

FY2022
Annual Report on
Government Measures for
Persons with Disabilities

(White Paper on Persons with Disabilities 2023)

(Summary)

June 2023
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 30th 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).

- The White Paper describes the status of implementation of measures concerning acquisition and use of information and communication by persons with disabilities based on the Act on the Promotion of Measures Concerning Acquisition and Use of Information and Communication by Persons with Disabilities.

Act on the Promotion of Measures Concerning Acquisition and Use of Information and Communication by Persons with Disabilities (Act No. 50 of 2022)

Article 9, paragraph (2): The national government shall clarify the status of implementation of measures concerning acquisition and use of information and communication by persons with disabilities in the report to be submitted to the National Diet pursuant to the provision of Article 13 of the Basic Act for Persons with Disabilities.

Key points of the 2023 White Paper on Persons with Disabilities

- Towards the enforcement of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities, which stipulates the obligation of companies to provide reasonable accommodation, the White Paper explains the Act and the revised Basic Policy on the Elimination of Discrimination on the Basis of Disability (the "Basic Policy") in an easy-to-understand manner, and details the national government's measures for the enforcement of the Act. The White Paper also includes measures for persons with disabilities in various fields in the Basic Programme for Persons with Disabilities (Fifth), which covers the five-year period from fiscal the year 2023.
- Governmental and private sector initiatives and specific cases are introduced in 30 topics covering education, employment, daily life, town planning, and information accessibility and communication, etc.

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Chapter1. Initiatives to Realize a Society of Coexistence Where No Citizens Are Discriminated Against According to Whether or Not They Have a Disability

In June 2021, the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities, which stipulates the obligation of companies to provide reasonable accommodation, was enforced. In this Chapter, Section 1 introduces initiatives towards the enforcement of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities including the basic policy, etc. revised in accordance with the amendment of the Act, and Section 2 describes the Basic Programme for Persons with Disabilities (Fifth) for five years from FY2023 to FY2027, which is the most basic plan for the measures to be taken for persons with disabilities by the national government based on the Basic Act for Persons with Disabilities.

Section 1. Towards the Enforcement of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities

○ **Progress of the Act for Eliminating Discrimination against Persons with Disabilities**

After reviewing the Act for Eliminating Discrimination against Persons with Disabilities three years after its enforcement, the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities was promulgated in June 2021. The date of enforcement will be April 1, 2024. The basic policy revised for the enforcement was decided upon by the Cabinet on March 14, 2023.

Progress of the Act for Eliminating Discrimination against Persons with Disabilities

Dec. 2006	The Convention on the Rights of Persons with Disabilities was adopted by the Sixty-first session of the UN General Assembly.
Sep. 2007	The Convention was signed by the Government of Japan.
May 2008	The Convention entered into force.
Jul. 2011	The Act Partially Amending the Basic Act for Persons with Disabilities was established (came into effect on the date of promulgation with the exception of some parts).
Jun. 2013	The Act for Eliminating Discrimination against Persons with Disabilities was established.
Jan. 2014	The instrument of ratification of the Convention was deposited by the Government of Japan.
Feb. 2014	The Convention came into effect in Japan.
Feb. 2015	The Basic Policy for the Act for Eliminating Discrimination against Persons with Disabilities was formulated.
Apr. 2016	The Act for Eliminating Discrimination against Persons with Disabilities was enforced.
Jun. 2016	The initial report was submitted by the national government.
Feb. 2019	Discussions begun on the review of the Act for Eliminating Discrimination against Persons with Disabilities.
Jun. 2020	The written opinion regarding the Act for Eliminating Discrimination against Persons with Disabilities was formulated by the Cabinet Office Commission on Policy for Persons with Disabilities.
May 2021	The Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities was established.
Mar. 2023	The Basic Policy for Act for Eliminating Discrimination against Persons with Disabilities was revised.
Apr. 2024	The Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities was enforced and the revised Basic Policy will be adapted.

Situation of persons with disabilities

According to the surveys for three categories of disabilities conducted by the Ministry of Health, Labour and Welfare, the approximate number of persons (including children) with physical disabilities is 4,360,000, that of persons (including children) with intellectual disabilities is 1,094,000, and that of persons with mental disorders is 6,148,000. When these numbers are converted into rates per thousand persons in the general population, the number of persons with physical disabilities is 34, that of persons with intellectual disabilities is 9 and that of persons with mental disorders is 49. This means that about 9.2% of people have some kind of disability, although persons who have more than one disability are included in the numbers above and simply adding each number is not completely identical with the rate. Furthermore, the number of persons with disabilities is increasing in all three categories.

○ Summary of the Act for Eliminating Discrimination against Persons with Disabilities

In order to realize a society of coexistence in which all citizens live together in mutual respect for one another's personality and individuality, without being discriminated on the basis of disability, it is important to eliminate social barriers that limit the activities of persons with disabilities in their daily or social life and restrict their social participation.

What is the “social model” of disability?

The Act for Eliminating Discrimination against Persons with Disabilities is based on the “social model” of disability. This is a theoretical concept that the various limitations that persons with disabilities suffer in their daily or social life are not caused solely by disabilities affecting the functions of the body or mind, but also by the various barriers that they face in society.

- Stairs are the only way to access the second floor.

▶ “Disability” exists.



- If there is an elevator, it is possible to go up.

▶ “Disability” is eliminated!



Examples of social barriers

Social model approach

Nothing has changed for the wheelchair user. What has changed is the surrounding environment.



Based on the social model approach, the stairs (=barriers) create a “disability” for the wheelchair user.

(1) Items in society	Facilities and equipment that are difficult to pass or use, etc.
(2) Institutions	Institutions that are difficult to use, etc.
(3) Practices	Practices, culture, etc. that do not take into account the presence of persons with disabilities
(4) Ideas	Prejudice against persons with disabilities, etc.

Prohibition of unfair and discriminatory treatment/Provision of reasonable accommodation

(1) Prohibition of unfair discriminatory treatment

Unfair discriminatory treatment is an act that violates the rights or interests of persons with disabilities by refusing, restricting places and times, or making particular conditions to provide goods, services or various opportunities on the basis of disability, without any proper reason. The Basic Policy clearly states that unfair discriminatory treatment on the basis of the use of means to eliminate social barriers (such as the use of wheelchairs, assistance dogs, or other supportive devices, or the attendance of caregivers) also falls under prohibited acts.

Examples of unfair discriminatory treatment



- Refuse to accept persons with disabilities.
- Ignore the person with disabilities and speak only to caregivers, supporters, or attendants.
- Refuse to allow persons with disabilities to enter a store if they are not accompanied by a guardian or caregiver.



(2) Provision of reasonable accommodation

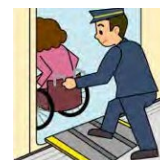
When persons with disabilities, their family members, caregivers, or other persons who support their communication express a desire to request some kind of accommodation, it is required to provide necessary and reasonable accommodation to eliminate social barriers to the extent that the burden involved in implementing such a request is not excessive.

Subject to the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities, which will go into effect on April 1, 2024, “provision of reasonable accommodation” by companies will be changed from “best endeavors” to a legal obligation.

Examples of provision of reasonable accommodation



- Use picture/photo cards, tablet devices, etc. to communicate with persons with disabilities.
- When there is a difference in level, use a ramp to assist persons with disabilities.
- When asked by persons with disabilities to write on their behalf due to difficulty in writing on their own, if it is a document that is safe to write on their behalf, do so while fully confirming their intentions.



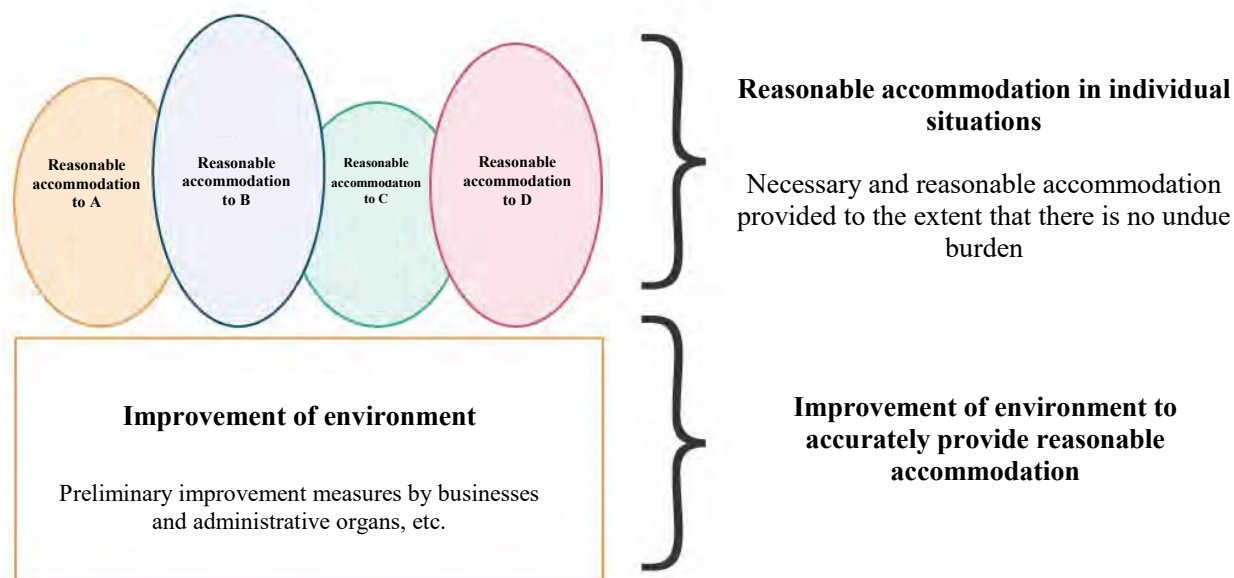
Importance of constructive dialogue

In the provision of reasonable accommodation, it is important for persons with disabilities, administrative organs, etc. and companies to engage in a dialogue about the measures necessary to eliminate social barriers, and to consider solutions together. Such interactions between the two parties are called “constructive dialogue.” The Basic Policy outlines the concept of constructive dialogue.

Improvement of environment

The Act for Eliminating Discrimination against Persons with Disabilities stipulates an obligation under which administrative organs, etc. and companies must, in individual situations, endeavor to take preliminary improvement measures mainly targeting an unspecified number of persons with disabilities (barrier-free facilities and equipment, human support such as services and caregivers, etc. to assist in the display of intentions and communication, improvement of information accessibility to facilitate information acquisition, use and dissemination by persons with disabilities, etc.) as the environmental improvement measures to accurately provide reasonable accommodation to each person with disabilities. These measures include the provision of training for the relevant staff and the development of related regulations. It is important that initiatives to eliminate discrimination on the basis of disability be pursued through the improvement of the environment in tandem with the provision of reasonable accommodation.

Examples of the relationship between the improvement of environment and the provision of reasonable accommodation



○ Summary of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities

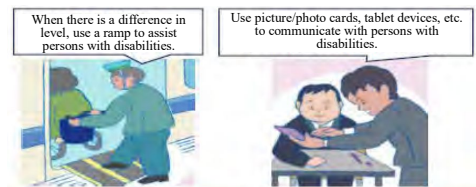
- Article 7 of the Supplementary Provisions of the Act for Eliminating Discrimination against Persons with Disabilities stipulates that the national government is to review the state of reasonable accommodation and other conditions for the implementation of the Act after three years have elapsed (April, 2016) and is to conduct an appropriate review in accordance with the results if necessary. The national government thus conducted a review through the discussions by the Cabinet Office Commission on Policy for Persons with Disabilities and interviews with relevant organizations.
- In order to further promote the elimination of discrimination on the basis of disabilities, the national government obligates companies to take necessary and reasonable accommodation in implementing the elimination of social barriers, strengthening of mutual cooperation between the national and local public entities, and implementation of other measures to strengthen support measures to eliminate discrimination on the basis of disabilities.

1. Obligation of the provision of reasonable accommodation by companies

The Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities stipulates that the provision of necessary and reasonable accommodation in implementing measures to eliminate social barriers is an obligation, instead of a best endeavor as in the current Act.

- ※ The Act for Eliminating Discrimination against Persons with Disabilities requires administrative organs, etc. and companies to provide necessary and reasonable accommodation to eliminate social barriers to the extent that there is no undue burden, when requested to do so by persons with disabilities in the course of their administrative affairs or businesses.
- ※ “Social barrier” means items, institutions, practices, ideas, and other things in society that stand as obstacles against persons with disabilities engaging in daily or social life.

Examples of reasonable accommodation



2. Response to the obligation of companies to provide reasonable accommodation

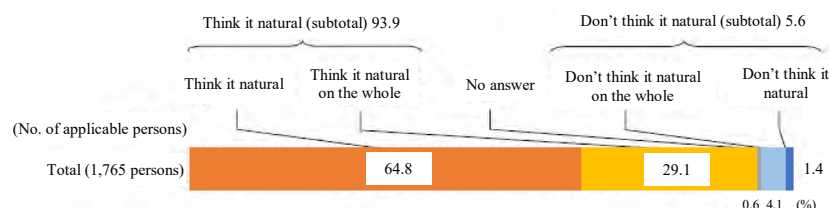
- (1) **Addition of responsibilities for cooperation of the national government and public local entities**
The national government and local public entities must establish appropriate division of duties and cooperate with each other in order to promote efficient and effective implementation of measures necessary for promoting elimination of discrimination on the basis of disability.
- (2) **Strengthening of support measures to eliminate discrimination on the basis of disability**
 - a. Add basic matters relating to the implementation of support measures to eliminate discrimination on the basis of disability as stipulated in the Basic Policy.
 - b. Clarify the responsibility of the national government and public local entities to develop or secure personnel for consultation on discrimination on the basis of disability.
 - c. Local public entities shall strive to collect, sort and provide information regarding discrimination on the basis of disability and initiatives to resolve it.

Date of enforcement; April 1, 2024

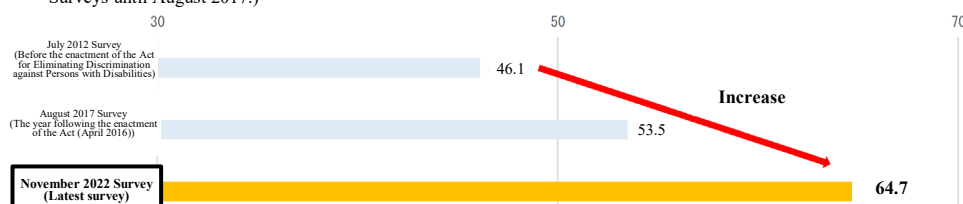
Current status and changes in awareness of discrimination on the basis of disability

Approximately 94% of the public “thinks it natural for persons with disabilities to live a normal life in a community” (the concept of a society of coexistence). The number of respondents who think that failure to “provide reasonable accommodation” may constitute “discrimination on the basis of disabilities” has increased significantly over the past 10 years, indicating that the broad public is interested in eliminating discrimination on the basis of disabilities, etc.

○ The idea of “it is natural for persons with disabilities to live a normal life in a community” (society of coexistence)



○ Changes in the number of people who think that failure to “provide reasonable accommodation” may constitute “discrimination on the basis of disabilities” (As the survey methodologies are different, simple comparisons cannot be made between the November 2022 Survey and Surveys until August 2017.)



- ※ The Cabinet Office conducts a public opinion poll on persons with disabilities around every five years to ascertain public awareness of disabilities and persons with disabilities and to provide reference for future policies. The latest survey was conducted in November 2022.

○ Initiatives to eliminate discrimination against persons with disabilities

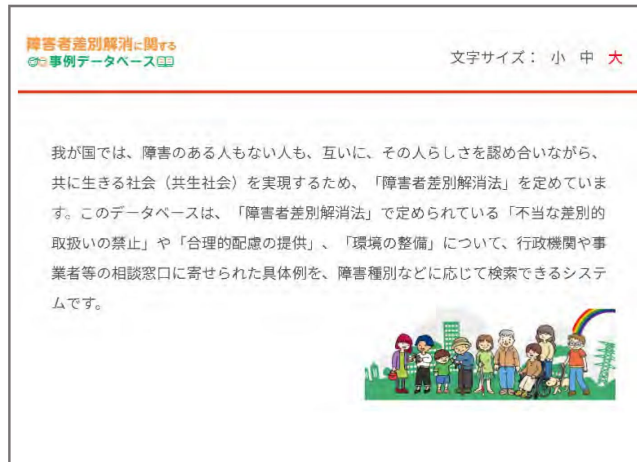
▼ Published a collection of consultation case studies to be used as reference by personnel in charge of consultation services at national and local public entities.



▼ Prepared a leaflet to disseminate and raise awareness regarding the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities and published on the Cabinet Office website.



▼ The Portal Site for Raising Awareness towards the Elimination of Discrimination against Persons with Disabilities was established to promote understanding of the Act for Eliminating Discrimination against Persons with Disabilities (left). A Database of Cases Related to the Elimination of Discrimination against Persons with Disabilities (right) is available on the portal site, allowing users to search for specific examples of “provision of reasonable accommodation,” etc. according to the category of disability, etc.



▼ Initiatives by Kitakyushu City
Distributed leaflets mainly to companies to inform them of the Ordinance on Elimination of Discrimination against Persons with Disabilities and the provision of reasonable accommodation.



▼ Initiatives by Mirairo Inc.
The company is operating a digital disability certificate app for a smartphone.



Section 2. Comprehensive and systematic promotion of measures for the autonomy and social participation of persons with disabilities

○ Positioning and developing the fifth basic programme

The Basic Programme for Persons with Disabilities (“Fifth basic program”), which is the most basic plan of measures for persons with disabilities to be taken by the national government, was drafted by the national government in accordance with the opinions of the Cabinet Office Commission on Policy Commission for Persons with Disabilities and decided upon by the Cabinet on March 14, 2023. The period covered is five years from FY2023 to FY2027.

○ Structure of the fifth basic programme

The fifth basic program consists of “I. Basic Programme for Persons with Disabilities (Fifth),” “II. Basic Concept” and “III. Basic Direction of Measures for Persons with Disabilities in Each Sector.” “II. Basic Concept” shows the basic philosophy and basic principles of the entire program are presented, as well as the cross-sectional viewpoints common to all sectors, changes in the social situation that should be noted when implementing the program, and the approach for smooth promotion of measures. “III Basic Direction of Measures for Persons with Disabilities in Each Sector” categorizes measures to support the independence and social participation of persons with disabilities into 11 sectors and shows the basic direction of measures to be implemented by the national government during the period of the fifth basic program and describes related measures.

Basic Programme for Persons with Disabilities (Fifth) (Overview)

I About Basic Programme for Persons with Disabilities (Fifth)

(Status) Most basic program of the government's measures for persons with disabilities (prepared based on Article 11 of the Basic Act for Persons with Disabilities and the purpose of the Act on the Promotion of Measures Concerning Acquisition and Use of Information and Communication by Persons with Disabilities, in accordance with Section 1, Article 9 of the Act.)
(Period of Program) Five years from fiscal 2023 to fiscal 2027
(Process of deliberations) The government worked out the basic program based on opinions compiled in December 2022 by the Commission on Policy for Persons with Disabilities (a legally founded council of persons with disabilities and other members in the Cabinet Office) after deliberating for more than a year at the commission.

II Main contents of the overall programme

1. **Basic philosophy**
 - Provide support so that persons with disabilities participate in all activities in society, based on their own decisions, and achieve self-actualization by exercising their capacity to the fullest extent toward the realization of an inclusive society, and establish the basic direction of measures to eliminate social barriers that restrict their participation in society.
2. **Basic principles**
 - Coexistence in the Local Community, etc., prohibition of discrimination, international cooperation
3. **Changes in the social situation**
 - Inheriting the legacy of the 2020 Tokyo Olympics and Paralympics
 - The COVID-19 pandemic and responses
 - Realization of a sustainable, diverse and inclusive society (SDG perspectives)
4. **Cross-sectional viewpoints common to all sectors**
 - Respect for philosophy of CRPD and securement of consistency
 - Promotion of initiatives that contribute to realizing a society of coexistence
 - Comprehensive and cross-sectional support focused on parties concerned
 - Conscientious support paying heed to characteristic features of disabilities
 - Promotion of initiatives paying heed to women, children and elderly persons with disabilities
 - Promotion of effective initiatives through PDCA cycles, etc.
5. **Smooth implementation of measures**
 - Securement of coordination and cooperation, promotion of activities related to facilitation of understanding and public relations/awareness-raising

III Principal contents of each approach

1. Elimination of discrimination, promotion of rights advocacy, and prevention of abuse
2. Development of safe and secure living environments
3. Improvement of accessibility to information and upgrading of support for communication
4. Promotion of disaster and crime prevention measures, etc.
5. Enrichment of consideration at government, etc.
6. Promotion of health and medical care
7. Promotion of support for independent life and decision-making
8. Promotion of education
9. Support for employment, work, and economic independence
10. Promotion of cultural and art activities, sports, etc.
11. Promotion of cooperation and coordination in the international community

IV Closure (Future outlook)

- While recognizing persons with disabilities as subjects who, while receiving necessary support, participate in all social activities based on their own decisions, this basic program paves the way for realizing a society of coexistence that the CRPD aims for by comprehensively and systematically promoting measures. In addition, taking into account the importance of aiming to realize a diverse and inclusive society through deeper understanding of prejudice against persons with disabilities, elimination of discrimination, the “social model of disability” and other basic concepts for ensuring the human rights of persons with disabilities, the national government will lead measures in each sector.
- In September 2022, the UN Committee on the Rights of Persons with Disabilities adopted and published its observations on the initial report of Japan, including its views and recommendations, and expressed its views on a wide range of issues. Each ministry and agency is required to take appropriate consideration and action based on the recommendations, including matters not covered in this basic program.
- The entire government will work tirelessly to realize a society of coexistence that can serve as a model for the rest of the world.

V Principal contents of each approach

1. **Elimination of discrimination, promotion of rights advocacy, and prevention of abuse**
 - **Elimination of discrimination against persons with disabilities in all social scenes**
 - Initiatives for early abuse detection and prevention such as counseling services for families with persons with disabilities, and the establishment of an abuse prevention committee within business establishments providing welfare services for persons with disabilities
 - Promotion of initiatives to ensure that heterosexual assistance is not provided against the will of users in the welfare services for persons with disabilities
 - Promotion of initiatives, etc. for smooth enforcement of the Act Partially Amending the Act for Eliminating Discrimination against Persons with Disabilities
2. **Development of safe and secure living environments**
 - **Development of mobility-supporting environments and urban development with care for persons with disabilities**
 - Barrier-free public transportation and buildings used by large numbers of people
 - Promotion of a “barrier-free mind” such as dissemination of hospitality guidelines and enlightenment activities
 - Review of roads without sidewalks and railroad crossings, and improvement of barrier-free traffic signals
 - Promotion of barrier-free access and provision of information at major facilities such as national parks, etc.
3. **Improvement of accessibility to information and upgrading of support for communication**
 - **Expansion of information-communication, broadcasting, and publishing paying heed to persons with disabilities; fostering of supporters for communication and promotion of use of the services**
 - Enhancement of measures based on the Act on the Promotion of Measures Concerning Acquisition and Use of Information and Communication by Persons with Disabilities
 - Enhancement of telephone relay service provision as public infrastructure
 - Foster, secure, and dispatch sign language interpreters, braille transcribers, etc.
4. **Promotion of disaster and crime prevention measures, etc.**
 - **Support paying heed to the characteristics of disabilities in times of disaster**
 - Development of welfare shelters and temporary housing usable by wheelchair users
 - Formulation of individual evacuation plans, etc. in cooperation with welfare and disaster management parties and ensuring their effectiveness
 - Information transmission systems paying heed to the characteristics of disabilities in the event of accidents and disasters
5. **Enrichment of consideration at government, etc.**
 - **Provision of reasonable accommodation in judicial proceedings, elections, etc.**
 - Securing communication methods in judicial proceedings (civil/criminal)
 - Enhancement of information provision on elections, etc., in accordance with the characteristics of disabilities and securing voting opportunities
 - Provision of reasonable accommodation in accordance with the characteristics of disabilities in national qualification examinations, etc.
6. **Promotion of health and medical care**
 - **Development of mobility-supporting environments and urban development with care for persons with disabilities**
 - Continuous post-discharge support for persons with mental disorders
 - Development of a system in which staff visit a psychiatric hospital to provide consultation services for advocacy for rights, etc. of hospitalized patients
 - Organization of issues related to involuntary hospitalization and physical restraints in psychiatric hospitals, and consideration of necessary revisions
7. **Promotion of support for independent life and decision-making**
 - **Promotion of support for decision-making, establishment of consultation support system and enhancement of transition support to community life and home care services, etc.**
 - Ensuring family support including young caregivers and service provision systems
 - Enhancement of support to children with disabilities
8. **Promotion of education**
 - **Promotion of an inclusive education system and development of educational environments**
 - Further spread of special courses for children with disabilities, such as through the provision of special courses at schools where students with disabilities attend and traveling special courses
 - Promotion of initiatives to deepen understanding of teachers and staff members regarding disabilities and their expertise in special needs education
 - Promotion of ICT-based learning opportunities for children undergoing medical treatment
9. **Support for employment, work, and economic independence**
 - **Comprehensive support for work**
 - Consistent support before and after employment and integrated support for both vocation and life through collaboration among related organs in the community
 - Combination of employment and vocational measures and welfare measures to supply pension benefits and various allowances, provide tax incentives and operate various support programs
 - Promotion of the employment of persons with disabilities in the field of agriculture (agriculture-welfare collaboration)
10. **Promotion of cultural and artistic activities, sports, etc.**
 - **Participation in cultural and artistic activities by persons with disabilities and development of environments for familiarization with sports**
 - Development of environments for cultural and artistic activities in the community for persons with disabilities
 - Development of facilities of the Japan International Exposition (Osaka-Kansai Expo) and environments for the dissemination of culture and the arts
 - Development of environments where sporting activities can be provided regardless of disabilities
11. **Promotion of cooperation and coordination in the international community**
 - **Promotion of international exchanges of persons with disabilities including culture, art and sports**
 - Promotion of initiatives towards international coordination in the field of disabilities
 - Dissemination of Japan's various attractiveness including cultural and art works by persons with disabilities

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

Promotion of Public Relations, Awareness and Others

- **The Week for Persons with Disabilities (December 3 to December 9 each year) and various publicity and enlightenment activities**

In FY2022, the Week for Persons with Disabilities Award ceremony was held in the presence of Their Majesties the Emperor and Empress. In addition to a speech by His Majesty the Emperor, Prime Minister Kishida presented certificates of commendation to the recipients of three commendation programs, including the Commendation for Merits Related to Persons with Disabilities, which is given around once every five years. In addition, publicity and enlightenment activities were conducted to deepen understanding of persons with disabilities during various special weeks and months of the year.



Week for Persons with Disabilities Award ceremony (Speech by H.M. the Emperor)



Poster for the Week for Persons with Disabilities



Week for Persons with Disabilities Award ceremony (Presentation of certificates by Prime Minister Kishida)

- **Education and welfare initiatives**

The National Institute of Special Needs Education and the National Rehabilitation Center for Persons with Disabilities have released a collection of model training videos (e-learning) for beginners on the “Developmental Disabilities Navi Portal,” a jointly developed portal site on developmental disabilities, since April 2022. These training videos summarize the expertise that educators and welfare professionals who support persons with development disabilities in their fields should have in common in order to work together.

- **Promotion of an understanding of persons with disabilities for public service workers**

In order for persons with disabilities to live safely and in peace in the community, it is important for public employees and other public service workers to understand disabilities and persons with disabilities, and various efforts are being made to deepen their understanding of them. In the police, for instance, efforts are made to deepen understanding of the characteristics of persons with disabilities, such as training on how to communicate with such persons and lectures by experts, starting from the stage of training for newly hired police personnel. The Human Rights bodies of the Ministry of Justice provide a workshop on human rights for national government officials and a training for human rights awareness trainers for local government officials who engage in the administration of promoting human rights.

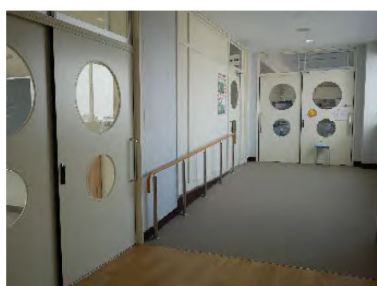
Chapter 3. Building the Foundations for Autonomy in Social Participation

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

○ Enhancement of special needs education

In order to help children with disabilities develop their abilities and potential to the fullest and cultivate the skills necessary for autonomy and social participation, appropriate guidance and support are offered according to the educational needs of each child in various learning settings such as special needs schools, special needs classes in elementary and lower secondary schools, special support services in resource rooms in regular schools, and instruction in regular classes.

In addition, initiatives are being made to enhance textbooks and teaching materials for pupils and students with disabilities. In FY2022, the national government implemented a project to provide and diffuse digital textbooks for learners of English and other subjects to all elementary and lower secondary schools, etc. nationwide, including special needs schools and special needs classes. Furthermore, in July of the same year, the Enforcement Regulation of the Education Personnel License Act was revised to enhance the expertise of teachers in charge of special needs education, and the national government promoted barrier-free school facilities by, for instance, requesting the establishers of public elementary and lower secondary schools, etc. that have not met the facility development targets set by the national government to accelerate efforts to make their facilities barrier-free.



◀ Example of barrier-free school facility
(Ramp and handrail installed at the entrance of the classroom (left); Barrier-free restroom (right))

○ Promotion of welfare for children with disabilities

As initiatives are being made to promote nursery care for children with disabilities and acceptance of children with disabilities by after-school children's clubs, the number of facilities and after-school children's clubs accepting children with disabilities and the number of children using them are increasing. In FY2022, in order for children with disabilities to use after school children's clubs appropriately, subsidies were expanded to enable additional staff to be assigned to after-school children's clubs.

Regarding the development of medical care and educational systems, based on The Third Welfare Plan for Children with Disabilities covering the FY2024 –FY 2026 period, the Basic Policy was formulated to establish a multilayered community support system centered on the developmental support centers for children.

Section 2. Measures to Promote Employment and Vocation of Persons with Disabilities

○ Expansion of employment opportunities for persons with disabilities

The number of persons with disabilities employed by private companies in FY 2022 (companies with over 43.5 personnel and a legal employment rate of 2.3%) was 614, 000 people (as of June 1, 2022; the same applies hereafter), a record high for the 19th consecutive year. The percentage of persons with disabilities employed was 2.25% (2.20% the same day last year).

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 2.85% and 9,700 persons, respectively. The legal employment rate has been achieved at all national entities.

In December 2022, the Act Partially Amending the Act on Providing Comprehensive Support for the Daily Life and Life in Society of Persons with Disabilities and Other Acts was enacted. This includes partial amendments to the Act to Facilitate the Employment of Persons with Disabilities, which allow employers to develop the vocational abilities of persons with disabilities and add the number of part-time workers with mental disorders, etc. in calculating the company's overall actual employment rate on a special basis.

○ Promotion of comprehensive support measures

Employment support is important as a foundation for persons with disabilities to lead autonomous daily or social life in the community. Comprehensive support measures for employment, etc., of persons with disabilities are promoted, including support for transition from welfare employment to general employment, support for work—from-home, various training for employment, agriculture-welfare collaboration to support employment of persons with disabilities, and measures for securing jobs at welfare institutions, etc.

Chapter 4. Building a Foundation for Daily Life

Section 1. Measures for Stability of Life

With regard to the health and welfare measures for persons with disabilities, legislation is being developed to establish a local life support system that provides services for persons with physical or intellectual disabilities and persons with mental disorders under the initiative of municipalities in which they reside.

In 2022, the Act Partially Amending the Act on Providing Comprehensive Support for the Daily Life and Life in Society of Persons with Disabilities and Other Acts was enacted. The act stipulates the enhancement of the support system for community life for persons with disabilities, etc., in order to realize their desired life by strengthening support for community life and employment, etc.

In March 2022, the “Second Basic Plan on the Promotion of the Use of the Adult Guardianship System” was decided upon by the Cabinet to promote the use of the adult guardianship system as well as to implement the program to support autonomy in daily life as a means of promoting advocacy for rights.

○ Enhancement of home services

In order for persons with disabilities to live in a local community, receiving support at home is necessary. Therefore, based on the Act on Providing Comprehensive Support for the Daily Life and Life in Society of Persons with Disabilities, municipalities provide various support services according to the degree of disability of the user, including in-home nursing care, visiting care for persons with severe disabilities, companion support, activity support, and comprehensive support for persons with severe disabilities, etc.

Regarding support for children with developmental disabilities, in FY 2021, the system of assigning a community support manager for persons with developmental disorders was strengthened in order to further promote response to difficult cases faced by municipalities and business offices.

○ Promotion of sports and cultural and artistic activities

Efforts have been made to reinforce the system for promoting para-sports in the community, and develop environments where sports can be carried out in places within easy reach regardless of disabilities, with the aim to further disseminate and promote para-sports in the community as well as to improve performance in para-sports.

In order to comprehensively and systematically promote measures for the promotion of cultural and artistic activities by persons with disabilities, the Second Basic Plan for the Promotion of Cultural and Artistic Activities by Persons with Disabilities was formulated in March 2023. The plan sets three objectives for the plan period: “further promotion and development of a wide range of cultural and artistic activities by persons with disabilities,” “enhancement of cooperative efforts by related bodies and organs,” and “establishment of a community-level promotion system.”



◀ The national invitational “Boccia Koshien” competition

Section 2. Measures on Healthcare and Medical Treatment

○ Prevention and treatment of diseases, etc. causing disability

Initiatives are being made to conduct health checkups for early detection of risks, provide health guidance to prevent diseases, etc. that cause disabilities and to maintain and improve health, enhance independent living medical care, and promote provision of health care services for patients with intractable diseases.

○ Promotion of mental health and medical care measures

Initiatives to promote mental health are being made, including promotion of measures for depression, provision of information concerning mental disorders, promotion of suicide-prevention measures, and strengthening of measures against addictions. In 2022, the Act Partially Amending the Act on Providing Comprehensive Support for the Daily Life and Life in Society of Persons with Disabilities and Other Acts was enacted, including the revision of the Act on Mental Health and Welfare for Persons with Mental Disorders or Disabilities. The Act ensures comprehensive support to establish a support system that meets the wishes and needs of persons with mental disorders. In addition, from the perspective of advocacy for rights, etc., the Act stipulates the review of the system of hospitalization for involuntary inpatient under medical care and protection, measures to prevent abuse, and the establishment of “services by visiting support-staff for psychiatric inpatients.”

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**

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

○ **Promotion of barrier-free measures based on the universal design concept**

Based on the Barrier-Free Act, the Basic Policy on Promotion of Smooth Transformation, Etc. has been revised, and new barrier-free development targets for the next five years until the end of FY2025 have been addressed.

In addition, based on the Barrier-Free Act, as well as the development of hardware such as stations, the national government is also promoting the so-called “barrier-free mind” as its responsibility to seek the understanding and cooperation of the public regarding the promotion of smooth transportation of elderly persons and persons with disabilities, etc. As part of its initiatives, it is hosting “barrier-free classes” throughout Japan to promote the public’s understanding of the barrier-free mind through simulated experiences of assisting elderly persons and persons with disabilities, etc. and promoting educational activities such as campaigns to approach railroad users with disabilities.

○ **Promotion of barrier-free development**

Barrier-free development of residences, buildings, public transportation, and walking spaces is being promoted.

In March 2022, the Enforcement Regulation of Barrier-Free Act was amended, adding “seating in theaters, grandstands, movie theaters, entertainment halls, assembly halls, or public halls” as facilities covered by the Barrier-Free Act (effective October 2022).

In addition, the Ministerial Order Establishing Standards for Structure and Layout of Specified Facilities of Buildings to be Aimed for in order to Enable Smooth Access by the Elderly Persons and Persons with Disabilities, Etc. was amended to set the desirable standards for facilitating transportation for seating in theaters and other facilities.



Image of seating for wheelchair users

○ **Promotion of disaster management and crime prevention countermeasures**

In order for persons with disabilities to live safely in peace in the community, the national government is promoting disaster-resilient community development. In addition, it is promoting disaster prevention and recovery initiatives so that it can provide appropriate support and secure evacuation centers and emergency temporary housing that take into account the characteristics of disabilities in the event of a disaster. Initiatives are also being made to prevent crime to protect persons with disabilities from becoming crime victims.

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

○ Improvement of Information Accessibility

The national government is supporting the expansion of opportunities for persons with disabilities to utilize information and communication technologies (ICT), conducting research and development of devices and systems that are friendly to persons with disabilities, standardizing information accessibility and promoting barrier-free websites, etc.

○ Enhancement of information provision

The Act on the Promotion of Measures Concerning Acquisition and Use of Information and Communication by Persons with Disabilities was enacted in May 2022, to contribute to realizing a society of coexistence by comprehensively promoting measures concerning acquisition and use of information and communication by persons with disabilities.

Based on the purpose of the act, the fifth basic program was decided upon by the Cabinet in March 2023, and discussions are underway to promote the development and dissemination of devices, etc. that contribute to the acquisition of information, etc. by persons with disabilities and to improve their quality. In addition, the dissemination of subtitled broadcasts, commentary broadcasts, sign language broadcasts, etc., is being promoted.

○ Enhancement of communication support systems

Communication support projects that dispatch sign language interpreters, summary transcribers, interpreters/assistants, etc. for deaf-blind persons etc., and telephone relay services are implemented for persons who have difficulty in communicating.

Chapter 6. Global Efforts

Measures on International Cooperation Appropriate to Japan's International Position

○ Global efforts on persons with disabilities

The Convention on the Rights of Persons with Disabilities (hereinafter referred to as “Convention”), which aims to protect and promote the rights and dignity of persons with disabilities, entered into force in Japan on February 19, 2014.

According to the Convention, each State Party is to submit “a comprehensive report on measures taken to give effect to its obligations under the present Convention and on the progress made in that regard” to the Committee on the Rights of Persons with Disabilities (hereinafter referred to as the “CRPD”). The initial report of Japan was reviewed in person by the CRPD in August 2022, and the CRPD’s concluding observations on the report based on the review were released on October 7, 2022. The observations including recommendations by the CRPD are being fully considered by the relevant ministries and agencies.



(Photo source: UN Web TV, UN 594th Meeting, 27th Session, Committee on the Rights of Persons with Disabilities (CRPD))

○ Promotion of international cooperation

It is of the uttermost effectiveness and importance that Japan makes good use, in measures for persons with disabilities in developing countries, of all the techniques and experience it has built up in welfare, health/medical care, education, employment and a wide range of areas through, Official Development Assistance (ODA) and other measures. Japan is providing ODA loan, grant aid, and technical cooperation, as well as cooperation through international organizations.