

Abstracts

Current Structure and Issues of the Legal System concerning Long-term Care for Elderly Persons in Japan as a Super-aging Society

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The long-term care insurance system in Japan, enforced in April 2000, promoted the socialization of long-term care for the elderly persons requiring it, and contributed to the reduction of the physical and mental burdens on family caregivers supporting them in situations where the form of residence has diversified. In this system, some benefits were added in response to new needs before the revision in 2014, but recently the range of legal benefits was reduced for the first time. A review of the further benefits may be carried out in future, while the sustainability of the system is called into question. The long-term care insurance system will provide necessary and sufficient services for elderly persons who need them, but in actual fact may not always satisfy all their needs. Therefore family care and informal services out of the public system are necessary to supplement long-term care insurance benefits. The Child Care and Family Care Leave Law determines some arrangements for workers to reconcile their work with family care. A family care leave system for workers was enforced in 1999, but the rate of persons who have taken this leave is always low. To prevent people quitting their jobs, the employment insurance system provide a benefit for workers who have taken family care leave to compensate them partially for the loss of pay. But the level of compensation this benefit gives is not sufficient in contrast to the child care leave benefit also provided by this insurance system. It is more important for workers supporting their families to continue to work through some arrangements concerning their way of working, such as measures to shorten working hours, overtime work limitation system, and so on.

Direct Care Worker Shortages Using Japanese Data: A Review of Previous Studies

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This paper reviews previous econometric analyses that have examined Japanese data of the labor supply of direct care workers in elderly care. The first finding is that a wage increase lifts the retention of direct care workers and deters them from leaving their job. The second finding is that wage elasticity is negative among part-time workers in this field. This means that wage increases encourage part-time workers to work less hours because of the earnings ceiling related to the Japanese spousal tax deduction and social security system for married women. The third finding is that two other possible alternatives, tackling work-related disabilities and child-care support, would help increase the labor supply. Finally, the paper discusses some limitations of previous studies.

The Contemporary Issue of Family Care and Gender Equality: The Research on Male Carers

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This chapter will investigate on the problem of family care with emphasis of a rapid increase of the number of male carers through the view of gender equality. In the process of reconstruction of labor/work, the "feminization of men" is a major issue. Caring behavior and masculine identity are not mutually exclusive. In fact, male carers have to negotiate and reconstruct their masculine identity throughout caring. In order to achieve gender equality in caring, it is essential to establish a comprehensive carer support system, that assures freedom from social disadvantages due to their caring responsibilities, as well as gender sensitive support programs. By reviewing the historical process of carer support in England, this framework will be examined. In order to capture a carer as a distinct individual, two issues will be investigated. The first is that the carer needs assessment as a pivotal role, and the second is reconciliation of care and work. In the end, I will discuss how male carers are a driving force in the carer movement and its possible roles in order to establish a carer support system in

Japan.

The Model of Balancing Work and Care for the Elderly and the Support which Companies are Required to Give for Working Caregivers

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Revealing the current status of care for the elderly is an important issue in order to support working caregivers. The purpose of this paper is to shed light on the current status of care for the elderly, and consider the support which companies are required to give for working caregivers. Among working caregivers, some find themselves in a good situation and others find themselves in a difficult situation in terms of balancing work and care for the elderly. This paper compares those two types of workers in terms of the working caregivers' characteristics, the elder family members' characteristics, the relationship between caregivers and elder family members, the caregivers' role, care circumstances, and working styles. It also discusses the necessity of support from companies for working caregivers through simulating support for workers raising children. In conclusion, the support which companies are required to give for working caregivers involve limiting prolonged working hours, workplaces encouraging employees to take holidays or use support systems, and the manager's receptive attitude by controlling elder family members' characteristics, the relationship between caregivers and elder family members, and care circumstances. Though the situation of working caregivers seems to be more diverse than that of workers raising children, supports required for the former are similar to that of the latter. However care for the elderly is still considered to be the family's role. It is necessary to change this conventional wisdom in order to support the balancing of work and care for the elderly. Specifically, companies are required to show workers an elderly care model in which family members share roles in care for the elderly, and also use other care services.

The Role of Care Managers in Managing a Balance between Work and Caregiving Responsibilities

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The role of care manager is crucial for caregivers to achieve a work/care balance. This paper uses a survey of care managers to analyze the current status of care-manager support for balancing both work and care for caregivers who are otherwise employed. Specifically, in surveying the work/care balance support systems care managers have for caregivers, we focused on those care managers with a good grasp of caregivers' working conditions who can be thought of as actively providing support; we then analyzed their distinguishing characteristics. We found that the majority of care managers have a proactive attitude on supporting caregivers' work/care balance. However, it became clear that there can be problems understanding the working conditions of those caregivers working elsewhere as full-time employees. Upon examining the distinguishing characteristics of care managers who have a good grasp of caregivers' working conditions, it became clear that a high percentage of them meet the expectations of both the caregiver and the person being cared for; furthermore, they have greater recognition and understanding of systems that support caregivers' work/care balance. Thus a care manager who takes an interest in and understands a caregiver's working conditions is more likely to provide effective support for the caregiver's work/care balance. We also found that the distinguishing characteristics of care managers who proactively support caregivers' work/care balance include having received training on how people who are otherwise employed can balance work and care, as well as actively gathering a wide range of information and networking contacts in order to construct a better care plan. Furthermore, we determined special traits of the caregiver -friendly workplace to be the availability of beneficial training opportunities, including those covering work/care balance, and initiatives for the active sharing of information. The number of people taking on care responsibilities while still working is expected to increase. For this reason, care managers who can provide

support with a deeper understanding of a caregiver's work/care balance will be essential, as is considering how best to foster and assist them.

Why Do University Students Prefer Large Firms in Their Job Search? Evidence from Firm-level Job Queue Data

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To understand the reason why university students prefer large firms in their job search, this paper estimates the determinants of job queues by using Japanese firm-level data, which are obtained from the Japan Company Handbook for Job Searching (Shushoku Shikiho). The estimation results suggest that higher job application rates in large firms are attributed mainly to higher average wages in those firms. The results also show the following: firms in industries with fewer overtime hours have higher job application rates, but in a within-industry comparison, fewer overtime hours do not produce higher application rates; application rates are higher in firms that have hired more women, which is likely to be because those firms receive more applications from female students, who tend to face higher application rates than male students; firms with larger advertising expenditures have higher application rates.