

Annual Report on  
Government Measures for  
Persons with disabilities  
(Summary) 2007

Cabinet Office  
Japan

## About this Report

The report on government measures for persons with disabilities is submitted to the Diet every year based on Article 11 of the Basic Law for Persons with disabilities (Act No.84, put into effect on May 21, 1970).

The current report, the 14th of its kind, lists measures that were taken by the government, mainly in fiscal 2006, in line with the basic directions of sector-by-sector measures called for in the Basic Program for Persons with Disabilities. The implemented measures are classified according to their purpose into four categories—“Promoting Mutual Understanding and Exchange”, “Building the Foundations for Independence and Participation in Society”, “Building the Foundations for Daily Life” and “Building the Foundations for a Comfortable Living Environment”.

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## Efforts in Measures for Persons with Disabilities with the Focus on Fiscal Year 2006

Measures taken for persons with disabilities with the focus on fiscal year 2006 are discussed from four points of view: “Promoting Mutual Understanding and Exchanges”, “Building the Foundations for Independence and Participation in Society”, “Building the Foundations for Daily Life”, and “Building the Foundations for a Comfortable Living Environment”.

The principal measures cited below are, for the most part, new projects implemented in fiscal 2006 for the first time.

### **I Comprehensive Approach to Measures for Persons with Disabilities**

- In fiscal year 2006 full enforcement took place in April of the Amended Law for Employment Promotion of Persons with disabilities and in October the Services and Supports for Persons with Disabilities Act. Additionally, in June the Law for Promoting Easily Accessible Public Transportation and Facilities for the Aged and the Disabled (New Barrier Free Law) and the Law For partial amendment of the School Education Law were enacted. Important system reforms have been performed one after another, for example, the New Barrier Free Law has been enforced since December of the above-mentioned year, and the Amended School Education Law since April 2007.
  
- In the “Rechallenge Support Comprehensive Plan” (December 2006) and “Growth Power Raising Strategy” (Basic Concept) (February 2007), promotion of the support of persons with disabilities in employment was newly incorporated and in the “New Health Frontier Strategy” comprehensive promotion of measures to advance the independence and social participation of persons with disabilities were clearly proposed by, for example, developing high technologies that would expand the activity range of persons with disabilities and thus aid them in participating in society.

[Main measures taken]

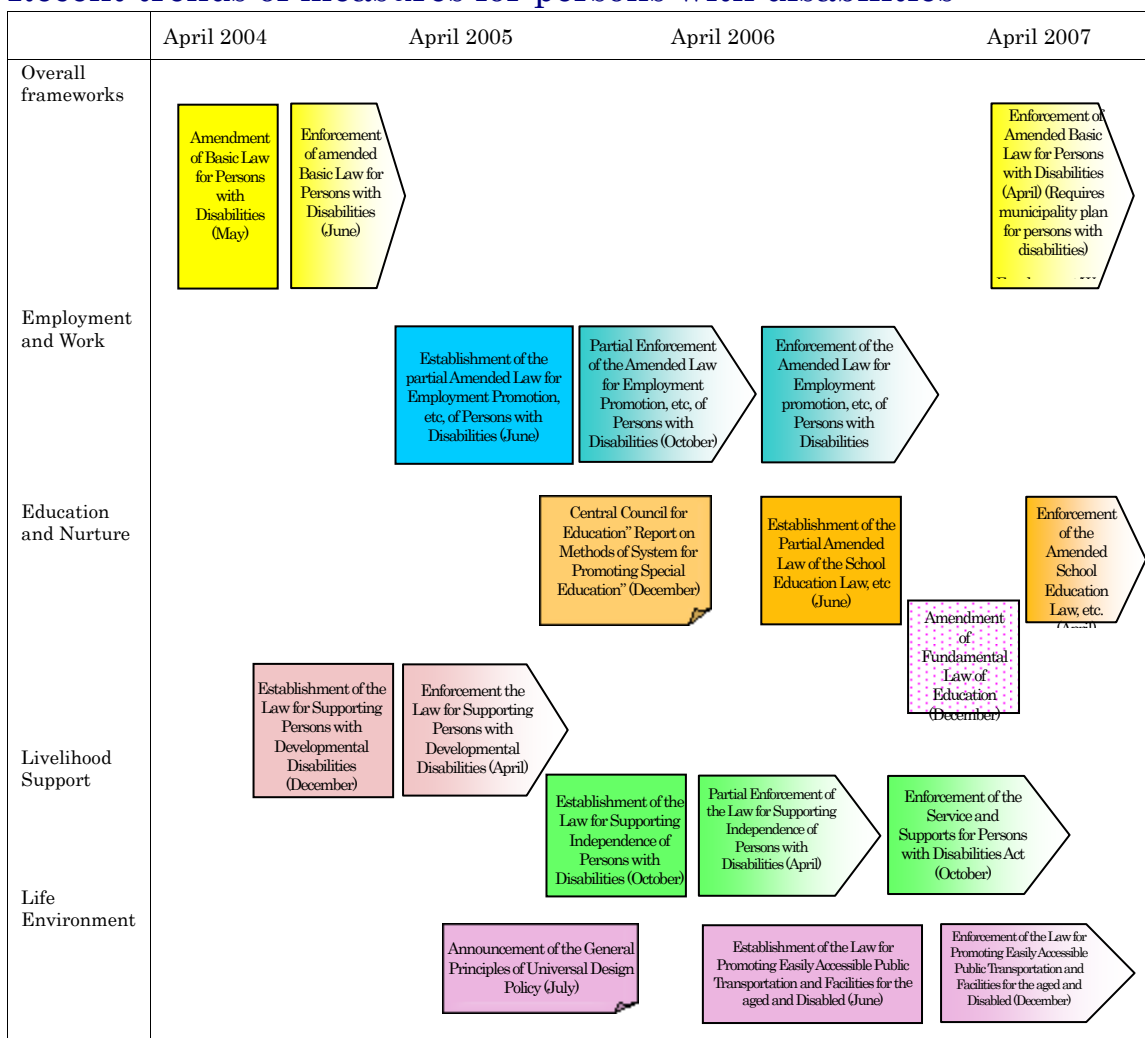
- The Law Amending Part of the Law on Promoting Employment of Persons with Disabilities was fully enforced in April 2006 and employment measures for persons with mental disorders, support for people with disabilities working at home, and organically cooperating with welfare measures for persons with disabilities all strengthened.
- The Services and Supports for Persons with Disabilities Act was enforced in April and October 2006, so irrespective of the type of the recipient's disability, such as physical, intellectual or mental, the systems of municipalities were changed into where welfare services could be provided in a unified manner, and building stable systems through reviewing user charge systems and intensifying governmental financial responsibility targeted.
- Upon enforcing the Services and Supports for Persons with Disabilities Act, in August 2006, 5 measures, such as that for mitigating the burden of households rearing children with disabilities, were taken and in December, in order to be absolutely sure the law was settled, it was decided that special measures, which would amount to 120 billion yen, for smoothly enforcing the Services and Supports for Persons with Disabilities Act should be taken over 3 years until fiscal year 2008.
- In order to integrate the promotion of barrier-free design of buildings and public transport and expand and promote measures, the Law for Promoting Easily Accessible Public Transportation and Facilities for the Aged and the Disabled (New Barrier Free Law), which aims at adding roads, off-road parking lots, city parks, etc. to facilities selected to become barrier-free, was enacted in June and enforced in December 2006.
- In order to appropriately meet the needs of individual children with disabilities and provide appropriate teaching and support, the School Education Law was partially amended in June 2006 (enforced in April 2007). The school system separated by types of disabilities, such as schools for the blind, deaf and other disabled was restructured into the system of

Schools for Special Needs Education that can accept several types of disabilities.

- In March 2007, regarding persons with hearing disabilities who do not meet the hearing ability standard for existing driver license examinations, the Bill Amending Part of the Road Traffic Law, which includes amendments permitting the above-mentioned persons to acquire an ordinary driving licence with set conditions, was submitted to the 166<sup>th</sup> session of the Diet.

Chart1

### Recent trends of measures for persons with disabilities



Source: Cabinet Office

Chart2 The number of persons with disabilities

	Total (thousands)	Persons living at home (thousands)	Inmates in facilities (thousands)
Children and persons with physical disabilities	3,520	3,330	190
Children and persons with intellectual disabilities	550	420	130
Persons with mental disorders	3,030	2,680	350

Sources: Ministry of Health, Labour and Welfare “Investigation of Actual Situation with Children and Persons with Physical Disabilities” (2001)  
 Ministry of Health, Labour and Welfare “Basic Investigation of Actual Situation with Children (and Persons) with Intellectual Disabilities” (2005)  
 Ministry of Health, Labour and Welfare “Investigation of Social Welfare Facilities, etc.” (2004)  
 Ministry of Health, Labour and Welfare “Investigation of patients” (2005)

- In fiscal year 2006, results of the 2005 investigation on patients performed every 3 years and results of the 2005 basic investigation on children (and persons) with intellectual disabilities performed every 5 years were made, and the estimation was that the number of persons with mental disorder had increased by about 450,000 to become about 3,030,000 and that of persons with intellectual disabilities increased by about 90,000 to become about 550,000.
- In addition, the number of cases in which persons with disabilities fall victim to crime is increasing in recent years, so in January and March 2007, with the support of all the regions, and in order to protect persons with disabilities from fraudulent sales, the “Network communication conference for protecting elderly consumers and consumers with disabilities” was held with persons with disabilities newly included as targets.
- In the “Re-challenge Support Comprehensive Plan” (December 2006), a recommendation was incorporated that persons with disabilities should be supported in order that they could also easily challenge being employed. In addition, in the “Growth Power Raising Strategy” (February 2007), regarding persons with disabilities and so forth, in order that they could grow to be independent through work and improve their lives as much as possible while safety nets are ensured, it was announced that

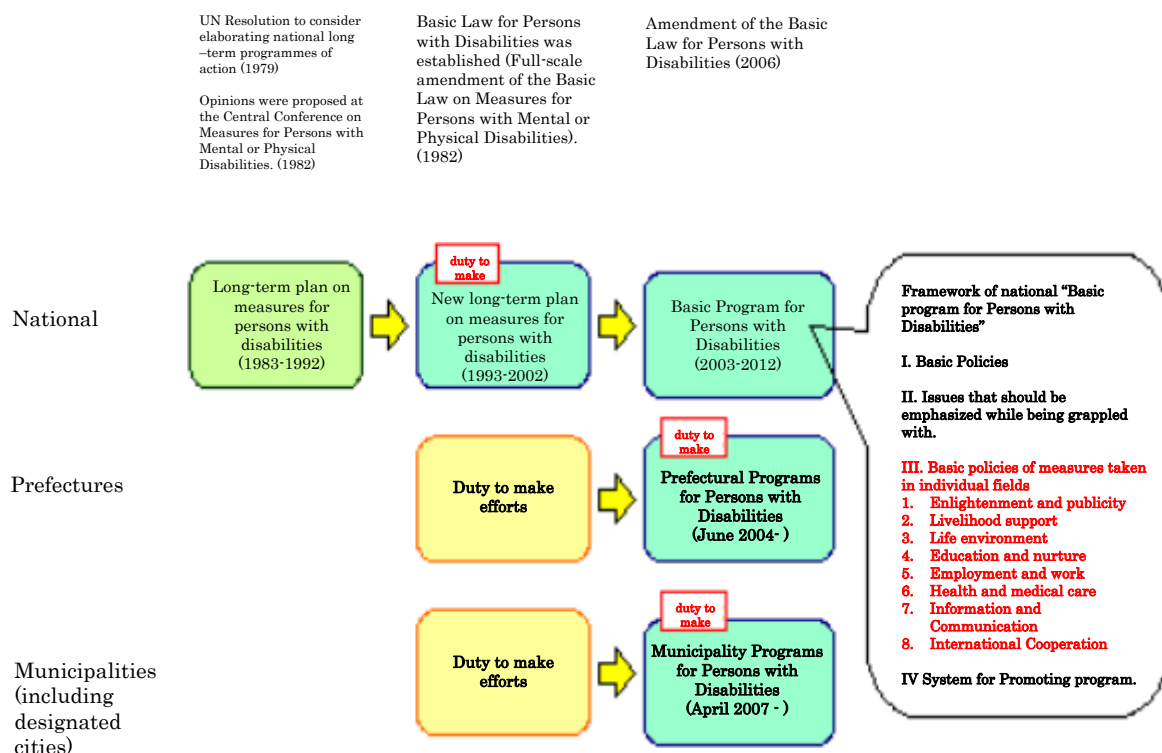
the “Five Year Plan for Promoting the ‘Welfare to Work’ Policy” commencing from fiscal year 2007 would be newly established and the focus would be put on promoting the transfer from welfare work to general employment of persons with disabilities and welfare work itself improved.

- In the “Interim Report of ‘Innovation 25’” (February 2007), it was indicated that upon attempting to develop life environments in which persons with disabilities are able to be more active without facing any hurdles, society as a whole should grapple with ‘Innovation’. In addition, in the ‘New Health Frontier Strategy’ (April 2007), a recommendation was incorporated that in order to build supportive systems for children with developmental disabilities and make it easier for persons with disabilities to participate in society by expanding their activity range, efforts should be made to develop and disseminate state-of-the-high technologies.
- The draft of the Convention on the Rights of Persons with Disabilities was negotiated in eight rounds of negotiations from July 2002 and the Convention was adopted in the Plenary Meeting of the 61th Session of the General Assembly in December 2006 and opened for signature on March 30, 2007.
- Regarding a system to promote measures for persons with disabilities, in fiscal year 2006, comprehensive and effective promotion was attempted by the “Directors Meeting for promoting measures for persons with disabilities” and “Task-Specific Promotion Teams” established in the “Headquarters for Promoting Measures for Persons with Disabilities”. In the “Working Group for promoting employment of Persons with disabilities in public sectors”, with the focus on the Ministry of Public Management, Home Affairs, Posts and Telecommunications, as in the fiscal year 2005, the “Projects of Persons with Intellectual Disabilities Studying through Work Experience in the Public Sector” were newly implemented in 5 offices and ministries. Additionally, the “Working Group for promoting signing and ratifying the Convention of the Rights of Persons with Disabilities” considered signing and ratifying the

Convention.

- On May 17, 2007, the “Headquarters for Promoting Measures for Persons with Disabilities” was held, where based on a period of the “Five-Year Plan for Implementation of Priority Measures for Persons with Disabilities” run out in fiscal year 2007, it was decided that a new implementation plan for 5 years from fiscal year 2008 on would be established by the end of 2007.
- In the amendment of the Basic Law for Persons with Disabilities in 2004, prefectures and municipalities were required to make Plans for Persons with Disabilities. Even prefectures and municipalities that had been allowed a period grace for enforcement were required to make Plans for Persons with Disabilities from April 2007.

Chart 3 legal grounds of Basic Program for Persons with Disabilities and Programs for Persons with Disabilities



Source: Cabinet Office

Chart4 Fields of measures included in Programs for Persons with Disabilities (Proportion of Prefectures, Designated cities, municipalities)

		Prefectures	47	Designated cities	14	Municipalities	1169
Fields of measures included in programs	Enlightenment and publicity	47	100.0%	14	100.0%	1126	96.3%
	Livelihood support	47	100.0%	14	100.0%	1138	97.3%
	Life environment	47	100.0%	14	100.0%	1146	98.0%
	Education and and nurture	47	100.0%	14	100.0%	1130	96.7%
	Employment and work	47	100.0%	14	100.0%	1124	96.2%
	Health and medical care	47	100.0%	14	100.0%	1148	98.2%
	Information and Communication	47	100.0%	14	100.0%	963	82.4%
	International Cooperation	19	40.4%	5	35.7%	131	11.2%
	Others	15	31.9%	4	28.6%	86	7.4%
Content of <i>Life environment</i>	Promoting barrier-free design of houses and buildings	47	100.0%	14	100.0%	1091	93.3%
	Promoting barrier-free design of public transport, etc.	47	100.0%	14	100.0%	1034	88.5%
	Ensuring safe traffic	45	95.7%	12	85.7%	977	83.6%
	Disaster prevention	46	97.9%	14	100.0%	999	85.5%
	Crime prevention	40	85.1%	7	50.0%	659	56.4%
	Others	7	14.9%	3	21.4%	30	2.6%

※The figures in parentheses indicate the percentage.  
Source: Cabinet Office

- The number of municipalities with Programs for Persons with Disabilities was 1,169 (63.9% of all) as of the end of fiscal year 2005 but of the 622 municipalities without programs, if the 662 scheduled to make them by April 2007 are added, the number of municipalities that will have programs by April will be 1,791 (98.8% of the total), which means almost all municipalities will make them in accordance with the enforcement of the law requiring them to make Programs for Persons with Disabilities.
- In the “Comprehensive Survey on Measures for Persons with Disabilities” conducted from fiscal year 2005 onward to clarify the issues that have been barriers hindering the social activities of persons with disabilities, in fiscal year 2006, surveys were conducted on the “Employment and work” field (summaries of the results are given in pp. 7-9).

## Evaluation and needs of persons with disabilities with regard to employment and work environments and support services

Source: the results (quick reports) of Comprehensive Research on Measures for Persons with Disabilities of fiscal year 2006

Based on the description of “the effectiveness of measures and projects shall be verified through opinion exchanges with organizations related to persons with disabilities and/or research on needs” in “Section IV System for Promoting the Program and so forth” of the Basic Program for Persons with Disabilities, the Cabinet Office decided to conduct Comprehensive Research on Measures for Persons with Disabilities from fiscal year 2005 onward in order to extract items that are barriers hindering persons with disabilities from taking social activities and clarify issues toward their elimination. The survey was conducted in the form of questionnaires sent to persons with disabilities, with the support of the Japan Society of Rehabilitation of Persons with disabilities, which is the secretariat of the Japan Disability Forum (JDF), and the forum’s member organizations.

In fiscal year 2006, the questionnaires in “Employment and work” field were sent by post and through other means to 5,015 persons in February through March 2007 and responses were received from 1,430 persons, which account for 28.5%.

In the latest Survey, regarding the

types of “single disability” or “main disability out of multiple disabilities”, the structural ratios were as follows: visual disabilities (total blind, weak sight, and others) 13.3%, hearing disabilities (deaf, hard of hearing, and late-deafened) 11.3%, language disabilities 0.6%, blind and deaf 0.9%, physical disabilities 27.5%, internal disabilities 3.4%, intellectual disabilities 14.0%, psychiatric disabilities 14.8%, developmental disabilities 0.5%, incurable disease 1.5%, others 0.6%, persons with multiple disabilities who cannot specify main disability 8.3%, and no answer 3.3%.

In addition, regarding current employment and work situations, the persons who answered “Currently working” accounted for 61.4%, “previously worked but not working now” 26.4%, “Never worked so far” 8.0%, and no answer 4.2%. Most of the respondents this time were those who have experiences of employment and work.

Chart 5 shows the evaluations of employment and work environments. It should be noted that to the question “Do you think that persons with disabilities became able to work more comfortably during these ten years?”,

the persons who answered “Yes” accounted for 36%, and they are more than persons who answered “No” 14%.

As the reason for that, there are many who answered “The number of working places (employment chances) increased.”, “The information provision for working has been advanced.”, and “The consultation organizations for working have been enriched.”, which shows that these items are crucial to reform employment and work environments of persons with disabilities.

In this way, development of environments, where it is easy for persons with disabilities to work, is in steady progress but the persons who answered “No” to the question “How well do you think the society understands working of persons with disabilities?” accounted for more than half (see Chart 6) and the persons who answered “Yes” to the question “Have you ever felt that you were discriminated due to the disabilities?”

also accounted for more than half.

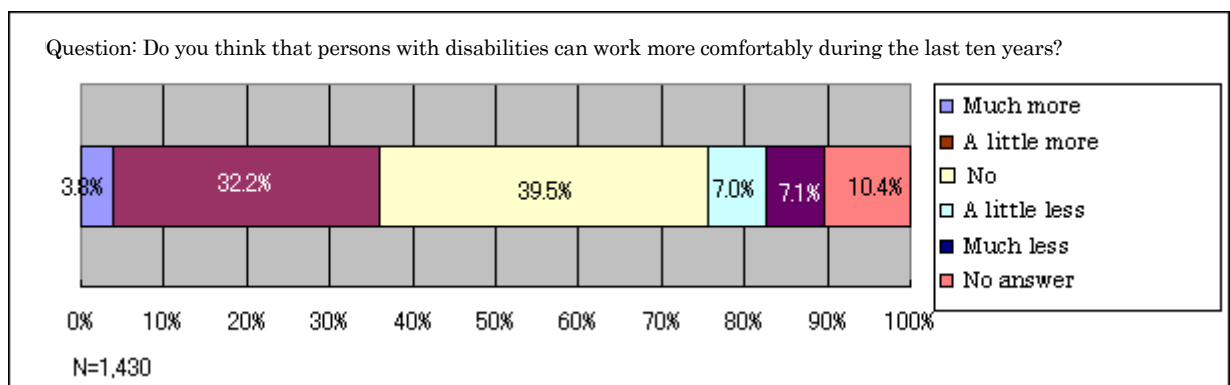
Those who answered “Yes” to the question: “Do you think it necessary to develop laws enabling persons with disabilities to work more?” account for high percentage of 79%

It is considered necessary to make further efforts toward prohibition of discrimination due to disability and protection of rights.

Evaluations of employment and work support services for persons with disabilities are given in Chart 7. In the three items of “Support for job seeking”, “Vocational training”, and “Consideration at work places for continuing works”, more than half of the respondents answered not enough. It is obvious that enriching those services is an issue to be solved for the future.

Details of the Survey are available at <http://www8cao.go.jp/shougai/index.html>.

Chart 5 Evaluation of employment and work environment changes during the last ten years.



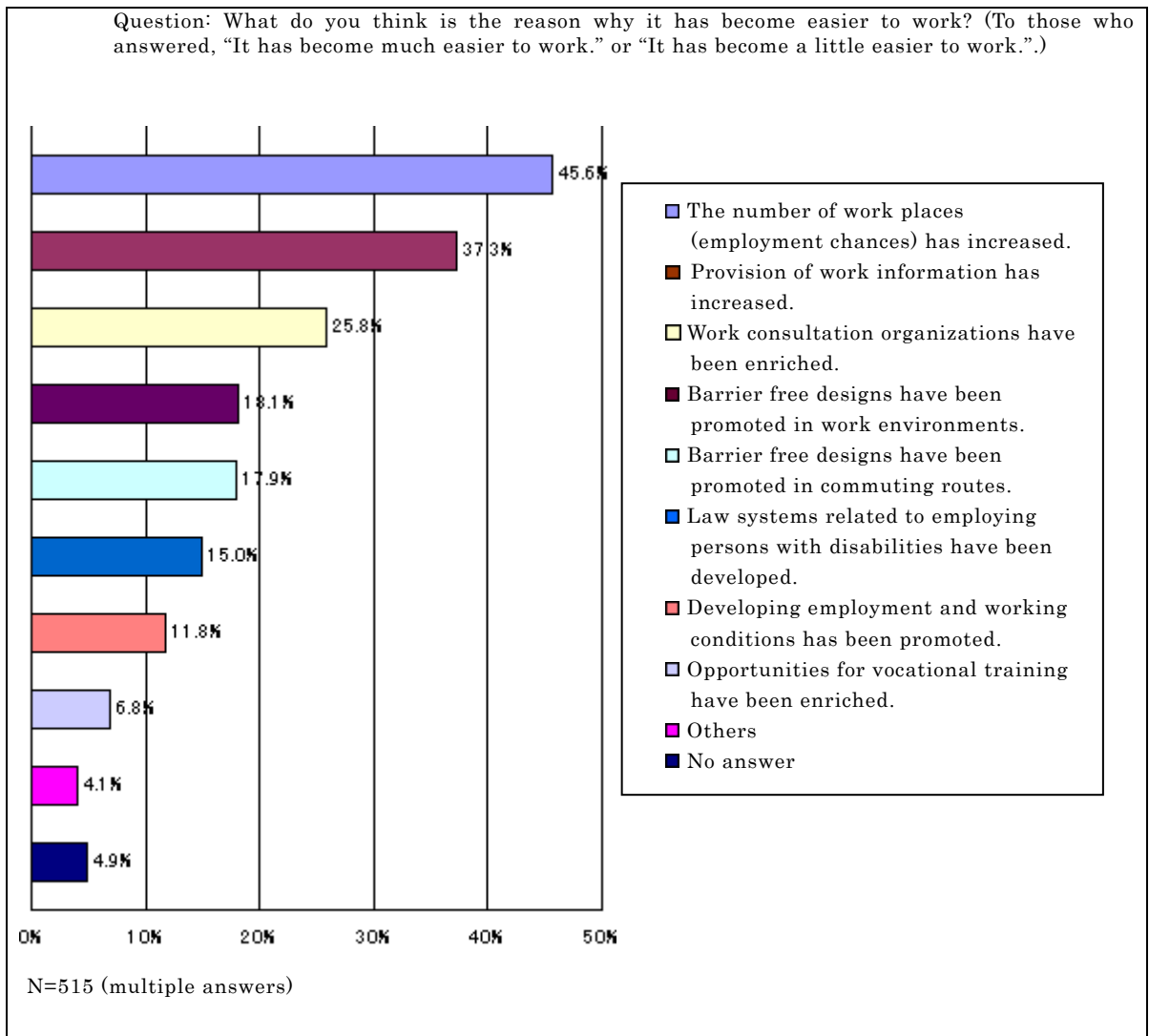
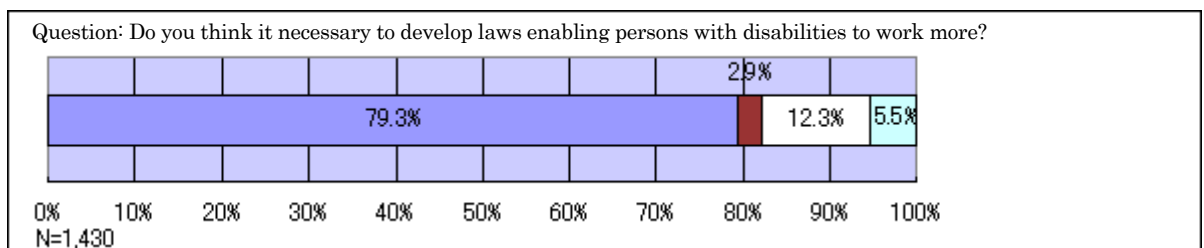
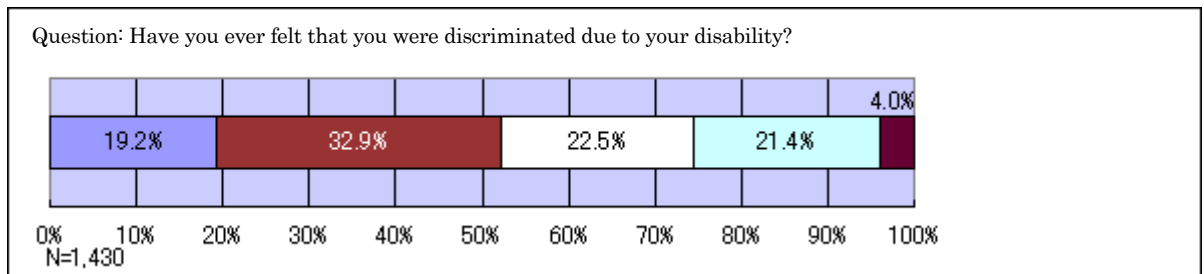
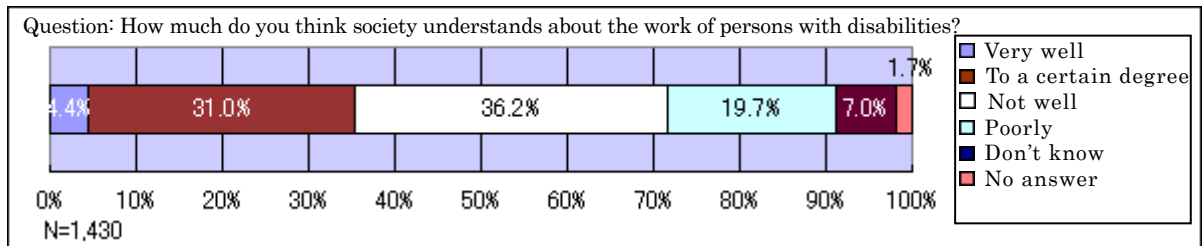
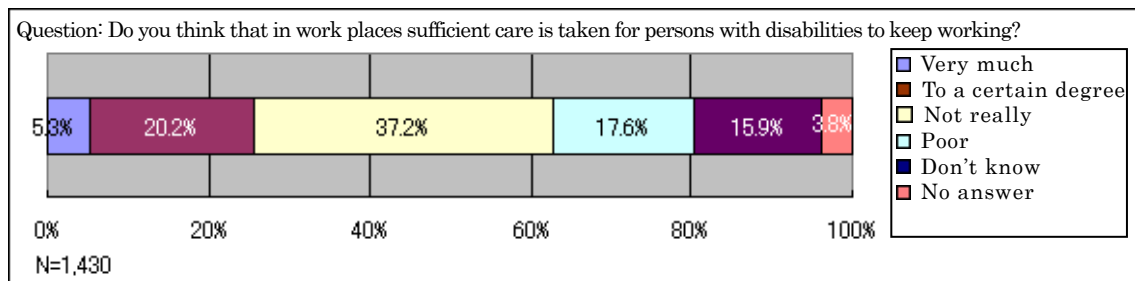
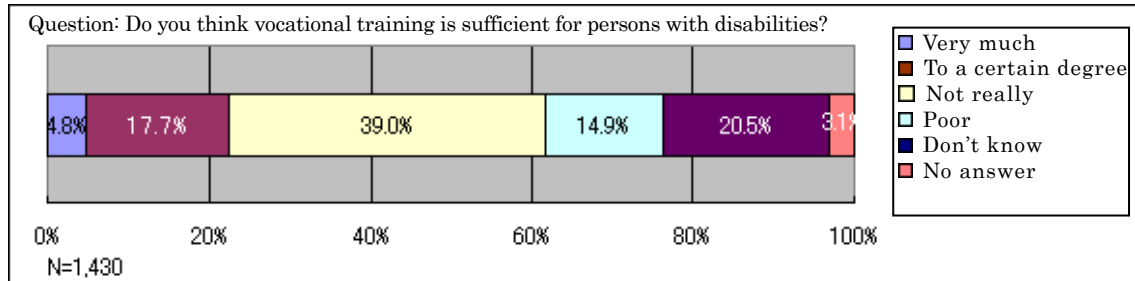
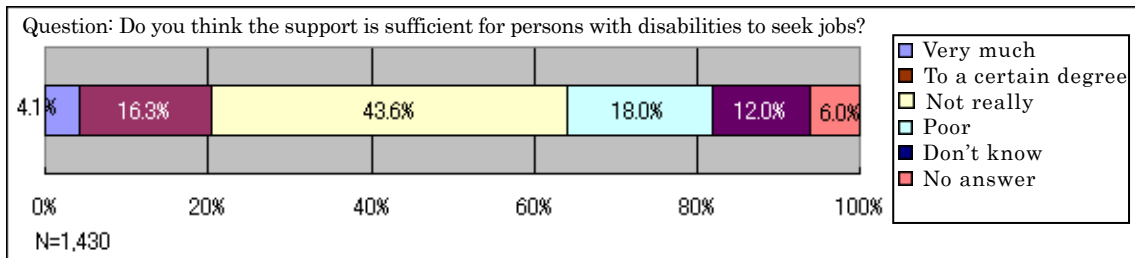


Chart 6 Evaluation by persons with disabilities on employment and working environments.



## Chart7 Evaluation and needs of persons with disabilities for employment and work support services



## II Promoting Mutual Understanding and Exchange

### 1 Enlightenment and publicity, etc.

- Based on the purpose of amending the Basic Law for Persons with Disabilities in 2004, in order to deepen the people's concern for and understanding of disabilities and persons with disabilities and to attempt to enhance the social participation awareness of persons with disabilities, enlightenment and publicity activities were actively performed by, for example, various events being intensively held in both governmental and private circles nationwide with the focus on the "Week of persons with disabilities" period.
- In February 2007, a "Public Opinion Poll on Persons with Disabilities" was performed for the first time in 5 years, and the people's awareness of disabilities and persons with disabilities was investigated.
- The government has promoted welfare education through stepped-up exchanges and joint learning of the children with and without disabilities conducted as part of school education and through enlightenment and publicity activities for local residents, encouraging public service employees to better understand persons with disabilities, promoting volunteer activities, and training leaders.

#### [Main measures taken]

- According to the results of the "Public Opinion Poll on Persons with Disabilities" conducted by the Cabinet Office in February 2007, regarding the degree of publicity on the "Cohesive Society", more than 60% respondents answered "Yes" and even the idea of "It is only natural that persons with disabilities are living normal lives nearby" was supported by about 85% of the respondents, which shows that the idea of the "Cohesive Society" is spreading.

Chart 8 Degree of publicity on “Cohesive Society”

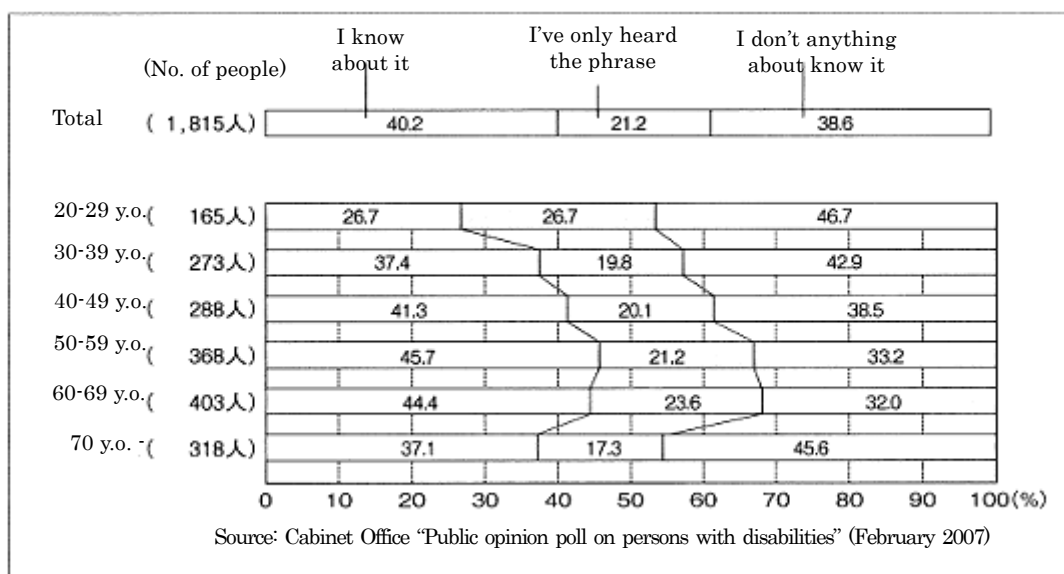
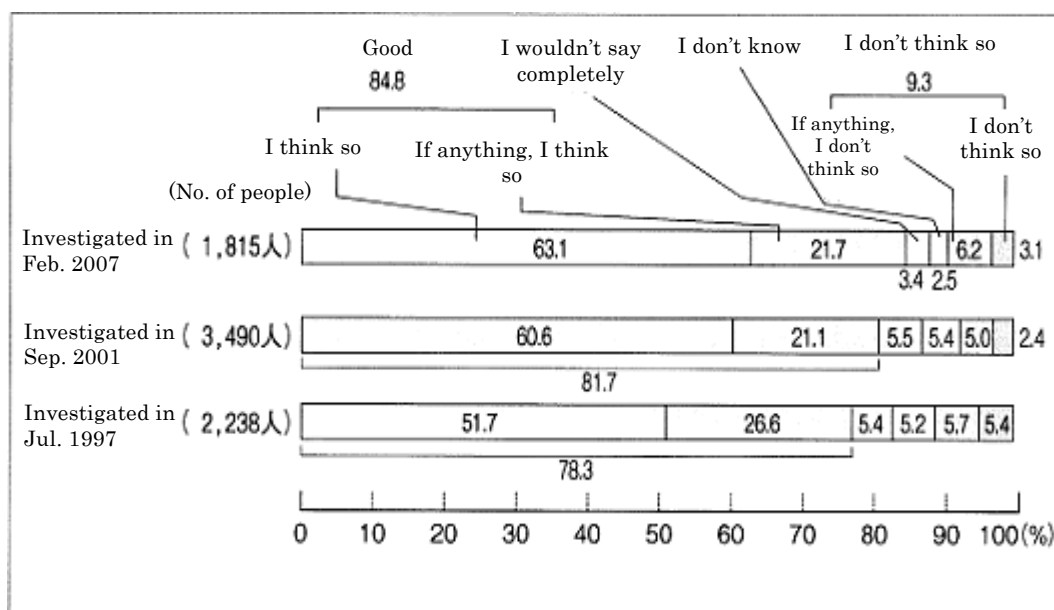


Chart 9 What people think about the “Cohesive Society”



○ Meanwhile, regarding “Are there any discriminations or prejudices against persons due to their disability?” those who answered, “Yes, there are” account for about 83%, including those who thought “A little”. Regarding “Is social understanding of developmental disabilities deepening?”, those who answered, “I don't think so” accounted for more than half, i.e., about 52%, but regarding evaluation of overall measures for persons with disabilities compared with 5 years ago, those who

answered, “They have advanced” accounted for 61.2% and were more than those who answered, “I don’t think they have advanced”.

- In fiscal year 2006, “Expanding Circles in One’s Heart ”Programs for promoting understanding on persons with disabilities was carried out, where students of elementary and junior high schools nationwide were invited to propose and be commended for “Expanding Circles in One’s Heart ”Competition for composition on personal experiences, in which experiences of being friends with persons with disabilities were described, and “Week of Persons with Disabilities”. In addition, with support from related governmental offices and ministries, focusing on Tokyo and Osaka, throughout the period of “Disabled Persons’ Week”, various events were held and efforts were made to enhance people’s understanding and concern for disabilities and persons with disabilities.
- In Tokyo, based on case reports, symposiums on “Issues toward Realizing Cohesive Society”, “Week of Persons with Disabilities Consecutive Seminar”, where private organizations took turns holding seminars for 2 days concerning various themes related to persons with disabilities, “Gatherings for Persons with Disabilities’ Week”, and dramas performed by actors with disabilities were held. Meanwhile, in Osaka, with the cooperation and support of the government, industry, citizen organizations, symposiums on promoting participation in society of persons with disabilities, an exhibition by enterprises, art exhibitions by persons with disabilities, and so forth were held.
- In addition, at the “Gatherings for Persons with Disabilities’ Week” site, exhibitions on information and communication support technology were held. Moreover, singers with disabilities etc visited local elementary and junior high schools and held barrier-free concerts at 6 elementary and junior high schools in 4 prefectures for thinking about disabilities together while communicating with children and students through music.

Furthermore, “Barrier-Free Promotion Contributor Awards” were proposed to organizations that had rendered remarkable barrier-free promotion services.

- On the “2006 Week of Persons with Disabilities Campaign Program” homepage opened with support from the Commemoration of International Year of Disabled Persons Nice Heart Foundation, in order to improve the effect of publicity, national events related to “Week of Persons with Disabilities” were registered in a unified manner, the total number of which was more than 230.
- In fiscal year 2006, in the “Program for training core leader of Adolescent Social Activity” aiming at training core leaders of social activity who can shoulder the responsibility for creating a cohesive society, in the field related to persons with disabilities, 6 persons were sent to Belgium and 11 persons were invited to Japan from Belgium, Denmark and so forth.

## 2. International cooperation

- One of the basic policies of Official Development Assistance the Government of Japan is focusing on is the need for fairness, including consideration for persons with disabilities. In this regards, Japan provided both grant aid projects for construction of rehabilitation facilities and vocational training facilities for persons with disabilities, and also carried out wide-ranging technical cooperation such as receiving trainees, sending specialists and Japan Overseas Cooperation Volunteers.
- Japan participated actively in the negotiations of the Convention on the Rights of Persons with Disabilities from the drafting stage. The Government held meetings with civil society to exchange views and thoughts before the negotiations. In addition, a representative from the Japanese NGOs took part in the negotiations for the Convention as

advisor for the Japanese delegation. Through these activities Japan made efforts to draft the Convention for persons with disabilities.

[Main measures taken]

- With regard to grant aid in fiscal year 2006, the Government of Japan provided 30 projects related to persons with disabilities with the grant assistance under the Grass-roots Human Security Projects scheme through NGOs, educational institutions, local public entities, and so forth in 18 countries.
  
- With regard to technical cooperation, wide-ranging cooperation was implemented through an independent administrative agency, the Japan International Cooperation Agency, such as receiving trainees and sending specialists. In fiscal year 2006, the Government of Japan started new technical cooperation projects in Costa Rica, Egypt, and Afghanistan, in addition to China, Thailand, Malaysia, and so forth.
  
- Contribution has been made continuously to the United Nations Voluntary Fund on Disability with 51,300 U.S. dollars being donated in fiscal year 2006. In addition, contribution of approximately 220,000 U.S. dollars was made to ESCAP (United Nations Economic and Social Commission for Asia and the Pacific) in 2006.
  
- A representative from the Japanese NGOs took part in the eighth session of the Ad Hoc Committee for the Convention on the Rights of Persons with Disabilities as a member of the Japanese delegation. Japan supported the adoption of the Convention in the Plenary Meeting of the 61th session of the General Assembly in December 2006.

### III Building the Foundations for Independence and Participation in Society

#### 1 Education and Nurture of Children with Disabilities

- Special Needs Education is education for students with disabilities, in consideration of their individual educational needs, which aims at full development of their capabilities and at their independence and social participation. Special Needs Education is carried out in various forms, including in resource rooms, in special classes (both are in regular schools), and in special schools named “Schools for Special Needs Education” (which had been called “schools for the Blind”, “Schools for the Deaf”, “Schools for the intellectually Disabled, the Physically Disabled and the Health Impaired” until fiscal year 2006).
- In addition, measures are being implemented to meet more appropriately the needs of children with severe/multiple disabilities in Schools for Special Needs Education, and to support children with learning disabilities (LD), attention-deficit/hyperactivity disorders (ADHD) and high-functioning autism in regular elementary and junior high schools.
- In accordance with the report submitted in December 2005 by the Central Council for Education, the School Education Law was amended in June 2006 and enforced in April 2007, with a view to flexibly accommodating the needs of individual children with disabilities, facilitating the appropriate teaching and support.

#### [Main measures taken]

- In accordance with the report submitted in December 2005 by the Central Council for Education, the School Education Law was amended in June 2006 and enforced in April 2007 with a view to flexibly accommodating the needs of individual children with disabilities, facilitating the appropriate teaching and support. Main points of this

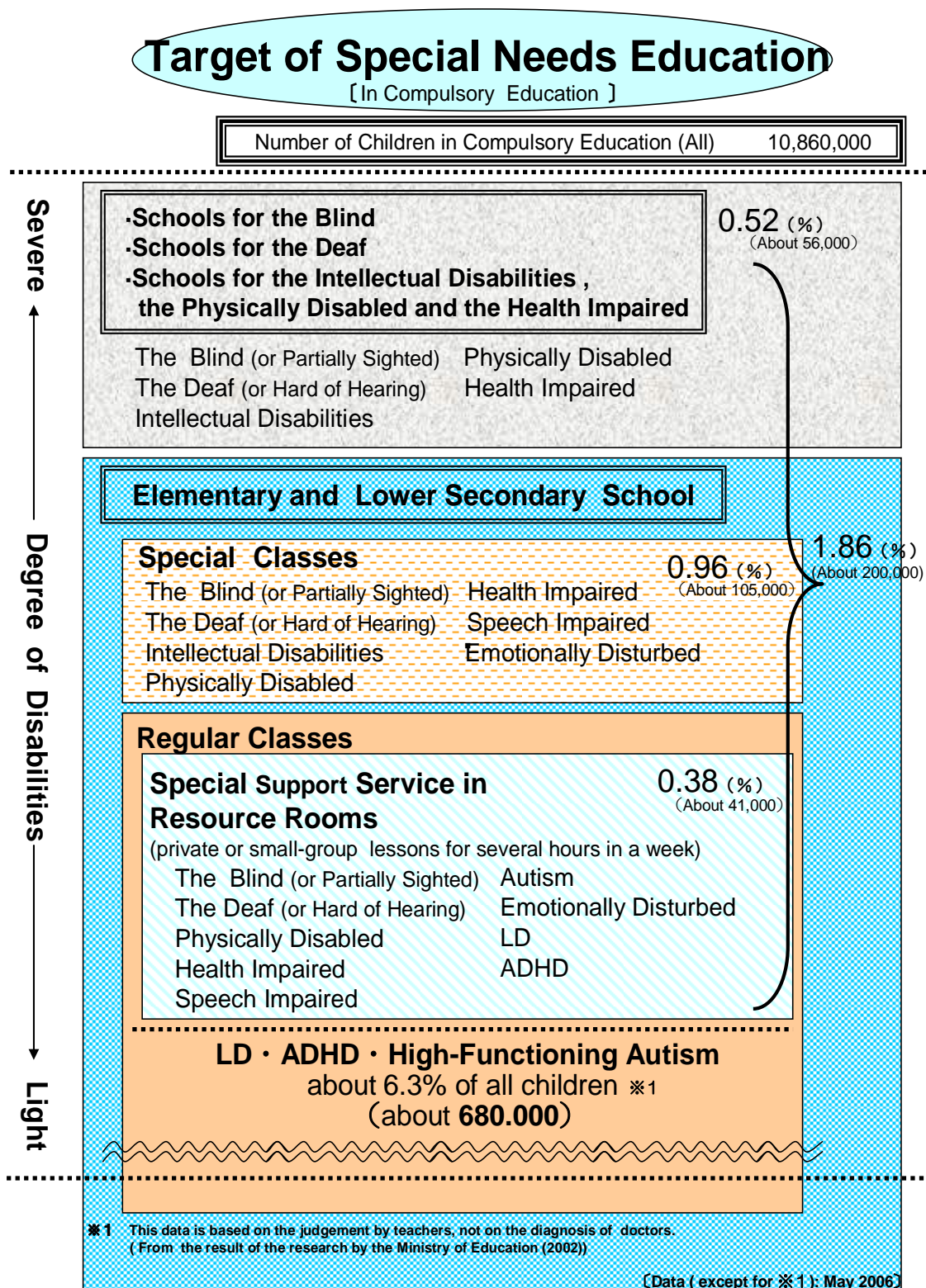
amendment are following.

- ① In order to meet more appropriately the needs of children with severe/multiple disabilities, the school system separated by types of disabilities, such as schools for the blind, deaf and other disabled was restructured into the system of Schools for Special Needs Education that can accept several types of disabilities.
  - ② It was made explicit in the new law that regular schools must also promote Special Needs Education as a way to enhance the education of children with disabilities
  - ③ Different teachers licenses provided by different types of disabilities was integrated into the license of the Special Needs Schools.
- As regards the placement of children with disabilities, the Enforcement Ordinance for the School Education Law was amended. The municipal boards of education now have a legal obligation to hear the opinion of parents when deciding on the placement of the child.
  - As system reformation in accordance with the report submitted in December 2005 by the Central Council for Education, children with LD (Learning Disabilities) and ADHD (Attention-Deficit/Hyperactivity Disorder) have become target of special support services in resource rooms from April 2006. In addition, the ministry increased teaching staff allocations at public elementary and junior high schools.
  - The Fundamental Law of Education was amended in December 2006. The new law provides, in the provision on equal opportunity in education, that the central and local governments shall provide support in education to persons with disabilities, to ensure that they are given adequate education in accordance with their condition.

- In order that teachers in cooperation with nurses can perform absorption of phlegm etc under particular conditions, systems for the implementation of paramedical care at special schools for children with disabilities are being developed. In fiscal year 2006, the “Training Program on Paramedical Care at Schools for the Blind, Schools for the Deaf, Schools for the intellectually Disabled, the Physically Disabled and the Health Impaired” was performed for teachers and others at 4 blocks nationwide.
- Based on the Law for Support of Persons with Developmental Disabilities enforced in April 2005, in order to finish developing comprehensive support systems by fiscal year 2007 for children with developmental disabilities, such as LD (Learning Disabilities), ADHD (Attention-Deficit/ Hyperactivity Disorder) or High-Functioning Autism, who are enrolled in regular elementary and junior high schools, the “Project for the promotion of Special Needs Education System” were performed by entrusted prefectures.
- Upon performing the “Project for the promotion of Special Needs Education System”, in order that consistent support may be provided to persons with disabilities for the whole period from infancy to employment, the coverage of this project was expanded to include kindergartens and senior high schools in addition to elementary and junior high schools, and the program has been performed in cooperation with “project for establishing a support system for persons with developmental disabilities” implemented by Ministry of Health, Labor and Welfare.
- As treatment and raising of children with disabilities living in regions, in addition to instruction and training performed at child welfare facilities, home cares (home help services), children day services, child short-term stay, and so forth based on the Service and Supports for Persons with Disabilities Act were performed.

- At the National University Corporation Tsukuba University of Technology, a higher education organization for persons with hearing and visual impairments, students began to be received in April 2006 and training professionals with practical abilities and developing and researching the education curriculum for persons with disabilities performed.

Chart 10 Concept chart of targets of special needs education

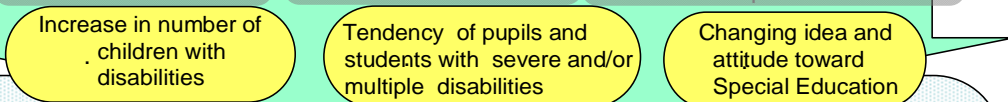
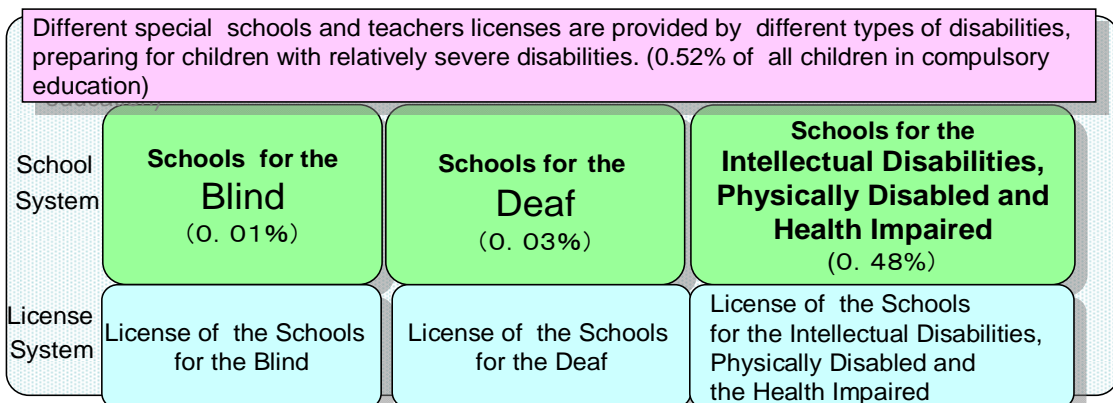


Source: Ministry of Education, Culture, Sports, Science and Technology

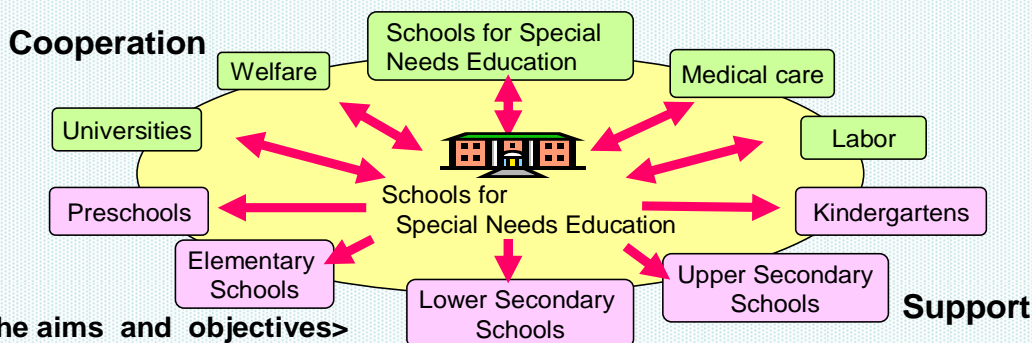
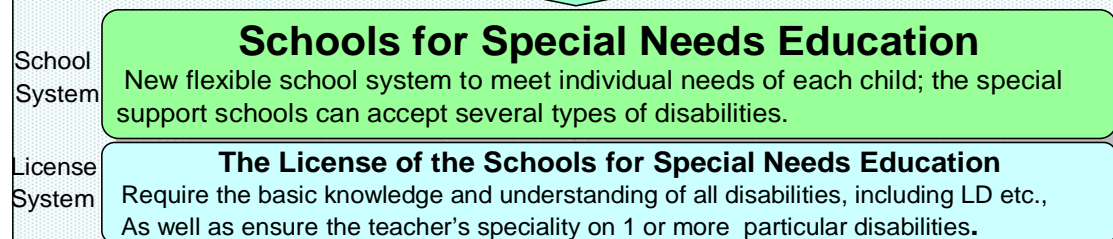
Chart 11 Conversion From Schools for the Blind, Deaf and Handicapped Children (flexible system) to Special Support Schools

## – New Special School System from 2007FY – System of Schools for Special Needs Education

### < Before Amendment >



### < Basic Framework from 2007FY >



### < The aims and objectives >

- Promote education appropriately for pupils and students with severe and/or multiple disabilities.
- Enhance the support for children with LD or ADHD in regular school through the function of Schools for Special Needs Education as the local center of Special Needs Education.
- Improve the comprehensive support from the level of pre-school to after graduation through cooperation with related organizations ( of welfare, medical care, labor, etc.)

Source: Ministry of Education, Culture, Sports, Science and Technology

## 2 Measures for promoting employment and work

- Employment and work are essential for promoting independence and social participation of persons with disabilities, so in order to increase employment opportunities for persons with disabilities measures focusing on a quota employment system for persons with disabilities based on the Law for Employment Promotion etc for Persons with Disabilities are being promoted. In addition, widening the range of occupations according to the abilities and characters of persons with disabilities and providing various forms of employment and work so its easier for them to work is also being promoted.
- As it is important to take nuanced measures that deal appropriately with the type and severity of disabilities, a comprehensive set of support measures are being taken, such as promoting job rehabilitation emphasizing cooperation with health and welfare and education and attempting to enrich support measures for advancing transfers to employment and vocational ability development.
- In order to enrich and strengthen employment measures for persons with disabilities toward the next term system reformation of the Law for Employment Promotion etc of Persons with disabilities the following three study meetings were held: “A Study Meeting on the Mandatory Employment quota for Persons with Disabilities Dealing with Varied Employment Forms, etc.”, “A Study Meeting on Promoting Employment of Persons with Disabilities in Small and Medium-sized Enterprises” and “A Study Meeting on Promoting Employment Support of Persons with Disabilities in Cooperation with Welfare and Education”.
- In the “Re-challenge Support Comprehensive Plan” (December 2006), it is mentioned that support should be offered in order that persons with disabilities can also easily challenge employment. Moreover, in the

“Growth Power Strengthening Strategy” (February 2007), it was announced that in order to attempt, while ensuring safety nets are in place, to realize the independence and improved life as much as possible for persons with disabilities through work, the “Five Year Plan for Promoting the ‘Welfare to Work’ Policy”, which starts in fiscal year 2007, should be newly established, and that promoting the transfer from welfare work to general employment and strengthening welfare work of persons with disabilities should be emphasized.

[Main measures taken]

- The Partial Amended Law for Employment Promotion etc of Persons with Disabilities, which was established in June 2005 and partially enforced in October of the same year, was wholly enforced in April 2006. Moreover, in order to promote the social participation of persons with disabilities, efforts were promoted, such as strengthening employment measures for persons with mental disorders, supporting persons with disabilities working at home, and employment support based on organic cooperation in welfare measures for persons with disabilities.
- The government published the status of achievements with regard to the mandatory employment quotas based on the Law for Employment Promotion etc. of Persons with Disabilities and called for compliance by private-sectors companies and central and local government organizations that failed to meet the quota.. In addition, from April 2006 onward, if those who have the health welfare notebook for persons with psychiatric disabilities are employed, they can be included in actual employment quotas.
- In order to promote the government employing persons with intellectual disabilities, from fiscal year 2005 onward, at a total of 7 offices and ministries, “Projects of Persons with Intellectual Disabilities Studying through Work Experience in Public Sector” was performed. In addition,

at prefectural labour bureaus of the Ministry of Health, Labour and Welfare, employing persons with intellectual disabilities as part-time staff was promoted.

- In the “Growth Power Raising Strategy” (February 2007), it is written that emphasis shall be put on promoting the transfer from welfare work of persons with disabilities to general employment. As a part of that, from 2008 onward, the “Challenge Employment” campaign was included where persons with disabilities accumulate experience at governmental offices and ministries while aiming at general employment shall be promoted and enlarged.
- In order to expand the range of jobs available for persons with disabilities ,the government promoted employment through the special subsidiary system and a “Work Adaptation Supporter (job coach) subsidy” was provided for training human resources within companies familiar with the work environment and content as supporters (job coaches) of adaptation and helping people to settle into work.
- From April 2006 onward, in order to help persons with disabilities working at home etc by ensuring them with job opportunities, a system was established, where special adjustment funds and subsidies are paid through the the fund contribution system for employment of persons with disabilities to employers giving work to those persons with disabilities through corporate bodies allowed registration directly or as their support organizations by the Minister of Health, Labour and Welfare. In addition, developing work support devices, such as IT equipment, was promoted in the Japan Organization for Employment of the Elderly and Persons with Disabilities, an independent administrative body.
- In order to establish organic cooperation in welfare measures for persons

with disabilities and employment measures for persons with disabilities, nuanced job consultations and introductions at Hello Work office have been performed. In addition, job rehabilitation at “Job Centers for Persons with Disabilities” and integrated support for employment and living Needs at “Work and Life Support Centers for Persons with Disabilities” were conducted.

- Based on increasing the ambition to work of persons with disabilities the changeover from welfare work to regular employment is being promoted.

From fiscal year 2005 onward, with Hello Work office as the leader, “Work Support Teams”, which are composed of related organizations and deal with individuals, have been made. Additionally, “Community work support project for persons with disabilities”, which provide a series of support from employment placement to staying at work places for persons with disabilities utilizing welfare facilities, are being performed at 10 places nationwide and from fiscal year 2006 onward, “Infrastructure Development Projects for Employment Support of Persons with Disabilities”, which encourage welfare facilities to understand measures for regular employment and employment support, are being performed at all labour bureaus.

- From fiscal year 2006 onward, the extent of public job training, which Hello Work office directors are able to recommend persons with developmental disabilities to take, was expanded and Research and Development commenced on effective ways of training persons with development disabilities.