

## Promotion of the Employment of Disabled People ~ Efforts of “Fujisoft Kikaku Ltd.” In Kamakura City, Kanagawa Prefecture

In recent years the motivation of persons with disabilities for work has been rapidly increasing. It is very important that we support them to become financially independent through jobs. Under the employment quota system for persons with disabilities, employers are obliged to employ a certain number of people with disabilities that is equivalent to or above the legally mandated employment quota ratio (A mandatory employment quota for disabled people in private enterprises is 1.8%, while the actual employment rate of them in all private companies as of June 2011 is 1.65%).

A special measure called the “special subsidiary system” which adopts a special method for calculating the actual employment rate, is offered as a part of the employment quota system for people with Disabilities. Under the special subsidiary system, if an enterprise forms a subsidiary that gives special consideration to employees in order to promote and stabilize the employment of persons with disabilities, and with the condition that the subsidiary satisfies certain requirements, those who are employed at the subsidiary are deemed to be employed at the parent company. The number of special subsidiaries is recently on the rise because they bring benefits for both companies and disabled persons. For example, they allow employers to facilitate the securing of jobs as well as the improvement of workplace environment based on the characteristics of the disabilities, by which disabled employees’ abilities are fully brought out. In addition, for persons with disabilities, employment opportunities will be expanded following the establishment of special subsidiaries.

The “Fujisoft Kikaku Ltd.” was certified as a “special subsidiary” in 2000 and its actual employment rate, together with its parent companies, reached 1.8% in 2002. In Fujisoft Kikaku Ltd. 134 employees out of 157 employees are disabled persons (as of March 1, 2010) and they are engaged in making a variety of printed products such as business cards, envelopes, invitations, tickets and brochures, and producing and managing the updates of homepages, entering data, maintaining servers, and sending out direct mails, and so on. In 2002 the company built elevators in offices so that people with lower limb disability can easily move around on the company premise. The firm also purchased company cars to start providing pickup services for them between the company and its nearest station. Furthermore, in 2004 improvements were made to the working environment by equipping more toilets for persons in wheelchairs and rebuilding the offices to barrier-free.

Although its parent company, the “Fujisoft Incorporated,” currently is acclaimed as a good-standing company for employing people with disabilities, the firm initially made slow progress in hiring disabled persons and thus was far from reaching the mandatory employment rate prior to the introduction of the special subsidiary system. However, the decision of the then CEO “to undertake the task of hiring persons with disabilities as its social responsibility to live in its community and to fulfill the employment quota of disabled people by utilizing the ‘special subsidiary system’ as a group-wide effort” became the starting point for the company to be what it is. When the Fujisoft Kikaku Ltd. in fact commenced its business operations as “a special subsidiary” and reviewed its internal company system and working environment, it discovered some areas where made disabled people hard to work. In addition, establishing work procedures and support systems in consideration of disability traits has led to the expansion of employment. Moreover, the formation of the company has allowed disabled people to have many colleagues with various types of disabilities who can support each other at work.

An employee with disability who joined the Fujisoft Kikaku Ltd. and currently an active trainer in the company said as follows: “This company treats disabled persons as full members of society. Consequently, requirements for task asked by the company are high level, so we need to work as professionals. If our work is unacceptable, we receive negative feedback from our managers. We can see ourselves grow as a result. One year ago, I could not even imagine what I am now but now I look forward to what I might become in the future”.

(Conclusion)

It is absolutely imperative that disabled persons demonstrate their abilities and support society through interactions with the society. We hope that such a trend in the employment of disabled persons will further grow.

(Reference)

○General measures on the employment of disabled persons including the employment quota

<http://www.mhlw.go.jp/bunya/koyou/shougaisha.html>

○Fujisort Kikaku Ltd.

<http://www.fsk-inc.co.jp>



The atmosphere of workplace