

Employment of Persons with Disabilities in Japan

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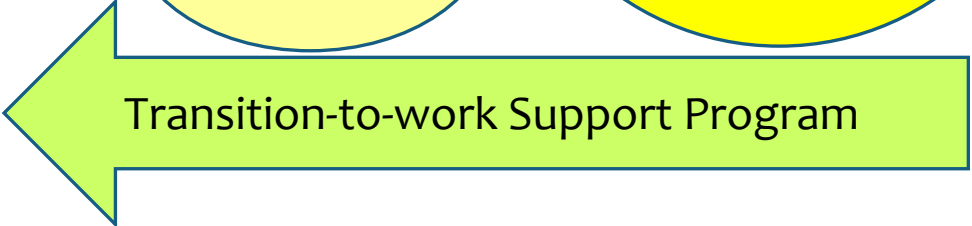
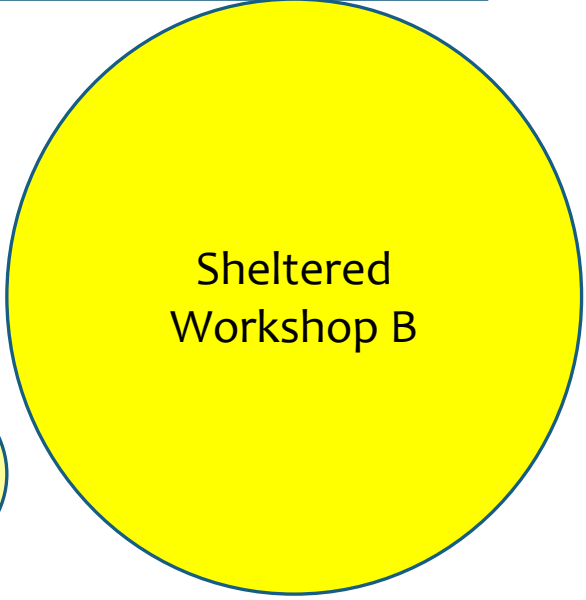
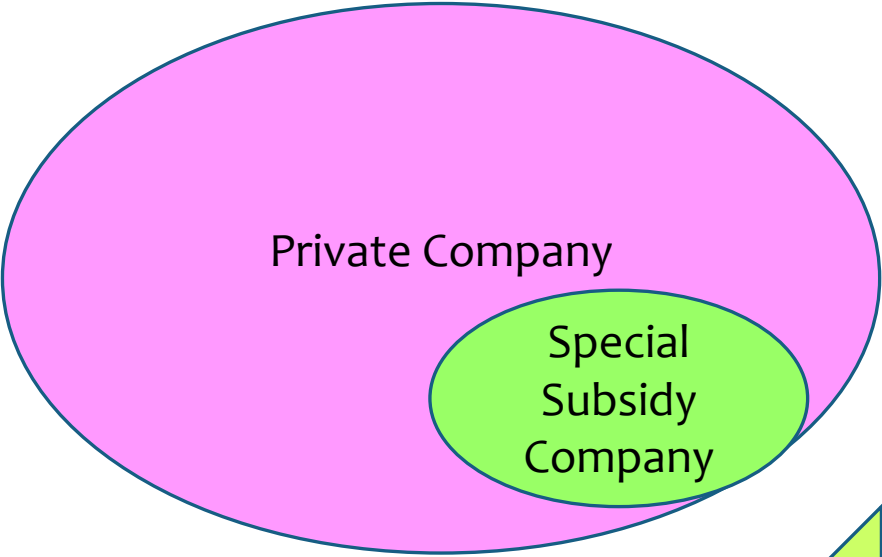
Two Laws of Employment Support

- * **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



Quota , Levy and Grant System



Number of Working PWDs

Welfare Employment	Transition-to-work Support Program	16,266
	Sheltered Workshop A	12,309
	Sheltered Workshop B	99,182
Open Employment		327,250
Total		455,007

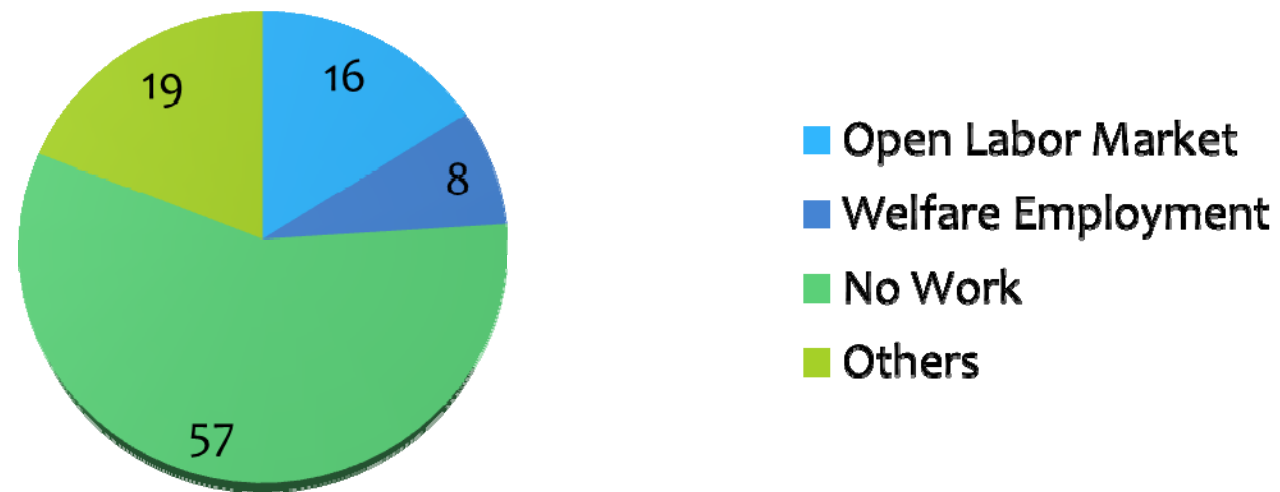
Ministry of Health, labor and welfare, 2011, etc.

Average Wages (Monthly)

Open Employment	Physical	267,000
	Intellectual	125,000
	Mental	163,000
Welfare Employment		13,000

Work Situation of PWDs (age 15–64)

Percentage



Number of PWDs Based on Welfare Laws

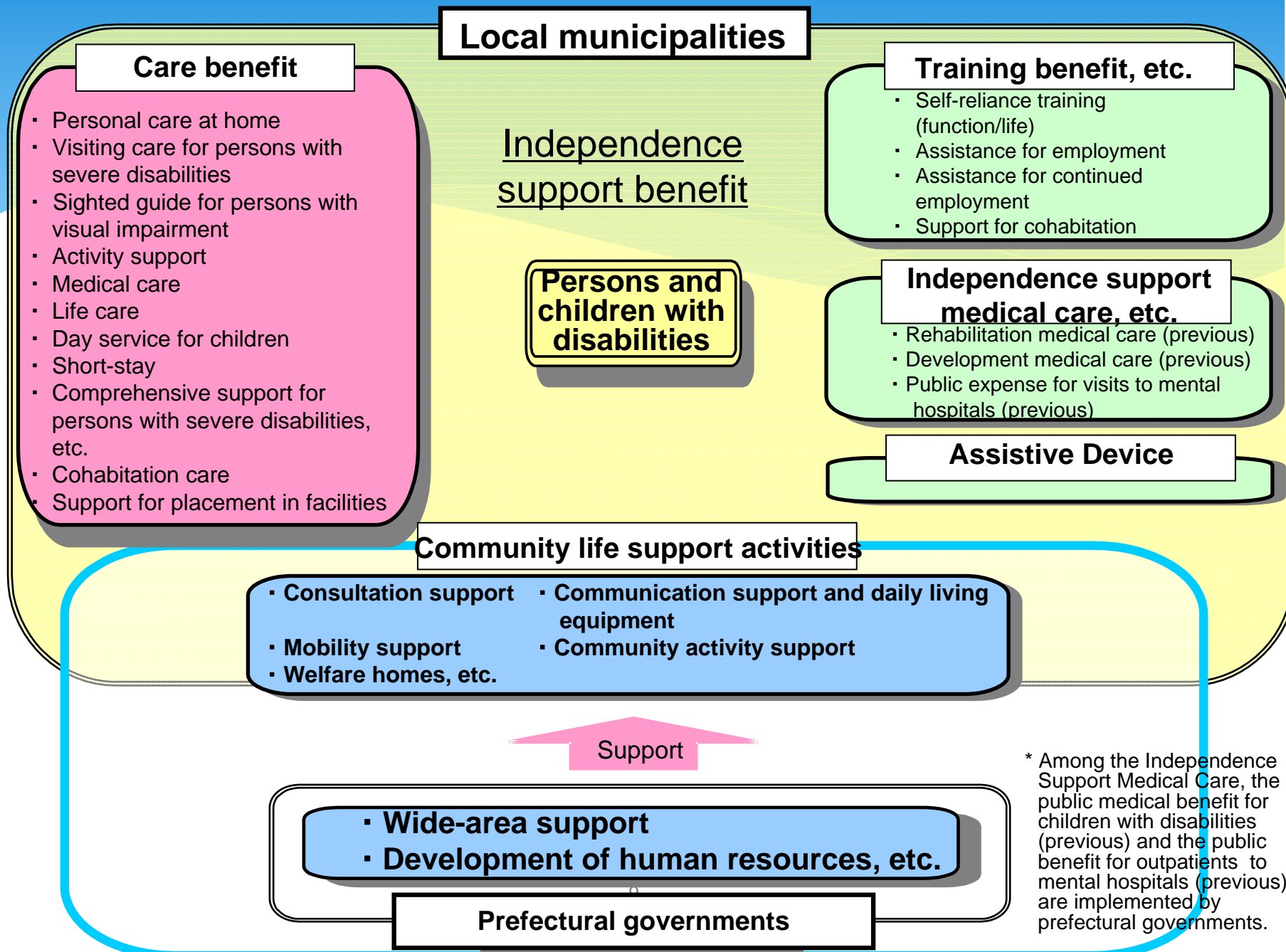
		Total	Living in	
			Home	Institution
Physical	<18	98,000	93,000	5,000
	18<	3,564,000	3,483	81,000
Intellectual	<18	125,000	117,000	8,000
	18<	410,000	290,000	120,000
Mental		3028,000	2675,000	253,000
Total		7,430,000	6,670,000	670,000

Number of PWDs Based on Welfare Laws

		Total	Home	Institution
Physical	Total	3,937,000	3,864,000	73,000
	<65	31%		
	65≦	69%		
Intellectual	Total	741,000	622,000	119,000
	<65	91%		
	65≦	9%		
Mental	Total	3,201,000	2,878,000	323,000
	<65	64%		
	65≦	36%		
Total		7,879,000	7,364,000	515,000

Ministry of Welfare, Labor and Health 2010

Establishment of Comprehensive Independence Support System



* 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
 - * ①Disabled Person who want to get ordinary job
 - * ②Disabled 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

Sheltered Workshop

- * (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

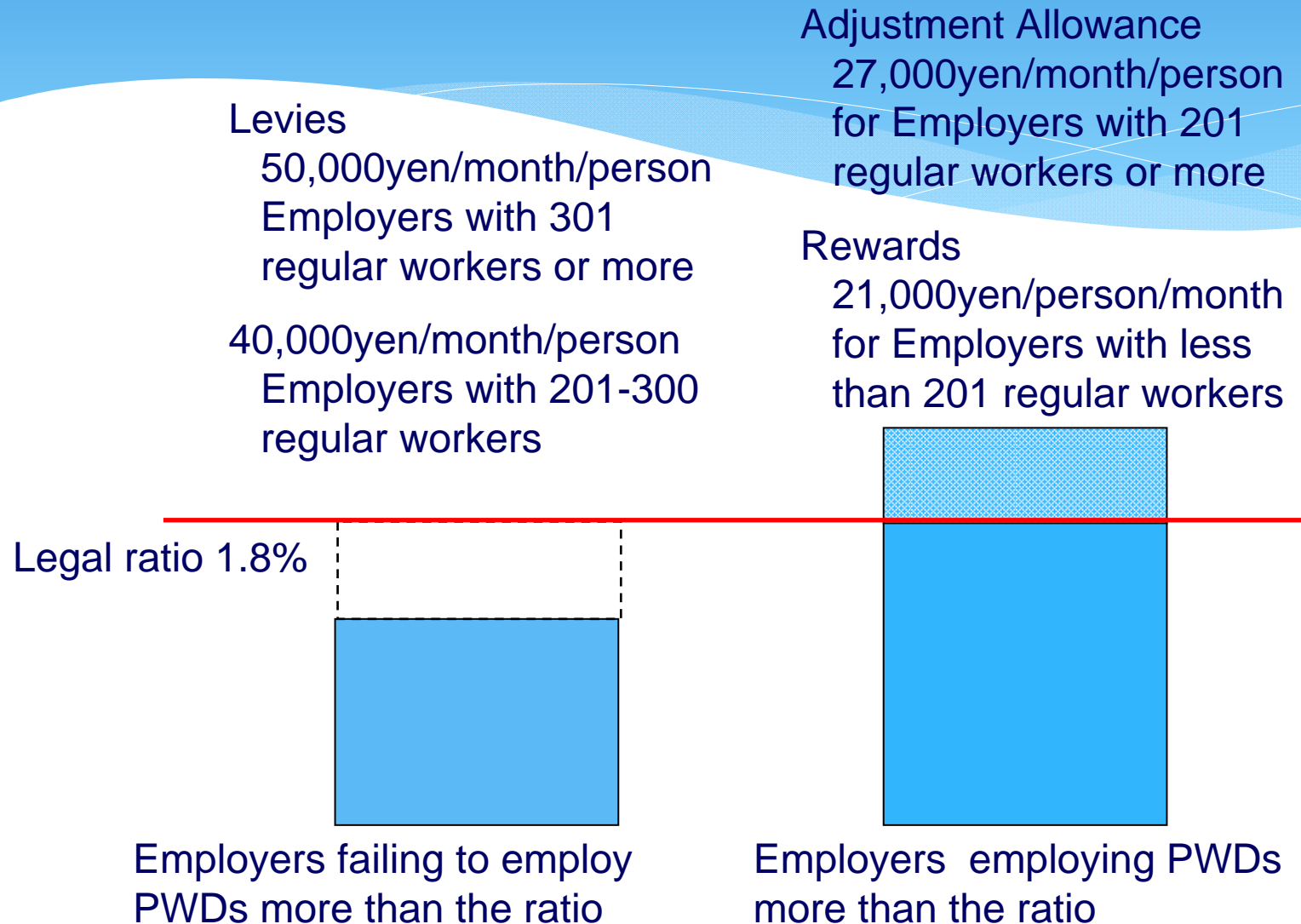
**Services on the Law for Employment
Promotion, etc. of the Disabled Persons**

***Quota , Levy and Grant System**

***Vocational Rehabilitation Service**

***Enlightenment of Employment for PWDs**

Quota, Levy and Grant System



Legal Ratio of Employment of PWDs

Private company	2.0%
Quasi governmental organization	2.3%
National and local government	2.3%
Board of education in prefectures	2.2%

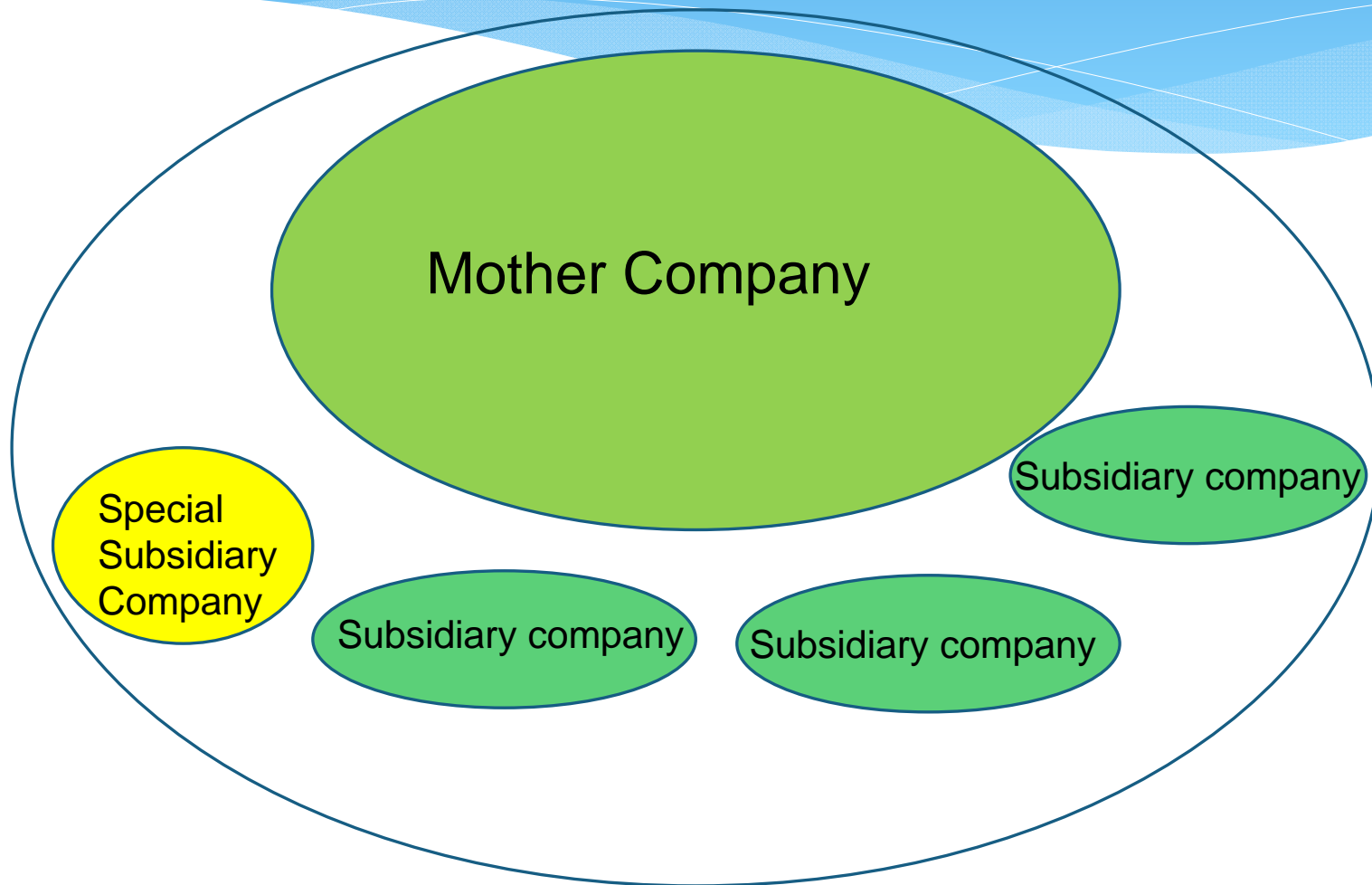
Grant System

- * **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.**

Special subsidiary company

- * 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

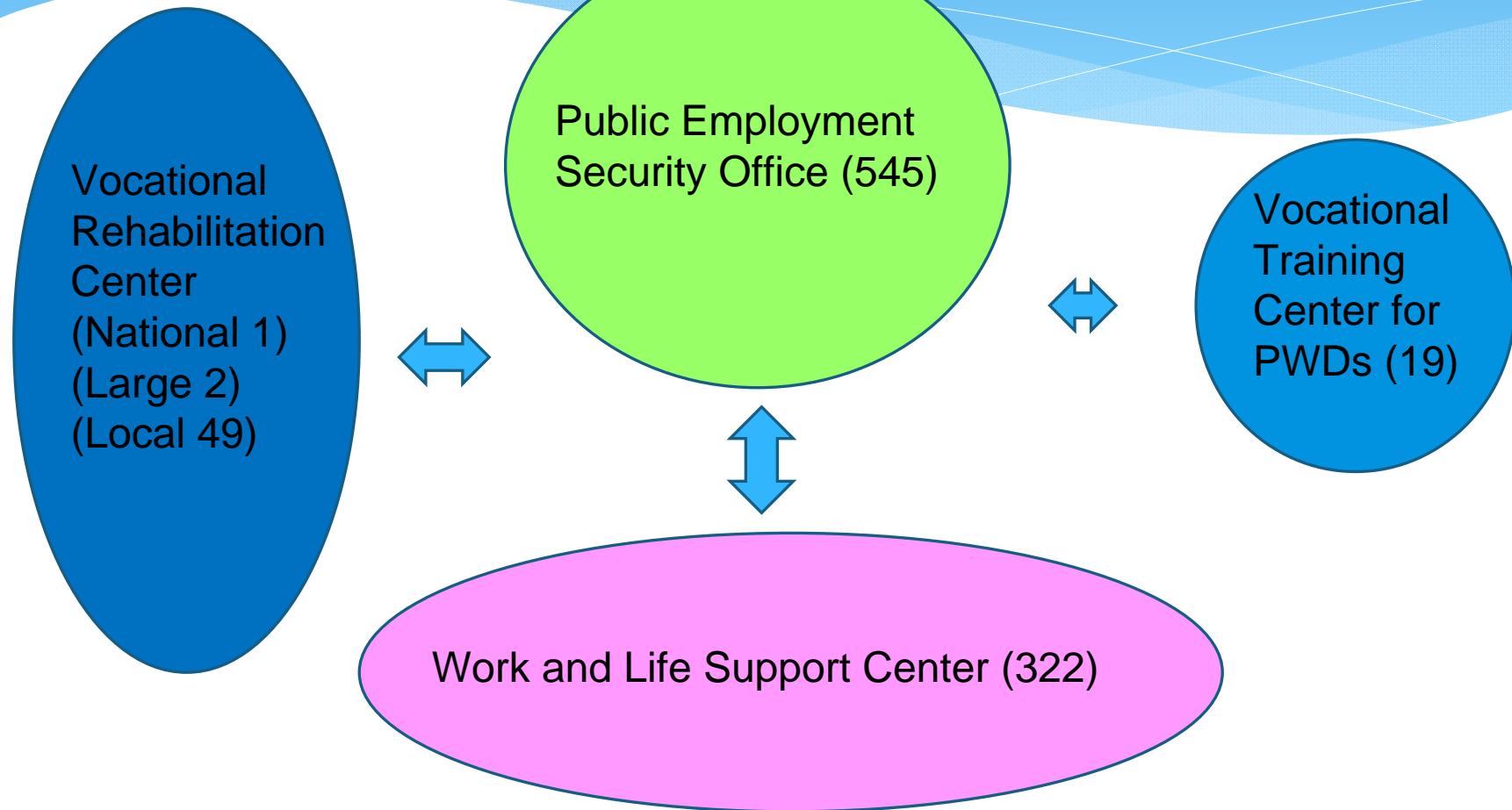


Types of Job Coach

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

Vocational Rehabilitation Service

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Flow of job-seekers with disabilities & support facilities for employment

