STRATEGY FOR OVERCOMING POPULATION GROWTH PROBLEMS IN JAPAN

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Abstract
Japan is considered a developed country with an economy that is growing strongly from year to year. Even though Japan is currently a “developed” country, it does not mean that Japan is without problems. Currently, Japan’s problem is the decline in the number of births in Japan. It’s not new, but it’s been around since 1975. The phenomenon of declining birth rates in Japan is known as shoushika. Shoushika phenomenon is a decline in the child population in Japan, this phenomenon is inseparable from the decline in birth rates and the rapid growth of the elderly population. Judging from the historical factors that after World War II, Japan built the country from adversity with the hard work of its people and made Japan a developed country. But the effect of its focus on development makes Japanese society individualistic. So it is not surprising that the Shoushika phenomenon emerged and turned Japan into a demographic crisis. Japan is experiencing a population decline due to a declining birth rate. In addition, the number of seniors (elderly) and older people over 65 is increasing. The phenomenon is predicted to continue in the future, the ratio of old to young is one in four.

Keywords: Demographic Crisis; Population Solutions; Growth Strategy.
INTRODUCTION

Japan is one of the East Asian countries that has advantages in various fields such as culture, technology and economics.\(^1\) Japan is a country in East Asia. It has a population of more than 125,000,000 people in 2020 and an area of 377,962, which is an archipelagic country. Japan's territory is divided into small islands that form a unified seafaring nation. In the field of technology, there is no doubt that Japan already has a lot of industrial represented throughout the world, one of which is Toyota in the automotive industry. From an economic perspective, Japan is a country that can develop very quickly. It can be seen that Japan experienced an economic recession at the end of World War II as a country that lost the war.\(^2\) However, currently Japan is one of the countries with economic power in Asia and even in the world. In terms of culture, even though the country has become a developed country that continues to embrace globalization, Japanese people really adhere to their culture.\(^3\)

\[\text{Figure 1. Japan Country Map}\]

Japan is considered a developed country with an economy that is growing strongly from year to year. This is due to the Japanese culture which has the habit of being hardworking and

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attaches great importance to career path.\textsuperscript{4} Japanese society is known to be very productive. The culture of hard work that is growing in Japanese society is changing the paradigm and reducing the interest of the younger generation in Japan to get married and start a family in the future. Japanese youth are more motivated to pursue academic achievements to support their future careers. Women are no exception, the idea of modern women choosing to prioritize education and professional careers over having a family is becoming more common. Easy access for women to pursue higher education and desire for a better career.\textsuperscript{5}

Even though Japan currently has the status of a "developed" country, this does not mean that Japan is without problems. Currently, Japan's problem is the decline in the number of births in Japan. It's nothing new, but it's been around since 1975. The phenomenon of decreasing birth rates in Japan is known as shoushika. The word shoushika itself was first coined by the Japanese government in 1992 to describe the disappearance of the younger generation to replace the older generation in the population.\textsuperscript{6} Judging from historical factors, after World War II, Japan built the country from adversity with the hard work of the people, which made Japan a developed country.\textsuperscript{7}

However, the effect of his focus on development made Japanese society individualistic. It is not surprising that the Shoushika phenomenon emerged which turned Japan into a demographic crisis. The number of births in Japan has been declining steadily since the mid-1970s and has continued to do so in recent years. The decline in the birth rate in Japan is not without reason, but rather through a long process. Currently, Japan has a low birth rate and a high aging population.\textsuperscript{8} Japan is experiencing a population decline due to declining birth rates. In addition, the number of seniors (seniors) and parents over 65 years is increasing. This trend will continue in the future, the ratio of old to young is one to four. It can be said that Japanese women today prefer to enjoy their activities in the hustle and bustle of the modern world rather than just focusing on domestic activities at home.\textsuperscript{9} The dilemma of Japanese women has given rise to another phenomenon, namely the decreasing marriage rate in Japan which has caused a generation gap in Japan. The issue of postponing marriage emerged in Japan in the early 1990s as a social problem that was later linked


\textsuperscript{7} Wa Santi et al., “Kehidupan Sosial Budaya Masyarakat Muna pada Masa Pendudukan Jepang: 1942-1945.”


\textsuperscript{9} Dewi Kusrini, “Pahit Manis Permasalahan Lansia Di Jepang,” Majalah 1000 guru, 2011.)
to a decline in birth rates. According to a study by the Bureau of Economic Planning, the reason why Japan has become a country of "shoshika" (elderly population) is because of the emergence of the trend of "bankonka" (delayed marriage) and "hikonka" (no marriage).  

If Japanese people in the development era preferred to live alone to marry because they wanted to develop their country, the situation is different now. Japan really wants to create quality human resources (HR) to increase education costs, which then becomes a consideration for Japanese people in having children. There are also concerns that having children reduces labor mobility. Apart from that, the role of children has developed during the agricultural era, where children are a source of labor capable of producing goods, to consumers who must be provided with education and health in the industrial era or now. In the case of the Shoushika phenomenon, this had the effect that the Japanese population began to "age". The generation that ran the economy and government did not have the human resources of the generation that had to give birth to new ideas, causing Japan to experience stagnation. Apart from that, there is ancient culture that is very attached to Japanese society. Seniority here is a culture of respecting the person who first entered a community. In a community consisting of companies, this seniority inhibits creativity or new ideas from keeping up with the times, according to the author, because if there is an idea that is later rejected by seniors, that idea cannot be used in the future. Business. This cultural factor then became an obstacle for Japan to compete with other East Asian countries such as South Korea and China.

**Constructivism Theory**

In the context of educational philosophy, constructivism is an effort to build a modern culture of life. Based on the explanation above, constructivism is a theory that is constructive in nature, building in terms of ability, understanding, in the learning process.

To illustrate the concept of constructivism in the material for discussing the Shoushika phenomenon based on this concept, it can be seen starting from the very rapid development in Japan which made Japan a developed country in a relatively short time to making Japanese society today ambitious in doing everything. The high work ethic and discipline possessed by Japanese society has then led to the construction of individuals in Japan who are reluctant to commit to having children because it will take up a lot of time which they consider to be a waste. In addition, the emergence of thoughts or ideas that were instilled by the Japanese government through the

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10 Kurniawan, *Sains Dan Teknologi Maju Jepang*.
12 Herniwati, Risda, and Judiastri, “Tatakrama Manner Di Jepang Sebagai Upaya Pemahaman Budaya Jepang.”
Womenomics policy in women in Japan where there was a demand that if women wanted to live independently, be successful in the economic field and if women wanted to continue working, they were advised to postpone having children. Because the work combined with taking care of children is very burdensome, plus the cost of taking care of children is not cheap. In this case, it can be seen that ideas from the Japanese government can construct the thinking of its people. This is demonstrated by the Shoushika phenomenon which causes a decline in the birth rate in Japan because people prioritize individual careers over starting a family.

RESEARCH METHOD

This research uses a type of non-interactive qualitative research using concept/content (text) analysis methods. Because the research carried out was to examine every text/content contained in several journals related to Population Policy in Japan. The type of data in this research is a general description of Population Policy in Japan. The data sources in this writing use two sources, namely primary data in the form of several journals related to Population Policy in Japan, and secondary data in the form of books about Population and Population Policy in Japan. The data that has been collected is then analyzed using the content analysis method. This analysis was developed as an effort to further explore Population Policy in Japan.

RESULTS AND DISCUSSION

Changes in the Growth of Japanese Society from Year to Year

Society is a relationship between a person or group of people who live individually or in groups and interact with each other, influence each other and bring about social change in life. Society is a group of people who tend to live independently, for a long period of time people can live together, live in a certain area, have the same culture and achieve maximum results. Activities or activities that exist in community groups or community groups in the area. Japan is a country with quite high population growth, as can be seen from the current population of Japan based on the latest data from Worldometer and the United Nations (UN) organization, which on Saturday, March 3 was 126,476,461 people. There were 27,202,100 people per km2 (899 people per mile2) with a total area of 364,555 km2 (140,755 mile2). 91.8% of the population lives in urban areas (116,099,672 people in 2020) and about more than 8 million Japanese live in

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Tokyo. The average age in Japan is 48.4 years. Japan is also the 11th country that is dependent on other countries.17

Japan attracts many foreign workers because of the continuing decline in young domestic workers who are considered productive. With mass migration, Japan has increased its foreign population to 2.3 million. In 2016, the number of foreign residents increased by 150,000, helping to halve the overall population decline. The 2010 census gave Japan's total population as 128.06 million people, this number includes non-Japanese residents (immigrants, immigrants, expatriates). Japanese census projections were carried out by the National Institute of Population and Social Security Research in Japan to predict population decline in Japan. According to the Institute's research, Japan is likely to enter a prolonged phase of population decline. The population is projected to decrease by millions to around 116.62 million in 2030, then decrease from 100 million to 99.13 million in 2048 and further decrease to 86.74 million in 2060.18

Japan is also one of the countries with the highest life expectancy of over 80 years. This causes Japan to be filled with elderly people who are considered unproductive. The median age at first marriage for women in Japan has increased over the past half century from 23.0 years in 1950 to 28.8 years in 2010. The dominant factor for growth and progress in Japan is supported by the attitude of the population with high morals, education and mastery of technology, which then has a huge impact on the progress of Japan itself through the economy and other sectors. The economic sector that is quite superior in Japan is the industrial sector, such as the manufacturing industry as one of Japan's strengths. Japan is known as an industrial country that produces various types of construction and mining equipment, automotive equipment, ships and communications, and chemicals. The progress of industry in Japan is also supported by the availability of electricity, a mobile and skilled workforce, and a high work ethic, and is also supported by the means of transportation that have developed in Japan. Various types of minerals are also available in Japan, although minerals are not the main source. As a developed country, buying and selling activities in Japan also have potential because of the relatively active atmosphere and support for land, sea and air transportation.19

Japanese society also excels in the field of technology. The community's superiority in mastering this technology is the basis for developing various types of products for export. The high quality of the Japanese people's resources is undoubtedly a factor that influences the progress of the Japanese state itself. Not to forget, Japanese society is also known for its high level of literacy.

19 Herniwati, Risda, and Judiastri, “Tatakrama Manner Di Jepang Sebagai Upaya Pemahaman Budaya Jepang.”
Considering the quality and integrity of the population and society in Japan, it is important to note that the class of modern women in Japan today is also included. As a result of globalization and modernization taking place in Japan, this has had a positive impact on Japanese society not only in the fields of industry and technology. This modernization also has an impact on the mentality of people in Japan, especially women in this country. For women in Japan, career is the focus of their life. Where career for them becomes a clear medium and work can enable women to express themselves as proud of their own achievements, especially when women’s achievements receive recognition or positive comments from many people.20

Until then, a perception and social construction will emerge where women, if they want to live independently, be economically successful and pursue work, are advised to postpone having children. Because the work related to childcare is very heavy, the cost of childcare is not cheap. Women in Japan also see marriage as a choice rather than an obligation or coercion that must be undertaken so that they can make their own life decisions. And Japanese women who prefer careers and don’t want to disturb their married life with a career. Economic factors are also one of the causes. Economic growth in Japan is very rapid, so that the way of life and wealth of Japanese people is changing.21

Japan is Experiencing a Demographic Crisis

In the problem of the demographic crisis in Japan as observed using the Copenhagen School approach, this question is highly correlated with what and who is the object of security or reference. Initially, security threats in Japan were more focused on the post-war period. The economic recovery war to date, the threat of population decline in Japan will indirectly pose a threat to the safety of the Japanese people because of the Japanese people's concerns over the presence of foreign workers who can disrupt social stability and create cheap labor.22

In the Copenhagen School securitization theory, Barry Buzan emphasizes the security of the state and society. Real threats are expressed at this level of security, where political actors can become threats and identities are threatened. Demography or population is closely related to human population dynamics, population problems not only cover the problems of certain countries, but also expand the topic of problems to the international arena. Because demographic dynamics also have an impact on other fields such as social, economic, political, cultural and health. Demography is also a field of study concerned with

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20 Kurniawan, Sains Dan Teknologi Maju Jepang.
the stability and change of human populations based on their size, composition, and spatial distribution. Birth (fertility), death (mortality) and migration are the main roots of demography.23

The human population in developing countries in general continues to increase, even though the government has failed to suppress population growth in its country. The highest population growth was recorded in countries in Africa, the Middle East and Southeast Asia. But in developed countries there are other conditions where the human population continues to shrink. The birth rate decreases while the death rate increases. This phenomenon is called the demographic crisis, which is caused by an identical pattern of factors. One of the main factors that complicates childbirth is advances in technology and medicine. An example of the impact of progress is making birth control (Family Planning) pills easily accessible to everyone. Then, with advances in technology, now people can get sexual satisfaction not only from other people but also with various sex tools and toys. In addition, there is a delay in the marriage age for economic, educational or work reasons. This phenomenon often occurs in Eastern European and East Asian countries, especially Japan and South Korea. The demographic crisis in Japan has been highlighted by various media because Japan is a country with a well-established economy. However, the number of productive young people continues to decline, resulting in an economic downturn.24

Judging from the graph of Japan's Population Growth from 2010 to 2021, Japan continues to experience a decline in population growth from year to year. It is also feared that Shoushika will have an impact on the continuity of the cultural and traditional heritage of Japanese society. From individualistic lifestyles to shifting gender roles, women in developed countries are not interested

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in being part of a family or household. The traditional family concept is considered outdated and too expensive. So women prefer to build careers and support their own needs. Not to mention the high life expectancy that forces young people to support the needs of their elderly parents.\textsuperscript{25} Changes in the mindset of Japanese women are one of the factors behind the decline in the birth rate in Japan or what is usually called shoushika. Japanese women's decision not to have children affects the number of births each year. The dynamics of increasing and decreasing the number of births have basically continued since the 1970s and have had a direct impact on the demographic composition, where the population in Japan is dominated by older people and the productive age group in Japan is decreasing. Since 1974, fertility rates in Japan have continued to decline, as has . This happened in 2005 when the birth rate could reach 1.25 and even in 2021 the fertility rate is still below 1.5. The annual birth rate is also decreasing, exceeding 2 million in the 1970s and reaching 1 million in 2005. In 2019, around 864,000 babies were born and the number of deaths reached 512,000, this decline was caused by a decrease in the number of women aged 2,539 years, the number married couples also fell as much as the post-war nadir. reaching 583,000 and 3,000 fewer in 2018.\textsuperscript{26}

In terms of population growth rate, Japan's population also recorded a decline. In 2005, population growth in Japan slowed, with a slight increase in 2006 and 2007. This decline in population would later result in a negative population figure. The number of marriages and births greatly determines a country's population growth. In developing countries like Indonesia, for example, a booming population, which of course will continue to increase, will be increasingly difficult to overcome, even to the point where a government work program to deal with an ever-increasing population is launched. This is very different from conditions in developed countries like Japan which have The problem with population growth is the fact that the population is decreasing every year and the birth rate is decreasing. If this continues, indigenous communities there could become extinct due to lack of regeneration. Demographic problems in Japan are also related to values and behavior in society itself. Many people in Japan today do not want to get married due to the increasing demands of life and the cultural isolation of individuals through advanced technology, which is also part of the Shoushika phenomenon. Japan's aging population is expected to grow quite rapidly compared to other countries. Indirectly, the number of elderly people in Japan is increasing. The Shoushika phenomenon currently occurs because many Japanese people do not want to get married. Living needs increase, marrying off children or offspring becomes a burden.

\textsuperscript{25} Herniawati, Risda, and Judiastri, “Tatakrama Manner Di Jepang Sebagai Upaya Pemahaman Budaya Jepang.”

most modern people in Japan choose to postpone marriage or not marry at all, causing the annual birth rate to fall. Factors causing the decline in the birth rate in Japan are also related to the careers of young Japanese women. The lower the marriage age, the higher the fertility rate, which is taken into account by a woman's reproductive age and the risk of late childbirth.27

Changes in the environmental conditions of Japanese society require women to work, considering the unstable economic conditions which then construct the idea of women having the same rights as men. This also has an impact on women's attitudes towards marriage. Traditional Japanese marriage is an arranged marriage (miai kekkon), but today the idea that marriage should be of one's own will and not under the coercion of another person, supported by the feminist movement, dominates Japanese society, especially women.28

**Japan Population Projections**

Population projection is a way of depicting population numbers based on certain calculations which are based on assumptions about the components at work, including births, deaths and migration. Projections play an important role in its purpose as a planning system for the future.

![Population Pyramid](image_url)

**Figure 3.** Japan's population growth projections

The image above is a population pyramid which is an illustration of the composition of the population in Japan which is divided into 1950, 2009 and 2050 (projection). In the first pyramid, it can be seen that the population of children born to 14 years old is greater than the population of productive age (15 to 64 years) and the elderly population (65 years and over). Meanwhile, in the second pyramid, which describes conditions in 2009, it can be seen that the majority are of the productive age population, namely 63.9%. When compared with the previous pyramid, the population aged 0 to 14 years has decreased from 35.4% in 1950 to 13.3% in 2009. In the conditions

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28 Anggraeni, Suhaeb, and Nur, “Hegemoni Budaya Jepang Dalam Gaya Hidup Cosplayer (Studi Sosioologi Pada Komunitas Cosplay Makassar Suki Di Makassar).”
depicted in the second pyramid, Japan is actually still able to survive, this is because the proportion of productive age is greater when compared to the non-productive age population. However, considering the trend that the number of births continues to decline, it is feared that conditions in the future will worsen as seen in the third pyramid.

**Considerations by Japanese Parents for Having Children**

People in Japan think that having children will increase their expenses, this is in accordance with what was explained by Leibenstein, who stated that children are a consumer good. The consumption in question is then divided into two parts, namely direct consumption and indirect consumption. What is meant by direct consumption is all costs used to raise children, while indirect consumption is costs lost due to the cessation of income from women who have to stop working as a result of giving birth to a child.

The amount of household expenditure can be seen from the number of family members in it. The amount of expenditure also varies based on a person's age. For families with children, the age of the children also influences the amount of household expenditure. A newly born child has greater needs than a child who has entered school age. This is because at the age of 0 to 3 years, a child must receive support for good care and health. For more details, see Figure 4 below:

![Figure 4. Considerations for not having the ideal number of children (2002)](image)


Based on the results of a survey conducted in 2002 regarding the reasons why Japanese people do not have the ideal number of children, it can be seen that the majority answered "The high cost of raising children" was the highest reason. This was followed by the second majority
reason, namely "not wanting to give birth late in life". Thus, it can be seen that economic factors are the biggest reason behind Japanese people choosing to have the ideal number of children.

The Impact of the Shoushika Phenomenon on Japan

As explained above, changes in the perspective of the younger generation of Japan, especially women, in assessing marriage, family and children is one of the factors that contributed to the emergence of the Shoushika phenomenon in Japan. The impact caused by Shoushika also has an impact on various sectors such as economic, social, educational and of course population issues. This phenomenon continues to threaten the survival of Japanese society in the future. The decline in population and birth rates will have an impact on an increasingly aging generation. The impact of shoushika has resulted in a labor shortage in Japan due to the lack of productive age among Japanese people. This has encouraged Japan to look for workers abroad. To address the decline in demand for domestic workers, the Japanese government has finally relaxed visa requirements for foreign workers, but some still conservative people are worried about Japan's social life. The previous hope of this policy was that many foreign workers could fill vacancies in the labor sector in Japan. However, it turns out that this policy actually caused unrest among the public, who believed that the presence of foreign workers would disrupt the harmony of Japanese society and national security. Japanese society, which tends to be homogeneous, is considered difficult to assimilate with foreign workers who are very different, both culturally and linguistically. The more differences there are, the greater the possibility that bad things will happen. As an island country, Japan has also closed itself off from the outside world. Where in the mid-19th century people who left or entered Japan could be sentenced to death. Of course, Japan's homogenous state gives the country very strong and powerful cultural characteristics. Based on this, it can be seen that fear of job loss and unrest also fuel Japan's concerns about immigrants and foreign workers.

The impact of the Shoushika phenomenon through the Copenhagen School approach sees the state and society as securitization actors who feel a dilemma about the identity of the Japanese state because they want to preserve ethnic and cultural diversity where they do not easily allow foreigners to enter immigrant culture. Japan, on the one hand, is concerned about government policies regarding opening up access to foreign workers (TKA), Japanese culture is being eliminated, however, due to demographic changes, lawmakers continue to maintain immigration as

a possible solution, or at least factors that can overcome some of the economic problems caused by aging. On the social side, the impact of this demographic crisis is felt most in rural areas. Only old people live in the countryside, while young people move to cities. This is because the opportunities to study and work in metropolitan areas such as Osaka and Tokyo are greater. This gives an eerie atmosphere to empty small towns and villages in Japan. Even in Nagoro, Tokushima Prefecture, there are villages blocked by dolls with shapes, dressed as if they were working people. If this happens, the impact of the crisis demographics not only threaten socio-economic security, but also military security. The Shoushika effect is felt in the Japanese economy. According to the International Monetary Fund's (IMF) latest survey in Japan, this reflects a decline in Japan's population by a total of 308,000 people in 2016. This affects annual gross domestic product (GDP) growth, which will fall by one percentage point from 2020 to 2050. The Shoushika Phenomenon this will also increase pressure on public finances as the Japanese government then increases health care and welfare costs for many of its seniors. If the decline in GDP continues, Japan's existence as the third largest economy in the world could be eliminated. This fear made the Japanese government actively design policies so that the Japanese economy remained stable. However, on the other hand, this phenomenon is also thought to lead to technological progress, because the Japanese government can replace the shortage of labor with robots. When capital is abundant and labor is scarce, technology can fill the gap and even lead to higher economic growth.

Japanese Government Policy to Overcome the Shoushika Phenomenon

Shinzo Abe is a politician in Japan who served four terms as Prime Minister of Japan from the Liberal Democratic Party, namely in 2005, 2006 and 2012 to 2020. Abe became the youngest Japanese Prime Minister after World War II, Abe became Prime Minister in 52 years Program Abe's most famous since becoming prime minister in 2012 is "Abenomics," a program aimed at raising inflation rates as well as increasing monetary policy and public spending on major public works projects, injecting billions of dollars. Japan's economic growth. In October 2017, Shinzo Abe won the general election and was elected Japan’s top civil servant in his fourth year in office. Shinzo Abe comes from a family with a political background (his grandfather and great uncle were prime ministers). He began his career in the lower house of the Japanese parliament. In early 2018, Abe was plagued by a series of scandals in which he was accused of using his position to support an

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educational institution called Kake Gakuen, owned by his close relative Kotaro Keke, which sparked and sparked huge public outcry. declined and he was increasingly distrusted by the public.\textsuperscript{33}

Added to this is growing disillusionment with the economic situation and living standards. Abenomics’ economic program touted by Abe consists of faster monetary expansion, some fiscal stimulus and talk of growth-supporting structural reforms. But the results have been slim, especially from a leader who has won three general elections and has long held a solid parliamentary majority. Abenomics is described as a program to combat deflation, accelerate economic growth and, in a second phase, increase Japan's birth rate. While prices have stopped falling, hopes of a return to controlled inflation and wage growth have faded. While economic growth between 2012 and the current pandemic was slightly better than in the previous decade, this was largely due to the fact that there were no major surprises in the magnitude of the financial crisis 2008 or the 2011 earthquake and tsunami, but birth rates remained flat. Of course, the Abe administration enacted some useful minor reforms, including a new corporate governance code, better corporate disclosure rules, higher child care spending, and stricter limits on dangerous overtime hours. However, deep reform plans to increase competition failed to materialize or were hampered by certain business interests. Nearly 40 percent of the workforce remained on precarious short-term contracts, and while more women were being hired, very few were succeeding in managerial positions during his second term as Prime Minister. Shinzo Abe's sudden resignation due to health problems and recurring ulcerative colitis, which marked the end of his term, although he left with a still relatively weak economy, has made Abe's Japan stronger and more autonomous in matters of defense and foreign policy. In 2013, Tokyo was awarded the contract to host the quadrennial sporting event, as the country hoped to use the games to help rebuild areas devastated by the massive earthquake and tsunami in Tokyo, East Japan in March 2011, and its subsequent disaster.\textsuperscript{34}

Under his leadership, Japan experienced its second highest growth rate since 1945. International presence skyrocketed as Tokyo prepared to host this year's Olympics. Abe won election after election even as governments across the democratic world were rocked by populism. (Johnston, 2020). Japan is a country with a rapidly aging population, with people over the age of 65 making up almost the total population in Japan, and is expected to grow rapidly in the future. As a result, the Japanese government has to deal with increasing age-related labor shortages, since the 1990s the government has focused on immigration. In recent years, the Japanese government has enacted policies to encourage labor force participation among older workers and women as the foreign labor force has increased by 40% since 2013, but the government has been reluctant to

\textsuperscript{33} Kurniawan, Sains Dan Teknologi Maju Jepang.
explicitly look at increasing numbers or provide measures. The government handled the labor crisis by issuing a policy called Womenomics, but this policy was deemed less effective, so the Foreign Employment and Immigration Policy Act was born. This has left Japan reliant on foreign workers to fill labor shortages at the lower end of the economy, as increased demand for migrant workers is felt when they also need workers in the construction sector, such as at the Olympics, the 2020 Tokyo Summer Olympics, and the 2020 Tokyo Summer Paralympics. It is reported that Japan is expected to need around 150,000 workers in 2015-2020.35

The impact of the demographic crisis that is felt directly by the government of a country is in the economic sector. For example, policies regarding Japan's demographic crisis have so far been oriented towards economic interests. As the working age population decreases, Japan, as a capitalist country that is ranked as the third richest country in the world, certainly needs labor to turn the wheels of its economy. Therefore, since the early 1990s, the Japanese government has worked to encourage childbearing by expanding work-life balance measures. Considering the Japanese work culture which is known for being hard workers and working long hours. Under this policy, married employees can take time off to look after their children.36 However, this policy was deemed ineffective because harassment occurred in the workplace and punishment for employees who took leave in the form of demotion and termination of employment after the employee returned to the office. During the Shinzo Abe administration (2012-2020), policies serving the young working age population were to encourage women's participation in the workforce. This policy is called "Mujeromics", which encourages companies to be incentivized to hire more women and increase the number of managerial positions for women. Indeed, this policy is the implementation of an idea borrowed from Abe's 2003 speech. This policy is widely supported by feminists because in Japan this policy is seen as women's reform. However, many believe that this policy actually failed, exacerbating Japan's demographic crisis.37

Because of this policy that encourages women to work, the home is no longer the main goal for Japanese women in managing their lives. Careers are considered more promising because they can be financially independent with the salary they receive. The competitive culture of Japanese society also means that women in Japan are too busy trying to achieve the highest professional positions possible, so they choose to postpone marriage and having children, and some do not even want to get married. The continued increase in the total female workforce reflects the desire for

37 Mtsweni et al.
women to stop producing children. This will cause the birth rate to decrease further.\textsuperscript{38} During his term, Prime Minister Abe addressed this crisis by taking measures to help young couples raise children, such as abolishing pre-school education. The Japanese government has set a target to raise the birth rate again to 1.8 by 2025, a hope that is impossible to achieve in a short time, because the birth rate in 2017 was only 1.43.\textsuperscript{39} In response to the increasing elderly population, the Japanese government is opening up employment opportunities for the elderly, and the working environment will improve, allowing workers to demonstrate their full abilities into old age. The retirement age, which was previously 65 years, will be increased to 70 years. Japan will achieve sustainable economic development by rejuvenating its aging society. However, the new pension system has also been criticized for increasing the health care funds that the country has to spend due to rising medical costs in old age. Apart from that, the Japanese government has also opened a wave of immigration for foreign workers to cover the country's economic productivity. In one analysis, the Japanese government pursued policies based on economic interests rather than social and cultural threats. However, this demographic crisis could become the extinction of Japanese citizens if it continues over a long period of time and is not realized. There is a strong possibility that the ethnic and cultural identity of the Japanese people will fade or even die out in the coming centuries if Japan continues to be filled with immigrants who increase every year while the Japanese population continues to shrink.\textsuperscript{40}

So Japanese government policy should encourage people of productive age in Japan to marry and have children. The Japanese government must also provide reproductive health and social care to meet the birth rate needed to increase the young population that contributes to the progress of the Japanese nation and the world.\textsuperscript{41} The next step is to eliminate or reduce educational costs not only at the preschool level but also at the primary, secondary, etc. levels. That way, Japanese people don't need to worry about the high cost of living and their children's education. The Japanese government also needs to increase efforts to expand affordable child care services. Then it was back to a more flexible and family-friendly workplace, including a shift in Japanese corporate culture that emphasized long working hours. Given the severe long-term demographic and socioeconomic consequences of low birth rates, the Japanese government has had no choice but to increase policies to help women and couples balance work and family life. If these efforts are made, Japan's population will continue to be maintained and the socio-cultural and economic threats posed

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\textsuperscript{38} Bahri and Rochmah, “Diplomasi Budaya Anime Sebagai Soft-Power Jepang Guna Membangun Citra Positif Negara.”

\textsuperscript{39} Sambeka, “Mengenal Chanoyu, Ikebana Dan Matsuri Dalam Budaya Jepang.”

\textsuperscript{40} Herniawati, Risda, and Judiastri, “Tatakrama Manner Di Jepang Sebagai Upaya Pemahaman Budaya Jepang.”

\textsuperscript{41} Anggraeni, Suhaeb, and Nur, “Hegemoni Budaya Jepang Dalam Gaya Hidup Cosplayer (Studi Sosiologi Pada Komunitas Cosplay Makassar Suki Di Makassar).”
CONCLUSION

Japan is considered a developed country with an economy that is growing strongly from year to year. This is due to the Japanese culture which has the habit of being hardworking and attaches great importance to career path. Japanese society is known to be very productive. The culture of hard work that is growing in Japanese society is changing the paradigm and reducing the interest of the younger generation in Japan to get married and start a family in the future. Japanese youth are more motivated to pursue academic achievements to support their future careers. Women are no exception, the idea of modern women choosing to prioritize education and professional careers over having a family is becoming more common. Easy access for women to higher education and the desire for a good career. Even though Japan currently has the status of a "developed" country, this does not mean that Japan is without problems. Currently, Japan's problem is the decline in the number of births in Japan. This is nothing new, it has been around since 1975. The decline in birth rates is reflected in the birth rate being lower than the death rate. This phenomenon was later called Shushika. So Japanese government policy should encourage people of productive age in Japan to marry and have children. The Japanese government must also provide reproductive and social health care to meet the birth rate needed to increase the young population that contributes to the progress of the Japanese nation and the world. The next step is to eliminate or reduce educational costs not only at the preschool level but also at the primary, secondary, etc. levels. That way, Japanese people don't need to worry about the high cost of living and their children's education.

The Japanese government also needs to increase efforts to expand affordable child care services. Then it was back to a more flexible and family-friendly workplace, including a shift in Japanese corporate culture that emphasized long working hours. Given the severe long-term demographic and socioeconomic consequences of low birth rates, the Japanese government has no choice but to increase policies to help women and couples balance work and family life. If these efforts are made, Japan's population will continue to be maintained and the socio-cultural and economic threats posed by the demographic crisis can be overcome. Fundamentally, current population policy is not just about improving material well-being, but also about promoting group survival.

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