

Keynote speech

The Latest Situation of the Employment and Workforce Inclusion of People with Disabilities

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Personal profile

Publication: "Chibi-Maruko-chan no 'Helen Keller' (Helen Keller as Expounded by Chibi Maruko-chan)," *Manten-Jinbutsu-den (Story of People with Perfect Life)* series, Shueisha Inc., April 2003 **(Data No.1... Omitted because of copyright)**

My activities: "V-sien" (Vocational Rehabilitation and Self-Independent Encouragement Network) and Osaka Employment Support Network for Persons with Disabilities (NPO) **(Data No.2)**

I. Employment situation

1. Guidelines for employment --- Basic Program for Persons with Disabilities and the five-year Plan for Implementation of Priority Measures (December 24, 2002) (Headquarters for Promoting Measures for Persons with Disabilities, Cabinet Office)

<Securing employment and jobs>

Aim to increase the number of job placement of people with disabilities through "Hello Work" public employment security offices to 30,000 per year by the end of fiscal 2007 thereby bringing the total number of people with disabilities at work to 600,000 in fiscal 2008 by promoting trial hiring and job coaches, utilizing various grants and subsidies, providing job training and so forth.

2. Basic data on the current situation of employment of people with disabilities
 - 1) Vocational rehabilitation system in Japan **(Data No.3)**
 - 2) Current status of employment and workforce inclusion **(Data No.4)**
 - 3) Changes in the statutory quota for the employment of people with disabilities **(Data No. 5-1)**
 - 4) Current status of job placement of people with disabilities through "Hello Work" public employment security offices **(Data No.5-2)**

II. From the viewpoint of vocational rehabilitation

1. Users of vocational rehabilitation

"An individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment" (ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983)

2. Reference to vocational rehabilitation (in the 14th World Congress of Rehabilitation International in 1980)

“Rehabilitation is a process in which the combined and coordinated use of medical, social, educational, and vocational measures assists persons with disabilities to achieve the highest possible level of functioning and to integrate within society.

Rehabilitation is based on the philosophy that what individuals with disabilities can do with their remaining (retained) abilities is more important than what they cannot do because of disabilities. It is an approach to life in which each individual uses his or her abilities to the fullest extent.”

3. Philosophy of work --- “decent work”

“Give everybody opportunities to get a decent and humane productive work under the conditions which provides him or her with freedom, justice, security and human dignity.”

A situation that deviates from a “decent work” / decent work deflect

- (i) Employment gap --- Lack of employment or employment in the informal economy which pays wages too low to support life
 - (ii) Rights gap --- Lack of rights / Right to work has yet to be established for people with disabilities.
 - (iii) Social security gap --- Employment policies and various rights in employment are not applicable to people with disabilities.
 - (iv) Social dialogue gap --- Social dialogue among political leaders, labor and businesses; consensus; lack of dialogue with people with disabilities
4. Can we close our eyes to the current state of labor at welfare and other facilities?

* Only 1.5 percent of those in live-in care facilities and 0.8 percent of those at vocational training centers have entered the ordinary workforce.

* The average wage earned at vocational training centers is slightly less than 20,000 yen per person per month.

(Welfare counselors tend to advise people with disabilities to use welfare facilities rather than employment support organizations. Welfare and educational officials seem to have a fixed idea that it is difficult or impossible for people with disabilities to work.)

III. Flow of employment assistance

1. Basic data

1) Life stages and challenges **(Data No. 6)**

2) Courses taken by graduates from special schools for children with disabilities **(Data No.7)**

2. Peculiarities of welfare workers (**Data No.8**)

<Cultivate a local community> --- Network building

Assistance that tolerates <retrying and redoing>

Assistance that is <apprehensive for the sense of tension felt by individuals with disabilities and their families>

Provision of opportunities for <upskilling and career development>

<Assistance for exploring new possibilities (fighting against the fixed ideas)> --- Confrontation with the conventional logic that excludes people with disabilities (meritocracy)

3. Employment assistance (Development and care management in local communities)

IV. Institutional development for employment and welfare policies for people with disabilities

1. In the course of moves toward institutional reform

1) "Direction of Future Policies for Assisting Employment of People with Disabilities" compiled by a study group within the Ministry of Health, Labor and Welfare (July 9, 2004) --- **To make the birth of the Ministry of Health, Labor and Welfare a meaningful event that leads to substantive accomplishment**

1) Assistance for entry into the workforce; 2) Continuous employment; 3) Creation of place and occasions for daytime activities

2) "Joint Declaration to Support the 'Will to Work' of People with Disabilities: Looking to the Creation of a Society in Which People Work and Live Together" (September 29, 2004)

3) "Future Policies for the Health and Welfare of People with Disabilities (Proposed Grand Design for Reform)" (October 12, 2004)

4) **Law to Help People with Disabilities to Live Independently** --- The bill for the law was endorsed by the Cabinet on February 10, 2005 and submitted to the 162nd regular session of the Diet. --- **Scrapped (re-submitted)**

Debate over the benefit principle (tax burden based on a uniform rate) and income guarantee --- People with disabilities who do not have sufficient earning ability

2. Law amendments proposed by the labor administration (Employment Security Bureau and Human Resources Development Bureau of the Ministry of Health, Labor and Welfare)

1) Proposed revisions to the Law for the Promotion of Employment of the Disabled

(i) Measures to promote the employment of people with mental disabilities

(ii) Assistance for people with disabilities living at home

(iii) Coordination with welfare policies for people with disabilities

* Local employment support programs for people with disabilities

* Grant program to help hire a job coach

* Employment and life support centers for persons with disabilities (90 centers)

2) **Commissioned training programs to meet various needs (Data No.9)**

- 3) Assistance using information technology for the in-home employment of people with severe disabilities / Virtual workshop
- 4) Projects to create jobs for people with disabilities (6,000 jobs)
 - cf. “Prospective System for Promoting Special Support Education” (interim report) compiled by the Central Council for Education under the aegis of the Ministry of Education, Culture, Sports, Science and Technology (December 2, 2004)
 - Law for Assistance to People with Developmental Disabilities (Enacted on December 3, 2004 and put into force on April 1, 2005)
3. Notable points of the hitherto-implemented labor-related measures
 - 1) Emergency job security project (Measures to promote the rehiring of displaced workers with disabilities: Effective from February 1998 to March 2001)
 - Job creation project for people with disabilities (trial employment scheme): Effective from December 2001
 - 2) “Revisions to the system allowing exceptions to the application of the statutory quota for the employment of people with disabilities” (gradual implementation from 2004) and the possibility of subsequent creation of job creation
 - * 9,000 jobs to be generated (Japan Business Federation or Nippon Keidanren)
 - * Measures to encourage the establishment of subsidiaries eligible for special treatments under the Law for the Promotion of Employment of the Disabled
 - * The revisions to the exceptions to statutory quota application applied to the central and local government agencies (except for police officers, self-defense officials etc.)
 - 3) Disclosure by companies of the proportion of employees with disabilities / Required under the Information Disclosure Law
4. Employers and business establishments (companies, administrative offices, etc.) --- Corporate social responsibility (CSR) for stakeholders
 - 1) Compliance; 2) Disclosure; 3) Accountability
 - * Socially responsible investment (SRI)
 - “Create a world in which human dignity and the sustainability of the environment are the governing principles for commercial activities by means of investment.”
 - Selecting companies for investment based on the degree of CSR efforts
 - * Awards for companies (Osaka Employment Support Network for Persons with Disabilities, specified nonprofit organization)
 - Invitation for “Shopping for a Better World”
 - * Policies for priority placement of orders

V. Employment and the viewpoint of local sovereignty

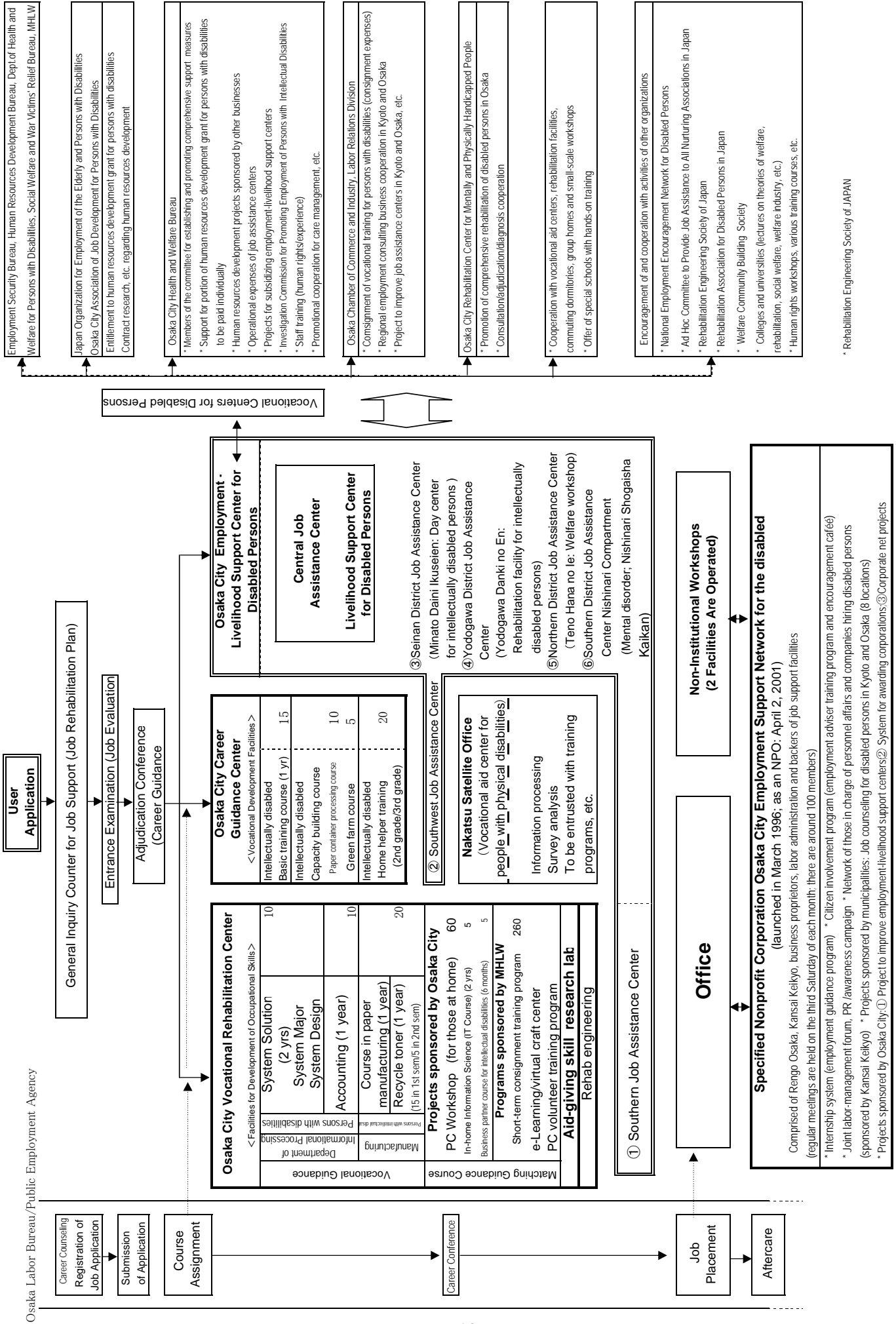
1. Envisaging an “inclusive society”
 - In order to overcome efficiency worship and meritocracy that are the starting point for discrimination

- 1) Britain abolished the employment quota for people with disabilities – From exclusion to inclusion
 - * Exclusion through polarization → Bearing the cost of employment → Furtherance of stigma
 - * Supported placement --- Looking at employment from the viewpoint of securing income
 - * Social welfare policies for the social integration centering on inclusion into the mainstream workforce
 - 2) Meaning of the International Classification of Functioning and Disability (ICF)
 - 1) The path that everybody has come or is to take / The riddle of the Sphinx --- Development of man
 - 2) Rehabilitation International (RI) (September 1999)

“In the 2000s, we must come to accept disabilities as a normal part of a person with diversity.”
 2. Social cooperatives (*cooperative sociale*) in Italy (Natsuko Tanaka, “Itaria Shakai-teki Keizai no Chiiki Tenkai (Local Development of Social Economy in Italy),” Nihon Keizai Hyoronsha, October 2004)

“Pursuing the universal interest of the community in human growth and the social integration of citizens” = Removing difficulties to live (*disagio*) through local collaboration (*associazione*) =
 3. Independence and autonomy --- **Priority seats for elderly and people with disabilities have been eliminated from Hankyu trains**

“Bunken wa Naze Ima Hitsuyoka (Why Decentralization Now)” (Naohiko Jinno et al., “Sekai (The World),” August 1996)
- “In a decentralized society, citizens are autonomous beings with an ability to control themselves, who have no sense of discrimination, respect the personal quality of all the people, and seek to achieve self-fulfillment. The society formed by such people is a barrier-free society where the door to opportunities for self-fulfillment is never closed for anyone. There, the very activities of these people are the main actor, as a ‘counter partner’ or an alternative (the one offering a counter proposal) that makes brave commitment to social policies, in building public value from the grass-root level.”
4. Welfare society concept / Social firms (Shiga Prefecture’s attempt) **(Data No.10)**
 5. Meanings and effective use of welfare plans for people with disabilities provided by the central, prefectural and municipal governments (local sovereignty)



Business Establishments

Business establishments as seen from employment rate system	
Type of business establishment	Employment rate (2004.12.28)
National/public entities	2.10% / 4.8
A certain number of education board	2.00% / 5.0
Government affiliated firms, etc.	2.10% / 4.8
Private firms	1.80% / 5.6
Percentage of non-attainment firms (58.3%/57.6% in previous year)	1.46%

Employment rate system and contribution system application

- The employment contribution system will be applied to business establishments that have not attained the required employment rate (60,000/person)
- Business establishments with more than 300 workers that have not attained the required employment rate will be exempt at a certain rate (10% reduction from 2004)
- Double-count system under which a business establishment that employs a severely disabled person is credited with employing two disabled persons

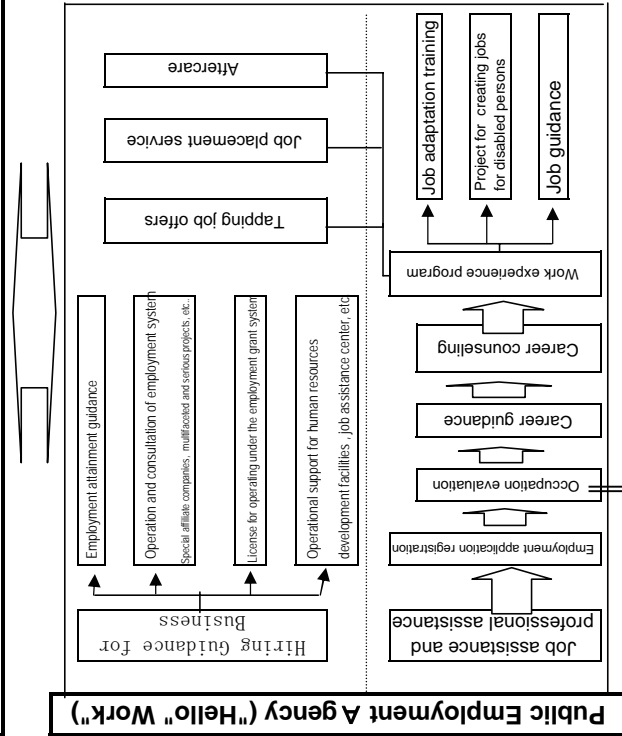
Form of business organization for employment of disabled persons

General business establishments
 Special affiliate company: the number of disabled persons an affiliate company specializing in hiring disabled persons that may be included in the number of disabled persons the parent company employs.
 Semipublic joint venture companies: affiliate companies established by local governments and private firms through joint capital investment
 Welfare factories: business establishments on the welfare side

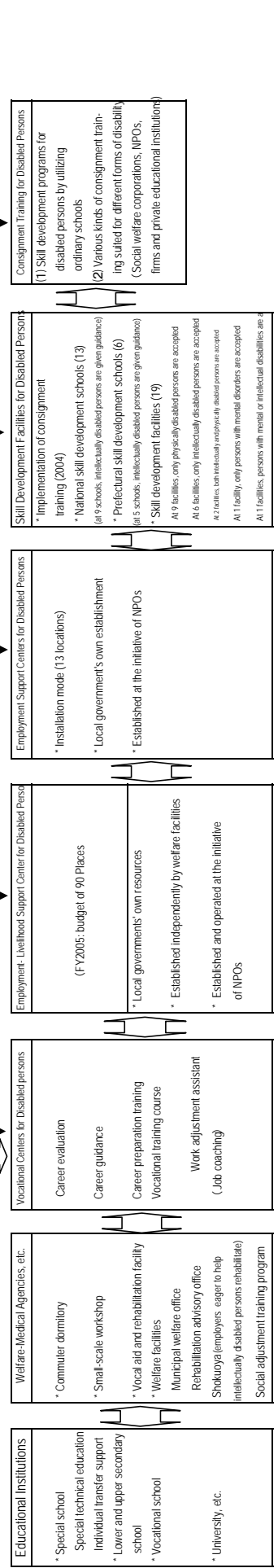
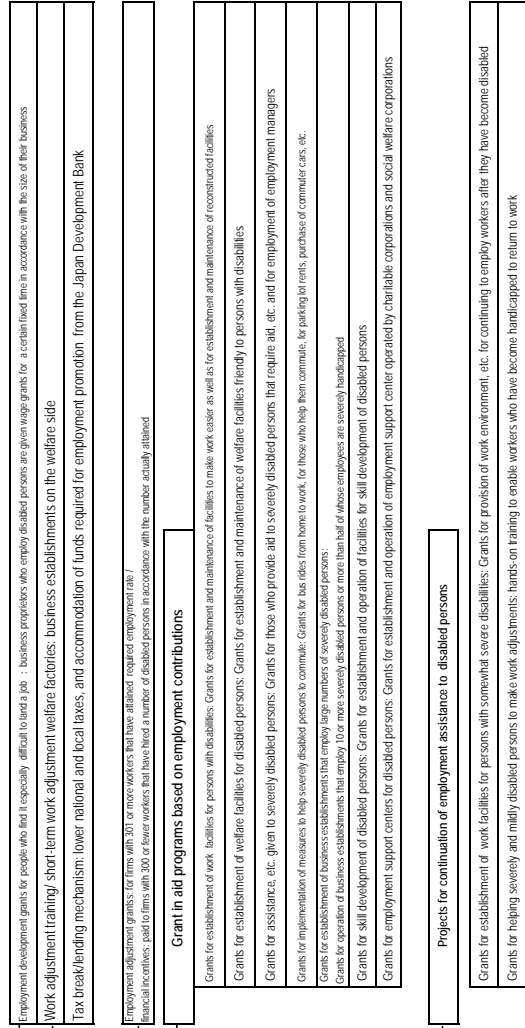
In-house system for promotion/employment of persons with disabilities, etc.

- Welfare advisor for disabled persons: selected and appointed at business establishments with five or more disabled workers
- Promoter of disabled persons employment: selected and appointed at business establishments with 56 or more workers
- Verification of employment: promotes early reemployment of disabled persons by prohibiting their being easily discharged

Job offers for disabled persons, tapping hiring firms, matching firms to disabled persons



Various systems for employment promotion
 Japan Organization for Employment of the Elderly and Persons with Disabilities
 MHLW



Employment Situation of Disable Persons in Japan (draft concerned)

Job Gain Pattern	Employment genre < Main Constituent >	Characteristics of service	Applicable laws	Number of employees			Total
				Estimated total number 18 and over Source	Physical disability (3.24 million) (3.24 million)	Intellectual disability (2.04 million)	
Employment	Contract employee Board member of association	Business establishment (including public offices)	Application of relevant labor law	MHLW (Note 1)	114,000	13,000	496,000
Job Gain	Regular employment (including contract employment) Part-time (temporary) employment Temporary, short-term (transitional) employment	Third-sector firms Special affiliate company Business establishments that hire large numbers of severely disabled persons Stay-home work / detached service	Employment contract Social insurance Benefit package, etc.	(FY1998) (Note 2) MHLW (Note 3) MHLW (Note 4)	369,000 396,000 305,000 43,000	51,000 — — 1,380	516,000
Custody	Welfare Factory	Regular employment, contract employment, part-time employment	Application of relevant labor laws Employment contract/social insurance Benefit package, etc.	MHLW (Note 4)	1,324	289	2,996
Job Gain	< Social Welfare Corporation >				1,383		
Backup	Vocational aid facilities for disabled persons Vocational aid facilities for severely disabled persons Day care vocational aid facilities for disabled persons Small-scale day care vocational aid facilities for disabled persons < Total number of disabled persons > Vocational aid facilities for intellectually disabled (institutionalize) Vocational aid facilities for intellectually disabled (day care) Small-scale day care vocational aid facilities for intellectually disabled persons < Total number of intellectually disabled persons > Vocational aid facilities where mentally disabled persons are institutionalized Day care vocational aid facilities for mentally disabled persons Small-scale day care vocational aid facilities for mentally disabled persons < Total number of mentally disabled persons >	Provision of labor charge for operation Facilities used Satellite office Stay-home work In-house vocational aid Duty performed at business establishments to which one is dispatched	No applicable labor related laws	MHLW (Note 3) (Vocational aid facilities, etc. and notation) MHLW (Note 5)	13,000 3,304 8,123 6,914 918 (19,259)		19,259
Job Gain	Small scale workshops (management matrix)	Provision of labor charge for work	No applicable labor related laws	MHLW (Note 6) (excluding the other 296)	2,515	4,884	12,900
Support	Shokuya employment (intellectually disabled persons)	Business establishment service (labor charge for work)	Strictly speaking, no employment relationship, but are under contract in many cases	White Paper on Developmental Disorder (Note 7)	—	—	768
Jb Gain	Social adjustment training for mentally disabled persons (Rehabilitation program for outpatients)	Business establishment service (labor charge for work)		MHLW (Note 8)	—	1,303	1,303
Family employees / domestic help	Self-employed	No employment relationship	Actual condition is not understood	MHLW (Note 4) MHLW (Note 5) Self-employed proprietor Sideline business	98,000 12,000	244	99,000
		No employment relationship		MHLW (Note 4) MHLW (Note 4)	27,000	222	222
					4,000	—	31,000
							740,446
			Sum total				

(Note 1) Ministry of Health, Labor and Welfare, "FY2003 Fact Finding Survey on Employment of the Disabled" (October 19, 2004) / Employment Measures for Disabled Persons Division, Employment Measures for the Elderly and Persons with Disabilities, Department, Ministry of Health, Labor and Welfare
(Note 2) Ministry of Health, Labor and Welfare, "Results of FY1998 Fact Finding Survey on Employment of Disabled Persons (January 2000)": Based on the "Business Establishment Survey" of private business establishments employing five or more workers conducted
November 1998 and an attitude survey of employees with physical or intellectual disability

(Note 3) Ministry of Health, Labor and Welfare's Employment Measures for Disabled Persons Divisions "Results of a Fact Finding Survey on Employment of Persons with Physical or Intellectual Disabilities (March 27, 2003)". <http://www.mhlw.go.jp/houdou/2003/03/h0327-3>

(Note 4) Ministry of Health, Labor and Welfare's Mental Health and Welfare Divisions "Results of Study by an Investigative Commission on the Need to Provide Service to Rehabilitate Mentally Disabled Persons into Society, Etc. (November 11, 2003)". <http://www.mhlw.go.jp/shing/2003/11/s1111-2c>

(Note 5) Ministry of Health, Labor and Welfare's "Review of FY2003 Survey on Social Welfare Facilities, Etc.". <http://www.mhlw.go.jp/roukei/saikin/hw/fukushi02/roukei4-h>

(Note 6) Kyosarens "Number of Disabled Persons Who Use Small-Scale Membership Workshops and Principal Disabilities (831 Workshops with 13,196 Members as of July 2003)". <http://www.kyosaren.or.jp>

(Note 7) White Paper on Developmental Disorder 2003, "Number of Intellectually Disabled Persons Entrusted with Shokuya" - by Prefecture (as of FY2000, Ministry of Health, Labor and Welfare's "Report on Social Welfare Affairs" (October 2000).

(Note 8) Ministry of Health, Labor and Welfare, FY1998 Exchange Data of Career Counselors in Charge of Persons with Mental Disability, Minister of Health, Labor and Welfare Secretariat's Department of Accident Isura

<Data 5-1-1> Trends in Employment Rates in Private Companies (1.8% of rate designated by law)

No. of Employees	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
56- 99	2. 11	2. 07	1. 99	1. 95	1. 91	1. 86	1. 72	1. 66	1. 63	1. 52	1. 47	1. 46
100-299	1. 52	1. 50	1. 48	1. 47	1. 46	1. 41	1. 41	1. 40	1. 68	1. 31	1. 29	1. 25
300-499	1. 30	1. 33	1. 35	1. 35	1. 37	1. 39	1. 39	1. 40	1. 41	1. 46	1. 48	1. 44
500-999	1. 23	1. 28	1. 30	1. 35	1. 36	1. 38	1. 44	1. 46	1. 46	1. 43	1. 47	1. 44
1000 or more	1. 33	1. 36	1. 41	1. 44	1. 46	1. 48	1. 52	1. 55	1. 57	1. 56	1. 58	1. 60
Overall	1. 41	1. 44	1. 45	1. 47	1. 47	1. 48	1. 49	1. 49	1. 49	1. 47	1. 48	1. 46

<Data 5-1-2> Trends in Employment Rates in Public Institutions (%)

FY	1998	1999	2000	2001	2002	2003	2004
Public institutions							
Government affiliated firms (2.1%)	1. 99	2. 04	2. 08	1. 97	1. 96	2. 09	1. 71
State-run (2.1%)	2. 15	2. 16	2. 15	2. 14	2. 14	2. 19	2. 15
Prefectural and city governments(2.1%)	2. 40	2. 43	2. 43	2. 45	2. 46	2. 49	2. 28
Municipality (2.1%)	2. 40	2. 44	2. 44	2. 46	2. 44	2. 45	2. 20
Board of education (2.0%)	1. 15	1. 18	1. 22	1. 22	1. 23	1. 24	1. 33

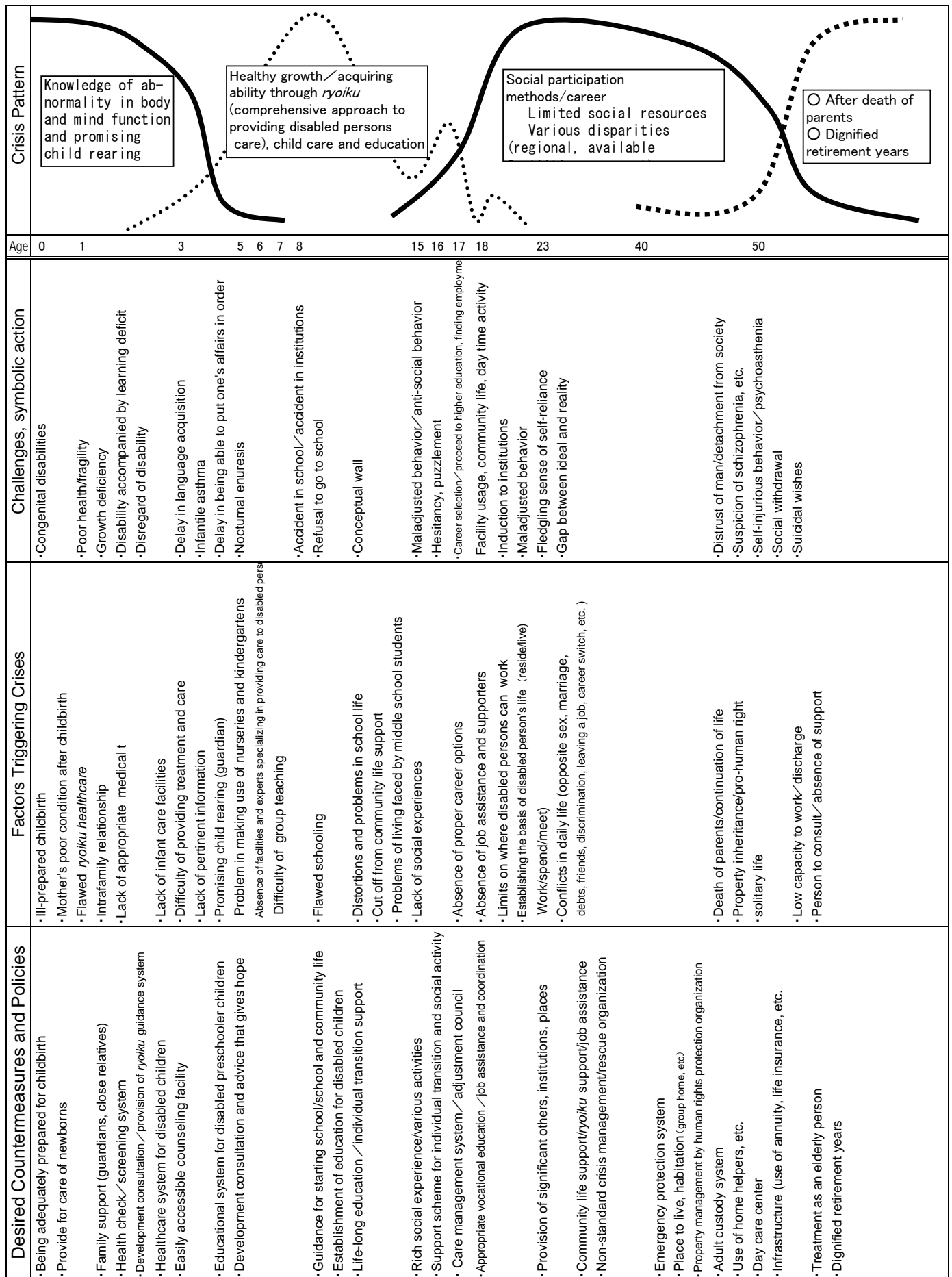
<Data 5-2-1> Number of Employment Referrals and of Placements at Public Employment Agencies ("Hello Work") (person)

Fiscal Year	Number of New Job Applications							Number of Job Placements						
	Total	Physically disabled		Intellectually disabled		Mentally disabled	Others	Total	Physically disabled		Intellectually disabled		Mentally disabled	Others
		Severe		Severe					Severe					
FY1970	25, 041	18, 891	—	—	—	—	6, 150	14, 743	—	—	—	—	—	—
FY1975	44, 064	34, 499	—	7, 925	—	—	1, 640	21, 891	15, 056	—	—	—	—	6, 835
FY1980	55, 807	45, 715	—	—	—	—	10, 092	30, 043	22, 862	—	—	—	—	7, 181
FY1985	58, 844		14, 917	9, 217	—	—	881	27, 168	20, 324	7, 036	6, 588	—	—	256
FY1990	60, 197	47, 513	17, 931	11, 572	—	—	1, 112	29, 590	21, 266	8, 290	7, 799	—	—	525
FY1995	71, 819	55, 044	22, 447	13, 465	—	3, 076	234	27, 361	18, 856	7, 495	7, 195	—	1, 236	74
FY2000	77, 612	57, 393	24, 216	15, 143	3, 132	4, 803	273	28, 361	19, 244	7, 693	7, 414	1, 962	1, 614	89
FY2001	83, 557	61, 548	25, 839	16, 357	3, 382	5, 386	266	27, 072	18, 299	7, 480	7, 669	1, 797	1, 629	75
FY2002	85, 996	62, 888	26, 514	16, 511	3, 156	6, 289	308	28, 354	19, 104	7, 402	7, 269	1, 749	1, 890	91
FY2003	88, 272	62, 450	26, 944	17, 602	3, 292	7, 799	421	32, 885	22, 011	8, 678	8, 249	1, 966	2, 493	132
FY2004	93, 182	63, 350	26, 790	18, 953	3, 245	10, 467	457	35, 871	22, 992	9, 210	9, 102	2, 126	3, 592	185

<Data 5-2-2> Percentage of Effective Job Seekers by Damage Segment (march 2004)

Total	Vision	Hearing	Superior limb	Inferior limb	Torso	Motor ability by cerebral lesion	Innards	Intellectual disabilities	Mental disabilities	Others
153, 544	8, 076	16, 804	22, 677	29, 261	6, 013	2, 428	21, 854	31, 544	14, 333	554
100. 0%	5. 2%	10. 9%	14. 7%	6. 0%	4. 0%	1. 6%	14. 2%	20. 5%	9. 3%	0. 4%

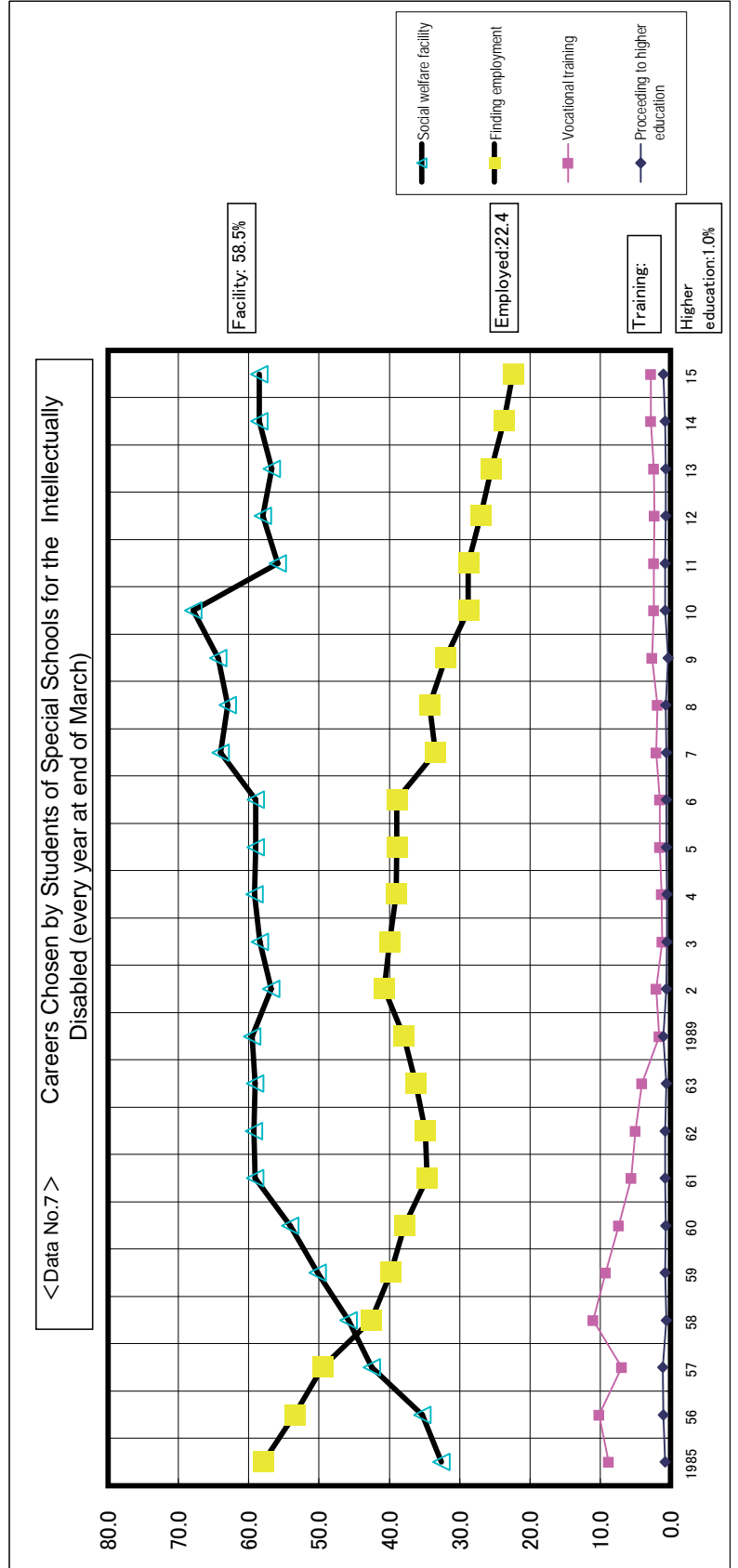
(Source: Employment Security Bureau, Ministry of Health, Labor and Welfare)

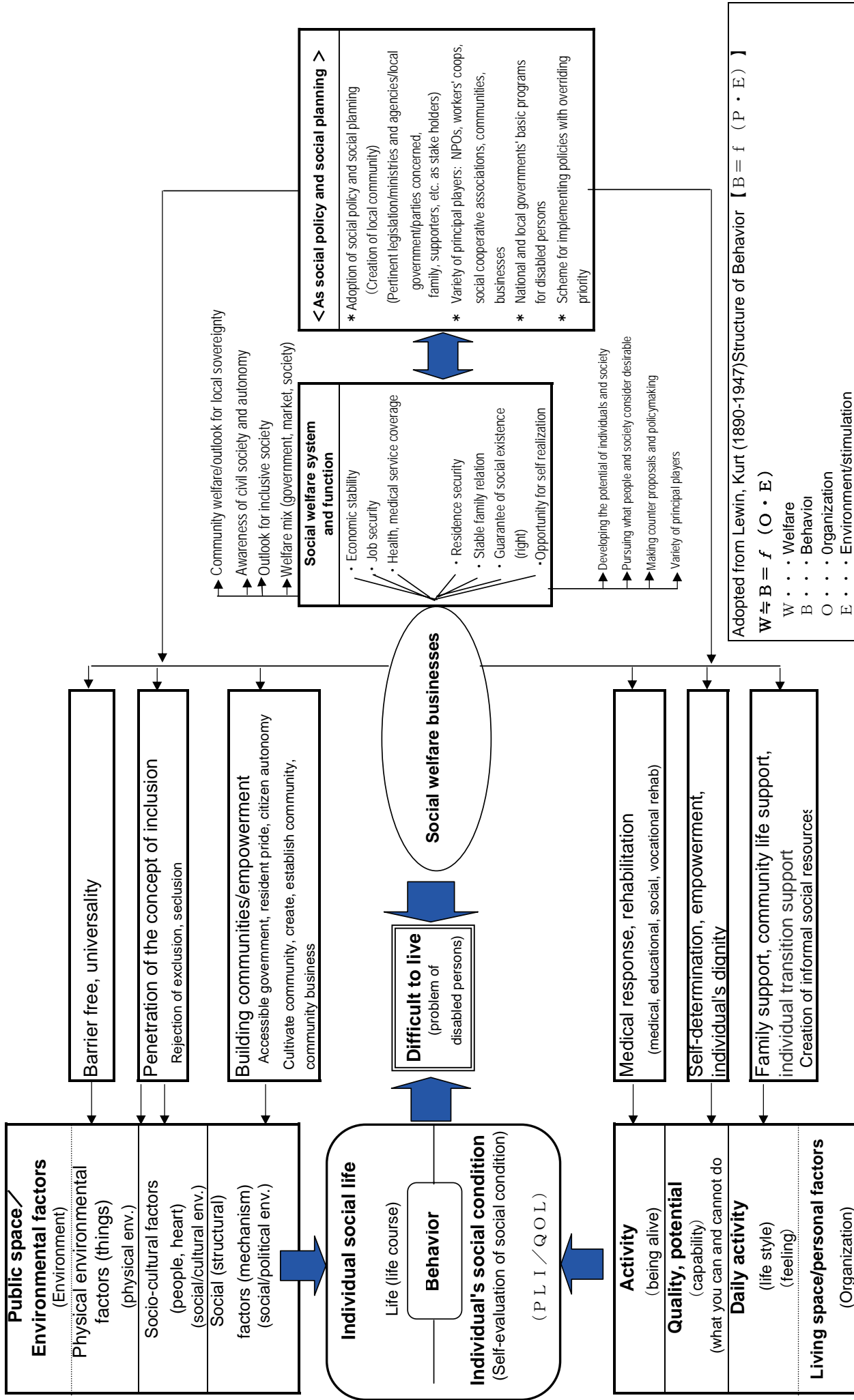


< Data No. 7 > Careers Chosen by Graduates of Upper Secondary Departments of Special Schools < Graduates of March 2003 >

Classification	Graduates No. of students	Proceeding to higher education No. of students	Vocational de- velopment school		Finding employment No. of students	Social welfare facility		Other No. of students
			Miscellaneous school, etc.	No. of students		Medical institution	No. of students	
Total, upper secondary departments of special schools	12,287 (100.0)	584 (4.7)	453 (3.7)	2,379 (19.4)	6,935 (56.4)	1,936 (15.7)		
Graduates of March 2002 <small>(* Upper secondary dept. of special schools)</small>	11,717 (100.0)	537 (4.6)	466 (4.0)	2,404 (20.5)	6,552 (55.9)	1,760 (15.2)		
School for the blind	387 (100.0)	162 (48.1)	12 (3.6)	40 (11.9)	82 (24.3)	41 (12.0)		
School for the deaf	470 (100.0)	247 (52.5)	51 (10.8)	120 (25.5)	38 (8.1)	14 (3.0)		
Special school	11,480 (100.0)	175 (1.5)	390 (3.4)	2,219 (19.3)	6,815 (59.4)	1,881 (16.4)		
Intellectual disabilities	9,210 (100.0)	95 (1.0)	256 (2.8)	2,067 (22.4)	5,388 (58.5)	1,404 (15.2)		
Orthopedically impaired	1,895 (100.0)	33 (1.7)	86 (4.5)	114 (6.0)	1,275 (67.3)	387 (20.4)		
Poor health	375 (100.0)	47 (12.5)	48 (12.8)	38 (10.1)	152 (40.5)	90 (24.0)		

(Ministry of Education, Sports, Science and Technology Homepage: http://www.mext.go.jp/a_menu/shotou/tokubetu/main.htm)





<Data No. 9> Program to Develop Occupational Skills of Disabled Persons in Ordinary School, Variety of Consignment Training Suited for Different State of Disability, and e-Learning Model Program for Remote Educational Training (FY2005 Local Prefectural Government Action Plan)

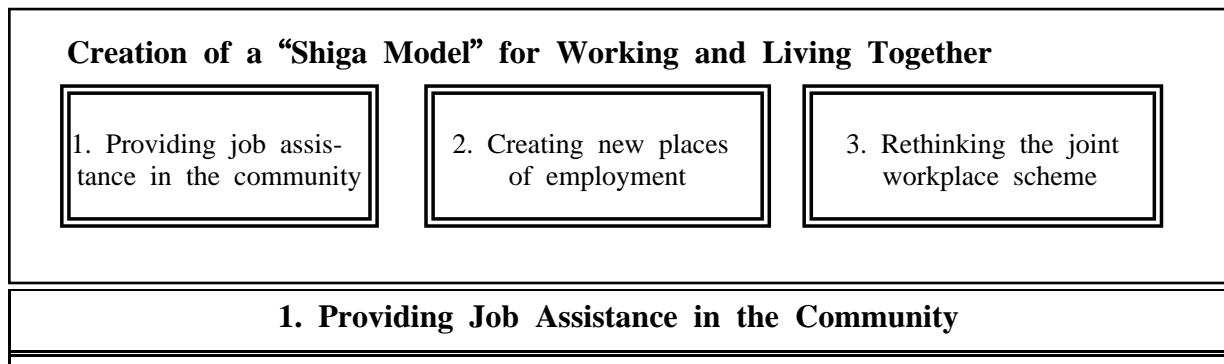
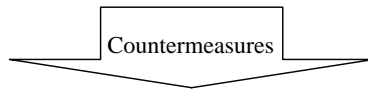
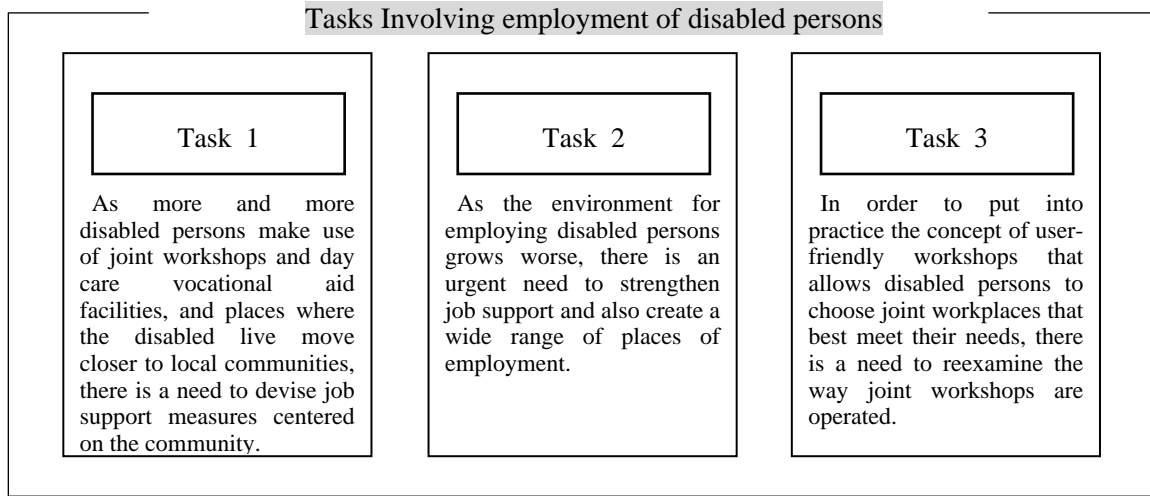
	Program to Develop Occupational Skills of Disabled Persons in Ordinary Schools				Consignment Training Program for Disabled Persons				e-Learning Model Program	
	Prospective school for implementation	Training course, fixed number of trainees	Training course and term	Start of training (scheduled)	FY2005			FY2005		
					Action plan	Training to acquire knowledge, skills	Combine home and on-the-job	Practical training for skill acquisition	Action plan	Training term
Hokkaido	Hakodate Koto Gijutsu Senmon Gakuin, Asahikawa Koto Gijutsu Senmon Gakuin	Hakodate-ko: sales practice (10) Asahikawa-ko: care service (10)	Short-term course (1 yr)	Continue	240	180		60	-	-
Aomori					45	45			-	-
Iwate	Iwate Kenritsu Sangyo Gijutsu Tanki Daigakko	Sales practice (10x2 terms)	Short-term course (6 mos.) x 2 terms (1st semester: Mar.-Aug. 2005)	Continue	15	15			-	-
Miyagi					80	75		5	5	4 mos.
Akita	Under review	Under review	Under review	Under review	20	20			-	-
Yamagata					106	98	19	8	-	-
Fukushima					20	20			-	-
Ibaraki	Mito Sangyo Gijutsu Senmon Gakko	Sales business (20)	Short-term course (1 yr)	Continue	50	15		35	-	-
Tochigi	Ken-o Koto Sangyo Gijutsu Gakko	Sales business (10)	Short-term course (6 mos.)	October	100	60		40	-	-
Gunma	Maebashi Sangyo Gijutsu Senmon-ko	General service (tentative name) (10)	Short-term course (6 mos.)	October	30	30			-	-
Saitama					65	40		25	-	-
Chiba	Abiko Koto Gijutsu Senmon-ko	Sales business (10x2 terms)	Short-term course (6 mos.) x 2 terms	Continue	230	170		60	20	4 mos.
Tokyo					600	250		350	30	4 mos.
Kanagawa					315	105		210	-	-
Niigata	Niigata Techno School	Sales (20)	Short-term course (1 yr)	Continue	50	40		10	10	6 mos.
Toyama					25	20		5	-	-
Ishikawa					50	45		5	-	-
Fukui					20	20			-	-
Yamanashi	Yamanashi Kenritsu Shugyo Shien Center	Sales business (20)	Short-term course (1 yr)	Continue	50	40		10	-	-
Nagano	Under review	Under review (20 expected)	Under review (6 mos. or 1 yr)	Under review (Oct)	180	140	70	40	5	6 mos.
Gifu					80	50		30	5	6 mos.
Shizuoka	Shimizu Gijutsu Senmon-ko	Sales business (10x2terms)	Short-term course (6 mos.) x 2 terms	Continue	140	95		45	-	-
Aichi					360	260	60	100	-	-
Mien					80	40		40	-	-
Shiga	Kusatsu Koto Gijutsu Senmon-ko	General business course (20) (sales business course, OA business course)	Short-term course (1 yr)	April	80	50		30	-	-
Kyoto	Fukuchiyama Koto Gijutsu Senmon-ko (intellectually disabled), Kyoto Koto Gijutsu Senmon-ko (physically disabled)	Intellectually disabled: sales business (10) Physically disabled: OA business (10x2 terms)	Short-term course intellectually disabled: 1 yr physically disabled: 6 mos. x 2 terms	Continue	155	75	40	80	-	-
Osaka	Sekiyo-oka Koto Shokugyo Gijutsu Senmon-ko	Work assistant course (20) (office work field and service work field)	Short-term course (1 yr) (Oct. 2004 - Sep. 2005)	Continue	665	488	206	177	10	4 mos.
Hyogo					240	220		20	-	-
Nara	Under review	Under review	Under review	Under review	70	46		24	-	-
Wakayama					95	85	20	10	-	-
Tottori	Kurakichi Koto Gijutsu Senmon-ko	General business course (10) (manufacturing process course, environment course)	Short-term course (1 yr)	Continue	50	10		40	-	-
Shimane	Izumo Koto Gijutsu-ko	Care service (10)	Short-term course (1 yr)	April	50	20	5	30	-	-
Okayama					30	15	5	15	-	-
Hiroshima					130	95	55	35	20	5 mos.
Yamaguchi					60	50	20	10	-	-
Tokushima					50	40		10	-	-
Kagawa					75	30		45	-	-
Ehime	Matsuyama Koto Gijutsu Senmon-ko	Sales business (20)	Short-term course (1 yr)	Continue	50	20		30	-	-
Kochi					50	40		10	-	-
Fukuoka	Kurume Koto Gijutsu Senmon-ko	Care assistant (10x2 terms)	Short-term course (6 mos.) x 2 terms	Continue	210	160	10	50	-	-
Saga	Saga Kenritsu Sangyo Gijutsu Gakko	Care service (10x2 terms)	Short-term course (6 mos.) x 2 terms (1st term: Jan. - Jun. 2005)	Continue	40	40			-	-
Nagasaki	Sasebo Koto Gijutsu Senmon-ko Senjin-ko	Janitorial business (10x2 terms)	Short-term course (6 mos.) x 2 terms (1st term: Jan - July 2005)	Continue	60	32		28	-	-
Kumamoto	Kumamoto Koto Gijutsu Kunren-ko	Sales business (20)	Short-term course (1 yr)	Continue	110	70	20	40	-	-
Oita	Oita Koto Gijutsu Senmon-ko	Service business (tentative name) (10)	Short-term (6 mos.)	October	52	30		22	-	-
Miyazaki	Miyagi-ken Sangyo Gijutsu Senmon-ko	Sales business (10)	Short-term course (7 mos.)	September	70	50		20	-	-
Kagoshima					110	80		30	-	-
Okinawa	Gushikawa Shokugyo Noritsu Kaihatsu-ko	Sales business (10x2terms)	Short-term course (6 mos.) x 2 terms	Continue	46	16		30	-	-
Total	Launched in FY2004: 15 prefectures and Hokkaido/18 courses/320 students (intellectually disabled: 17 courses/300, physically disabled: 1 course/20) Launched in 2005: 6 prefectures/6 courses/70 intellectually disabled students (3 other prefectures are considering offering these courses) Total: 22 prefectures (including Hokkaido)/24 courses/390 students (intellectually disabled: 23 courses/370, physically: 1 course/20)				5,499	3,635	530	1,864	8 prefectures/105 students	

(Note) Shaded parts represent prefectures expected to launch the programs concerned in FY2005

(Source: Human Resources Development Bureau, Ministry of Health, Labor and Welfare, May 9 2005)

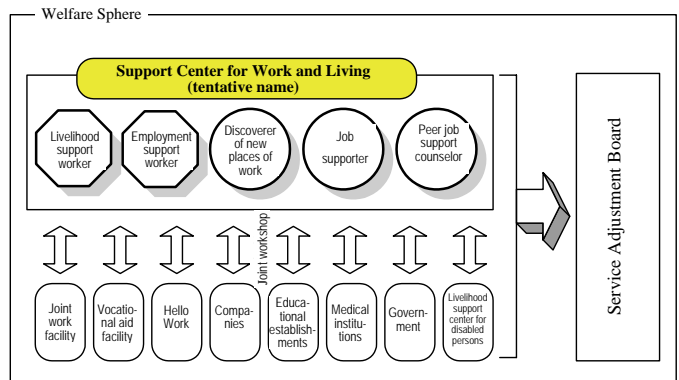
Future Direction of Job Assistance for Disabled Persons (summary)

-- Shiga Prefecture: Report of the Exploratory Committee on Job Assistance for Disabled Persons (December 2004) --



Creation of a Support Center for Work and Living (tentative name)

- In addition to striving to match the needs of the disabled with the company’s need to employ workers, creating new jobs and employment patterns that meet various employment needs will enable the disabled to move closer to the way ordinary people work in the community (within each welfare sphere).

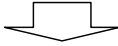


- ▶ Employment and livelihood support should be provided in an integrated fashion by installing a Support Center for Work and Living (tentative name) that performs in the community the function of a job assistance support center.
- ▶ At each support center are assigned in an integrated fashion a **“livelihood support worker,”** an **“employment support worker,”** a **“discoverer of new places of work,”** a **“job supporter”** and a **“peer job support counselor.”**
- ▶ While working closely with livelihood support centers for disabled persons and other facilities, the Support Center for Work and Living should use the Service Adjustment Board to provide integrated and comprehensive support that responds to the actual living condition of disabled persons and their need to be employed.
- ▶ The Support Center for Work and Living has a one-step service function that enables the Center to provide in a single location a wide range of services to facilitate the employment of disabled persons.
- ▶ In promoting these programs, municipalities and prefectures, as well as the welfare side and the labor side, should work together to raise the required funds.

2. Creating New Places of Employment

Creation of a Society like Business Establishment (tentative name)

- To help disabled persons become economically self-reliant, rather than continuing to implement traditional policies and measures, it is necessary to create new places of employment by cooperating with welfare and labor.



As part of the effort to create a business establishment type workplace, a “society like business establishment” (tentative name) should be established that would serve as a place of employment that goes beyond the framework of a welfare-based employment.

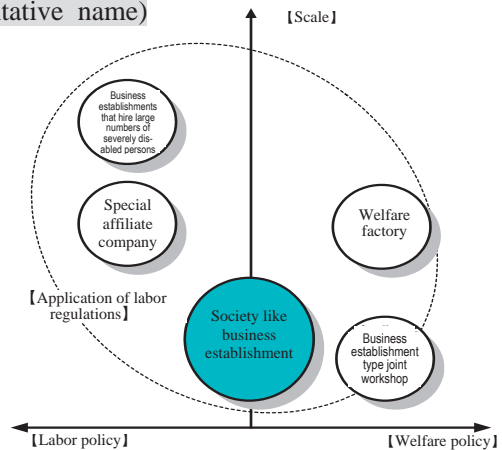
- ▶ □ □ With regard to any grant that may be made toward the creation of a society like business establishment, the following efforts may be considered as legitimate targets for such a grant.

◇ Efforts to improve the quality of work like (QWL) of employees with disabilities

(Efforts to develop and improve the skills of employees with disabilities, assignment of human resources designed to provide support to employees with disabilities, etc.)

Support for the creation of society like business establishments should be provided, not under the conventional vertically segmented administrative system, but under a system based on cooperation between the welfare side and the labor side.

In addition to examining the adoption of society like business establishment, a “**Society Like Business Establishment Corporate Strategy Council**” (tentative name) that advises on, among other things, the operation of society like business establishments and cultivation of human resources. Moreover, in the future, disabled persons should be provided with vocational and employment support by launching a prefecture-wide network linking companies and other various organizations within the prefecture.



3. Rethinking the Joint Workplace System

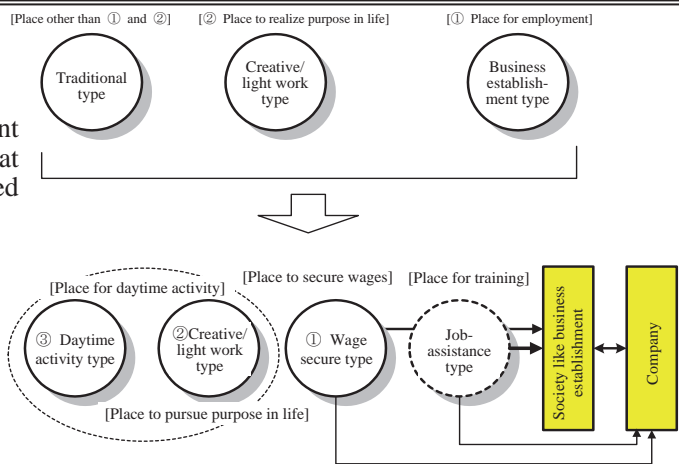
Further Functional Enhancement

of the Joint Workplace

- Further functional enhancement of joint workplaces is required before services that meet the wide variety of needs disabled persons have can be provided.



It is important to take a fresh look at the function of joint workplaces and aim to create joint workplaces that disabled persons will be able to use more easily than in the past.



① Wage secured joint workplace

For example, a joint workplace where workers with disabilities are guaranteed a fixed wage so that, when combined with their disability pension, they would be able to live on their own.

② Creative work and work on light duty joint workplace

A joint workplace where workers with disabilities can make their life meaningful and achieve self-realization through creative activities and work on light duty.

③ Daytime activity joint workplace

A joint workplace where disabled persons engage in a wide range of daytime activities. A wide variety of community-based activities are implemented by linking up with and capitalizing on the informal strength of local society (local communities, volunteers, etc.).

④ Job assistance-based joint workplace (or support based on past transition record

A joint workplace that emphasizes vocational rehabilitation support (or support based on past record of transition to ordinary employment).