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Who Cares? Challenges on Cross-Border Movement of Care Workers

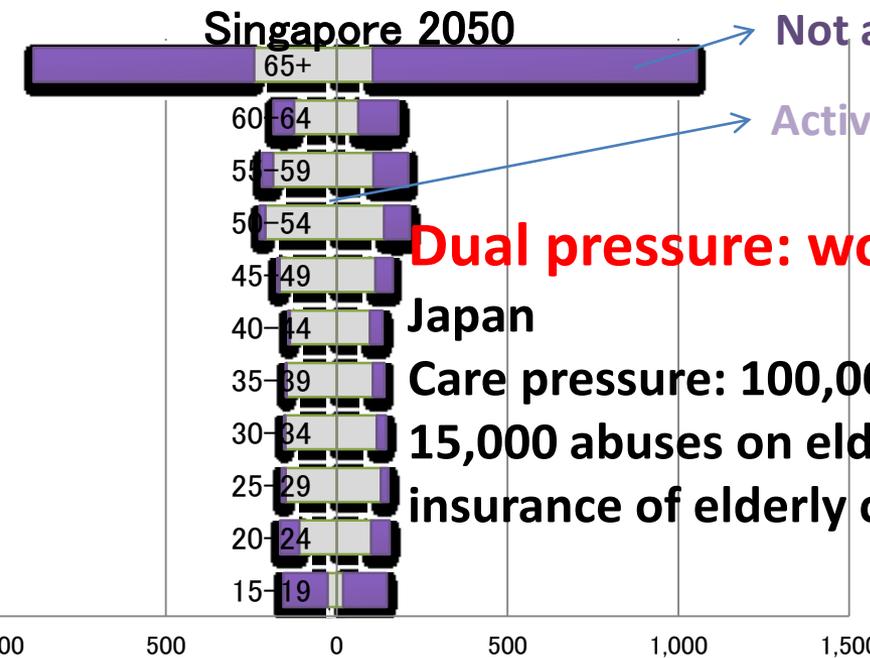
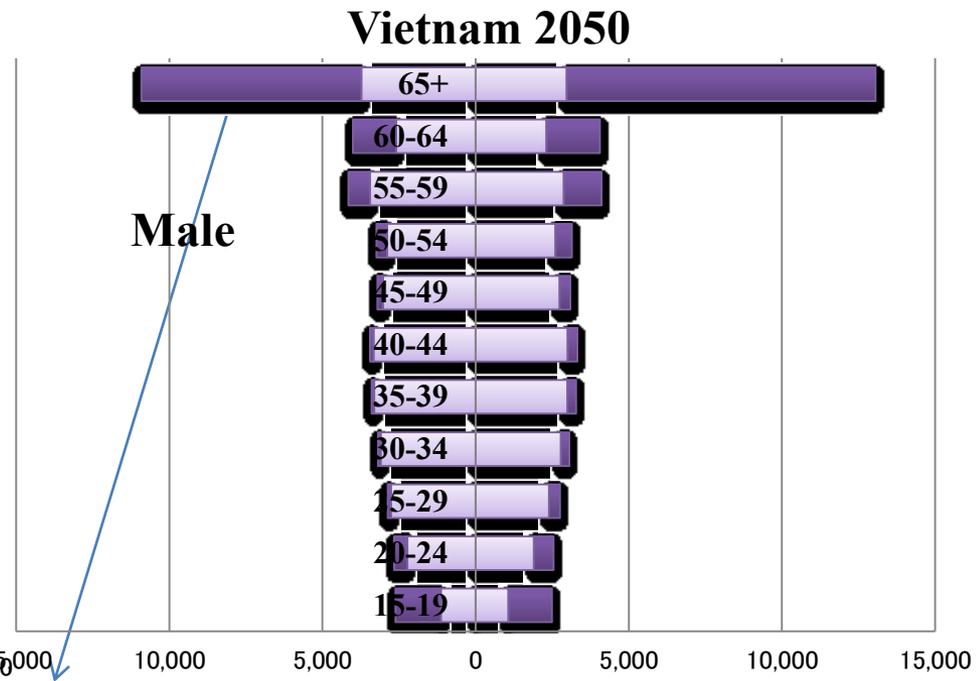
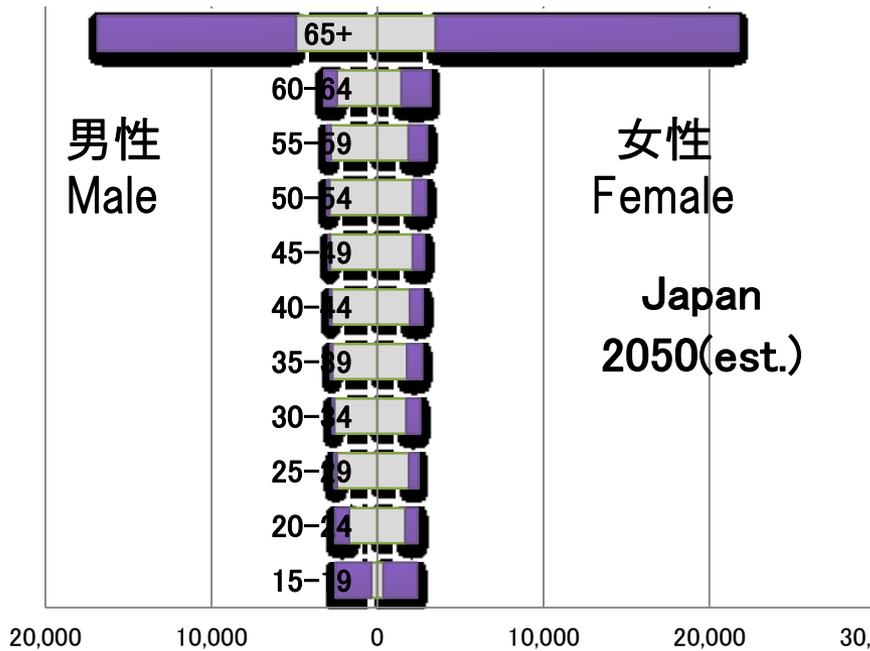
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Summary

- Rapid **care supply-demand gap** (care gap) in the process of ageing. Several million gap till 2035.
- Strong preference on family care (**familism, community**)
⇔ western Europe.
- **More than one million est. migrant domestic worker** for elderly care.
- **Challenges** to familism: skills for dementia, paralysis etc.
- Diverse familism: strong state responsibility on Japan and liberal familialism in Singapore.
- **Overqualification and underqualification** causes inadequate HR allocation throughout Asia.
- **Standardization/harmonization of qualification** might be considered for the better QOL and protection of elderly/migrant.



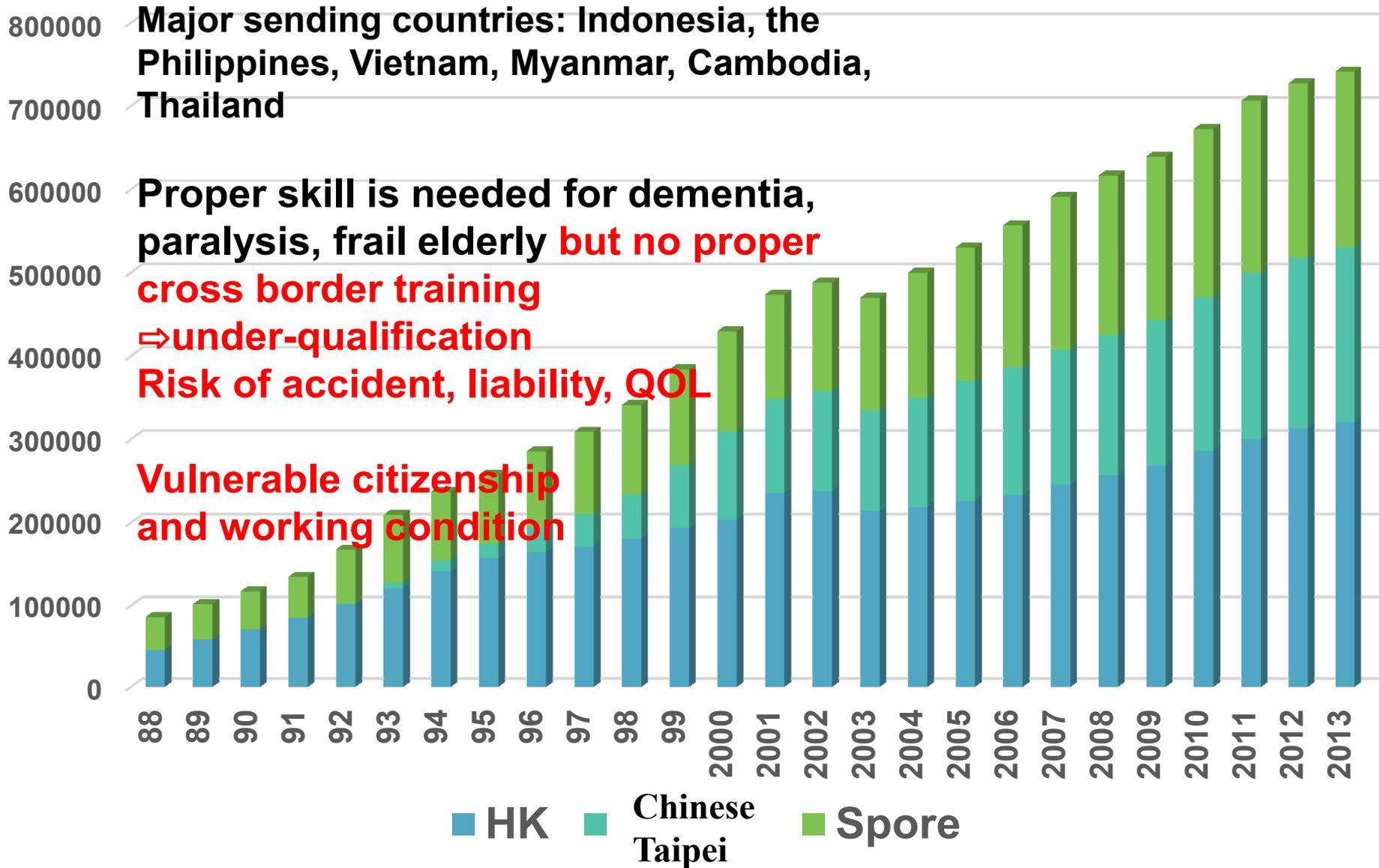
Dual pressure: work / care pressure

Care pressure: 100,000 quit from job for care
 15,000 abuses on elderly even social insurance of elderly care.

Not active labor force

Active labor force

Number of Foreign Domestic Workers in three societies: outcome of familism



Foreign care workers in institutions

- Nurses recruited as care worker in institution
 - Chinese Taipei: 30% of foreign care worker
 - Singapore: 90% of nurse aide
 - Japan: 90% of nurse aide and care worker under EPA
 - nearly 10K nurses recruited as care worker per year in ASEAN+Japan+NIES
- ⇒ Deskilling, over-qualification, HR waste

**Nurses working as nurse aide/
careworker receive more training**



**Domestic workers seldom receive
training on elderly care/dementia care**



Domestic worker in Hong Kong



Care worker training in Beijing. Most of them are **migrants from other provinces**.
Resource rich? No, scarce HR.



**Confusion on elderly care qualification.
Nursing cover elderly care?
Dialogue with Minister for the Ministry
of Health in Indonesia**

**Is care work nursing?
Training in Hanoi to be
a care worker**



Japan-China exchange program for elderly care skills in Beijing, China



Demography as Asian divide or integration: future of OUR CARE

- **Inadequate human resource allocation** from over-qualification and under-qualification within Asia.
- Skills development for care workers: **harmonized cross-border qualification** system.
- **Empowerment of family** care provider including domestic worker.
- family policy/support system for compatibility between care/work
- **Community care and migrants**: temporary alien or community integration?
- **UN convention on the rights of older people** from the viewpoint of **quality of care** and **protection of care provider**.