

Chapter 2 Building the Foundations for Autonomy in Social Participation

Section 1 Measures Concerning Education and Fostering of Children with Disabilities

1. Enhancement of special needs education

(1) Outline of special needs education

For children with disabilities, to develop their abilities and possibilities and cultivate the power they need for autonomy and social participation, it is necessary to give appropriate teaching in diverse learning settings as well as to provide the necessary support in accordance with the educational needs of each child and the state of their disabilities. Currently in special needs education schools or classes for special needs education in elementary and lower secondary schools, and in special support services in resource rooms, teaching has been conducted by teachers and staff with specialized knowledge and experience using textbooks and facilities and equipment prepared with special consideration to disabilities. Special needs education is to be implemented at all schools where children, including those with developmental disorders needing special support, are enrolled, and it is necessary to provide necessary support with reasonable accommodation even for pupils and students with disabilities enrolled in regular classes.

(2) Development of various learning environments

A Enhancement of teaching concerning special needs education

(i) Education at schools for special needs education, etc.

Children with disabilities are provided with diverse learning settings in special needs education school, classes for special needs education in elementary and lower secondary schools, and special support services in resource rooms, as well as special support services in resource rooms at the upper secondary school level since FY2018. Provision is also made for young children, pupils, and students who have difficulty commuting to school to receive their education due to disabilities by dispatching teachers to their homes, child welfare institutions, medical institutions, and so on to carry on their education (home-bound teaching).

We gave official notice of the new National Curriculum Standards for Elementary and Lower Secondary Departments of Special Needs Education Schools in April 2017, and of the new National Curriculum Standards for Upper Secondary Department of Special Needs Education Schools in February 2019, to enhance (i) Continuity of learning by children with multiple disabilities and children with intellectual disabilities, (ii) Consideration in teaching according to characteristics of their disabilities etc., and (iii) Education for autonomy and social participation such as enhancement of career education and improvement of motivation for lifelong learning, etc.

For the special needs education provided in kindergartens, elementary, lower secondary, and upper secondary schools, the National Curriculum Standards and other such guides call for the preparation of individualized teaching plans and individualized education support plans and other such measures to implement teaching content and teaching methods adapted to the state of the disabilities and related conditions of the individual children and students concerned in a systematic, organized manner.

The Ordinance for Enforcement of the School Education Act (Order of the Ministry of Education, Science and Culture No.11 of 1947) was amended in August 2018 to provide that individualized education support plans be prepared for young children, pupils, and students who are registered in special needs education school, classes for special needs education in elementary and lower secondary schools, and children receiving instruction through special support services in resource rooms at elementary, lower secondary, and upper secondary schools. In preparing these plans, the inclinations of the pupils and students concerned and of their parents are to be taken into consideration, and steps must be taken to share necessary information on support for those pupils and students with medical, welfare, health, labor, and other such institutions concerned.

(ii) Enhancement of textbooks and teaching materials for pupils and students with disabilities

For pupils and students in schools for special needs education, depending on the state of disability, generally used authorized textbooks may not be appropriate, and textbooks prepared with special considerations may be required. For this, the Ministry of Education, Culture, Sports, Science and Technology has been preparing textbooks such as Braille version textbooks for visually impaired persons, textbooks in the national language (language guidance for the elementary department and language for the lower secondary department) and music textbooks for hearing impaired persons, and textbooks in the national language, arithmetic (mathematics) and music for persons with intellectual disabilities. In addition, in schools for special needs education and classes for special needs education, books (called “general books”) other than authorized textbooks and textbooks written by the Ministry of Education, Culture, Sports, Science and Technology can be used as textbooks. Also, the Ministry of Education, Culture, Sports, Science and Technology promotes the dissemination of special textbooks, such as large-print textbooks, to be used by students with disabilities.

Furthermore, it is important to promote the use of information and communication technology (ICT), etc., as an auxiliary means for supplementing disabilities and supporting learning, as well as to foster the ability to use information. Consequently, we supported the development of support equipment and other teaching materials which are easy to use by being tailored to the state of disability of pupils/students, etc.

Moreover, for instructional improvements from the perspective of proactive, interactive and authentic learning, in light of the new National Curriculum Standards that are to be implemented from FY2020 and support learning by pupils and students who find it difficult to learn using textbooks because of disabilities and so on, amendments and other revisions were made to the School Education Act (Act No. 26 of 1947) and related legislation in 2018. As a result, from FY2019, when visual impairment, developmental disorders, or other such disabilities and conditions make it difficult to study using paper textbooks so that it is necessary to reduce the difficulties in learning faced by those pupils and students, learners will now be able to use digital instead of paper textbooks throughout the curriculum.

(iii) Class organization and number of teachers and staff

In the schools for special needs education and classes for special needs education in elementary and lower secondary schools, pupils and students of diverse states of disability, capability and aptitude are enrolled and teaching and consideration tailored to each person are particularly necessary. For this, special consideration is given to the classroom organization and the number of teachers and staff based on the Act on Standards for Class Formation and Fixed Number of School Personnel of Public Compulsory Education Schools (Act No. 116 of 1958) and Act on the Appropriate Arrangement of Public High Schools and Standard on the Number of Teachers and Staff (Act No. 188 of 1961).

(iv) Ensuring the expertise of teachers

Training of teachers for special needs education is currently mainly conducted at university in teacher-training courses related to special needs education, etc. Moreover, regarding training of kindergartens, elementary, lower secondary, and upper secondary schools’ teachers, by revising the Enforcement Regulations of Education Personnel Certification Act (Act No.26 of 1954) in November 2017, the subject on Understanding about Those Infants, Pupils and Students who Need Special Needs was made compulsory in teacher-training courses.

As a step to enhance the quality of performance of teachers and staff, the National Institute of Special Needs Education has been engaged in training and distribution of lectures for teachers, staff, and others involved in special needs education. In addition, the National Institute for School Teachers and Staff Development has been incorporating content related to special needs education in training on school administration that develops teachers and staff who play key roles in every community.

It is also stipulated that the certificate renewal lectures of the teacher certificate renewal system should deal with contents on special needs education.

(v) Certificate for teachers of schools for special needs education

Teacher's certificates for schools for the Blind, the Deaf, and other schools for special needs education had been separated, but since FY2007 they have been unified into one certificate for teachers of schools for special needs education. It has been required to have basic knowledge and understanding about various disabilities as well as to ensure expertise on specific disabilities. Also, depending on the state of acquisition of subjects on special needs education at universities, teacher's certificates have been awarded with limitations on the kinds of disabilities that can be taught.

Note that as for the certificate for teachers of schools for special needs education, it is possible for now to be a teacher of a school for special needs education just with the license for kindergartens, elementary, lower secondary, or upper secondary schools based on the Education Personnel Certification Act (Act No.147 of 1949). However, it is necessary to improve the holding ratio of the certificate for schools for special needs education teachers from the viewpoint of ensuring their expertise.

B Implementation of barrier-free school facilities

The Ministry of Education, Culture, Sports, Science and Technology prepared guidelines for school infrastructure by school type that called for careful consideration to be paid in planning and designing school facilities appropriate to the type and the degree of disabilities of school children so that they can enjoy school life without difficulty. In addition, The Ministry of Education, Culture, Sports, Science and Technology prepared the Guidelines for Making School Facilities Barrier-free, which show fundamental planning and designing ideas and summarize case examples. This information is provided to local public entities through seminars and other such opportunities.

Furthermore, national subsidies are provided for the installation of elevators and ramps for making the facilities barrier-free.

C Enhancement and diversification of functions of specialized agencies

(i) National Institute of Special Needs Education

The National Institute of Special Needs Education conducts Specialized Training in Special Needs Education for teachers and staff in leading positions in each prefecture, etc., and Workshops for Leaders relating to special support services in resource rooms at upper secondary schools. In addition, it engages in distribution over the Internet of training lectures to support the effort to enhance the quality of performance of the wide range of teachers involved in education for pupils and students with disabilities, etc., including regular class teachers, and further offers teachers a correspondence course certified by the Education Personnel Certification Act to contribute to improvement of the ratio of certificate holders for schools for special needs education.

(ii) Special needs education center

The special needs education center in prefectures conducts training of staff involved in special needs education, educational consultation on children with disabilities, and research and surveys on special needs education, etc.

(3) Development of sufficient support systems

A Development of seamless support system

In the "Promotion of Special Needs Education for Building an Inclusive Education System for the Formation of a Symbiotic Society (Report)," the Elementary and Secondary Education Subcommittee of the Central Council for Education, boards of education and schools are jointly building an inclusive education system. An appropriate cooperation with related organizations such as medical care, health, welfare, labor, etc. is important, and so, forming an organic network for wide-area regional support under mutual cooperation with related

administrative organizations is effective.

The Ministry of Education, Culture, Sports, Science and Technology promotes efforts by boards of education, Schools and other institutions through subsidizing part of necessary expenses for establishing the seamless supporting systems for children needing special support from preschool to post-graduation period.

B Collaboration between education, welfare.

For collaboration between education and welfare on supporting children with disabilities, including developmental disorders, there is a need for information sharing including parents. The Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Health, Labour and Welfare started the Triangle Project which is a collaboration among home, education and welfare in December 2017 and compiled the report on measures to promote the collaboration between education and welfare and to promote support to parents. The both ministries issued a notice to each local public entity to publicize widely the purpose of the report, show success stories of local public entities and promote the active measures for further collaboration between education and welfare. The Ministry of Education, Culture, Sports, Science and Technology revised the Ordinance for Enforcement of the School Education Act (Order of the Ministry of Education , Science and Culture No.11 of 1947). It requires consideration about the intentions of pupils and students or their parents and sharing necessary information on the support of the said student with institutes of medical, welfare, health, labor, etc., during the preparation of individualized education support plans. Moreover, from FY2019, it started a model project of compiling a manual to contribute to the promotion of cooperation between schools and visiting supporting offices for children with disabilities such as day services office after school.

C Support for children with developmental disorders

The Act for Partial Revision of the School Education Act (Act No. 80 of 2006) clearly stipulates that special support education for young children, pupils, and students with disabilities, including developmental disorders, shall be promoted in all schools, including kindergartens, elementary, lower secondary, or upper secondary schools.

The Act for Partial Revision of the Act on Support for Persons with Developmental Disorders (Act No. 64 of 2016) was promulgated in 2016 which stipulated the consideration that children with developmental disorders can take class together with children without developmental disorders, promotion of making personalized education support plans or instruction plans, promotion of measures for bullying prevention, etc.

D Support for children who need medical care

The Ministry of Education, Culture, Sports, Science and Technology supports the measures taken by boards of education, schools and other institutions through expanding school budgets to allocate nurses for medical care in schools.

An urgent issue is to establish the acceptance mechanism of children using a tracheostomy or ventilator. The Ministry of Education, Culture, Sports, Science and Technology is conducting a research on the ideal system to deal with medical care in schools.

Moreover, for schools which are not medical institutes, it is preferable to provide medical care by corporation between teachers, staffs and nurses. Because of such particularities, it is important to train not only nurses but also teachers and staffs. The Ministry of Education, Culture, Sports, Science and Technology has a training session for nurses who provide medical care at schools and others with the corporation of the Ministry of Health, Labour and Welfare and Japan Nursing Association to ensure and enhance the provision of training opportunities for nurses by boards of education.

E Subsidies for private schools

In consideration of the importance of the role of private special-needs schools, private elementary and lower secondary schools with special-needs classes, and private kindergartens, etc., that infants with disabilities are attending, the central government provides subsidies for some of the recurring expenditures, etc., based on the Act on Subsidies for Private Schools (Act No. 61 of 1975) in order to maintain and improve the educational

conditions in these schools and to reduce the economic burdens on parents.

F Support for home and others

Taking into consideration the purpose of equal opportunity for education and related matters as well as the special circumstances of attendance at schools for special needs education, etc., and in order to reduce the economic burdens on guardians and to encourage school attendance, special subsidies for special needs education school attendance are provided to guardians to fully or partially subsidize textbook purchase expenses, transportation expenses, expenses related to dormitory residence, and school trip expenses, etc., depending on the guardian's economic burden ability.

2. Promotion of welfare for children with disabilities

(1) Promotion of childcare for children with disabilities

The Ministry of Health, Labour and Welfare expanded the calculating target of local allocation tax from targeted children of special child rearing allocation to children with minor disabilities from 2007 to promote the acceptance of children with disabilities at nursery schools.

Also, under the new child and child-raising support systems, the following have been implemented: (1) Allocating persons who assist regional medical care, childcare, and educational support in nursery schools, kindergartens, and accredited children centers when the facilities above accept children who need special support, such as children with disabilities, etc., when collaborating with regional related organizations, and when providing advice, etc.; and (2) Under the regional childcare project, allocating one nursery staff member for two pupils who need special assistance when the facilities above accept children with disabilities.

Furthermore, to develop leader staff members in nursery sites, a theme of childcare for children with disabilities was incorporated into the training field of the career-up training for nursery staff, etc., which was started from FY2017.

In addition, it has also been decided that the local allocation tax is to be calculated based on the actual accepted number of children with disabilities in nursery schools, etc., in each municipality so that the financial demand in municipalities relating to childcare for children with disabilities is accurately reflected.

(2) Promotion of acceptance of children with disabilities to after-school children's clubs

After-school children's clubs that accept children with disabilities have been increasing steadily year by year. Appropriate responses are required depending on the degree of disability of each child, etc. For this, we are subsidizing the expense of allocating staff with specialized knowledge, etc., for after-school children's clubs that have accepted one or more children with disabilities.

Since FY2017, we have been implementing subsidies for the additional expenses necessary for after-school children's clubs in order to allocate one more staff members with specialized knowledge, etc., when they accept three or more children with disabilities, and for the expenses necessary for afterschool children's clubs in order to allocate nurses, etc., when they accept children who need medical care.

(3) Development of medical care and educational system

A Strengthening of medical care and educational functions in welfare institutions

With regard to support for children with disabilities, the system now seeks to enable them to receive support at facilities in their immediate surrounding area. Where the former classification was by type of disability, however, from April 2012 we took steps to enhance support by unifying the classifications by patterns of use so that commuting-type support comes under the commuting-type support for children with disabilities and support by residence in facilities comes under the stay-type support for children with disabilities.

Moreover, we established after-school (etc.) day services to enhance support for school-age children, and

nursery school (etc.) visiting support to support adaptation to group living for children with disabilities attending nursery schools, etc.

Based on the Child Welfare Act (Act No. 164 of 1947) revised in 2016, we established home-visiting-type support for child development, which provides support for child development by providing for visits to homes of children with disabilities for whom going out is extremely difficult due to severe disability, etc. In addition, for nursery school (etc.) visiting support, which provides developmental support for children with disabilities in nursery schools, etc., we expanded the scope of visit to include homes for infants and orphanages.

Through the revision of service fees of welfare service for persons with disabilities in FY2018, additional ration and computation of nursing staff system was established to evaluate the additional ration of nursing staff to visiting supporting offices for children with disabilities in order for children who need medical care to receive necessary support.

In light of the New Economic Policy Package (Cabinet decision on December 8, 2017) and the Basic Policy on Economic and Fiscal Management and Reform 2018 (Cabinet decision on June 15, 2018), it has additionally been determined that from October 2019 on, commuting-type support for children with disabilities and stay-type support for children with disabilities is to be provided free of charge for pre-school children with disabilities during the three-year period starting on the first April when they attain the age of three and until they enter elementary school.

B Development of medical care and educational systems in local communities

The Child Welfare Act revised in 2016 stipulated that local public entities must promote collaboration of health, medical care, and welfare, etc., as their obligation to make efforts to see that children needing medical care can receive appropriate support. The above act also stipulated that local public entities must prepare a welfare plan for children with disabilities as their obligation to promote planned development of the system to provide support for children with disabilities.

In 2017, we issued Guidelines for Support of Child Development, showing the content of support to be provided and basic matters concerning the operation, thus enhancing the quality of support. We promote to collaborate with related organizations as well as for trouble-free use of support for child development and smooth transition.

We have also provided for a new evaluation, from FY2018, of cases where outside nursing staff visit facilities and provide support for children with disabilities for a more extended period, etc., and reflect the evaluation in remuneration. By these and other such means, we are enhancing support for children who need medical care.

In addition, since early detection of hearing loss and appropriate support can promote the language development of children with hearing loss, there is a need for early support and early rehabilitation in cooperation with health care, medical care, welfare, and education. For this purpose, in March 2019, both the Ministry of Education, Culture, Sports, Science and Technology and the Ministry of Health, Labour and Welfare started the cooperation project with health care, medical care, welfare, and education for early support to children with hearing loss, and discussed the strategies for establishing the system for continuous support to children with hearing loss. Based on this project report, the system of hearing tests for new-born infants shall be improved and the core function for support to children with hearing loss shall be enhanced.

3. Promotion of social and vocational independence

(1) Job assistance by collaboration and cooperation of special-needs schools and related organizations, etc.

In order for persons with disabilities to gain their independence and participate in society throughout their lifetimes, it is important that they receive support for employment in businesses or other enterprises and that they attain vocational independence. To promote employment by persons with disabilities, it is necessary to

take measures that function as one with educational, welfare, medical, labor, and other such related bodies.

In cooperation with the Ministry of Health, Labour and Welfare, the Ministry of Education, Culture, Sports, Science and Technology urges boards of education of each prefecture, etc., to enhance efforts to support employment of students with disabilities by actively utilizing employment support seminars and various measures in labor-related organizations, etc., such as workplace practice promotion projects for persons with disabilities, etc., and by making efforts for a smooth transition to working through cooperation with welfare related organizations, etc.

(2) Support for study in higher education, etc.

It is important to assure that persons with disabilities have opportunities for learning so that they do not have to give up advancing to higher education for reason of their disabilities. The Ministry of Education, Culture, Sports, Science and Technology undertakes to provide for the appropriate handling of their situations by improving application qualifications as necessary, by providing reasonable accommodation, by considering so that they may take examinations on an equal basis with students who do not have disabilities, and so on.

In the National Center Test for University Admissions and in individual entrance exams for each university, we have been providing consideration on entrance exams as follows: Questions in braille and enlarged characters; answers using raise-writers which enable checking by touching the handwriting; answers by entering characters or by checking; use of computers; extension of test time; and writing answers by another person in place of examinees, etc.

Facility improvement to make school facilities barrier-free is being advanced, such as elevators and ramps, in order to show consideration for trouble-free utilization by persons with disabilities. At the same time, consideration is also being shown in terms of education by instructional support and other measures at universities and other institutions so that persons with disabilities can pursue their student life without difficulty.

(3) Provision of learning opportunities in local communities

In order to support extra-curricular activities by children with disabilities, activities following the end of their school education, and other such activities, it is necessary to take steps to assure and enhance their local opportunities for learning as well as to provide consideration so that persons with disabilities can more easily participate in local learning activities together with the people of their community.

With regard to social education facilities such as community learning centers, libraries, and museums, the Ministry of Education, Culture, Sports, Science and Technology urges that those facilities be made easy to use for all people regardless of presence or absence of disabilities by establishing standards desirable for each facility and by other means.

(4) Support for learning throughout life

It is important to improve an environment that enables persons with disabilities to pursue their own possibilities throughout their lifetime and to enable them to enrich their lives as members of their community. At the Ministry of Education, Culture, Sports, Science and Technology, “Practical research project on support for lifelong learning of persons with disabilities after graduation from school” has been underway since FY2018. It consists of practical research relating to the effective learning programs in the stage of transition from school to society and in each stage of life, their implementation systems, and cooperation with relevant agencies and organizations, etc., and survey research on reasonable accommodation in lifelong learning activities by persons with disabilities. The results of this research are to be disseminated gradually.

Section 2 Measures to Promote Employment of Persons with Disabilities

1. Enhancement of Employment of Persons with Disabilities

(1) Current status of employment of persons with disabilities

A Report on the status of employment of persons with disabilities in 2019

Currently, private companies (45.5 or more general employees) that are obliged to employ one or more persons with physical or intellectual disabilities and persons with mental disorders should report the employment status of persons with disabilities as of June 1 every year. The results of the report of 2019 are as follows.

In the Report on the status of employment of persons with disabilities, when companies employ a person with severe physical disabilities or severe intellectual disabilities, it is recognized that they employ two persons with physical disabilities or intellectual disabilities. Part-time workers with severe physical disabilities or severe intellectual disabilities whose working hours per week is 20 hours or more and less than 30 hours are counted as one person and part-time workers with physical disabilities or intellectual disabilities are counted as 0.5 person.

Part-time workers with mental disabilities are counted as one person within three years after their employment or their acquirement of health and welfare certificates of persons with mental disabilities.

(i) Status of private companies

The employment status of persons with disabilities as of June 1, 2019, has recorded the highest figures in the last consecutive 16 years, with the number of employed persons with disabilities as 560,608.5 persons (534,769.5 persons on the same day last year), showing still further progress. The actual number of workers with disabilities is 461,532 persons (437,532 persons on the same day last year). The percentage of employed persons with disabilities by private companies (hereinafter referred to as the “actual employment rate”) was 2.11% (2.05% on the same day last year). The percentage of companies that met the legal employment rate was 48.0%.

(ii) Status at national and local public entities

Regarding the status at national entities (legal employment rate 2.5%), the percentage of employees with disabilities and the number of employees with disabilities are as follows: 2.31% and 7,577.0 persons.

In prefectural organizations (legal employment rate 2.5%), it was 2.61% and 9,033.0 persons; and in municipal organizations (legal employment rate 2.5%), it was 2.41% and 28,978.0 persons; and in prefectural and municipal boards of education (legal employment rate 2.4%), it was 1.89% and 13,477.5 persons.

B Status of employment placement through Hello Work

The number of jobs obtained through Hello Work (the public employment security office established by the Ministry of Health, Labour and Welfare) was 102,318 (an increase of 4.6% year-on-year) in FY2018. The number of jobs obtained increased in all types. The number of new employment application was 211,271 (an increase of 4.5% year-on-year). In particular, the number of application from persons with mental disabilities or other disabilities has increased as is the case with the previous fiscal year.

(2) Employment measures for persons with disabilities

A Basic framework of employment measures for persons with disabilities

According to the Act on Employment Promotion etc. of Persons with Disabilities (Act No. 123 of 1960, hereinafter referred to as “the Act on the Promotion of the Employment of Disabled Persons”) and Basic Policies for Employment Measures of Persons with Disabilities (Public Notice of the Ministry of Health, Labour and Welfare No. 178 of 2018), detailed measures are taken depending on the types and levels of disabilities so that each person with disability can make the best use of his or her ability. In order to realize an inclusive society in which there is no distinction made among any members of the public because of the

existence of disabilities and everyone respects and supports each other's individuality and personality which are basic policies of governmental measures for persons with disabilities, social participation through employment is crucial. Based on this policy, each employment measures for persons with disabilities are promoted.

B Employment rate system for persons with disabilities and guidance in reaching legal employment rates

(i) Employment rate system for persons with disabilities

(a) Employment rate system for persons with disabilities

According to the Act on Employment Promotion etc. of Persons with Disabilities, private companies are obliged to employ persons with disabilities at a certain rate (employment rate for persons with disabilities). Persons with mental disorders were newly included in the target persons with disabilities in this act in April 2018. The employment rate for persons with disabilities for private companies was set to be 2.2%. (This rate will be further increased by 0.1% before the 31st March 2021.) The rate is set to be 2.5% for national and other public entities (as for prefectural and municipal boards of education, 2.4%), which exceeds that of private companies, because national and other public entities should lead this system. (This rate will be further increased by 0.1% before the 31st March 2021, which is the same as private companies.)

(b) Special measures such as the special subsidiary company system

A special measure for employment of persons with disabilities (the special subsidiary company system) is established as follows: When an employer has established a subsidiary (special subsidiary company) to take consideration in employment of persons with disabilities, the workers employed at the special subsidiary company may be regarded as those employed at the parent company under a certain requirement, and the actual employment rate of persons with disabilities may be calculated to include the workers with disabilities in the subsidiary company. The special subsidiary company system enables us to ensure works to take into consideration the characteristics of persons with disabilities and maintenance of the working environment easily. Since it enables to draw the performance of persons with disabilities, there will be merits for both employers and persons with disabilities.

(ii) Further promotion of guidance for reaching legal employment rate

(a) Guidance for private companies

Hello Work has ordered private companies with quite low actual employment rates to prepare two-year plans for employment of persons with disabilities since 2012, and it has continued guidance to promote employment of persons with disabilities based on the plans. (Hello Work had ordered three-year plans before 2012.) To companies which have prepared plans for employment of persons with disabilities, but not yet proceeded employment, it provides a recommendation on appropriate implementation of the employment plan. To companies which have not improved to a certain extent at the end stage of the plan, it provides a special guidance based on public announcement of the name of the company. The names of the companies which have not improved after a series of guidance are announced.

(b) Guidance for national and local public entities

National and local public entities should lead in employing persons with disabilities, setting an example for private enterprise, and all public entities publish the status of employment as of June 1 every year. Those organizations that fall short must formulate plans for employment of persons with disabilities, and when those plans are not properly implemented, the Hello Work issues warnings to the persons with appointive power in those national and local public entities that they are to implement the plans properly.

C Payment system for employing persons with disabilities

The Act for Promotion of Employment of Persons with Disabilities has established a payment system for employing persons with disabilities in addition to the employment rate system for persons with disabilities.

Under this system, payment is collected from private companies (100 or more general employees) that have not met the legal employment rate, and compensatory amounts and bonuses are given to companies that employ persons with disabilities beyond the fixed standard.

Besides, the central government provides subsidies for those employers who improve facilities or equipment to employ persons with disabilities and special compensation fees for home employment of persons for those employers who order works to persons with disabilities working from home.

D Implementation of vocational rehabilitation

In order for persons with disabilities to participate in society through their employment, Hello Work, Local Vocational Rehabilitation Centers for Persons with Disabilities, and Employment and Life Support Centers for Persons with Disabilities, etc. are focal bodies for the provision of employment related services so that persons with disabilities may obtain jobs appropriate to their desire, abilities, and suitability, continue in their jobs, and improve themselves in their work.

E Support to companies and activity of dissemination and enlightenment using subsidy

The national government pays subsidies when private-sector enterprises have employed persons with disabilities so as to enable companies to employ persons with disabilities actively and without strain.

From FY2018, Hello Work and other such organizations are the focus of efforts to put in place teams to promote employment of persons with disabilities in collaboration with employment supporting organizations and other such bodies to target private companies, etc., that do not employ even one person with disabilities despite their obligation to do so. The teams are providing support for hiring matching the situations, needs, and so on of each particular private company, ranging from preparation for hiring to workplace establishment.

In order for private companies, etc. to proceed employment of persons with disabilities actively, there is a need for public awareness activities on advanced cases on employment management of persons with disabilities. For this purpose, it promotes employment of persons with disabilities through the publication of a variety of manuals, distribution to private companies, etc.

During Employment Support Month for Persons with Disabilities every September, the Ministry of Health, Labour and Welfare provides the Minister's Award of Health, Labour and Welfare for facilities who employ many persons with disabilities actively, groups or individuals who contribute to promotion of employment and work stability for persons with disabilities and hardworking persons with disabilities who are providing a model achievement in order to motivate the independent mind of persons with disabilities and deepen further interest and understanding of citizens about the employment of persons with disabilities.

F Special taxation measures

Special taxation measures have been taken for private companies that employ persons with disabilities. The FY2020 tax reform has extended the applicable deadline by two years for measures to reduce the additional depreciation deduction tax of machines etc. from the current 24% to 12% regarding the additional depreciation deduction system of machinery and equipment (income tax and corporate tax) when employers employ large numbers of persons with disabilities, after removing facilities for the plant from targeted properties.

G Prohibition of discriminatory treatment due to disabilities and provision of reasonable accommodation

Employers are obliged not to discriminate employees due to disabilities and to provide reasonable accommodation so long as doing so does not impose undue stress. The Prefectural Labor Bureau and Hello Work provide consultation to employers and persons with disabilities, give advice and instruction to employers when necessary, and support conflict resolution by the Director-General of the Prefectural Labor Bureau and the conciliation conference on employment of persons with disabilities.

(3) Employment of persons with disabilities in the public service

A How inappropriate recording of employment of persons with disabilities in the public service was disclosed

It is made mandatory for national and local public entities to notify the Minister of Health, Labour and Welfare regarding the status of appointments and removals of personnel with disabilities as of June 1 every year. The status of appointments and removals of personnel with disabilities as of June 1, 2017, that was published on December 12, 2017 as the Report on the Status of Employment of Persons with Disabilities in 2017.

When the MHLW aggregated and published a notification from every organization, the national governmental administrative bodies all together had 6,867.5 personnel with disabilities for an actual employment rate that reached 2.49%. When looking at the figures by the individual organization, it was also found that all 33 organizations but one had reached the legal employment rate. Even the one organization that had not achieved this rate was reported to have successfully done so by the end of FY2017.

From May 2018, doubts arose about whether the scope of the persons with disabilities had been appropriately confirmed for the notifications from the organizations. Therefore, the MHLW sent each organization a request to reexamine the range of persons with disabilities who were subjects of the notification of status as of June 1, 2017. The resubmitted notifications were collated and published on August 28 of that year (corrected results of the reexamination were published on September 21 and October 22).

When the reexamination results were compared with the figures published in December 2017, the number of personnel with disabilities in the national governmental administrative bodies as a whole was found to have declined by 3,445.5 persons to 3,422.0 persons, and the actual employment rate that had been 2.49% was found to be 1.18%. Furthermore, the total shortfall in the number of personnel with disabilities required to achieve the legal employment rate for each organization increased from 2.0 persons to 3,478.5 persons. The number of organizations that had not achieved the legal employment rate went from one organization to 28 organizations.

The content of notifications from legislative bodies and judicial bodies, local public entities, independent administrative institutions, and other such bodies regarding the status of appointments and removals of personnel with disabilities as of June 1, 2017, was also reexamined and the respective results were published.

B Handling by the national government

(i) Case training and recurrence prevention measures

(a) Establishment of the Ministerial Council Concerned and the Liaison Committee of Ministries and Agencies Concerned

On August 28, 2018, the Ministerial Council on the Employment of Persons with Disabilities in the Public Service was convened. The Liaison Committee of Ministries and Agencies Concerned on the Employment of Persons with Disabilities in the Public Service was also established under the ministerial meeting and has examined the following matters:

- Verification of the recent situation and strengthening the checking functions involved
- Systematic measures toward a rapid achievement of the legal employment rate
- Expanding the arenas for activity by persons with disabilities in national and local public entities
- Handling of the matter in terms of appointment as civil service employees

(b) Establishment of a Committee for Verification

A Committee for Verification of Matters Related to Employment of Persons with Disabilities in National Governmental Administrative Bodies was also established under the Liaison Committee on September 7, 2018. With a membership composed of attorneys, experts on administrative audit and measures on persons with disabilities, and other such third parties, the committee engaged in the verification of the matter.

This Committee for Verification examined all of the 3,700 persons recorded inappropriately as persons with disabilities in notifications of the status of appointments and removals of persons with disabilities as of June 1,

2017. An interview survey was conducted with the personnel departments of national governmental administrative bodies and with the MHLW (Employment Security Bureau), which has jurisdiction over systems for promoting the employment of persons with disabilities. The survey results were reported to the Liaison Committee of Ministries and Agencies Concerned.

The written report pointed out that it could only be concluded that problems at the MHLW (Employment Security Bureau) and problems on the side of public administrative bodies became combined and resulted in inappropriate reporting on a large scale that continued over many years.

The fundamental problem underlying the problem at the MHLW (Employment Security Bureau) was found to be the low level of concern about the state of employment of persons with disabilities in the national governmental administrative bodies. It was pointed out that the emphasis in those bodies was placed on issuing guidance to private employers, efforts to ascertain whether persons with disabilities were actually being employed appropriately in the national governmental administrative bodies were not made, and there was incompetence in such matters as making widely known the scope of persons with disabilities in the light of systemic reforms and so on, and methods for confirming such persons.

On the side of the public administrative bodies, organizational awareness of the employment of persons with disabilities was low while governance was conspicuously lacking. In this context, the persons in charge were so determined to achieve the legal employment rate that they interpreted the standards arbitrarily, for example by selecting subject persons with disabilities from among the already employed employees or persisting in other such inappropriate practices. The report stated specifically that findings produced the powerful impression that the basis of the recent matter lay in this.

(c) Formulation of a Basic Policy, etc.

The Liaison Committee of Ministries and Agencies Concerned held hearings with organizations of persons with disabilities and other such bodies with a view to expanding areas for activity in the public service by persons with disabilities. Deliberations on the matter were also held in the Subcommittee on the Employment of Persons with Disabilities of the Labour Policy Council, on which representatives of persons with disabilities, representatives of workers, and representatives of employers also participate. In light of these discussions and the verification conducted in the Committee for Verification, a Basic Policy on the Employment of Persons with Disabilities in the Public Service was formulated and published by the Ministerial Council on October 23, 2018. Based on this basic policy, ministries and agencies that had not achieved the legal employment rate are required to set forth employment plan for persons with disabilities from January 2019 to the end of the same year and work on it for the prompt achievement of legal employment rate.

In addition, at the Ministerial Council on March 19, 2019, to take initiative of the employment of persons with disabilities in the public service compared with the one in private companies in deed as well as in name, governmental efforts including warning for improvement of inappropriate recording of targeted persons with disabilities such as employment and settlement support of persons with disabilities, clarification of responsible system on the employment of persons with disabilities at each ministry and agency, etc. were summarized.

As a result of these measures, a Special Research about the Status of Employment, Settlement, etc. of Persons with Disabilities shows that the number of the employed was 5,197.0 and actual employment rate is 2.84% at 29 ministries and agencies of national governmental administrative body which had made the employment plans. All administrative bodies achieved the legal employment rate.

(ii) Achievement of employment rate at national administrative bodies and supporting measures for expanding places where persons with disability can be proactive

(a) Arrangement of supporting system

“The person in charge (Liaison)” is allocated in the MHLW and he/she will give one-stop feedback to the enquiries from ministries and agencies.

And, the consultant who is familiar the employment with persons with disabilities is selected as a technical adviser. He/she is sent based on the request from each ministry and agency and provides technical advice on the employment with persons with disabilities.

(b) Promotion of understanding on the employment of persons with disabilities

The National Personnel Authority has formulated policy on taking measures by each Ministry and Agency about persons with disabilities at the time of recruitment and post-recruitment of staff (the guidelines for rational consideration of national civil servants), a guideline for accommodation for national civil servants in December 2018.

The Cabinet Bureau of Personnel Affairs has compiled a Manual for the Employment of Persons with Disabilities in Public Services in cooperation with MHLW and the National Personnel Authority in March 2019. It is basic knowledge and supporting measures which will be necessary to employ persons with disabilities in public services.

The MHLW is making following efforts to promote understanding on employment of persons with disabilities in national entities.

- To provide know-how and information collected by Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers on information of facility renovation and equipment introduction to be required during the employment of persons with disabilities.
- To hold a Seminar on the Employment of Persons with Disabilities which introduces how-to make the working environment suitable for persons with disabilities and employment management depending on characteristics of their disabilities.
- To organize inspection tours of companies, Employment Transition Support Organization, schools for special needs education, polytechnic schools for persons with disabilities which are making efforts on the employment of persons with disabilities.
- To organize lectures for participants to understand the characteristics of mental and developmental disorders appropriately and to watch these persons with disabilities warmly and become supporters to them at work places.

The Cabinet Bureau of Personnel Affairs organizes the “Disability Employment Key Person Training Course” to train employees who will be key persons in the employment of persons with disabilities and are to be in charge of employment, placement with the understanding of the characteristics of their disabilities.

(c) On the job training

The MHLW supports the implementation of on the job training by each Ministry and Agency in cooperation with special needs schools to promote steady measures for employment of persons with disabilities at each Ministry and Agency.

The Cabinet Bureau of Personnel Affairs conducts Work Support Station Projects for persons with disabilities by sending persons with disabilities (trainees) and their supporters to the workplace of the ministry and agency for a certain period of time and also supports them in the job training.

(d) Promotion of support for workplace settlement

The MHLW has set up an inquiry counter at Hello Work to receive consultation for persons with disabilities working at the Ministries and Agencies, their supervisors and colleagues. It also allocates a special workplace adaption support in response to requests from each ministry and agency.

In addition, in order for each ministry and agency to provide appropriate support for workplace adaptation, seminars are held for supporters selected from employees to provide them necessary support skills.

(iii) Measures to revise the Act on Employment Promotion etc. of Persons with Disabilities

Basic policy also calls for strengthening of the function assigned to the Minister of Health, Labour and

Welfare of checking the status of appointments and removals of persons with disabilities in national governmental and other public administrative bodies. In this regard, an examination is to be conducted that takes cognizance of statutory improvement. A written opinion also incorporating measures for the further promotion of the employment of persons with disabilities in private enterprise was put together by the Subcommittee on the Employment of Persons with Disabilities of the Labour Policy Council in February 2019.

In light of the written opinion, a bill to amend the Act on Employment Promotion of Persons with Disabilities was submitted to the National Diet on March 19, 2019 and approved on June 7 of the same year. It requires measures for expanding places where persons with disabilities can be proactive including the formation of performance promotion plan of persons with disabilities and its publication by national and local public entity and measures to clarify the confirmation method of whether they are persons with disabilities who can be the calculating targets of the employment rate of persons with disabilities.

(4) The Amended Act on Employment Promotion etc. of Persons with Disabilities

The outcome of the discussion of Workshop on the Future Modality of Act on Employment Promotion etc. of Persons with Disabilities was put together as a Workshop Report in July 2018.

Under these circumstances, it became clear that many national and local public entities had made mistakes on confirmation and calculating the targeted persons with disabilities. It was also disclosed that the legal employment rate was not achieved for a long time. Such a situation is highly regrettable. The MHLW and the national government must not only take this seriously, but also take the opportunity to initiate in setting an example for private business owners in deed as well as in name and proceeding the measures for expanding the arenas for activity by persons with disabilities.

Based on this situation, considering the fact that it is important to seek an ideal working environment for persons with disabilities same as all other workers regardless of public and private sectors, the Act on Employment Promotion etc. of Persons with Disabilities was amended.

A Measures for public services

(i) Measures for expanding the arenas for activity by persons with disabilities

(a) The formation of performance promotion plan of persons with disabilities and the obligation to publicize it

The obligation to create and publish a plan to promote the active participation of persons with disabilities by the appointees of national organizations and local public entities is stipulated in the Amended Act on Employment Promotion etc. of Persons with Disabilities (hereinafter referred to as “Amendment Act”) and enforced on April 1, 2020. It promotes workplace settlement of persons with disabilities after employment to realize a society where persons with disabilities can be proactive according to their hopes and abilities.

(b) The obligation to select employment promoters of persons with disabilities and advisors on the occupation life of persons with disabilities

The obligation of national and local public entities to appoint persons with disabilities as vocational life counselors on the occupation life of persons with disabilities was stipulated in the Amendment Act and enforced on September 6, 2019.

(c) The obligation to publicize the status of appointments and removals of persons with disabilities

The obligation to publicize the status of appointments and removals of persons with disabilities which was reported to the Minister of Health, Labour and Welfare by the persons with appointive power in national governmental and other public administrative bodies was stipulated in the Amendment Act and enforced on September 6, 2019.

(d) The obligation to report in removing workers with disabilities

With the objective of support to the smooth re-employment, the obligation to report to the Chief of the Public Employment Security Office in removing workers with disabilities by the persons with appointive power in national governmental and other public administrative bodies was stipulated in the Amendment Act and enforced on September 6, 2019.

(ii) Measures to capture the employment situation of persons with disabilities appropriately in public services

The collection of reports by national governmental and other public administrative bodies, the obligation to store documents on the confirmation of persons with disabilities who are targets of employment rate of persons with disabilities, clarification of confirmation method of whether they are persons with disabilities who can be the calculating targets of the employment rate of persons with disabilities and advisory of appropriate implementation by national governmental and other public administrative bodies were stipulated in the Amendment Act and enforced.

B Measures for private sectors' owners

(i) Support to employment to those workers whose weekly working hours are in a certain range out of part-time workers

The current employment rate system for persons with disabilities and their payment system target workers whose weekly working hours are 20 hours or more saying it promotes their occupational independence. Those workers whose working hours are less than 20 hours are not included as a target.

On the other hand, it is found that some can only work within less than 20 hours weekly due to the characteristics of their disabilities and many of others move to duties whose working hours are 20 or more hours.

Based on this, in the Amendment Act, to secure the employment opportunity for persons with disabilities who can work for a short time, the special provision system of benefits for those employers who can employ part-time workers whose weekly working hours are within a certain range (specific part-time workers) funded by a payment system for employing persons with disabilities, was founded.

(ii) The establishment of the recognition system of small and medium-sized enterprise owners who are superior on employment of persons with disabilities

It is an issue that many small and medium-sized enterprises do not employ persons with disability although there is a legal obligation to employ them.

To promote employment of persons with disabilities at small and medium-sized enterprises, it is necessary to encourage social interest to achieve their employment at each small and medium-sized enterprise, deepen the understanding of managers on their employment and provide various social merits for owners.

For this purpose, a recognition system of small and medium-sized enterprise owners was founded. It recognizes that the implementation status of efforts of owners on employment promotion of persons with disabilities is superior and applicable to the standard and a recognition mark can be put by the Minister of Health, Labour and Welfare on their products, etc.

2. Promotion of comprehensive supporting measures

(1) Local employment support for persons with disabilities

A Hello Work

When a person with disabilities seeks employment, a person in charge of the dedicated counters of Hello Work implements detailed vocational counseling by the casework method according to the characteristics of their disabilities and based on the person's skills, vocational aptitude, knowledge, desired career, and physical ability, providing support for employment at a stable workplace and establishment in the workplace following

registration for job hunting.

(i) Team support driven by Hello Work

Teams to Support Employment of Persons with Disabilities have been created from Employment and Life Support Center for Persons with Disabilities, Local Vocational Rehabilitation Centers for Persons with Disabilities, business establishments for employment transition support, schools for special needs education, medical institutions, and other such concerned organizations. They are implementing consistent team support on matters ranging from preparation for hiring to workplace establishment.

(ii) Trial employment

A project of trial employment for persons with disabilities is being implemented whereby persons with disabilities are accepted for a certain period on a trial basis. This allows business establishments to assess the suitability and job performance possibilities of the persons with disabilities, it promotes mutual understanding between the persons with disabilities and the employers, and by such means it promotes the transition to permanent employment.

B Local Vocational Rehabilitation Centers for Persons with Disabilities

In cooperation with Hello Work and local employment supporting organizations, specialized personnel called vocational counselors for persons with disabilities implement professional and comprehensive vocational rehabilitation from career evaluation and career guidance to care after employment with a focus on persons with disabilities who other organizations have difficulty supporting.

(i) Preparation of plans for career evaluation, career guidance, and vocational rehabilitation

(ii) Support to enhance employment possibilities for persons with disabilities (Vocational preparation support)

(iii) Support for adaptation to the workplace for persons with disabilities (Supporting projects operated by support personnel adapted to the workplace (job coaches))

(iv) Comprehensive employment support for persons with mental disabilities

(v) Advice and support to local employment supporting organizations

C Employment and Life Support Center for Persons with Disabilities

Employment and Life Support Center for Persons with Disabilities implements unified support for persons with disabilities in terms of both employment and life in their immediate surrounding area in order to support vocational independence of persons with disabilities under the collaboration of local welfare and educational organizations.

In FY2020, staff members specialized in taking responsibility not only for the support of persons with mental disabilities by group works, etc. and effective support using assessment tools, etc. but also for the transfer of know-how of the Center to other supporting institutes are allocated.

(2) Support for employment transition from welfare employment to general employment

A Employment transition support

For persons with disabilities who desire general employment, the business establishments for employment transition support provide necessary support for production activities including work-from home, workplace experience, and opportunities for other activities, necessary training to improve knowledge and ability required for other work, support for job hunting, workplace development according to the aptitudes of the persons with disabilities, necessary consultation after employment to continue working, and other necessary support to facilitate general employment to the maximum possible extent.

B Employment Continuation Support Type A

According to the standard for designated welfare service for persons with disabilities that was revised in

April 2017, the statement shown below was made known to improve the quality of employment at offices of Employment Continuation Support Type A: Income and expenditure of production activity of business establishments should be more than the total amount of wages paid to users in order to limit excessively easy entry to the business. The business establishments that do not meet the designated standard should be ordered to submit management improvement plans, and based on a grasp of the management status of the offices local public entities should implement necessary instruction and support to increase wages paid for persons with disabilities.

C Employment Continuation Support Type B

Persons with disabilities who are employed at regular workplaces and cannot continue working due to age, physical and mental condition, and other actual circumstances, persons who have not been hired by general workplaces despite employment transition support, and persons who face difficulties in being hired by general workplaces, are all provided with opportunities for participation in production and other activities. Including the procuring goods based on the Act on Promotion of Procuring Goods from Working Places of Persons with Disabilities etc. by National Entities (Act No. 50 of 2012) (hereinafter referred to as “the Act for Promotion of Procuring Things from Persons with Disabilities on a Priority Basis”), measures in collaboration with the public and private sector have been taken to promote and increase wages of persons with disabilities working at business establishments of Employment Continuation Support Type B.

D Employment establishment support

A new service was established to support liaison and coordination with families and related organizations to take action on problems such as disruption of life and employment that accompanies the start of a job and wasteful spending of wages by persons with disabilities who have transited to general employment utilizing welfare services such as employment transition support, etc. in accordance with amendment of the Act on the Comprehensive Support for the Daily Life and Social Life of Persons with Disabilities (Act No. 123 of 2005, hereinafter referred to as “Act on Comprehensive Support for Persons with Disabilities”) in FY2016.

E Revision of fees paid for welfare services to persons with disabilities in FY2018

The fees paid for welfare services provided to persons with disabilities were revised to construct a fee system depending on actual performance in establishment of such persons in general employment and wages actually paid to them, in order to improve wages for persons with disabilities in employment-related welfare services, and to promote further their transition to general employment so that persons with disabilities may make the best use of their abilities and live independent lives in their communities.

(3) Employment support measures depending on the characteristics of disabilities

A Support for persons with mental disabilities

The dedicated Hello Work counters offer fine-grained consultation, support, and other such services matched to the characteristics of individual disabilities provided by total supporters for the employment of persons with mental disabilities and other such specialized staff members.

In November 2019, to promote the understanding of employers during the recruitment process and to maintain working environment after employment, the MHLW publicized “Employment Passport” which is an information sharing tool for persons with mental disabilities to summarize their characters and appeal points on duty and expect consideration with the supporting organizations and utilize it when they discuss on the necessary supports with employers together with the supporting organizations, and make efforts on its popularization.

A Subsidy for Trial Employment (short-term trial course for persons with disabilities) is paid to private companies so that 10 to 20 hours per week of working hours may be extended to more than 20 hours during a certain period, and so that persons with mental disabilities may accomplish the transition to continuously

employed worker.

B Support for persons with developmental disorders

Hello Work implements an Employment Program for the Youths Requiring Support for Communication Ability so that professional support personnel may provide thorough support for job seekers having difficulties in communication skills for reasons such as developmental disorders.

Total supporters for the employment of persons with developmental disorders were assigned at Hello Work to implement counseling for job seekers and private inquiries for employers to resolve issues involved in the employment of persons with developmental disorders, etc., in FY2018.

A Subsidy for Developing Employment of Specific Job Seekers (employment development course for persons with developmental disorders and patients with intractable or rare diseases) is provided to employers that hire new employees through placement services provided to persons with developmental disorders through Hello Work and other such organizations, and ascertain and report matters related to employment management. Steps are thus taken to promote such employment.

C Support for patients with intractable or rare diseases

For persons with intractable and rare diseases, Hello Work places employment supporters for patients with intractable or rare diseases to provide comprehensive employment support for such persons who desire employment in cooperation with the Supporting Center for Patients with Intractable or Rare Diseases. A Subsidy for Developing Employment of Specific Job Seekers (employment development course for persons with developmental disorders and patients with intractable diseases) is also provided to employers that hire new employees through placement services provided to persons with intractable or rare diseases through Hello Work and other such organizations, and steps are taken to promote such employment.

D Support for work-from-home

(i) Support system for work-from-home

To provide support in securing employment opportunities for persons with disabilities to work from home (persons with disabilities working from home), special compensation fees for home employment of persons with disabilities are either paid directly to persons with the disabilities concerned or are paid to employers who have given work through home employment support organizations as amounts in proportion to the payments they have made to persons with disabilities for their work.

(ii) Dissemination and awareness regarding employment support equipment, etc.

Even in vocations that were once be considered difficult for persons with disabilities to engage in, the use of IT equipment has been increasing possibilities for employment. Therefore, the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers engages in dissemination and awareness efforts through the provision of information about employment support equipment, equipment leasing programs, and other such means, according to the needs of persons with disabilities and of employers.

(4) Promotion of training for employment

At the Rehabilitation Services Bureau of the National Rehabilitation Center for Persons with Disabilities, persons with disabilities who prefer general employment are provided disability welfare services (employment transition support) so they will acquire the knowledge and skills necessary for employment, and support for employment and establishment in the workplace matched to the suitability of the persons with disability.

(5) Support for persons with disabilities in founding and entrepreneurship, etc.

Welfare funds are one category of the funds provided under the livelihood welfare funds loan system that is operated primarily by the prefectural councils of social welfare. These funds are loaned to the households of persons with disabilities to use for expenses necessary to pursue their occupation and acquire skills, as well as

for living expenses during that period, and other such purposes.

To revitalize the regional economy, the Ministry of Economy, Trade and Industry takes measures in municipalities recognized by the Act on Strengthening Industrial Competitiveness (Act No. 98 of 2013) to assist comprehensively those who wish to start a new business by providing subsidies for a portion of the expenses incurred for the venture, tax breaks and financing mechanism. This system can also be used by persons with disabilities.

(6) Agriculture-welfare collaboration to support employment of persons with disabilities

Agricultural and other activities in a wide range of fields are being pursued at facilities for the employment of persons with disabilities. These are significant measures, not only in the sense of assuring employment opportunities for persons with disabilities and improving their wages, but also in the sense of addressing the shortage of labor in regional agriculture so that taking steps to promote collaboration between agriculture and welfare have become an important issue. The Ministry of Agriculture, Forestry and Fisheries assists measures such as maintenance of agricultural greenhouses, processing and sales facilities, rest stations, safety equipment such as rails which are necessary to welcome persons with disabilities, training to acquire farming techniques, and training of experts to assist establishment in the agriculture field, etc.

The MHLW supports by providing instructions and advice on agriculture for employment continuous support offices which does not have any know-how on it, sending experts to assist the promotion of the sixth industrialization, holding a market under the agriculture-welfare collaboration.

(7) Adaptation training in the work place

A Workplace adaptation training

Prefectural governors or Directors-General of Prefectural Labor Bureaus outsource workplace adaptation training to private employers so that persons with disabilities may adapt to their workplace environment easily and be employed continuously after completing training. Training allowances and expenses for workplace adaptation training (24,000 yen/month) are provided to a trainee and an employer, respectively (within six months of training period). As for persons with severe disabilities, the training period is made longer (within one year), and the expenses for workplace adaptation training are increased (25,000 yen/month).

B Workplace adaptation training (short term)

Prefectural governors or Directors-General of Prefectural Labor Bureaus outsource short-term workplace adaptation training to private employers so that persons with disabilities may have confidence in their work and employers may understand the skill level of the target persons and their degree of adaptation. Training allowances and expenses for workplace adaptation training (960 yen/day) are provided to a trainee and an employer, respectively (within two weeks of the training period (in principle)). As for persons with severe disabilities, the training period is made longer (within four weeks (in principle)) and the expenses for workplace adaptation training are increased (1,000 yen/day).

(8) Consideration on qualifying examinations (related to judicial matters)

Several measures are taken regarding the bar examination for visually impaired persons, as follows: Preparation of questions using electronic data for computers or Braille, use of a PC for preparing answers, distribution of enlarged exam papers and answer sheets, and extension of testing times. Measures for persons with physical disabilities are as follows: Use of a PC for preparing answers, distribution of enlarged answer sheets, and extension of testing time.

As for tests for judicial scriveners, land and house investigators, and representatives for the client in services for litigation at summary courts, the measures are use of a magnifying glass for persons with amblyopia, use

of a PC for preparing essay answer sheets, and extension of testing time.

(9) Measures for securing jobs at welfare institutions

A Prior measures

In order to actively further the generation of public demand (contracts with public offices), the Order for Enforcement of the Local Autonomy Act (Cabinet Order No. 16 of 1947) was amended in 2008 to include measures adding contracts for the provision of cleaning, shipping, and other such work by support facilities for persons with disabilities as cases allowing for optional contracts by local public entities.

As the Act for Promotion of Procuring Things from Persons with Disability on a Priority Basis in 2013 became effective, the Cabinet Order on Budgets, the Settlement of Accounts, and Accounting (Imperial Order No. 165 of 1947) was amended to a measure adding cases of the provision of work provided by relief facilities founded for charity as cases allowing for optional contracts.

B The Act for Promotion of Procuring Things from Persons with Disabilities on a Priority Basis

The Act for Promotion of Procuring Things from Persons with Disabilities on a Priority Basis became effective in 2013. Accordingly, the necessary measures have been taken to promote purchasing goods and services from facilities for the employment of persons with disabilities on a priority basis by national and local public entities so as to contribute to the independence of persons with disabilities working at facilities for the employment of persons with disabilities as well as of the persons working from home.

The Basic Policy Concerning the Employment of Persons with Disabilities in the Public Service (adopted by the Ministerial Council on the Employment of Persons with Disabilities in the Public Service on October 23, 2018) also contains provisions that, together with the employment of persons with disabilities, call for the positive promotion of the procurement of goods and so on from facilities for the employment of persons with disabilities and other such organizations in accordance with the Act for Promotion of Procuring Things from Persons with Disabilities on a Priority Basis by requiring the provision of detailed information on subject facilities for the employment of persons with disabilities and other such organizations together with cases of measures exercising creative, ingenious, and other such approaches, and that require local public entities to continue promoting measures based on the Act for Promotion of Procuring Things from Persons with Disabilities on a Priority Basis while also referring to this Basic Policy.

(10) Enhancement of vocational ability development

A Promotion of vocational training at polytechnic schools for persons with disabilities

With regard to persons with disabilities so serious that they have difficulty receiving vocational training in general public human resources development facilities, vocational training is conducted at polytechnic schools for persons with disabilities. There were 19 national polytechnic schools for persons with disabilities in Japan as of April 1, 2020, 13 of them national schools and six of them prefectural schools. The polytechnic schools for persons with disabilities provide fine-grained support that gives full consideration to the state of disability of individual trainees while also taking steps to enhance the vocational training content. In this way, these schools are endeavoring to implement vocational training that will contribute to promotion of employment for persons with disabilities.

B Promotion of student acceptance at general public human resources development facilities

In prefectural general public human resources development facilities, steps are being taken to improve the system for consultation with psychiatric social workers and to familiarize know how and enhance the readiness on accepting persons with mental disabilities.

C Outsourced training for responding to the various needs of persons with disabilities

To deal with the increasing numbers of persons with disabilities who desire employment, and to make it possible for them to receive vocational training in their localities of residence, outsourced training to support the diverse needs of persons with disabilities (hereinafter referred to as “outsourced training for persons with disabilities”) is being implemented in each prefecture.

There are five types of outsourced training for persons with disabilities, as follows: The course for mastering knowledge and skills to master knowledge and skills through classroom lectures; the course for mastering practical skills to improve practical vocational skills by utilizing on-site training at companies; the e-learning course for persons having difficulty in going to school; the early training course for students at schools for special needs education for students at upper secondary school departments of special needs education schools; and the course for working persons with disabilities. This system enables persons with disabilities to take various training depending on the characteristics of individual disabilities and human resource needs of companies.

D Vocational training for persons with mental disabilities and persons with developmental disorders

Polytechnic schools for persons with disabilities managed by the Japan Organization for Employment of Elderly Persons with Disabilities and Job Seekers create training plans, and implement follow-up support on training skills and after placement of training courses in order to place training courses in accordance with the characteristics of their disabilities and in a trouble-free manner at prefectural polytechnic schools for persons with disabilities.

E Raising awareness of vocational skills development for persons with disabilities

(i) Holding of the National Skills Competition for Persons with Disabilities (the Abilympics)

The event affectionately referred to as the Abilympics has been held since 1972 to have persons with disabilities compete with each other in skills they have been cultivating and so improve their vocational abilities while also deepening the understanding and awareness of persons with disabilities on the part of companies and among the population at large, thereby serving to promote the employment of such people. The 39th tournament was held in Tokoname City, Aichi Prefecture in FY2019 (November 15-17).

(ii) Dispatching of a Japanese team to International Abilympics

The International Abilympics has been held approximately once every four years since 1981 to enhance the desire for vocational independence among persons with disabilities, to improve their vocational skills, to deepen the understanding and awareness of persons with disabilities on the part of employers and the public at large, and to promote international goodwill. The 9th International Abilympics was held in Bordeaux, France in March 2016, with the participation of 31 persons with disabilities who obtained excellent scores at the 35th National Skills Competition in Japan.

(11) Securing human rights of persons with disabilities at the workplace

The Legal Affairs Bureaus, the District Legal Affairs Bureaus, and their branches throughout the country conduct investigations when the possibility of human rights violation from discriminatory or other such treatment of persons with disabilities in the place of employment arises during human rights counseling, etc., and take appropriate measures depending on the case so as to implement remedies for and prevention of damage caused by the human rights violation.

3. Realization of work style reform

Work style reform is the greatest challenge on the way to realizing the dynamic engagement of all citizens

whereby all people can participate actively, both young and old, both women and men, whether having disabilities or intractable or rare diseases, whether having ever experienced failure. The purpose of this reform is to take the viewpoint of those who work and make it possible for each working person to choose from a diversity of work styles that accord with their individual will, their capabilities, and their circumstances.

The Action Plan for the Realization of Work Style Reform was put together in organized form by the Council for the Realization of Work Style Reform, chaired by the Prime Minister, in March 2017. This Action Plan is a variety of measures, such as promotion of employment support that enables persons with disabilities to participate in activity that engages their hopes and capabilities by prioritizing long-term close-in support, consistent support oriented toward general employment for persons with disabilities from their school years on, promoting the active use of the support system for work from home, and so on.

The matter of support for persons with disabilities in the Action Plan for the Realization of Work Style Reform will continue to be implemented steadily in accordance with a roadmap that is focused on the decade ahead.