Employment of Persons with Disabilities in Japan

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Two Laws of Employment Support

1. Welfare Employment
   Law for Supporting Independence of Persons with Disabilities

2. Open Employment
   General Support for Persons with Disabilities Act
Employment Support for PWDs

Open Employment

Welfare Employment

Private Company

Special Subsidy Company

Sheltered Workshop A

Sheltered Workshop B

Transition-to-work Support Program

Quota, Levy and Grant System

Contracted Employee

Welfare Service Users
## Number of Working PWDs

<table>
<thead>
<tr>
<th>Welfare Employment</th>
<th>Transition-to-work Support Program</th>
<th>16,266</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sheltered Workshop A</td>
<td>12,309</td>
</tr>
<tr>
<td></td>
<td>Sheltered Workshop B</td>
<td>99,182</td>
</tr>
<tr>
<td>Open Employment</td>
<td></td>
<td>327,250</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>455,007</td>
</tr>
</tbody>
</table>

Ministry of Health, labor and welfare, 2011, etc.
# Average Wages (Monthly)

<table>
<thead>
<tr>
<th>Employment Category</th>
<th>Physical</th>
<th>Intellectual</th>
<th>Mental</th>
<th>Welfare Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Open Employment</strong></td>
<td>267,000</td>
<td>125,000</td>
<td>163,000</td>
<td></td>
</tr>
<tr>
<td><strong>Welfare Employment</strong></td>
<td></td>
<td></td>
<td></td>
<td>13,000</td>
</tr>
</tbody>
</table>
Work Situation of PWDs (age 15–64)

Percentage

- Open Labor Market: 19
- Welfare Employment: 16
- No Work: 57
- Others: 8
<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Living in</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Home</td>
<td>Institution</td>
<td></td>
</tr>
<tr>
<td>Physical</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;18</td>
<td>98,000</td>
<td>93,000</td>
<td>5,000</td>
<td></td>
</tr>
<tr>
<td>18&lt;</td>
<td>3,564,000</td>
<td>3,483</td>
<td>81,000</td>
<td></td>
</tr>
<tr>
<td>Intellectual</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>&lt;18</td>
<td>125,000</td>
<td>117,000</td>
<td>8,000</td>
<td></td>
</tr>
<tr>
<td>18&lt;</td>
<td>410,000</td>
<td>290,000</td>
<td>120,000</td>
<td></td>
</tr>
<tr>
<td>Mental</td>
<td>3028,000</td>
<td>2675,000</td>
<td>253,000</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>7,430,000</td>
<td>6,670,000</td>
<td>670,000</td>
<td></td>
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</tbody>
</table>
### Number of PWDs Based on Welfare Laws

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Home</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical</td>
<td>Total</td>
<td>3,937,000</td>
<td>3,864,000</td>
</tr>
<tr>
<td></td>
<td>&lt;65</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>65≦</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Intellectual</td>
<td>Total</td>
<td>741,000</td>
<td>622,000</td>
</tr>
<tr>
<td></td>
<td>&lt;65</td>
<td>91%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>65≦</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>Mental</td>
<td>Total</td>
<td>3,201,000</td>
<td>2878,000</td>
</tr>
<tr>
<td></td>
<td>&lt;65</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>65≦</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>7,879,000</td>
<td>7,364,000</td>
<td>515,000</td>
</tr>
</tbody>
</table>

Ministry of Welfare, Labor and Health 2010
Establishment of Comprehensive Independence Support System

Local municipalities
- Care benefit
  - Personal care at home
  - Visiting care for persons with severe disabilities
  - Sighted guide for persons with visual impairment
  - Activity support
  - Medical care
  - Life care
  - Day service for children
  - Short-stay
  - Comprehensive support for persons with severe disabilities, etc.
  - Cohabitation care
  - Support for placement in facilities

Independence support benefit
- Persons and children with disabilities

Training benefit, etc.
- Self-reliance training (function/life)
- Assistance for employment
- Assistance for continued employment
- Support for cohabitation

Independence support medical care, etc.
- Rehabilitation medical care (previous)
- Development medical care (previous)
- Public expense for visits to mental hospitals (previous)

Assistive Device
- Consultation support
- Mobility support
- Welfare homes, etc.
- Communication support and daily living equipment
- Community activity support
- Community life support activities

Wide-area support
- Development of human resources, etc.

Prefectural governments

* Among the Independence Support Medical Care, the public medical benefit for children with disabilities (previous) and the public benefit for outpatients to mental hospitals (previous) are implemented by prefectural governments.
Welfare Employment

Services on the Law for Supporting Independence of Persons with Disabilities

* Transition-to-work Support Program
* Sheltered Workshop A
* Sheltered Workshop B
Transition-to-work Support Program

* (1) Eligibility
  * ① Disabled Person who want to get ordinary job
  * ② Disabled person who is almost under 65 years old and expected to get ordinary job

* (2) Support Period
  * 2 years (up to 3 years)

* (3) Contents of Support
  * Vocational training, fieldwork, job finding, job adjustment training
(1) Eligibility
- Disabled person who has difficulty to get ordinary job
  - Type A: has possibility to get ordinary job and under 65 years old.
  - Type B: can get disability pension and over 50 years old

(2) Services
- Type A: provide job
- Type B: provide job or opportunity of production
Open Employment

Services on the Law for Employment Promotion, etc. of the Disabled Persons
  *Quota, Levy and Grant System
  *Vocational Rehabilitation Service
  *Enlightenment of Employment for PWDs
Quota, Levy and Grant System

Employers failing to employ PWDs more than the ratio

Legal ratio 1.8%

Employers failing to employ PWDs more than the ratio

Employers employing PWDs more than the ratio

Levies
50,000yen/month/person
Employers with 301 regular workers or more
40,000yen/month/person
Employers with 201-300 regular workers

Adjustment Allowance
27,000yen/month/person
for Employers with 201 regular workers or more

Rewards
21,000yen/person/month
for Employers with less than 201 regular workers
### Legal Ratio of Employment of PWDs

<table>
<thead>
<tr>
<th>Category</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private company</td>
<td>2.0%</td>
</tr>
<tr>
<td>Quasi governmental organization</td>
<td>2.3%</td>
</tr>
<tr>
<td>National and local government</td>
<td>2.3%</td>
</tr>
<tr>
<td>Board of education in prefectures</td>
<td>2.2%</td>
</tr>
</tbody>
</table>
Grant System

* Construction of workplace facilities etc. for PWDs
* Construction of welfare facilities, etc. for PWDs
* Placement of workplace assistants for PWDs
  (Document reader, sign language interpreter, etc.)
* Placement of job coaches for PWDs
* Commuting measures for PWDs
* Construction of facilities, etc. in enterprises employing a large number of PWDs
* Skill development of PWDs etc.
Establishment Requirements

1. Close human relations with the parent company
2. Number of PWDs employed is five and more
3. Ratio of Employment of PWDs is 20% and more
4. Ratios of severely disabled persons is 30% and more
5. Having ability to perform the employment management of PWDs appropriately
6. Promotion and stability of the employment of PWDs are surely accomplished
Special subsidiary company system
## Types of Job Coach

<table>
<thead>
<tr>
<th>Types</th>
<th>Status and Roles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Coach in Vocational Rehabilitation Centers</td>
<td>Staff members of local vocational rehabilitation center for PWDs who assist their clients to get competitive jobs</td>
</tr>
<tr>
<td>Type 1 Job Coach</td>
<td>Staff members of social welfare institutions who assist their clients to transfer to competitive jobs</td>
</tr>
<tr>
<td>Type 2 Job Coach</td>
<td>Employees of private companies who assist their disabled co-workers at job site</td>
</tr>
</tbody>
</table>
Vocational Rehabilitation Service

Vocational Rehabilitation Center (National 1) (Large 2) (Local 49)

Public Employment Security Office (545)

Vocational Training Center for PWDs (19)

Work and Life Support Center (322)