

# Caregiving in Nursing Homes in Japan

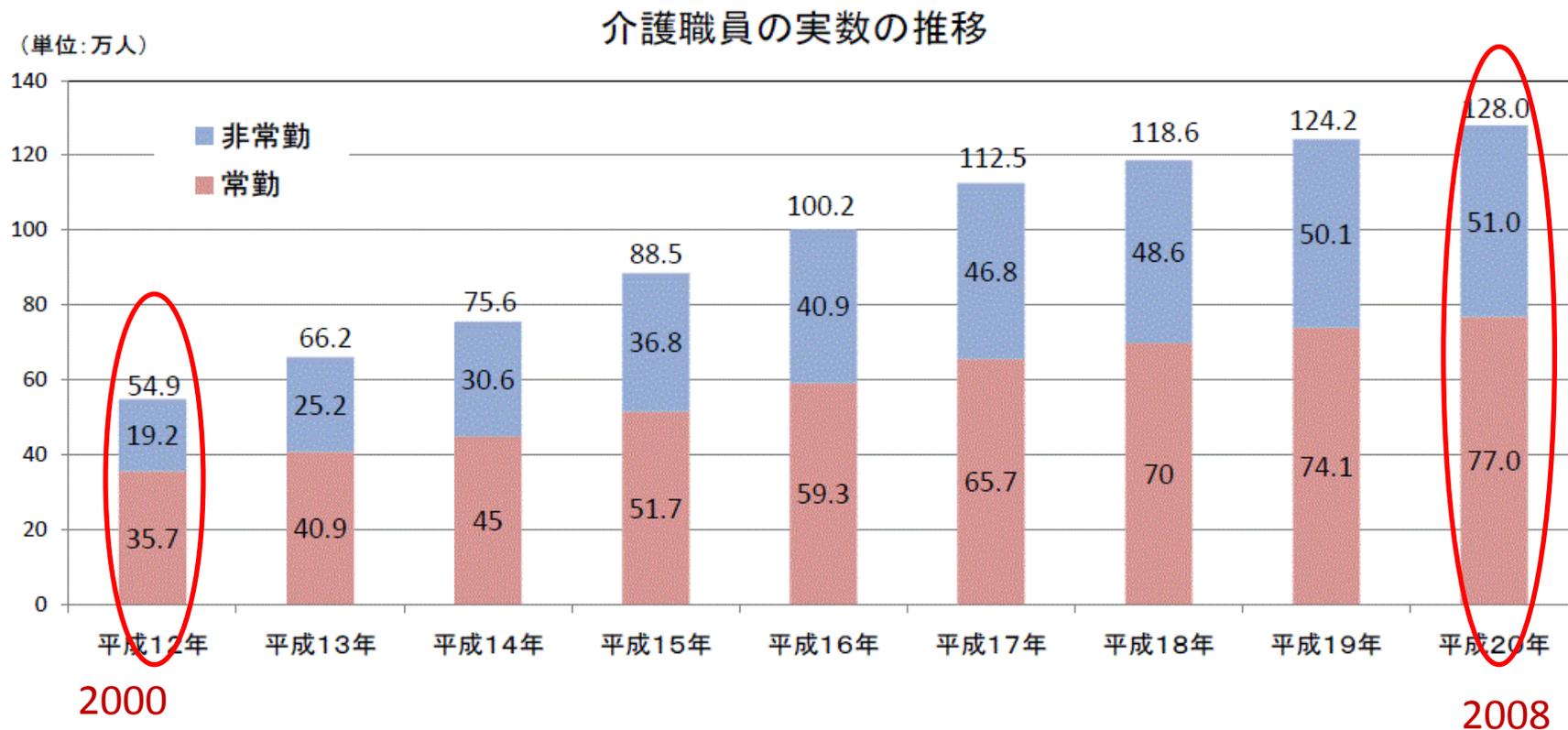
**Kiyoshi Adachi**

**Kyushu University**

**Faculty of Human Environment  
Studies**

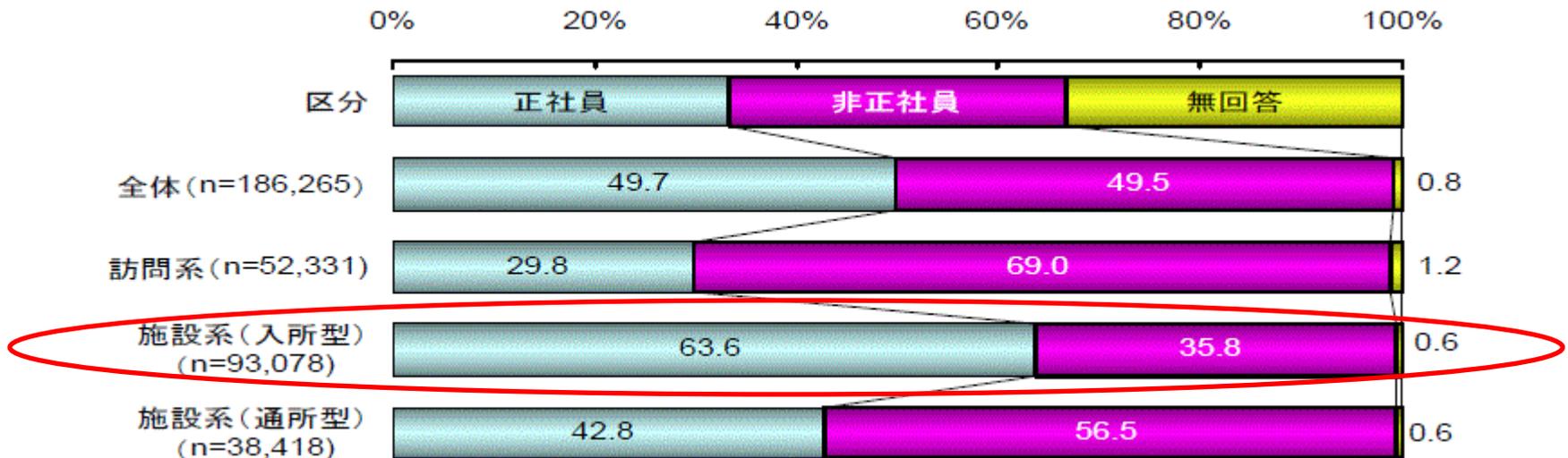
# Caregivers in Nursing Homes (National survey)

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



# Caregivers (2009)

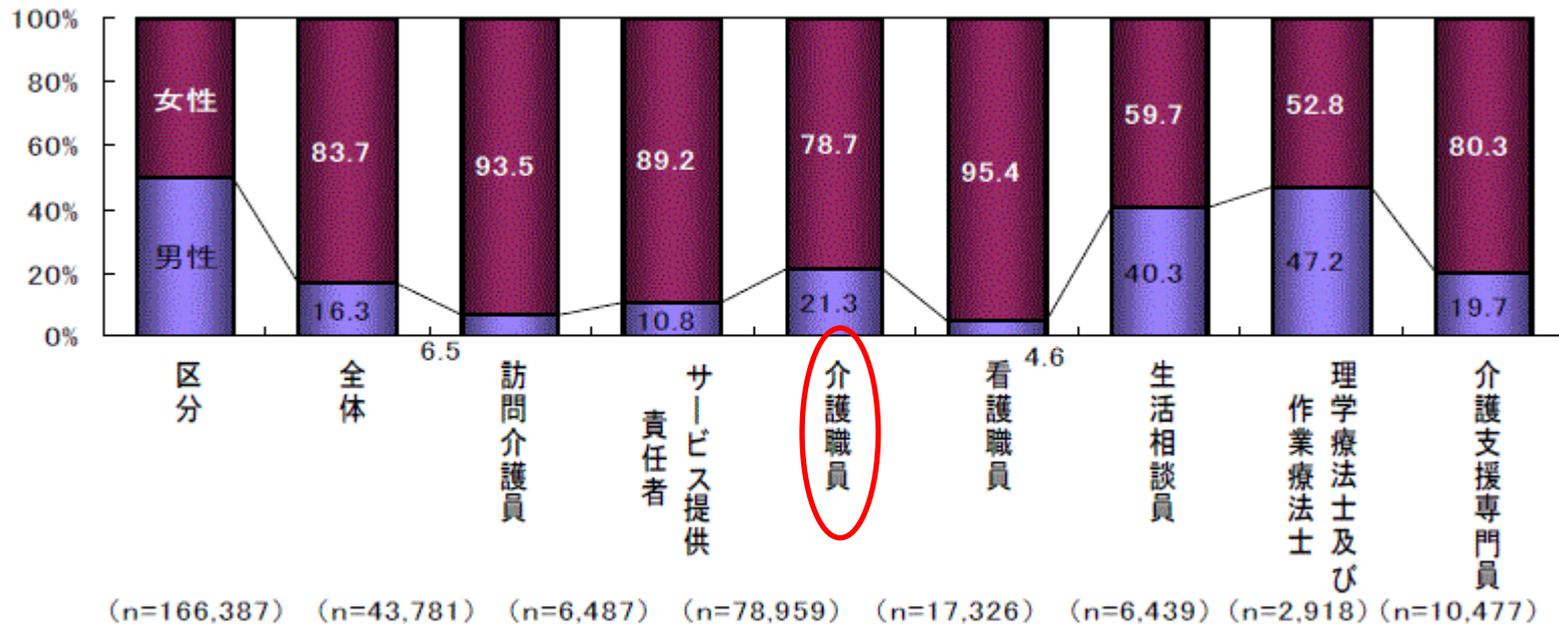
64% are full-timers  
36% are part-timers



# 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**



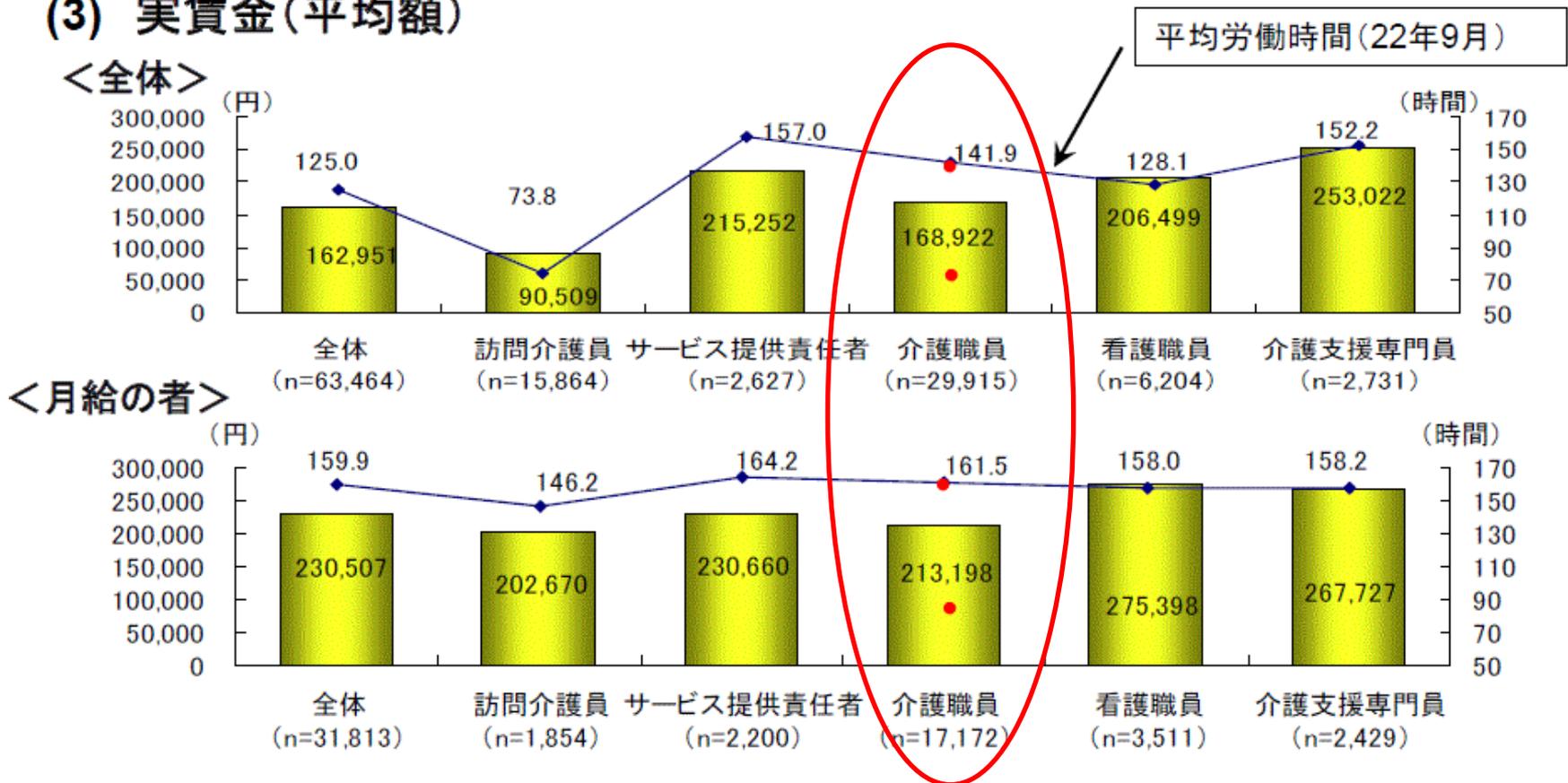
# Age (average) of Nursing home caregivers : 41.3 years old



# Salary (2009)

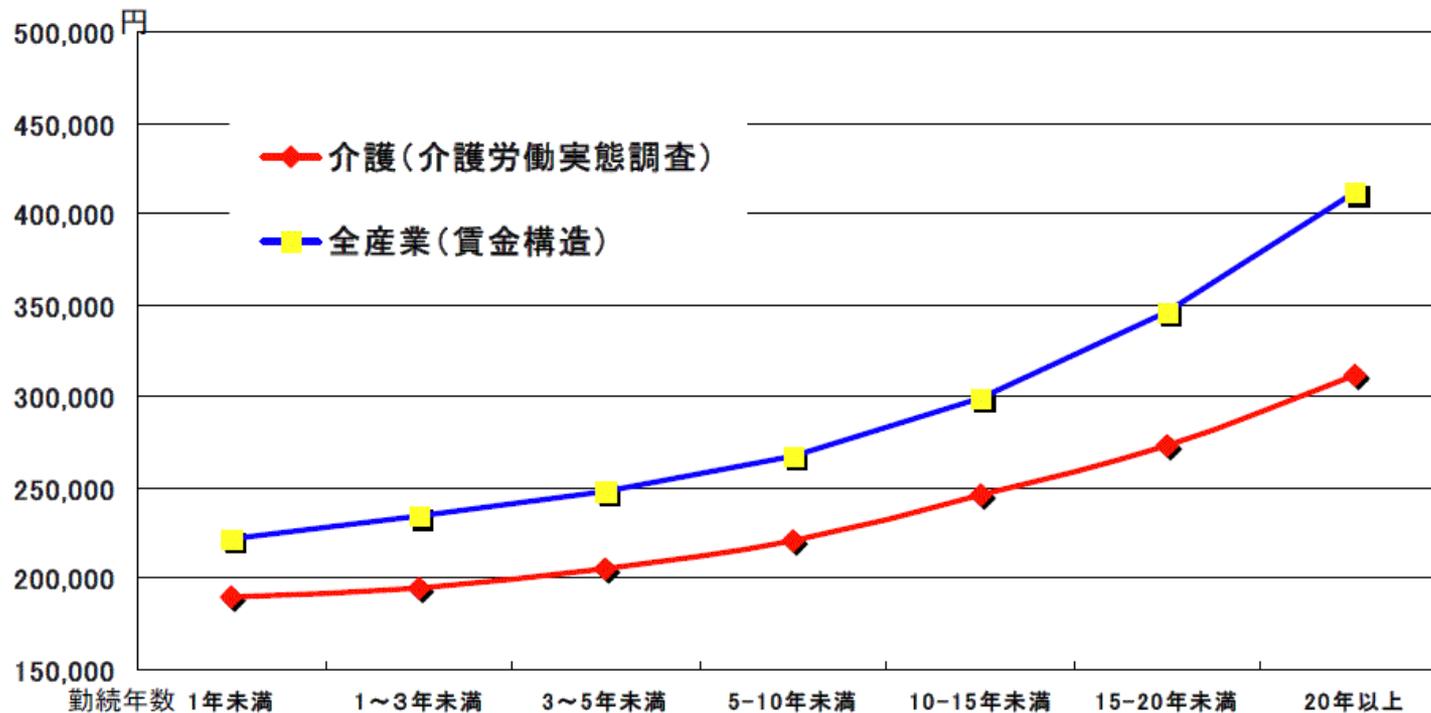
\213,198 (\$1680)/month  
(rate \80=\$1)

## (3) 実賃金(平均額)



# Comparative Salary

relatively low (note:gender bias, etc.)

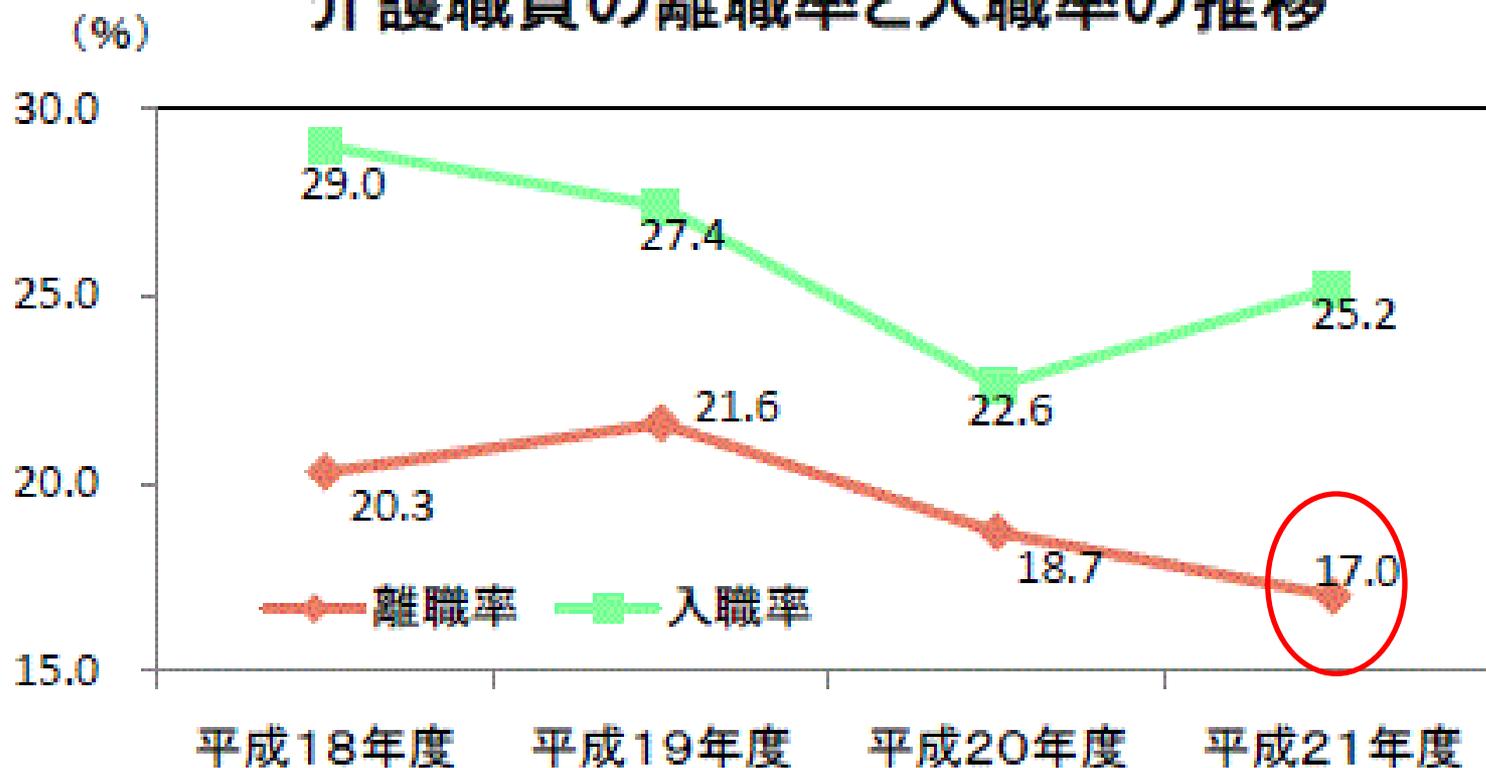


資料出所 厚生労働省:平成21年賃金構造基本統計調査 介護労働安定センター:21年度介護労働実態調査

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



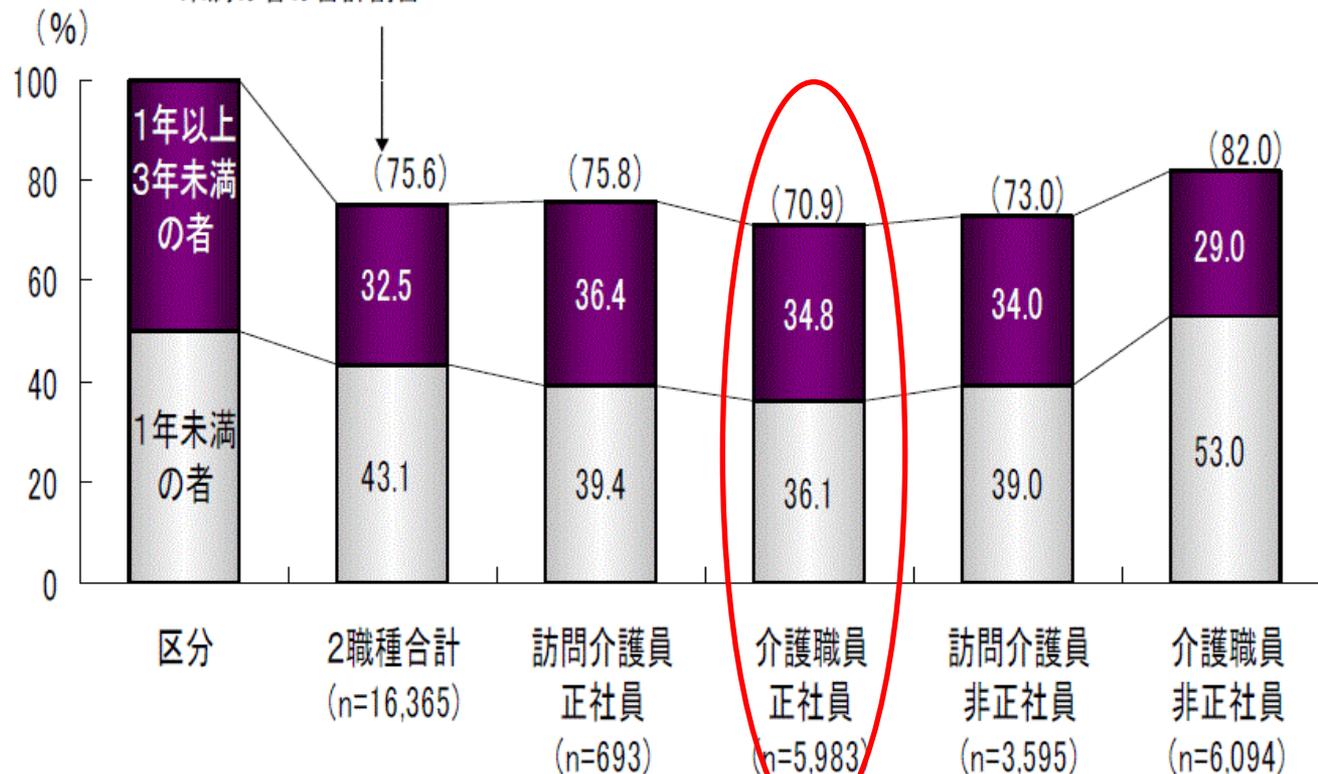
2009

# Turnovered Caregivers: 70% of turnovers left within 3years

## (3) 1年間の離職者の勤務年数

( )内は1年間の離職者のうち1年未満の者と1年以上3年未満の者の合計割合

離職者の8割前後が3年未満

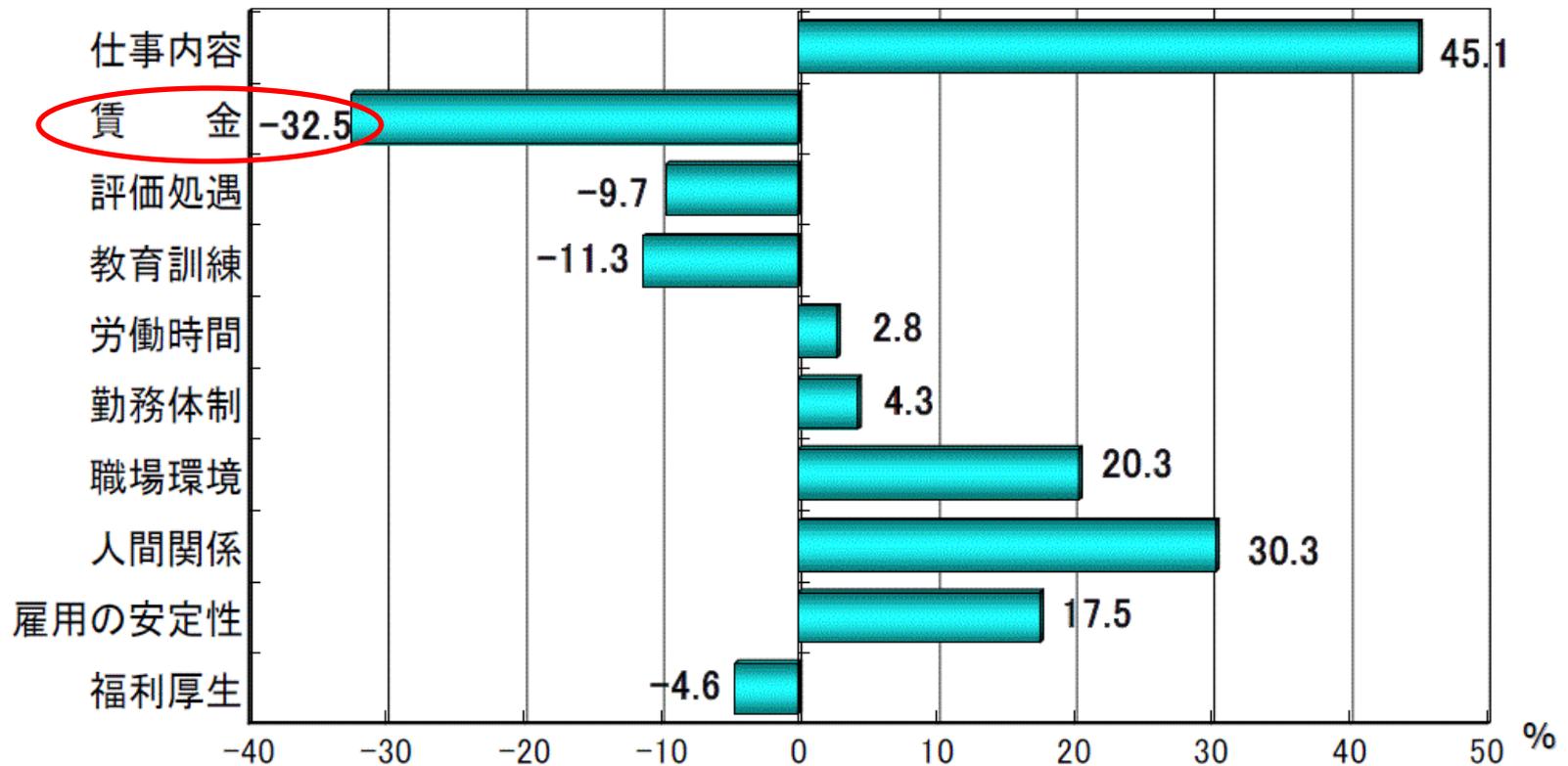


# More than 50% caregivers work less than 3yrs, average 4.3yrs

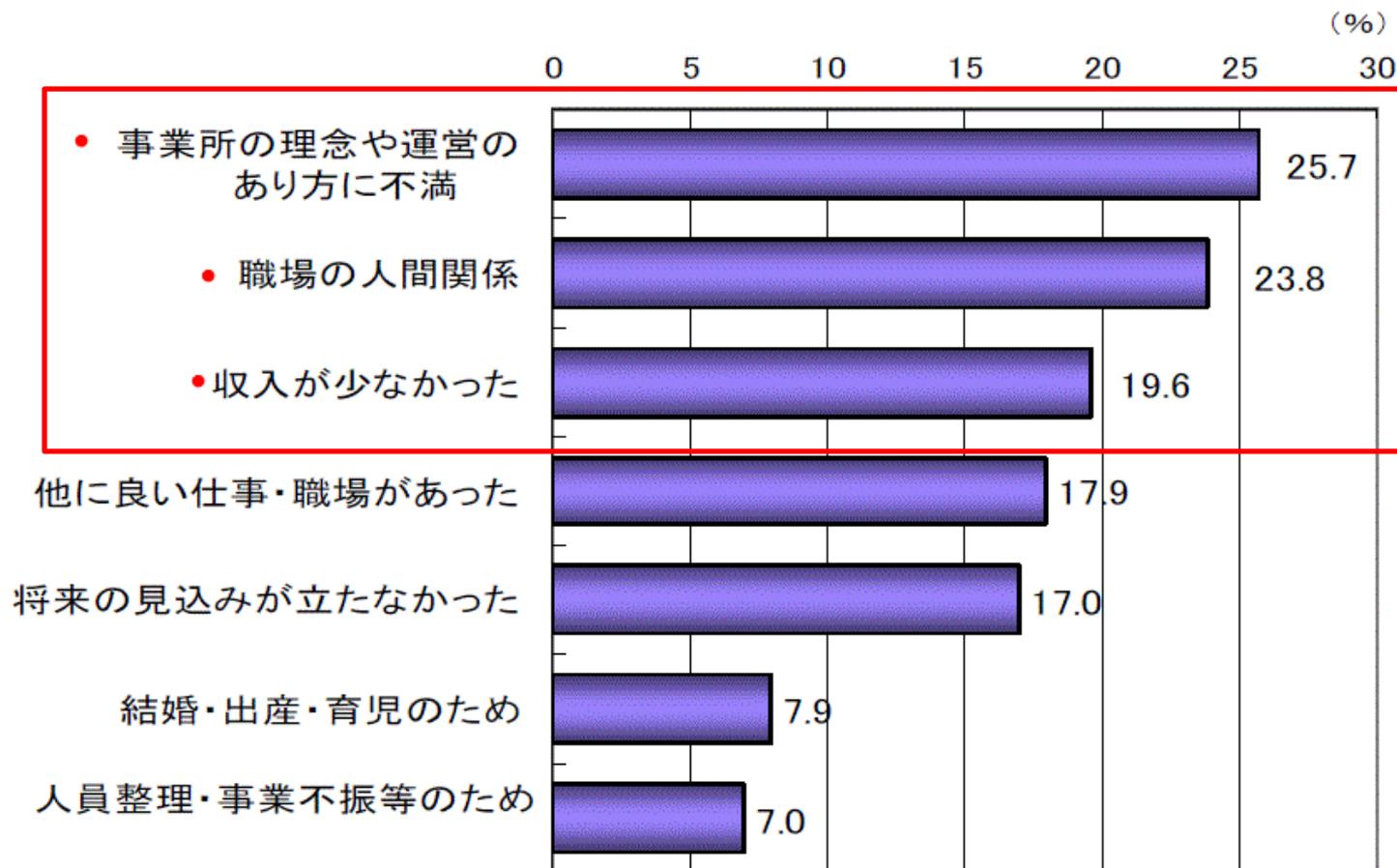


# Job satisfaction satisfied with work itself complains about salary

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
  - Litterature 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: Restrictitons
- 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 ressession

# 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