older at 30.3 years old. Consequently, because of the late birth, their desire to have 2 or 3 children will not be fulfilled
- The birth issue shall be dealt with by society to support the next generation who will be contributing to society.

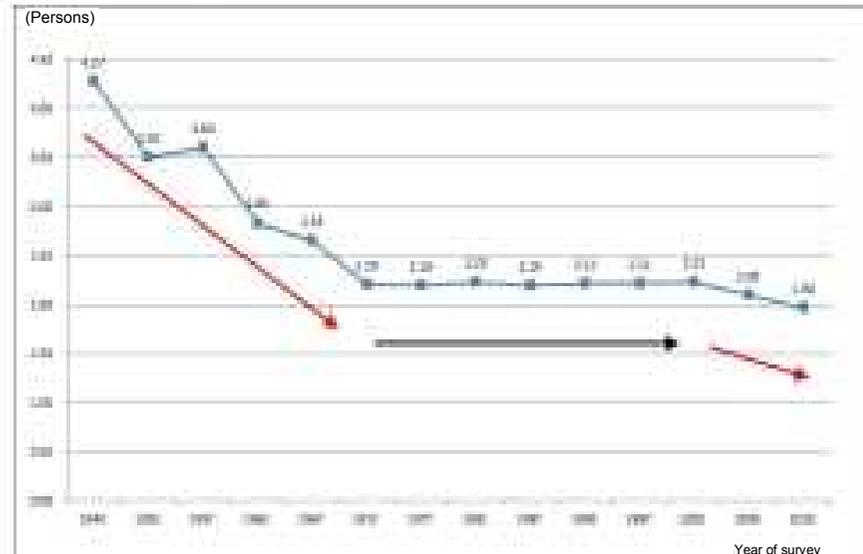
### Lower fertility of married couples

- The average final number of children of married couples has a tendency to decline with the lower birth rate (completed fertility). (from 2.20 in 1972 to 1.96 in 2010)

### Willing to have 2 children or more

- Young people have strong opinions about having children as the “purpose of life and hope”.
- Their ideal number of children to have exceeds two, but about 30 % of them cannot accomplish that.

Number of completed fertility of married couples



Source: “14th Japanese National Fertility Survey (married couples)” (2011) conducted by the National Institute of Population and Social Security Research (IPSS)

(note): Married couples with their first marriage of 15-19 years of marriage (excluding married couples in which the number of children is unknown)

The year of the survey is the year in which the survey was conducted.



## Obstacles to having the ideal number of children

- For the realization of having the ideal number of children, the economy is often the reason for not fulfilling such a wish. Financial reasons for couples where the wife's age is younger than 30, and the age and physical reasons for couples where the wife's age is 35 years or older, have been increasing.

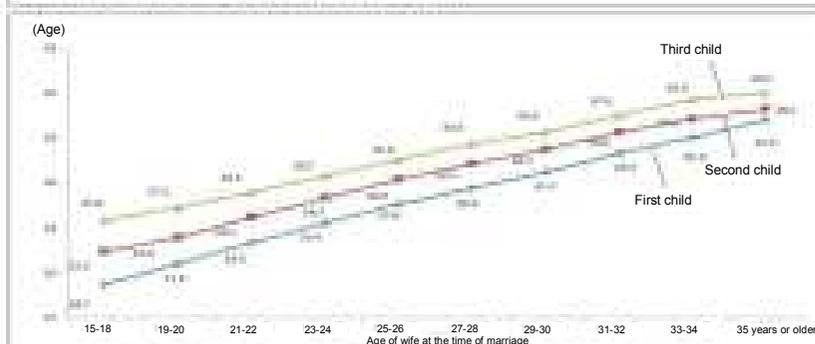
### ▽ Financial aspect

- Due to an increase in non-regular employment workers, income of the generation in the middle of parenting has decreased.

### ▽ Age and physical aspects

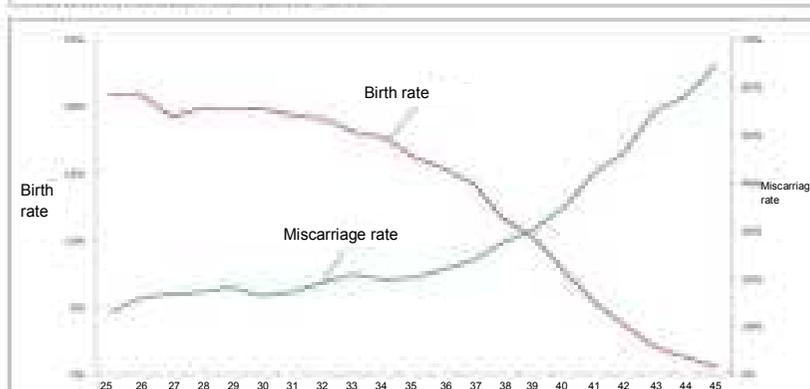
- Consequently, because of the late birth due to late marriage, they are not able to have the desired number of children.
- It is believed to be important to have a lifelong plan with knowledge about pregnancy, childbirth, etc.

Average age of giving birth (by married age of wife) by birth order



Source: The "14th Japanese National Fertility Survey (married couples)" (2011) conducted by the National Institute of Population and Social Security Research (JPSS)  
(note): 1. This shows the average age of wives giving birth by married age of wives by birth order.  
2. Birth order (first child, second child, and third child) in which they are counted for the total number of children that were given birth to by the same mother  
3. Excluding cases where the age of the wife at the time is unknown

The miscarriage rate and the birth rate in fertility treatment by age



Source: Prepared by the Office of the Director-General for Policy Planning and Evaluation Assistant to the Director General for Economic and Fiscal Management, MHLW based on the 2010 data of the Japan Society of Obstetrics and Gynecology

## Improvement of parenting services and participation of men in childcare

- Mainly among working women, there are many with a strong demand for improvement of childcare for when a child is sick (such as with a cold), as well as extension of hours of childcare, etc.
- It is important to share the hardships and challenges of raising children between husband and wife.
- The longer the hours a husband is involved with housekeeping and childcare, the greater are the chances a second child will be born. Childcare participation by husbands is slowly increasing, and a positive attitude of the young generation about the issue is providing hope.



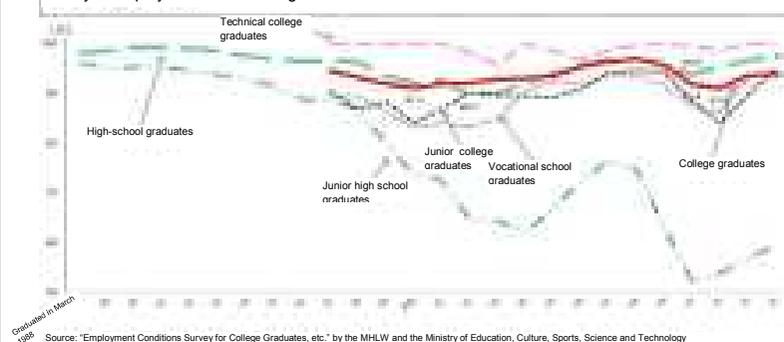
## Section 4 Opinions on work

### 1. Young people and work

- The employment environment surrounding young people remains severe, which is causing problems such as mismatches between companies, students, the unemployed, and workers of unwilling non-regular employment, etc., which have all been increasing.
- Young people's focus on the purpose of working is to live happily. They are oriented toward a career of long-term employment while seeking chances to exercise their skills and individuality.
- Unwilling non-regular employment workers are increasing among young people, and male workers mainly want regular positions.
- It is important to implement ① enhancement of career education and strengthening of the matching between companies and students, from the point of view of solving mismatch problems, ② support to find the ideal job in order to prevent increase of unemployment and unwilling non-regular employment, ③ transition to regular employment from non-regular employment for young people, and ensuring skill development opportunities, etc.
- In rapid population decline and intensified international competition, it is also important to improve the environment for young people to demonstrate their skills adequately in order to continue to work with hope, while maintaining the vitality of the social economy.

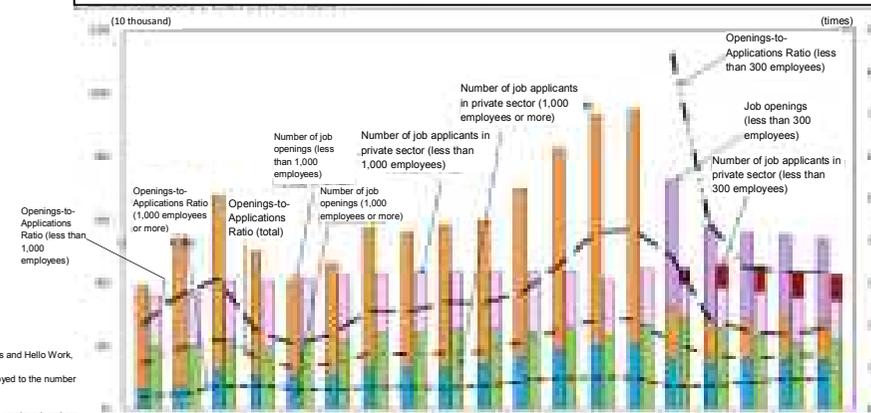
### The employment environment for new graduates remains serious

History of employment rate of new graduates



Source: "Employment Conditions Survey for College Graduates, etc." by the MHLW and the Ministry of Education, Culture, Sports, Science and Technology  
 (note) 1. Employment rates among high school graduates and junior high school graduates are the proportion of the number of employed to the number of job seekers that were handled by the schools and Hello Work, researched by the MHLW as of the end of March of that year.  
 2. Employment rates among vocational school graduates, technical college graduates (special skills program), junior college graduates and college graduates are the proportion of the number of employed to the number of job seekers that were obtained by sample survey by the joint effort of the MHLW and the Ministry of Education, Culture, Sports, Science and Technology, as of April 1 of that year.  
 3. Vocational school graduates are male only, junior college graduates are female students only.  
 4. Values could not be obtained for high school graduates and junior high school graduates as of March 2011 due to the Great East Japan Earthquake. Some number of job openings, job seekers and employed workers in Iwate, Miyagi and Fukushima are not included. Year-over-year values for the graduates in March 2012 are based on the number of job openings which could not be obtained from graduates in March 2011. Some number of job seekers and employed workers are not used to calculate these values

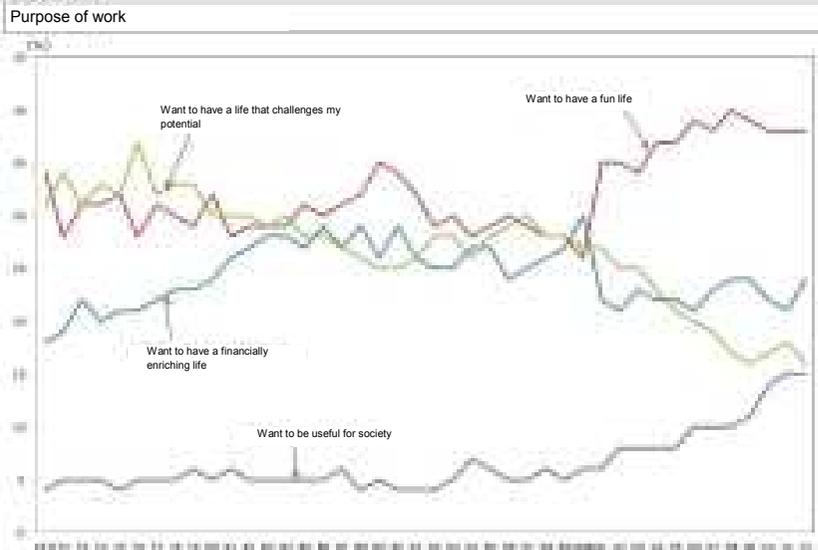
History of the Openings-to-Applications Ratio of college graduates by size of business



Source: "Works Ratio Survey of Entry-level Job Seekers to Job Openings" conducted by the Recruit Works Institute

## Consciousness of young people

- Young people focus on life with happiness rather than economic prosperity as the purpose of working. Their choice of companies from which to seek a job is oriented toward having a career of long-term employment while seeking chances to exercise their skills and individuality.

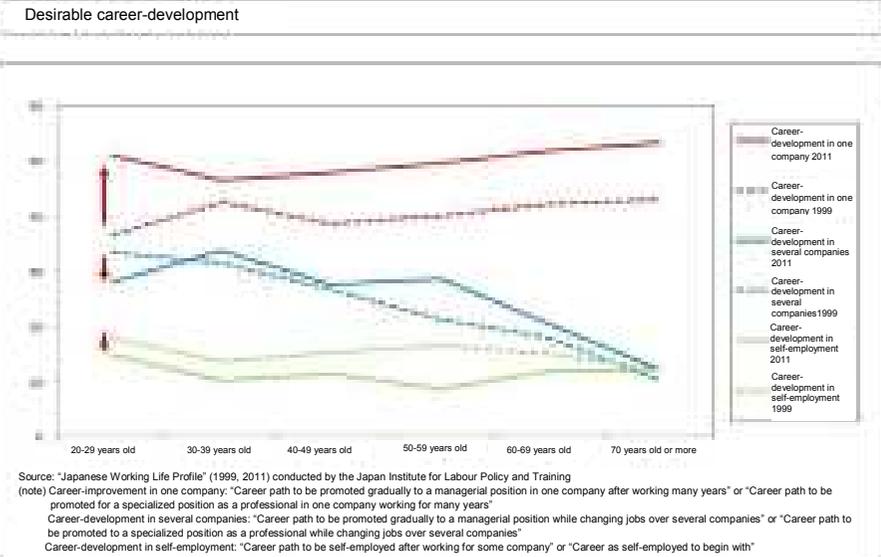


Source: "Opinion on working" 2012 conducted by the Japan Productivity Center

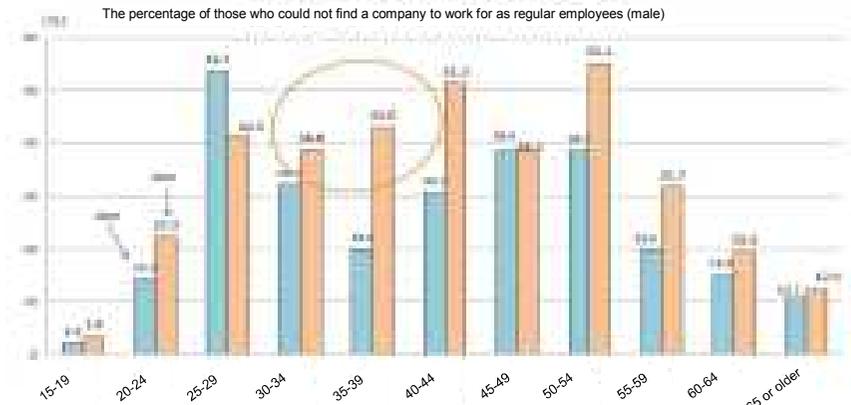
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## Increase of unwilling non-regular employment

- The percentage of those who are working as non-regular employees, because "there is no company to work for as a regular employee", has increased, which causes concern for the chance of opportunities for skill development.



## Situation of "unwilling non-regular employment" by age

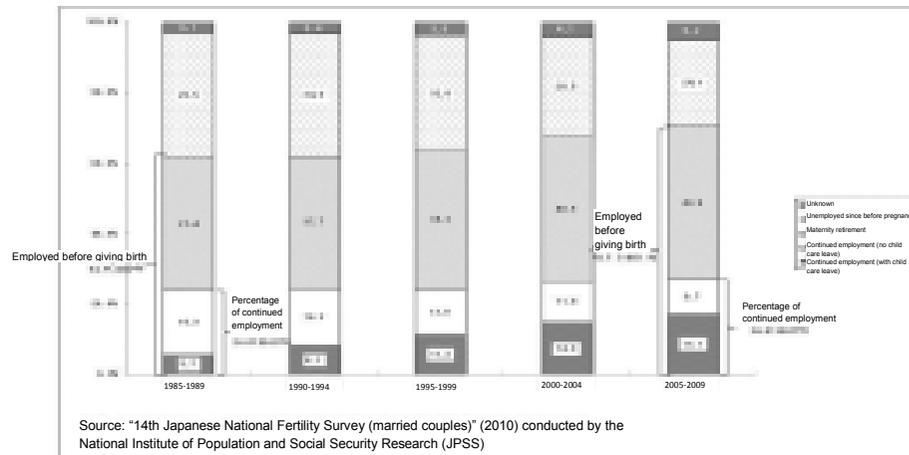


Source: "General Survey on Diversified Types of Employment" (2007, 2010) conducted by the Statistics and Information Department, the Minister's Secretariat, the Ministry of Health, Labour and Welfare

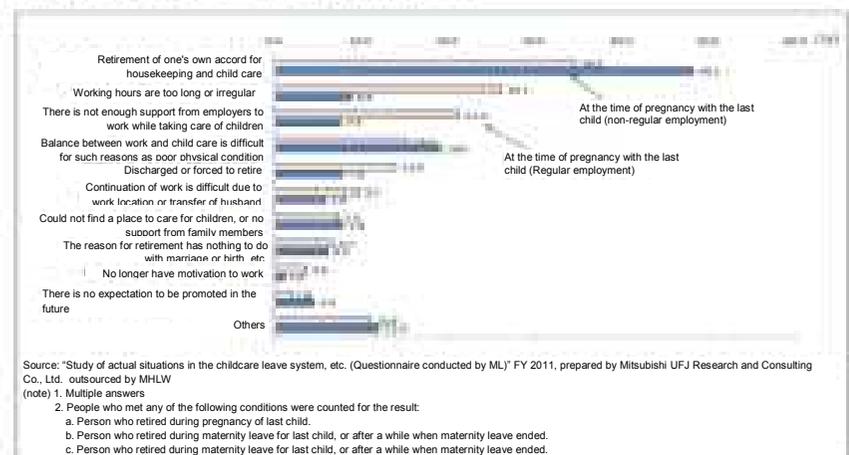
## Employment support according to life stage of women

- Regardless that the motivation of women to continue to work grows, their actual employment after giving birth is still as low as about 40 % due to the burden of performance at "work" and "responsibility at home by marriage, childbirth and childcare, etc.", while the number of management positions occupied by women remains low.
- Support of women according to life stage, such as re-employment and for balance of work and childcare needs to be provided from now on. At the same time, it is necessary to promote work-life balance (harmony between work and personal life) for both men and women.

Employment history of wife before and after giving birth to a first child by year first child was born



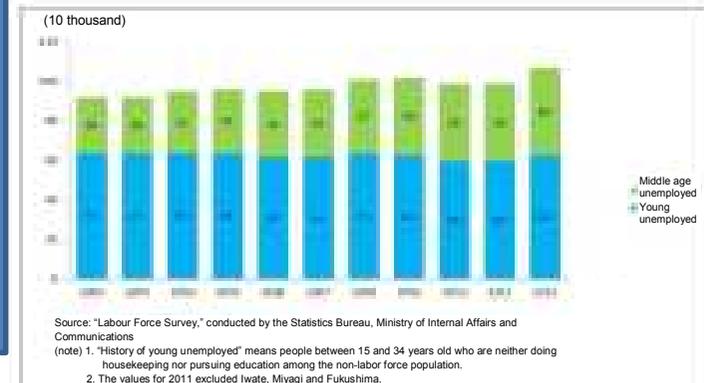
Reasons for retirement upon giving birth to the last child by type of employment at the time of pregnancy with the last child



## 2. Young people who particularly have a difficult time

- Young people who became NEET (young people not in education, employment or housekeeping) due to various reasons regardless of their desire to work, are a loss for society not only that they lose connection with society, but because they have no vocational independence.
- Depending on the situation every person is put in, it is necessary to provide sustainable and comprehensive support for occupational self-reliance.

History of unemployment



## Chapter 3 Toward a society where young people can be challenged



- In order for young people to create their own future for their bright dreams and goals, a "society that can offer many challenges to everybody including young people" and a "society in which people can exercise their skills on a maximum level" shall be established more than anything else by trying to recover the Japanese economy to turn around the serious employment situation.
- Support for marriage, childbirth and childcare shall be provided with an improved environment that can allow work and childcare to stand side by side, as well as the quality and volume of childcare support measures, shall be strived to be improved.
- In order to realize a society in which women can play an active role, it is also necessary to improve the environment within which women can exercise their skills when they want to, and to take support measures for women who have left work once due to giving birth, etc. to have jobs again.

### For redevelopment of the Japanese economy

- Redevelopment of the Japanese economy  
"Three arrows"
  - Bold monetary policy
  - Flexible fiscal policy
  - Growth strategy to stimulate investment from private sector
- Joint reform of social security and taxation
  - Social security that supports peace of mind throughout all generations
  - Holding of social security national conference
  - Fundamental tax reform for ensuring reliable source of revenue

### Support for young people

- Measures related to parenting, etc.
  - Exercising the "Acceleration plan for elimination of waiting children"
  - Support for balance of work and childcare
  - Comprehensive implementation for support of marriage, pregnancy, giving birth, etc.
- Measures related to jobs for young people, etc.
  - Strengthening career education and employment support functions for students
  - Wider dissemination of "Corporations Supporting the Young"
  - Changing of terms for recruiting and job hunting activities, etc.