

**Employability
promotion for
persons with
disabilities**

- Historical
general view
- Institutional
general view
- Present
condition &
issues

**Employability
promotion for
elders**

- General view
- Historical
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condition &
issues

The Present Condition and Issues of Japan about the Employability Promotion for the Vulnerable People

TANIGUCHI, Yuji

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condition &
issues

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- General view
- Historical
general view
- Present
condition &
issues

Development of employability promotion for persons with disabilities

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- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues

[4] Term of promotion to social integration (the '90s~)

[3] Term of synthesis rehabilitation (second half of the '70 s ~ '80 s)

[2] Term of preparation for development (the '60s ~ first half of the '70s)

[1] Term of establishing system (the 1950s)

Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues

Development of employability promotion for persons with disabilities

[1] Term of establishing system (the 1950s)

- Public vocational guidance institutions for persons with disabilities (1948)
- ILO Recommendation No. 99 (Vocational rehabilitation (disabled), 1955)
- Vocational Training Law (1958) ⇒ including persons with disabilities, Training allowance
- Act on Employment Promotion, etc., of Persons with disabilities (1960) ⇒ Obligation to make a sincere effort regarding employment rate of persons with disabilities (private sector= over 1.3%, public sector= over 1.5%)

Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

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- General view
- Historical general view
- Present condition & issues

Development of employability promotion for persons with disabilities

[2] Term of preparation for development (the '60s ~ first half of the '70s)

- Expansion of training persons subject (including persons with mental disability) by revision of training standard
- Amendment of Act on Employment Promotion, etc., of Persons with disabilities (1976)
 - ⇒ Obligation to make a sincere effort regarding employment rate of persons with disabilities
 - legal liability (1.6%)
 - Establishing penalty payment system

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- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues

[3] Term of synthesis rehabilitation

(second half of the '70 s ~ '80 s)

Establishing National vocational Rehabilitation Center and National Rehabilitation Center for persons with disabilities (1979, same site)
= Integration of occupational evaluation, vocational training and vocational counseling

“United Nations Decade of Disabled Persons” (1983) ⇒ Normalization idea

ILO convention No. 159 (Vocational rehabilitation and employment)
View of the employment policy for persons with all kinds of disabilities

“Act on employment promotion of persons with physical disabilities”
→ “Act on employment promotion, etc. of persons with disabilities” (1987) ⇒ Persons with intellectual disabilities were also included for calculation of the employment rate system (However, legal liability was shelved and didn't change the numerical value, either).

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Employability promotion for persons with disabilities

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- Institutional general view
- Present condition & issues

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- General view
- Historical general view
- Present condition & issues

[4] Term of promotion to social integration (the '90s~)

Object of the employment policy → All persons with disabilities

Persons with intellectual disabilities became objects for calculation of an employment rate system (1.6% → 1.8% (1997))

Ratifying ILO convention No. 159 (1992)

Establishing the public vocational training course for persons with mental disabilities (2002)

Undertaking of trial employment for persons with disabilities, “Job Coach” operation (system of dispatching supporter to the business site for persons with intellectual and mental disabilities who has problem of adapting)

Establishing “Employment and Life Support Center for Persons with Disabilities”

Persons with mental disabilities were also included to the subject for calculation of the employment rate system (2006). (However, legal liability was shelved and the numerical value didn't change, either)

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general view
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general view
- Present
condition &
issues

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- General view
- Historical
general view
- Present
condition &
issues

Subject and system of the training

Employability promotion for persons with disabilities

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VT in a narrow sense

VT in a broad sense

[Human Resources Development Promotion Law]

- VT at the general VT facilities (Normal level VT, High level VT)

- VT at the VT facilities for persons with disabilities (Normal level VT)

- Entrustment VT at educational institutions in private sector (Various VT to meet various modes of disability)

[Act on employment promotion, etc. of persons with disabilities]

- Training for adapting to workplace
- Ability development training
- Occupational preparation support
- Job Coach's support operation

Subject on Job

Subject on Adaptation

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- Historical
general view
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general view
- Present
condition &
issues

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- Historical
general view
- Present
condition &
issues

Number of vocational training participants, and the employment rate

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▪ Present condition & issues

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	Fiscal 2008		Fiscal 2009	
	Number of participants	Employment rate	Number of participants	Employment rate
VT at VT facilities for persons with disabilities	2,262	—	2,311	—
(VT for Job-seekers)	(1,905)	59.0%	(1,968)	55.0%
(VT for current workers)	(357)	—	(343)	—
VT at general VT facilities	759	—	733	—
(Good use of general VT facilities operation)	(425)	(70.6%)	(425)	(64.9%)
Entrustment VT to meet various modes of disability	5,781	38.4%	6,067	41.6%
Total	8,802	—	9,111	—

Source: Human Resources Development Bureau
Ministry of Health Labour and Welfare

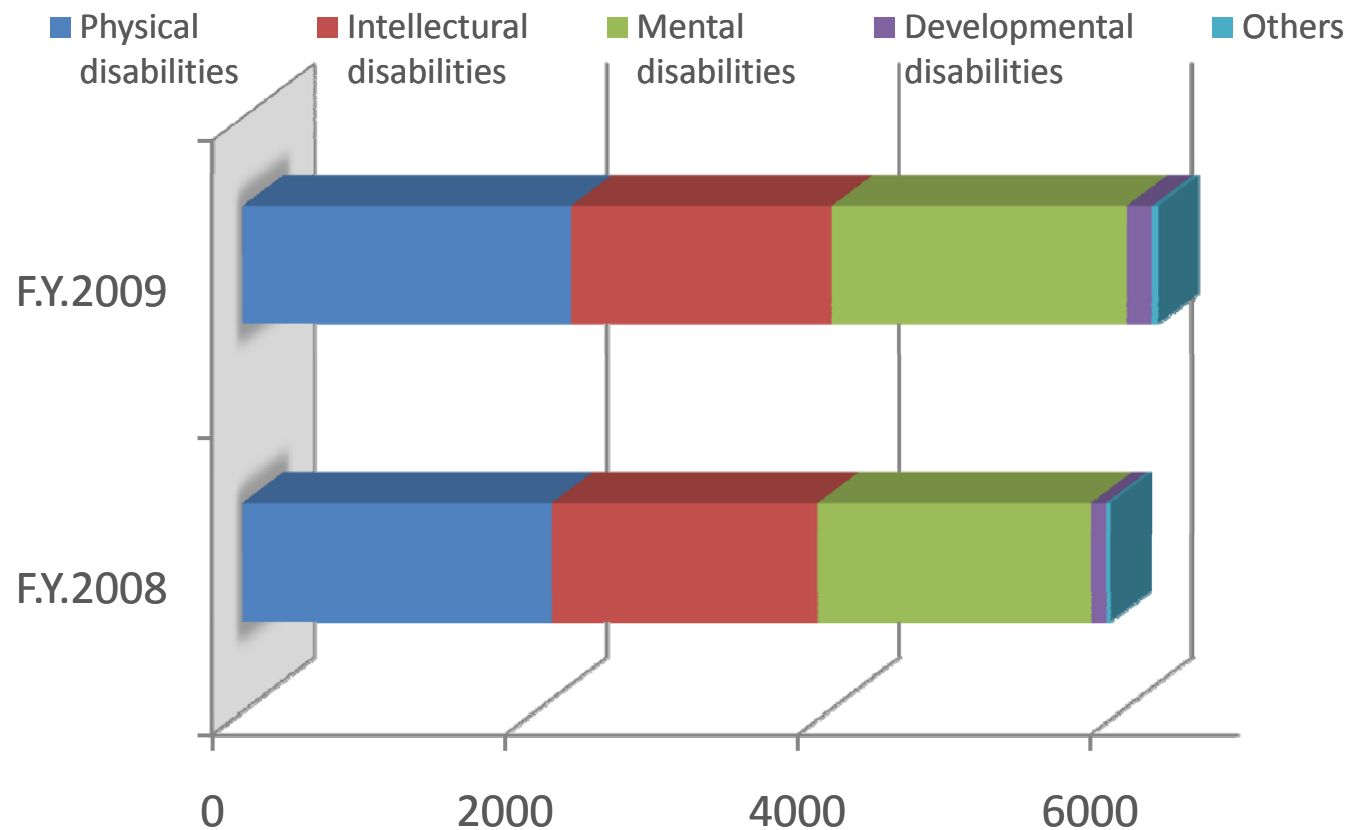
Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- **Present condition & issues**

Employability promotion for elders

- General view
- Historical general view
- **Present condition & issues**

Entrustment VT to meet various modes of disability



Source: Human Resources Development Bureau
Ministry of Health Labour and Welfare

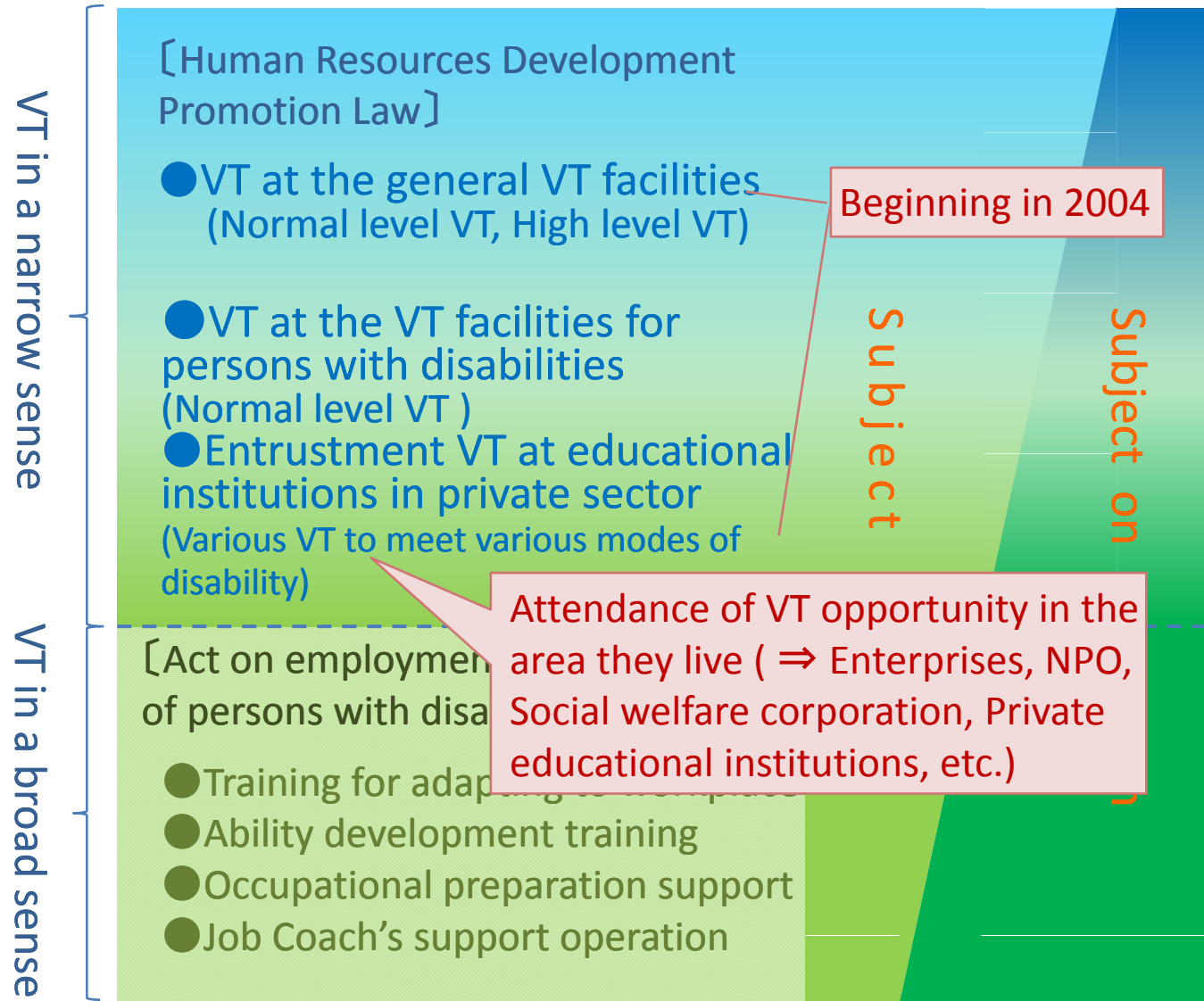
Expansion of the employability promotion opportunities

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- Institutional general view
- **Present condition & issues**

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues



Expansion of employability promotion for persons with disabilities

Employability promotion for persons with disabilities

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general view
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issues

More serious disability

Physical, Intellectual, Mental, Developmental

(All kinds of disabilities)

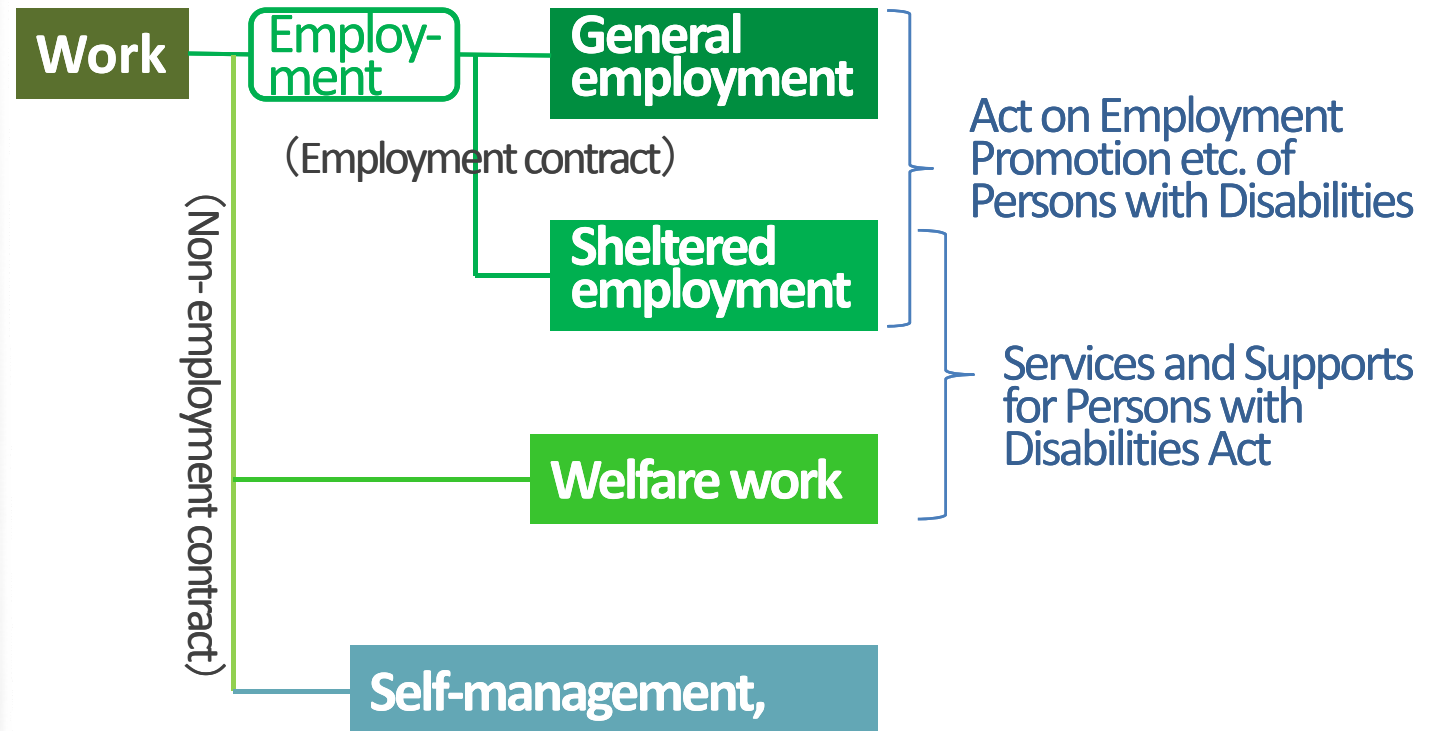
Working form of persons with disabilities

Employability promotion for persons with disabilities

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【Issues】

Protective employment measure to secure the persons with disabilities-based employment opportunity



Principle to prohibit from discrimination of provision equal opportunities (equal service)

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general view
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general view
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condition &
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- Historical
general view
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condition &
issues

Employability promotion for persons with disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

Employability promotion for elders

- General view
- Historical
general view
- Present
condition &
issues

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promotion for
persons with
disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

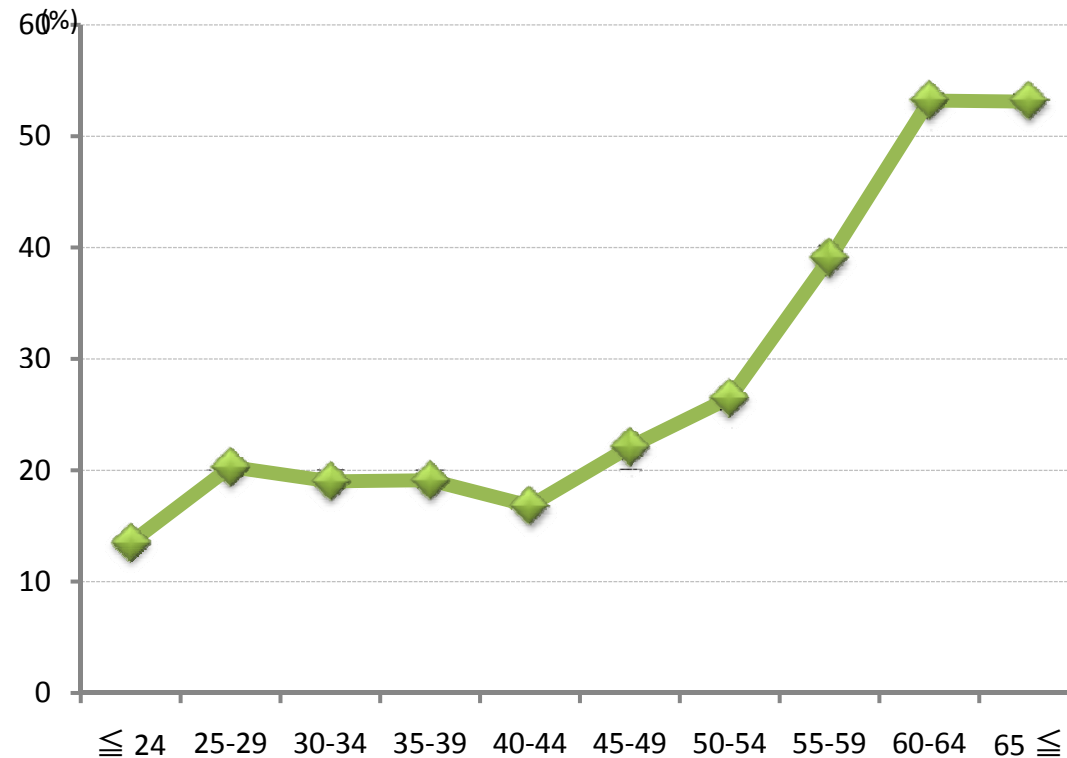
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promotion for
elders

- **General view**
- Historical
general view
- Present
condition &
issues

Prior confirmation:
Why do we consider the elders to be "socially vulnerable?"

➤ Employment opportunity

The rate which has not started work once in
one year after the job-hunting application



Synthesis fact-finding regarding Jobseekers (2002)

Employability
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persons with
disabilities

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general view
- Institutional
general view
- Present
condition &
issues

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promotion for
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general view
- Present
condition &
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Prior confirmation:

Why do we consider the elders to be "socially vulnerable?"

➤ Employment opportunity

The reason for not increasing employment
of workers aged 60 and over

- ① Priority is given to employment of youth and the middle-aged generation (except for small enterprises).
- ② Suitable jobs for the elders are very few.
- ③ Advanced age workers can't work hard in terms of physical strength and health.

(*White Paper on the National Lifestyle 2006*)

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promotion for
persons with
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general view
- Institutional
general view
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condition &
issues

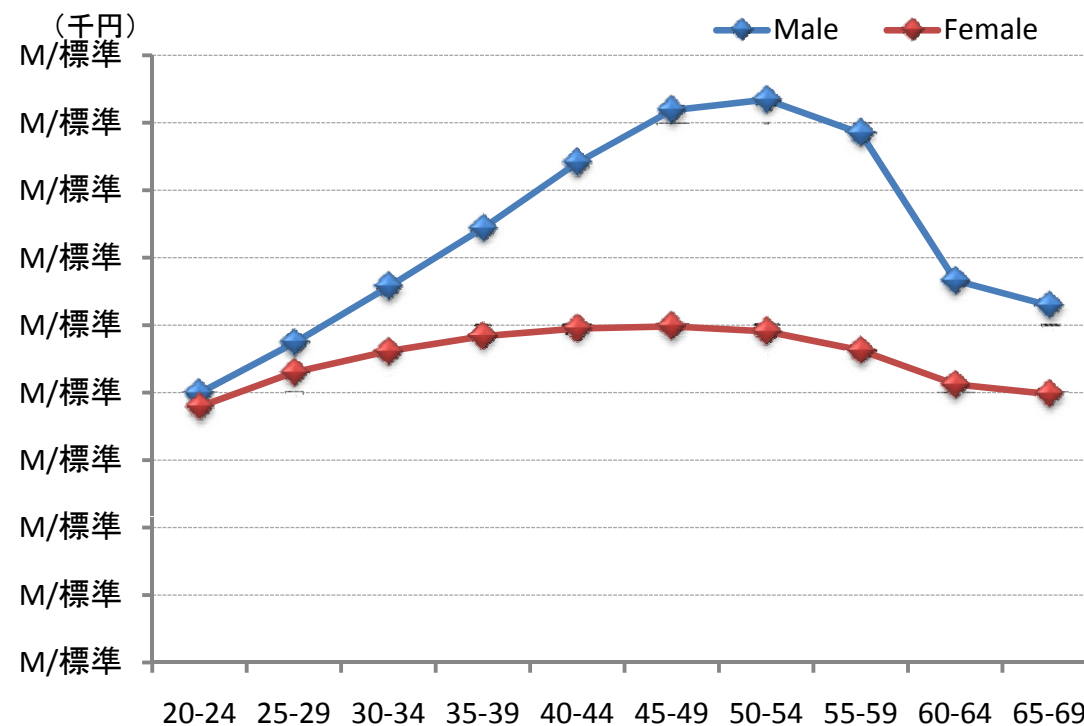
Employability
promotion for
elders

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- Historical
general view
- Present
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issues

Prior confirmation:
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- Earnings

Wages according to age class



Basic Survey of Wage Structure (2010)

Employability
promotion for
persons with
disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

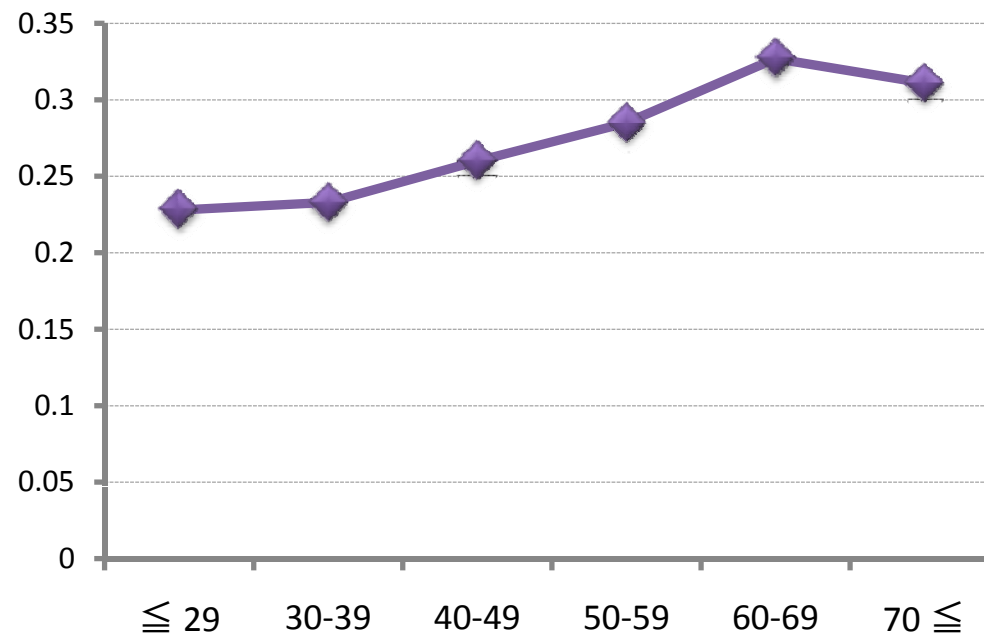
Employability
promotion for
elders

- General view
- Historical
general view
- Present
condition &
issues

Prior confirmation:
Why do we consider the elders to be "socially vulnerable?"

- Employment opportunity
- Earnings (The income gap is so large that age is high.)

Gini coefficient according to age class



National Survey of Family Income and Expenditure (2009)

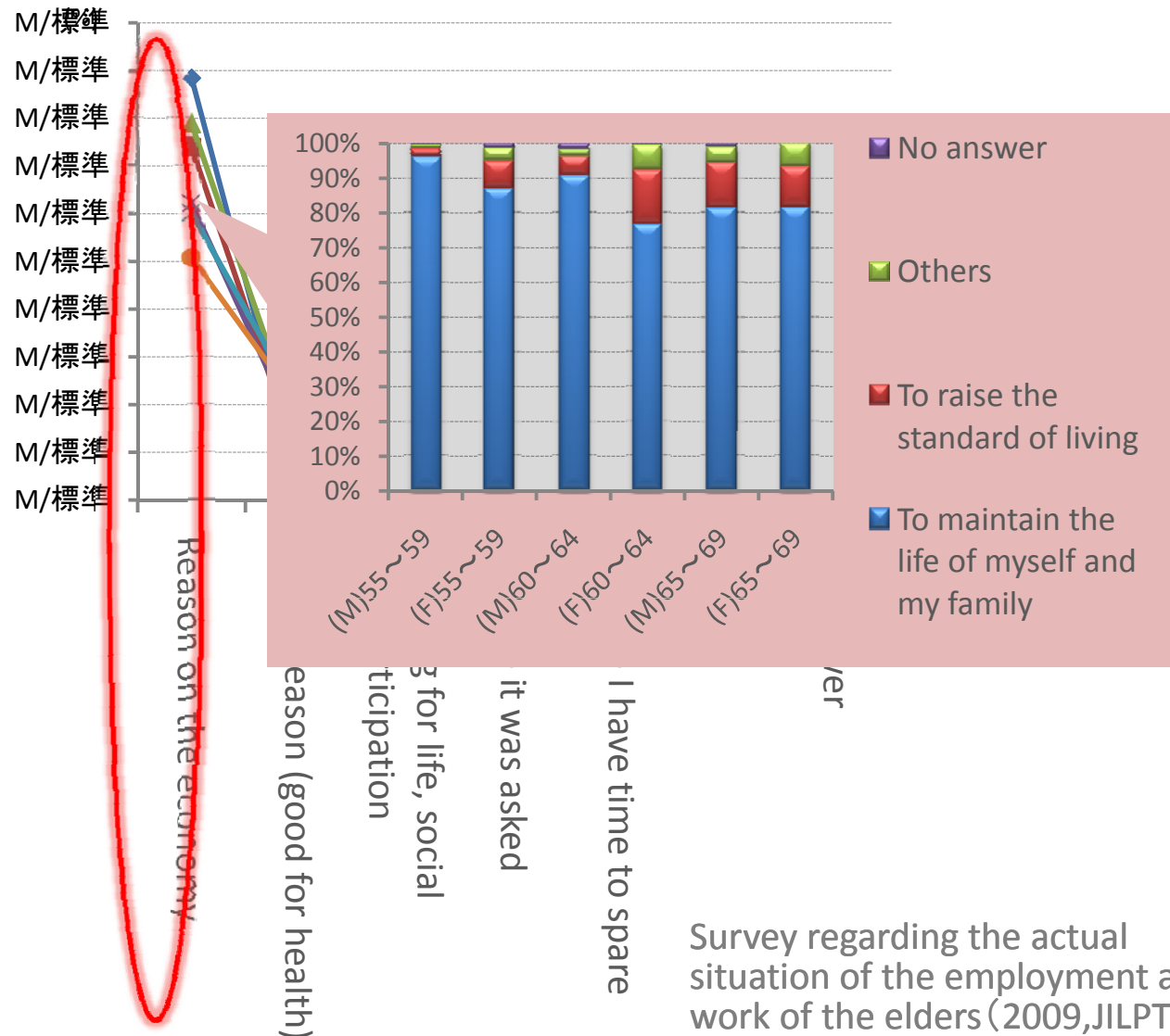
Why is the employability promotion for the elders a problem?

Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues



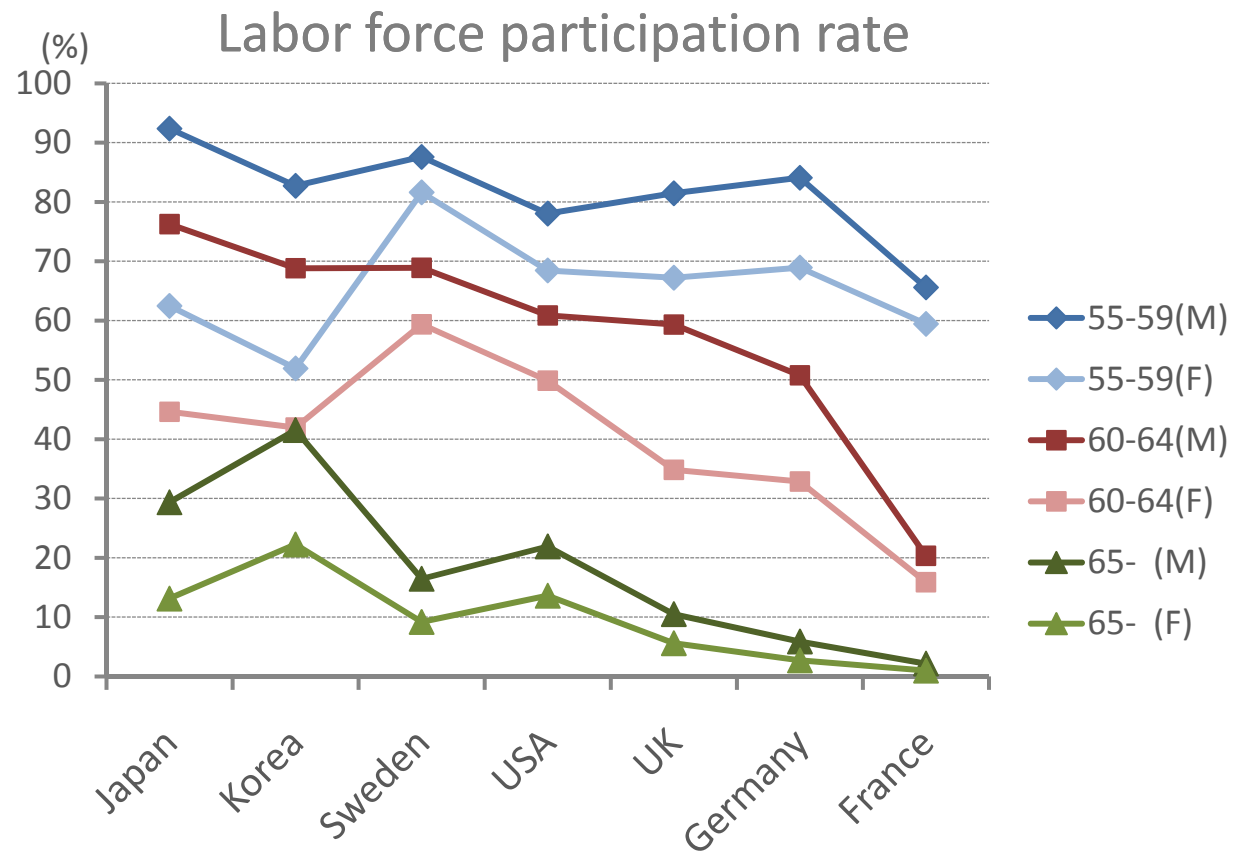
Employability
promotion for
persons with
disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

Employability
promotion for
elders

- **General view**
- Historical
general view
- Present
condition &
issues

57% (71.4% of a male, 42.9% of a woman) of the employment rate of elders from 60 to 64 years old is higher than another foreign countries.



(OECD, OECD Stat Extracts, Jan. 2011)

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promotion for
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disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

Employability
promotion for
elders

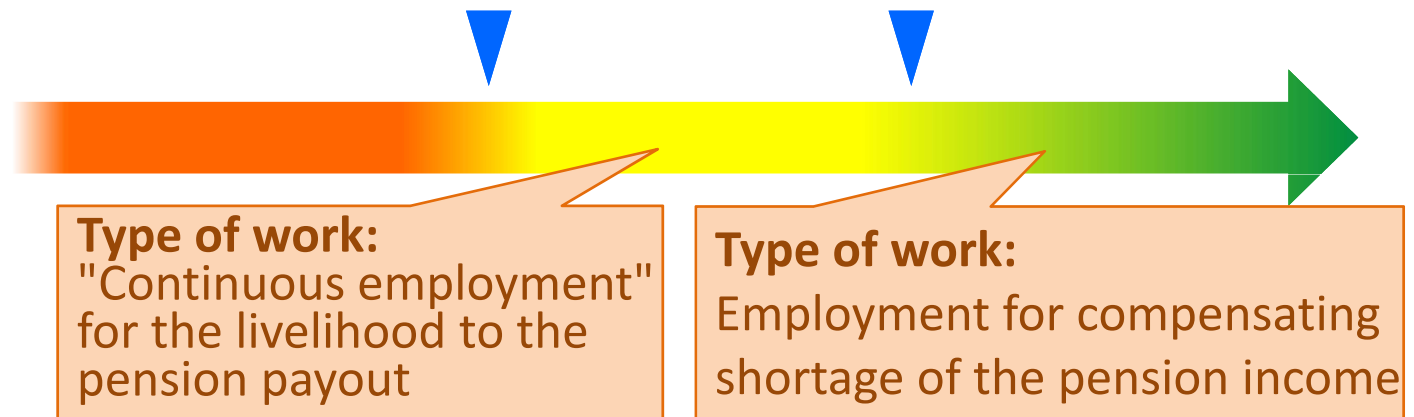
- **General view**
- Historical
general view
- Present
condition &
issues

Two factors to prescribe beginning work in the advanced age period

- Mandatory retirement system
- Pension system

Mandatory retirement
at 60 years old

Pension payout
at 65 years old



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promotion for
persons with
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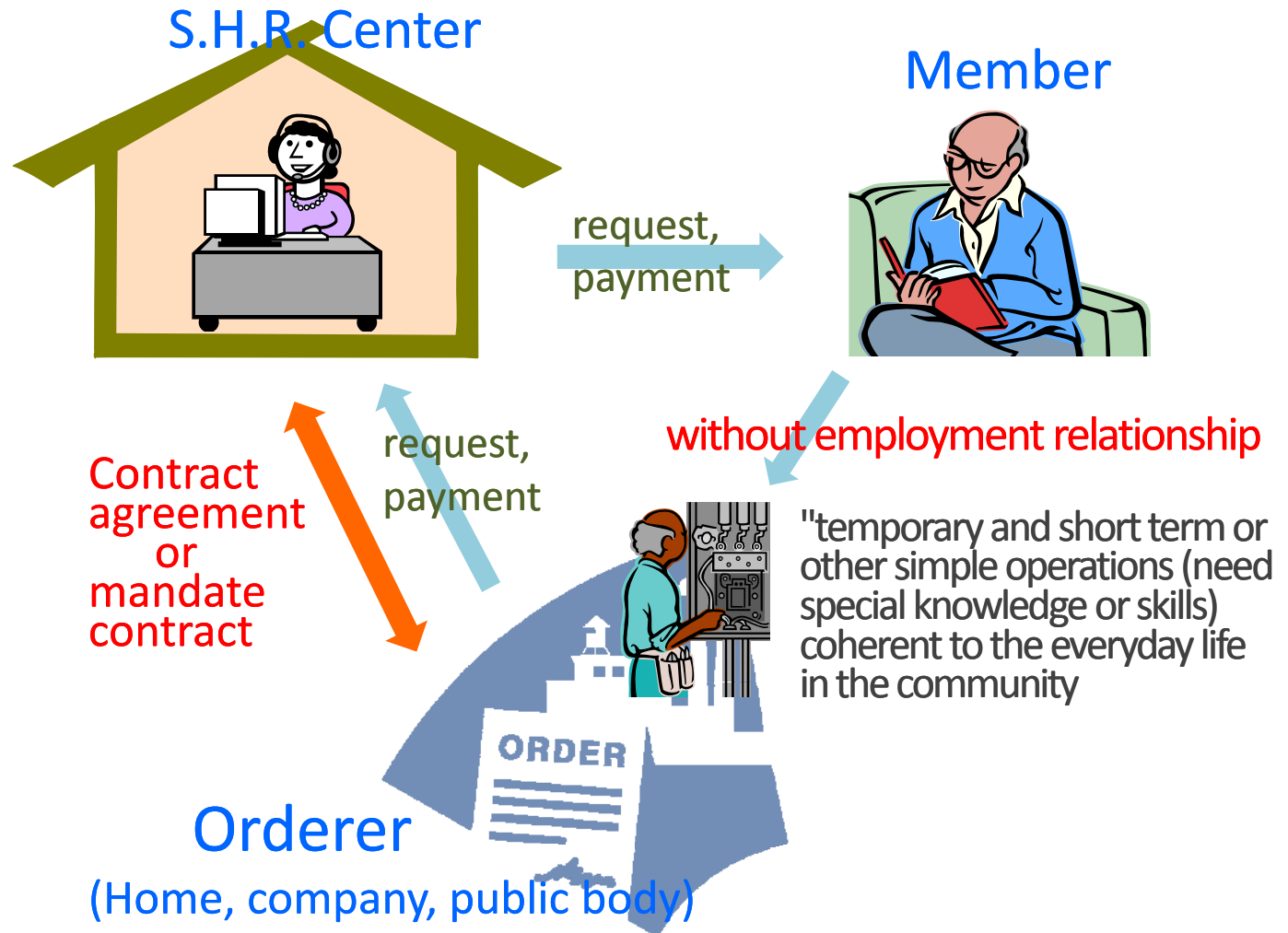
- Historical
general view
- Institutional
general view
- Present
condition &
issues

Employability
promotion for
elders

- **General view**
- Historical
general view
- Present
condition &
issues

“Silver Human Resources Center”

- As a main work form
except "the continuation employment"-



Employability
promotion for
persons with
disabilities

- Historical
general view
- Institutional
general view
- Present
condition &
issues

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promotion for
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general view
- Present
condition &
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“Silver Human Resources Center”

- As a main work form
except "the continuation employment"-

Number of organizations : 1,332

Membership : 791,859

Number of orders : 3,377,190

Number of true employment

Contract /consignment : 641,762

Dispatch : 7,723

Total number of man-days : 70,332,510 (man-days)

Contract amount of money : ¥ 306,969,577,000

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- Historical
general view
- Institutional
general view
- Present
condition &
issues

Employability
promotion for
elders

- General view
- **Historical
general view**
- Present
condition &
issues

Mandatory retirement system combined with the long-term employment practice and seniority system

- Long-term
employment practice
- Seniority system

- As preventive measures against movement of skilled workers
- From the beginning of the 1900s to the first half of the 1910s

The full-time employee's rate increased by the labor shortage in the high-growth era, and the long term employment and the seniority system became common.

Mandatory
retirement
system

- As coping of the problem called the age-related efficiency decline
- In order to make a carrier model

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general view
- Institutional
general view
- Present
condition &
issues

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promotion for
elders

- General view
- Historical
general view
- Present
condition &
issues

Act on Stabilization of Employment of Elderly Persons

1971 Establishing *Special Measures Act on Stabilization of Employment of Elderly Persons*

1986 Revision → The name was changed by a "*Act on Stabilization of Employment of Elderly Persons*." → 60 years old mandatory retirement was obligated to make a sincere effort

1994 Revision → legal obligation of 60 years-old retirement age

2000 Revision → Obligation to make a sincere effort regarding job security measure, which include the continuous employment after retirement age, in the first half of 60 years-old generation (in order to correspond to raising of the eligibility age for payments of the public pension)

2004 Principle prohibition about discrimination of the application and adoption by age

2006 Obligation of job security measure, which include the continuous employment after retirement age, in the first half of 60 years-old generation

Obligation of carrying out one of the following three choices

- (1) To raise a retirement age to 65 years old or more
- (2) To make a continuation employment system to 65 years old or more
- (3) To abolish the fate of the retirement age

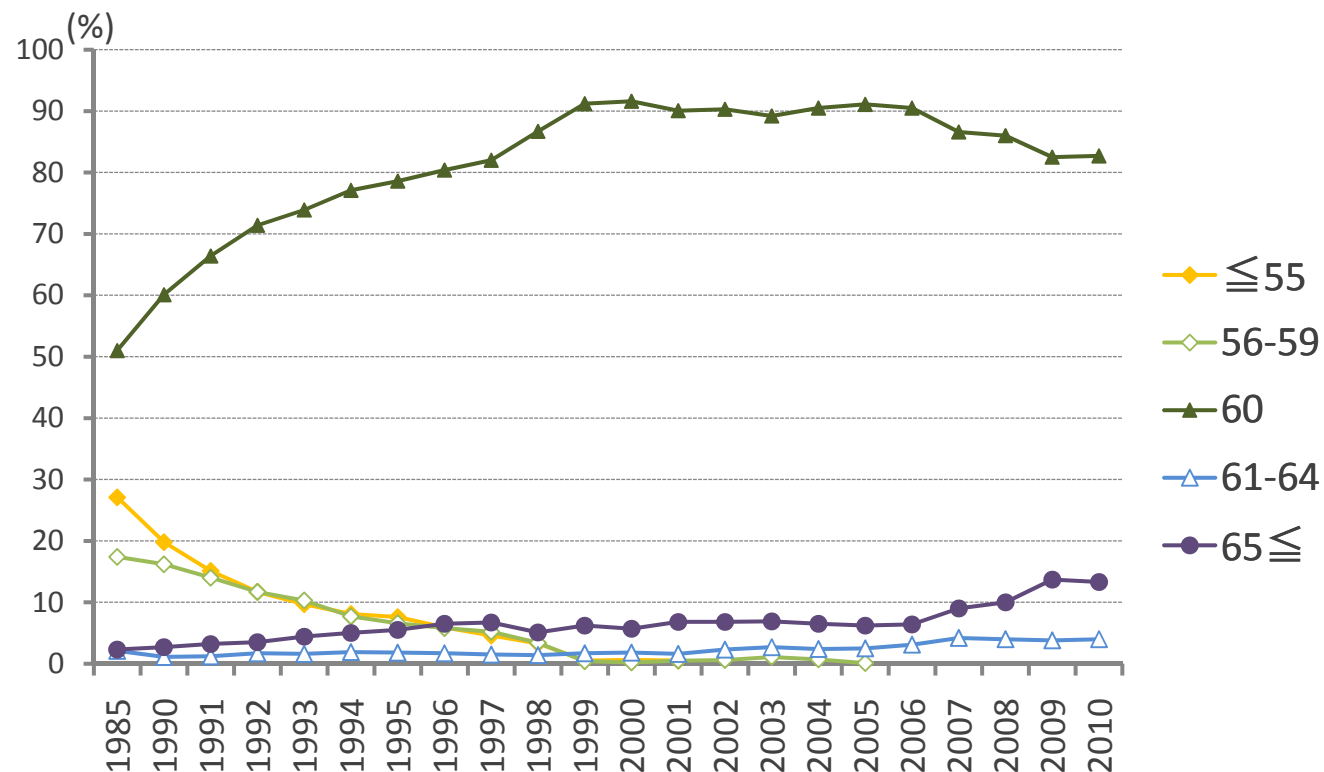
Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

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- General view
- Historical general view
- Present condition & issues

Change of retirement age in the mandatory retirement system



Ministry of Health, Labour and Welfare

“Employment management investigation” (～2004),

“Working condition synthesis investigation” (2005～)

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persons with
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- Historical
general view
- Institutional
general view
- Present
condition &
issues

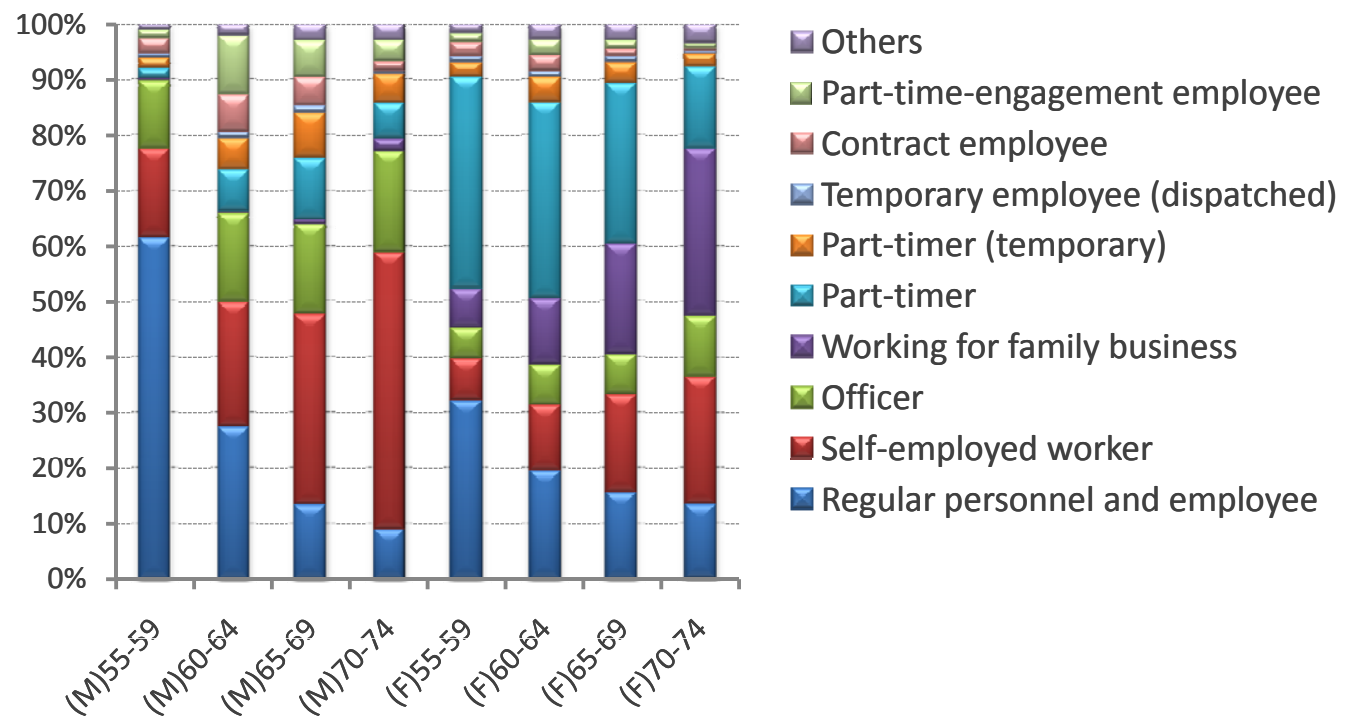
Employability
promotion for
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- General view
- Historical
general view
- Present
condition &
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The situation of companies which all candidates can commit to 65 years old

- The rate of companies which all candidates can commit to aged 65 and over = **46.2%** (to aged 70 = **17.1%**)
- The rate of persons who left their job since they didn't correspond to the standard of continuous employment although they wished the continuous employment after retirement age = **2%**

Employment form of elders



Statistics Bureau "Employment structure datum survey"

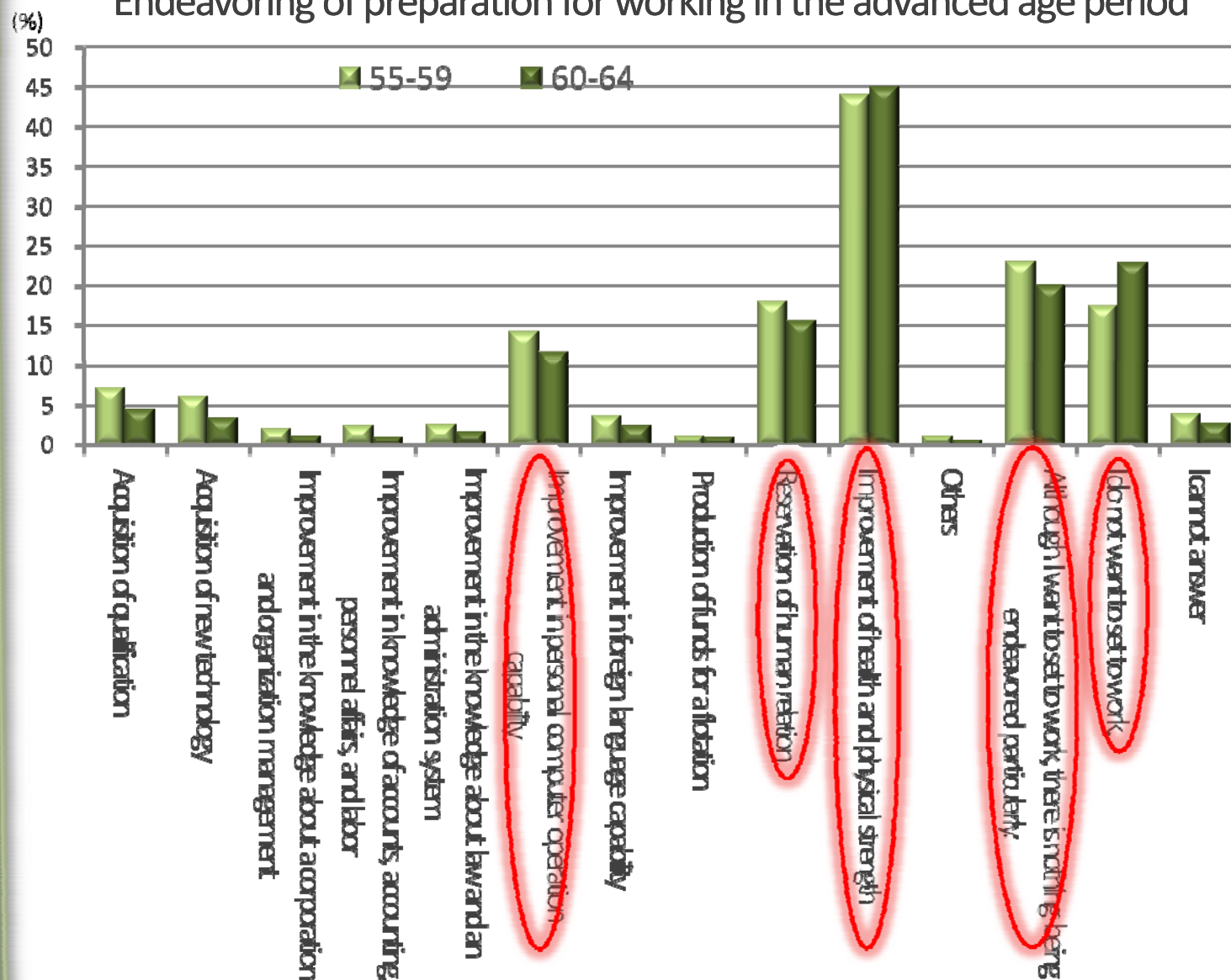
Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues

Endeavoring of preparation for working in the advanced age period



Cabinet Office "survey by about the preparation to the advanced age period person at old and middle age" (2007)

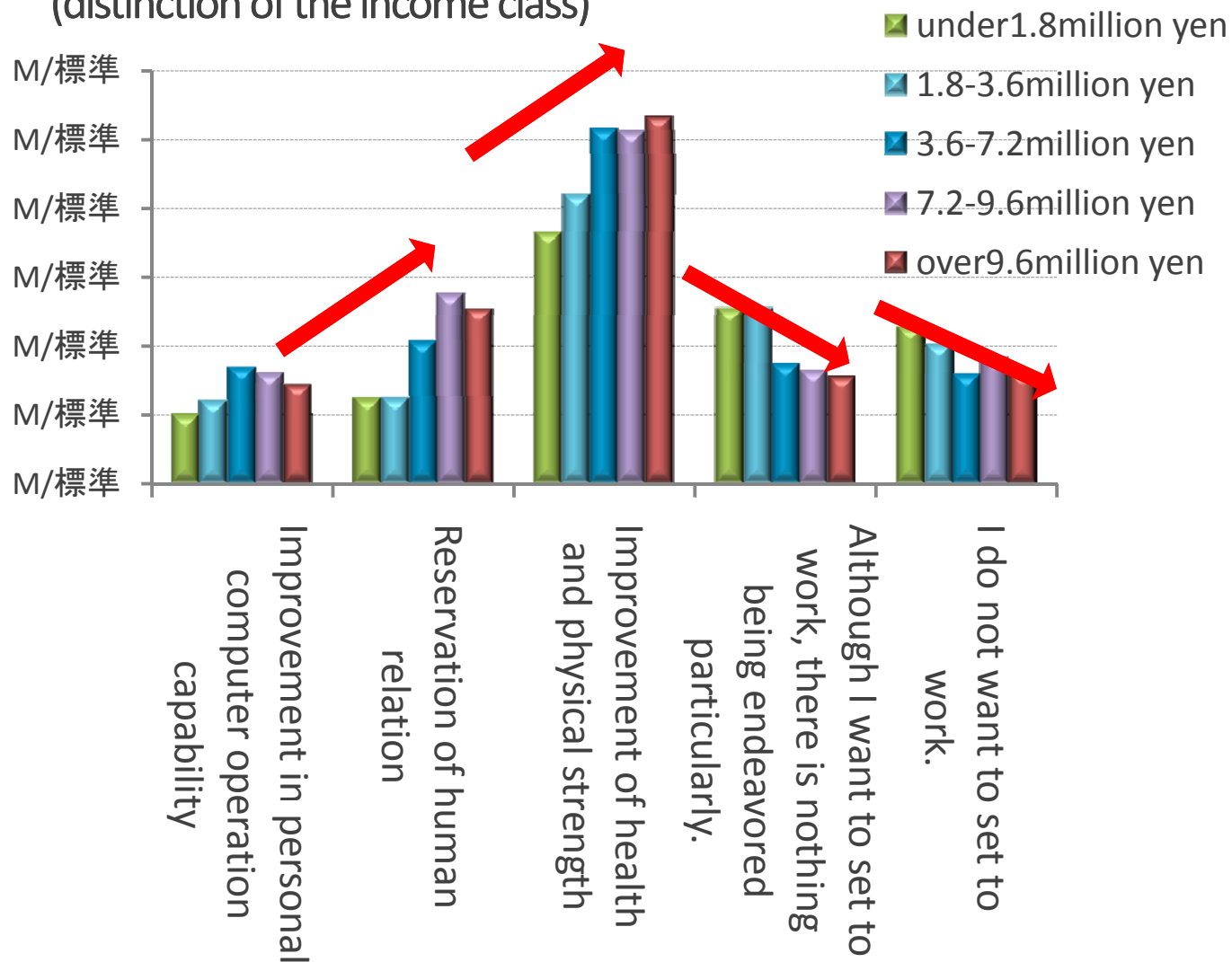
Employability promotion for persons with disabilities

- Historical general view
- Institutional general view
- Present condition & issues

Employability promotion for elders

- General view
- Historical general view
- Present condition & issues

Endeavoring of preparation for working in the advanced age period (distinction of the income class)



Cabinet Office "survey by about the preparation to the advanced age period person at old and middle age" (2007)

Employability
promotion for
persons with
disabilities

- Historical
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- Institutional
general view
- Present
condition &
issues

Employability
promotion for
elders

- General view
- Historical
general view
- Present
condition &
issues

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