

Aging vs Productivity in Asia: A Sociological Appraisal

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Abstract

Aging as a gift is widely awarded to most nations in the world. It has positive as well as negative qualities. When people get aged, they get rid of routine duties of life before old age. At the same time, they physically and mentally get weak and frail. They usually have to depend on other family members, or nursing homes. During their old age, they are very fragile. Aging people are mentally very vulnerable. They get dementia, Alzheimer's disease, and when one spouse usually dies earlier, the remaining spouse highly suffers loneliness. Aging being a controversial problem, needs psycho-social solutions. Asia wise the poorer countries are more involved with aging people who are away of productivity. Such people in

Asia usually do not receive any pensions which is the worst situation for the elderly people. According to the studies done in many parts of Asia, many retirees still want to work somehow or the other. However, the age range of 50 years and above does not much effect on increasing productivity.

Key words: Working age; Effects of age on production; Contradiction of work and old age; Retirement views. Sociology

Introduction

Macro-sociologically speaking, due to furthering science and technology, people are aging in every country of the world. Such a phenomenon is creating many effects including economic, social, biological and many more. Aging people gradually and rapidly lose power and balance of mentality. Because of such weaknesses, they cannot decide well and straight. So, they think they are no more useful in productivity, decision-making, making money, doing domestic chores etc. Increasing aging also contribute to shortage of newborns in any society. So, it is really difficult to judge if aging is a damage or a benefit! Yet, despite all appraisals and judgments, the global population is proceeding toward old age which is

unprecedented issue. Another problem with the increasing aging population is that, they don't want to learn new findings and compete with younger population even if they can. Such a manner adds to their dependency. Many at this age lose spouse which creates sufferings for the remaining party. However, with the economic development, the provision of social services, and improved welfare conditions, life expectancy and many more in China, the scenario contributed to more aging people to exist (Woo, 2002). Japan has the highest proportion of the elderly citizens of any country in the world (The Japan Times, Sep 15, 2019); (Muramatsu, 2011).

Country	Percent
Japan	29
Turkey	10
Uzbekistan	5
India	7
Iran	7
Sri Lanka	8
Thailand	12
Vietnam	8
Singapore	15
China	14
South Korea	17
Taiwan	16

Source: World Population Data Sheet, 2021.

Table 1: Comparative Selected Countries with Population 65+ in Asia 2021

The slow growth of the labor force and the increase of dependence of this labor force following the aging of their population play a role in reducing the total production and per capita production. An important question or issue to be explored in this topic is whether there is a systematic and orderly relationship between population aging and the productivity system (Werding: 2008)? Also, since aging and aging are associated with a decrease in physical strength, it itself affects the various sensations inherent in (the elderly), and these changes themselves lead to a decrease in productivity. Hence, how physical and mental inputs of individuals affect their production in different sectors. However, the social need for continuous increase in production requires that the relationship between these two variables be constantly and critically assessed (Shepard: 2000). At the same time, by providing conditions for improving health through exercise and healthy nutrition, older age groups can be productive and kept productive for optimal productivity. In these challenging situations, people also need to be trained to have appropriate attitudes toward the elderly workforce (with different abilities) (Griffiths: 1997).

A growing population is introduced in which each age group is generally wider and larger than the same age group in the past. This indicates a young age structure in a society. Today, following the increase in population, different age groups in the form of single age, 5 year old age groups and three major age groups; That is, 0-14 years old, 15-64 years old, and 65 years old and older have increased more than the same age groups at any other time in the past. Finally, population growth in terms of improving medical facilities and services and care also leads to an increase in aging. Thus, the share and proportion of the population aged 65 and over increases. Many developed countries today are in such a situation; In such cases, even one-fifth of their population is in the elderly age group. The elderly population is generally a population that has less participation in production, and in return needs to be consumed in various fields, and receive various services. Therefore, economic and social demography should always follow the path of population movement, and make the necessary predictions in this regard, so as not to suddenly encounter the elderly population in conditions of limited resources.

Method of Research:

Methodology used in the present article is of qualitative type. In that, various paradigms have been used to find out about the facts regarding pandemics during the history. Qualitative research usually studies people, events or areas in their natural settings. In finding facts for the research, the researcher engaged in careful data collection and thoughtful analysis of what was relevant. In the documentary research applied for the present research, printed and written materials were widely regarded. The research was performed as a qualitative library-type in which the researcher had to refer to the relevant and related sources. In the current research, various documents were thoroughly investigated, and the needful inferences were made. The data fed by the investigator in the present article is hopefully reliable. Though literature on pandemics is very limited, yet the author tried to investigate many different resources in order to elicit the necessary information to build up the text.

Working age

According to studies in many (developing) societies, many retirees or people of retirement age still want to work in some way; That is, a job that pays off for them. Some people at this age (retirement decade) also want to work part-time or a few hours a week. Material factors and how people are healthy play an important role in achieving this goal. Also, the skills of work, communication, marketing, etc. of people in retirement age cause many employers to use this force even in their old age; 65-60 years and older (Work and Age Survey: 2006).

In this article, we will examine how changes in the age composition of the working age population affect productivity growth. The working age is generally in the range of 15-64 years. In this wide age range, conditions must be provided for different age groups to participate (participate) in the best possible way in the productivity index. This means that people in this age range (15-64 years old) enter the production cycle in different forms and in more detailed and limited age groups, and leave it at some point. However, in general and according to international standards, this

age range is also considered the range of economic productivity. Countries that control their population growth, in other words, have a better demographic arrangement, can generally enjoy higher levels of productivity; That is, they use all the capacities of people, both men and women, in this age range. However, in developing countries, due to the irregular situation of population growth and inappropriate increase of population in different age groups, they cannot easily use the capacities of these age groups. In other words, the population is generally more of a consumer than a producer in such circumstances.

In this regard, a clear hypothesis indicates that: Most studies on age groups and productivity assume that labor productivity peaks at the age of 30-50 years. This means that high productivity does not occur at the age of less than 30 years and more than 50 years. Demographers and sociologists of labor, while conducting their own research high productivity has been determined in different age groups. For example, as mentioned, the age of 30-50 years is the most desirable age as far as productivity is concerned. This means that at the age of less than 30 years, due to low work experience, productivity is not high and satisfactory.

Similarly, the age range of 50 years and above does not have much effect on increasing productivity. Hence, economic and social demographers have emphasized age demarcation to increase productivity. At the same time, according to this theory, countries, depending on their circumstances, generally consider 50 years of age and older to enter retirement. At the same time, some people choose a part-time job after the age of 65 under the influence of socio-economic conditions (Quinn & Burkhauser: 1990). The results of many reports also indicate that retirees who are in good health often work fewer hours than before their retirement (Stone: 1994).

A hypothesis according to which many remain at work and employment after retirement age. However, it itself requires careful scientific studies, through which even micro-information (data) can be accessed. What has been mentioned above is a macro-level set and theory; While studies related to age and labor force, themselves require more detailed studies or micro (micro) analysis. In some cases, the mentioned age limits (30-50 years old) are broken in an exceptional way, or in other words, due to the expertise, health and efficiency of individuals, more productivity is postponed to the use of human resources, even 50 years and older. . What is at stake in this article is the ideal framework for age and productivity. However, different societies deviate from this framework in many cases due to their different circumstances.

The importance and validity of this data (above data) is based on a combination of employee information, product information and observations related to each production and industrial unit. This process or study gives us the opportunity to study the productivity levels of production units according to different age and educational structure. Workshops and industrial units generally seek to provide the workforce that brings them the most productivity. As a result, age groups 50 and older are usually adjusted; meaning that younger age groups are replaced, and age groups 50 and older gradually retire.

It should also be noted that industrial societies with limited manpower and low population growth generally extend the working age; In a way that can compensate for the shortage of manpower. Likewise, since industrialized countries generally have a higher life expectancy; That is, people can easily reach the age of 75 and above, therefore, and with the proposal of insurance and social security institutions, the elderly manpower to the elderly; In some cases, they are even employed until they are over 60 years old.

If the hypothesis based on productivity criteria at the individual level is correct, it should be expected that production units based on the age of employees are very effective and efficient. Criteria such as pay age, job satisfaction, and so on, provide greater returns in the economic cycle. These conditions are well met in industrial societies, while in developing countries there are gaps, gaps and gaps between different sectors, or in other words, different criteria, which reduces productivity and optimal productivity. Provides.

Thus, the aging of the labor force at the level of production / industrial units with increasing rate high productivity is associated. Countries and

societies that generally face an aging population, the amount of resource utilization in these societies is often limited. This means that there is not enough manpower at the right age to exploit different resources.

As a result, such countries rely heavily on imported manpower or immigrant populations. It should also be noted that in the above conditions, many industrial societies to mechanize the use of resources as much as possible and in conditions of limited manpower, have mechanized production units instead of manpower. Under such circumstances, the motivation (ies) of families and populations at reproductive age generally change, with very low fertility being replaced as a socio-cultural norm.

Effects of age on production

In economics, the means of production are the resources used to produce goods and services. In this process, human capital, which also includes the elderly (Iran), has an effective role. While aging itself causes changes in the production of hormones, and while there are different hormones in each person's body, any reduction or change in them following aging causes production to affect itself. Also, they affect the quality of sleep, worries, depression, etc., which ultimately affects production in different sectors in old age (Falk: 2006).

The characteristics of age effects on production and labor can be expressed in this way: a: age groups under 30 years, b: age groups 30-49 years and c: 50 years and above. In industrialized countries, production and operation are generally based on the above classification. Usually, age groups less than 30 years old are considered as trainees in those communities. However, its higher quality production depends on the use of age groups of 30-49 years; That is, the active population that expects maximum productivity from them. Similarly, a population of 50 years and older, although involved in production and the productivity system, is gradually moving away from the cycle of production and efficiency; Disability, retirement and conditions of this kind lead to age. Therefore, and based on what the industrialized countries have already experienced, other societies should also regulate the cycle of manpower and productivity in their countries in such a way that they make the most of the efficient manpower of "30-49" years. Bring.

This age division means the initial working age, the main working age and finally the next working age or the third stage (Lindh and Malmberg: 2007). It should be noted that age groups 50 years and older include age groups 65 years and older; Simply because the number of people in these age groups is limited, and they are not measured separately. As mentioned, the educational investments made in various sectors and in the way of training human resources, are in such a way that people in the age of 30 and above have the opportunity to be more productive and use their specialties. While industrialized countries, following the increase in life expectancy index, age groups 50 years and older are also used in industrialized countries more than non-industrialized countries.

Education, age and work

It should be noted that the variables of the length of the training period, including primary, secondary and tertiary education (higher education) have an effect on the variable of working age. In societies where the emphasis is usually on the first period of education, the age of starting work is in the lower range; Even before the age of 20. Similarly, upon entering the secondary education period, the age of entry into employment or employment generally begins at the age of 20. Finally, in each case of the mentioned education, efficiency and productivity are affected to some extent. For example, because in a country like Japan, access to higher education has been common in that society for nearly a century, economic returns and interest rates have also risen to a high level compared to other societies.

The quality of their training and specialization courses affects the age of entering the work period. In societies where (courses) training courses are limited and intensive, as well as in situations where the girl population has less access to education, in such a situation the age of entry into employment, especially for the male or male population, begins earlier. In such circumstances, the level of productivity (resource utilization) does not occur optimally. Conversely, as mentioned above, the longer training period as well as its specialization, while improving the quality of people

(promotion), this movement also provides the optimal use of various resources. Brought.

The education index has not only affected the age of entry into employment in industrialized countries, but also in developing countries. Following this situation, the education index also affects the age of marriage, fertility, number of children in the family, life expectancy and the like. Therefore, the literacy and education variables act as the main factors of economic development and resource utilization in the long run. This hypothesis has been well and easily addressed in the industrialized countries of Western Europe over the last two centuries; That is, the flow that has affected the rate of resource utilization and increased productivity. Thus, public wealth (material wealth) also increases in a (desired) society, and that in itself affects the quality of life and subsequent generations.

Based on what was presented, and following the data obtained, as far as the results labor productivity is related to the aging of the labor force, the aging of the population, especially in developed countries, does not pose many challenges. This means that with the limitation of the population aged 30-49, the population aged 50 and over in those communities is used well and on a larger scale to exploit resources in different sectors. Similarly, following the increase in the elderly labor force, or elderly population, industrialized countries have even increased the legal retirement age in their countries to some extent in recent years; In such a way that they can create a balance in the workforce and different resources. This situation will gradually affect some less developed societies in the coming decades.

Although the results of individual performance in various fields reach their peak at a young or prime age, at the same time the performance of individuals in the age group over 50 years does not have a very negative effect on productivity levels in general. An increase in life expectancy index and such characteristics leads to an increase in working age. This is clearly the case in industrial societies, as noted above. However, in some other societies, which are generally at the peak of their industrial development, and on the other hand have sufficient manpower in the age group of 30-49 years, in such a demographic-industrial structure, the elderly population usually goes to rural areas. In return, they make more use of efficient and effective (educated) manpower in urban areas; Like what has happened in South Korea in recent years.

Since agriculture does not require high and complex expertise, people aged 50 and over who have less expertise and higher efficiency are directed to agricultural activities, and in contrast to industrial efficiency using younger forces, especially It is increasing in urban areas. In total, the average age of about 40 years is considered as the range in which productivity is at the desired level. Therefore, the age structure of the population should be reformed in such a way that the average age in it increases as much as possible (meaning the middle age is the period in which half of the population can be reached). For example, in Iran this index has been in the range of 18 years in recent years, while in industrial societies this index is generally in the range of 32 years and above.

At the same time, the effects and positive aspects of older labor productivity can be expressed; That is, such older workers themselves can have a positive effect on economic growth. The experiences and reserves of this effective force provide the conditions for economic growth. In a place (country) like Japan, where more than 20% of the population today is elderly, but still in many cases of manpower (people) 70 years and older depending on their circumstances and experiences Is used. That is, the process that leads to greater economic productivity.

The effects of such a process on the industrial cycle of the United States and Sweden have been proven (Romer: 1987 & McMillan: 1990). In these societies, following the increase of the elderly population and the illegal working age, in many cases, the abilities and expertise of these age groups are used. In the coming years, this trend will increase even more; Especially in a situation where in industrial societies, the age structure of the young population has changed greatly.

Other researchers, such as Feirer (2002) and Gomez (2003), point to the positive effects of older labor; It means better productivity and quality. This means that many younger workers in the production cycle also offer

better productivity and higher quality under the supervision of these age groups. Thus, many industry owners welcome the older workforce to a large extent to increase productivity and improve the quality of products. Germany, Sweden, the United States, Japan, South Korea, Singapore, and Chile during the 1960s, 1970s, 1980s, and 1990s saw changes in the age structure of their populations, the use of older labor in their industrial units, and their production cycle. This movement (trend) still continues in the mentioned communities. It is noteworthy that the change in population structure in other societies has caused many people over the age of 60 to be employed or retained in various sectors. Factors such as high cost of living for many older people and the like act as motivation; In this way, they keep the population aged 60 and over in employment in various fields.

At the same time, labor productivity and change in total productivity in a production unit are not only related to the composition of workers and the age criterion, but also other factors are involved in this process. Economic factors, such as middle age, household size, etc., all play a role in the composition of working age and how productive work is. At the same time, the population planning and policy-making system must operate in such a way that appropriate coordination is established between different age groups and sources of employment.

It should also be noted that achieving maximum productivity in the conditions of provision is possible from a combination of different ages, including young, old age and the elderly. In case of coordination and integration between different age groups, due to providing a division of labor between them, different sources can be used optimally; In such a way that in the following years, the next generations will not face a shortage of resources. Grounding for having a new generation (proper birth) can keep the productivity index at a desirable level; In other words, keep it stable. However, based on theories of learning through interaction, productivity can be enhanced in the context of using different age groups. Each of these theories emphasizes the use of resources according to different age groups. The fact that young workers play an important role in creating and introducing new knowledge into the workforce is undeniable.

Although in many cases there is talk of population restriction, having an appropriate size of the young population in any society and at any time is emphasized by economic and social demographers; Simply because young age groups have the capacity to acquire new and needed knowledge, which in itself can be generalized to other demographic groups (ie, new findings or new knowledge can be transferred by young people to other age groups). If the aging workforce is effective in growth and productivity, then these policies must be adjusted accordingly, and in that the incentive to continue the participation of such workers must be strengthened. While many industrialized nations are now facing an older workforce, in these societies, the use of resources by such older age groups is generally always tested and experienced; Provided that current demographic policy continues.

Such policies help employers design their operations and work processes to make the most of the services and capabilities of individuals and the workforce. Population and productivity policies change at different times according to the age structure of the population; For example, as noted, in countries with low population growth and low youth population, policies targeting older age groups are emphasized. This situation is seen today in Western European countries and Japan. It is noteworthy that developing countries with new demographic policies, including Iran, in the coming years (decades to come) should also make a general review of how to use their population aged 60 and over. In such circumstances, and in view of the demographic-economic structure and the reform of labor laws, they should not give rise to early retirement plans. Therefore, the change in the age structure of the population on the one hand, and the increase in life expectancy on the other hand, leads to a higher aging ratio.

This set of scenarios has led to a longer age for people to stay employed in many societies. This situation is mainly seen in industrialized countries today. Therefore, the revision of retirement plans and the amendment of their labor laws in the light of demographic conditions and the resulting fluctuations should be amended and revised. In addition, and according to

the circumstances, special attention should be paid to those factors that play a role in improving the health of people approaching old age. Factors such as improvements in health care facilities, nutrition services, and other social services all play a role in this process. On the other hand, in order to achieve the goals related to employment in old age, the necessary fields such as health services, treatment, etc. must be prepared in advance. Adopting such criteria helps to increase productivity in a (special) socio-economic system. If the long-term goals of economic development, as well as economic horizons, are to be predicted, the criteria for employment age, retirement age and labor laws should be on the agenda of governments and the necessary priorities should be set for them.

Increasing labor force participation among people 55 and older is almost a necessity in terms of increasing the average life expectancy in a given community. As mentioned earlier, its welfare and health facilities are gradually increasing its lifespan. This movement justifies and justifies the participation of more labor force in old age. It is also worth noting that more developed countries have predicted that life expectancy (life expectancy) will increase to 85 years and older in the coming decades. Under such circumstances, a significant proportion of women and men remain employed until the age of 70.

Contradiction of work and old age

For centuries, humans have been amazed at the inevitability of aging. Likewise, for most of the second half of the twentieth century, aging remains a mystery or a biological problem. It is also worth noting that at the end of the twentieth century, the biological causes of aging, in addition to humans, were also discovered among animals. However, scientists are happy to know more and more about the secrets of the aging of the human race (Holliday: 2007).

Despite the need for the elderly workforce and how effective they are, older people do not feel in common with young workers at their advanced working age. For example, while young workers in the workplace have new experiences, new patterns and values; Such as family formation and marriage, welfare services such as personal cars, etc., the elderly do not have anything new to say.

In such circumstances, age, value, behavioral, and the like paradoxes motivate older workers or employees to retire despite their desired returns. This kind of paradoxical situation is seen today in different age groups in the workplace. While experienced workers or employees have a lot of interest and attachment to their work and economic role, these contradictions gradually lead to their (elderly) withdrawal. In other words, the generational distance in different societies more or less aggravates this situation.

Such conditions, along with the paradox of work motivation, weaken their work ethic (the elderly). Statistics from Canada show that a small proportion of men and women remain in employment after the age of 65 or older. Such data in 2002 show that only 10.5% of men 65 and older and only 3.7% of women 65 and older have continued to work after reaching this age (65). In other words, their age gap to some extent creates such a separation and escape of the elderly manpower, despite their abilities and experiences. This situation is inevitably seen in most workplaces today. However, in many countries, such as Canada, due to the high life expectancy in that country, and the high proportion of the elderly population, as well as due to limited manpower and the young population, the elderly leave their work and activities at an older age. To turn. This process also affects the quality and quantity of productivity.

Statistics from Canada and many other industrialized countries show that retirement has become a normative event in those countries. Generally, people are more or less motivated to leave work when they reach a certain age. While geriatricians today view retirement from two perspectives; That is, in the first stage as a social institution, and in the second stage as a process of personal (or individual) adaptation, at the same time, in many developing societies, despite such accepted facts, the mentioned process is influenced by economic conditions. Certain social events happen sooner or later. Developing countries, due to their unstable economic situation, in those societies, the withdrawal of the elderly from work is less subject to these two principles. In such circumstances, many older people do not easily accept separation from work and economic activity; That is, a

situation that can lead to many unforeseen damages and consequences in a timely manner.

Retirement views

Retirement can be analyzed from three perspectives, which are:

1- The emergence and role of retirement in the new society: In modern society, retirement has found meaning as a beginning. This means that in the new age a significant proportion of the population will reach the age of 60 and above; That is, the age at which people generally lose their physical strength and in some cases their mental ability to pursue their normal work and activities they give. Similarly, new labor laws emphasize the retirement of people of certain ages due to different (specific) regional conditions. Thus, governments and planning systems throughout the twentieth century have generally adopted and adopted retirement laws and frameworks. However, many of these communities still have severe restrictions on the retirement of their active age groups; This means that under these conditions (restrictions) many people are deprived of being in this situation in its legal form. This is the beginning of a new era of poverty; That is, a situation in which many physically disabled people are deprived of their livelihood.

2. Forces and factors affecting retirement: Human factors or in other words manpower, both men and women, in most societies of the world today have a chance to live longer; That is, a population that potentially reaches this age range, or status. As mentioned earlier, countries and industrial societies have found appropriate and legal mechanisms in this regard, and have subsequently used them; In such a way that most of the different groups of the population that reach old age enter a new phase of life legally. It is also important to note that among other organisms (populations), the human population has always followed its age evolution (aging trend). Therefore, the hypothesis of applying pension-related mechanisms and frameworks to this evolving population (in terms of age) should be applied comprehensively; Otherwise, such people face many contradictions and challenges.

3- The effects of social structure and social class on retirement: Social structure and how to believe in retirement in different societies economically-culturally, as well as the emergence of new and different social groups, each in its place need to enter the retirement period. Similarly, many thinkers and thinkers in different societies believe that the necessary conditions for entering the retirement period should be provided for different social classes in a particular society; Otherwise, the inactive population faces various contradictions and deprivations.

Retirement as a social institution

Retirement today has two principles:

A) Principle 1: Retirement refers to the idea in which a person leaves work at a certain age regardless of his mental and physical ability. This principle is now institutionalized in almost all civil societies. In it, according to the life expectancy index, people retire at a certain age, even in perfect health conditions, and thus the cycle of economic productivity and productivity, or functionalism in general, continues.

B) Principle 2: This principle is based on the fact that wages or pensions are paid by the government in support of the elderly or the elderly. The second principle is almost complementary to the first; This means that retirees must have security related to their income. One of the motivations for entering the formal sector in different societies is to use the principle of retirement and the material and financial benefits resulting from it throughout life; That is, after retirement. Therefore, many geriatricians and researchers in the sociology of aging are advocating for laws and principles in which the retirement status of individuals (the elderly) is increasingly guaranteed. Industrial societies, which have achieved urban-civil and industrial discipline earlier, have enacted pension and pension laws in favor of the elderly and old age in their societies. At the same time, there is a third category that, due to their ability to work, do not participate in economic activities for production. Such a situation is usually seen in less developed and non-industrial societies; That is, conditions in which many people and manpower cannot easily enter employment; In a way that they can also benefit from its collective advantages.

As far as the advanced and industrial world is concerned, in these societies both employers and employees support the principle of retirement. In industrial societies, a large part of the income of individuals enters the tax system, and accordingly, comprehensive guarantees of medical care, and ordinary pension (pension) for people of retirement age are guaranteed. The age of industry has also supported the principle of retirement; Simply because people with less skills and lower wages are replacing older employees with disabilities. Therefore, the cycle of retiring and hiring young and replacement manpower should be continuous and regular in the communities. This movement can sustain socio-economic order and health as much as possible in different societies.

Conclusion

Since aging is associated with the loss of strength, that is why productivity declines during the old age of population. So, we must further expect lowering of productivity in the process of aging. Science and technology have much helped and widely replaced manpower in this regard. If not so, human society would feel more shortages. However, physical and mental inputs of individuals affect their production in various sectors. Nonetheless, by providing health conditions for the aged through exercise and healthy food, aging people can participate in production of different materials/ goods. As investigated, ages 30-50 years is the most desirable as far as productivity is concerned. As agriculture does not require high and complex expertise, people aged 50 and over who have less expertise and higher efficiency, are directed to agricultural activities.

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