

Preface

The demand for care workers for older people is growing worldwide as the global population is steadily ageing. Older people have traditionally been taken care of by (extended) family members in most societies and cultures, but shrinking family size has been making this difficult and businesses providing care for older people are emerging in these societies. Countries that have aged populations often fail to produce enough domestic labour for long-term care and rely on foreign care workers. Japan has taken a quite conservative policy on the long-term care worker labour market, though its population structure is oldest in the world. Until 2007, Japan, with very limited exceptions, had not allowed any non-Japanese to enter its labour market for long-term care, and instead tried to fulfil the demand for long-term care workers by creating highly skilled care workers, including the development of several certification systems. Nevertheless, Japan eventually opened the long-term care labour market in response to the skyrocketing demand for long-term care workers, particularly from long-term care businesses.

This study was first suggested in 2018 by the Office of Healthcare Policy of the Cabinet Secretariat of Japanese government, which promoted the Asia Health and Wellbeing Initiative, which it launched in 2016 to create vibrant and healthy societies where people can enjoy long and productive lives. The Cabinet Secretariat intended to develop a programme that promoted the capacity development of Indian care workers who would potentially apply for Japan's Technical Intern Training Program, in line with the Memorandum of Cooperation agreed between the two governments. The Cabinet Secretariat requested Dr. Mitsutoshi Kobayashi, the President of Keishin Gakuen, to be involved with this initiative and to launch a project to promote Indian care workers. Mr. Kobayashi is one of the pioneers on the establishment and dissemination of structured education systems for certified care workers in Japan. The Cabinet Secretariat suggested that this project could be sponsored by the Economic Research Institute for ASEAN and East Asia (ERIA) and Mr. Kobayashi agreed that Keishin Gakuen would carry out this project as an ERIA-sponsored study.

The planning of this study was not straightforward. It was difficult to find experts on long-term care in India, while the Philippines had more experience of creating and sending cross-border long-term care workers to Japan. As one of the leading countries that provide cross-border long-term care workers to the world, the Philippines has developed a training and education system

and has recently launched a qualifications framework that is consistent with ASEAN's qualifications framework of professional competencies. The problem of the Philippines, however, is its faulty strategy to reintegrate repatriated cross-border workers. We decided to include the Philippines in this study so that the system and practice of India to create cross-border long-term care workers could be compared with that of the Philippines from training and education to reintegration.

Keishin Gakuen had already developed the training and education materials in English for long-term care workers who intended to apply for Japan's recruitment programmes of foreign long-term care workers. When this study started, the study was supposed to conduct some pilot courses at vocational training institutions in India and the Philippines so that the effect of the training materials would be assessed and their consistency with the qualifications framework of each country analysed.

This study invited several experts. Professor Kyoko Nakamura of Kyushu Otani Junior College had conducted several pilot projects to provide training courses for long-term care workers in India, while Professor Reiko Ogawa of Chiba University agreed to participate as an expert on the migration of Filipino long-term care workers and nurses. The main author of this report (TO) worked together with her at Kyushu University's Asia Center from 2005 to 2010. Dr. Siriphan Sasat, associate professor at Chulalongkorn University (currently, associate professor, Her Royal Highness Chulabhorn Royal Academy) was also invited to be a study member so that the outcomes can be shared with ASEAN Member States, where cross-border movement of care workers is widely taking place and the harmonisation of qualifications frameworks is expected to optimise the distribution of limited human resources.

In November 2019, a workshop for expert dialogue was held in Kitakyushu City as one of the activities of this study. Valuable, insightful, and crucial suggestions on the issues related to cross-border care workers were provided at this event by the following experts: Dr. Cullen Hayashida, who had many years of experience in the education of the care for older people at Kapiolani Community College in Hawaii; Professor Tri Budi Rahardjo, Rector of Indonesia Respati University, who had long promoted community-based care programmes for older people in Indonesia; Ms. Thelma Kay, a former official of the United Nations Economic and Social Commission for Asia and the Pacific and a colleague of the Active Ageing Consortium in Asia Pacific (ACAP), which was established in 2005 by the main author (TO); Dr. Kaysorn Sumpowthong, assistant professor of

Thammasat University, an ACAP colleague; Prof. Sungkook Lee, Professor Emeritus, Kyungpook National University, an ACAP colleague; Prof. Yuko Hirano, Graduate School of Biomedical Science, Nagasaki University, who used to be a fellow researcher at Kyushu University's Asia Center under the main author (TO); and Prof. Masa Higo, Institute for Asian and Oceanian Studies, Kyushu University. The authors would like to express the sincere gratitude to all the experts who participated in this workshop, as well as the people who supported this workshop, particularly the Kitakyushu Conservation and Visitors Association and the Asian Aging Business Center.

At the beginning of 2020, the COVID-19 pandemic emerged and all the planned on-site activities at vocational training institutions in India were suspended. The authors recognise that Mr. Ambuj Sharma (counterpart in India), Professor Kyoko Nakamura, and the colleagues of Keishin Gakuen had made considerable efforts for the preparation of pilot project in India. It was extremely regrettable that the on-site activities were cancelled despite their great work.

As a result of the discussion amongst study members on the modification of study plans caused by COVID-19 pandemic, the members agreed that this study would focus on the analysis and comparison of vocational qualifications frameworks amongst India, the Philippines, and Japan using the available literature. This is the topic which the main author (TO) has been engaged with since 2013 with Katsuhiko Kikuchi (currently, Professor at Seitoku University) and Hiromi Kinebuchi (currently, Lecturer at Niigata University of Health and Welfare), who were also the study members of this project and used to be affiliated with the Research, Development, and Innovation Center for Vocational Education and Training of Keishin Gakuen. The authors would like to deeply appreciate the important suggestions and insightful advice provided by Professor Motoyuki Kawatei, Director of the Research, Development, and Innovation Center for Vocational Education and Training of Keishin Gakuen, as well as the dedicated work of Mr. Hiromi Kinebuchi and Mr. Sota Machida (ERIA) in terms of the management of this project.

Most cross-border long-term care workers are young and will be the driving force of the development of their home countries. The authors hope this report will contribute to the promotion of international cooperation and policy dialogue to create more skilled workers and to establish the systems which can fairly recognise their competencies so that the vocational skills can be much better utilised in any country. Development could not be achieved in any country without proper training and education, which unlock the potential of the ability of anybody, particularly younger generations.

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