

**Annual Report on
Government Measures for
Persons with Disabilities
(Summary) 2022**

June 2022

Cabinet Office Japan

The White Paper on Persons with Disabilities is an annual report on the general status of measures taken for persons with disabilities pursuant to the provisions of Article 13 of the Basic Act for Persons with Disabilities (Act No. 84 of 1970).

About the White Paper on Persons with Disabilities

The White Paper on Persons with Disabilities is annually submitted to the National Diet pursuant to the Basic Act for Persons with Disabilities. This year's white paper is the 29th edition. (*)

Basic Act for Persons with Disabilities (Act No. 84 of 1970)

Article 13: The national government must submit a report to the National Diet every year on the state of the measures taken for persons with disabilities.

(*) The Basic Act for Countermeasures Concerning Mentally and Physically Disabled Persons established in 1970 was revised as the current Basic Act for Persons with Disabilities in 1993. With this revision, it is obliged to submit a White Paper on Persons with Disabilities as a statutory White Paper to the National Diet. (The White Paper on Persons with Disabilities has been issued since the 1994 edition.)

Key points of the 2022 White Paper on Persons with Disabilities

- The White Paper details measures and initiatives regarding the resolution of discrimination based on disabilities such as the action towards the promulgation and enforcement of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities, which stipulates the obligation of businesses to provide reasonable accommodation, as well as measures for persons with disabilities in various fields.
- Governmental and private sector initiatives and specific cases are introduced in 32 topics covering education, employment, daily life, town planning, information and communication, etc.

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Topics

- Initiatives such as the Understanding Promotion Portal Site for resolving discrimination against persons with disabilities
- Examples of initiatives to resolve discrimination against persons with disabilities (public entities)
- Examples of initiatives to resolve discrimination against persons with disabilities (businesses)
- Schemes for the provision of information through educational and welfare collaborations regarding developmental disorders and support
- Tokyo Paralympic Games
- Inclusive Society Host Towns
- Securing a certain level of service from public transport operators
- The 50th anniversary of the founding of The National Institute of Special Needs Education (NISE)
- Promotion of special needs education based on the report of the Expert Panel on the Status of Special Needs Education in a New Era
- The certification system for medium-to-small-sized businesses with excellent records regarding employment of persons with disabilities (“Monisu” Certification System)
- Establishment and history of the Act for the Comprehensive Support of Persons with Disabilities
- Initiatives towards the realization of an inclusive society through sports
- Act on Cultural and Artistic Activities by Persons with Disabilities and Basic Plan
- Hosting of CONNECT² Exhibition in Kyoto
- Development of Assistive Products for Persons with Disabilities Project: Exchange meeting on development assistance and seeds matching
- The Promotion of Basic Principles of an Inclusive Society
- Regarding addictions
- Promotion of research and development contributing to better health and medical care
- Review of systems and mechanisms for barrier-free promotion
- Promotion of the “barrier-free mind” regarding the smooth transportation
- Barrier-free development of small-scale stores and restaurants
- Barrier-free development of toilets in public transportation and buildings
- Improving the barrier-free level of public transportation
- Barrier-free development of buses, taxis and air travel
- Accelerating barrier-free measures on railway stations across the country
- Realization of seamless travel through the utilization of ICT
- Promotion of initiatives regarding multilingual evacuation guidance in facilities used by foreigners with disabilities
- Usage of multilingual translation apps in the emergency field
- Texting-based 119-number emergency calls not requiring speech 110-App (110-number police calls) system
- Promotion of barrier free information
- Expanding Japan’s inclusive disaster risk reduction initiatives overseas

Data

- State of the establishment by local government of Regional Support Councils for Eliminating Discrimination against Persons with Disabilities
- State of the increase in children receiving special needs education
- Trends in children who needs medical care at kindergartens, elementary, lower secondary, and upper secondary, and special needs education schools
- Trends in the implementation of nursery care for children with disabilities
- Trends in the number of children with disabilities accepted at after-school children’s clubs
- State of employment of persons with disabilities by private sector companies
 - : Trends in the actual employment rate and number of persons with disabilities in employment
 - : Actual employment rate by company size
 - : Percentage of companies meeting targets by company size
- State of employment of persons with disabilities in private sector companies by company size
- State of persons with disabilities employed at national or local government organizations
 - : National and local government organizations where the 2.6% legal employment rate is applied
 - : Prefectural and other boards of education at which the legal employment rate of 2.5% is applied
- State of employment of persons with disabilities by national organization
- State of employment placement through Hello Work (by year and by type of disability)
- Number of consumer affairs consultations concerning demented elderly people and persons with disabilities (by fiscal year, product/ service types)
- Trends in consultative support, developmental support and job finding support (support centers for persons with developmental disorders)
- Trends in amounts of pensions, allowances and payments
- Number of qualification registrations in the welfare profession
- Number of qualification registrations of rehabilitation professionals, etc.
- About newly set targets in the Basic Policy on Promotion of Smooth Transportation, etc.
- Number of public housing and Urban Renaissance Agency rental housing units built for households including members who are persons with disabilities
- Barrier-free development of airports
- State of and trends in barrier-free development of passenger facilities
- State of and trends in barrier-free development of vehicles
- Trends in barrier-free development of specified roads
- State of installment of barrier-free traffic signals
- Number of conditional driver’s license holders
- State of introduction of nationwide fire service department emergency VoiceTra translation app
- Status of international corporation (technical cooperation)
 - : Training in Japan
 - : Volunteers (Japan Overseas Cooperation Volunteers)
 - : Technical cooperation projects
- Grant Assistance for Japanese NGO Projects (FY 2021 project related to support for persons with disabilities)
- Number of persons with disabilities (estimate)
- Trends in numbers of persons with disabilities by age group (children/adults with physical disabilities (home care), children/adults with intellectual disabilities (home care), persons with mental disorders (hospital outpatients))
- Number of people in possession of a disability certificate etc. by gender and type of disability
- Persons with mental disorders by gender
- Outline of budgets elated to measures for persons with disabilities

Chapter 1. Promotion of Elimination of Disability Discrimination

○ Promotion of the smooth enforcement of the Act for Eliminating Discrimination against Persons with Disabilities

- **Public awareness and enlightenment activities aimed at resolving discrimination against persons with disabilities**

Preparation and utilization of Reasonable Accommodation Cases. March 2022 establishment of the Understanding Promotion Portal Site for resolving discrimination against persons with disabilities



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Explanations by each type of disability



Video about examples of the provision of reasonable accommodation

Understanding Promotion Portal Site for resolving discrimination against persons with disabilities

- **Promoting the development etc. of Regional Support Councils for Eliminating Discrimination against Persons with Disabilities**

The establishment of community councils by local governments is encouraged in order that local stakeholder bodies collaborate and are able to back up the effective responses to and conflict resolution surrounding cases of discrimination.

○ Promulgation of the revised Act for Eliminating Discrimination against Persons with Disabilities

Based on the Cabinet Office Commission on Policy for Persons with Disabilities' written opinion regarding the Opinion on the Review Three Years after the Enforcement of the Act for Eliminating Discrimination against Persons with Disabilities, the revised Act stipulating the obligation of businesses to provide reasonable accommodation was promulgated in June 2021. The effective date of the revisions will be a day specified by Cabinet Order within a period not exceeding three years from the date of promulgation.

Chapter 2. Building the Foundation for a Deeper Understanding of Persons with Disabilities

Section 1. Promotion of Public Relations, Awareness and Others

- During the Week for Persons with Disabilities (December 2 to December 9 each year) nationwide publicity and enlightenment activities, and the encouragement of public understanding are promoted.



Poster for the Week for Persons with Disabilities



Week for Persons with Disabilities Award ceremony



Week for Persons with Disabilities workshop

○ Initiatives to encourage understanding in school education

In order to enrich the initiatives encouraging understanding of disabilities and persons with disabilities in school education, the thorough advancement is being encouraged of joint activities and learning based on the National Curriculum Standards

Section 2. Initiatives and legacy arising from the Tokyo 2020 Olympic and Paralympic Games

○ Promotion of activities based on the Universal Design 2020 Action Plan

As a part of promoting various measures towards the realization of an inclusive society based on the Universal Design 2020 Action Plan, the Universal Design 2020 Evaluation Meeting was hosted as a mechanism to reflect the perspectives of persons with disabilities.



Universal Design 2020 Evaluation Meeting

○ Expansion and improvement of the “barrier-free mind”

In addition to the Guidelines for Public Transportation Operators to Treat Persons with Disabilities, which aim to secure a certain level of service by public transport operators, the Guidelines for Public Transportation Operators to Treat Persons with Dementia and a supplementary version based on Covid-19 countermeasures have been created. Teaching based on the new National Curriculum Standards has been implemented across all elementary schools from FY2020 and all junior high schools from FY2021.

○ Town planning incorporating universal design

To formulate a new barrier-free development target for the five-year period starting in FY2021 and further promote barrier-free system in terms of both hardware and software, including in rural areas.

○ Initiatives by the Host Towns of Harmonious and Inclusive Society

Initiatives to accelerate the achievement of an inclusive society in regions throughout the nation, and the Initiatives by the Host Towns of Harmonious and Inclusive to link in with the legacy of the Tokyo Paralympic Games are being promoted.



Pre-lodging online exchange (Hamamatsu City)



Inclusive Society Host Town Summit in Fukushima (Fukushima City)

Chapter 3. Building the Foundations for Autonomy in Social Participation

Section 1. Measures Concerning Education and Fostering of Children with Disabilities

○ **Enhancement of textbooks and teaching materials for pupils and students with disabilities**

In addition to attempts to diffuse large-print textbooks and special textbooks used by children and students with disabilities, a project is being implemented to provide digital textbooks for study in each subject that reduce the difficulties in learning experienced by children and students requiring special consideration at around 40% of Japan's elementary and lower secondary schools, including special needs education schools and special needs classes.

○ **Promotion of special needs education**

The Guidelines for Educational Support for Children with Disabilities, which concerns school placements for children with disabilities and the improvement of the learning environment, has been revised and publicized, and initiatives implemented with regard to the formulation of establishment criteria for special needs education schools and improving the expertise of teachers responsible for special needs education.

○ **Development of medical care and educational systems in local communities**

With regard to children who need medical care and their families, basic principles have been stipulated and the Act on Support for Children who Need Medical Care and Their Families, which stipulates measures relating to the expansion of childcare and education and other requisite needs as well as designating child medical care centers, has come into force.

Section 2. Measures to Promote Employment of Persons with Disabilities

○ **Current status of employment of persons with disabilities**

The number of persons with disabilities employed by private companies (companies with over 43.5 personnel and a legal employment rate of 2.3%) was 597,786 people as of June 1, 2021, and increase of 19,494 people compared to the same date of the previous year, and this number has now continuously increased for 18 years.

Regarding the status at national entities (legal employment rate 2.6%), the percentage of employees with disabilities and the number of employees with disabilities are 2.83% and 9,605.0 persons, respectively. The legal employment rate has been achieved at all national entities.

○ **The certification system for medium-to-small-sized businesses with excellent records regarding employment of persons with disabilities (“Monisu” Certification System)**

The system aims to stimulate social interest regarding the employment of persons with disabilities in individual medium-to-small-sized businesses, and encourage understanding about the issue among company directors. As of December 2021 117 businesses had been certified throughout Japan.



The Monisu Certification System mark

○ **Local employment support for persons with disabilities**

In an attempt to enrich and vitalize job placement support for persons with disabilities, efforts are being made to achieve further collaboration between the fields of employment, welfare, education and medical care, with the implementation of team support between related organizations centering on Hello Work, the encouragement of understanding regarding general employment and employments support measures, support by Work/Life Support Centers for Person with Disabilities, trial employment.

Chapter 4. Building a Foundation for Daily Life

Section 1. Measures for Stability of Life

○ **Systematic infrastructure development of disability welfare services**

The construction of comprehensive support systems towards the realization of inclusive societies in communities, securing disability welfare personnel, creation of community-encompassing care systems that respond to mental disabilities, and development of support provision services for children with disabilities.

○ **Enhancement of home services**

Support including in-home care, visiting care for persons with severe disabilities, accompaniment assistance, behavior assistance, and comprehensive support for persons with severe disabilities are provided based on the user profile and the service provision format from the viewpoint of providing support according to the actual condition of users.

○ **Promotion of support for persons with developmental disorders**

At the support centers for persons with developmental disorders and so on that are the focal points of community support, local support managers for persons with developmental disabilities are posted, support is also given for the fostering of parent mentors, and support is implemented for the creation of places to be for persons with developmental disabilities during their adolescent periods.

○ **Promotion of sports**

▪ **Initiatives towards the realization of an inclusive society through sports**

Para-athletes have given talks at schools, para-athletics experiences provided, there has been exchange between children and para-athletes who competed at the Tokyo Paralympic Games 2020, and para-sports experience meetings and interaction meetings held at various levels such as prefectural para-sports tournaments and school ward and corporate competitions.



Nagano Prefectural Sports Project for Persons with Disabilities

○ **Promotion of cultural and artistic activities**

▪ **Act on Cultural and Artistic Activities by Persons with Disabilities and Basic Plan**

Opportunities to enjoy art have been expanded and support strengthened for the creation of artworks, opportunities for unveiling works of art in the community are being secured, and various initiatives implemented towards improving the cultural and artistic activities of persons with disabilities.

Section 2. Measures on Healthcare and Medical Treatment

○ **Enhancement of appropriate health and medical services for persons with disabilities**

Medical care to alleviate the condition of physical disabilities (rehabilitation and training care) and continuous treatment of mental illness are positioned as self-supporting medical care, and a part or the whole of the self-pay portion of the medical expense is paid at public expense. Under the revision of the medical fee structure conducted in FY2022, reviews are being implemented to promote both the appropriate evaluation of nutritional management during admission and the regional settlement of patients with mental illnesses.

Chapter 5. Building the Foundation for a Comfortable Living

Section 1. Measures to Build Towns Comfortable for Persons with Disabilities and Measures for the Safety and Security of Persons with Disabilities

○ Further promotion of smooth transportation

▪ Overall implementation of the amended Barrier-Free Act

In April 2021 the Act Partially Amending the Act on Promotion of Smooth Transportation, etc. of Elderly Persons, Disabled Persons, etc. came into force fully. The Act establishes an obligation for public transport operators to comply with service-based standards (the so-called “soft standards”), and promotes the optimal utilization of priority seats and parking space for wheelchair users, and the “barrier-free mind” in municipalities.

○ Promotion of barrier-free development of buildings

▪ Barrier-free development of small stores and restaurants

The Design Guidelines of Buildings for Users with Accessibility Needs, which are the guidelines to make buildings barrier-free, have been revised and added how to make small stores and restaurants barrier-free, such as removal of different floor levels at entrances and the installation of moveable seating, as well as improved services with fittings to help support movement, customer care, staff education, etc.



Installation of automatic sliding doors, and removal of different floor levels at entrances



Movable seating (counter seats)

○ Promotion of development of barrier-free public transportation and walking spaces, etc.

▪ Accelerating barrier-free measures on railway stations across the country

The 2nd Basic Plan on Transportation Policy was decided upon by the Cabinet, and in response to this the FY2022 budget will include the establishment of a new pricing system as a scheme to promote barrier-free railway stations, and an enlargement of the subsidy rates pertaining to facility developments at railway stations, which are positioned as part of the basic barrier-free concepts created by municipalities.



Removing level differences (elevators)



Development of barrier-free toilets



Measures to prevent people falling off platforms (platform doors)

Content of main developments at railway stations

○ Promotion of disaster management and crime prevention countermeasures

▪ Partial amendment of the Basic Act on Disaster Management

The Basic Act on Disaster Management was partially amended in May 2021 to include the duty of mayors of municipalities to endeavor to formulate Individual Evacuation Plans. Based on this amendment, specific procedures relating to the formulation and utilization of the Individual Evacuation Plans have been added to the Guidelines for Measures for Residents in Need of Assistance in Evacuation. In addition, the Enforcement Regulation of the Basic Act on Disaster Management has been amended to promote direct evacuation to welfare evacuation shelters.

Section 2. Measures to Enhance Information Accessibility for Persons with Disabilities

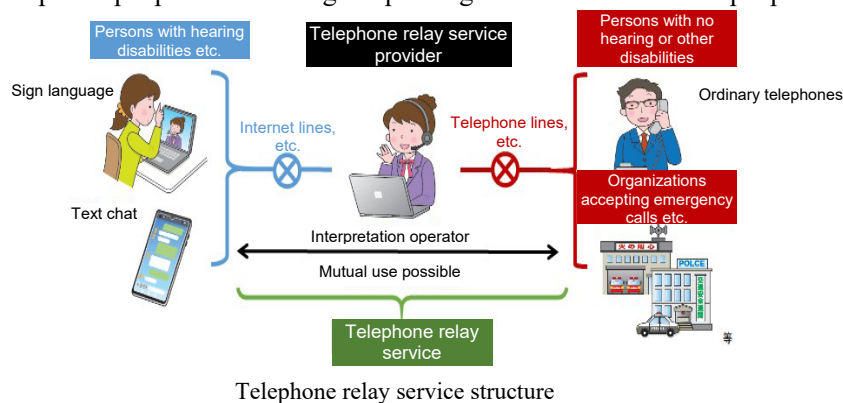
○ Improvement of Information Accessibility

In line with the report of the Workshop aiming for an Inclusive Society with Digital Usage, which urges aiming for the realization of an inclusive society with digital use, initiatives by various companies etc. to conduct self-diagnoses of whether or not the accessibility of their ICT equipment and services is secure are being promoted.

○ Enhancement of communication support systems

▪ Communication support by sign language and braille transcription, etc.

In line with the Act on Facilitation of the Use of Telephones for the Persons with Hearing Impairments, etc., which came into force in 2020, a telephone relay service was launched in July 2021 as part of the public infrastructure. Through operator interpretations of sign language, characters and speech, the service mutually connects over the telephone people with hearing or speaking disabilities with other people.



Chapter 6. Global Efforts

○ Promotion of international cooperation

▪ Expanding Japan's inclusive disaster risk reduction initiatives overseas

The Japan International Cooperation Agency (JICA) has implemented technical cooperation in Ecuador. By sharing practical case studies of Japan's inclusive disaster risk reduction, and conducting training to learn about the formulation of plans and the steps for the consensus building, JICA is supporting the consideration of inclusive disaster risk reduction models in Ecuador and the creation of detailed action plans.



During on-site workshop in Ecuador