A Study of Employer Background in Care Demand in Southern Taiwan

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Abstract: With the improvement of economic and medical hygiene, the proportion of elderly population is getting higher. Aging is a new trend in 21st century in Taiwan. With the elderly population increased, it also represented the needs of health-care will increase with the aging degree. On the other hand, due to the low birth rate in recent years, the labor force was reduced and the problem of caring the old makes people troubled. In 1992, Taiwan government promulgated the measure which responded the shortage of people for caring the disabilities in the family to open the application for the foreign care aide. Since then, the number of foreign care aide climbed high year after year. According to that, this study was focused in Taiwan and analyzed the differences of Taiwanese background variables and the need of hiring foreign care aide by T-test and ANOVA. The results show that, in the difference analysis scale, “Taiwan Background” in care needs of “take care of pressure to relieve”, only marital status and income have significant differences. In welfare policy, only marital status was a significant difference.

Key-Words: Taiwan employer, care demand, Individual attribute

1 Introduction

1.1 Background and Motivation

With the improvement of economic and medical technology, the increase in aging population has become the trend in Taiwan. Since 1993, the population aged over 65 has reached 7% of the total population which belongs to the "aging society". In 2006, the proportion of the elderly population has reached 9.85%. It was estimated in 2018, aged 65 more than the proportion of elderly population will reach 14.36%, and formally entered the international practice, known as the "aging society".¹

In 1999, according to the result of population and housing census of Directorate General of Budget, Accounting and Statistics (DGBAS) of Executive Yuan, the elderly population has been as high as 2,440,005 people, and 470,005 people need long-term care, including the elderly population accounted for 65.4%.²

With the age, the elderly vision, thinking ability and physical will gradually decline. When they cannot take care of themselves, it represented the increase in care needs. In the previous agricultural period, caring the elderly are usually by family members. With the development, the popularization of the national education, women education level was greatly enhanced and also increased the influence on the ability of women's employment dramatically. Besides, with the changes in family life, from big family into a small family, and the diversification of the family (such as double income no kids family, never-marry group etc.). These various factors cause the ratio that fully take care the elderly reduced and make the deficiencies of the manpower needs to care the elderly.

In 1992, Taiwan government promulgated the measure which responded the shortage of people for caring the disabilities in the family to open the application for the foreign care aide. In 1992, Council of Labor Affairs promulgated the measure which responded the shortage of people...
for caring the disabilities in the family to open the application for the foreign care aide. However, with the domestic population aging and manpower shortage for long-term care. Since then, the domestic and foreign care aides reached to 18 million people and growth year after year.[3]

About the research issue for foreign worker mostly focus on labor policy, labor administration, labor rights, leisure and etc. And for the study of foreign care aide, mostly emphasis on the quality of caring elderly, work adjustment, institutional management, or whether affect the employment and other factors. Most study were focused on the foreign care workers, less on Taiwanese. Therefore, this study explored the general population in Taiwan (regardless hire foreign care workers or not), whether to hire foreign care workers when there is a need to care the elderly.

1.2 Research Objective
Based on the research background and motivation, the main purpose of this study is to investigate whether Taiwanese willing to hire foreign care aide for the elderly care. The main objective focused on the people in southern Taiwan. The data from DGBAS showed that Chiayi county's aging index is the highest in south Taiwan[3]. So that this study examined the differences in "Taiwanese people background" and "hiring foreign care aide need", and focused on the people in south Taiwan.

2 Literature Review

2.1 Foreign Worker Policy
To relieve the shortage of labor and domestic people resist 3D work (3D refers to dirty: dirty, difficult: difficulty, danger: the danger), it started bring in foreign workers since 1989 and opening application for foreign care workers in 1992.[4]

Foreign labor policy development can be divided into four stages:[5]
(1) Before 1989 (non-legal period)
Before the 1980s, foreign workers have been existed in the labor market, but did not rise the relevant government units to pay attention. After the 1980s, Taiwan's economic development went into the labor-intensive stage, it needed the labor force in manufacturing. At the same time, the Ministry of Foreign Affairs issued a visa and the immigration control were less stringent, so that many of the Philippines, Indonesia or Thailand male entered Taiwan by various channels and then stayed in Taiwan for working illegally. There was no regulations about foreign labor management to follow or pursuant to, and the authority mostly took the attitude which was ignored.

(2) 1989-1991
The late 1980s, more and more foreign workers went into Taiwan, and begun to attract the attention of many government units. By the time of labor shortage in Taiwan, the Council of Labor Affairs allowed bring in the foreign labor in 1990. In order not to prejudice the right and opportunities of domestic labor, and limited the employment type that domestic labor didn't want to for hiring the foreign laborers

(3) 1992-1998
In 1992, Council of Labor Affairs promulgated the measure which responded the shortage of people for caring the disabilities in the family to open the application for the foreign care aide. In this announcement, the main measures were strengthen handle the vocational training of nursing staff and promotion of employment opportunities for the workers. Based on the needs of domestic community and the imbalances between care workers force supply and demand, it had to apply by special case for hiring foreign care workers. After the Employment Services Act announced, the related executive order and supporting measures were getting scheduled, and officially entered the legal period for foreigners working in Taiwan, the domestic industry have introduced foreign workers into productivity.

(4) 1998
In late 1990s, the foreign labor policy only did some modifications. Foreign laborers could extend one-year residence period in 1998, the longest stay of three years working in Taiwan. In 2002, further extension for six years, but the expiration of three years of duration of residence, and must leave at least once. to get another three years one.

2.2 Foreign Care Worker Policy
In recent years, due to the enhancement of female education level, more and more women joined into the job market. With the progress of health, Taiwan's aging population was also constantly increase. According to the data of DGBAS in 1999, the childhood population in the past 10 years decreased by 1.08 million people, the elderly population increased by 0.56 million. The low birth rate and aging phenomenon was more obvious[6]. and the increased ratio of held the old in 10 years lead the families to increase the demand of manpower for care.

In 1992, Council of Labor Affairs opened the application of foreign care workers. Subsequently,
the announcement on August 5 announced the reasonable working conditions when the Government's major public projects bidder applied for hiring foreign building labor or families applied for hiring foreign care and handling domestic recruitment. It specified the criteria and other relevant provisions of the foreign care workers and officially start running. However, according to the DGBAS data showed that the number of foreign care workers has reached 0.18 million.[2]

3 Method

3.1 Research Objective
This study took south Taiwan as the main questionnaire issued range. The object was the general population in south Taiwan. The study sent out 600 copies and the valid questionnaires was 503. The recovery was 83%. The survey was conducted from July to August, 2008.

3.2 Research Construction
Research construction was shown as Fig. 1.

![Fig. 1 Research construction](image)

3.3 Variables
1. Needs for hiring foreign care workers: Refer the studies from Tsao(2002)[6], Chang(2001)[7], and Huang(2006)[8] to develop the variables in this study. The aspect were divided into "the demand of family caregiver rely on the foreign care worker", "career girl, can't take care of their families 24 hours," hard work and the supplementary demand for foreign caregivers" three dimensions, 10 question items.
2. Background Variables: Refers to the socio-economic background of the participants, including gender, age, marital status, education, employment status, and personal monthly income six variables[9]

4 Findings and Analysis

4.1 Descriptive Statistics
In this study, the population variables were gender, age, marital status, education, employment status, and personal yearly income six variables.

Table 1 Descriptive statistics
4.2 If the family has to take care of the elderly, were you willing to hire foreign care workers?

According to the results, the effective number of participants in Taiwan willing to employ foreign care workers were 363 (72%) people in total, more than 140 (28%) in total that were reluctant to hire foreign care workers. The main reason to hire foreign care workers was in order to reduce the fatigue and pressure from caring the family, 288(23%) in total. In other words, the people in Taiwan with a higher willingness to hire foreign care workers. Hence there was a need to understand the necessity of personal property.

4.3 Reliability Analysis

This study examined Cronbach's α coefficient to measure the relationship of common factor between all variables connected. The overall reliability that the needs of hiring foreign caregivers was 0.81.

4.4 Factor Analysis-the Need of Hiring Foreign Care Workers

In this study, it took the questionnaire topic of Taiwan people hiring foreign caregivers needs into factor analysis. The table of the demand to hire foreign caregivers showed the KMO value was 0.84. Bartlett's test of sphericity value was 420.42 (p < .05), showed the data were suitable to process factor analysis.[10]

Through factor analysis, the result showed the employment of foreign care needs could be divided into three factors, named "relieve the pressure of care", including six questions; "work limitation" which included two items, and "welfare policy needs", including a total of 2 questions.

5 Variance Analysis

This study was designed with independent samples T-test and one-way ANOVA analysis to explore the different background variables (gender, age, marital status, education, employment status, yearly; income)of participants in southern Taiwan in the care needs (including relieving the pressure of care, work restrictions and the demand of welfare policy). As the F-value was significant (α = .05), while used Scheffé post hoc comparisons.[10]

5.1 Difference Analysis-Gender

About gender variable, the t-value, showed the different gender of the participants in the three variables were no significant differences (p> .05), means there was no differences in "pressure relieve", "work limitation" and "welfare policy need" in different genders.

5.2 Difference Analysis-Age

Except "welfare policy needs", there were no statistically significant differences (p> .05) of different age in the remaining two variables. There were no differences in "pressure relieve", and "work limitation" in different ages.

The F-value of different ages of the respondents on welfare policy need was statistically significant (p <.05). After applied Scheffé post hoc comparison, informed there no difference existed in age groups of the "welfare policy need", also represented no significant difference between any two of the five age groups.

5.3 Difference Analysis-Marriage Status

Excluded " Relieve the pressure of care " and "welfare policy needs", there was no statistically significant (p> .05) in "work limitation" variable. There no marriage status differences existed in "work limitation " among the Taiwanese participants.

In Table 2, t-value showed significant differences (p< .05) in "relieve the pressure of care" and "welfare policy need" of different marital status. In "relieve the pressure of care", the score (M=3.92) of the married respondents was significantly higher than the score (M = 3.80) of the single respondents. About the "welfare policy need", the married respondents' score (M=3.72) was significantly higher than the single respondents score (M=3.52) in Taiwan.

<table>
<thead>
<tr>
<th>Factors</th>
<th>Marriage status</th>
<th>No.</th>
<th>Mean</th>
<th>S.D</th>
<th>t-Value</th>
<th>p-Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relieve the pressure of care</td>
<td>Single</td>
<td>142</td>
<td>3.80</td>
<td>0.57</td>
<td>-</td>
<td>.033</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>361</td>
<td>3.92</td>
<td>0.57</td>
<td>2.14*</td>
<td></td>
</tr>
<tr>
<td>Work limitation</td>
<td>Single</td>
<td>142</td>
<td>3.80</td>
<td>0.75</td>
<td>-1.65</td>
<td>.100</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>361</td>
<td>3.92</td>
<td>0.70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Welfare policy needs</td>
<td>Single</td>
<td>142</td>
<td>3.52</td>
<td>0.78</td>
<td>-</td>
<td>.005</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>361</td>
<td>3.72</td>
<td>0.71</td>
<td>2.82*</td>
<td></td>
</tr>
</tbody>
</table>

5.4 Difference Analysis-Educational Level

According to the F-value (p> .05) of Educational level, there no significant differences existed in three variables in Taiwanese participants, means there was no difference in "Relieve the pressure of care", "work limitation" and "welfare policy need" in different educational levels.
5.5 Difference analysis- Employment Status
According to the F-value of employment, showed the different employment status of respondents in the three variables had no statistically significance ($p>.05$), in other words, there no different employment status of respondents existed in the "relieve the pressure of care", "work limitation" and "welfare policy need" variables.

5.6 Difference analysis- Income
In Table 3, except "relieve the pressure of care", there were no statistically significant differences ($p>.05$) of different age in the remaining two variables. There were no different in "work limitation", and "welfare policy need" in different income levels in Taiwan participants. Also from Table 3, the F-value showed significant differences ($p<.05$) in "relieve the pressure of care" of different income levels.

By Scheffé post hoc comparison, found that the score (M=4.05) of the respondents that monthly income in 60,000~100,000 level was significantly higher than the score (M=3.76) of the monthly income under 20,000 in Taiwan.

Table 3 Difference analysis- Income

<table>
<thead>
<tr>
<th>Factors</th>
<th>Income</th>
<th>t-value</th>
<th>p-value</th>
<th>Scheffé post-hoc comparison</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)&lt;20,000</td>
<td>3.76</td>
<td>2.85</td>
<td>.037</td>
</tr>
<tr>
<td></td>
<td>(2)20,000~60,000</td>
<td>3.88</td>
<td>4.05</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(3)60,000~100,00</td>
<td>3.90</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(4)&gt;100,000</td>
<td>3.78</td>
<td>2.09</td>
<td>.101</td>
</tr>
<tr>
<td></td>
<td>(1)&lt;20,000</td>
<td>3.87</td>
<td>3.65</td>
<td>.309</td>
</tr>
<tr>
<td></td>
<td>(2)20,000~60,000</td>
<td>3.82</td>
<td>3.65</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(3)60,000~100,00</td>
<td>3.82</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(4)&gt;100,000</td>
<td>3.65</td>
<td>1.20</td>
<td>.309</td>
</tr>
</tbody>
</table>

6 Conclusions
The findings of this study found that the number willing to employ foreign care workers were more than the people not in Taiwan. There were two characteristics of Taiwanese background variables in the care demand, which are:

(1) With different marriage status, there was significant difference ($p<.05$) in "relieve the pressure of care" and "welfare policy need". In "relieve the pressure of care", the score (M = 3.92) of the married respondents was significantly higher than the score (M = 3.80) of the single respondents. About the "welfare policy need", the married respondents' score (M=3.72) was significantly higher than the single respondents score (M=3.52) in Taiwan.

(2) With different marriage status, there was significant difference ($p<.05$) in "relieve the pressure of care". And found that the score (M=4.05) of the respondents that monthly income in 60,000~100,000 level was significantly higher than the score (M=3.76) of the monthly income under 20,000 in Taiwan.

6.1 Suggestions
The sample of this study only focused on the south Taiwan. Future research will expand its research templates for a larger region.

References: