

ERIA Report (FY2019)
Human Resources for Health
and Elderly Care in Asia

Trends and Issues in the
Kaigoryugakusei (Nursing Care
Student) Scheme

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The Philippine team's research topics

1. Nursing education and training in the Philippines and the issue of MRA in the nursing profession (2016)
2. Filipino Nurses' Employment Opportunities in the Non-Nursing Sector in Thailand (2017)
3. Philippine-Educated Nurses in Southeast Asian Destinations: The Cases of Singapore and Thailand (2017)
4. Japan's Kaigoryugaku Scheme: Student Pathway for Care Workers from the Philippines and Other Asian Countries (2018)
5. Emerging Issues in the Implementation of the *Kaigo-ryugaku* (Study) Scheme for Foreign Care Workers in Japan: The Case of the Philippines (2019)



Introduction: Foreign nursing care worker schemes (as of February 2019)

Scheme	Economic Partnership Agreement (EPA) (2008)	Nursing Care (NC) Students (<i>kaigoryugakusei</i>) (2017)	Technical Intern Trainees (TITP) Nursing Care (2017)	Specified skills worker (SSW) Nursing Care (2019)
Objective of the scheme	Economic partnership	Education	Technology transfer	Alleviate labor shortage
Skills Requirement	4-year college + NCII or nursing graduate	12 years schooling, Japanese N3-N2	18 years old	Pass skills and language exams
Type of visa	“Designated activities”, Renewable indefinitely	“Student” until graduation, “Nursing care” visa later	“Technical Intern Training” 1, 2, 3 (5 years)	“Specified Skill Worker” 1 (5 years)
Agencies involved	JICWELS, MHLW	Agency for Immigration & Residency	OTIT (MOJ and MHLW)	Agency for Immigration & Residency, MHLW
Path to Permanent residency and family integration	Yes (need to pass exam)	Yes (need to pass exam or work for 5 years)	No	No



Methodology

Field research

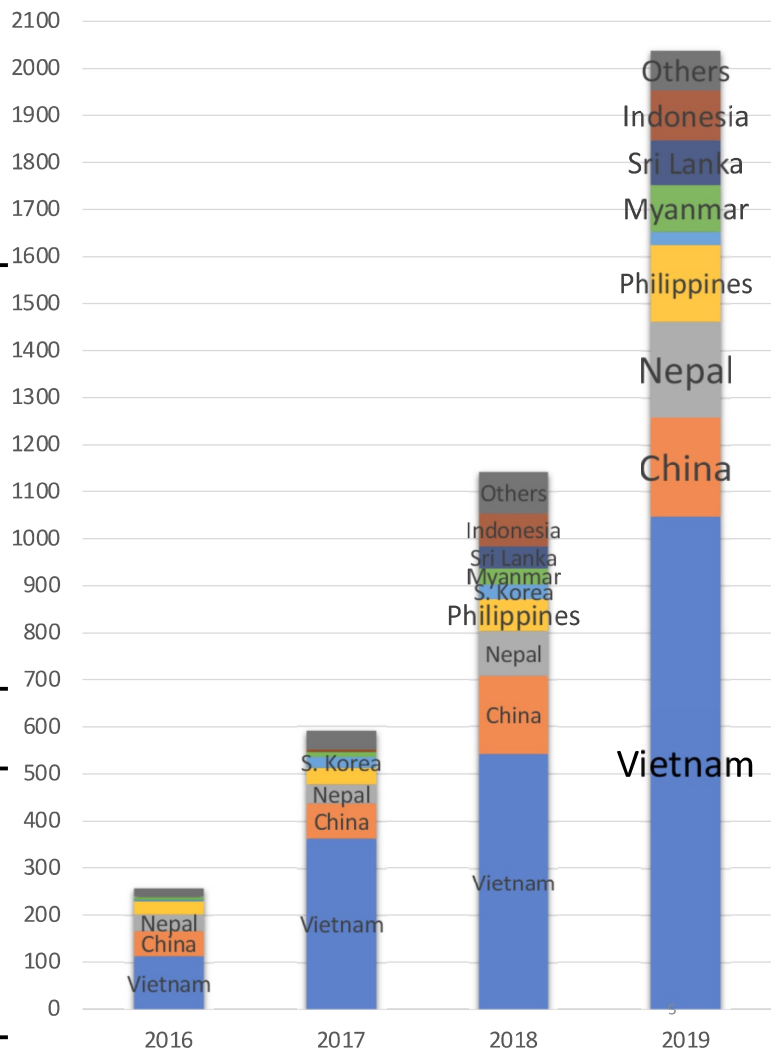
1. Interviews with stakeholders in the Philippines and Japan
2. Case studies – Nagasaki, Aomori and Osaka
3. Survey of Filipino carework students (mostly in Kansai)

Number of international students enrolled in nursing care training institutions (2015-2019, per nationality)

Fiscal Year	Total no. of international students enrolled	No. of schools accepting international students	No. of nationalities represented
2015	94	29	9
2016	257	49	15
2017	591	96	16
2018	1,142	136	20
2019	2,037	167	26

Note: The fiscal year begins in April and ends in March of the following year. It also coincides with the academic year.

Source: Compiled from the Japan Association of Training Institutions for Certified Care Workers (2019).



KEY ISSUE 1

The sudden increase in the number of international students in nursing care creates confusion and concerns in nursing care training institutions.

Perspectives of Filipino students, Japanese students, nursing care training institutions, language schools, teachers

Emerging issues in the classroom

- *Filipino students*

- Japanese language, Japanese culture, human relationships, accessibility

- *Teachers*

- Teaching methodology, content of lectures, Japanese language, attend to needs of international student

- *Japanese students*

- Dealing with foreigners as classmates, slow-paced lectures, cultural differences during practical training

What should be done?

- Extend support in various forms to care work training and language schools
- Establishment of a government support organization or agency to oversee the scheme

KEY ISSUE 2

Deployment policies of the sending country, such as *the direct hire ban*, is a potentially strong barrier to the employment of Filipinos under the *kaigoryugakusei* scheme.

Emerging issue: the Direct Hire Ban

- Philippine Labor Code promulgated in 1974.

ART. 18. *Ban on direct-hiring.* - No employer may hire a Filipino worker for overseas employment except through the Boards and entities authorized by the Secretary of Labor.

Exemption: Professionals and skilled workers with duly executed verified/authenticated contracts containing terms and conditions over and above the standards set by POEA

Implications of the direct hire ban in Japan's recruitment of students and workers from the Philippines

- Shift to other source countries such as Myanmar
- Staffing problem - delay or inability of Filipinos to return to Japan
- More expensive recruitment

What should be done?

- Review the direct hire ban law in tune with the current times without sacrificing the rights and welfare of the OFWs.
- Collaborate (through joint management) between sending and receiving countries

A wider perspective - examining Japan's foreign nursing care worker policies

1. *How can* these four schemes that are simultaneously implemented secure the much-needed labor force in Japan's nursing care services sector?
2. *How can* sending and destination countries "jointly manage" international migration?

Thank you.

For questions and comments:
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