

Caregiving in Nursing Homes in Japan

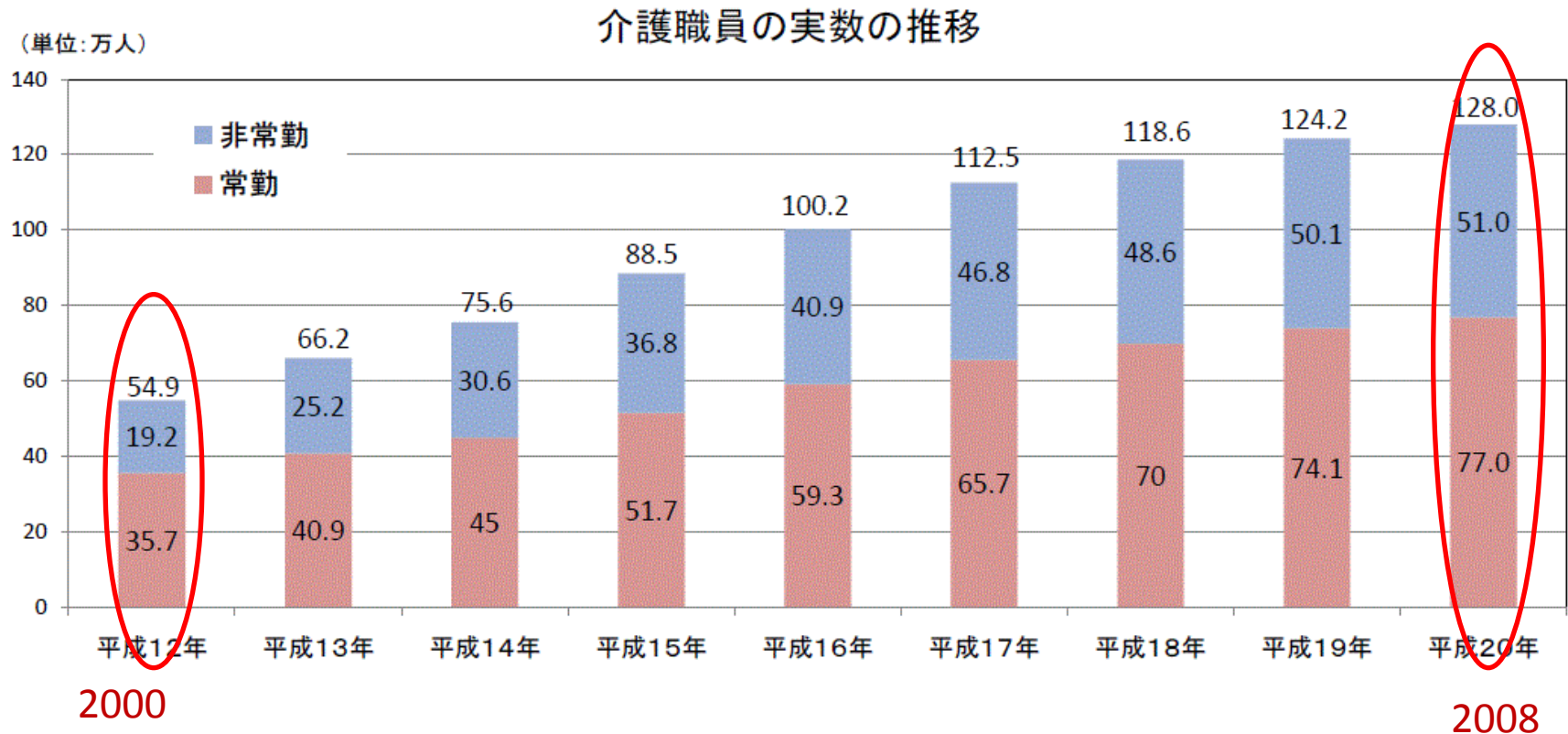
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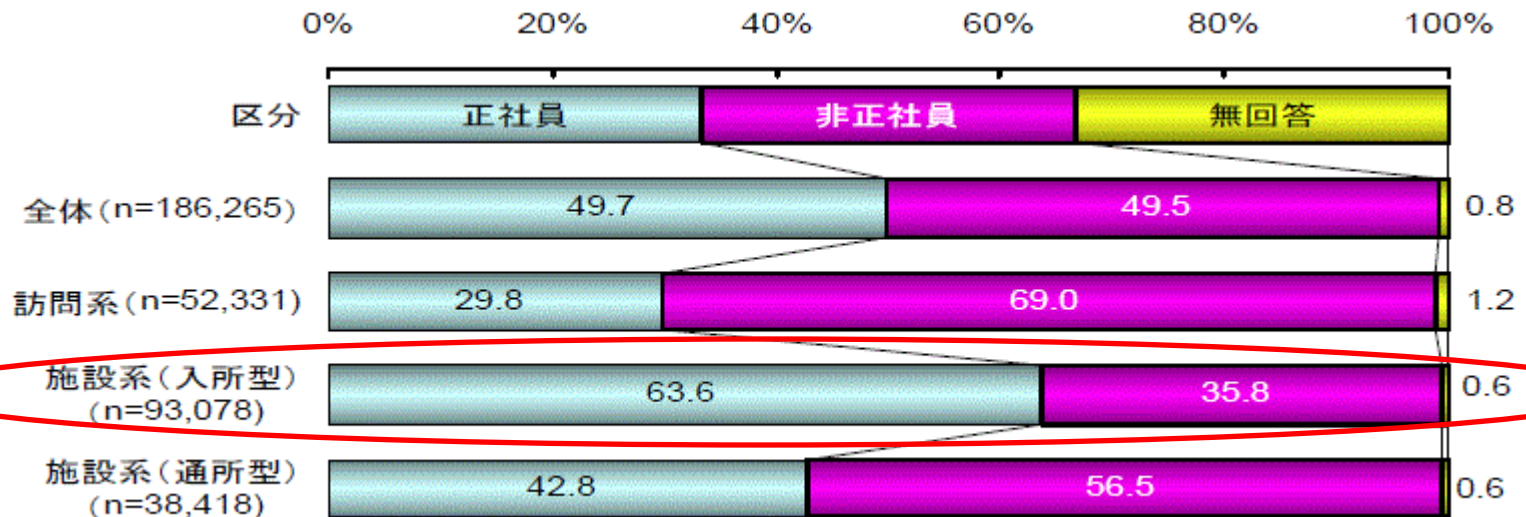
Caregivers in Nursing Homes (National survey)

Since Public LTC Insurance started in 2000
55mil(2000) to 128mil(2008): more than doubled



Caregivers (2009)

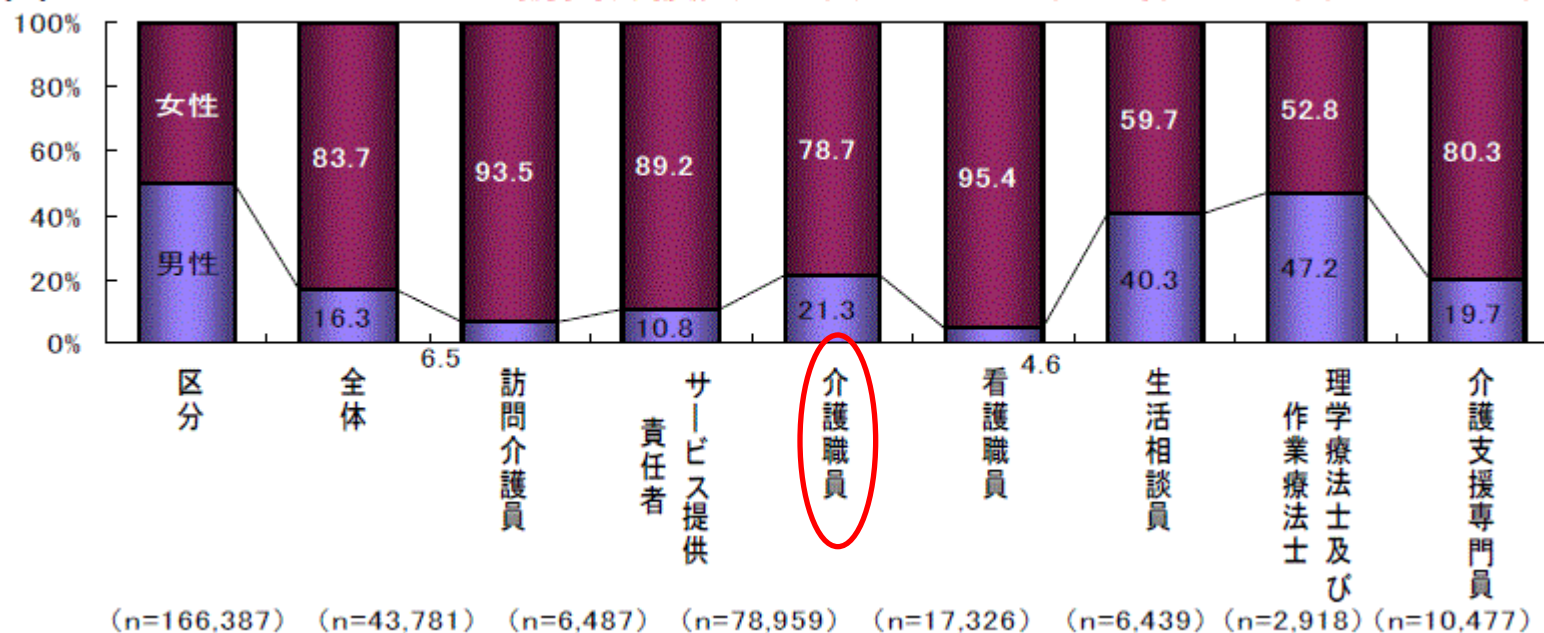
64% are full-timers
36% are part-timers



Gender

79% are female
21% are male

(2) 介護職の男女比率 訪問介護員の9割以上が女性全体でも8割以上が女性



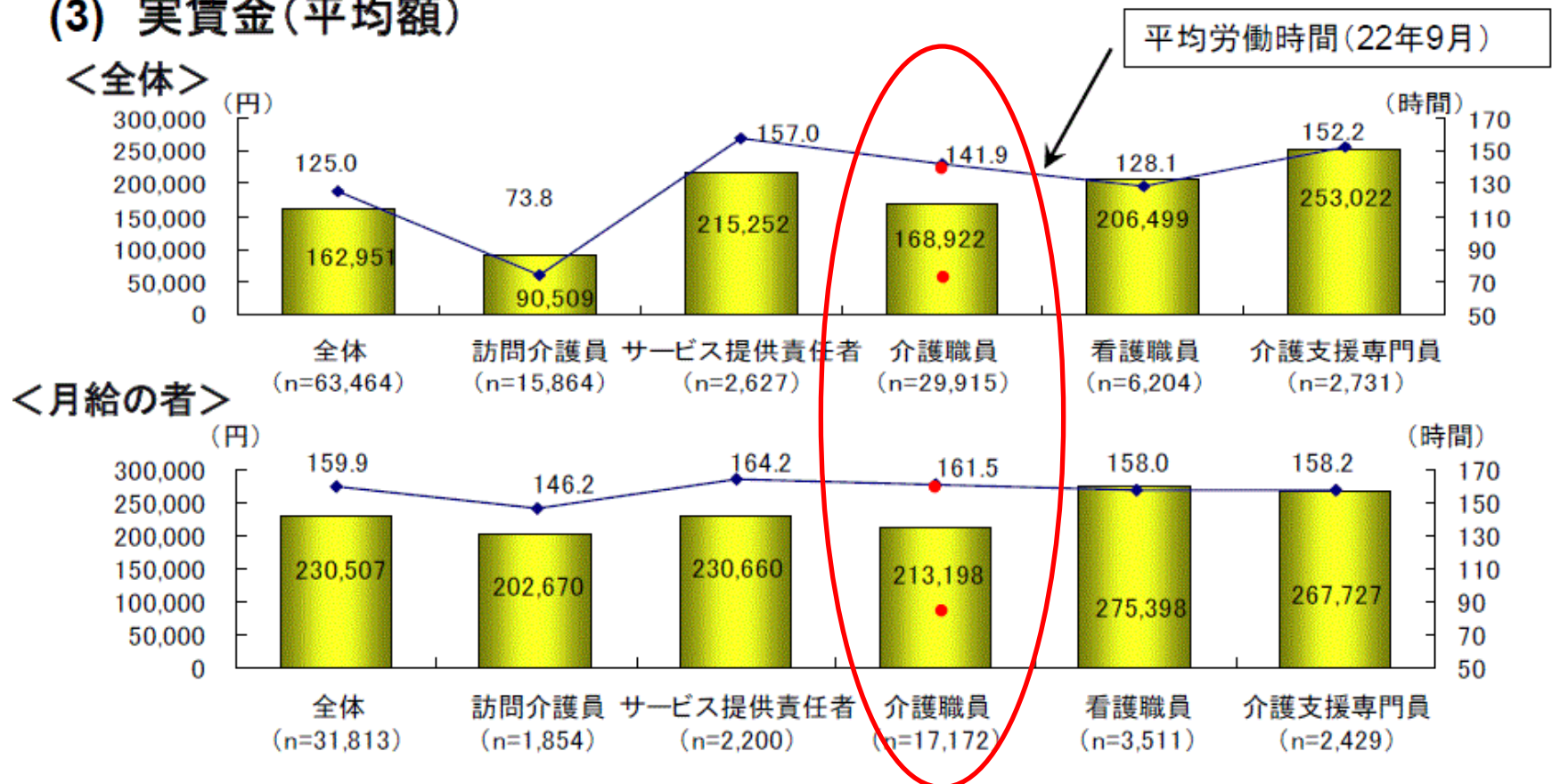
Age (average) of Nursing home caregivers : 41.3 years old



Salary (2009)

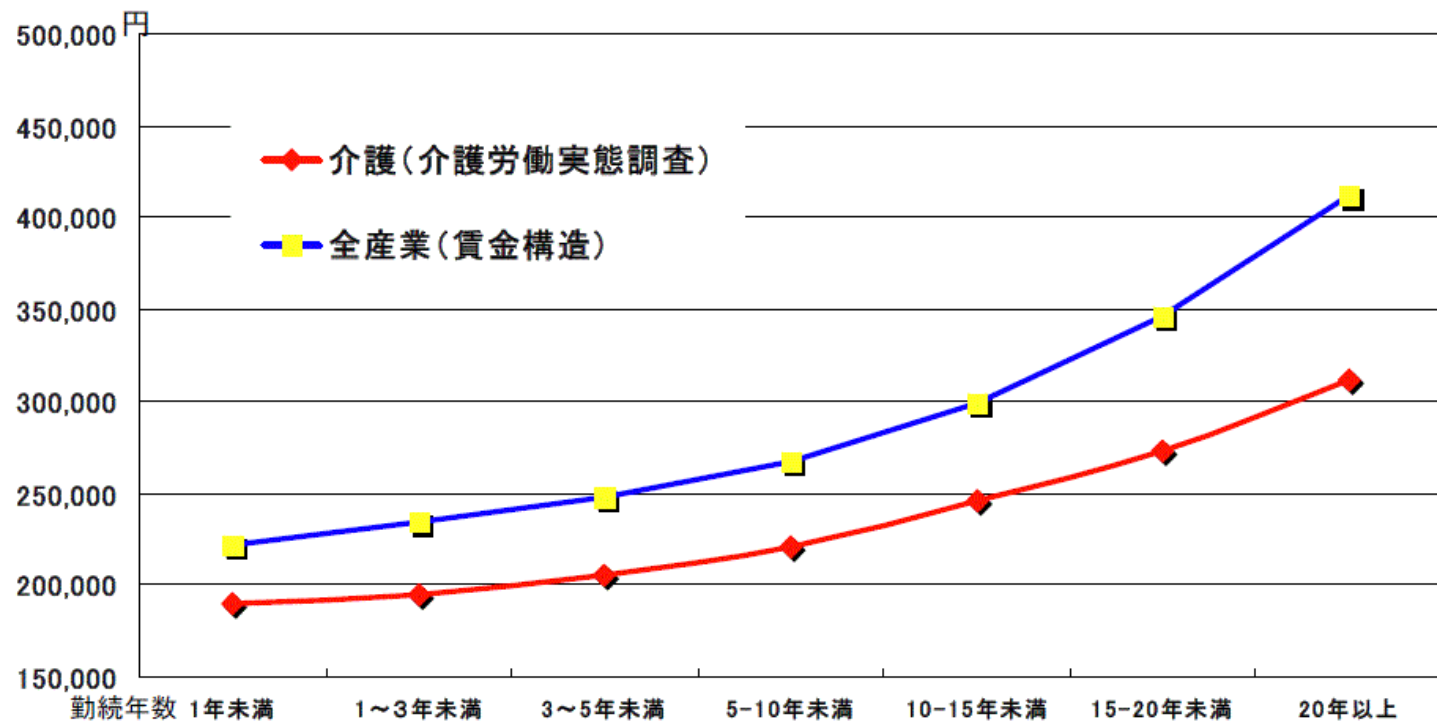
\213,198 (\$1680)/month
(rate \80=\$1)

(3) 実賃金(平均額)



Comparative Salary

relatively low (note:gender bias, etc.)



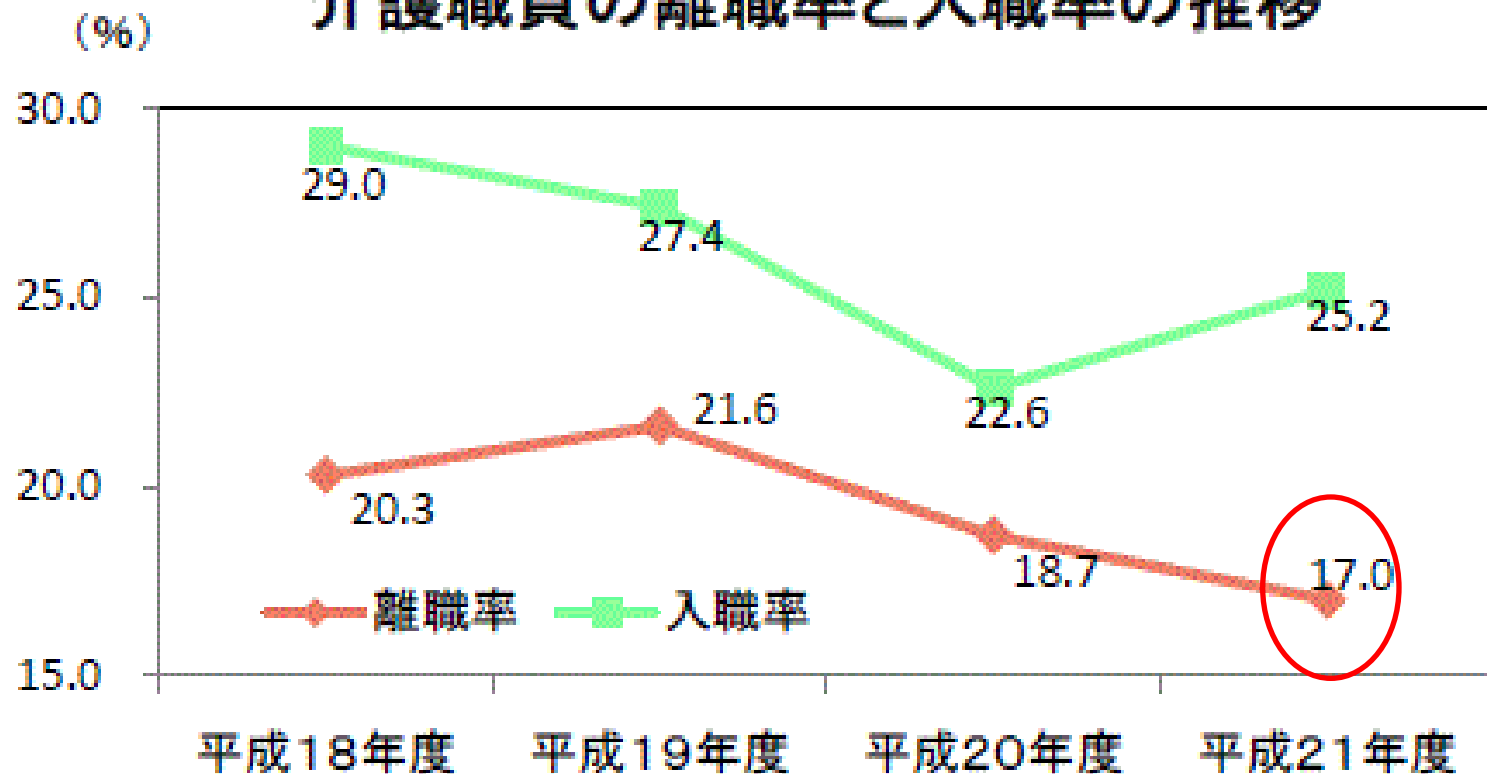
資料出所 厚生労働省:平成21年賃金構造基本統計調査 介護労働安定センター:21年度介護労働実態調査

調査による属性の差
平均勤続年数 : 全産業 11.4年 に対し 介護 4.8年
性別構成 : 全産業 女性 33% に対し 介護 女 71 %

Turnover rate

17.0%(2009)

介護職員の離職率と入職率の推移

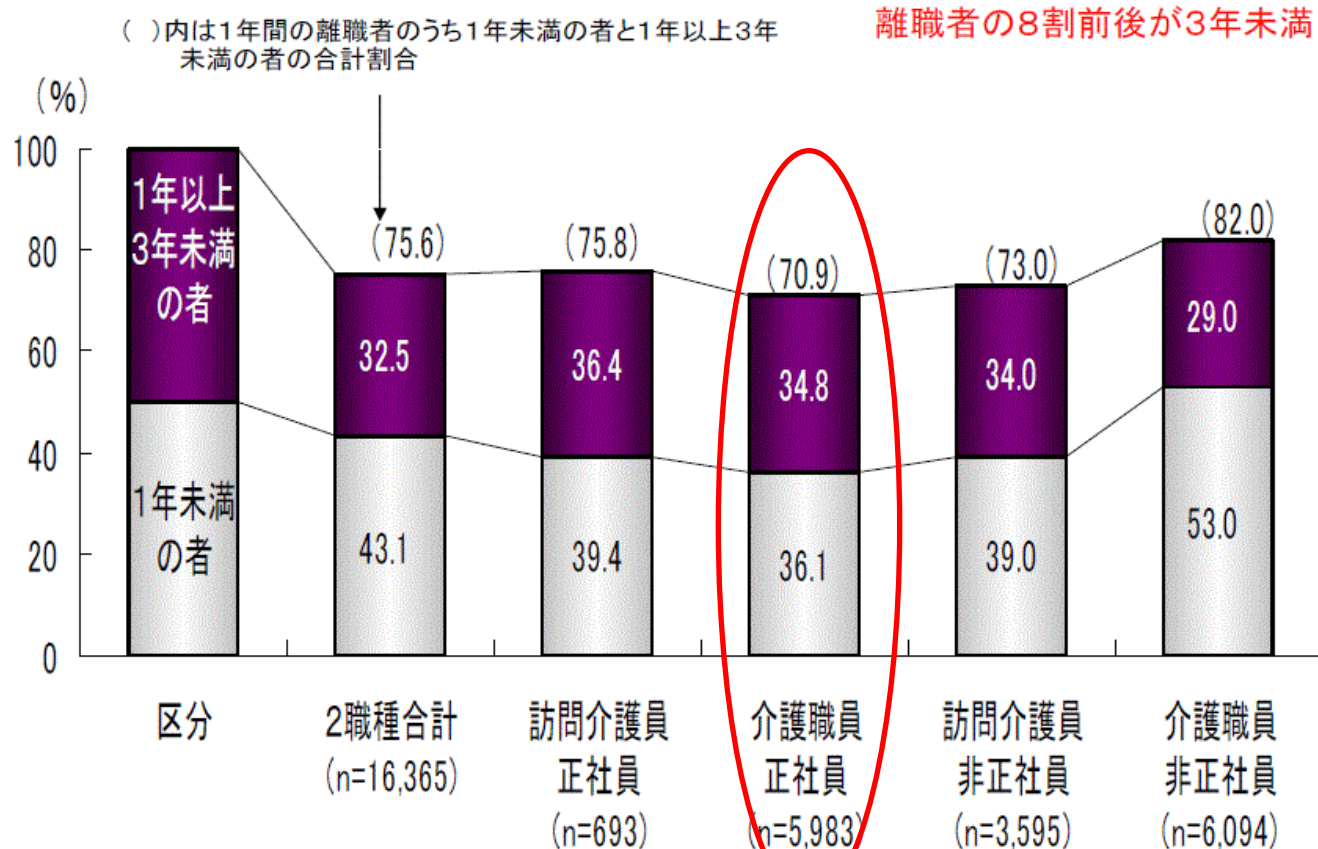


2009

Turnovered Caregivers:

70% of turnovers left within 3years

(3) 1年間の離職者の勤務年数



More than 50% caregivers work less than 3yrs, average 4.3yrs

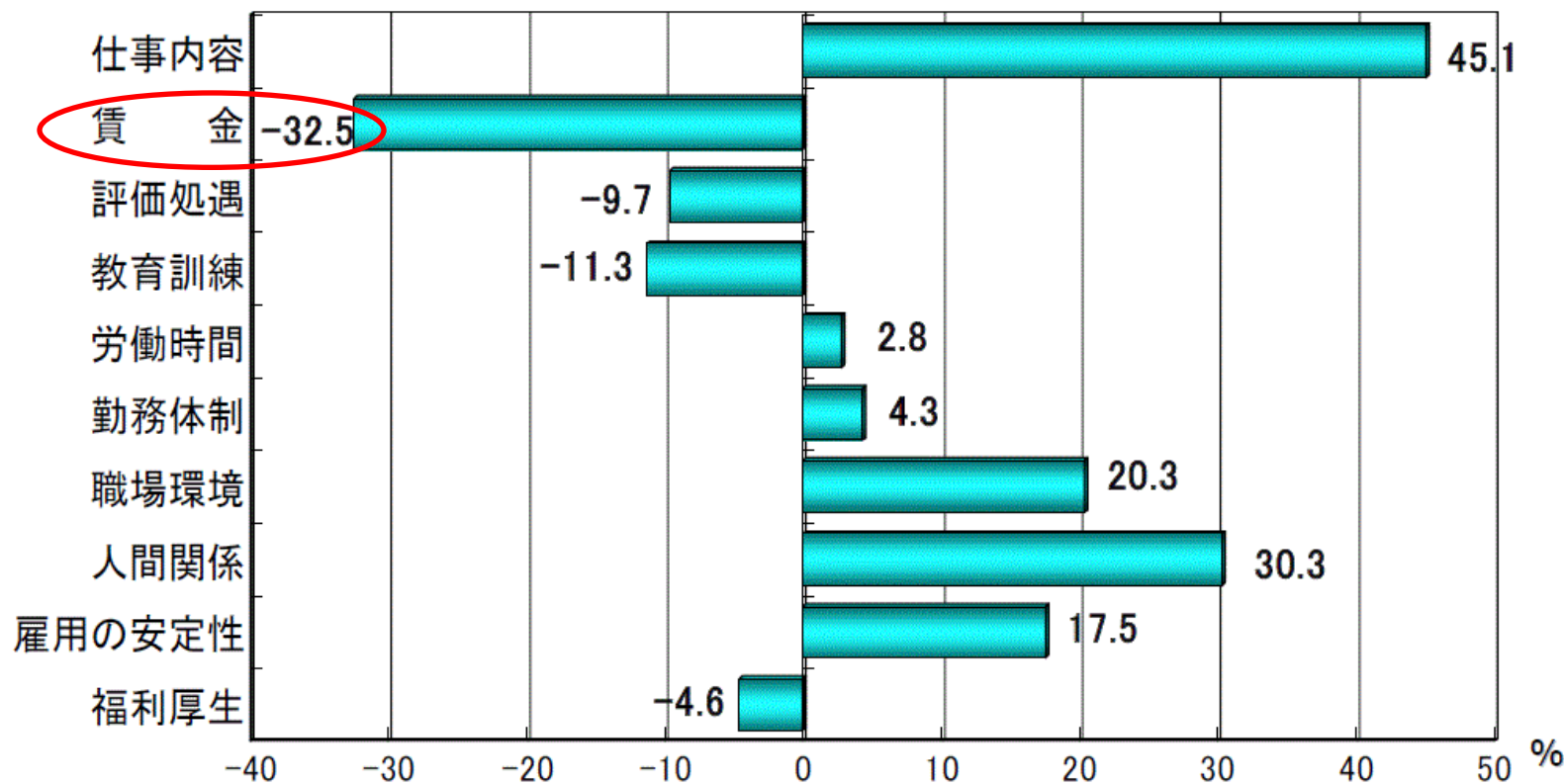


Job satisfaction

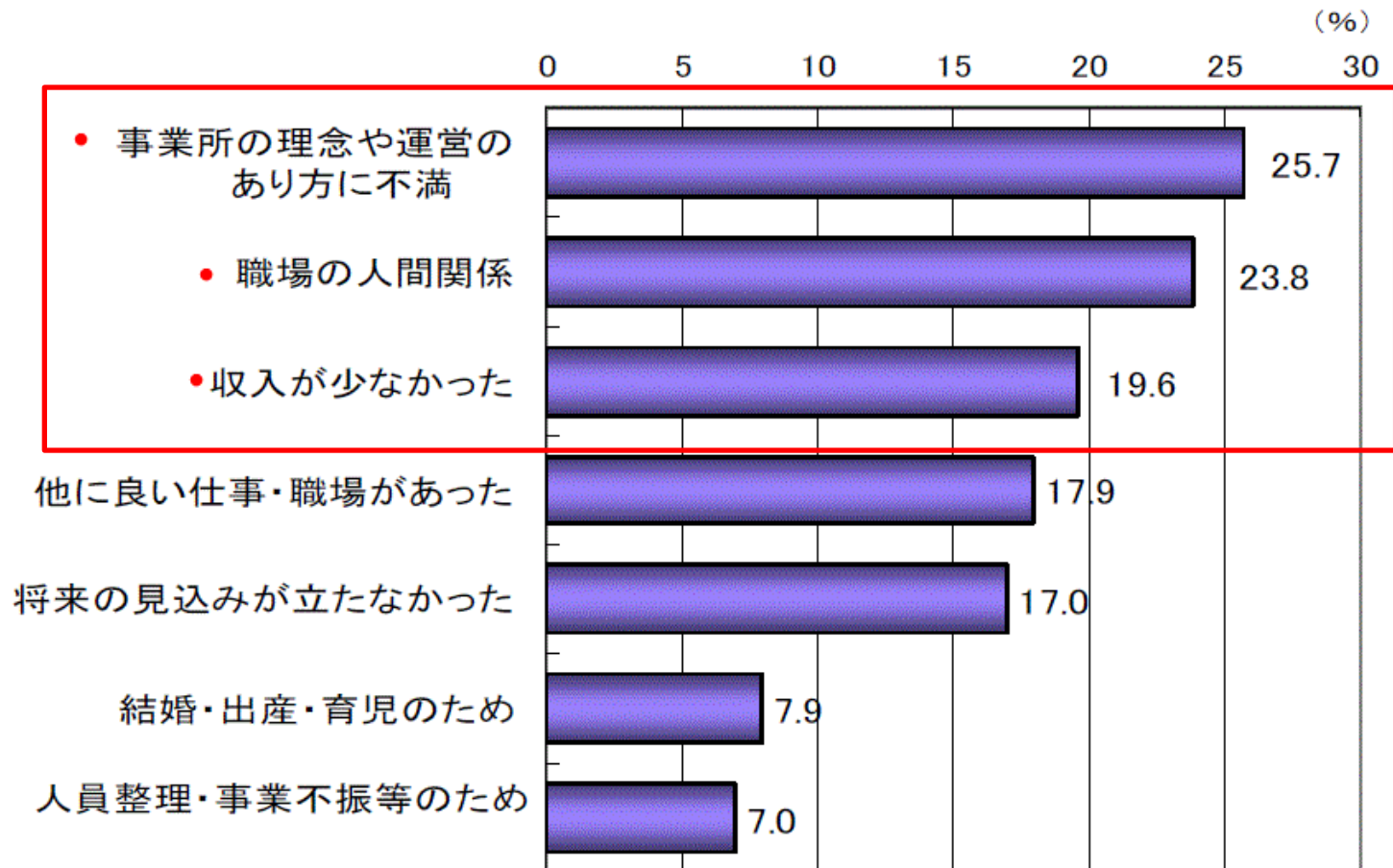
satisfied with work itself

complains about salary

仕事や職場環境には満足だが 賃金、教育、福利厚生などは不満



Reasons why they left management, human relations, salary



Our Research on Caregivers at Nursing Homes in Fukuoka

- 2008-2011
 - Questionnaire surveys
 - conducted at workshops for caregivers who work at Nursing homes in Fukuoka
 - Qualitative surveys
 - Focus group interview for younger caregivers, chief caregivers, managers and directors
 - Literature surveys
 - Caregivers Burn-out syndrome
 - High turn-over rate

Our research results

- Turnover rate is declining
- Working conditions are improving
- Still lack of workforce, especially licenced caregivers
- Globalization & Foreign careworkers: problemed
- Every 3yrs, Gov policy changing
- Quasi-market mechanism: Restrictons
- Galapagos Syndrome?

Improvement in high turnover rate

- Extra payment for caregivers by Government
 - around \15,000/month (from 2009 to 2012)
- Working condition
 - Full time workers growing
- Educational opportunities
- Career path
 - National licens & career pathes
- Labor market
 - Business reSSION

Problems still remain

- Labour market
 - Global economic crisis
 - Unemployment
 - Urban/local differences
 - Not stabilized
- globalization of caregivers/careworkers
 - EPA
 - Problematic

Problems still remain: Why?

- “Galapagos Syndrome” effected ?
- Japanese elderly care system has many differences from global standards
- Kaigo Hoken (Public Long-term Care Insurance) made Japanese elderly care “Galapagos Syndrome”?

“Galapagos Syndrome” in Nursing Homes ?

- Galapagos Island
 - Isolated environment & unique evolution
 - Adjustments and evolutions made living creatures very different
- Japan = Galapagos Island ?
 - Many differences from global standards
 - Unique evolution happened in elderly care in Japan?

Galapagos Syndrome

“Japanization of elderly care”?

- Public Long-term Care Insurance (Kaigo Hoken) centered policy
 - Many “must” and “must not” requirements regarding care
 - restrictions for caregiving
- Galapagos Syndrome are formed.....
 - “Bathing centered care”, for example
 - different from global standard

Galapagos Syndrome: Advantages and Disadvantages

- **Disadvantages**

- different from global standards
- obstacles to foreign caregivers, careworkers
- obstacles to Japanese caregivers, careworkers

- **Advantages**

- adjusted to Japanese environment and elderly:
 - Wet and humid weather, cultural preferences....
- language and cultural sensitive care
- Person centered care

Challenges

- How to minimize disadvantages?
 - Policy handling, PLTC restrictions, etc.
- How to enhance advantages?
 - Dementia care, community care, small sized care, etc.
- How to compromise?
 - PLTC policy vs. “person centered care”
 - Financial restriction vs. Quality of care
 - Globalization vs. Japanization

Beyond Galapagosed Care

- Nursing home policy is changing...
- Care standards are changing...
- Caregivers are lacking and changing...
- Globalization is coming...
- Financial problems are everywhere...
- Manpower issues are critical...

Comparative study needed

- Each country developed their own way:
 - policy and laws, social security, elderly care, etc.
- Each country has their “Galapagos syndrome”
- Elderly care & “Nursing Home” are very sensitive & controversial topics
- Globalization vs. Localization
- Finance vs. Quality of care

Seeking for Better Balance

- Direction: Person Centered Care
 - Small sized multi-funcional care
 - Community based care
 - In-home care, not institutional care
- Globalization of caregivers?
 - Manpower needed
 - Compromise between community based and globalization of caregivers
 - More discussion needed
- But.....LTC Insurance Financial Problems