

Actual Situations of Employment Measures for Persons with Disabilities

Employment measures for persons with disabilities are comprehensively promoted to realize a society where persons with disabilities can take employment according to their competence and aptitude as those without disabilities.

Basic plan for persons with disabilities and 5-year plan to implement priority measures

Fundamental policy for employment measures for persons with disabilities

Promotion of comprehensive employment measures for persons with disabilities

① Guidance and assistance to employers

- Employment Quota System for Persons with Disabilities
 - Legal quota
 - Private companies = 1.8% for ordinary businesses, 2.1% for statutory corporations
 - Central government and local governments = 2.1% (2.0% for specified educational committees)
 - Guidance to fulfill an employment quota by orders to prepare employment plans
- Assistance to employers through the Levy System for Persons with Disabilities
 - Adjustment of employers' burden through the Levy and Grant System
 - Subsidies to employers who improve facilities and equipment for employing the disabled, appoint attendants, pay attention to housing and commutation and continue to employ persons with disabilities employed in mid-career
 - Subsidy to wages with bounty for the employment development for specified job applicants
- Provision of know-how on employing persons with disabilities
 - Introducing successful cases of employment of persons with disabilities and providing employment control know-how

② Detailed vocational rehabilitation and development of occupational skills for persons with disabilities, taking into account their characteristics

- Vocational counseling, referral to employment, adaptation training in accordance with conditions of persons with disabilities at Public Employment Security offices
- Specialized vocational rehabilitation including work evaluation at vocational centers for Persons with Disabilities (operated by Japan organization for Employment of the Elderly and Persons with Disabilities)
 - Conducting personal assistance by job coaches for workplace adaptation
- Reinforcement of the support by the cooperation of the employment / the welfare / the education
 - The promotion of shifts from working of the welfare in the area to the general employment
 - Promotion of the support in employment side and the practical side of life
- Promotion of various, effective handicapped person Ability Development
 - The promotion of the vocational training and the ability for disabled person occupation development school
 - Outsource the job training for local private organizations

③ Awareness raising for employment of the disabled

- Creation of opportunities to hire persons with disabilities by employers through trial employment
- Implementation of awareness raising and publicity activities in cooperation with organizations of persons with disabilities