

**Workshop on
“DESIGNING AGE FRIENDLY COMMUNITIES
TO ENHANCE AGING IN PLACE”**

**The Age of Transnational Care in
Aging Societies: Extensive Explorations
of Problems of Japan’s Acceptance
of Indonesian and Filipino Nurses &
Care Workers**

Shun Ohno

**(Center for Southeast Asian Studies, Kyoto University,
Former Director of Kyushu University Asia Center)**

In Dempasar on 13 Oct. 2011

Transnational Mobility of Nurses

A total of 710,000 foreign nurses work in OECD countries. They represent 10 % of all nurses.

A half of foreign nurses passing the nursing exam are Filipinos.

Europe

US

Middle East

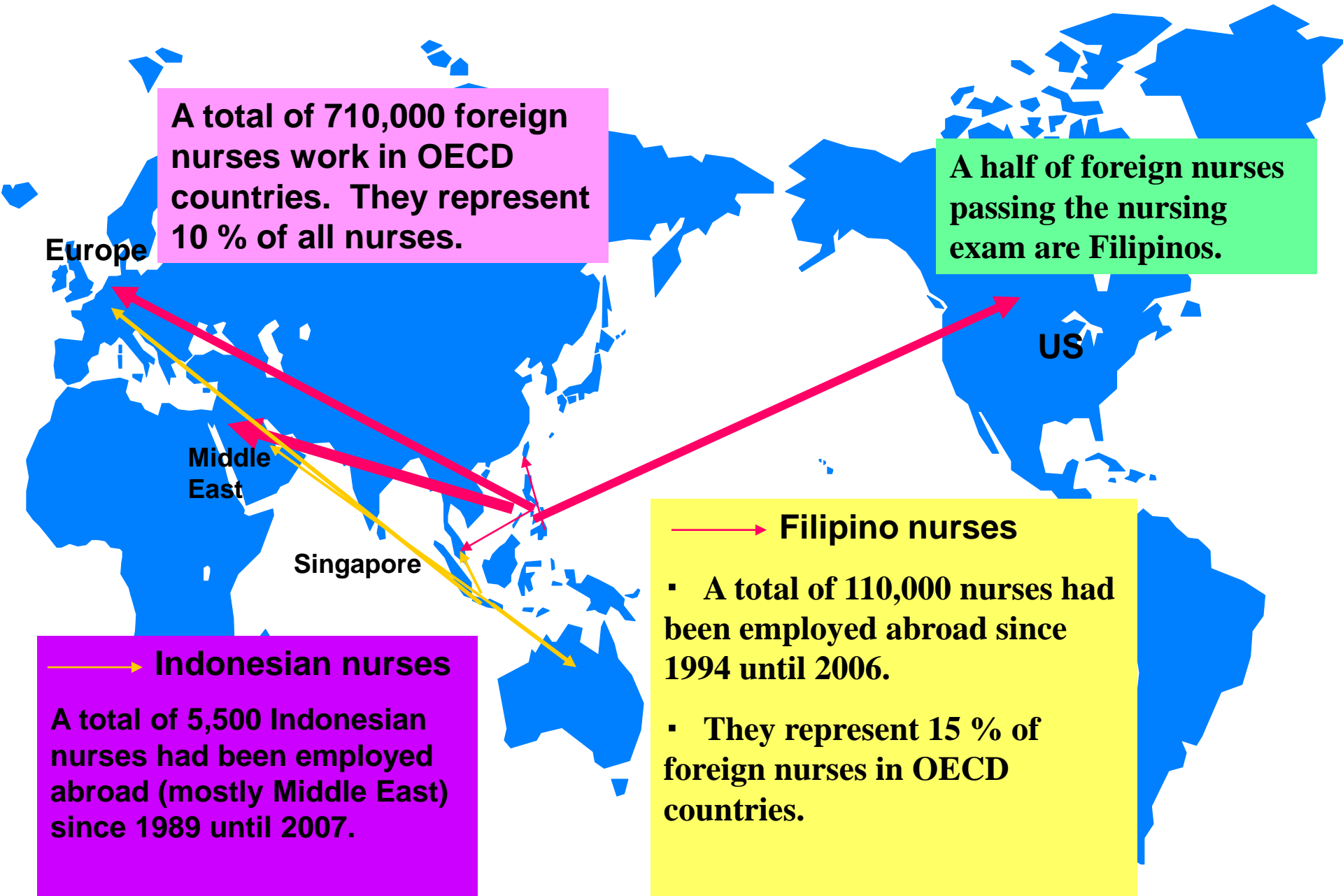
Singapore

Indonesian nurses

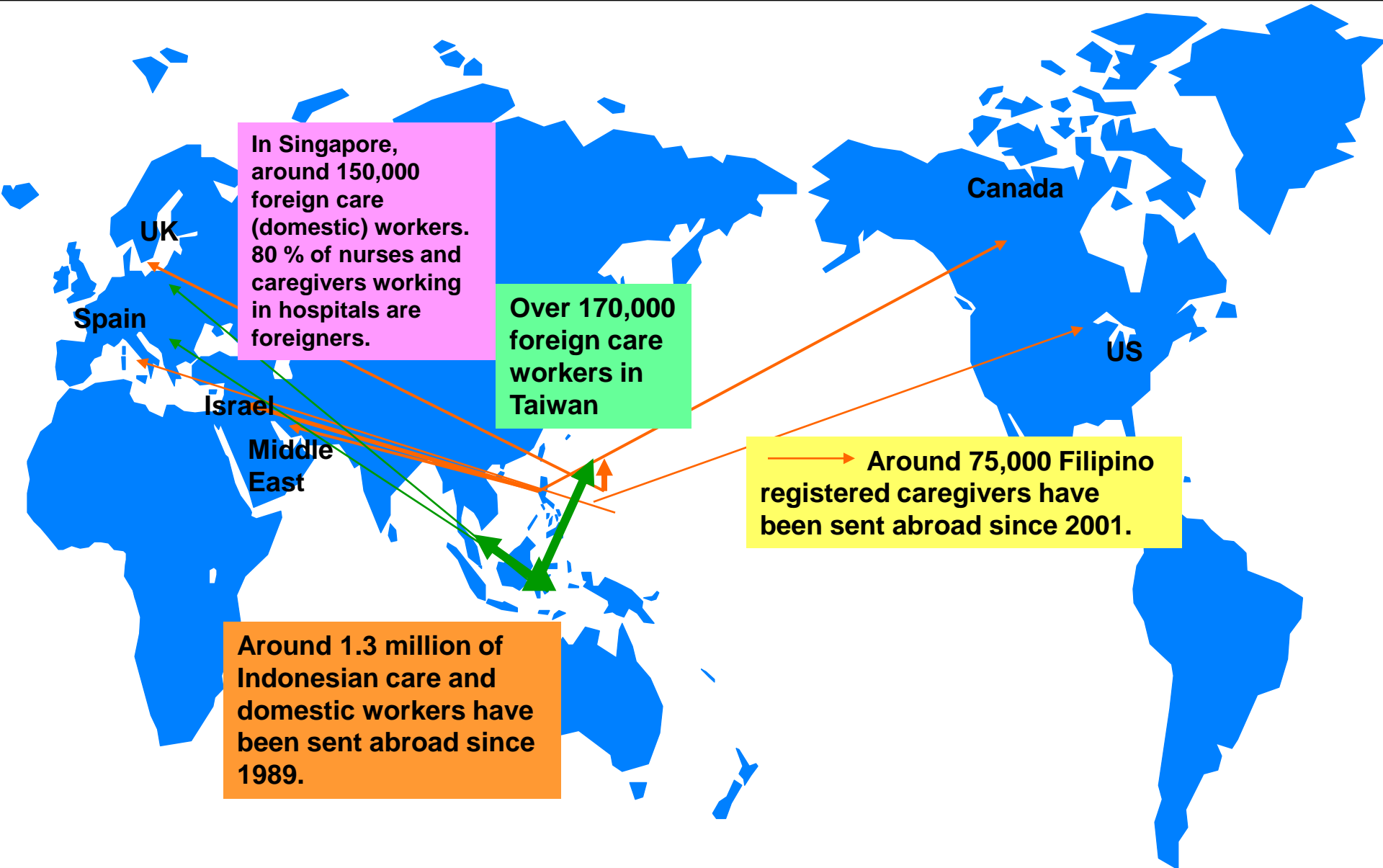
A total of 5,500 Indonesian nurses had been employed abroad (mostly Middle East) since 1989 until 2007.

Filipino nurses

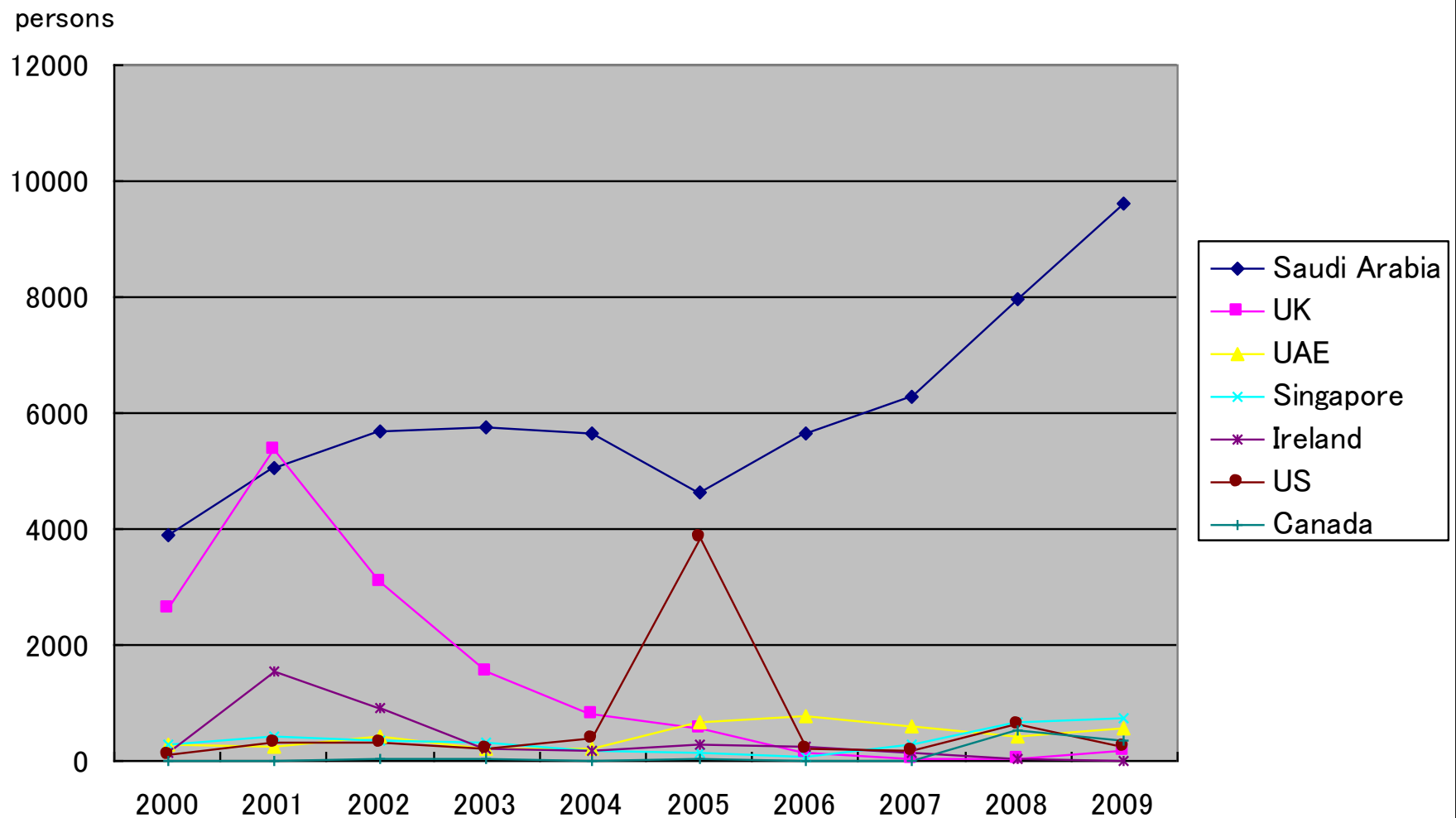
- A total of 110,000 nurses had been employed abroad since 1994 until 2006.
- They represent 15 % of foreign nurses in OECD countries.



Transnational Mobility of Caregivers (including domestic workers)



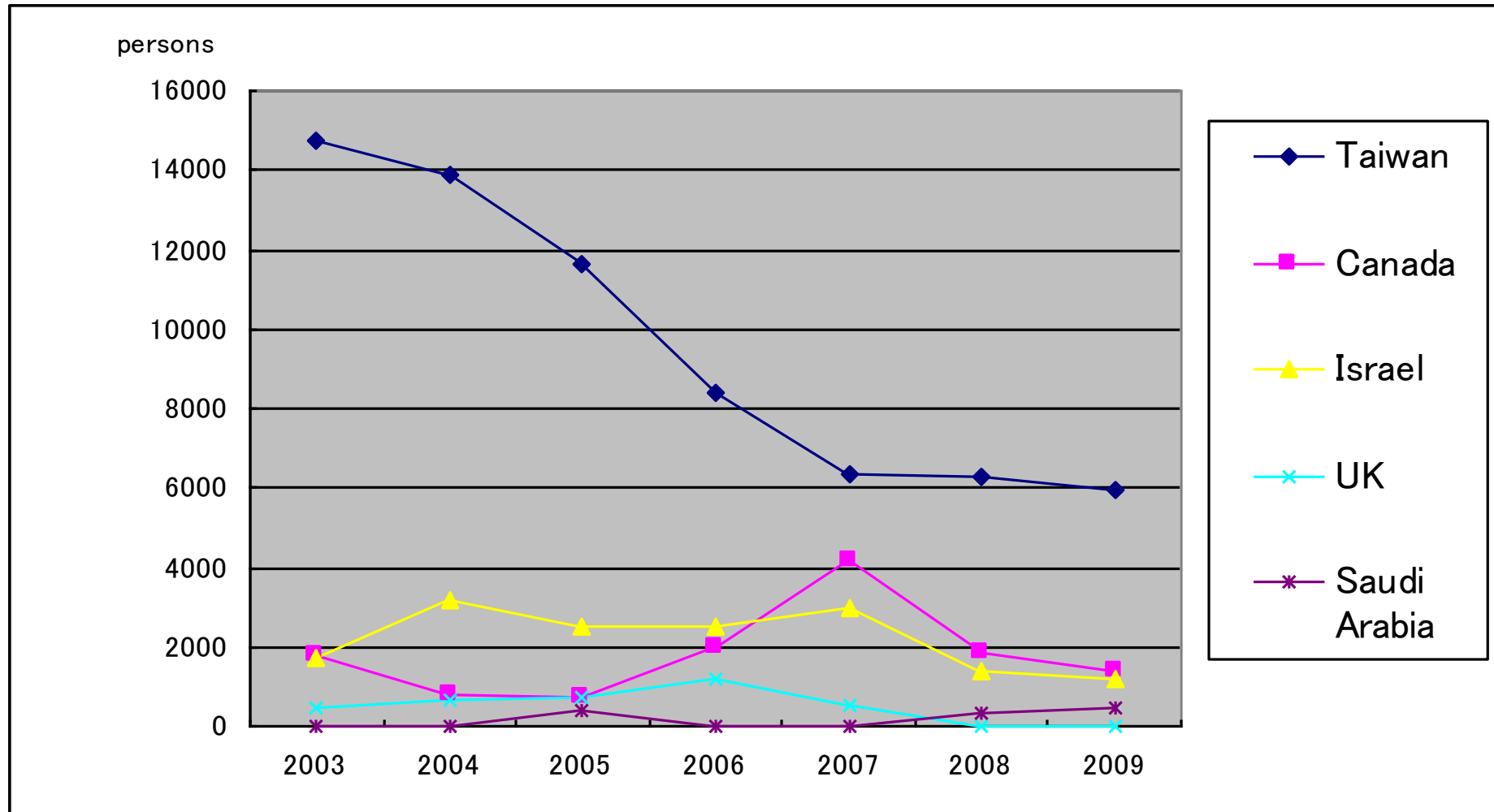
Transition of Numbers of Filipino Nurses Deployed Abroad by Country



(Source) Data obtained from Philippine Overseas Employment Administration (POEA) 2011.

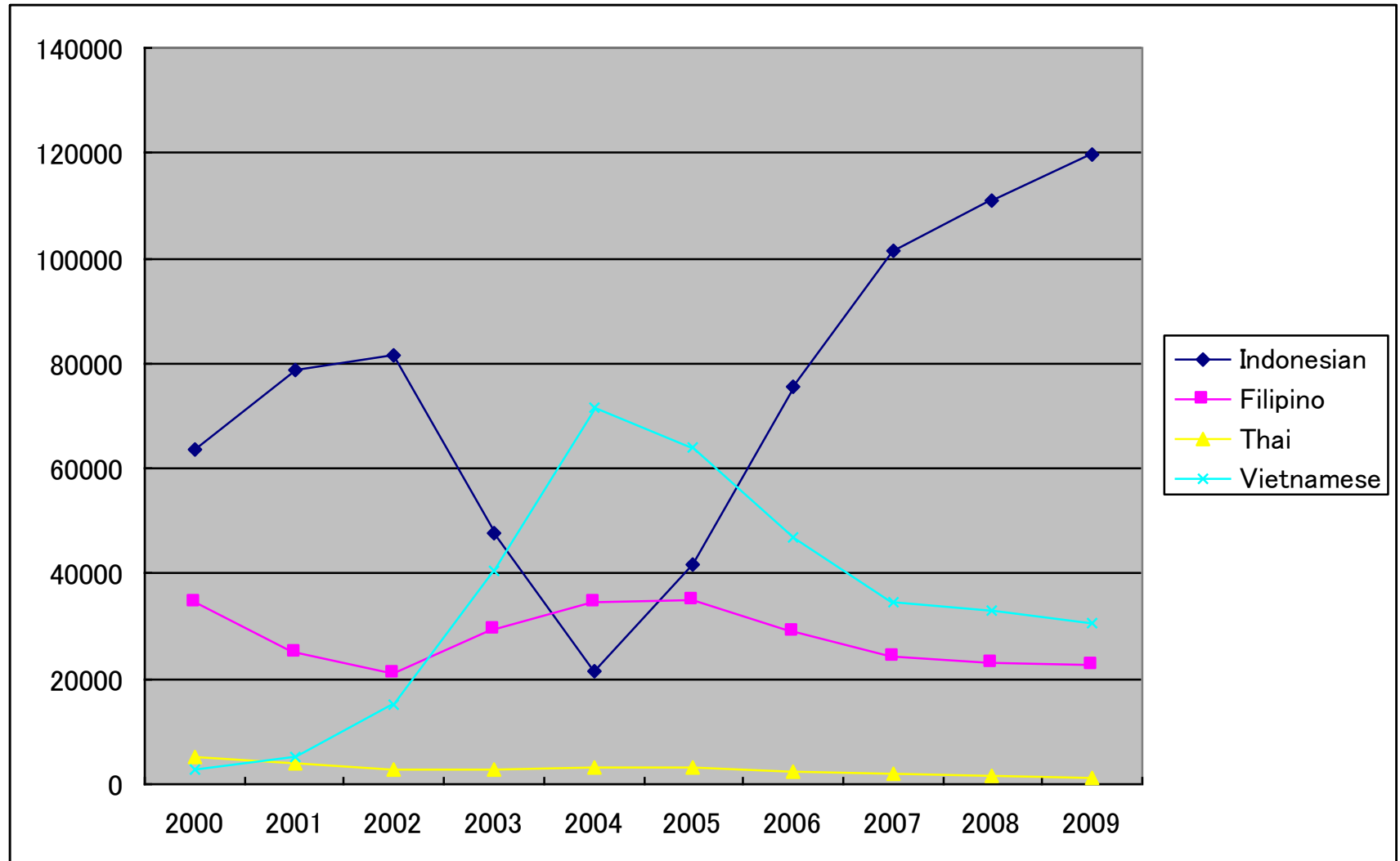
(Note) The 2005 figure of the U.S. (3,853) includes the number of nurses deployed through Employed-based Immigration scheme (3,624). The other figures of the U.S. seem not to include those numbers.

Transition of Numbers of Filipinos Caregivers/Caretakers Deployed Abroad by Country



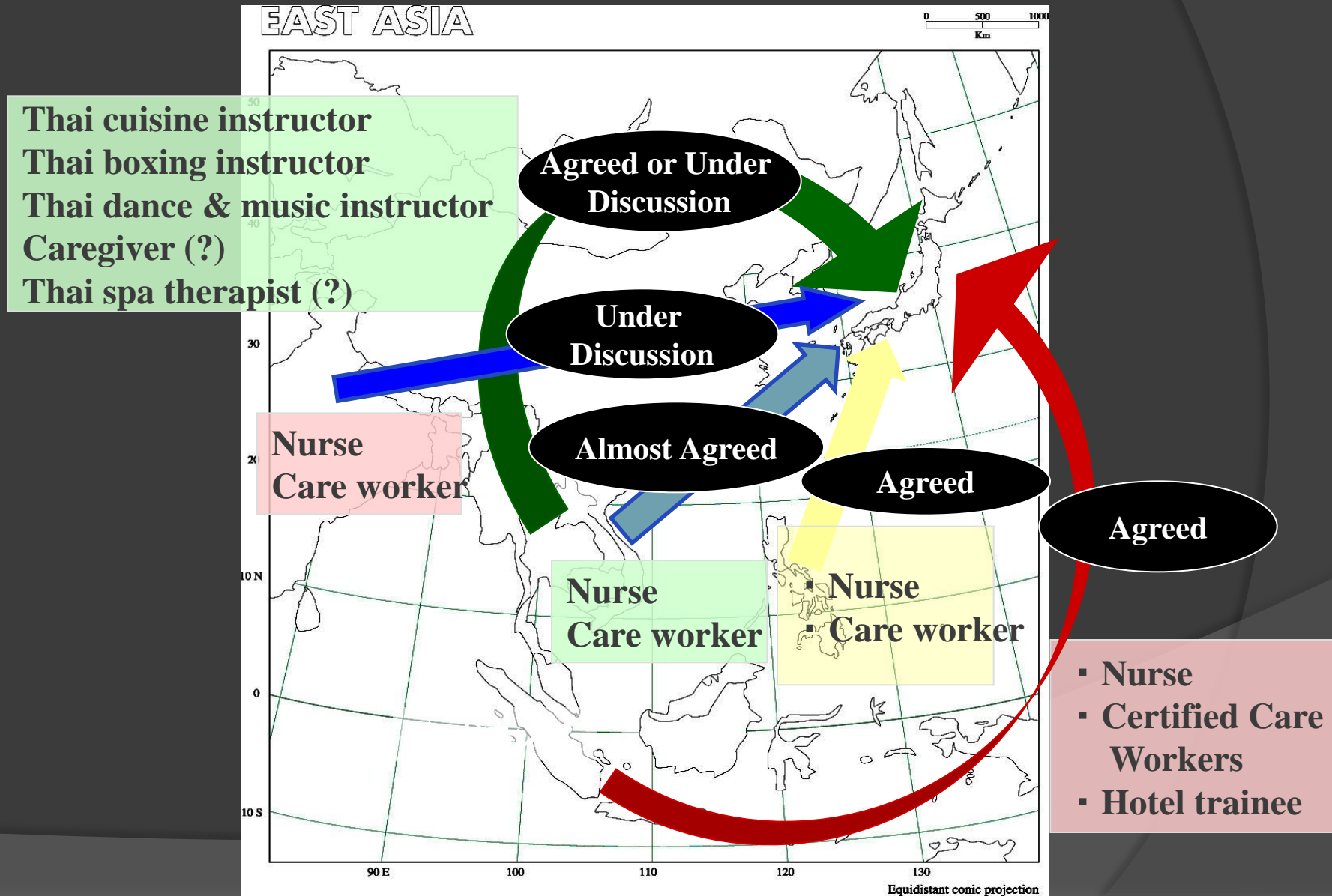
(Source) Data obtained from Philippine Overseas Employment Administration (POEA) 2011.

Transition of Numbers of Foreign Care Workers(Caretakers) in Taiwan by Nationality

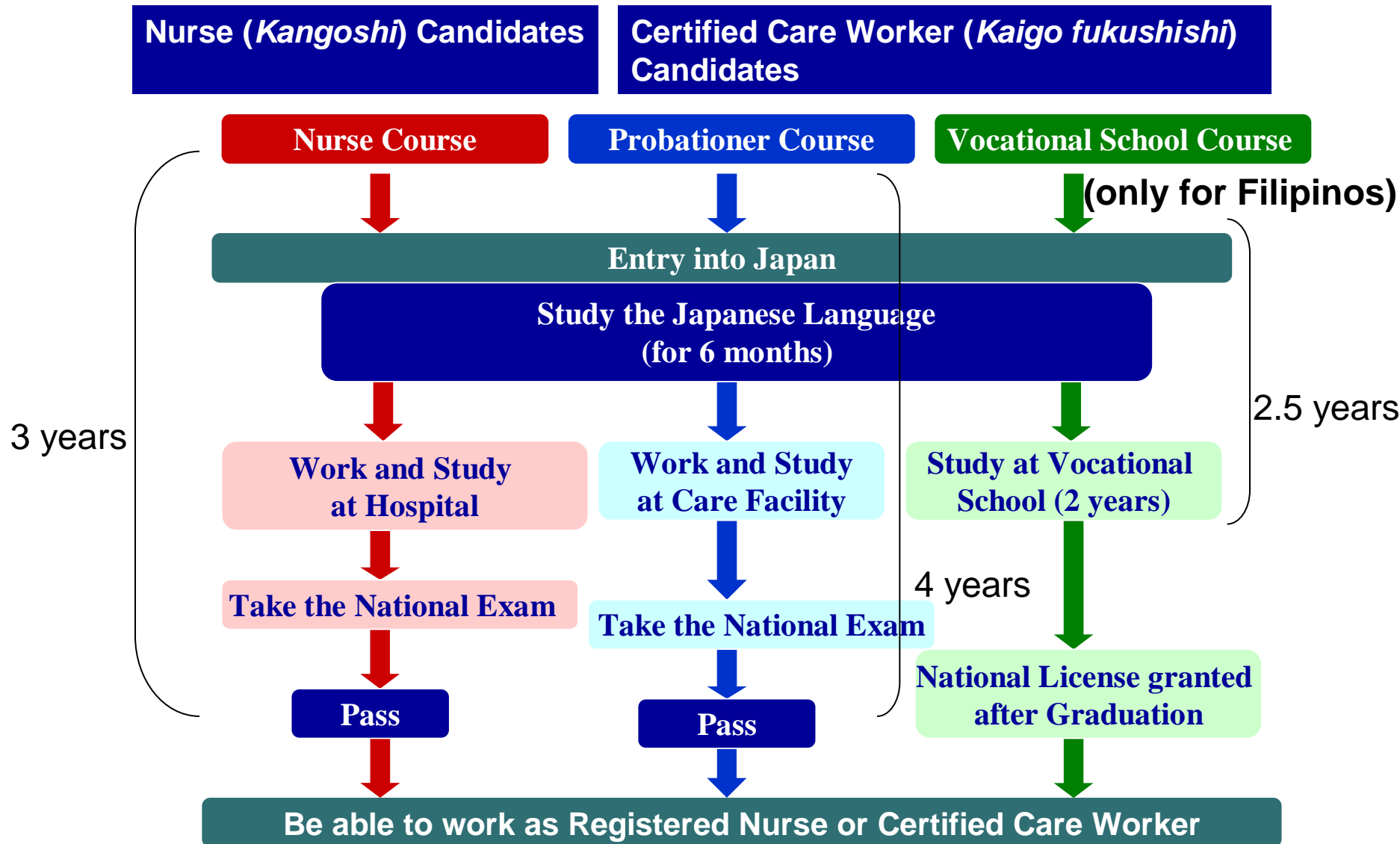


(Data source) Taiwan, Bureau of Employment and Vocational Training, Council of Labor Affairs, Executive Yuan

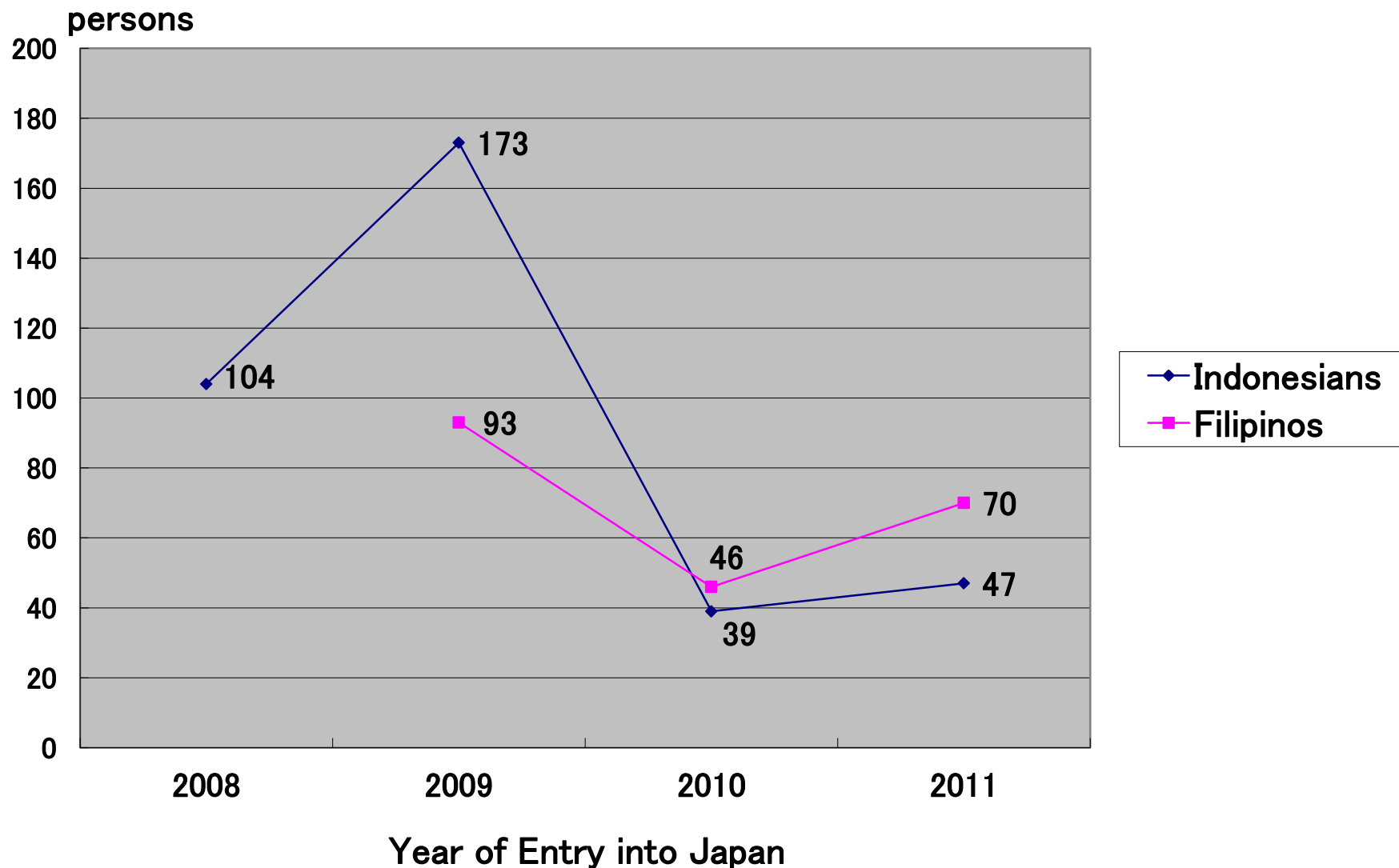
New Kinds of Occupations for Asian Workers in Japan under EPAs(Economic Partnership Agreements)



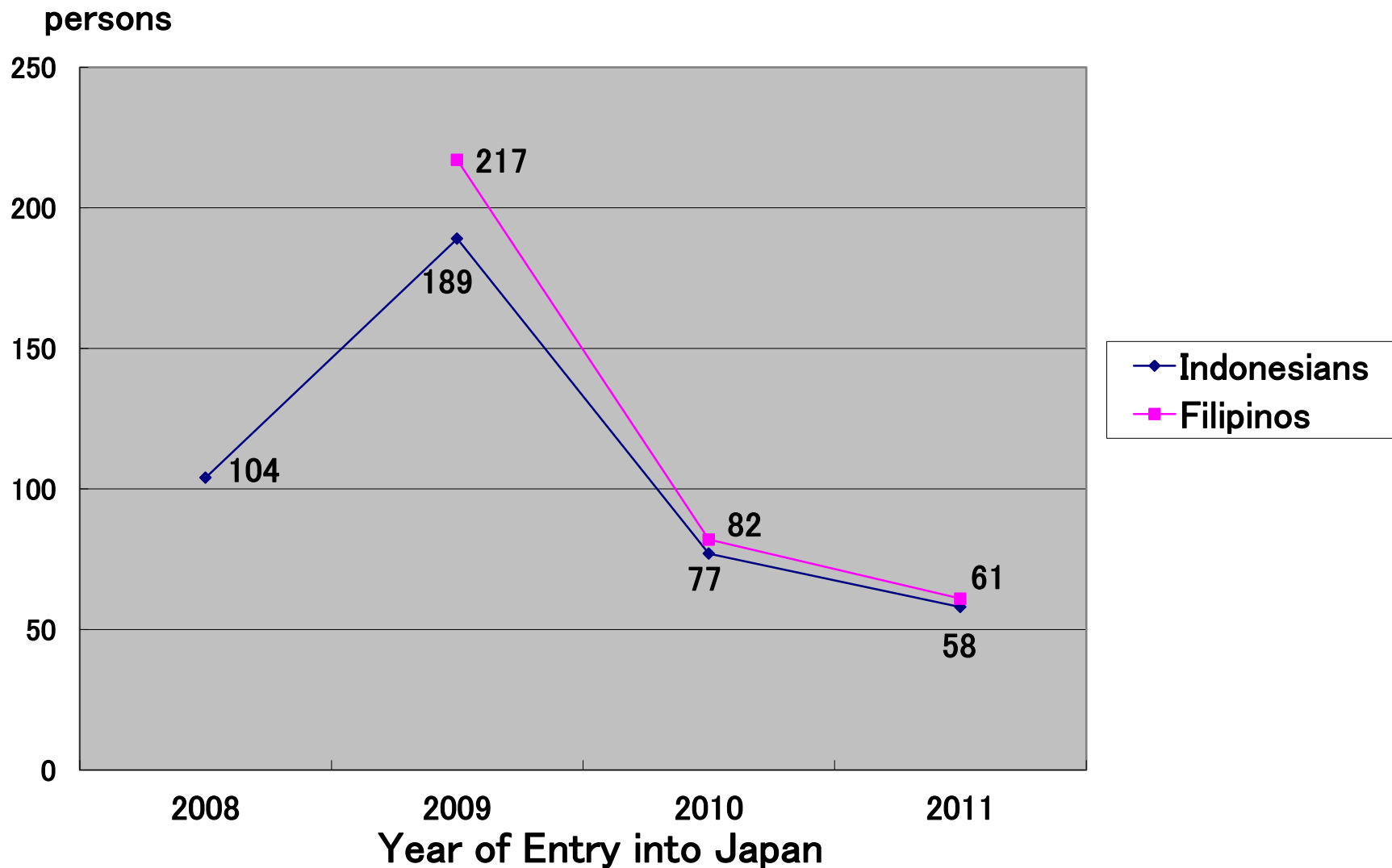
Process of Acceptance of Filipino Nurse and Certified Care Worker ‘Candidates’ into Japan



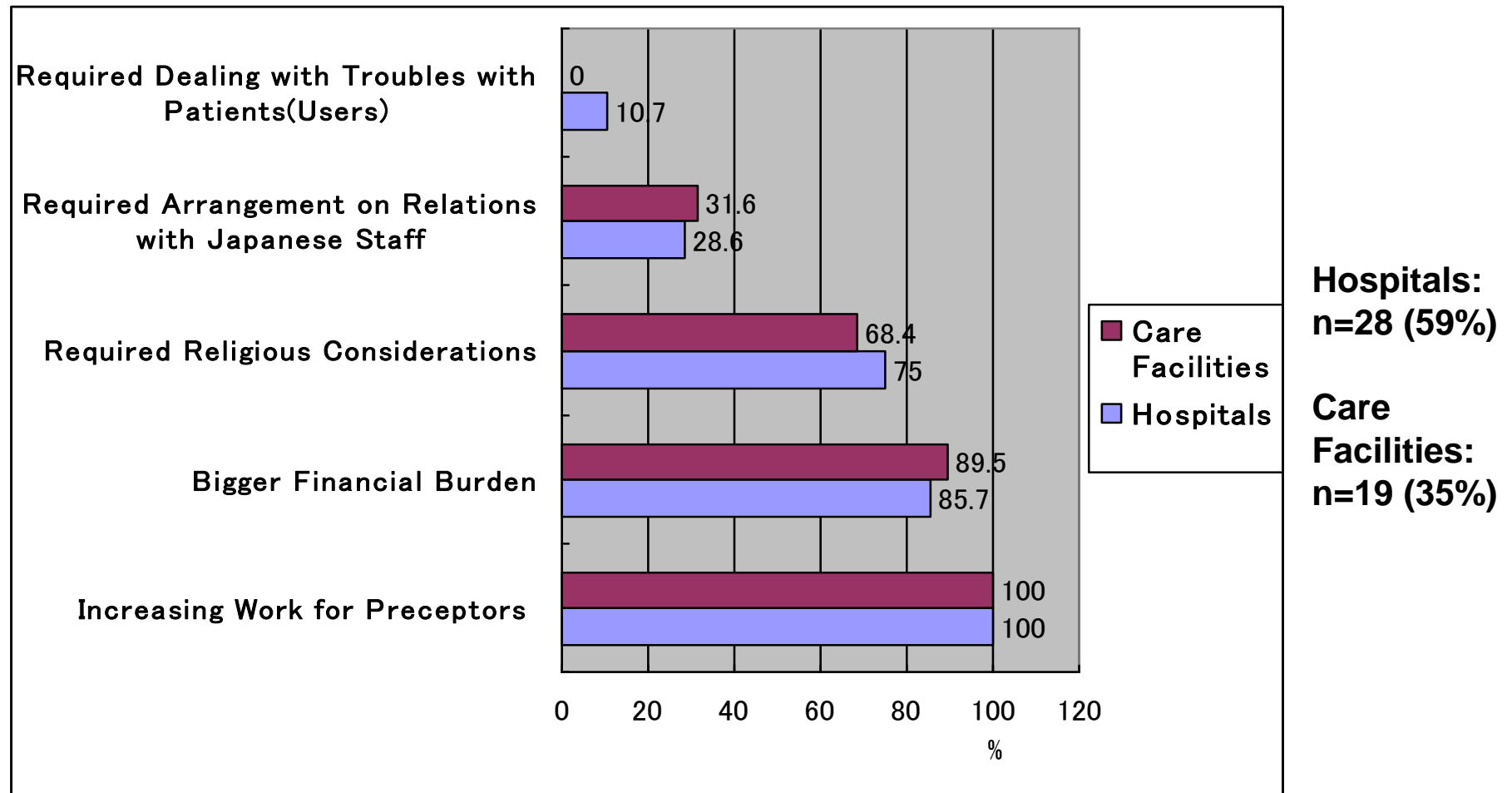
Transition of Numbers of Indonesian and Filipino Nurse 'Candidates' Accepted in Japan under the Economic Partnership Agreements (EPAs)



Transition of Numbers of Indonesian and Filipino Certified Care Worker (*Kaigo fukushishi*) 'Candidates' Accepted in Japan under the Economic Partnership Agreements(EPAs)



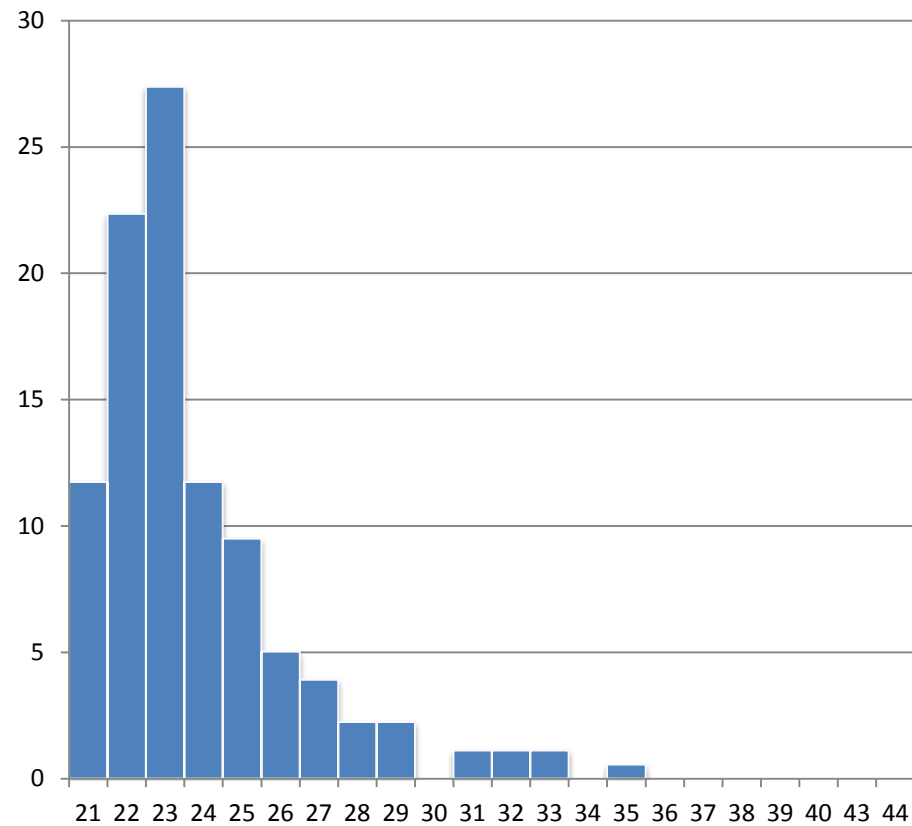
Changes of Circumstances of the Workplace 1 Year after 1st-batch Indonesian Workers Assigned (Survey conducted in Jan. 2010)



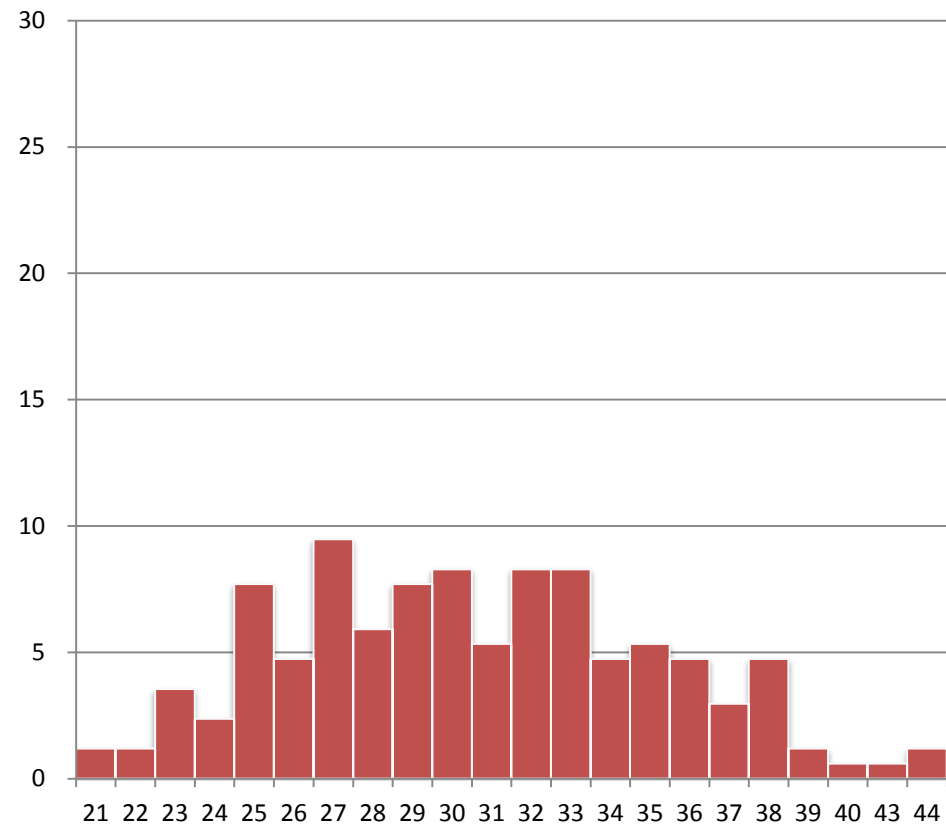
(Source) Ogawa, Reiko, Yuko Hirano, Yoshichika Kawaguchi, Shun Ohno, 2010, "A Follow-up Survey on Hospitals and Long-Term Care Facilities Accepting the First Batch of Indonesian Nurse/Certified Care Worker Candidates(1)", *Bulletin of Kyushu University Asia Center*, Vol.5: 85-98

Age Distribution of Candidates for Certified Care Worker, who entered Japan in 2009

**2nd Batch of Indonesians
(N=178)**

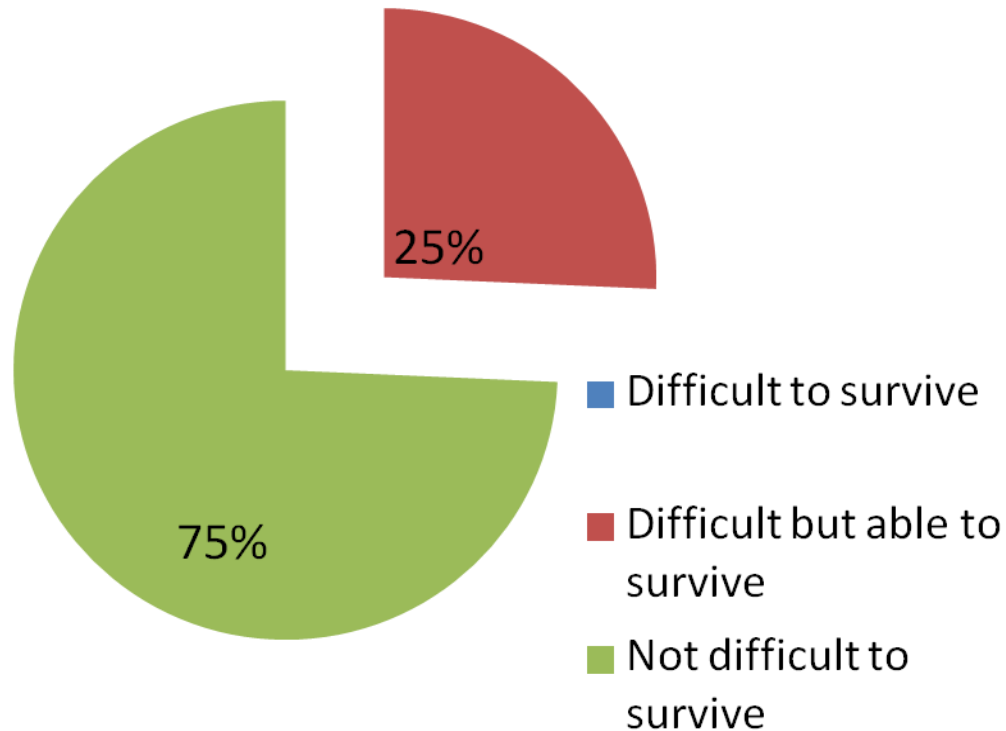


**1st Batch of Filipinos
(N=169)**

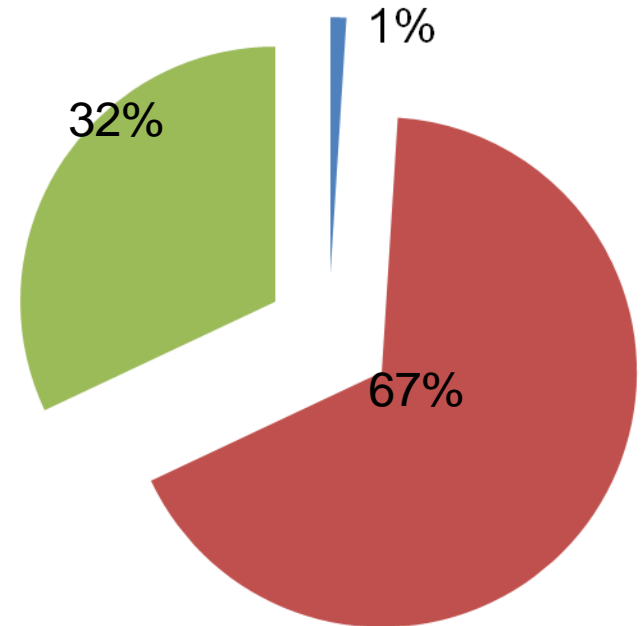


Economic Conditions of Indonesian and Filipino Candidates for Registered Nurse, who entered Japan in 2009

Indonesian Nurses

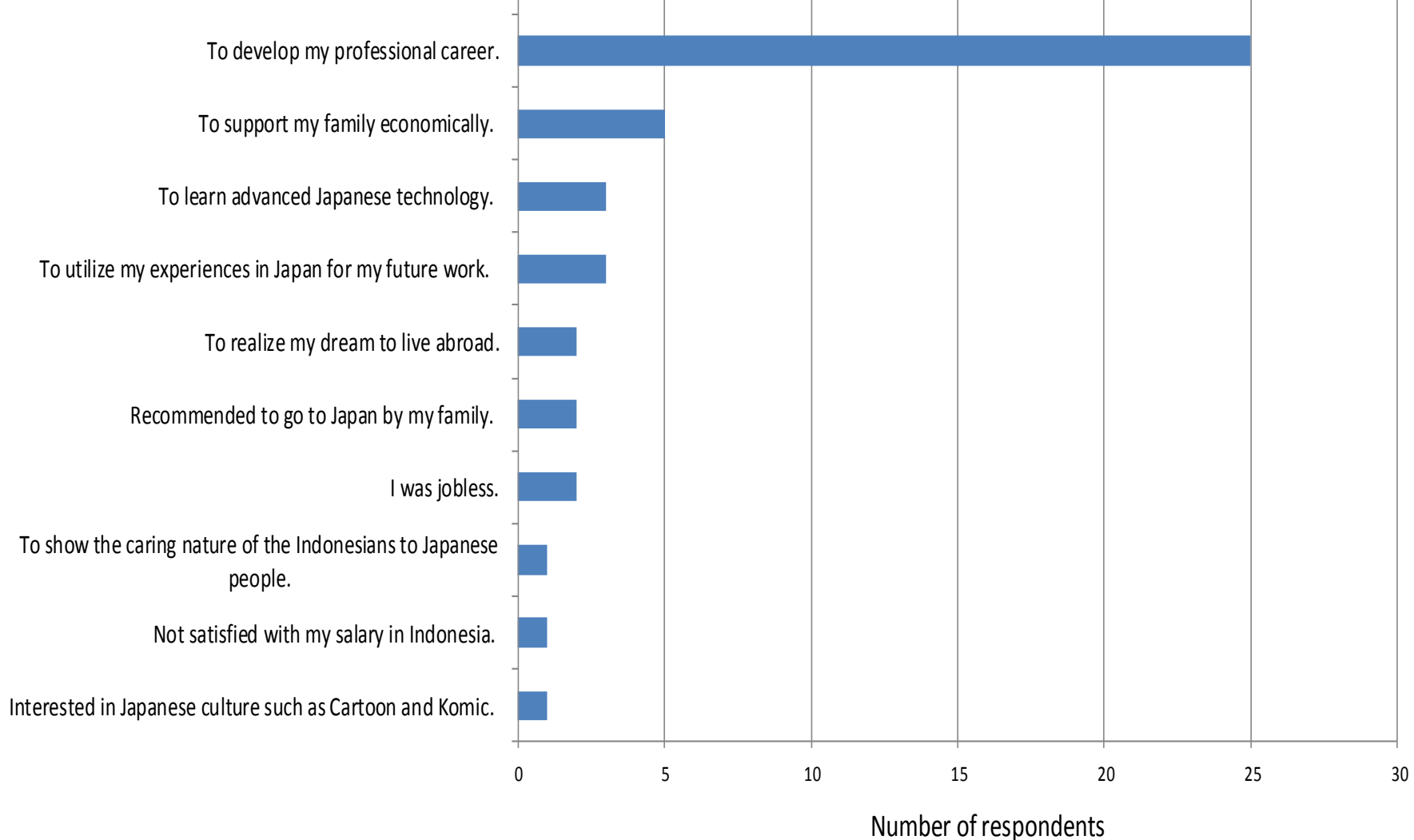


Filipino Nurses



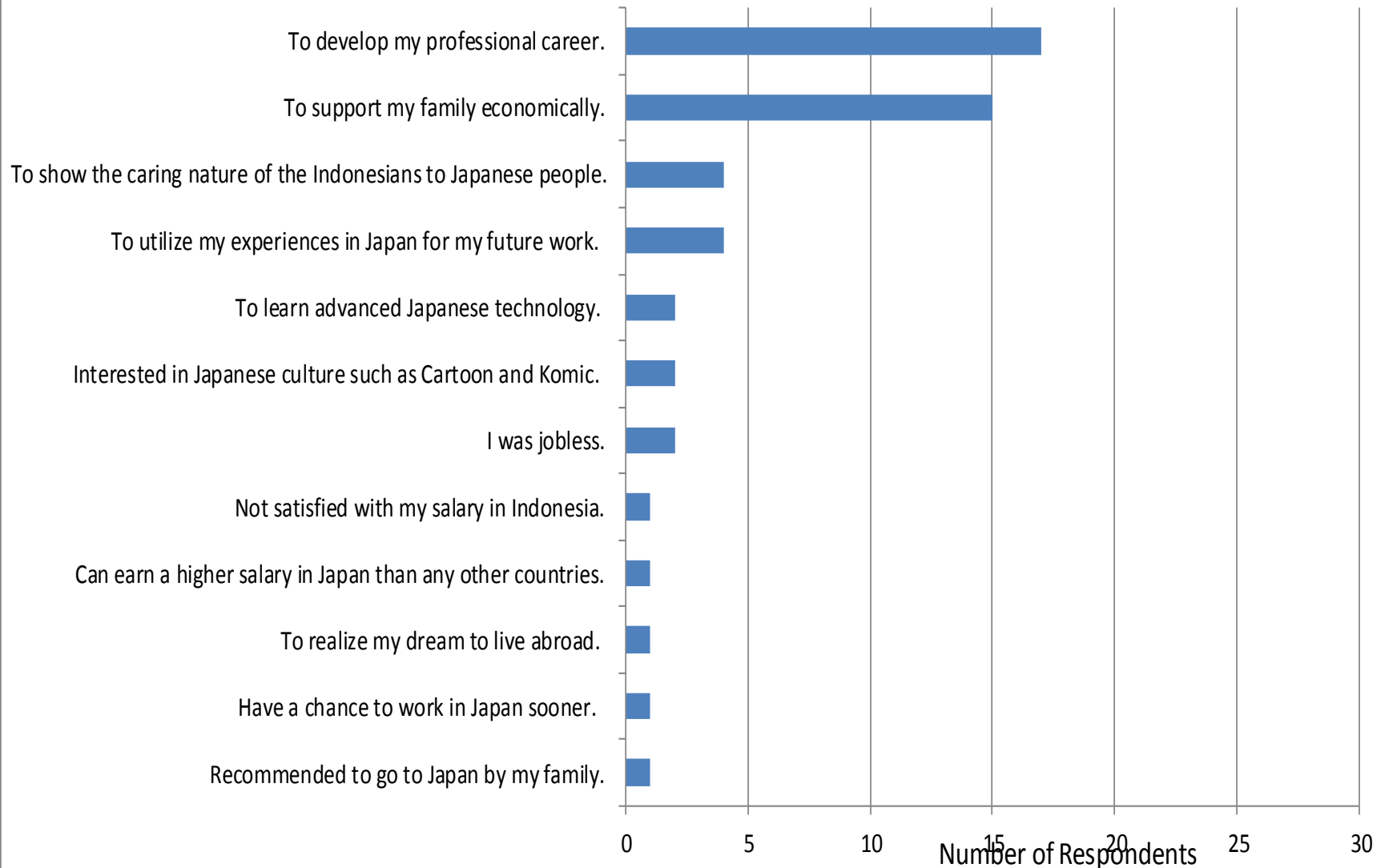
Motives of Indonesian 4th-batch Candidates for Registered Nurse (who entered Japan in 2011)

Number One Reason to go to Japan (Nurse Candidates)

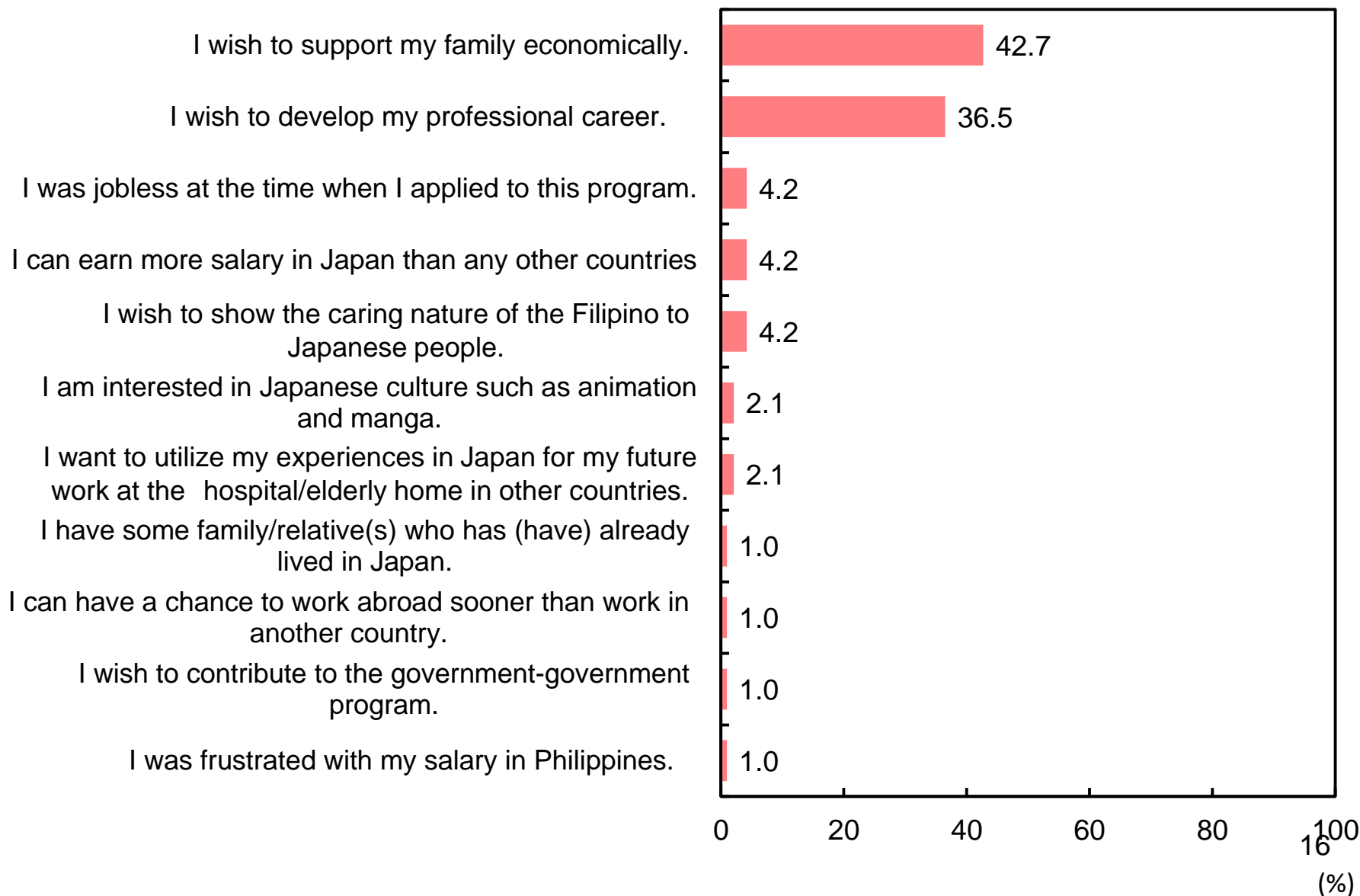


Motives of Indonesian 4th-batch Candidates for Certified Care Worker (who entered Japan in 2011)

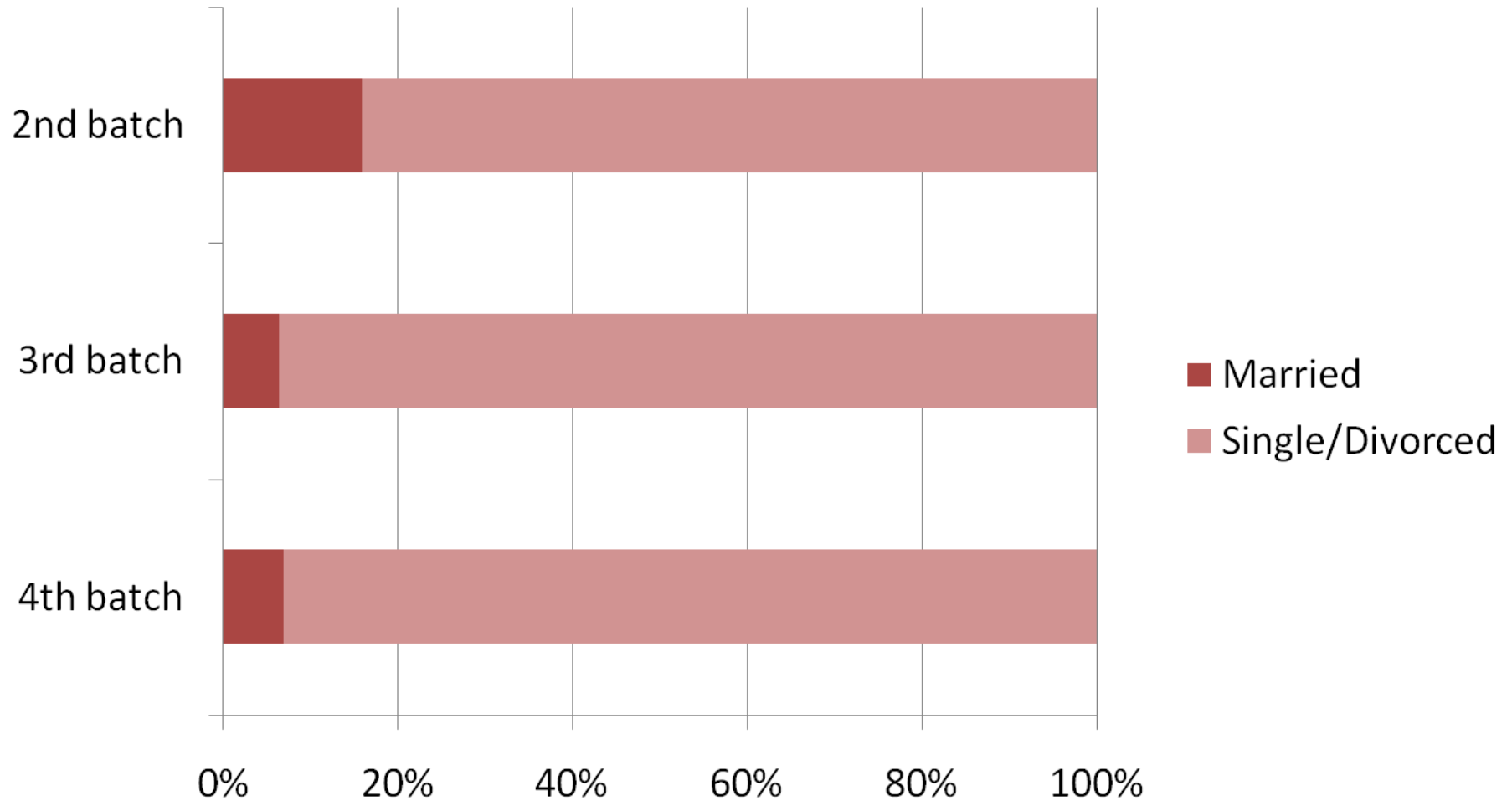
Number One Reason to go to Japan (Certified Care Worker Candidates)



Top Reason of Go to Japan for 1st-batch Filipino Candidates for Registered Nurse (who entered Japan in 2009)



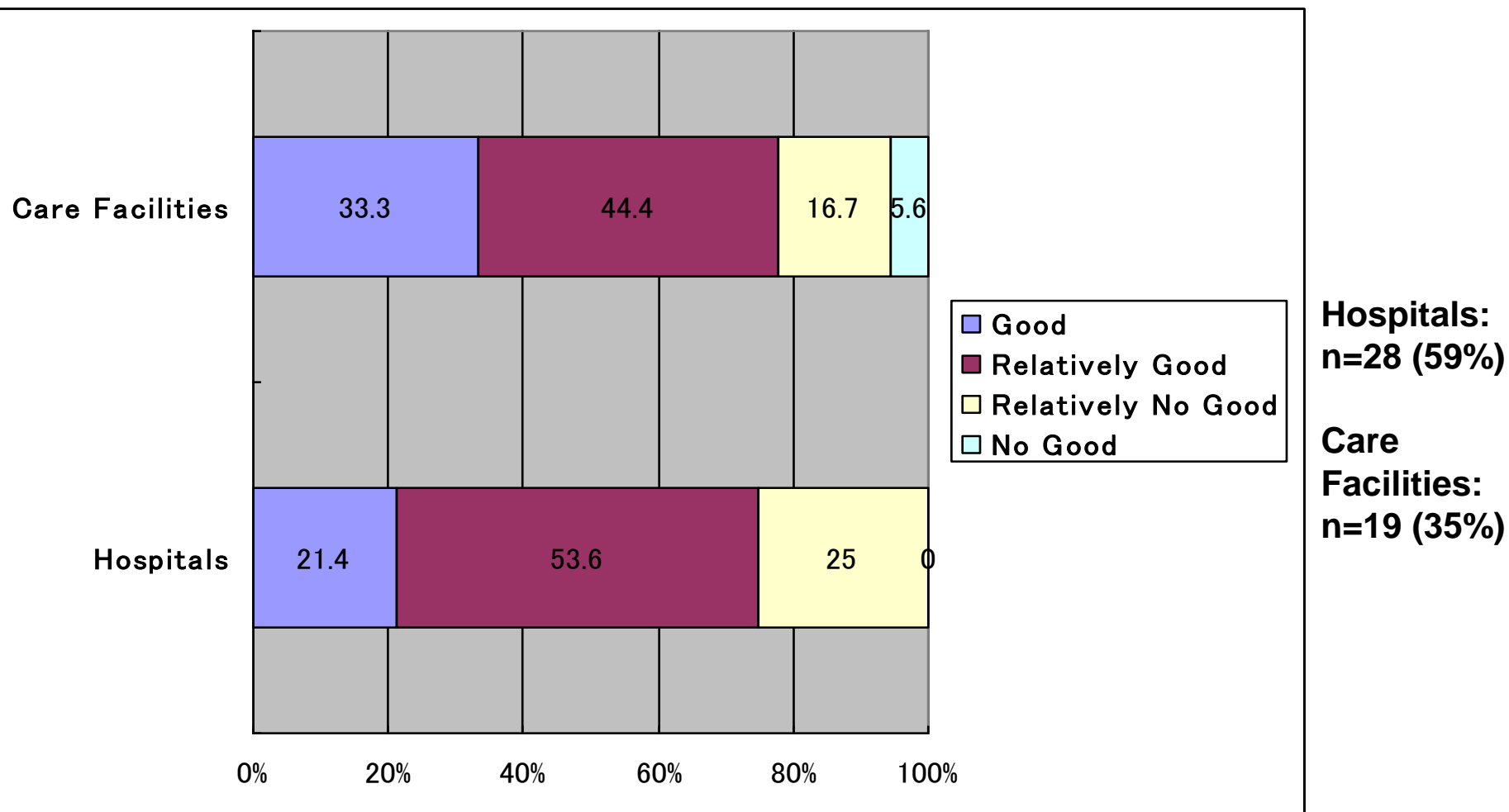
Transition of Marital Status of Indonesian Candidates, who entered Japan between 2009 and 2011



Age and Marital Status of 3rd-Batch Filipino Candidates for Registered Nurse and Certified Care Worker (who entered Japan in 2011)

Age		Marital status	
	years		%
Average	26.86	married	10.8
Minimum	21	unmarried	87.7
Maximum	36		

Evaluations of 1st-batch Indonesian Workers 1 year after Assignment to the Workplace (Survey conducted in Jan. 2010)



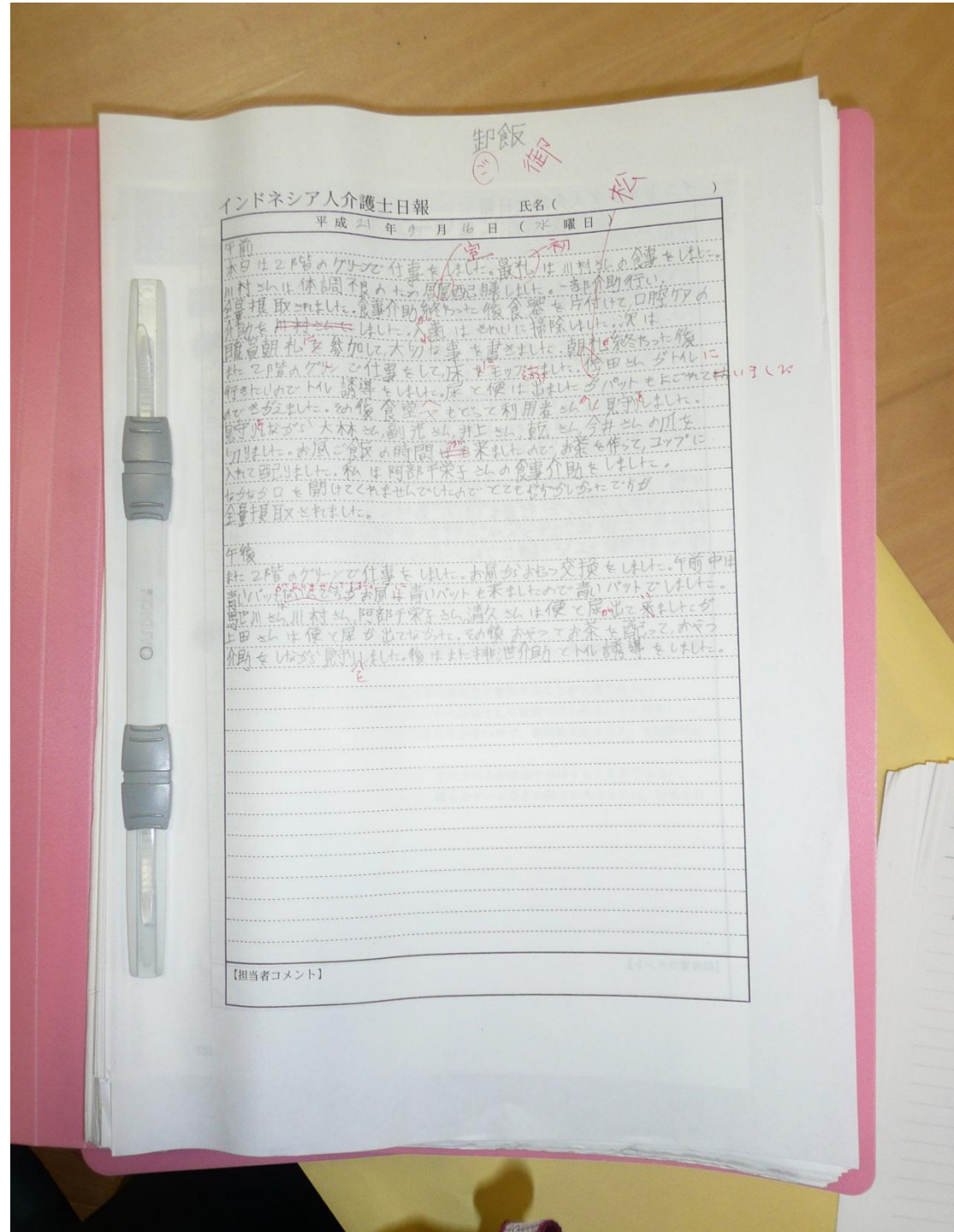
(Source) Ogawa, Reiko, Yuko Hirano, Yoshichika Kawaguchi, Shun Ohno, 2010, "A Follow-up Survey on Hospitals and Long-Term Care Facilities Accepting the First Batch of Indonesian Nurse/Certified Care Worker Candidates(1)", *Bulletin of Kyushu University Asia Center*, Vol.5: 85-98.

Indonesian workers' care welcomed by Japanese elder persons

(Photo taken at a care facility in Tokushima on 9 July 2011)



Care workers' daily notes (*Kaigoshi Nissi*) written in Japanese by one Indonesian care worker



Indonesian nurse 'candidates' interviewed by our research members at a hospital in Tokushima, Shikoku Island in July 2011



Concerns of ‘deskilling’ among Foreign ‘Candidates’ for Registered nurse and Certified Care worker

- Skill-loss rather than skill-up?
- Sacrifice their pride as professionals

Their duties include “menial” tasks such as changing diapers and collecting urines or other garbage, and assistance in taking meals and tea for the patients, which are usually performed by their family members or nurse aids in their country.

However, caring of the patients in bed, bath and others is one of important duties for Japanese nurses and certified care workers.

Passing Rates of Indonesian & Filipino Nurse Candidates who took the exam in Feb. 2011

Year of Arrival	Indonesian Nurses			Filipino Nurses		
	No. of examinees	No. of examinees	Passing Rate	No. of examinees	No. of examinees	Passing Rate
2008	91	13	14.3 %	—	—	—
2009	159	2	1.3 %	73	1	1.4 %
2010	35	0	0.0 %	40	0	0.0 %

(Source) Japan's Ministry of Health, Labour and Welfare, 2011.

The Total No. of Examinees: 54,138

The Total No. of Passers: 49,688

Passing Rate: 91.8%

Increasing Foreign Returnees

“Halfway-Returnees”

Those candidates who returned to their country before the termination of their employment contract with their employer

41 Indonesians (30 nurses, 11 care workers)

45 Filipinos (23 nurses, 22 care workers
including 4 vocational school course
candidates) (as of April 2011)

Reasons:

- Family problems (marriage, ill parent)
- Health problems (sickness, pregnancy, etc)
- Disappointments (work, salary, management etc.)
- Giving up passing of the exam in Japanese
- Others

Scores of 59 1st-batch Filipino Nurses Who Took the Practice National Exam Translated in English by Kyushu University's Research Team (The exam was conducted by the team and AOTS in Tokyo, Nagoya, Osaka and Fukuoka on 22 Feb. 2010)

Those who have ever
seen the exam sheet
(21 nurses)

Those who have never
seen the exam sheet
(38 nurses)



Who cleared a high hurdle of the exam?



12 (57.1%) have passed
9 (42.9%) have failed

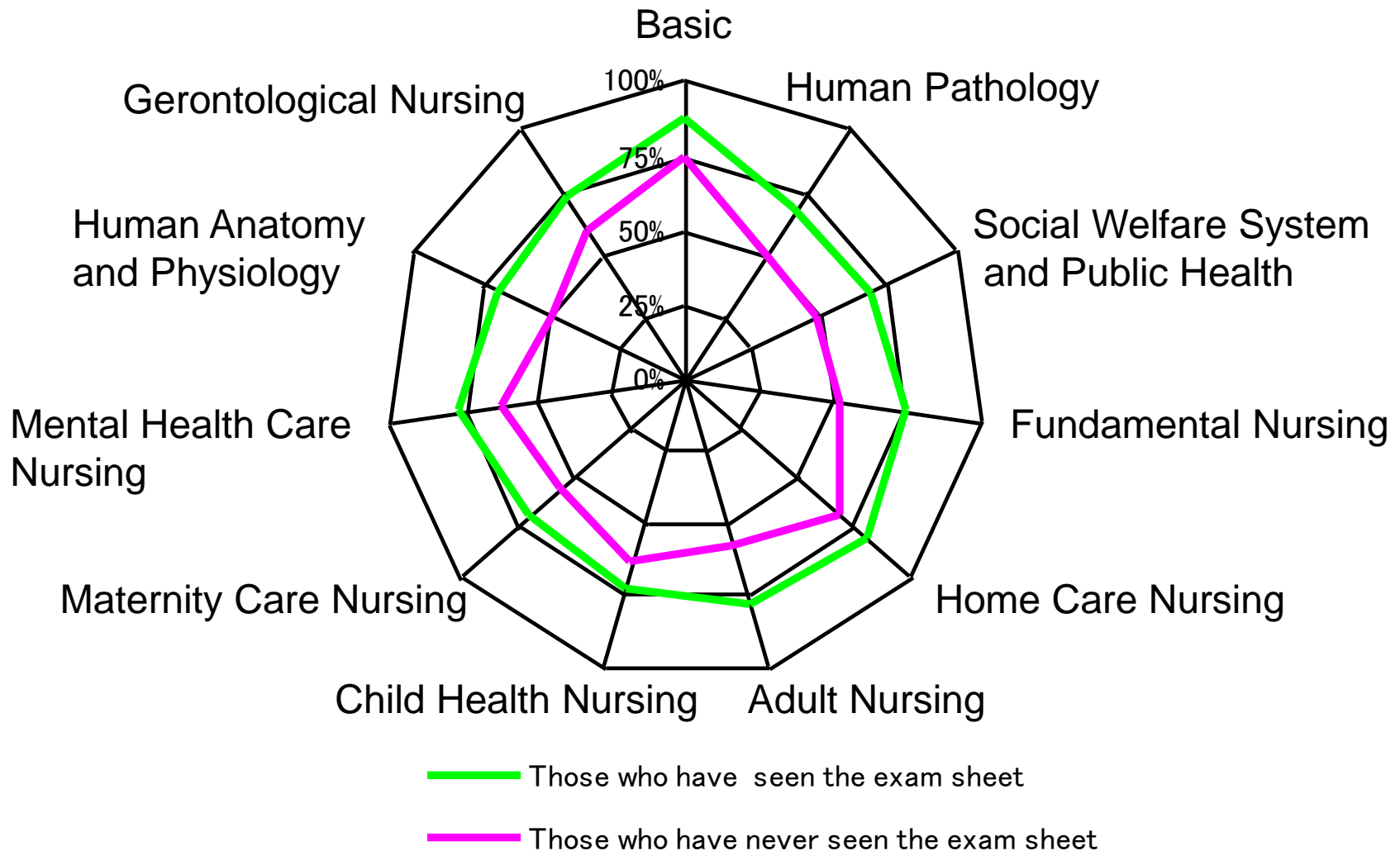
9 (23.7%) have passed
29 (76.3%) have failed

Our Findings:

Their passing rate and average scores are obviously different by experiences on the exam.

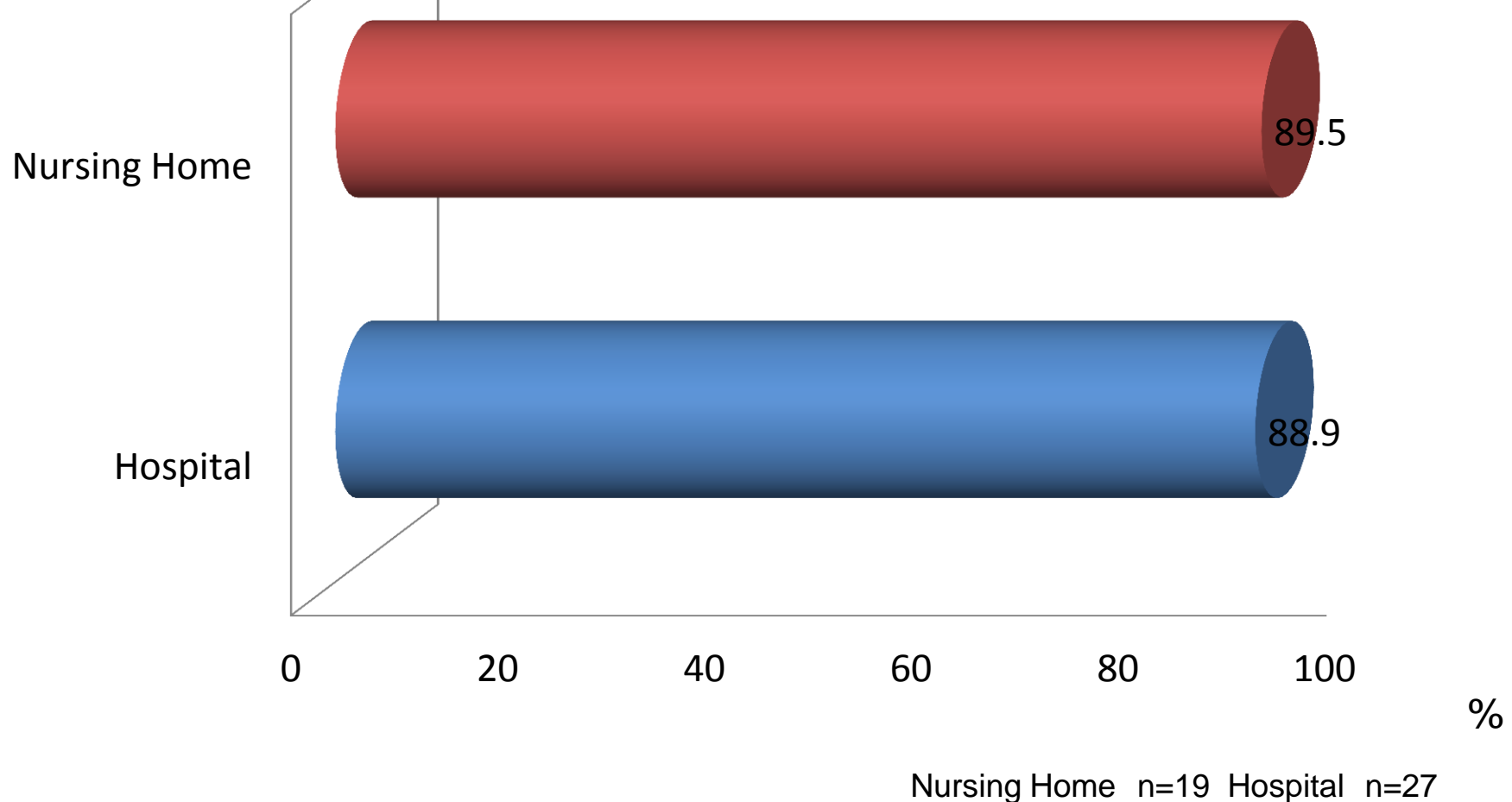
The Distribution of Scores by Nursing Area Achieved by 59 Filipino Nurse 'Candidates'

(Venues of trial exam: Tokyo, Nagoya, Osaka and Fukuoka on 22 Feb. 2010)



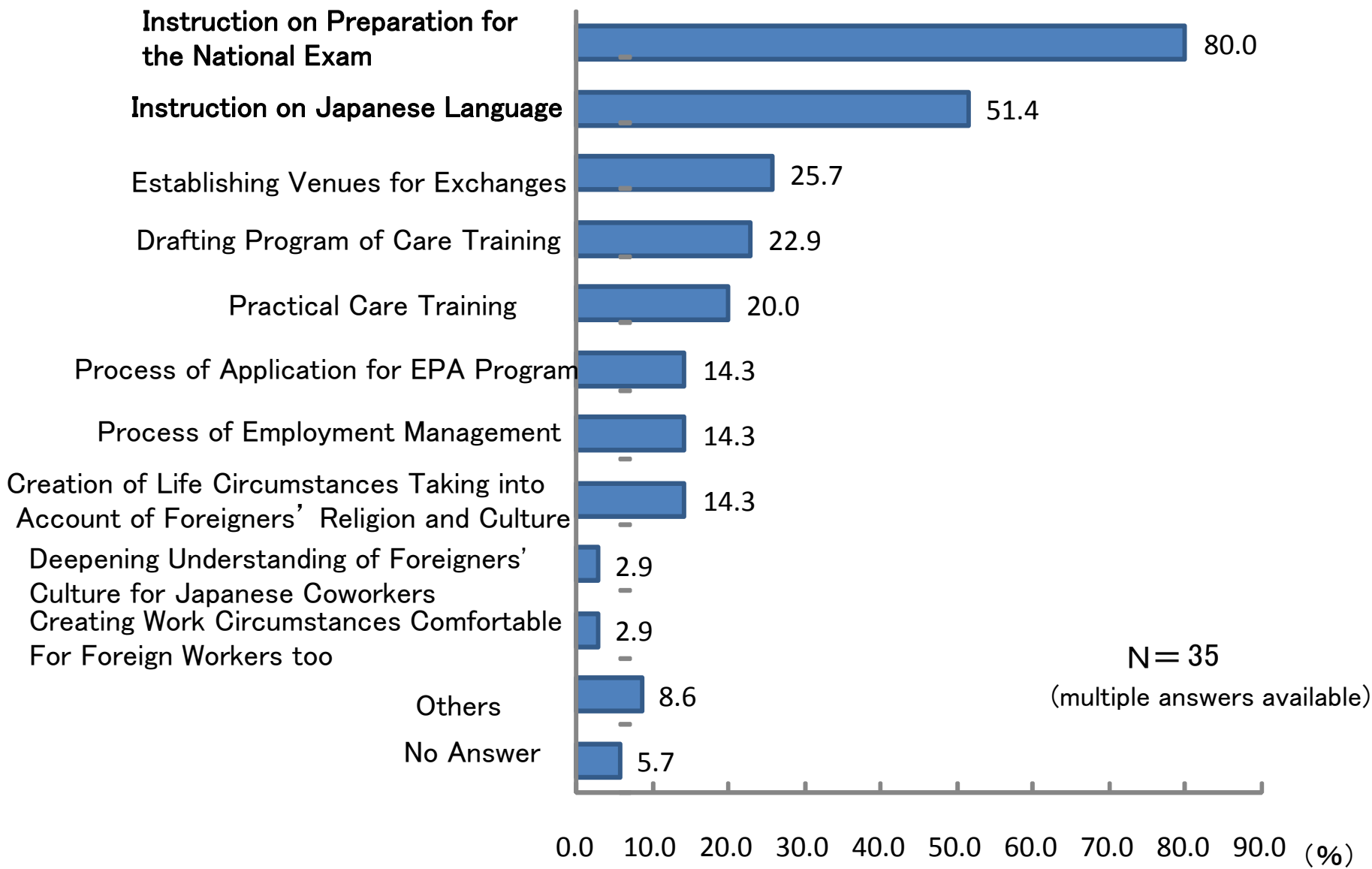
Q. How do you think of setting up a pre-condition to require a certain level of Japanese language in EPA application process?

(Responses obtained from care facilities[nursing home] and hospitals accepting 1st-batch Indonesian candidates in Jan.2010)



Things That Can Not Be Done by Accepting Care Facilities Only

(Outcome of a Survey Conducted by the Committee of Development of a Program for Accepting Human Resources from Abroad in the Gateway to Asia, Fukuoka in Oct.-Nov. 2010)



Japanese Language Level of 3rd-Batch Filipino Candidates who studied Japanese for 2-3 months in the Philippines before their entry into Japan in 2011

How did you learn Japanese? (m.a.)	%
Formal lesson under EPA program	100.0
Formal lesson at School	17.7
Formal lesson with your friend or coworker	4.6
Self-study	10.0
Others	7.7

Your Japanese language proficiency at this moment	%
Advanced (can communicate with the native speakers without any difficulties)	0.8
Intermediate (no difficulty with simple daily conversation but has some difficulty with complicated conversation)	5.4
Elementary (simple daily conversation)	28.5
Beginner (can do greetings & answer questions about oneself)	65.4

In which country do you wish to start learning the Japanese language under the JPEPA program?	%
Japan	16.9
Philippines	83.1

Challenges for the Future

1. The Japanese government has to improve its policy with careful consideration of differences between Indonesians, Filipinos and the other Asian nurses and care workers, who come to Japan to work.
2. The Japanese government needs to establish a comprehensive migration policy including pre-departure language program and granting attractive citizenship to foreign passers.
3. All stakeholders should make efforts to train “bridging human resources” who can bridge between Japan and Southeast Asian countries in the fields of nursing and care. In this regard, educational exchange programs between Japan and the sending countries should be much promoted in those fields.
4. The governments concerned have to establish an appropriate system for ‘brain circulation’ and/or ‘brain gains’ in the sending countries.
5. Japanese employers are required to show a clear picture of their future vision and bright life course to their foreign employees if the former wish to employ the latter for longer years.