

American Public Health Association (APHA) Annual Meeting 2022

Session: Emerging Issues in the Health of Immigrant, Refugee and Forcibly Displaced Communities

Program: Caucus on Refugee and Immigrant Health



Title: Securing Overseas Human Resources for the Long-term Care of Japan's Aging Society

Presenter: Niaya Harper Igarashi, MA, MHSc

Japan is one of the countries experiencing a “super-aged society”, and is also challenged with a labor shortage of long-term care (LTC) workers. The government has looked to Southeast Asia for recruiting workers to fill the demand. However, migrant LTC workers have faced many job stressors, to the point that some have left to return home. A convergent mixed methods study was conducted to examine the factors associated with job satisfaction and subjective

well-being among 122 Filipino (n=20), Indonesian (n=43), and Vietnamese (n=59) LTC workers in Japan. This study has three prominent findings. First, among the workers, Japanese language proficiency remained the biggest challenge, and it emerged that there is an unequal level of training among the facilities. Second, many of the workers cited religion as a motivating factor in their job, however, it was found that not all facilities are flexible with allowing religious obligations such as daily prayers. The third finding highlighted the gaps in training on how to care for elderly people with dementia. It is recommended to increase the amount of Japanese language training so that there is equitable Japanese language training across all the facilities, introduce training on how to care for elderly with dementia earlier on, and implement policies to create a culturally sensitive work environment within the long-term care facilities.