

# Employment Measures

## Overview

## Outline of Recent Employment Measures

<p><b>1. Immediate employment development program (April 1998, budget of ¥49.5 billion)</b></p> <p>→ Employment security, human resource development</p> <ul style="list-style-type: none"> <li>• Employment adjustment subsidy</li> <li>• Subsidy for employment development of designated job seekers</li> </ul> <p>Enhancement, etc. (cf. Comprehensive economic measures, budget scale of approx. ¥16 trillion)</p>	
<p><b>2. Comprehensive employment activation plan (November 1998, budget scale of ¥1 trillion [15 months])</b></p> <p>→ Employment creation and labor mobility support in addition to employment security</p> <ul style="list-style-type: none"> <li>• Subsidy for creating employment and securing human resources for small- and medium-sized enterprises</li> <li>• Immediate employment creation special subsidy</li> <li>• Special subsidy for supporting the labor mobility of middle aged and older workers</li> </ul> <p>Creation (cf. Immediate economic measures, budget scale of over ¥17 trillion)</p> <p><b>[Aimed at creating/securing employment at a scale of 1 million persons]</b></p>	
<p><b>3. Immediate employment measures (June 1999, budget of ¥329.9 billion)</b></p> <p>→ Immediate measures with the primary component being the creation of employment opportunities with the focus on middle aged and older involuntary unemployed</p> <ul style="list-style-type: none"> <li>• Creation of special subsidy for the creation of employment in new and growing areas</li> <li>• Creation of human resource mobility special subsidy (drastic enhancement of the special subsidy in supports of the labor mobility of middle and older age workers)</li> <li>• Creation of special immediate local employment grant</li> </ul> <p><b>[Creation of employment and increased employment opportunities at a scale of 0.7 million persons]</b></p>	
<p><b>4. Employment measures within economic rebirth measures (November 1999, budget scale of ¥1 trillion [15 months])</b></p> <p>→ Support for the establishment of small- and medium-sized enterprises, etc. to create/secure employment, employment creation measures in regions negatively affected by the impact of large scale restructuring</p> <ul style="list-style-type: none"> <li>• Special subsidy for creating local employment for small- and medium-sized enterprises</li> <li>• Subsidy for creating employment in designated regions or for subcontractors</li> </ul> <p>Creation</p>	
<p><b>5. Immediate employment measures focusing on the elimination of employment-mismatches (May 2000)</b></p> <p>→ Early development of human resources needed in growing industries, employment promotion</p> <ul style="list-style-type: none"> <li>• Vocational training in information and communication technologies and long-term care related areas</li> <li>• Special subsidy for the creation of employment in new and growing areas</li> <li>• Creation of a support system for developing the abilities of unemployed graduates after finding employment, etc.</li> </ul> <p>Enhancement</p> <p><b>[Realization of creation of employment and employment opportunities at a scale of 0.35 million]</b></p>	
<p><b>6. Employment measures within New Growth Policy to Promote Economic Rebirth (October 2000)</b></p> <p>→ New growth policy with a focus on 4 areas, including promotion of rapid progress in IT innovation</p> <ul style="list-style-type: none"> <li>• Promotion of comprehensive human resource development measures to cope with IT utilization</li> <li>• Development of employment opportunities for middle aged or older persons through trial employment and creation of barrier free workplace promotion projects in thereby eliminating employment-mismatches for the elderly</li> </ul> <p>(cf. New Growth Policy to Promote Economic Rebirth in Japan, budget scale of approximately ¥11 trillion)</p>	
<p><b>7. Employment measures within Immediate Economic Measures (April 2001)</b></p> <p>→ Employment creation and safety net</p> <ul style="list-style-type: none"> <li>• Extension of measures in enhancing the immediate employment creation special subsidy and special subsidy for the creation of employment in new and growing areas, etc.</li> <li>• Enhancement of training courses for middle aged and older white-collar job leavers and promotion of IT related ability/human resource development</li> <li>• Smooth enforcement of the revised Employment Insurance Act</li> <li>• Implementation of Job Information Net</li> <li>• Enactment of the revised Employment Countermeasures Act, etc. at the 151st regular diet session</li> </ul>	
<p><b>8. Comprehensive employment measures (September 2001, budget of ¥877.1 billion)</b></p> <p>→ Security of employment stability and creation of new industries</p> <p>Development of employment demand</p> <p>Elimination of employment-mismatches</p> <ul style="list-style-type: none"> <li>• Elimination of employment-mismatches due to ability/age through development of career consultants</li> <li>• Security/creation of various ability development opportunities through utilization of private sector entities, including private education/training institutions, etc.</li> </ul> <p>Development of safety net</p> <ul style="list-style-type: none"> <li>• Creation of special immediate local employment creation grant</li> <li>• Enhancement of extended training benefit system</li> <li>• Creation of livelihood fund loan system for retired self-employed, etc.</li> </ul>	
<p><b>9. Employment measures within Comprehensive Measures to Accelerate Reforms (October 2002)</b></p> <p>→ Enhancement of employment safety net</p> <p>Response to accelerated bad debt disposal</p> <ul style="list-style-type: none"> <li>• Creation of special subsidy for promoting employment support involving bad debt disposal</li> </ul> <p>Creation of new employment</p> <ul style="list-style-type: none"> <li>• Creation of special subsidy for promoting local employment demand creation projects for middle aged or older workers</li> </ul> <p>Activation of labor demand adjustment by private sector entities and response to diverse work styles</p> <p>Revision of employment insurance system</p> <p>Response to job leavers</p> <p>Establishment of "Strategic Headquarters for Industrial Revitalization and Employment Measures"</p>	
<p><b>10. Employment measures within Reform Acceleration Programs (December 2002, budget of ¥513.0 billion)</b></p> <p>→ Establishment of employment safety net in preparing for economic/social structural changes</p> <p>Creation of intensive employment revitalization support projects</p> <ul style="list-style-type: none"> <li>• Drastic enhancement of special subsidy for promoting employment support involving bad debt disposal</li> </ul> <p>Creation of early re-employment support fund projects</p> <p>Support for career development according to market needs and reinforcement of employment-matching functions</p> <ul style="list-style-type: none"> <li>• Implementation of employment support by full-time early re-employment counselors</li> <li>• Active provision of employment-related information</li> </ul> <p>Creation of new employment and security of employment stability</p> <ul style="list-style-type: none"> <li>• Creation of special subsidy for promoting local employment demand creation projects</li> <li>• Creation of subsidy for supporting business foundations by qualified recipients</li> <li>• Enhancement and effective utilization of immediate local employment creation special grant projects</li> <li>• Enhancement of subsidies for implementing immediate work sharing measures</li> </ul> <p>Reinforcement of employment support for groups in extremely severe employment environments</p> <p>Careful response to job leavers</p>	

<p><b>11. Employment measures within rapid implementation measures toward improved economic growth (April 2008)</b></p> <p>→ <b>New Employment Strategy - Toward Realization of Society for All -</b></p> <p>Realization of vocational independence of young people</p> <ul style="list-style-type: none"> <li>• "Plan to Turn Freeters, etc. into Regular Workers"</li> <li>• Enhanced vocational independence support for NEETs, etc.</li> <li>• Development/enhancement of Job Card system</li> </ul> <p>Realization of employment for female job seekers (increase of up to 200,000 (females aged 25-44) within 3 years)</p> <ul style="list-style-type: none"> <li>• Implementation of "New Strategy for No Wait-listed Children at Daycare Centers"</li> <li>• Work-life balance support</li> <li>• Enhancement of re-employment/enterprise/continued employment support</li> </ul> <p>Realization of a society where people can work regardless of age (increase of 1 million persons (aged 60-64) within 3 years)</p> <ul style="list-style-type: none"> <li>• Promotion of employment of elderly in enabling them to continue to work if they desire to</li> <li>• Promotion of "Baby Boomer Frontier Project"</li> <li>• Promotion of meaningful lives for the elderly through a variety of work style employment</li> <li>• "Five Year Plan to Promote AetTransition from Welfare to Employment"</li> </ul> <p>Realization of stable employment/lives and development of environment where people can work satisfactorily without anxiety</p>	
<p><b>12. Employment measures within Immediate Comprehensive Measures for Realizing Security (August 2008)</b></p> <p>FY2008 first supplementary budget of ¥9.94 billion</p> <p>→ <b>Promotion of non-regular employment measures, etc.</b></p> <p>Promotion of non-regular employment measures, etc.</p> <ul style="list-style-type: none"> <li>• Creation of public assistance benefits during vocational training (¥100,000 per month), etc.</li> <li>• Establishment of employment support centers for non-regular workers (hereinafter referred to as Career Up Hello Works) (3 centers)</li> </ul> <p>Continued employment support for small- and medium-sized enterprises</p> <ul style="list-style-type: none"> <li>• Enhancement of continued employment support for small- and medium-sized enterprises (creation of immediate employment security subsidy for small- and medium-sized enterprises)</li> </ul> <p>Employment support for females, elderly, and persons with disabilities and security of long-term care services</p> <ul style="list-style-type: none"> <li>• Expansion/improvement of Mothers' Hello Work projects (establishment of 10 new Mothers' Corners)</li> <li>• Adding elderly aged 65 or older to the subsidy menus involving the employment development of designated job seekers (hereinafter referred to as "designated development subsidy"), and implementation of support for business operators that employ elderly aged 65 or older on a trial basis</li> <li>• Extension of the payment period of designated development subsidy (from 1 year to 1.5 years)</li> <li>• Expansion of specialized counselors for persons with disabilities (from 227 to 297 counselors) (cf. Immediate Comprehensive Measures for Realizing Security, budget scale of approximately ¥14 trillion)</li> <li>• Creation of subsidy for supporting human resource security and workplace adaptation with long-term care (payment of ¥500,000 for business operators that employ persons with no experience in long-term care work)</li> </ul>	
<p><b>13. Employment measures within Life Measures (October 2008)</b></p> <p>FY2008 second supplementary budget of ¥250.5 billion, FY2009 budget (additionally requested portion) of approximately ¥30.0 billion</p> <p>→ <b>Security in lives of the people</b></p> <p>Immediate living expense support measures</p> <ul style="list-style-type: none"> <li>• Efforts toward lowering employment insurance premiums, etc. (from 1.2 to 0.8%)</li> </ul> <p>Employment safety net reinforcement measures</p> <ul style="list-style-type: none"> <li>• Creation of special subsidy for promoting support for older freeters (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises)</li> <li>• Expansion of Career Up Hello Works (from 3 to 5 centers)</li> <li>• Enhancement of public assistance benefits during vocational training (raising the amount from ¥100,000 to ¥120,000, etc.)</li> <li>• Enhancement of immediate employment security subsidy for small- and medium-sized enterprises and employment adjustment subsidy (raising the subsidy rate of small- and medium-sized enterprises from 2/3 to 4/5)</li> <li>• Creation of Hometown Employment Reproduction Special Grant (¥250 billion)</li> </ul> <p>Measure for securing living security</p> <ul style="list-style-type: none"> <li>• Enhancement of subsidy for supporting human resource security and workplace adaptation in the area of long-term care (raising the amount from ¥0.5 million to ¥1 million for employing older freeters, etc.)</li> <li>• Creation of model subsidy for promoting development of facilities for long-term care workers, etc. (subsidy of 1/2 of expenses)</li> <li>• Creation of subsidy for promoting first step employment for persons with disabilities (payment of ¥1 million for employing anyone with a disability for the first time) (cf. Life Measures, budget scale of approximately ¥32 trillion)</li> </ul>	
<p><b>14. Employment measures within Immediate Measures for Living Protection (December 2008)</b></p> <p>FY2008 second supplementary budget of ¥154.2 billion, FY2009 budget (additionally requested portion) of approximately ¥130.0 billion</p> <p>→ <b>Security of employment opportunities and housing/living support for job leavers</b></p> <p>Housing/living measures</p> <ul style="list-style-type: none"> <li>• Subsidy for business operators that continue to provide housing (¥40,000 to ¥60,000 per month, up to 6 months), housing/living support fund (up to ¥1.86 million), and maximum utilization of employment promotion housing</li> </ul> <p>Continued employment measures</p> <ul style="list-style-type: none"> <li>• Enhancement of employment adjustment subsidy (raising the subsidy rate of large-sized enterprises from 1/2 to 2/3)</li> <li>• Creation of subsidy for promoting business operators employing dispatched workers as regular workers (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises)</li> </ul> <p>Re-employment support measures</p> <ul style="list-style-type: none"> <li>• Creation of immediate employment creation projects (¥150.0 billion)</li> <li>• Implementation of long-term vocational training for stable employment, including expanding the scale of implementation of training for job leavers, etc. (cf. Immediate Measures for Living Protection, budget scale of approximately ¥64 trillion)</li> </ul> <p>Informal job offer cancellation measures</p> <ul style="list-style-type: none"> <li>• Reinforcement of functions of employment insurance system</li> </ul>	
<p><b>15. Employment measures within Economic Crisis Measures (April 2009)</b></p> <p>FY2009 first supplementary budget of ¥2,512.8 billion</p> <p>→ <b>Establishment of new safety net for non-regular workers, etc., security of continued employment, and promotion of employment opportunities, etc.</b></p> <p>Enhancement of employment adjustment subsidy, etc.</p> <ul style="list-style-type: none"> <li>• Raising the subsidy rate for avoiding the dismissal of workers, etc. (from 4/5 to 9/10 for small- and medium-sized enterprises, and from 2/3 to 3/4 for large-sized enterprises)</li> <li>• Abolishment of the annual maximum number of benefit days (200 days)</li> </ul> <p>Re-employment support/ability development measures</p> <ul style="list-style-type: none"> <li>• Comprehensive support for vocational training, re-employment, and living using Agimmediate human resource development/employment support fundAh (public assistance during vocational training (benefits of ¥100,000-120,000 per month and loans of up to ¥80,000 per month), etc.)</li> <li>• Enhancement/reinforcement of vocational ability development support</li> <li>• Measures for employment of persons with disabilities</li> <li>• Drastic reinforcement of functions of Hello Works, etc.</li> </ul> <p>Employment creation measures</p> <ul style="list-style-type: none"> <li>• Increased payment for immediate employment creation projects, etc.</li> </ul> <p>Dispatched worker protection measures, informal job offer cancellation measures, and support for foreign national workers, etc.</p> <ul style="list-style-type: none"> <li>• Reinforcement of worker protection, including prevention of dispatched worker layoffs, etc.</li> <li>• Informal job offer cancellation measures, etc.</li> <li>• Support for foreign national workers</li> </ul> <p>Housing/living support, etc.</p> <ul style="list-style-type: none"> <li>• Support for securing housing and living expense loans along with continued living consultation/support, etc. for anyone that has lost their employment and housing (Loan of stop-gap funds (up to ¥100,000) and living expenses (up to ¥200,000 per month, up to 1 year), and payment of a housing allowance (up to 6 months), etc.)</li> </ul>	
<p><b>16. Immediate Employment Measures (October 2009)</b></p> <p>→ <b>"Immediate Support Measures" and "Immediate Employment Creation Programs"</b></p> <p>Immediate Support Measures</p> <ul style="list-style-type: none"> <li>• Support for the poor and needy (reinforcement of support systems, including "One-Stop Services") and new graduates (immediate placement of job supporters aiding in the employment of high school and university graduates")</li> <li>• Reinforcement of continued employment (relaxation of the requirements for the payment of employment adjustment subsidy, etc.)</li> </ul> <p>Promotion of "Immediate Employment Creation Programs"</p> <ul style="list-style-type: none"> <li>• Creation of a system that enables people to be trained and acquire qualifications (certified care workers and class 2 home helpers) while working at long-term care facilities, etc.</li> <li>• Improved operation of "Immediate Employment Creation Projects" and "Hometown Employment Reproduction Special Fund Projects", and front-loaded execution of "Immediate Employment Creation Projects", etc.</li> </ul>	

**17. Employment measures within Immediate Economic Measures for Future Growth and Security (December 2009)**

FY2009 second supplementary budget of ¥598.4 billion

→ Reinforcement of immediate measures, and promotion of employment strategies

Relaxation of the requirements for the employment adjustment subsidy

- In addition to the current requirements regarding the "volume of production" enterprises with deficits were subjected to the payment of the subsidy regardless of the scale if they had "10% or more of a production reduction from the year prior to the previous year"

Reinforcement of support for the poor and needy

- Support for implementation of "One-Stop Service Day", enhancement of one-stop consultation functions of Hello Works (placement of "housing/living support advisors")
- Continued "housing allowance" support and establishment of "emergency temporary accommodation facilities" through renting vacant company dormitories, etc.

Reinforcement of support for new graduates

- Immediate expansion of "job supporters for employing high school and university graduates"
- Creation of "experience-oriented trial employment projects for new graduates" in thereby supporting business operators that employ unemployed graduates on an experience oriented trial basis

Creation of employment in priority areas

- Creation of new employment opportunities in certain areas, including long-term care, medical care, agriculture and forestry, and environment and energy, etc., and the promotion of human resource development according to local needs

**18. Economic Measures within 3 Stages toward the Realization of New Growth Strategy (September 2010)**

FY2010 reserve fund for local revitalization and economic crisis (employment related MHLW portion) of ¥117.6 billion

→ Immediate response to high exchange rate of the yen and deflation (step 1)

Immediate measures for employment of new graduates

- "Subsidy for promoting trial employment of non-new graduates within three years of graduation", and "subsidy for promoting employment of non-new graduates within three years of graduation (new graduate equivalent)"
- Doubling the number of placements of job supporters involved in the employment of high school and university graduates (from 928 to 1,753)
- Establishment of "New Graduate Supporting Hello Works" that specialize in supporting new graduates at every prefectural labor office
- Revision of the "Guidelines for Securing Employment Opportunities for Young People" to include "treatment of non-new graduates within three years of graduation as new graduates"

Employment creation/human resource development support

- Implementation of personal support model projects
- Enhancement of projects on employment creation in priority areas (¥100.0 billion)

**19. Immediate Comprehensive Measures against High Exchange Rate of Yen and Deflation (October 2010)**

FY2010 supplementary budget (employment related MHLW portion) of ¥317.0 billion

→ Flexible response with business conditions and employment trends taken into account (step 2)

Reinforcement of support for new graduates and young people

- Increase in number of "job supporters" (from 1,753 to 2,003)
- Enhancement of special subsidy for promoting regular employment of young people, etc. (expanded application to include those younger than 25)

Sustaining employment and living support via employment adjustment subsidy, etc.

- Relaxation of the requirements for employment adjustment subsidy (reconsideration of the system)
- Extending the period of "enhancement of 'housing measures'" (payment of housing allowance, etc.) to the end of FY2011 (reconsideration of the system)

Employment creation/human resource development

- Enhancement of projects involving employment creation in priority areas (¥100.0 billion)
- Extension of immediate human resource development support projects, etc. (¥101.3 billion)
- Implementation of support projects involving human resource development in priority areas (¥50.0 billion)