

Outlook on the Retirement Process of *Dankai No Sedai*, or the Japanese Baby-boom Generation

Yutaka Asao

The Japan Institute for Labour Policy and Training

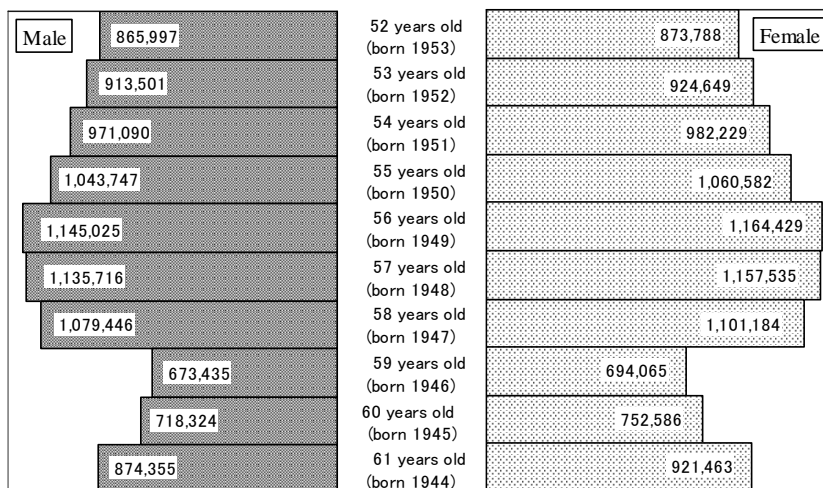
1. Preliminary Knowledge: What Is *Dankai No Sedai*?

In Japan, a large nodule of population born immediately after the Second World War, or the Japanese baby-boom generation is called the *Dankai No Sedai* (hereafter called the “JBB generation”). Generally speaking, this term applies to those born between 1947 and 1949. The celebrated economic commentator and author Taichi Sakaiya, who also served as Director-General of the Economic Planning Agency from July 1998 to December 2000, first coined the term more than 30 years ago in a novel of the same title written about the economy and society. In the form of a novel, Sakaiya predicted that a population group that is larger than the population groups born before and after it would have varying impact on education, economy and society then and in the future as well. The book created a stir, firmly establishing the term *Dankai No Sedai* since then.

Based on the latest Population Census (2005), the population of the JBB generation and the population born immediately before and after the JBB generation, by age, are as shown in Figure 1. If we look at those who correspond to the JBB generation, the population of men and women who were 58 years old at the time of the survey, who roughly correspond to those born in 1947, was 2.18 million, of those who were 57 was 2.29 million, and those who were 56 was 2.31 million. Each age group had a population of above 2 million. On the other hand, if we look at the population of the generation born before the JBB generation, the population of those who were 59 was 1.37 million, those who were 60 was 1.47 million, and those who were 61 was 1.8 million. If we examine the population of the generation born after the JBB generation, the population of those who were 55 was 2.1 million, those who were 54 was 1.95 million, and those who were 53 was 1.84 million, with the population decreasing each year. This shows that the JBB generation makes up a significantly larger population group compared with the generations born before and after it.¹

¹ On the reasons for the increase in the number of births during this period, it has been pointed out that the return of Japanese from Japan's former territories overseas and of

Figure 1. Population of the JBB generation and generations before and after the JBB generation by age



Source: Ministry of Internal Affairs and Communications, Statistics Bureau, *Population Census* (2005).

Note: The results were obtained by adding up the number of people in each age group. The year in brackets is roughly the year of birth corresponding to each age group and is shown for reference purpose. The survey, however, was taken as of October 1, and the age of an individual and the year of birth do not necessarily correspond with each other.

While the JBB generation normally refers to the cohort born during a three-year period from 1947 through 1949, it is not infrequently that the cohort born during a five-year period from 1947 through 1951 is made the subject of analysis as the JBB generation in the broad sense. In this paper too, the subject of analysis is the JBB generation in the broad sense.

Japanese soldiers from former battlefields was a factor. It is, however, natural to think that the advent of peace was the determinate factor. With the end of oppressive social conditions and promulgation of the new constitution in November 1946, people could anticipate a free and brighter future, even though living was not easy. It can be said that the hope that newborn children would be able to have a better life than their parents resulted in a substantial increase in the number of births. One suggestive finding is that while the number of births remained at low levels even though there were calls for “procreation” during the war, the number of births began to rise with the advent of peace. In other words, this may provide us with a clue as to how we could deal with the issue of the declining birthrate today.

2. Survey on the JBB Generation and Its Objectives

Of the JBB generation, in other words the large cohort born between 1947 and 1951 for the purpose of this paper, the oldest group of people born in 1947 will be turning 60 in 2007. We are now entering an age where the JBB generation will be reaching their 60s. Meanwhile, it is generally the case in Japan for firms and particularly large firms to set the mandatory retirement age at 60. As a result, there is a rising interest in the outlook on employment of the JBB generation in 2007 and beyond.

Therefore, the Japan Institute for Labour Policy and Training (JILPT) conducted a survey on the JBB generation about their outlook on future employment and life. Through this survey, which was conducted just before 2007 in October 2006, we collected basic data related to the JBB generation's outlook on future employment and life. The outline of the survey is as follows:

Subject

- (1) Employed men and women of the JBB generation: 3,000 people (effective response from 2,722 people, or 90.7%)
- (2) Women whose husbands are of the JBB generation and employed: 2,000 people (effective response from 1,782 people, or 89.1%)

The subjects of (2) are not the wives of men of (1). The subjects of (1) and (2) are of different households.

The subjects include employees as well as those who are self-employed.

Survey method

A mail survey was conducted using two types of survey sheets, one for the "JBB survey" on the subjects of (1) above and the other for the "wives' survey" on the subjects of (2).

Both surveys asked questions on the basic attributes of the subjects. In addition, the "JBB survey" inquired about history of employment, prospects of continued employment at the subjects' current firms (asked only to employees), and their outlook on employment and life in old age. The "wives' survey" asked questions about the husbands' employment, the wives' history of employment, their assessment of married life with their husbands, their outlook on the husbands' and wives' employment and life in old age. We collected basic data through the surveys.

Through these surveys, we were able to generally grasp the vision held by the JBB generation as to their future employment and life at a time when they

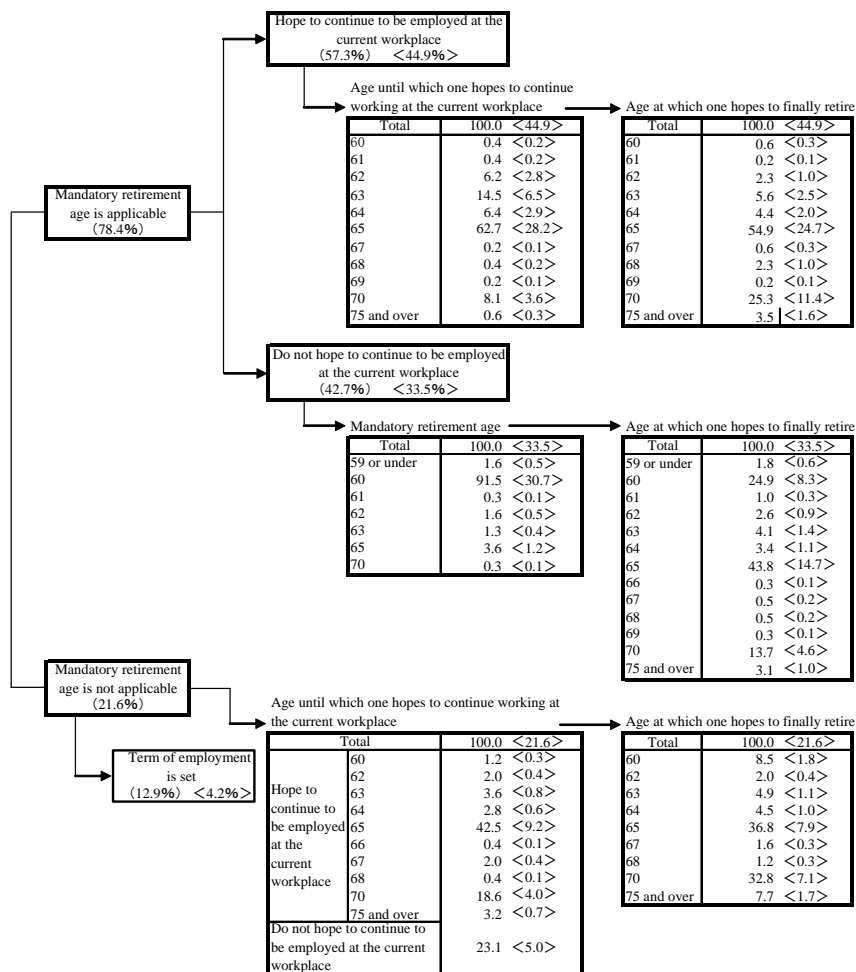
are just about to reach their 60s. Shown below are important findings obtained from the analysis of the data.²

3. Prospects (Wishes) Regarding Employment of Male Employees of the JBB Generation

From the results of the survey, we would like to show what kind of a vision the people in the JBB generation have about their future employment. Here we examine the cases of currently employed male employees, most of whom are expected to be affected by the mandatory retirement age of 60 in their firms. The related data can be summarized as in Figure 2. First, the subjects can be categorized broadly into three groups in accordance with their relation with the firms that currently employ them at a time when they will soon reach the age of 60. These groups are: (A) those to whom the mandatory retirement age is applicable but who wish to continue working at their current firms even after 60 (44.9%); (B) those to whom the mandatory retirement age is applicable and who do not wish to continue working at their current firms after the mandatory retirement age (33.5%); and (C) those to whom the mandatory retirement age is not applicable (21.6%). If we look at the wishes of those in group A regarding employment after 60, the largest number of people, at 62.7%, chose 65 as the age until which they hope to continue working for their current firms, followed by 14.5% who chose the age of 63. With regard to the final retirement age of these people in group A, the largest number of people, at 54.9% chose 65, followed by those who said 70, at 25.3%. Among those in group B, while the majority of people, at 91.5%, would retire from their current companies by the application of the mandatory retirement age of 60, only 24.9% expected their final retirement age to be 60, and 43.8% and 13.7% said they hoped their final retirement age would be 65 and 70, respectively. As regards people of group C to whom the mandatory retirement age is not applicable, 42.5% and 18.6% wish to continue working at the current workplace until 65 and 70, respectively,

² The Japan Institute for Labour policy and Training published the data of the results of the surveys in *Results of the Survey on the Japanese Baby-Boom Generation's Vision of Employment and Life* (JILPT Survey Series, no.30 [2007]), and the data on the analysis of the results in *Report of the Survey and Research on the Japanese Baby-Boom Generation's Vision of Employment and Life* (JILPT Research Report, no.85 [2007]). These are both written in Japanese. The main parts of this present paper summarize Chapter 7 of the latter report.

**Figure 2. Wishes and prospects regarding employment after around 60
(percentages calculated by excluding subjects who gave no
response) —Male employees—**



Note: The figures show the percentage distribution of answers to the survey questions when subjects who gave no response are excluded.

The figures in angle brackets (< >) are percentages of the whole obtained by multiplying the percentage distribution.

“Age at which one hopes to finally retire” is the age until which one hopes to be employed in work from which one can derive income, in other words, the age at which one hopes to retire from work.

and 36.8% and 32.8% hope that their final retirement age would be 65 and 70, respectively.

From the above data, it can be said that a high percentage of people set a high final retirement age among those working for companies that do not have a mandatory retirement age. This is followed by a relatively high percentage of people setting a high final retirement age among those to whom the mandatory retirement age is applicable but who hope (or can hope) to continue working at their current companies. The percentage is lowest among those to whom the mandatory retirement age is applicable and who do not hope (or cannot hope) to continue working for their current companies. The data also show that many people expect to retire at a higher age than the age until which they would continue working for their current companies and that they would seek to find the second and third workplaces (employment opportunities) in the future.

The figures in angle brackets (< >) are figures as percentage of all male employees of the JBB generation. They show that the patterns of visions of employment most frequently seen are in the following order:

- (1) After continuing to work for the current company after the mandatory retirement age, retire working at age 65 at the same time as retiring from that company or retire working at age 65 after working for a year or two at another company (24.7%);
- (2) Retire from the current company at the mandatory retirement age, then work at another workplace for several years until retiring from work at age 65 (14.7%);
- (3) Continue working for the current company after the mandatory retirement age as in (1) above and work several years at second and third workplaces until retiring from work at 70 or stay working for the same company until 70 (11.4%);
- (4) Retire from work at the mandatory retirement age of 60 (8.3%);
- (5) Continue working after 60 at a company that does not have a mandatory retirement age and retire from work at the age of 65 or 70 at the same time as retiring from that company or retire from work at the age of 65 or 70 after working several years at second and third workplaces (7.9% retiring at 65 and 7.1% retiring at 70).

4. Factors That Have an Effect on the Desired Final Retirement Age of the JBB Generation

As described above, many employees of the JBB generation consider that their final retirement age will be between 65 and around 70—a trend that is generally observed among older people and not just the JBB generation. Therefore, by statistically analyzing the data obtained through these surveys, we tried to identify factors that had an effect on the desired final retirement age. The method we used was a simple regression analysis with the explained variable being the age until which one hoped to continue working (i.e. the desired final retirement age) and the explanatory variables being data related to factors that were considered to have relevance to the desired final retirement age. Table 1 shows the descriptive statistics (average and standard error) of each variable and the calculation results of the regression analysis. Variables (factors) with statistically significant effect include gender, presence of spouse, household income, household savings, health conditions, type of work employed in, age of the mandatory retirement age, etc. of the company currently working for, specialty developed through one's career, one's outlook on work (self-realization or means of earning livelihood), sense of work being "tough," motivation for working in old age, wish for working in fields different from before, achievement of goals related to securing savings for old age, and expectation on working shorter hours in old age. Some interesting findings related to these factors are illustrated below.

- (1) When the mandatory retirement age, etc. is higher, it has an effect to raise the expected retirement age. Measures for raising the mandatory retirement age and for continued employment at the company employees are currently working for are effective in raising people's final retirement age.
- (2) Those who have developed a particular "specialty" in their careers has an expected retirement age that is about 0.8 years higher than that of those who have not. Those who were able to develop a specialty in their careers will retire later in life.
- (3) Those who say "income" is a motivation for working in old age have an expected retirement age that is 1.5 years higher than those who do not. Those who say "putting their abilities to good use" have an expected retirement age that is 1.0 year higher than those who do not, and those who say "their sense of duty to work" have an expected

Table 1. Results of regression analysis on**Descriptive statistics (number of cases: 1,709)**

<Explained variable>	Average	Standard error
Age until which one hopes to continue working (desired retirement age)	66.152	4.557

<Explanatory variables>	Average	Standard error
Male dummy (correspond = 1)	0.695	0.461
With spouse dummy (correspond = 1)	0.903	0.295
With child dummy (correspond = 1)	0.910	0.286
Living with parents dummy (correspond = 1)	0.288	0.453
The subject's annual income (¥10,000)	576.975	380.763
Annual household income (¥10,000)	935.632	913.176
Household savings (¥10,000)	1217.999	1940.014
Percentage of securities-related savings (%)	1.451	2.519
Health conditions (scale of one to five)	3.419	0.946
Technical work dummy (correspond = 1)	0.195	0.397
Management work dummy (correspond = 1)	0.166	0.372
Clerical work dummy (correspond = 1)	0.123	0.329
Sales work dummy (correspond = 1)	0.077	0.266
Service work dummy (correspond = 1)	0.081	0.273
Transportation & telecommunications work dummy (correspond = 1)	0.026	0.158
Skilled engineer & production process work dummy (correspond = 1)	0.054	0.227
Mandatory retirement age, etc. (age)	66.603	7.116
With a system for continued employment (correspond = 1)	0.407	0.491
Born into family engaged in agriculture, forestry or fisheries (correspond = 1)	0.183	0.387
Born into family engaged in self-employed work (correspond = 1)	0.232	0.422
No experience of job change (correspond = 1)	0.336	0.473
Have a specialty dummy (correspond = 1)	0.370	0.483
I cannot say for sure if I have a specialty dummy (correspond = 1)	0.207	0.405
Work is for self-realization (scale of one to five)	3.287	0.941
Work is for earning one's livelihood (scale of one to five)	3.541	1.014
Sense of work being "tough" (scale of one to four)	1.832	0.620
Income is a motivation (correspond = 1)	0.805	0.397
Putting one's abilities to good use is a motivation (correspond = 1)	0.326	0.469
Maintaining one's health and stamina is a motivation (correspond = 1)	0.556	0.497
My sense of duty to work is a motivation (correspond = 1)	0.238	0.426
Hope to be employed in similar work as before (correspond = 1)	0.557	0.497
Hope to be employed in work where I can utilize my knowledge and experience (correspond = 1)	0.343	0.475
Hope to be employed in a field different from before (correspond = 1)	0.104	0.305
I am not particular about the kind of work I am employed in (correspond = 1)	0.225	0.418
Achievement of goals regarding savings for old age (scale of one to seven)	2.922	1.942
Expect to work shorter hours at 65 (correspond = 1)	0.209	0.407

Notes: 1 As for the occupational dummies, "security, labor, and other types of occupations" is the reference.

2 For "Mandatory retirement age, etc.," the mandatory retirement age was used when mandatory retirement age was applicable; when not applicable, the age 65 was used when there was a "term of employment" and 75 for all others.

3 For "Sense of work being 'tough,'" the codes given are as follows: the work is generally tough (4); the work is sometimes tough such as when I am overloaded or when some trouble occurs (3); I cannot say whether work is tough or not (2); and work is hardly ever tough (1).

4 For "Achievement of goals regarding savings for old age," the codes given are as follows: I have already achieved the goals (7); I am set to achieve them (6); I will just barely achieve them (5); I cannot say whether I will achieve them or not (4); very difficult to achieve them (3); I don't think I can achieve them (2); I have not set any goals or thought about them (1).

the desired retirement age (employees)

(OLS results)

	Unstandardized Coefficient		t	Sig.
	B	Standard error		
(Constant)	60.2461	1.8166	33.164	0.000
Male dummy	1.5886	0.2710	5.863	0.000 ***
With spouse dummy	-1.1211	0.3528	-3.177	0.002 ***
With child dummy	0.0974	0.3534	0.276	0.783
Living with parents dummy	-0.1940	0.2156	-0.900	0.368
The subject's annual income	0.0001	0.0004	0.356	0.722
Annual household income	-0.0003	0.0001	-2.356	0.019 **
Household savings	-0.0001	0.0001	-2.621	0.009 ***
Percentage of securities-related savings	-0.0380	0.0403	-0.943	0.346
Health conditions	0.2257	0.1057	2.136	0.033 **
Technical work dummy	-1.5476	0.3253	-4.758	0.000 ***
Management work dummy	-1.6419	0.3533	-4.648	0.000 ***
Clerical work dummy	-1.8403	0.3673	-5.010	0.000 ***
Sales work dummy	-1.3238	0.4203	-3.149	0.002 ***
Service work dummy	-1.1794	0.4092	-2.882	0.004 ***
Transportation & telecommunications work dummy	-1.6421	0.6471	-2.538	0.011 **
Skilled engineer & production process work dummy	-1.8059	0.4765	-3.790	0.000 ***
Mandatory retirement age, etc.	0.0790	0.0216	3.652	0.000 ***
With a system for continued employment	0.1465	0.2836	0.517	0.605
Born into family engaged in agriculture, forestry or fisheries	0.1941	0.2647	0.733	0.463
Born into family engaged in self-employed work	-0.2708	0.2396	-1.130	0.259
No experience of job change	-0.3365	0.2216	-1.519	0.129
Have a specialty dummy	0.8006	0.2356	3.398	0.001 ***
I cannot say for sure if I have a specialty dummy	0.4454	0.2621	1.700	0.089 *
Work is for self-realization	0.2184	0.1088	2.007	0.045 **
Work is for earning one's livelihood	-0.1833	0.0998	-1.836	0.066 *
Sense of work being "tough"	-0.4538	0.1619	-2.803	0.005 ***
Income is a motivation	1.5213	0.2664	5.711	0.000 ***
Putting one's abilities to good use is a motivation	1.0113	0.2307	4.383	0.000 ***
Maintaining one's health and stamina is a motivation	0.0619	0.2045	0.303	0.762
My sense of duty to work is a motivation	1.2946	0.2366	5.472	0.000 ***
Hope to be employed in similar work as before	0.3990	0.2435	1.639	0.101
Hope to be employed in work where I can utilize my knowledge and experience	-0.0790	0.2357	-0.335	0.737
Hope to be employed in a field different from before	1.1054	0.3362	3.288	0.001 ***
I am not particular about the kind of work I am employed in	-0.1940	0.2556	-0.759	0.448
Achievement of goals regarding savings for old age	-0.2499	0.0544	-4.593	0.000 ***
Expect to work shorter hours at 65	1.5826	0.2489	6.359	0.000 ***
Adjusted R ²			0.245	
F			16.397	
Sig.			0.000	

retirement age that is 1.3 years higher than those who do not.

- (4) Those who wish to work in “a field different from before” in their old age have an expected retirement age that is 1.1 years higher than those who do not.
 - (5) Those who expect to work shorter hours when they are 65 have an expected retirement age that is 1.6 years higher than those who do not.
- Preparing diverse working styles for those in old age is effective in raising the retirement age.³

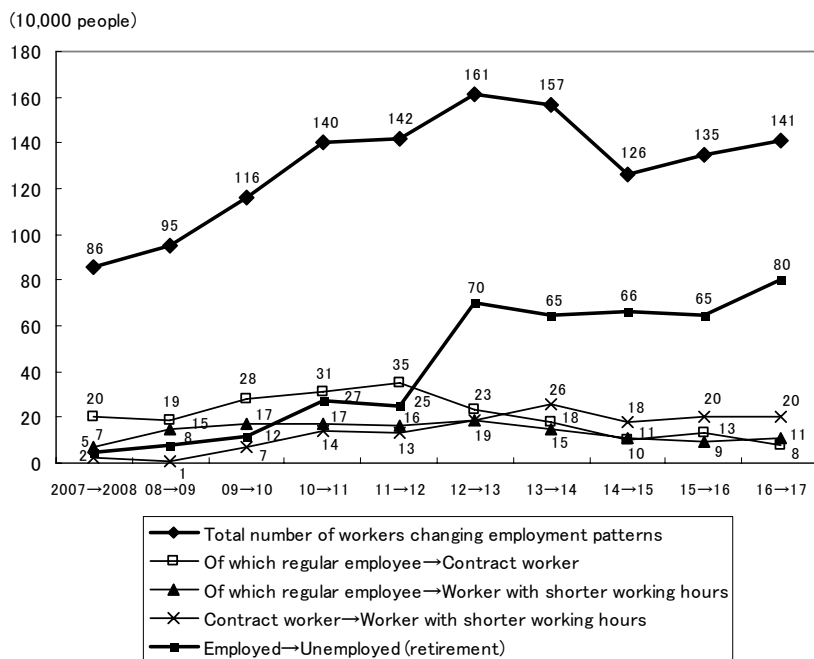
To encourage people in old age to participate in work as much as possible and to raise as much as possible the expected retirement age of people who are just about to reach 60, it is important to guide them by policy means along the lines of their voluntary awareness formation mechanism, by promptly raising the mandatory retirement age and promoting continued employment, letting people realize that they have an option of choosing work without being too concerned about the field of work they were in before, and further promoting shorter working hours for workers in old age.

5. Outlook on the Changes in Employment Patterns of the JBB Generation in Old Age

In the survey, we asked people of the JBB generation in which employment patterns they expected or hoped to be employed in or not be employed in in each year after turning 60. From these data, we obtained the percentage changes in each employment pattern in each year, and by multiplying the number of people obtained from macro statistics by these percentages, we estimated the number of people who would experience changes in their

³ In relation to this, the information about the pensionable age of public pension is given below. As regards the public pension scheme for employees (i.e. the employee pension insurance), the pensionable age was originally set at 60. However, the pensionable age is in the process of being raised in stages beginning with those born on April 2, 1941 (i.e. the people turning 60 in fiscal year 2001). Ultimately, the pensionable age will be raised to 65 (to be completed in fiscal year 2025). As regards pension benefits (a fixed sum + sum proportionate to remuneration) of the JBB generation, they will be eligible, at 60, to receive benefits for the part of the pension that is paid roughly in proportion to the amount of remuneration they received as employees. On the other hand, for the part of the benefits paid as a fixed sum, their pensionable age will differ in the range of 63 to 65 depending on their date of birth. Incidentally, the pensionable age was used as an explanatory variable for the regression analysis of the body text, but we could not obtain any significant results.

**Figure 3. Changes in employment patterns of the JBB generation
in old age (converted into macro data)**



employment patterns (including change from employed to unemployed) in each year in the next 10 years. Since the base data reflect people's hopes and expectations, it is difficult to think that the changes will occur exactly as the people hope and expect. The results, however, show how the situation would develop if the changes were to occur exactly as the people hope and expect, and in making the first step in forecasting the future, the results are considered to have value.

The results are shown on Figure 3. The number of those who expect changes in their employment patterns is estimated at 860,000 in 2007-2008. It rises substantially after that, reaching 1,400,000 people in 2010-2011. It remains virtually level in 2011-2012 and then rises again until peaking at 1,610,000 in 2012-2013. It declines slightly in 2013-2014 and significantly in 2014-2015 to 1,260,000. Subsequently, it is expected to show a moderate increase through 2016-2017. The breakdown of the changes in employment patterns show that

the number of changes from “regular employee to contract worker” is relatively large until 2011-2012, but the number of changes from “contract worker to worker with shorter working hours” is expected to become relatively large from 2013-2014 onwards. The number of changes from “regular employee to worker with shorter working hours” comes close to 200,000 by 2012-2013, but gradually declines after that. As for changes from “employed to unemployed (retired),” it increases gradually until 2011-2012 and then reaches 700,000 in 2012-2013, 450,000 people more than in the previous year. It remains virtually level after that until it increases slightly in 2016-2017 to 800,000.

If we summarize the policy implications from the above results, they are as follows:

- (1) It is important to prepare systems that will allow workers to continue to be employed by their current firms while realizing changes in employment patterns within those firms and appropriately administer such systems in the next five years, in other words, until around 2011.
- (2) If matters were to continue along the current assumptions, it is highly likely that there will be a big wave around 2012. The changes in employment patterns will reach the peak, and those retiring from professional life may number around 700,000 in this year from the JBB generation alone. To moderate these drastic short-term changes, it is important to promote more gradual retirement.
- (3) With regard to the retirement process of employees (regular employees), it is less often that regular employees go directly into retirement and more often that they retire after going through a period of working as a contract worker or working shorter working hours. Therefore, to promote more gradual retirement, it is important to secure employment opportunities particularly for workers to work shorter working hours. In doing so, we will also need to consider that changes in employment patterns will eventually be centered not on changes within a company but on the outside labor market, and an important challenge will be to prepare the outside labor market functions that will allow workers to work in diverse ways.

**Figure 4. Outlook of changes in the rates of participation
in volunteer activities**



Note: The figures for “Employed” and “Unemployed” are the employed and unemployed persons participating in volunteer activities as percentage of all employed and unemployed persons. (They indicate the degree of contribution made to the volunteer participation rate.)

6. Participation in Volunteer Activities Considered Together with Occupation

In addition to work that one derives income from, we can also consider volunteer activities as a form of activities in one’s old age. In the survey, we investigated the subjects’ willingness to participate in volunteer activities by asking a question on whether they would “participate in volunteer activities” in parallel with questions about their expectations (or hopes) on their employment patterns in their 60s that were described above. The results were similarly converted into yearly changes, and we estimated the expectations on participation in volunteer activities during a period of about the next 10 years. The results are shown on Figure 4 as changes in the rates of participation in volunteer activities.

Starting at 8.6% in 2007 (today), the percentage of male participating in volunteer activities remains virtually unchanged at a level slightly over 9% through 2010 and then begins to rise from 2011. After showing a year-on-year increase of more than 1 percentage point in both 2011 and 2012, it rises by slightly less than 3% each year from 2013. On the other hand, while women’s participation rate generally shows a similar trend, it begins to make a gradual rise from as early as 2009, then rises quite steeply from 2011 to 2014, and then

returns to a gradual rise after that.

These changes in the rates of participation in volunteer activities are almost in parallel with the participation rates of unemployed people, and it can basically be said that many people are thinking about starting volunteer activities when they retire from their professional lives. Even so, if we look at employed people's participation in volunteer activities as percentage of the whole, their participation rate is nearly level but slightly on the increase until 2014 for men and 2012 for women. In other words, even though their number is not large, there are those people during this period who are thinking about starting volunteer activities while working.

From the above analysis and estimation, we can summarize the policy implications for the immediate future as follows:

- (1) Many people are thinking about starting volunteer activities when they retire from work. While it is natural for them to think this way, a more gradual "shift" to volunteer activities, if it is possible, is considered to have more than a few advantages. Since there are more than a small number of people who have such expectations (or hopes) for a gradual shift, an effort could be encouraged to help people balance work and volunteer activities.
- (2) As for volunteer activities, the participation rate of men is relatively lower than that of women. An exception is activities related to NPOs, in which case the participation rates are almost the same between men and women. Compared with other activities, NPOs offer the chance to use one's knowledge and skills one acquired in corporate society for foundation and management of a corporate person. Therefore, measures for further expanding NPO activities for older people to participate in, including "establishment" of new NPOs, should be considered.

7. Return from Work to Family Life

As Japanese male employees (the *salaryman*) of the JBB generation and subsequent generations have sometimes been referred to as "workaholics" and "company man," not a small number of Japanese male employees have dedicated themselves totally to work while relegating family life to secondary importance. Even so, such men are now reaching old age and are now at a juncture when they will lessen the importance of professional life and increase that of family

life, in other words, to rebuild their family life, so to speak. While it is possible to discuss this issue from many different angles, we conducted the “wives’ survey” on women whose husbands belong to the JBB generation and are employed, and we investigated on the outlook on life of these wives, who had supported the family life, and their level of satisfaction. Using this survey, we made some analysis on the points that need to be considered to smoothen the “return” of men from work to family life.

We conducted a regression analysis with the explained variable being the data on the wives’ level of satisfaction with their current life in general assessed on the scale of one to five and the explanatory variables being matters that had relevance to their satisfaction level—particularly those matters that were related to their relation with their husbands. We estimated how much effect each explanatory variable had on the level of satisfaction. Here we show the results of the estimates. Detailed results of the estimation are omitted because of the limitation of space. A summary of the results shows the following relation:

- (1) There is a strong relation between how much of their expectations about married life that was envisaged at the time of marriage was actually realized in their married life and the general level of satisfaction.
- (2) There is also a strong relation between the frequency of conversation between husband and wife about their life and the satisfaction level. The frequency of conversation about the husband’s workplace, however, had hardly any effect on the wife’s satisfaction level.
- (3) There is a clear relation between how wives regard their conjugal relations and their satisfaction level (“cannot specifically define the conjugal relations” as reference). With wives who see their conjugal relations as corresponding to a “couple of lovebirds” who are always together in whatever they do, a “chummy couple” who share common hobbies, etc., or a “comrade-in-arms couple” who believe they went through hardships together, there is a clear relation of such perception raising their satisfaction level. On the other hand, with wives who see their conjugal relations as corresponding to a “pretended couple” whose relations have gone totally cold, there is a clear and very strong relation of such perception raising the level of dissatisfaction.
- (4) There is a clear relation between higher annual income earned by

husbands and wives' satisfaction level. The effect, however, is not so significant.

The implications that can be gained from the above results as men of the JBB generation turn their attention again on their wives, whom they have more often than not neglected in the past, and make a "return" to family life in their retirement process in old age while taking into consideration their wives' assessment of married life can be summarized as follows:

- (1) Considering that there is a strong relation between wives' satisfaction level and conjugal conversation, husbands can pay more attention to having conversation with their wives on familiar topics. In doing so, it is apparently important to actually have conversation as well as to create an atmosphere where there is unspoken agreement of views.
- (2) Husbands can think about establishing favorable relations with their wives so that they can become a "couple of lovebirds," a "chummy couple," etc.
- (3) It was shown that the degree to which wives' expectations about married life that was envisaged at the time of marriage was actually realized in their married life had a significant effect on their satisfaction level. Instead of thinking that it is now too late to fix what is now things of the past, husbands can reexamine what those expectations were at the time of marriage and consider if any of those expectations can be actualized in the present circumstances.

8. Summary

In educational psychology, young people in their mid- to late-teens are sometimes described as living the "years of Sturm und Drang (Storm and Stress)." The term is probably used to describe a period of dramatic changes, which also include transition of leaving one's family that one grew up in and taking up an occupation to live as a member of society. Although obviously of different nature, one's old age can also be described as a period of equally dramatic changes. For example, these changes include changes in one's workplace and employment patterns, participation in communal activities, and changes in one's residence and one's involvement in family life.

Change is necessary, but too rapid a change is anticipated to have various unfavorable effects on society and economy. For the JBB generation, in particular, which is a significantly large quantitative nodule of population, the

systems need to be prepared and managed so that the changes become gradual as much as possible.

With respect to employment, their retirement process needs to be gradual, where they will first go through phases of making a transition from being a regular employee to a contract worker and then from a contract worker to a worker with shorter working hours. The people of the JBB generation hope and expect to go through such a process. There is also a need to create a framework in which they can, during the retirement process, participate in appropriate communal and volunteer activities and deepen their degree of participation in phases.

Based on the current forecast envisioned by the JBB generation of their retirement process, it is highly likely that a significant change would be brought about around 2012. It is estimated that about 700,000 people of the JBB generation alone would make the transition from being employed to retirement in a single year. Such a substantial decrease in the labor supply is bound to have a major impact on the economy and society. Through the development of employment patterns suited to older people, such as shorter working hours, shorter workweek, etc., there is a need to make the JBB generation's retirement process even more gradual than they currently envision.

The return from one's professional life to family life is the major issue in one's old age and retirement process. The rebuilding of conjugal relations will probably be the first challenge. Generally speaking, the assessment of married life and satisfaction level of women who have husbands of the JBB generation is slightly above "average," more or less in the zones of satisfaction. Therefore, the majority of couples have the conditions required for the rebuilding of conjugal relations. In the future, efforts will be made for this rebuilding through conjugal conversation and other means which each couple deems appropriate based on their views. The government can consider ways to help in such an effort, such as by providing consultative services when couples find that they require some help.