

## **2 Measures to promote employment and work**

In order to achieve "normalization," participation in society through work is fundamental. Following the belief that it is important that persons with disabilities are able to, within the limits of possibility, be part of the job market, measures were employed—with a “persons with disabilities employing quota system” as their pillar—based on Act for Employment Promotion, etc. of Persons with Disabilities.

As measures that pay close attention to the type and degree of disabilities are necessary, comprehensive support measures were enforced which promoted the comprehensiveness of vocational skill development; this, in turn, provides support on the path towards employment and develops "vocational rehabilitation" while putting emphasis on the collaboration of social security, welfare and education.

### **【Main Measures】**

- In fiscal year 2011, as regards to the employment situation of persons with disabilities in the private sector, 366,199 persons with disabilities were employed; making it the highest number in over the past consecutive eight years. The employment percentage for persons of disabilities was 1.65%.

As far as the public sector employment of persons with disabilities is concerned, the ratio of employed persons with disabilities is 2.24% (The National government organ is legally required to employ 2.1%). 6,869 persons with disabilities are currently in government employment.

- Beginning in July of 2010, part of the Act partially Amending the Act for Employment Promotion etc. of Persons with Disabilities was enacted, serving to enlarge the pool of entrepreneurs in the network of labor payroll and mandate the hiring of short-time workers with disabilities.

Governmental organizations are setting the example with the "challenge hiring" system persons with psychiatric disabilities, etc. are hired as special staff by each Government Ministry. When one of them has accumulated one to three years of work experience, they are oriented towards employment in regular companies via public employment bureaus. There are programs aimed at the

adoption of this system in all Ministries.

- In accordance with employment ratio laws, Hello Work (public employment security office) continues to mandate plans for the hiring of persons with disabilities to private enterprises with extremely low ratios of disability person employees.

In March of 2012, reports were made public of two companies in which persons with disabilities employment reforms were not seen, Skymark Airlines Inc and Hospitality Inc. Furthermore, the company, Raja Inc was similarly publically reported in March of 2010 and had still yet to comply by March of 2012. Thus again, a report was publicized about Raja Inc's lack of compliance with the reforms.

- From the perspective of promoting the employment of persons with disabilities, persons with disabilities were allowed to gain real world experience working in the government and in public institutions throughout the various regions of Japan. Moreover, divided in seven blocks throughout the country, "The Public Department Persons with Disabilities Employment Promotion Regional Division Research Meeting" took place.

- In order to lighten the financial burden of entrepreneurs and promote the development and maintenance of the employment of persons with disabilities, various types of subsidies are offered in order to support the contribution system for the employment of persons with disabilities.

"Livelihood and employment support centers for persons with disabilities" were founded, providing persons with disabilities with unified support in both work and life through very attentive work counseling and initiation at public employment bureaus, as well as work rehabilitation offered by vocational centers for persons with disabilities.

■Chart 29 Legal Employment Rate and Actual Employment Rate for Persons with Disabilities (As of June1, 2011)

		Mandatory Employment quota	Actual Employment rate
Private-Sector Companies	Ordinary Private-Sector Companies	1.8%	1.65% (1.68%)
	Special Public Corporations, etc	2.1%	2.08% (2.24%)
Central and Local Governments	Central Government Institutions	2.1%	2.24% (2.29%)
	Prefectural Government Institutions		2.39% (2.50%)
	Municipal Government Institutions		2.23% (2.40%)
	Prefectural and Municipal Education Councils	2.0%	1.77% (1.78%)

(Introduction of short-time workers, and reduction of exclusion rate) There was a revision of the system in July 2010. For this reason, It is not appropriate to simply compare the actual employment rate of 2011 years and 2010years. ( ):2010years

○ In light of the, "five-year plan to double wages" changes have been assessed and support for a new plan that centers on managerial reforms, product development and market development called, "The 3 Year Plan to Raise Wages" has gone into effect. Accordingly, support for the assurance of the steady and continual employment of persons with disabilities at B type enterprises has been assessed. B type enterprises refer to regular business enterprises in which employment of persons with disabilities is in distress and are thus not employed under regular contracts.

○ In fiscal year 2008, Japan has made reforms to the implementation of the Local Autonomy Act by including measures that recognize the ability for public offices at their own discretion to contract persons of disabilities from places such as persons with disabilities support centers, as cleaning staff and shipping staff for instance.

○ In fiscal year 2008, a tax code that encourages the hiring of persons with

disabilities in the work place via tax incentives for private enterprises that hire persons of disabilities in the hopes of assuring job opportunity promotion for persons with disabilities.

- In order to support persons with psychiatric disabilities, starting in April of 2008 an incentive system was founded to step up the hiring of persons with psychiatric disabilities based on the particularities of their disabilities: it gradually prolongs the number of work hours over a set time period, aiming to move them towards regular, everyday employment. From fiscal year 2009 through fiscal year 2010, model tasks were established to augment both the awareness of hiring persons with psychiatric disabilities and the ability to stabilize them in the workplace. Subsidy measures aimed at entrepreneurs who worked at constructing work environments friendly to persons with psychiatric disabilities were founded in fiscal year 2010.

- In order to support person with developmental disabilities, in fiscal year 2009, as a countermeasure to the difficult obstacles that persons with disabilities encounter while seeking employment, technology support machines were installed in ten local employment bureaus. In addition, subsidy measures targeting entrepreneurs who understand and publicize matters related to the workplace management of persons with developmental disabilities were founded.

- In order to support persons with intractable diseases, subsidy measures aimed at entrepreneurs who understand and publicize matters related to the workplace management of workers with intractable diseases were founded beginning in fiscal year 2009.

- JEED (Japan Organization for Employment of The Elderly, Persons with Disabilities and Job Seekers) is making use of the application of IT technology in order to help achieve the goal of increasing workplace areas for persons with disabilities. Furthermore, the organization is working to spread information about equipment that may help support the employment based on the needs of persons with disabilities and entrepreneurs. Via loan enterprises and other such institutions, JEED is working to diffuse awareness on this topic.

- Under the nickname, Abilympics, The International Abilympics works to promote the career aptitudes, confidence and pride as members of the technological labor force of persons with disabilities so that they may actively participate in society. Moreover, the organization works to promote understanding for and recognition of persons with disabilities from society, along with the furthering of employment of persons with disabilities.

In 2011 the 8<sup>th</sup> International Abilympics was held in Seoul, South Korea (09/25-30 of 2011). However, the entirety of the international congressional was not held. 31 people from Japan participated. In 2012, it is scheduled to return to Japan and be held in Nagano Prefecture.