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学位論文題目 : Job Retention of Care Workers and Employment of Family Caregivers under the Long-Term Care Insurance System: An Empirical Study Based on Secondary Data Analysis

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The long-term care insurance system affects not only the elderly but also the working generation in Japan, and this scenario is observed against the backdrop of an aging society and shrinking household size. In the twenty years since the passing of the Long-Term Care Insurance Act, long-term care has become widely recognized and its use increasingly widespread, but this has proved to be a burden on public finances. In this context, securing long-term care providers and people leaving their jobs to become caregivers have become issues. When this is not enough, it is believed that families will take on the responsibility of the caring themselves, and the possibility of people leaving work will rise. When the quantity of the service procured at a given price is insufficient, it is assumed that families would provide the required care. It is believed that caregiving by family members due to the lack of long-term caregivers will increase the possibility of people from such families leaving employment. Therefore, using empirical analysis, this study has investigated employment in the care industry and the employment of family caregivers under the long-term care insurance system.

In this study, Chapter 1 discusses the impact of the long-term care insurance system; reviews past research on care workers' wages, career establishment, and the employment of family caregivers; and explains the human capital theory through an empirical analysis of the care industry and the domestic production model through an analysis of family caregivers.

Chapter 2 demonstrates a feature of the long-term care insurance design whereby the amount of insurance benefit is determined through certification of the needed long-term care. Moreover, the study provides information from government statistics to confirm that there have been changes in the amount of care that is currently provided. The data on the residential facilities for the elderly reveals that while 295,000 people seeking admission into special nursing homes for the elderly are on the waiting list, fee-based homes for the elderly have a surplus capacity for 130,000 people.

Chapter 3 focuses on the qualification of care workers as human capital and examines the number of training hours. Qualification of a certified care worker (CCW) is a national certificate that requires training hours more than other qualification of care workers. However, when the long-term care insurance (LTCI) started, it did not allocate additional benefits to CCW. The agenda on care workers' retention led to a new fee scheme that intended to make caregiving a lucrative career option; this scheme resulted in a decline in the attrition rates from 21.6% in 2007 to 16.5% in 2015. The ratio of active job openings to applicants was 3.18 in 2016.

In Chapters 4 and 5, I empirically examined job retention of care workers and employment of family caregivers. The analysis in Chapter 4 uses data from the study "The research of labor of long-term care" conducted in 2006 and 2014. The wage function shows that the effect of licensing on CCW's wages was approximately 5% in 2006 and 2014 when compared to licensing for other care workers such as home-helpers. Taking the presence of management positions, the positive effect is even more notable than licensing on CCW. A total of 80% of management positions are occupied by CCW and a managerial role is being established. The effect of a scheme for improving care workers' wages started in 2009. This type of fee scheme might have a positive effect on the managerial position

of CCW, but the effect of license and tenure were small.

An analysis of job satisfaction shows a negative effect on having a CCW license, while an analysis of intention to turnover shows a positive effect. The analysis implies that the CCW scheme has a problem on future retention. Compared to home-visit services, in-facility services have a negative effect on job satisfaction, while they have a positive effect on the intention to turnover. From the perspective of other work environments, the consulting desk for sexual harassment and violence has a positive effect on job satisfaction, while it has a negative effect on the intention to turnover. It has a positive effect on career satisfaction but a negative effect on satisfaction on working conditions, as per 2014 data. This might indicate that excessive workload increases wages but decreases satisfaction with working conditions.

Anonymized data from the “Comprehensive Survey of Living Conditions,” the largest governmental statistics on household, health and care, conducted in 2007 and 2010, was used for the analysis in Chapter 5. The number of unmarried children living with their parents has increased in Japan. As a result, the possibility of co-resident unmarried children becoming caregivers has increased correspondingly. In this study, the effects of co-resident care and LTCI on employment are examined, focusing on households with unmarried children living with their parents or a single parent.

By targeting adult children caring for parents aged between 35 and 59 years, the employment function for each gender and each household structure was estimated. Concerning unmarried males in households with unmarried children and single parent or both parents, the results of the analysis show that there is no significant effect of cohabitation with a parent who needed assistance and there is a significant positive effect of the size of households. However, concerning unmarried males in households with unmarried children and a single parent, the probability of employment was reduced due to the co-habitation with a parent who needed assistance to go out. The results showed negative effects of cohabitation on employment probability of unmarried females in households where unmarried children lived with parents or a single parent. The effects were also observed on the possibility of employment of married female, although no significant effect was observed in the case of a married male. The results showed that the size of household has a positive effect on the possibility of employment of married male. A significant effect of LTCI on employment was not observed among children living with their parents, while a significant effect of self-rated health on employment of children cohabiting with their parents was observed.

In summary, concerning care workers' job retention, it is essential to set up consulting departments for care workers, re-examine the personnel standards of in-facility services, and establish the expertise of CCWs. Concerning the employment of family caregivers, it will be necessary to incorporate perspectives of caregivers' leave, from the perspective of continued employment of a family in care management, and re-examine insurance benefit amounts and the amount of in-facility service currently provided. From the policy perspective, I suggest that the revision of LTCI fees should consider the macro economy. Policymakers should also consider facilitating the integration of long-term care insurance and external insurance service at one time. The capacity and number of residents should be researched by the type of fee-based homes for the elderly.