

CARERS' FATIGUE AND WORK: A HIDDEN PROBLEM FOR COMPANIES IN JAPAN

池田心豪 IKEDA Shingou
The Japan Institute
for Labor Policy and Training(JILPT)

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SUMMARY

- 1 Leaving jobs for elderly care has become social issue in Japan whole family care is spread among regular employees.
- 2 Japanese government and companies arrange long-term and short –term leave system to prevent the job leaving.
- 3 Although some working carers stay on the job, there is possibility they pent up fatigue due to care. Such carers' fatigues affect work.
- 4 Carers' fatigues are hardly visible for companies because the working carers are able to come to office as usual, and few consult their companies about combining work and care.

OUTLINE OF SURVEY ON COMBINING WORK AND CARE (JILPT)

Survey Scope

2,000 carers aged between 20 and 59 years old.

Survey method

Web survey. We submitted questionnaires to carers nominated in the database of Research Company until 2000 responses were collected. In addition, the rate of valid respondents are approached to the Employment Status Survey in 2012.

Survey period

September 19-October 1, 2014.

Survey Implementation

Nippon Research Center



BUCK GROUND

FIGURE 1 THE WORLD TOP 10 OF THE RATE OF AGING

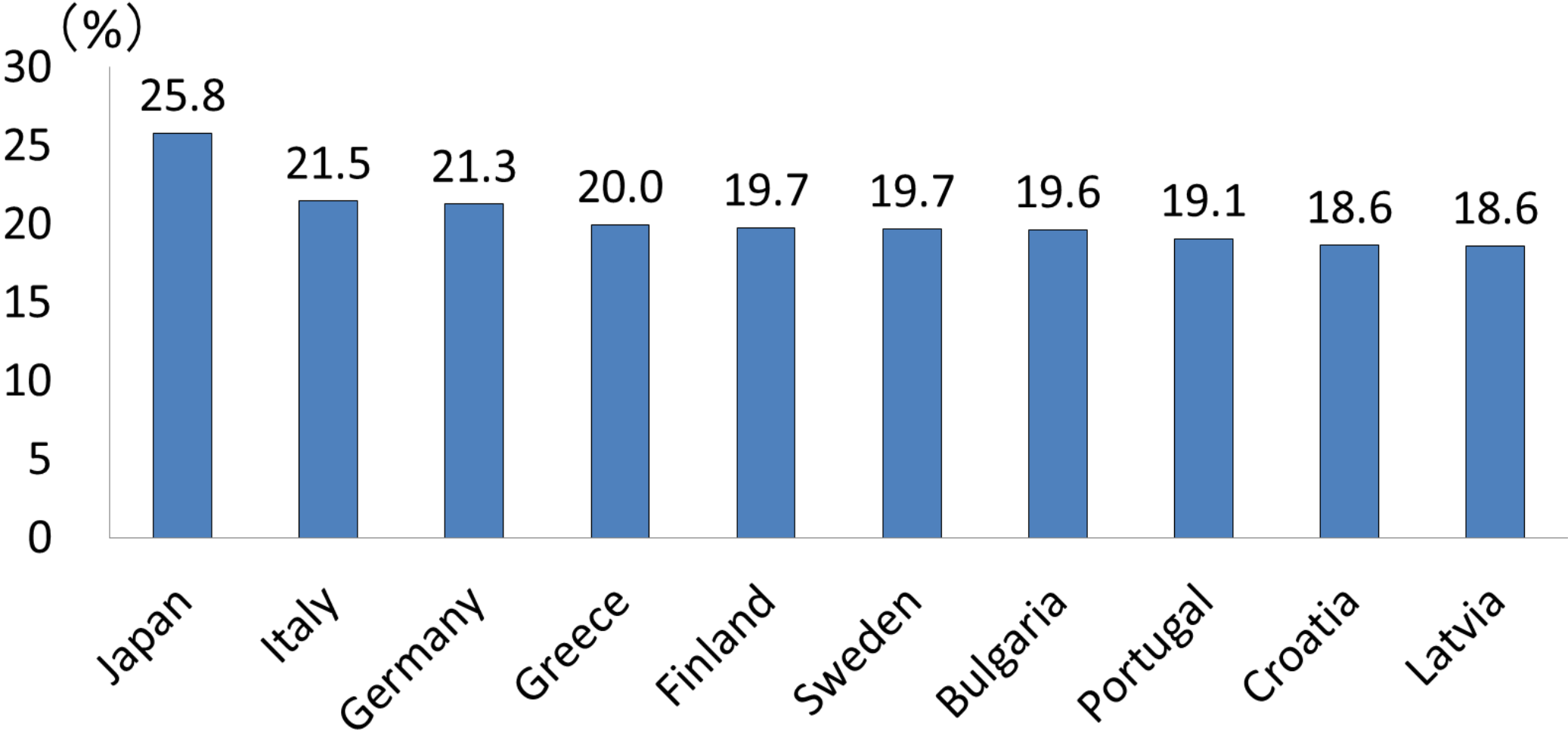
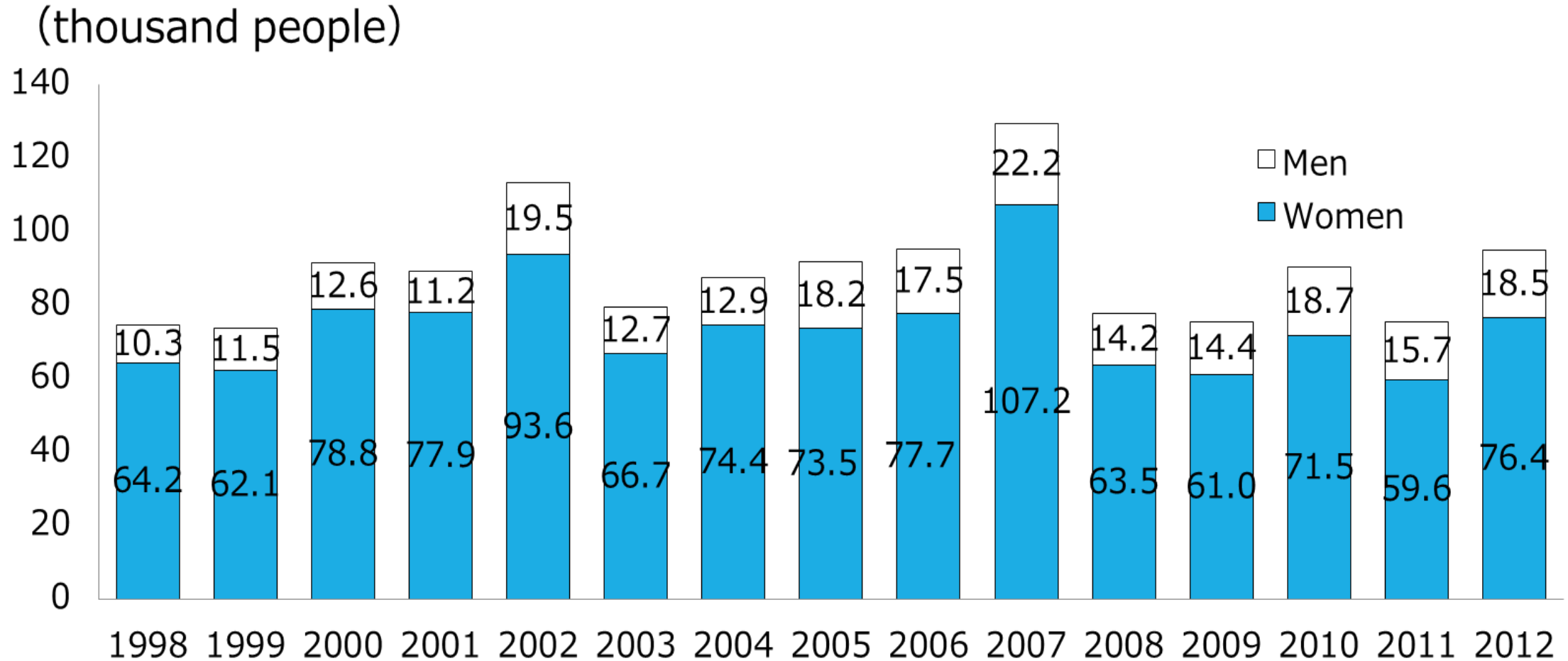


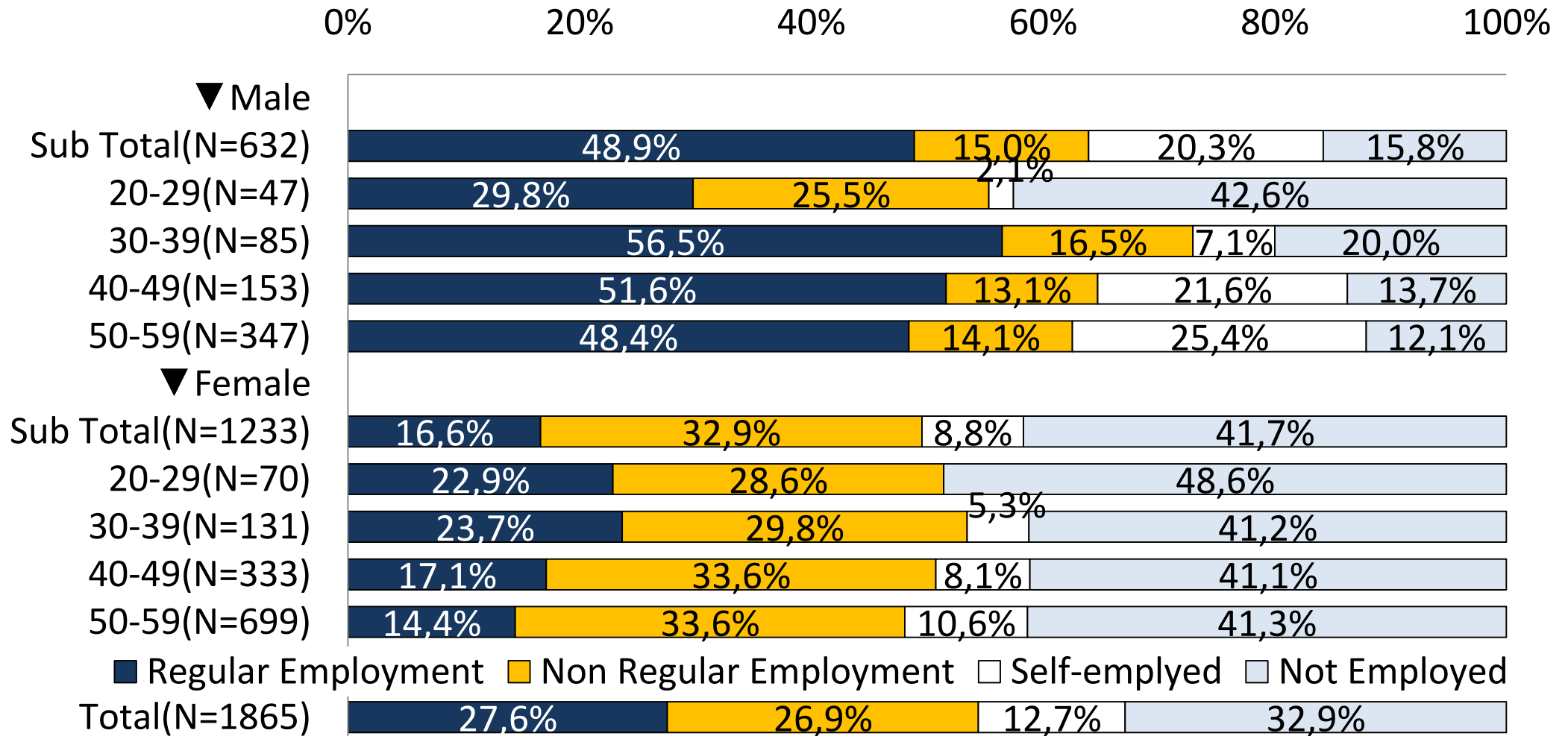
FIGURE 2 THE NUMBER OF JOB TURNOVER FOR FAMILY CARE BY YEARS



* Employee before they leave the jobs

* Data: Employment Status Survey by Ministry of Internal Affairs and Communications

FIGURE 3 THE RATE OF EMPLOYMENT STATUS OF CARERS BY CARER'S SEX AND AGE



* Start Care after April 2000

Data: Survey on Combinig work and care (2014) by the Japan Institute for Labour Policy and Training

**TABLE 1 RATE OF PRESENT EMPLOYMENT STATUS
BY SEX AND EMPLOYMENT STATUS AT THE BEGINNING OF CARE**

		Present Employment Status				N
		Regular Employment(RE)	Non Regular Employment(NRE)	Self-employed (SE)	Not Employed (NE)	
Employment Status at Beginning of Care	▼ Male					
	RE	80.6%	6.5%	5.3%	7.6%	340
	NRE	12.5%	63.8%	6.3%	17.5%	80
	SE	2.8%	6.6%	90.6%	0.0%	106
	NE	20.8%	14.2%	8.5%	56.6%	106
	▼ Female					
	RE	72.5%	10.2%	3.3%	13.9%	244
	NRE	1.9%	76.3%	1.4%	20.3%	418
	SE	3.8%	5.7%	80.0%	10.5%	105
	NE	3.4%	12.0%	2.1%	82.4%	466

Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training



THE EFFECT OF FAMILY CARE LEAVE

FAMILY CARE LEAVE IN JAPAN

○ Long-term care leave (since 1995)

- Once, up to 3 months, unpaid (allowance)
- 3 months are for arrangement of care.

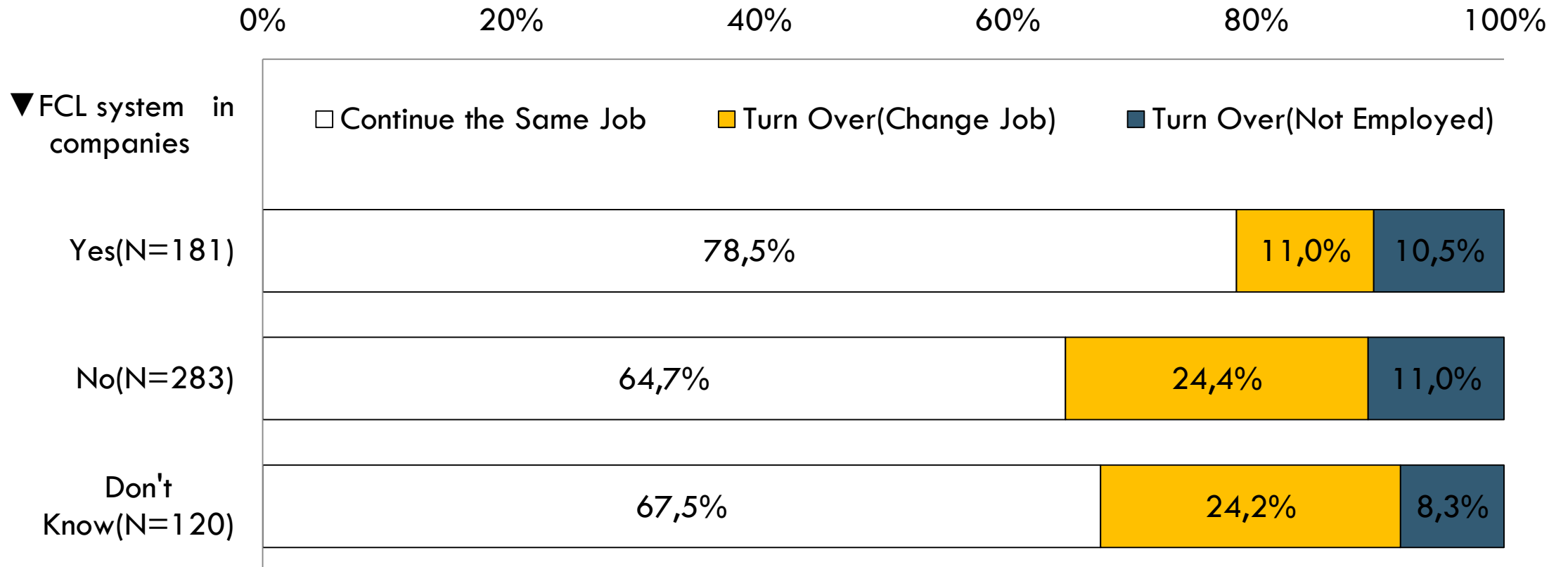
(It is not for taking care of family directly)

- The number of users are very small.
- Government plans to reform the system

○ Short-term care leave (since 2009)

- 5 days a year, unpaid
- many working carers use annual paid leave.

FIGURE4 THE RATE JOB CONTINUITY AND TURNOVER OF WORKING CARERS – BY YES OR NO OF INTRODUCTION OF FAMILY CARE LEAVE SYSTEM AT PLACE OF WORK – (REGULAR EMPLOYEES AT BEGINING OF CARE)



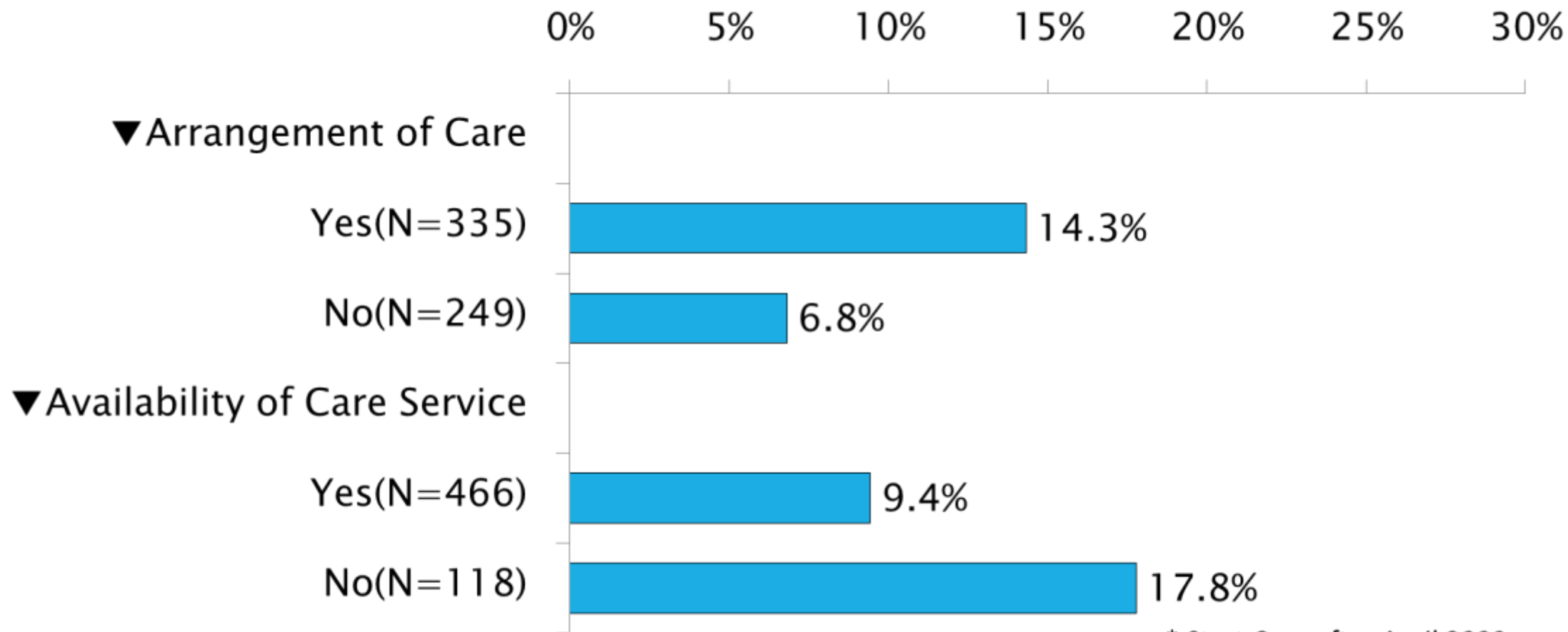
Yes: There was Family Care Leave System in their companies

No: There was not Family Care Leave System in their companies

* Start Care after April 2000

Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

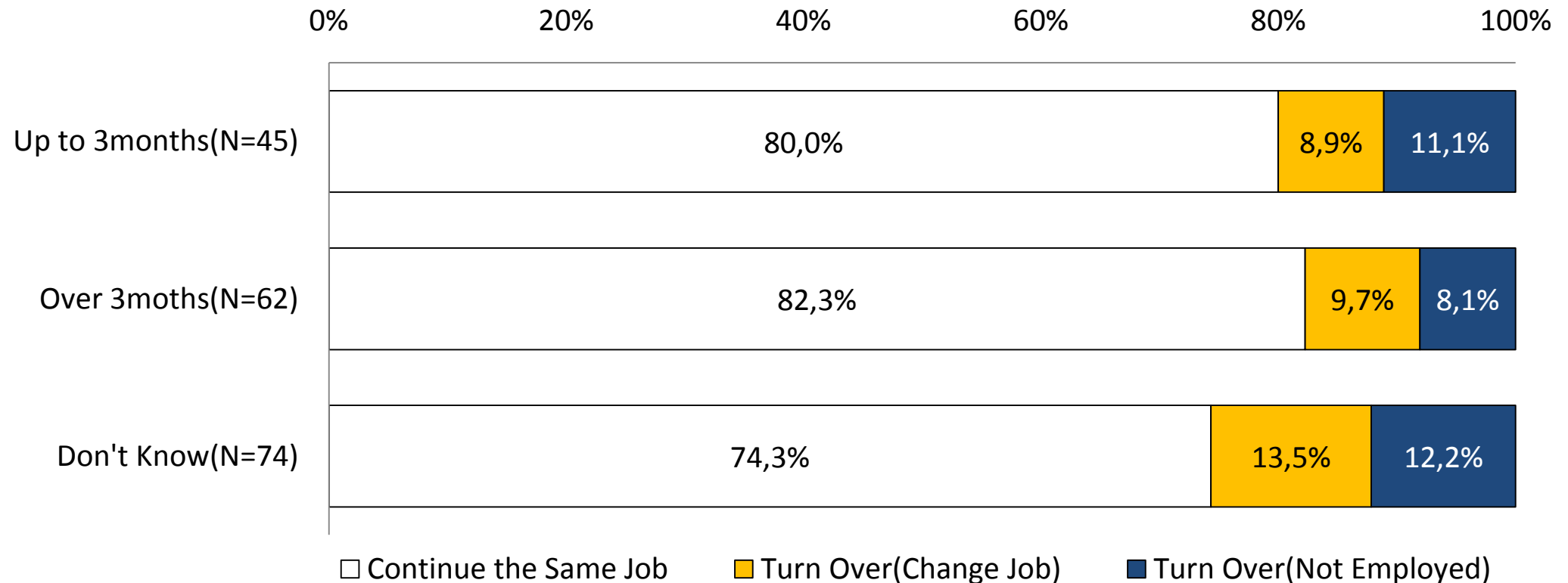
**FIGURE 5 THE RATE OF EXPERIENCE OF TAKING FCL IN THE COMPANIES WHERE THEY START CARE
 — YES OR NO OF CARE ROLE AND CARE SUPPORT —
 (REGULAR EMPLOYEES AT BEGINNING OF CARE)**



* Start Care after April 2000

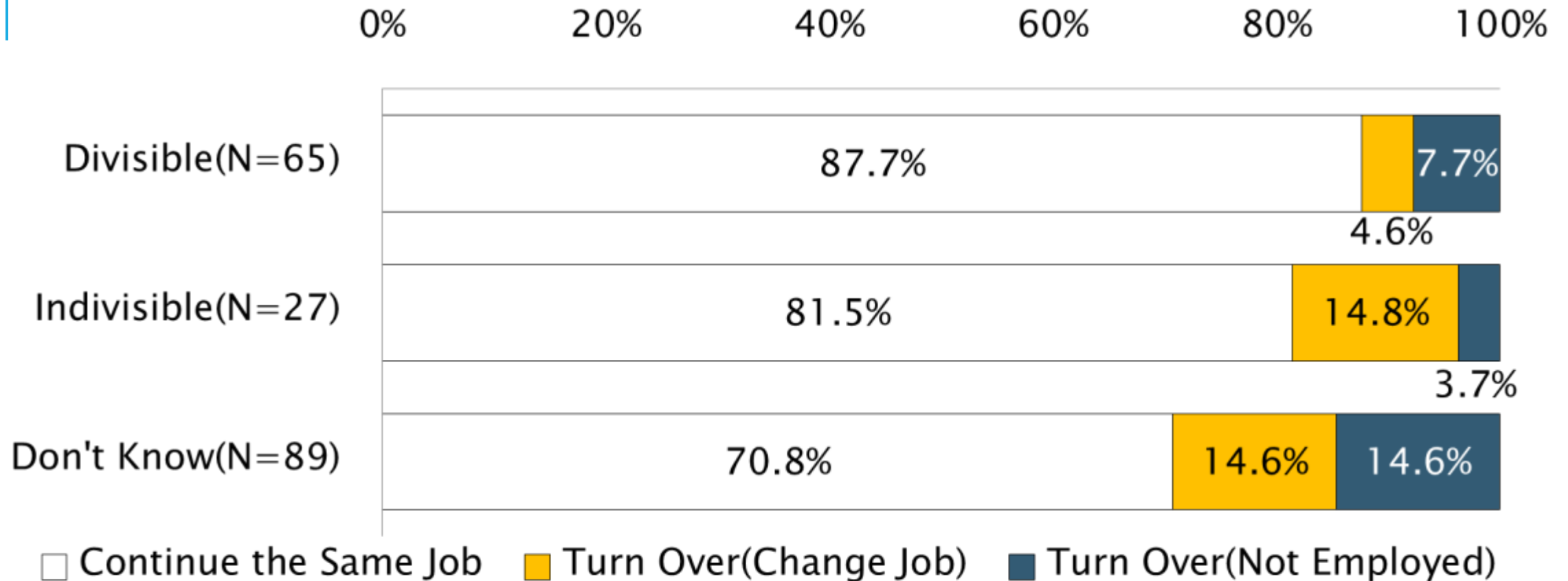
Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

**FIGURE 6 THE RATE JOB CONTINUITY AND TURNOVER OF WORKING CARERS
—BY COMPANIES' REGULATION OF LENGTH OF FCL TERM —
(REGULAR EMPLOYEES AT BEGINING OF CARE)**



Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training * Start Care after April 2000

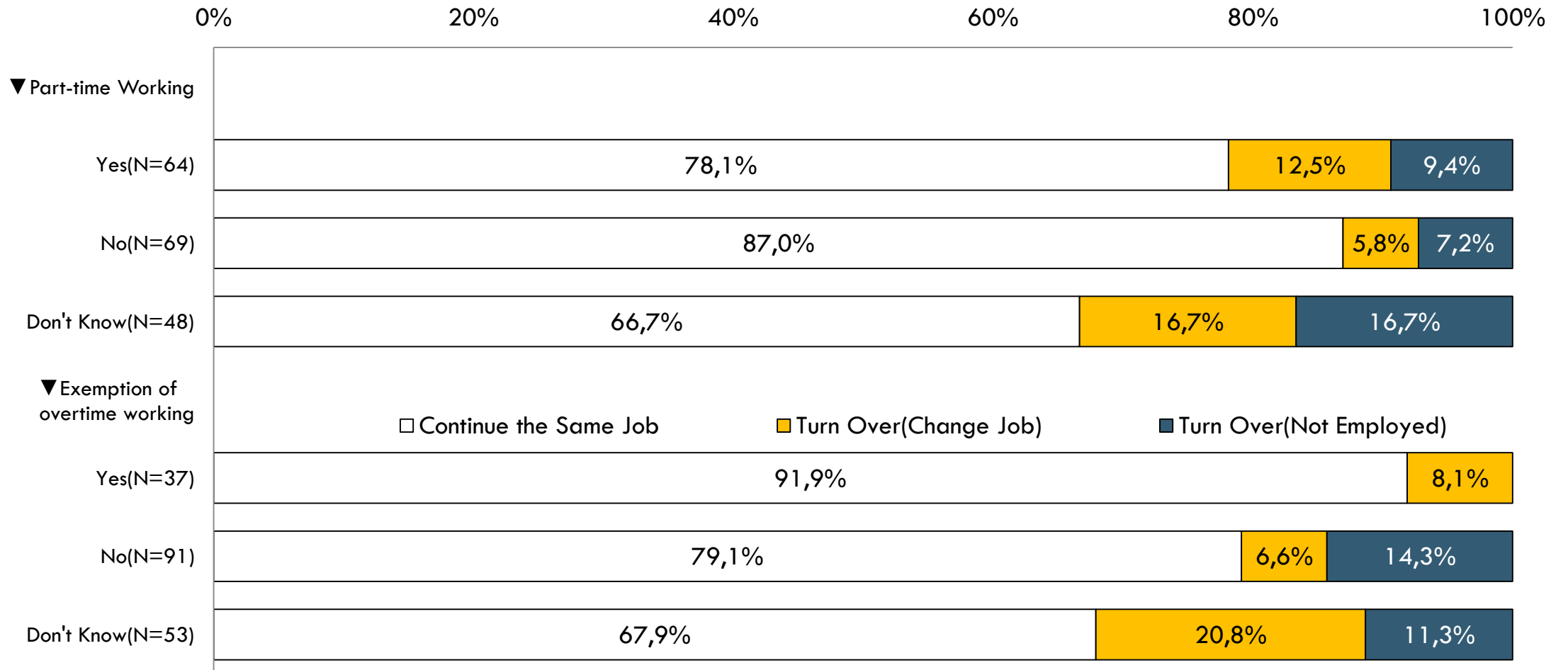
**FIGURE7 THE RATE JOB CONTINUITY AND TURNOVER OF WORKING CARERS
—BY COMPANIES' REGULATION OF DIVISIBILITY OF FCL TERM —
(REGULAR EMPLOYEES AT BEGINING OF CARE)**



* Start Care after April 2000

Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

**FIGURE 8 THE RATE JOB CONTINUITY AND TURNOVER OF WORKING CARERS
 – BY YES OR NO OF INTRODUCTION OF PART-TIME WORKING SYSTEM/EXEMPTION
 OF OVERTIME WORKING –
 (REGULAR EMPLOYEES WITH FCL SYSTEM IN COMPANIES AT BEGINNING OF CARE)**



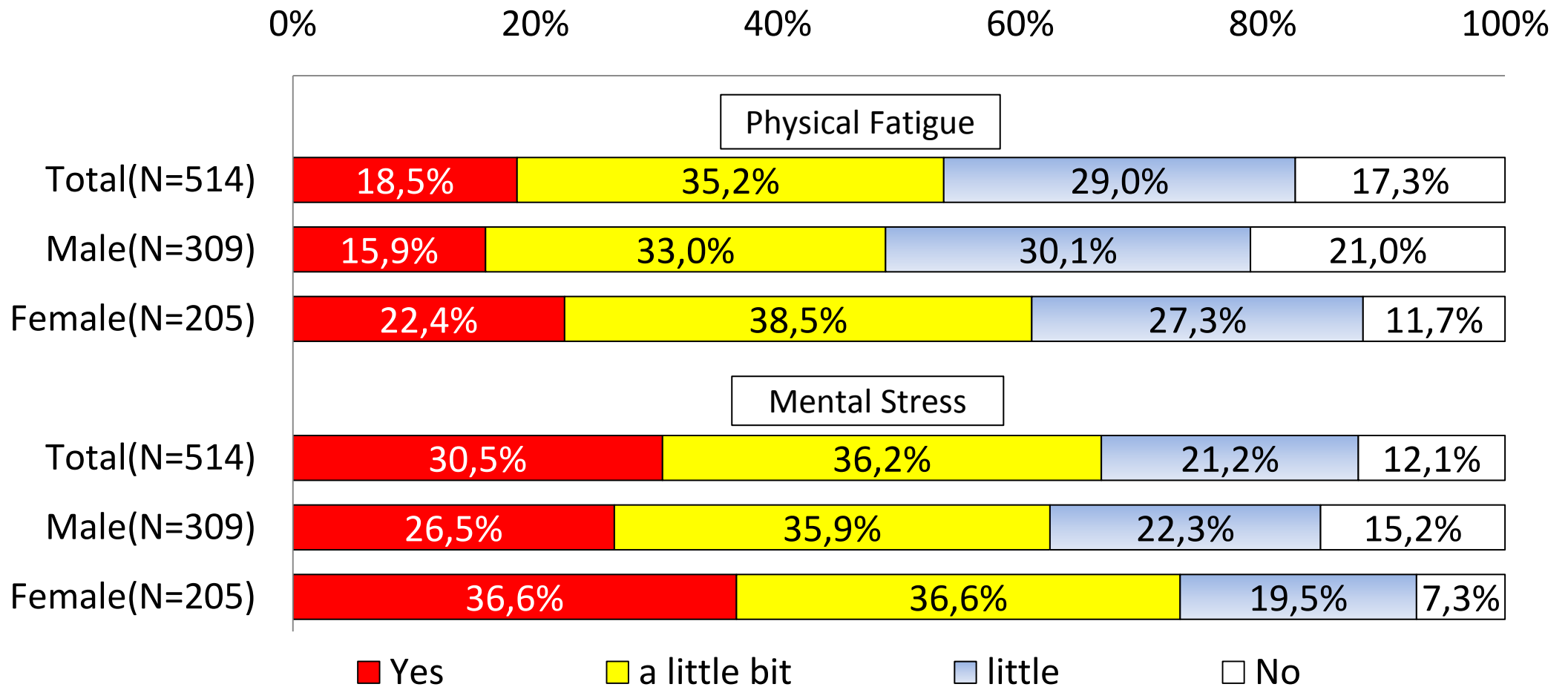
Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

* Start Care after April 2000



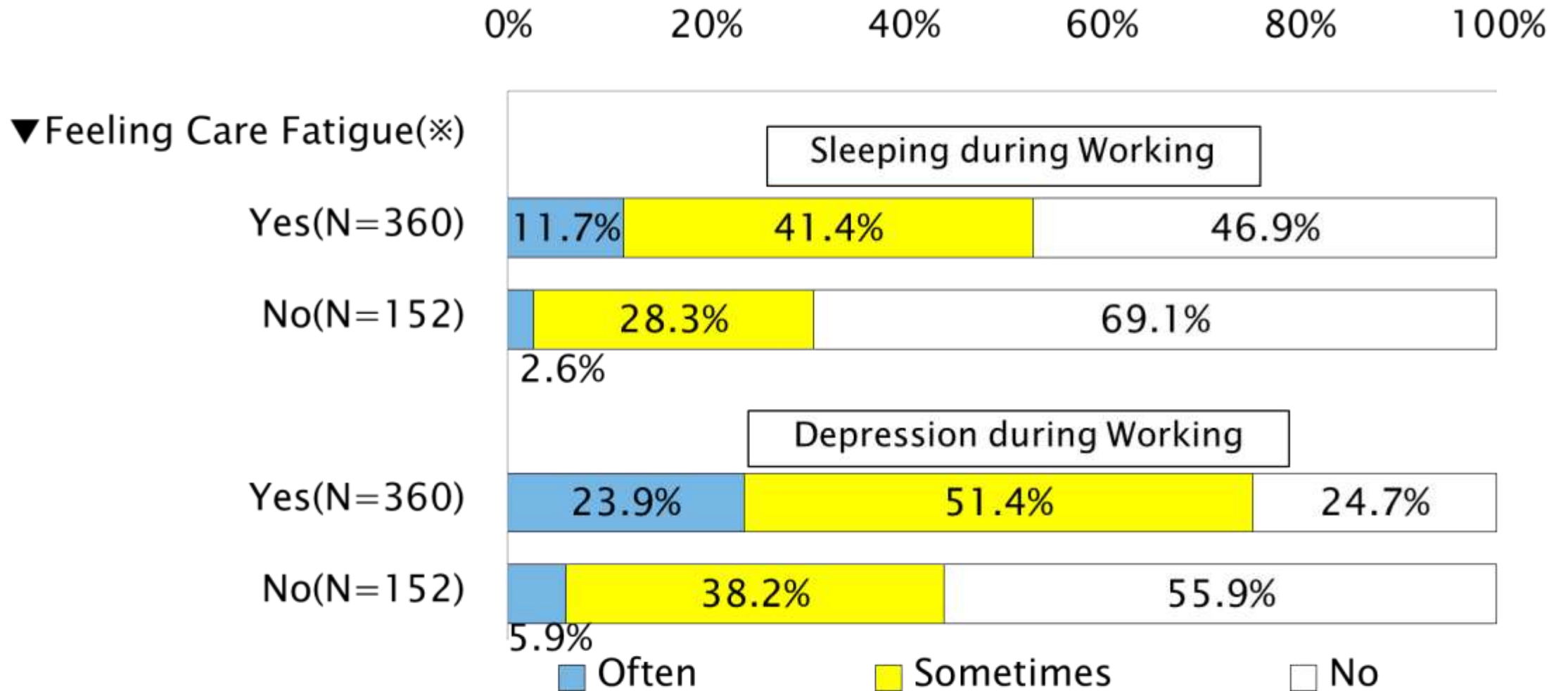
CARERS' FATIGUE AND WORK

**FIGURE 9 PHYSICAL FATIGUE AND MENTAL STRESS BY CARE
— BY SEX —
(REGULAR EMPLOYEES AT PRESENT)**



Data: Survey on Combinig work and care (2014) by the Japan Institute for Labour Policy and Training * Start Care after April 2000

**FIGURE 10. INFLUENCE OF CARE FATIGUE ON WORKING ATTITUDE
 – BY YES OR NO OF FEELING CARE FATIGUE –
 (REGULAR EMPLOYEES AT PRESENT)**

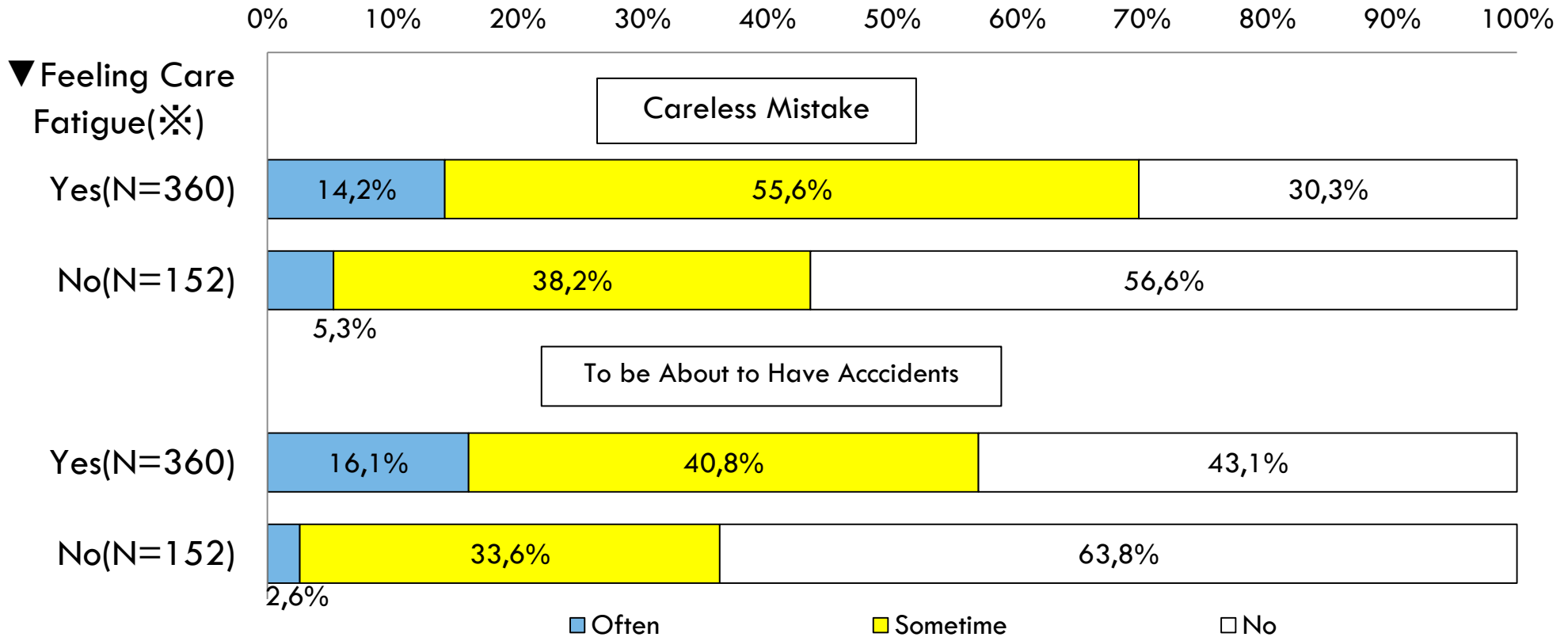


※Feeling physical fatigue or mental stress of care

* Start Care after April 2000

Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

**FIGURE 11. INFLUENCE OF CARE FATIGUE ON PROCES OF WORK
 – BY YES OR NO OF FEELING CARE FATIGUE –
 (REGULAR EMPLOYEES AT PRESENT)**

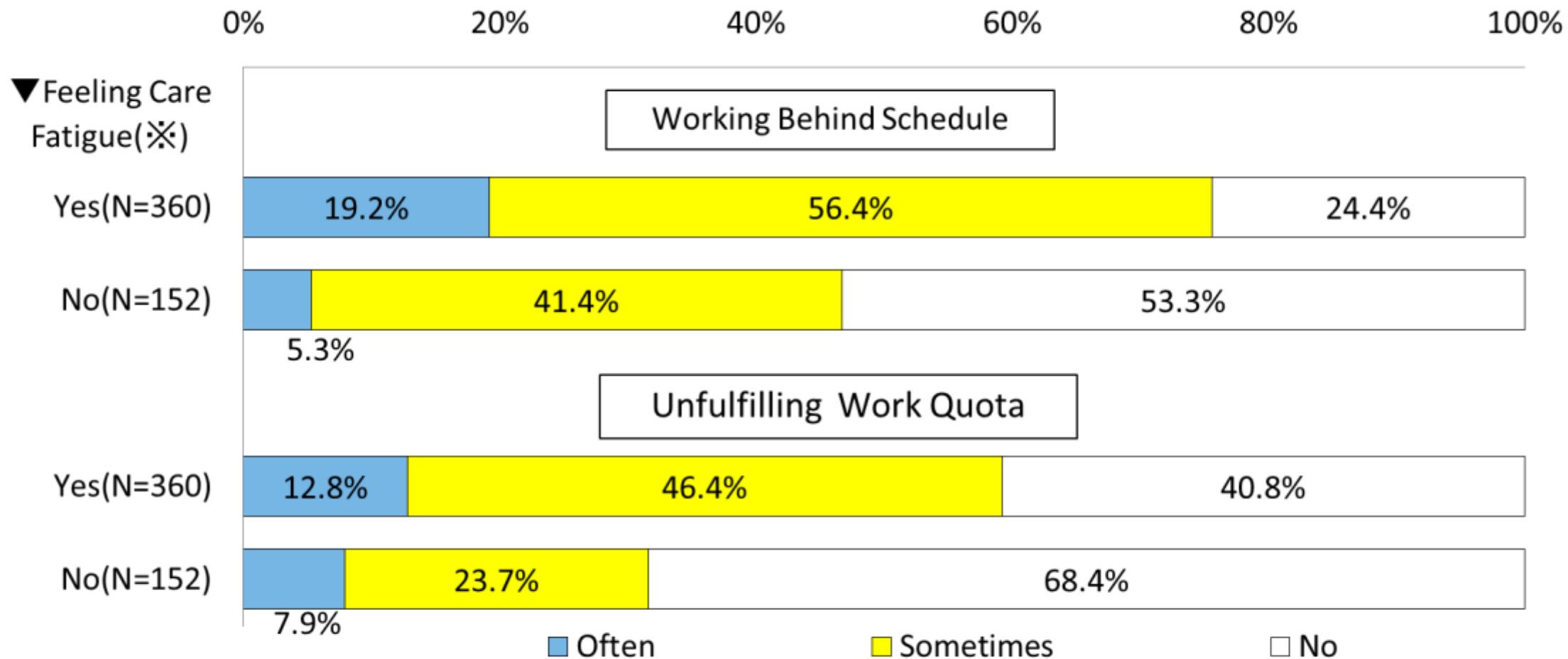


※ Feeling physical fatigue or mental stress of care

* Start Care after April 2000

Data: Survey on Combinig work and care (2014) by the Japan Institute for Labour

**FIGURE 12. INFLUENCE OF CARE FATIGUE ON WORK PERFORMANCES
 – BY YES OR NO OF FEELING CARE FATIGUE (※) –
 (REGULAR EMPLOYEES AT PRESENT)**

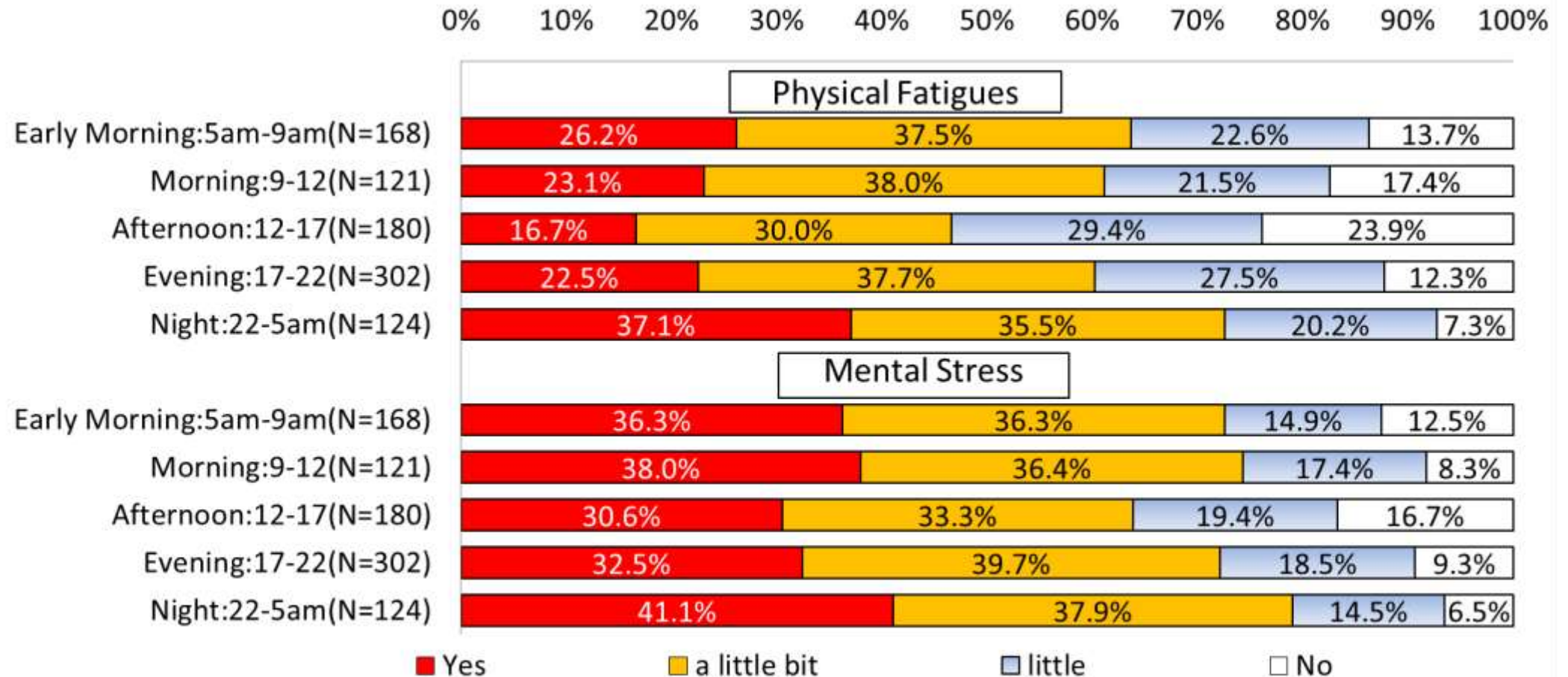


※Feeling physical fatigue or mental stress of care

* Start Care after April 2000

Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

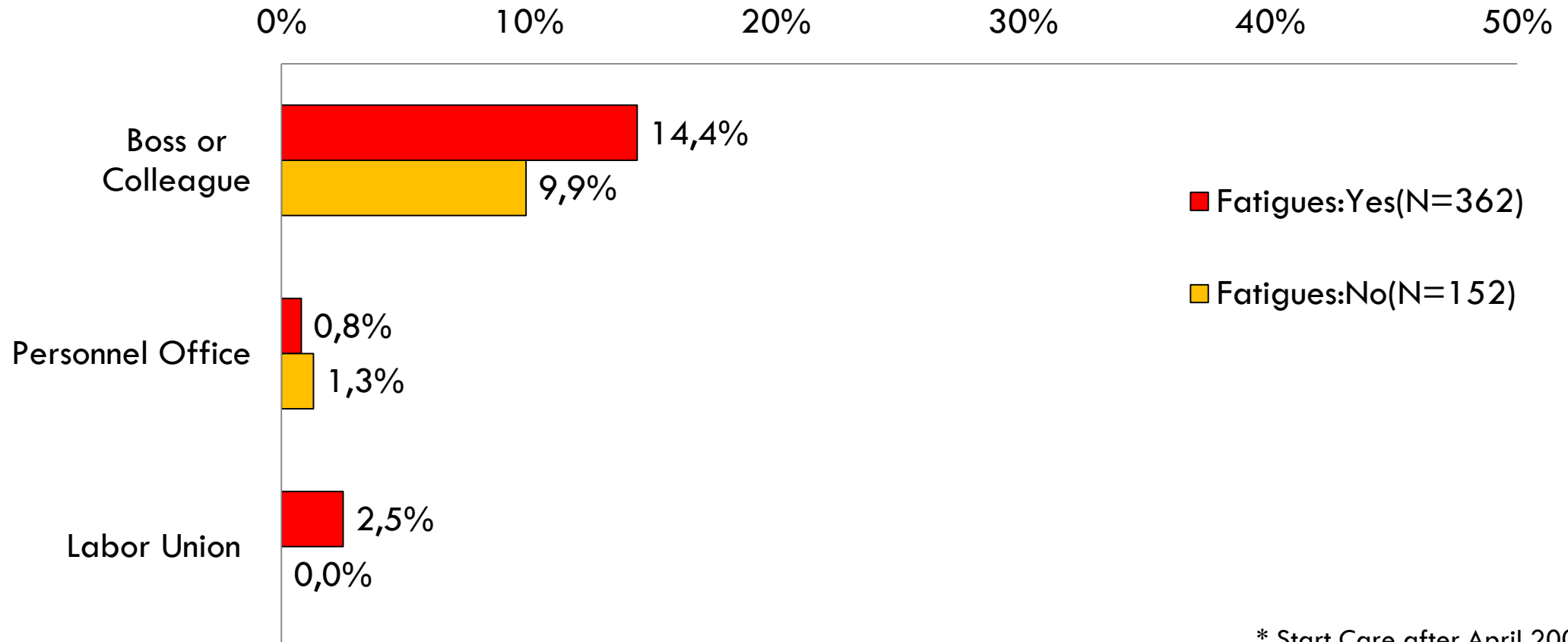
**FIGURE 14. THE RATE OF FEELING PHYSICAL FATIGUES OR MENTAL HEALTH BY CARE
 – BY TIME ZONE OF CARING –
 (REGULAR EMPLOYMENT AT PRESENT)**



Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training

* Start Care after April 2000

FIGURE 15 THE RATE OF CONSULTING THEIR COMPANIES ABOUT COMBINING WORK AND CARE — BY YES OR NO OF CARE FATIGUES — (REGULAR EMPLOYEES AT PRESENT)



Data: Survey on Combining work and care (2014) by the Japan Institute for Labour Policy and Training