

## About Us

No-Lifting Policy Promotion Association was established in January 2014 with the aim of improving Japanese care industry through no-lift policy so that care work is rewarding and recognized as a profession, and that all care workers, regardless of age and gender, can enjoy their work for their entire career.

Many care workers in Japan are driven by a sense of mission, resulting in sacrificing themselves physically and mentally.

They have too many things to do at their work; they sometimes hold or transfer their customers without using assistive tools or equipment as they mistakenly believe that using such tools needs more time. Some learn manual handling practice by themselves. It works, but there is a limit. Care workers are always careful not to cause any accident in taking care of their customers, which gives them an enormous mental stress.

A recent news reported that work injury has occurred most frequently to care workers at nearly 29% of the total, followed by transportation industry at slightly more than 15%.

It is highly likely that Japanese care industry will face serious difficulties in hiring new graduates in the next ten years due to the falling birth rate and aging population. The average age of Japanese labor force is expected to be older and the pension age will possibly go up.

While the number of elder care service users grows, the number of care workers decreases; that would be a huge challenge for us.

The concept of no-lifting policy would face numerous challenges before it is accepted by care workers: some would say “we have no time”, “few staff are available”, “we don’t know how” or “no tools or equipment”.... Significant efforts must be made to change these mindsets, but there is something that you can do even now. You do not need to walk alone. You can work with our member organizations to improve working environment by sharing experiences with each other.

We look forward to working with you.

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