

論文の英文要旨

論文題名	"ACCEPTANCE AWARENESS AND SUPPORT CHALLENGES FOR FOREIGN CAREGIVERS IN JAPAN - QUESTIONING SUSTAINABLE LABOR AND SERVICE QUALITY FROM A TRIPARTITE PERSPECTIVE -"
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This paper aims to shed light on the challenges faced by foreigners who have come to Japan for caregiving employment, with a fundamental perspective on the social dialogue of fair labor. It focuses on issues in institutional, educational, and lifestyle aspects, and elucidates the necessary support measures required to address these challenges effectively. While there have been numerous discussions on the complexity of Japan's acceptance system for foreign caregivers and challenges related to Japanese language education, there remains a gap in research on how to comprehensively support them as both workers and residents, and how to maintain their motivation and skills for the job. Understanding the support needed for foreign nationals to live and work in an unfamiliar land, this study conducted interviews with staff, leaders in long-term care facilities, and employed foreign nationals.

Focusing on rural cities compelled to establish systems within limited resources, rather than affluent urban areas, the study chose Saku City in Nagano Prefecture, known as a model area for advanced regional healthcare and attracting attention from overseas. Nagano Prefecture has long held the highest life expectancy nationwide, and Saku City, with its structurally nurtured regional collaboration, provides an environment where the elderly can comfortably reside at home or in facilities. However, foreign nationals working here may be unaware of such local backgrounds. Communicating the advantages of learning long-term care skills in an environment conducive to medical and long-term care education could significantly contribute to the future of foreign nationals, whether returning to their home countries to work in eldercare or remaining in Japan long-term, thus enriching the long-term care workforce.

The introduction of foreign workers under the Economic Partnership Agreement (EPA) for nurses and care workers began in 2008, followed by the Technical Intern Training Program in the long-term care field a decade later, and the new Specified Skilled Worker Type 1 system the subsequent year. While these three systems for accepting foreign caregivers differ in their

aims and purposes, once assigned to long-term care facilities upon entry, regardless of location, all are tasked with providing services supporting the elderly. Despite the different entry points in these systems, the study noted the need for intermediary organizations in Japan to match long-term care facilities with foreign nationals, given the significant contradiction of requiring the same duties but through different systems. Despite being positioned as support for the rights of foreign nationals and as aids to long-term care facilities, intermediary organizations were found to burden long-term care facilities significantly with on-site and living issues.

The current requirements established by the existing systems inadequately address the satisfactory working conditions and support for foreign nationals living and working in Japan. Consequently, this research highlights the importance of intermediaries bridging the gap between employers and foreign nationals to achieve fair social dialogue and improve the quality of life and work environment for foreign workers in Japan.

The government's systems primarily concern the conditions for sending and receiving countries, as well as entry requirements for foreign nationals to work in Japan, focusing on minimum necessary abilities for providing long-term care services in Japan. Once foreign nationals begin working, long-term care facilities bear responsibility for their entire daily life, including work and learning. Guidelines for their way of life, work, and learning methods are currently nonexistent. Thus, this study aims to utilize the strengths of regional collaboration in Saku City, Nagano Prefecture, to conduct academic research for the social implementation of ensuring sustainable employment for foreign caregivers.

The paper consists of six chapters:

Chapter 1: Introduction to the Acceptance System for Foreign Nationals in Long-term care
The introduction discusses the background of the study, focusing on the acceptance system for foreign nationals in long-term care in Japan. It outlines the objectives of the research, emphasizing the need for a comprehensive approach to address the challenges faced by foreign caregivers in Japan. The chapter also provides an overview of the three main foreign worker acceptance systems: the Economic Partnership Agreement (EPA), the Technical Intern Training Program, and the Specified Skilled Worker Type 1 system.

Chapter 2: Defining Roles in the Tripartite Structure

This chapter delves into the roles of the three key parties involved in the long-term care sector:

the government, long-term care facilities, and foreign workers. It highlights the challenges arising from the differences in educational requirements and support systems for foreign caregivers. The chapter also discusses the importance of intermediary organizations in facilitating communication and support between the government, long-term care facilities, and foreign workers.

Chapter 3: Historical Changes in Health Activities in Saku City

Here, the chapter provides a historical overview of health activities in Saku City, Nagano Prefecture, highlighting its status as a model region for advanced regional healthcare. It discusses the initiatives undertaken by Saku City to support foreign caregivers, such as the "Wings of Welfare and Care" project. Additionally, it explores the challenges faced by rural cities like Saku City due to population decline and aging demographics.

Chapter 4: Interview Survey with Long-term care Facilities and Foreign Nationals

This chapter presents the findings of the interview survey conducted with long-term care facilities and foreign nationals. It discusses the disparities in perceptions and expectations between long-term care facilities and foreign workers. The chapter also examines the challenges faced by foreign workers, such as cultural differences and language barriers, as well as the varying approaches of long-term care facilities towards different foreign worker acceptance systems.

Chapter 5: Proposing Actors and Support Systems for Social Dialogue

Building upon the survey results, this chapter proposes the necessary actors and support systems to facilitate equal social dialogue among the three parties involved in long-term care. It emphasizes the importance of supporting foreign caregivers in obtaining long-term care qualifications and improving their Japanese language proficiency. Additionally, it discusses the role of intermediary organizations in bridging the gap between long-term care facilities and foreign workers.

Chapter 6: Conclusion on Sustainability and Decent Work

The final chapter concludes the study by emphasizing the importance of achieving true sustainability and decent work in the long-term care sector. It underscores the role of

intermediary actors in establishing satisfactory support systems and fostering equal social dialogue. Furthermore, it highlights the potential contributions of foreign caregivers to addressing the challenges of aging societies in East Asia.