

Section 4. Support for People to Overcome Difficulties and Seek Reemployment

1. Employment Support for Employees Who Retired due to Restructuring

Re-challenging planners are being placed at Hello Works to support systematic job seeking activities. The planners offer advice on formulating plans for those who can formulate them themselves. For those unable to do so, the planners formulate comprehensive support plans including self-examination of careers, redevelopment of abilities, and know-how on job seeking activities, and thus lead them to obtaining the required support.

In addition, for middle-aged and older people who have mental distress or anxiety due to the shock of restructuring and repeated unstable employment, mental and life support with support for adapting to workplace after employment are being provided by entrusted private business operators in 10 prefectures.

2. Continuous Employment Support by Full-Time Supporters for Job Seekers in Need of Urgent Reemployment

For job seekers who are in need of urgent reemployment, full-time supporters placed at Hello Works can provide repeated and continuous one-to-one employment support in a systematic and consistent manner, from establishing the right attitude to have in job seeking activities, supporting the creation of work histories, correcting personal history and work experience resumes, developing job offers, accompanying people to placement, and guidance on adapting to workplaces.

3. Promotion of Employment Support for Recipients of Public Assistance and Child Rearing Allowances

In addition to the rapid growth in the number of public assistance recipients, its inherent problems are becoming more diverse and assistance period is now longer. In order to cope with the problems regarding public assistance, it is important to support the employment of public assistance recipients according to their individual situation in facilitating their self-sufficiency.

In consideration of this, and as part of the self-sufficiency support program to facilitate self-sufficiency through employment, an “employment support program on public assistance recipients” has been implemented in cooperation between Hello Works and welfare offices to provide careful employment support according to the situation and needs of individual public assistance recipients.

In addition, the “5 Year Plan to Promote ‘from Welfare to Employment’” was formulated in FY 2007 in accordance with the “Strategy for Improvement of Growth (Basic Concept)” that was set

forth from the point of view of disparities being prevented from being fixed. In consideration of this, further efforts will be made in the future to facilitate enhanced cooperation between welfare and employment to promote employment support for public assistance recipients.

4. Promotion of Employment Support for Ex-Prison Inmates

It is important to secure employment for people that have been released from prison in preventing repeated offences and facilitating their rehabilitation. However, inmates released from prison often lack established living bases upon returning to society and tend to be shunned by society because of their past record, thus limiting their employment opportunities.

In consideration of this, from FY2006 as measures to support the employment of people released from prisons, employment consultations, placement services, and lectures on employment have been provided in cooperation with prisons and probation offices prior to their release and careful employment consultations and placement services using assigned consultants, utilization of trial employment, and work experience training are being conducted after their release to promote their self-sufficiency through employment.

5. Popularization and promotion initiatives “Companies Where People can Work until age 70”

In the action plans of the “Comprehensive Plan to Support Re-Challenges” decided in December 2006, a goal was set of increasing “the percentage of ‘companies where people can work until age 70’ to 20% by FY 2010”, and efforts are being demanded to achieve this goal.

In consideration of this, the Japan Organization for Employment of the Elderly and Persons with Disabilities established a “companies where people can work until age 70” promotion project committee and suggestions for realizing it were formulated in September 2007. Dissemination and enlightenment efforts which are being made include presentation of the content of the said suggestions at symposiums being held in respective regions and introducing measures for advanced enterprises (for more details on other measures refer to Section 2 of Chapter 7).

6. Implementation of an Employment Support Program by Regional Labour-Management

A decision was made on “labour-management organizations to make cooperative efforts in making management stable and maintaining/securing employment through mutual understanding” in “Government-Labour-Management Agreement about Employment Issues” at a government-labour-management employment management meeting on December 4, 2002. In response to this decision, the “regional labour-management employment support program” was

established in 2003 to support regional private labour-management organizations cooperatively implementing programs to improve employment and labour-management in their respective regions and cooperatively make efforts through measures only they can implement to effectively improve regional employment.