

外国人介護・看護労働者のキャリア形成

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近年、外国人介護・看護労働者の受け入れが急速に進んでいる。とりわけ、介護の分野では、経済連携協定（EPA）に基づく介護福祉士候補者に加え、在留資格「介護」の創設、外国人技能実習制度への介護職種の追加、在留資格「特定技能」での就労など、ルートも多様化・複雑化している。また、それに伴い、労働者のキャリア形成や、その過程で生じる問題も多様化していると思われる。

本稿では、それらの各制度や、制度に基づき就労する労働者のキャリアパスの概要を示す。そのうえで、元EPA 介護福祉士・看護師候補者に対して行ったインタビューの結果を紹介し、候補者ら自身のキャリア形成実態や、キャリアについての考え方の一端を明らかにする。さらに、インタビューを通じて明らかになった、制度や社会の問題点を指摘し、改善のための提言を行う。

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Career Formation for Workers from Abroad in the Caregiving and Nursing Fields

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In recent years, the reception of workers in the caregiving and nursing fields has greatly accelerated. In particular, the routes to employment as caregivers in Japan have become more diverse and complex: Japan has entered into Economic Partnership Agreements (EPA) that make provisions for Certified Care Worker Candidates, established a Care Worker Residence Status, added Care Worker to the employment fields covered by the Technical Intern Training Program, and has also made provision for caregiving under the Specified Skill Worker Residence Status. This paper first provides an overview of these provisions, and of the career paths that they enable for workers. Then it presents the results of interviews conducted with former EPA Nurse and Certified Care Worker Candidates, elucidating the actual state of their career formation and how they think about their careers. In conclusion, the paper points out problems with these provisions and social issues that emerged from these interviews, and makes suggestions for improvements.

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