

Overview

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

- Reduction 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 a promotion campaign for employment of persons with disabilities
- Implementation of awareness raising and publicity activities in cooperation with organizations of persons with disabilities