



2018 Edition

# Annual Health, Labour and Welfare Report

— Achieve a society in which everyone can play an active role while coping with disabilities, illnesses or other hardships —

**【 Summary 】**

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Ministry of Health,  
Labour and Welfare

# Overview of 2018 Edition Annual Health, Labour and Welfare Report

## Part 1 (theme\*) Achieve a society in which everyone can play an active role while coping with disabilities, illnesses or other hardships

\* This annual report focuses on specific themes related to health, labour and welfare, examine current situation of socially vulnerable people and introduces relevant measures taken by the government in order to help people to deepen their understanding of the themes.

- The government is promoting the active engagement of all citizens so everyone, including persons with disabilities and patients with intractable diseases or cancer, can demonstrate their abilities to the fullest in the workplace or community. To achieve that goal, the ministry has collected information on the current support systems for people at risk of social exclusion, examined issues about those systems and conducted surveys on public attitudes toward independent living assistance for such people.
  - The ministry has also gathered information on companies and support groups that are making different efforts and compiled the data in this report.
  - Besides the approaches above, the ministry has drawn up necessary measures targeting three different groups of people (persons with disabilities, illnesses or other hardships, people who have the said persons in their immediate circle, and others), promoting diversity and inclusion to build a sustainable society.
- ※ This report includes the fact that many of the government institutions have for decades overstated their employment rates for people with disabilities and failed to reach the statutory hiring rate. It also includes how the government has responded to this incident.

## Part 2 (Annual administrative report “Response to current policy agenda”)

- In this annual administrative reports, the Ministry of Health, Labour and Welfare explains how it deals with a wide variety of policy challenges on the agenda

Chapter 1 Create a favorable environment for having and raising children

Chapter 2 Improve the working environment through work-style reforms, etc.

Chapter 3 Expand the participation of women, youths, the elderly, etc. in the labor market to diversify the workforce

Chapter 4 Support independent living and provide a secure living environment

Chapter 5 Create a new pension scheme to provide financial security to all retired persons

Chapter 6 Promote medical innovation

Chapter 7 Provide sustainable health/ long-term care

Chapter 8 Ensure a safe and healthy living environment

Chapter 9 Promote support for persons with disabilities

Chapter 10 Contribute to the global society

Chapter 11 Improve administrative systems and promote information policy

※ This report includes the ministry’s publishing of faulty job data.

# Chapter 1 Facts about persons with disabilities or illnesses, etc. and government initiatives

## Section 1 Facts about persons with disabilities, etc. and government initiatives ①

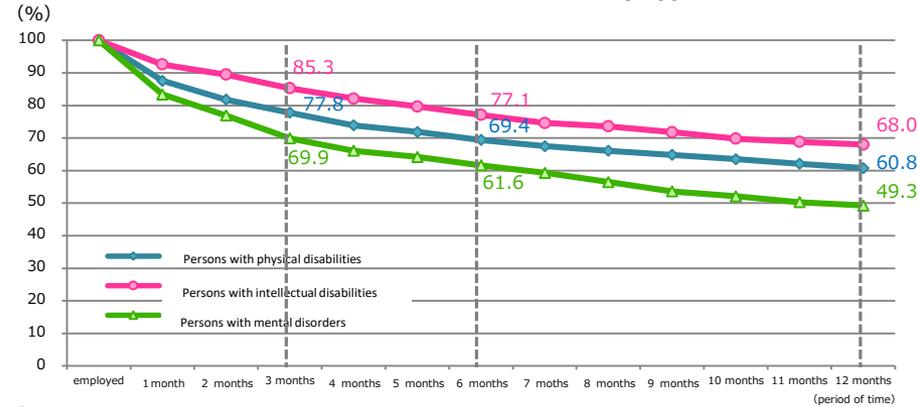
- 9.635 million persons are estimated to have some kinds of disabilities in Japan, constituting about 7.6% of the nationwide population. Among those persons with disabilities, 4.36 million are with physical disabilities, 1.082 million are with intellectual disabilities, and 4.193 million are with mental disorders. Most of them are living at home.
- In 2018, the number of people with disabilities employed by private sector companies came to 535,000, and the actual hiring rate for persons with disabilities was 2.05%, both figures marking the highest ever recorded. Those with mental disabilities tend to have difficulty staying on the job compared with people with physical or intellectual disabilities.
- About 892,000 people hold recipient certificates for specific disease treatment. Some 370,000 (41.5%) of them are aged between 20 and 50.

【① Number of persons with disabilities】

	total	Persons living at home or outpatients	Persons accommodated in facilities or Inpatients
Persons with physical disabilities (including children)	4.360 m	4.287m (98.3%)	7,3000 (1.7%)
Persons with intellectual disabilities (including children)	1.082 m	962,000 (88.9%)	120,000 (11.1%)
Persons with mental disorders	4.193 m	3.891 m (92.8%)	302,000 (7.2%)

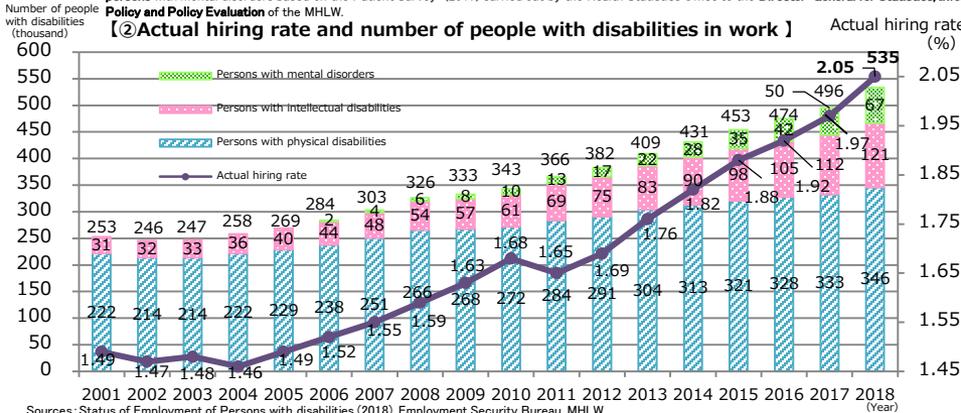
Sources: The numbers of persons with physical disabilities and those with intellectual disabilities who are living at home are based on the Survey on Persons with Disabilities at Home (2016) conducted by the Dept. of Health and Welfare for Persons with Disabilities, Social Welfare and War Victims' Relief Bureau, MHLW. The Dept. of Health and Welfare for Persons with Disabilities, Social Welfare and War Victims' Relief Bureau of the MHLW has compiled the data on the numbers of persons with physical disabilities and those with intellectual disabilities who are accommodated in facilities based on the Survey of Social Welfare Institutions (2015) carried out by the Social Statistics Office to the Director-General for Statistics, Information Policy and Policy Evaluation of the MHLW and other statistics. The Dept. of Health and Welfare for Persons with Disabilities, Social Welfare and War Victims' Relief Bureau, of the MHLW has compiled the data on the number of persons with mental disorders based on the Patient Survey (2017) carried out by the Health Statistics Office to the Director-General for Statistics, Information Policy and Policy Evaluation of the MHLW.

【③ Retention of workers with disabilities by type of disabilities】



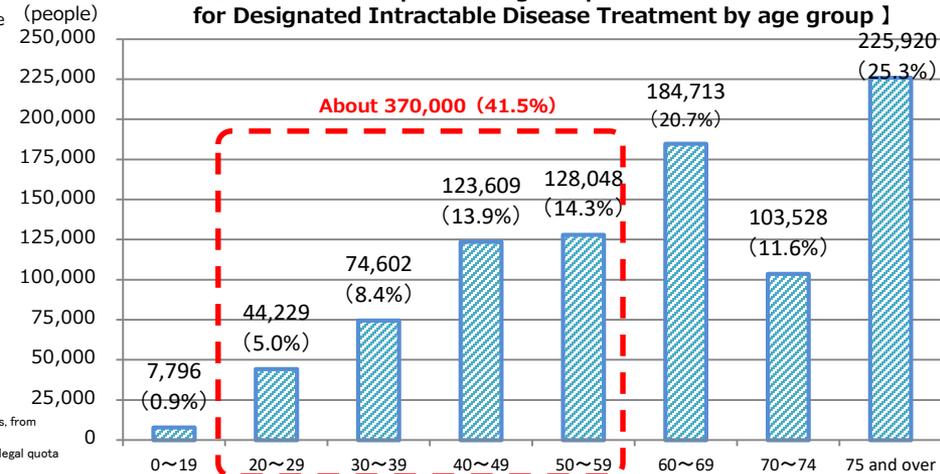
Sources: Research on Employment Status of Persons with Disabilities (April 2017), National Institute of Vocational Rehabilitation, Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers

【② Actual hiring rate and number of people with disabilities in work】



Sources: Status of Employment of Persons with Disabilities (2018), Employment Security Bureau, MHLW  
 (Note) 1. The data is based on the figure at companies obliged by law to hire people with disabilities (the figures from 2001 to 2012 at firms with 56 or more employees, from 2013 to 2017 at companies with 50 or more employees, and since 2018 at enterprises with 45.5 or more employees)  
 2. The mandatory ratio of workers with disabilities in the workforce for private firms was set at 1.8% by 2012, but raised to 2.0% between 2013 and 2017. The legal quota was further raised to 2.2% in April 2018.  
 3. Simple comparison in the actual hiring rate between the figure in 2011 and that in 2010 is not appropriate due to changes to a quota system for the employment of people with disabilities in July 2010.  
 The revised rule, for instance, counts those with disabilities working for a few hours a day as an employee in the quota.

【④ Number of People Holding Recipient Certificates for Designated Intractable Disease Treatment by age group】



Source: Report on Public Health Administration and Services FY2017, Administrative Report Statistics Office to the Director-General for Statistics, Information Policy and Policy Evaluation, MHLW

## Employment of persons with disabilities at central government institutions

### 1 Overview

- The Act on the Promotion of the Employment of Disabled Persons requires central government ministries and agencies to report assignment and removal of workers with disabilities to the minister of the Health Labour and Welfare.
- According to a re-investigation conducted based on the said reports, as of June 1, 2017, many state institutions failed to meet the minimum employment rate for persons with disabilities require by law. Because they included people with mild disabilities who do not carry official certificates in their report, the rate was greater than the actual figure.

### 2 Cause analysis and policy making

- Set up advisory bodies such as the Ministers Meeting on the Employment of Disabled People in the Public Sector to discuss the reinforcement of oversight functions and other measures
- Set up a verification committee to gather information, identify causes and review facts about the hiring rates for people with disabilities at central government ministries and agencies
- Hold a liaison committee meeting to hear opinions from members of support organizations and deliberate government statistics concerning the employment of people with disabilities in a Labor Policy Council subcommittee meeting
- Draw up and announce a basic policy on the employment of people with disabilities in the public sector, which includes steps to prevent similar incidents and plans to meet the target hiring rate (October 23, 2018)

### 3 Measures following formulation of the basic policy

- The government is working hard to meet legal quotas for disabled employment and increase opportunities for people with disabilities to play an active role in society, let alone taking steps to ensure data accuracy.
- The ministry submitted a draft proposal to amend the Act on the Promotion of the Employment of Disabled Persons to the 198<sup>th</sup> Diet. The proposal calls for measures to expand employment opportunities for people with disabilities and ways to obtain accurate information on employment of disabled workers at central and local government agencies.
- The government devised a plan to enhance measures to support employment of people with disabilities, etc. based on the basic policy at the ministers meeting on March 19<sup>th</sup> 2019.

### 4 MHLW's stance on the incident concerning employment rates of workers with disabilities at ministries and central government agencies and its attitude toward the future

- The MHLW is in a position to take a lead in hiring people with disabilities and faces the incident involving employment rates seriously.
- The ministry takes things pointed out in the report compiled by a verification committee seriously and deeply regrets its response to the incident in the past
- As a role model for promoting employment of people with disabilities, the ministry will take further steps base on the basic policy to prevent similar incidents from happening again and support other ministries and agencies taking preventive measures. The goal is to promote employment of persons with disabilities at central government organizations.
- The MHLW has decided to hire 202 people with disabilities through open recruitment for the fiscal year that ends in March 2020.

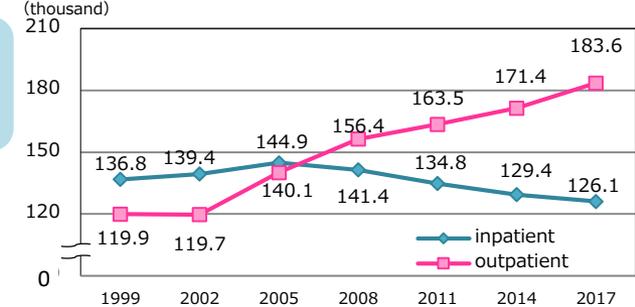
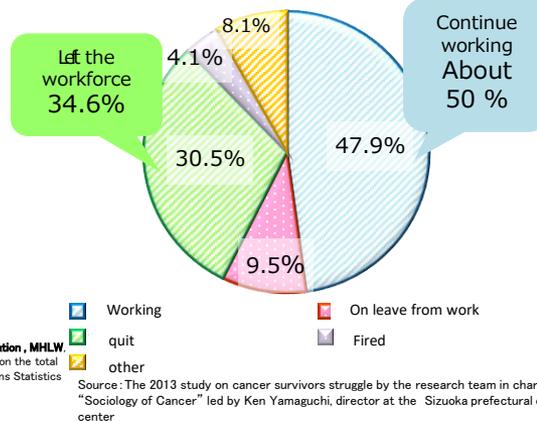
# Chapter 1 Facts about persons with disabilities or illnesses, etc. and government initiatives

## Section 2 Facts about persons with illnesses, etc. and government initiatives

- A wide range of continuous medical care is required for the following five diseases: cancer, cerebral stroke, cardiovascular diseases such as cardiac infarction, diabetes, and mental disorder.\*
  - More and more people lead independent lives as a member of society while coping with chronic illnesses. This is because advances in medical technology have improved survival rate for patients with diseases which were once considered incurable, leading to a better prognosis for certain diseases.
  - More than half of cancer patients, for instance, continue working. Options for cancer treatment are changing: many of patients opt for receiving treatment as an “outpatient” rather than “inpatient.” And this enables more people with cancer to keep working while receiving treatment.
- \* stipulated in Article 30-4-2-4 of the Medical Care Act ( No.205 of 1948) and Article 30-28 of the Ordinance for Enforcement of the Medical Care Act ( Ministerial order No.50 of 1948)

【①Number of patients with the ‘five diseases’ per 100 people<sup>1</sup>】 【③Employment status of cancer patients and cancer survivors】 【④Estimated number of cancer patients (inpatient and outpatient)】

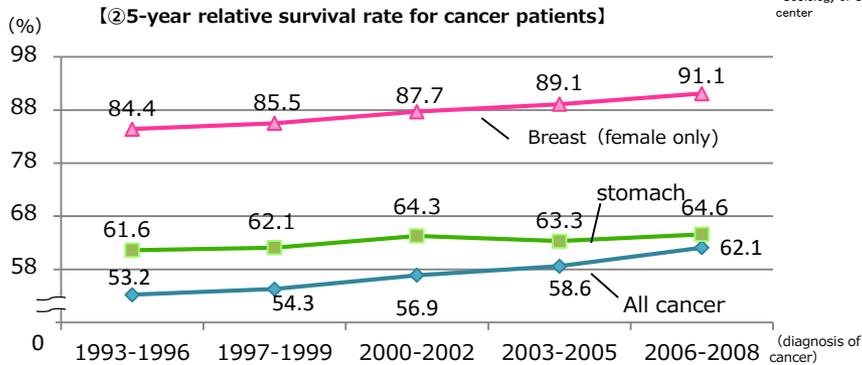
malignant neoplasms (cancer)	1.4 people
cerebral stroke <sup>2</sup>	0.9 people
cardiovascular disease including heart stroke <sup>3</sup>	1.4 people
Diabetes mellitus	2.6 people
Depression and other psychological illnesses(mental disorder) <sup>4</sup>	2.7 people



(Note) 1. The figure above is the estimated number of patients who were treated at medical institutions on the day the survey was conducted.  
 2. The figure in 2011 doesn't include data from Fukushima Prefecture and Ishinomaki and Kesenumma medical areas in Miyagi Prefecture.  
 3. Cancer referred to here is malignant neoplasms (cancer), and the figures are quoted from the Patient Survey conducted each year.  
 Sources: The Patient Survey by the Health Statistics Office to the Director-General for Statistics, Information Policy and Policy Evaluation, MHLW

(Note) 1. Patients suffering from each medical condition are divided by the total population and then multiplied by 100  
 2. The figure is quoted from the number of patients with cardiovascular diseases in the Patient Survey 2017  
 3. The figure is quoted from the number of patients with heart disease (excluding hypertension) in the Patient Survey 2017  
 4. The figure is quoted from the number of patients with mental and behavioral disorders in the Patient Survey 2017  
 Sources: The Patient Survey 2017 by the Health Statistics Office to the Director-General for Statistics, Information Policy and Policy Evaluation, MHLW  
 The Policy Planning and Evaluation Office to the Counsellor for the Director-General for Policy and Information Policy has compiled the data on the total population used to calculation above based on the Population Estimate (October 1, 2017) by the Ministry of Internal Affairs and Communications Statistics Bureau.

Source: The 2013 study on cancer survivors struggle by the research team in charge of "Sociology of Cancer" led by Ken Yamaguchi, director at the Sizuoka prefectural cancer center



Source: Monitoring of Cancer Incidence in Japan - Survival 2006-2008 Report (Center for Cancer Control and Information Services, National Cancer Center, 2016). Population-based survival of cancer patients diagnosed between 1993 and 1999 in Japan: a chronological and international comparative study. Matsuda T, Ajiwi M, Marugame T, Ioka A, Tsukuma H, Sobue T; Research Group of Population-Based Cancer Registries of Japan. Japanese Journal of Clinical Oncology  
 Sources: The Policy Planning and Evaluation Office to the Counsellor for the Director-General for Policy, Information Policy and Policy Evaluation of the MHLW has compiled the data based on Cancer Registry and Statistics, Cancer Information Service, National Cancer Center, Japan

【⑤Incentives for insurers focusing on the importance of health promotion and disease prevention (2018~)】

Type of insurer	Health Insurance Societies · mutual aid association	Japan Health Insurance Association, or Kyokai Kenpo	National health insurance (prefectures · municipalities)	Wide area unions for medical care system for the elderly aged 75 and over
methods	Changes to rules for higher/lower aid allowance for persons in the later stage of elderly life ⇒ penalties : a maximum penalty will be ratcheted up to 10% of the contribution by the fiscal year that ends in March 2021 deduction : deduction varies ranging from 1% to 10% of the regular contribution	Regional offices will reflect evaluation results in the insurance premium rates. Efforts by insurance subscribers are used as indicators for evaluation.	The government has introduced a system to support efforts by insurers. (70~80 billion yen) (A total of about 100 billion yen was spent for this purpose in FY 2018. The amount includes special subsidies.)	Approaches taken by each association will be reflected in special subsidies. (10 billion yen)
Indicators applied to all insurers	① specified health checkup · specified health guidance ② medical examinations other than specified health checkup such as cancer screenings and dental checkup ③ programs to help people with chronic diseases such as diabetes prevent their condition from worsening ④ incentives for individuals (e.g. a reward point system) ⑤ avoiding unneeded doctor visits, multiple prescriptions for the same meds from different doctors, multiple prescriptions for different meds from one doctor ⑥ promoting the use of generic medicines			
Indicators applied to each insurer	- Increase in the number of subscribers' dependent family members who have taken specified health checkup - Cooperation with employers( prevention of second-hand tobacco smoke exposure ), etc.	The number of people who were advised to consult with a doctor and actually did so, etc.	Decrease in the number of people in arrears in national health insurance premiums, etc.	Providing health care services that satisfy health conditions of the elderly, etc.

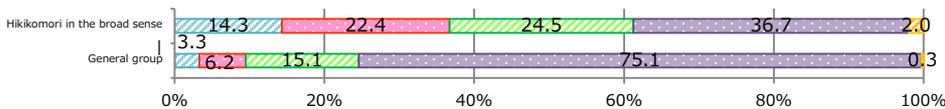
# Chapter 1 Facts about persons with disabilities or illnesses, etc. and government initiatives

## Section 3 Facts about socially vulnerable people and government initiatives

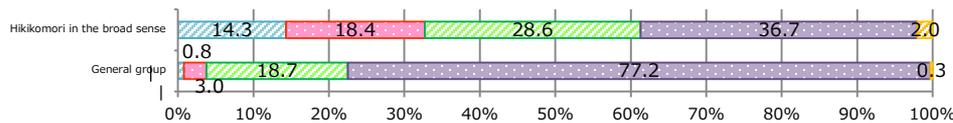
- People with disabilities or illness are not the only ones who are at risk of social exclusion. People who face other hardships including social withdrawal are also exposed to such a risk.
- An estimated 541,000 people are classified as “socially withdrawn”, or hikikomori in a broad sense. Individuals defined as hikikomori in the broad sense \*2 are more likely than those in the general group \*2 to have difficulties keeping their daily routines and getting involved in society. Surveys conducted by the KHJ have confirmed that certain numbers of its members over 40 are in a state of hikikomori.
- Some members of youth support stations\*4 need help improving their daily habits and participating in society. Such individuals include a large number of young unemployed people who do not attend schools, have jobs or receive job training

### [People who have been withdrawn from society]

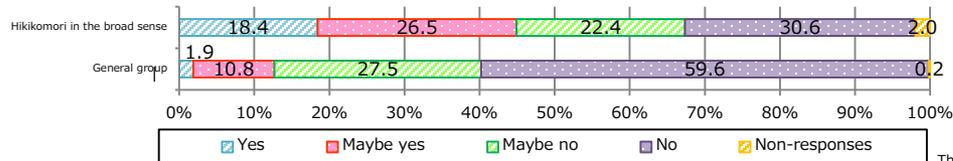
#### ① those whose day and night sleep pattern is reversed



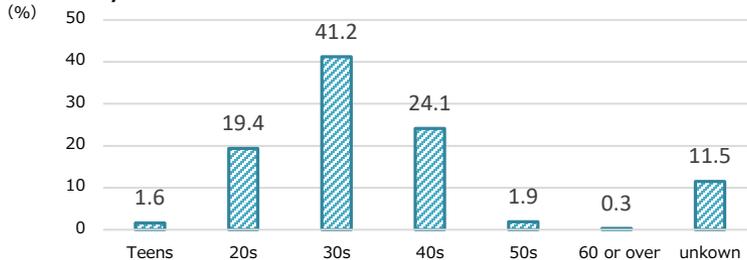
#### ② those who spend most of their days without talking to anyone



#### ③ those who find it bothersome to talk to someone



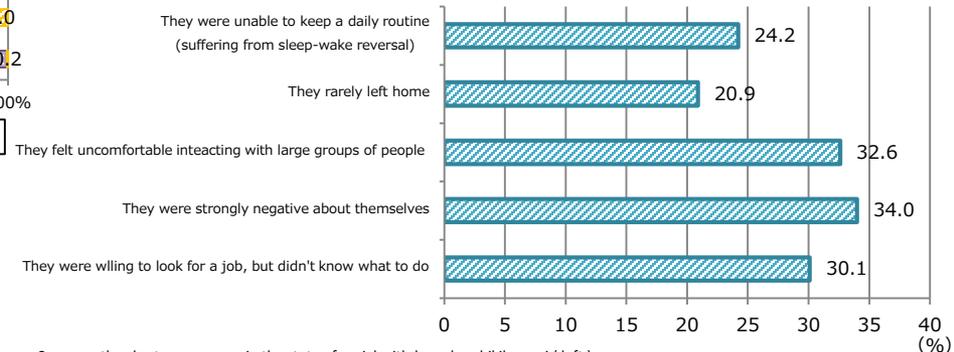
#### ④ People in a state of hikikomori by age group (survey on the members of hikikomori family federations)



- \* 1 According to the 2016 report on lifestyle of the youth published by the Cabinet Office, the group defined as hikikomori in the broad sense comprises the sum of individuals defined as hikikomori in the narrow sense such as people who get out of their room, but do not step out of their house, and those who usually stay home, but step out only to do things they are interested in. The figure comes from a survey conducted in 2015 of people aged between 15 and 39.
- \* 2 In the Cabinet Office study, the group defined as hikikomori in the broad sense comprises individuals who are in a state of hikikomori in the broad sense. Those belonging to the general group are ones who have participated in the survey minus people in the broad-sense group and in the sympathy group (respondents who said they understand the feeling of people who are socially withdrawn).
- \* 3 The KHJ national family association of hikikomori, or Kazoku Hikikomori Japan, set out survey questionnaires to its branch offices nationwide in January and February in 2018. According to the responses from 24 branches out of 57, a total of 1,092 people aged 40 and over were in a state of hikikomori.
- \* 4 Local youth support stations offer support for individuals aged 15-39 who are concerned about their career. Such assistance includes job guidance by professional consultants and career advancement programs such as communication skills training.

### [Those who use local youth support stations including a large number of young unemployed people]

#### ⑤ Issues they were facing when they registered themselves with a youth support station



Sources : the charts on persons in the state of social withdrawal, or hikikomori ( left )

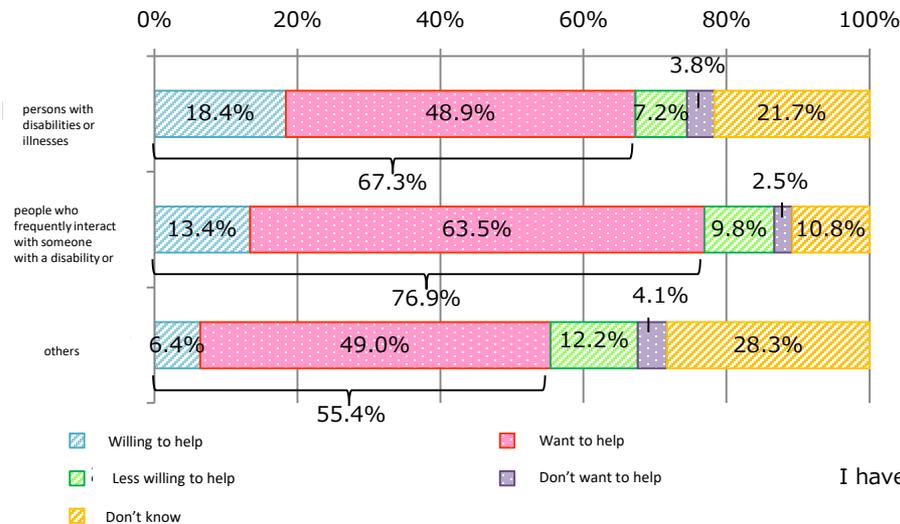
- ①~③ The 2016 survey report on the lifestyle of youth by Cabinet Office
- ④ The 2018 report on people at risk of social isolation receiving formal/informal assistance based on the MHLW's social welfare promotion program, the KHJ national family association of hikikomori, or Kazoku Hikikomori Japan
- the chart on users of local youth support stations (right)
- ⑤ The 2015 study on college dropouts' attitudes and plans for career by the Japan Institute for Labour Policy and Training

# Chapter 2 Survey on public attitude toward self-reliance support programs

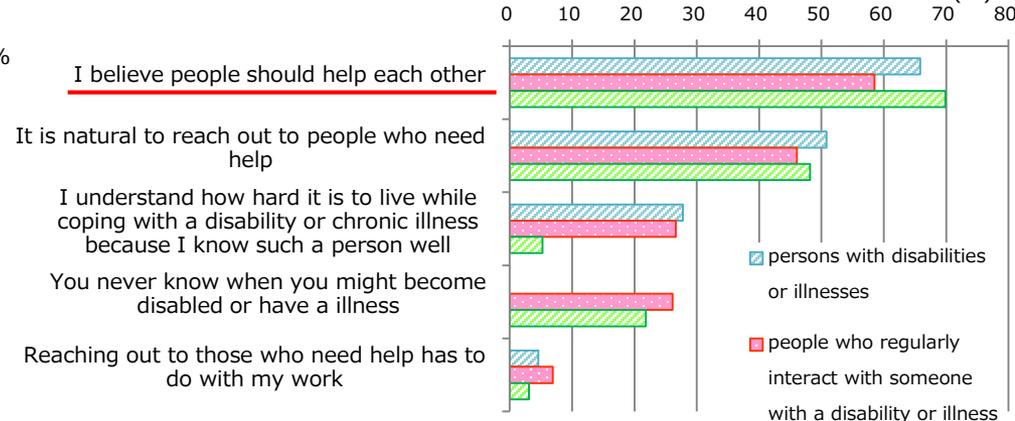
## Section 1 Overview, Section 2 : attitudes toward community support (1)

- In order to analyze gaps in attitudes, survey respondents were divided into three groups: those who say they ① have disabilities or illnesses, ② have a friend, family member or co-worker with a disability or illness (hereafter referred to as “people who frequently interact with someone with a disability or illness”), and ③ belong to neither ① nor ②\*.
- Those in the group ② account for the highest percentage of the respondents who said they are willing to or want to help when asked whether they will help people with disabilities or illnesses when they encounter such people in trouble in the workplace or community.
- The respondents in all groups cited “they believe people should help each other” as the top reason why they want to help while they cited “helping others seems like too much work for them” as the top reason why they don’t want to offer a helping hand.

### 【① Will you help people with disabilities or illnesses if they need assistance in the workplace or community?】



### 【② Reasons you are willing to/ want to help】 (%)



### 【③ Reasons you would rather not/ are less willing to help】 (%)



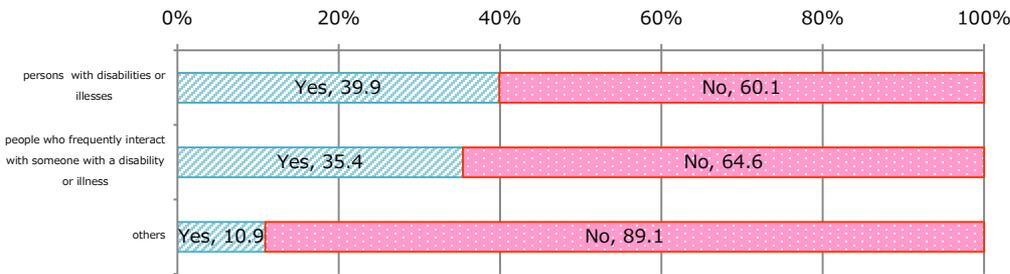
\* Before grouping the respondents, a screening was conducted to ensure they are relevant to a survey and calculate a percentage of individuals categorized into each groups in the total respondents. Those who answered screening questions were aged between 20 and 64, and registered as private research firm monitors. The questions were sent to 300,000 those monitors, and 20,000 responses were accepted. The respondents were asked: (1) about their mental and physical conditions (2) whether there are someone under the age 65 who needs assistance or special attention around them. The result showed: ① those with diseases or illnesses accounted for 13.5% of the qualified respondents, ② those having someone with disabilities or illnesses around made up 22.8%, ③ others accounted for 63.7%. When asked whether they have a friend, family member or coworker who needs assistance or special attention around them, 10.3% of the respondents said they have such a coworker while 17.5% said they have a family member in that condition. Those who said they have such a friend or acquaintance was 8.8%, and 68.7% said they don't have anyone like that.

# Chapter 2 Survey on public attitude toward self-reliance support programs

## Section 2 attitudes toward community support (2), section 3: attitudes toward work, etc. (1)

- More than half of the respondents (in every group) say they would like to support employees with disabilities or illnesses in the workplace or help those with disabilities or illnesses in their community, but few of them actually offered assistance to them in the last 12 months.
- Those in the group ① (people with disabilities or illnesses) are more willing to work or continue working than those in the group ③.
- When asked whether they think integrating treatment and work is tough or working while coping with disabilities is not easy, the respondents in the group ③ are more likely to say "yes" than those in the group ①.

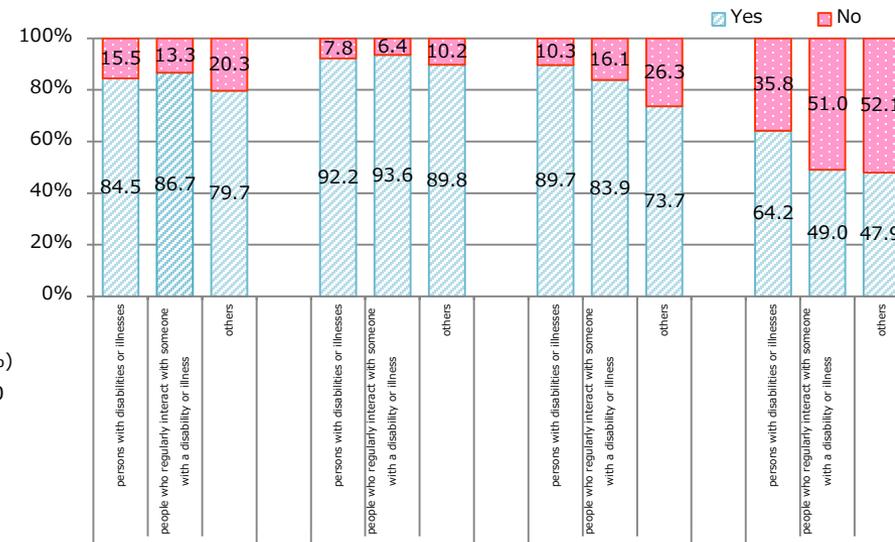
【①Have you helped people in need of assistance in the workplace or community in the last 12 months?】



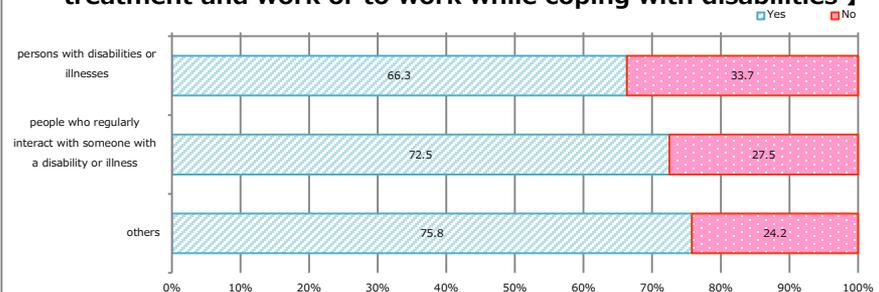
【②Reasons why you haven't】



【③Are you willing to find a job or continue working?】



【④ Do you think it is not easy for someone to integrate treatment and work or to work while coping with disabilities】

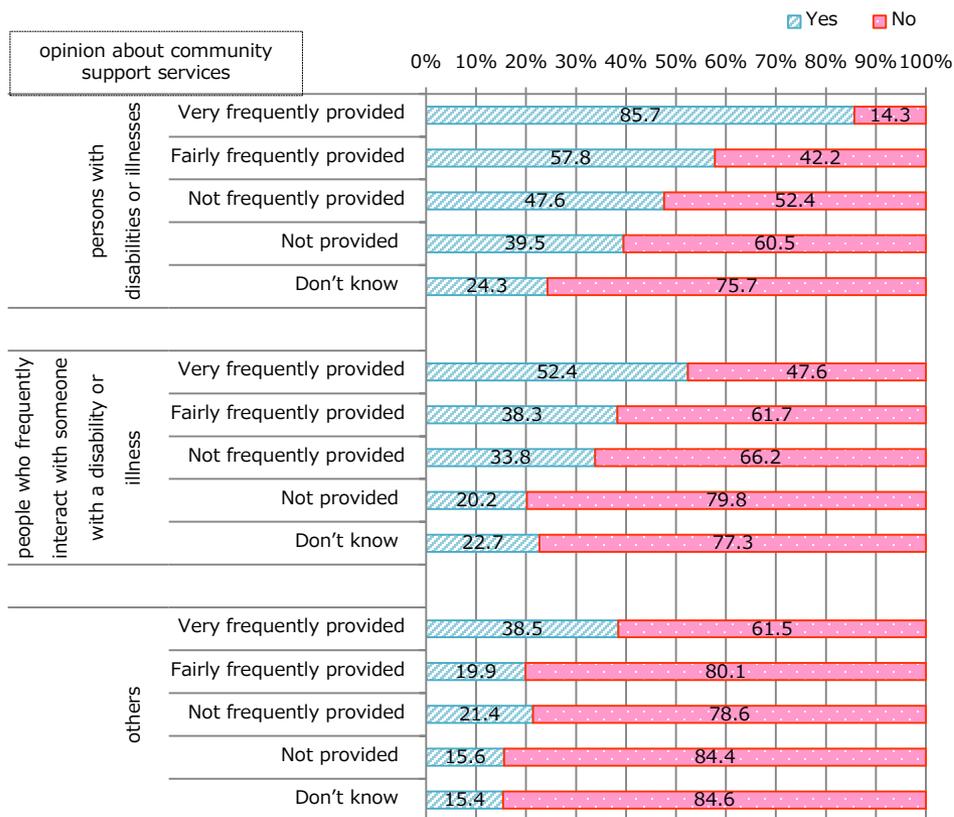


# Chapter 2 Survey on public attitude toward self-reliance support programs

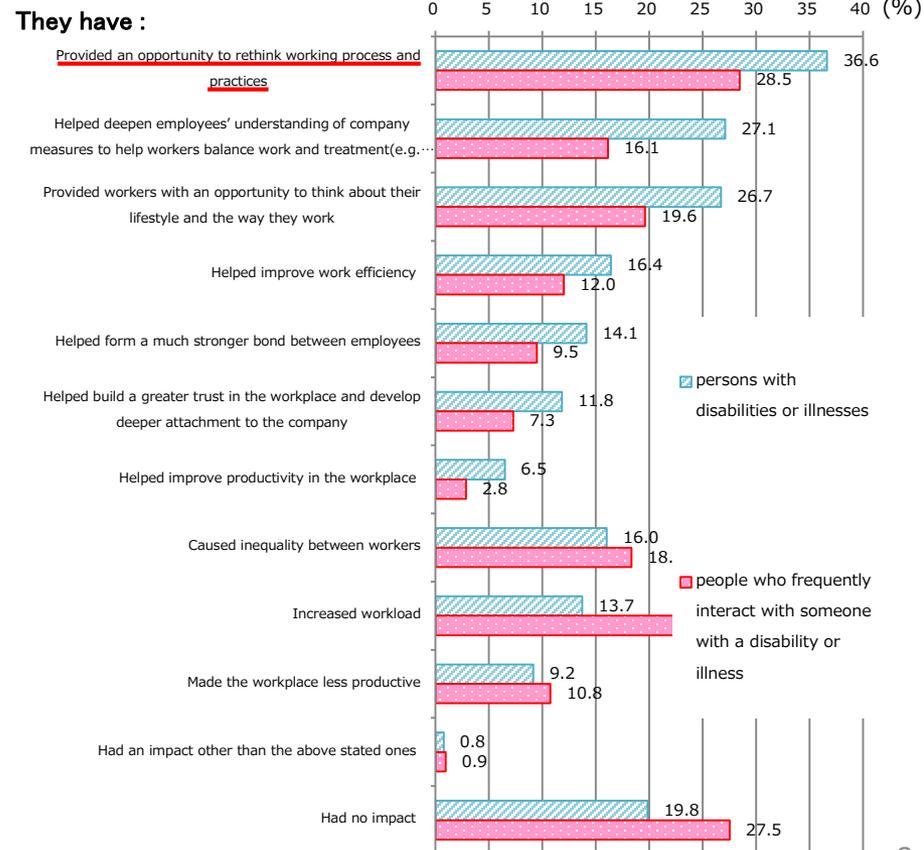
## Section 3 attitudes toward work, etc. (2)

- The figure in the chart ① below shows that the share of the respondents who said they want to use services at consultation centers is the highest among people in each group who think that community support services are frequently provided. This suggests that greater community engagement could encourage people to seek advice at local consultation centers.
- “Having employees with disabilities and illnesses has given an opportunity to review the work procedures in the workplace” was the most common answer when those having coworkers with disabilities or illnesses were asked about an impact of such coworkers on the workplace.

【① Do you want to visit consultation service centers for advice ?】



【②What impact have workers with disabilities and illnesses had on the workplace?】



# Chapter 3 Case examples : initiatives to support people with disabilities, illnesses and other hardships

## Section 1 Case examples of initiatives ( 1 )

- Businesses and support groups are working on initiatives to help people with disabilities or illnesses as well as socially vulnerable individuals. Such initiatives include support for employers hiring people with disabilities, assistance for persons with disabilities looking for an employment opportunity, support services for treatment-and-work integration and health improvement programs. A list of efforts by businesses and support groups are stated below.

### Case examples : companies' efforts to promote employment of people with disabilities and assistance for persons with disabilities looking for an employment opportunity

- Offer a work- at- home(telework) option for people with mental disabilities and developmental disorders (AEON Supercenter Co., Ltd.)
- Provide a work environment that meets individual needs to create a workplace where people with disabilities can give full play to their talent (Sony Corporation, TAIYO Co., Ltd.)
- Support people with disabilities who are looking for an employment opportunity through partnerships with companies as well as collaboration with local communities in the fields of agriculture, welfare, commerce and industry (Social Welfare Corporation Shinwa Gakuen Renaissance)
- Improve productivity and provide higher wages ( Social Welfare Corporation Musashino senkawa Fukushikai Challenger)
- Introduce ICT to promote work-from-home jobs for persons with disabilities ( Social Welfare Corporation Prop Station )
- Provide support to people with severe mental and physical disabilities in the community through various activities (Social Welfare Corporation Houmon-no-ie)

### Modify the workplace for workers with disabilities ( Sony Corporation, TAIYO Co., Ltd.)



### Promote activities rooted in local communities such as recycling aluminum cans (Social Welfare Corporation Houmon-no-ie)



# Chapter 3 Case examples : initiatives to support people with disabilities, illnesses and other hardships

## Section 1 Case examples of initiatives (2)

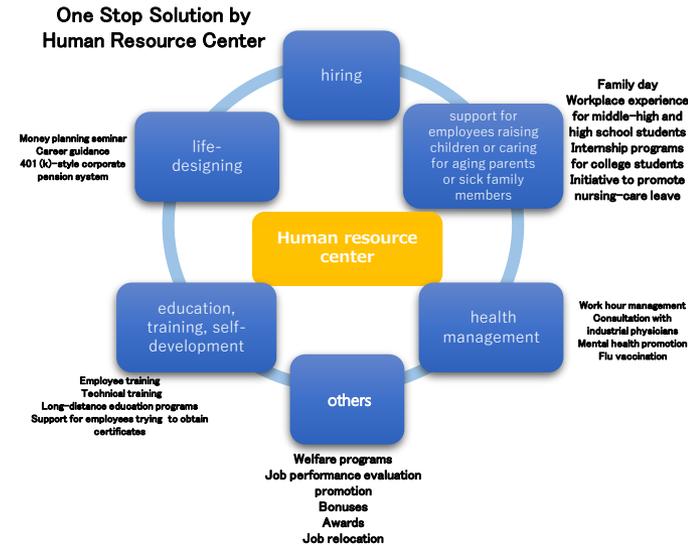
### Case examples: support programs for treatment-and-work integration and health promotion programs

- Expand the in-house support system and provide consultation services (Taiho Pharmaceutical Co., Ltd.)
- Grant medical leave to workers with cancer and provide information on treatment methods to them (T-PEC Corporation)
- Work together with the in-house human resource center and experts to help employees integrate treatment and work (Matsushita Industry, Co., Ltd)
- Work together to promote work style reform and health improvement programs (S C S K Corporation / S C S K Health Insurance Union)
- Work together to publish a corporate white paper on health and promote a health mileage system and other health programs (Kao Health Insurance Union / Kao Corporation )
- Carry out various projects that aims to boost healthy life expectancy in collaboration with different agencies and organizations (Oita prefectural government)

### Case examples: support for socially vulnerable people such as those in poverty, socially withdrawn children and young people, and people with dementia

- Help needy people get involved in society and create a vocational rehabilitation opportunity for them (General incorporated association Kushiro Social Business Create Conference)
- Provide employment opportunities and life support services for people with disabilities, so they can live independent lives (Work and life support center Tekito-)
- Provide help to socially withdrawn children and young people (general incorporated association Yoriso Network Gifu)
- Offer paid volunteering opportunities for people with dementia (NPO Machida Tsunagari-no-kai, Outpatient long-term care center D A Y S B L G !)

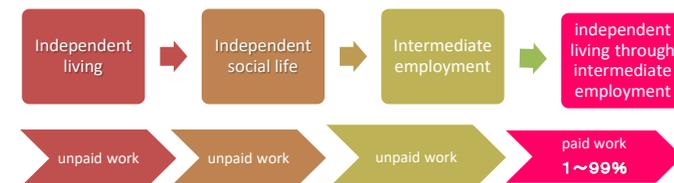
### Human Resource Center to support employees who want to integrate treatment and work ( Matsushita Industry Co., Ltd )



### Create opportunities for “Intermediate employment”

( General incorporated association Kushiro Social Business Create Conference )

**Create and provide opportunities for “intermediate employment,” or paid work, to help people having trouble finding jobs prepare for employment and become socially independent**



- The initiatives introduced in the section (1) and (2) focus on : understanding of diversity in the workplace and changes to workplace attitudes, improvement in the work environment and reform in work practices, cooperation with other organizations and consultation systems.

① **Win understanding and change workplace attitudes**

Those in managerial and leadership positions need to develop a basic policy that clearly indicates that their organizations will take steps to help people with disabilities or illnesses and that they value diversity and inclusion. Those managers should also keep their employees informed about support systems for workers with disabilities or illnesses by holding seminars or publishing newsletters. The goal is to help the employees to deepen their understanding of the inclusion of workers with disabilities or illnesses and embrace diversity in the workplace.

② **Improve the work environment and introduce healthier work practices**

It is necessary to: set aside appropriate work assignment for employee with disabilities and make a work environment friendlier to them; clarify rules of work-at-home system, sick-leave policies and ways to improve work-life balance/treatment-and-work integration for employees; introduce an incentive system to encourage employees to improve or maintain their health; design a program for socially vulnerable individuals to be able to step up to the next level.

③ **Cooperate with others**

Collaboration with support groups is a must for businesses hiring individuals with disabilities. It is also crucial for employers to share information with those workers' primary doctor or industrial physicians in order to help them integrate treatment and work. To improve employees' health, the employers need to work together with insurers and take necessary steps. What's more, it is also vital for those businesses to cooperate with local communities and promote all the said efforts in order to build a community that leaves no one behind.

④ **introduce consultation systems**

Employers need to introduce a consultation service system for employees with disabilities so that such employees can seek advice on life and work.

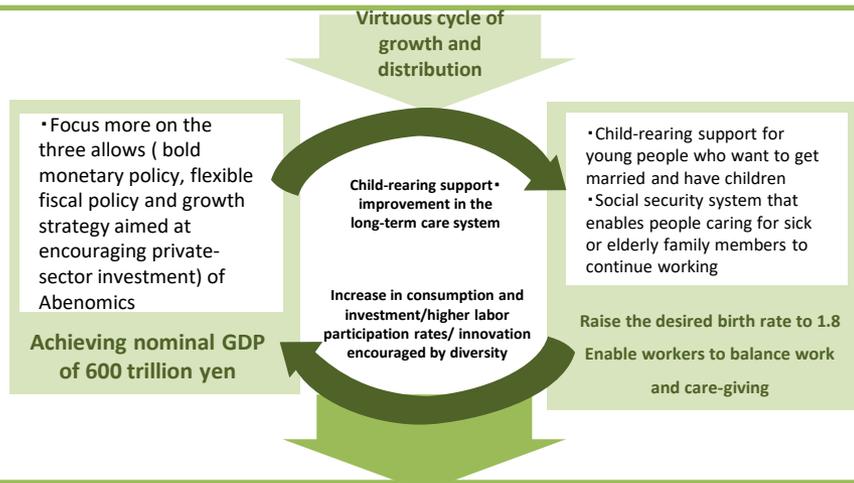
# Chapter 4 Inclusion and diversity for sustainable society

## Section 1 Create a society to enable active engagement of all citizens

- Japan faces the challenge of maintaining sustainable growth ahead of other countries in the world as its birth rate falls and the population ages. To deal with the issue, the government has drawn up Japan's Plan for Dynamic Engagement of All Citizens, trying to promote the strategy so everyone, no matter what the circumstances, can contribute their share as productive members of society.
- Achieving the active engagement of all citizens in an inclusive society will make people feel more secure and help them develop a vision for the future. That will also help boost consumption and investment. What's more, creating a diverse society and allowing each and every individual to demonstrate their abilities will encourage innovations, enhance productivity and speed up growth.
- Furthermore, the government is promoting work-style reform as the key challenge of achieving the active engagement of all citizens. The reform aims to provide people under different circumstances with more work-style options to choose from.

### [Mechanism of virtuous cycle of growth and distribution in Japan's Plan for Dynamic Engagement of All Citizens (Cabinet decision on Jun. 2, 2016)]

Create a society in which all citizens including those who once experienced a failure in their lives and people with disabilities or illnesses can play an active role



The government is trying to tackle the issues of the declining birthrate and aging population head-on. It also takes further steps to expand child-rearing support and enhance social security, building a new system of economic society as a broader economic policy, which will lead to a more robust economy. This is not just a kind of social policy but can be called as the ultimate growth strategy.

### [Steps to implement the Work-Style Reform Action Plan (an extract text from the decision by the Council for the Realization of Work Style Reform on March 28, 2017)]

#### 3. Reduce long working hours

- ⑥ Create a healthy workplace environment friendly to workers

#### [Future direction]

To make a workplace environment healthier for workers, employers need to : introduce stricter rules on working hours, encourage workers to develop good relationships with their superiors and colleagues, strengthen functions of occupational health, follow new regulations and beef up supervision and guidance

#### 5. Enhance employment opportunities for persons with disabilities and promote efforts that enable workers to integrate work and treatment, child-rearing or care-giving

- ⑩ promote a triangle support system to integrate treatment and work

#### [Future direction]

Build a work environment that is friendly to people with illnesses and couples undergoing infertility treatments so they can balance work and treatment; offer continuing consultations and support; assign treatment-and-work coordinators whose job is to negotiate with patients(workers), employers and physicians and make arrangements for workers with illnesses who wish to balance their treatment and job ; establish a "triangle support system" involving patients, doctors and employers and inform workers of the system in order to raise awareness of it; encourage businesses to carry out a drastic reform on corporate culture

- ⑫ Enhance employment support for people with disabilities and ensure that they will be able to work according to their wishes and capabilities

#### [Future direction]

The government aims to help individuals with disabilities show more of their talents and skills at work, find a job that they wish and that fits their specific conditions, and give full play to their talent in the workplace. To achieve this goal, government officials need to focus more on long-term support and make sure that all businesses in the country employ people with disabilities. They also should help change a work environment so employees with disabilities feel more fulfilled at work. It is crucial for schools ( elementary, junior-high and high schools) and relevant government organizations in charge of welfare, health and labor to cooperate with each other to support children in special needs not just while they are in school, but also before entering school and after graduation.

- Given the facts in the chapter 1-3, the government is trying to find out what kind of approach is necessary to create a society in which everyone can play an active role by focusing on the viewpoints of the people in the following three groups: (1) people with disabilities or illnesses and socially vulnerable individuals (those struggling with financial, social and employment difficulties), (2) people who have a friend, family member or co-worker classified in group (1) ( hereafter referred to as "people who frequently interact with someone at risk of social exclusion"), and (3) people other than those in group (1) and (2) ( hereafter referred to as "others").
- To help people in (1), it is necessary to : ① gather information about the target population and identify their needs before too late ② foster cooperation and collaboration among relevant organizations on employment support services ③ promote treatment-and-work integration ④ provide comprehensive and continuous support through step-by-step approach to independent living.

### Initiatives focusing on socially vulnerable individuals and people with disabilities or illnesses

#### [Current status/ needs]

#### [Future direction of new initiatives]

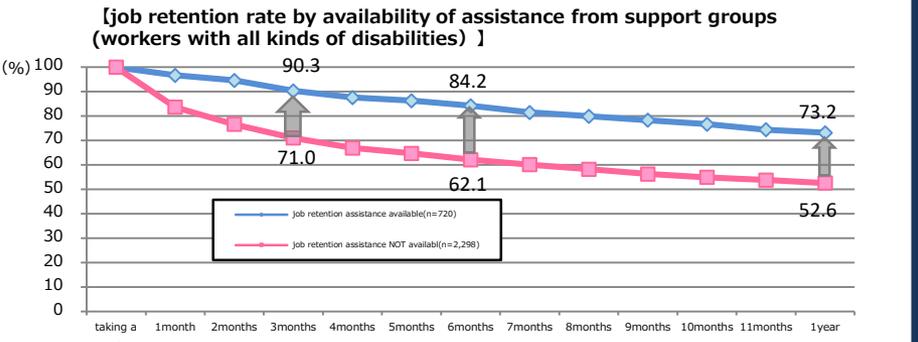
① Some people with disabilities or illnesses and socially vulnerable ones find it difficult to seek assistance on their own, and they are likely to be isolated from society and the community.

② To help people with disabilities stay on the job, it is necessary to provide assistance from support groups, assign tasks that make the best of their skills, evaluate their performances in an appropriate manner, offer consultation services and care about their health conditions.

① Gather information about the target population and identify their needs through outreach

② Promote cooperation and collaboration among relevant organizations to provide consistent employment support from preparation to job retention ; collect information on companies hiring people with disabilities and case examples, analyze and develop the data; create a more flexible work environment and workplace system

- [cooperation among relevant organizations on employment support ]
- : support measures for people with disabilities
  - : support measures for employers (including schemes to help both employers and disabled people)



Source : Research on Employment Status of Persons with Disabilities (April 2017) carried out by the National Institute of Vocational Rehabilitation of the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers



(note) responses from persons with mental disorders (n=552) (up to two answers can be selected) (%)

Source : Survey on the Employment Situation of Persons with Disabilities" (2013), Regional Employment Support Office, Employment Measures for the persons with Disabilities Division, Employment Development Division, Employment Security Bureau

#### Hello Work

- Promote transition to employment in cooperation with medical institutions, schools and welfare facilities
- job training (fulfilling individual's wish and potential)
- Provide support services that fit specific conditions of each worker with disabilities in partnership with Transition Support Offices, Employment and Daily Life Support Centers for Persons with Disabilities , Local Vocational Centers for Persons with Disabilities, etc.( team support)
- Provide specialized assistance by "total supporters" for employment of people with mental disabilities and "employment support navigators" ( those in charge of people with developmental disabilities)
- job consultation, employment placement information on job vacancy, job fairs, etc.
- Job preparation support ( stress management training, etc.)
- Hiring support, arrangements for guidance sessions and seminars
- employment manuals and successful examples

**Employment and Daily Life Support Centers for Persons with Disabilities**

- programs and services to help people with disabilities with daily life

**Local Vocational Centers for Persons with Disabilities**

- return-to-work support
- Teach how to proceed with work and give advice on how to do the job
- in cooperation with primary physicians of workers with disabilities

- Trial employment
- Subsidies
- workplace adjustment guidance
- support for employers
- daily life support and consultation on workplace problems

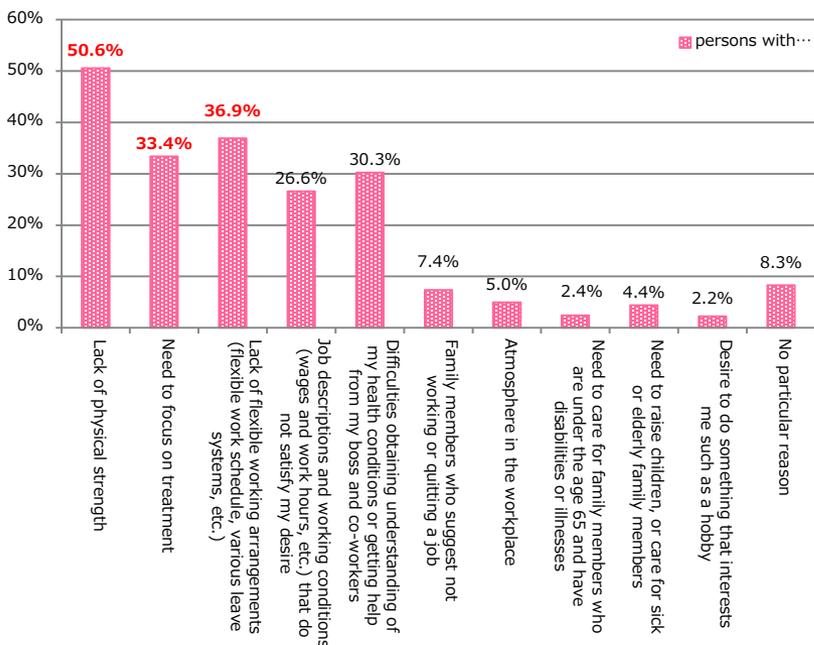


Initiatives focusing on socially vulnerable individuals, and people with disabilities or illnesses

【 Current status/ needs】

- ③ A substantial number of people with illnesses or disabilities find it difficult to work while coping with their health conditions due to concerns about their physical strength and the workplace environment.

【People with disabilities and illnesses who are looking for a job or willing to continue working, but find it difficult to do so】



(Note) responded by persons with disabilities or illnesses (n=542) (multiple answer allowed ( up to three answers can be selected))

Source: The 2018 attitude survey on support for self-reliance entrusted by the Counsellor Office for Policy Evaluation to Director-General for General Policy and Evaluation, the MHLW

【Future direction of new initiatives】

- ③ In order to support people who want to integrate treatment and work and meet their personal needs, it is necessary to build a comprehensive support system to provide consultation services and allow for more flexible work arrangements and various leave policies.

【Treatment-and-work coordinator training】

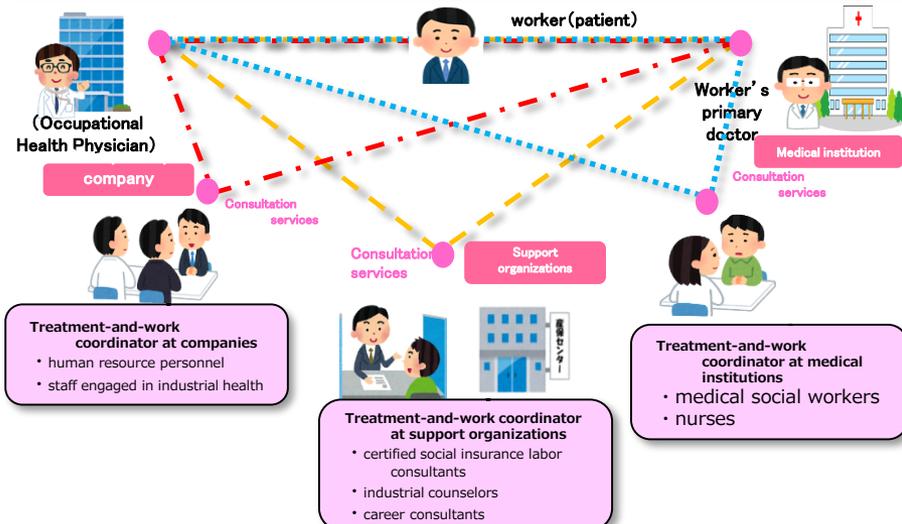
Treatment-and-work coordinator

Those in charge : human resources personnel and staff engaged in industrial health · healthcare professionals at medical institutions · support organizations, etc.

Purpose : Provide continuous consultation services while offering emotional support

Duty : Support individuals to meet their personal needs, cooperate and coordinate with people involved

gather information on medical treatment and work assignment after obtaining informed consent from workers who need support, compile the information including a list of things that need to be cared about in their workplace and provide it to the employee



- ④ People having difficulties interacting with other people and the outside world have different backgrounds, and their symptoms vary. Such people include those suffering from social withdrawal, or hikikomori.

- ④ The government promotes comprehensive and sustainable support that meets individual needs, such as assistance for social independence, self-reliant lives and financial independence.

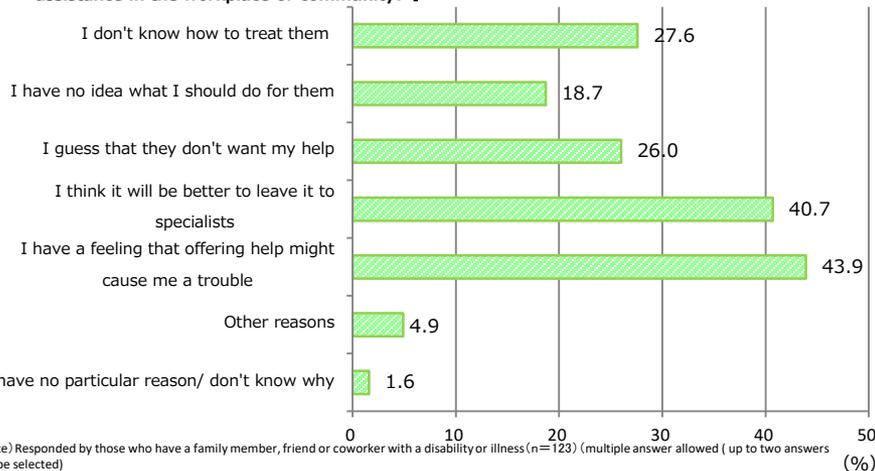
- (2) The government plans to take various steps to support people who frequently interact with someone at risk of social exclusion. Such efforts include :① collecting, analyzing and sharing information on successful examples of companies and organizations hiring people facing difficulties; encouraging businesses to improve their attitudes towards people at risk of social exclusion and make the workplace friendlier to them ; and ② building a comprehensive support system to meet complicated and diversified personal needs.

Initiatives focusing on people who frequently interact with someone at risk of social exclusion

【 Current status/ needs】

① People who frequently interact with someone at risk of social exclusion tend to be more aware of the importance of mutual help than those having disabilities or illnesses themselves and “others”. However, some of those people are reluctant to help their co-workers or neighbors with disabilities or illnesses from various reasons. For instance, some say they don't not know how to treat or how to help such individuals with disabilities or illnesses. Others feel it burdensome to offer a helping hand or believe that it would be better to seek specialist assistance. To deepen people’s understanding, more needs to be done.

【 Reasons the respondents said they are reluctant to help or don't want to help when asked: “Are you willing to help when you happen to see people with disabilities or illnesses who need assistance in the workplace or community?”】



(Note) Responded by those who have a family member, friend or coworker with a disability or illness (n=123) (multiple answer allowed (up to two answers can be selected))

Source: The 2018 attitude survey on support for self-reliance entrusted by the Counsellor Office for Policy Evaluation to Director-General for General Policy and Evaluation, the MHLW

【Future direction of new initiatives】

① The government needs to collect, analyze and share information on successful examples of companies and organizations hiring people with disabilities or others facing difficulties. The government should also encourage senior managers to take further steps to improve the workplace attitudes toward employees with disabilities, etc. and make the workplace friendlier to them. The aim is to help non-disabled workers deepen their understanding about people with disabilities, etc.

【efforts by companies】

Company hiring more people with disabilities

Corporate philosophy “ Promote innovative businesses through a diverse workforce to develop new products and services ”

➡ Try to create a diverse workplace where individuals can demonstrate their abilities

Social welfare corporation helping people with disabilities find work

Arrange automotive parts assembly lines so that workers are able to make the best use of their skills according to their assigned role

➡ Increase each worker’s motivation to improve product quality

Company supporting its employees who need to integrate treatment and work

Corporate philosophy “Employees are valuable assets”

➡ Introduce a new in-house system and launch consultation services to enable employees with illnesses to continue to work while receiving treatments

Company supporting its employees who need to integrate treatment and work

Company’s motto, “ You can work even if you have cancer ”

➡ Create a framework of support such as medical leave policy for cancer treatment to enable employees to continue working even if they develop cancer

② In response to complicated and diversified individual needs <sup>(※)</sup>, The government is promoting cooperation among different organizations in the municipal level to build a comprehensive consultation system for people who need assistance and advice. The government is also providing support to local authorities making efforts to establish such a system.

(※) households facing complex and diversified issues

- unmarried children in their 50s who are unemployed and live with their parents in their 80s (often referred to as the “8050 problem”)
- families raising children while caring for sick or elderly family members (so-called “double care”)
- disabled persons’ parents who are aging and need nursing care

② As society changes, issues facing individuals and families have become increasingly complicated and diversified. For instance, more and more people with disabilities or illness as well as those suffering from hikikomori are cared for by aging family members who themselves need nursing care.

# Chapter 4 Inclusion and diversity for sustainable society

## Section 2 Achieve a society in which everyone can play an active role while coping with disabilities and illnesses (4)

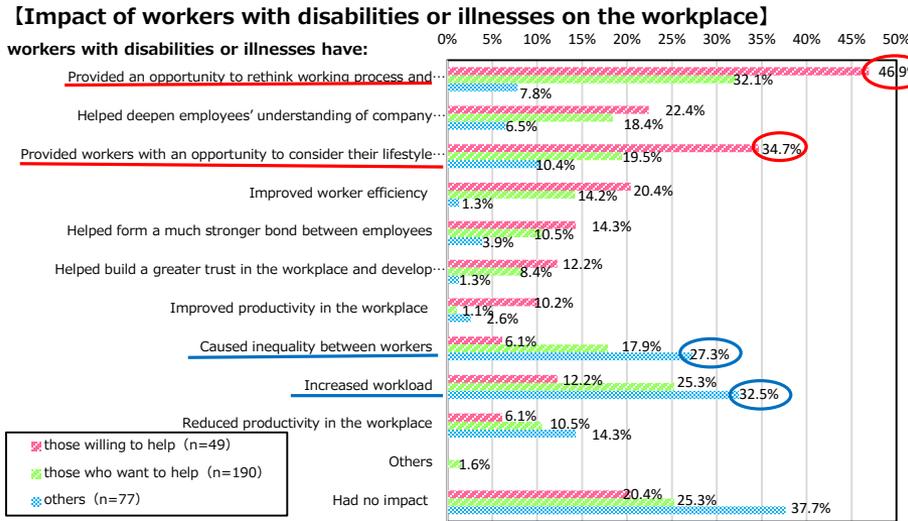
- (3) The government is working on ways to get more "others" involved in community support projects to help people facing various difficulties such as disabilities, illnesses and hikikomori. To do so, government officials need to ① promote more inclusive communities and ② inform the "others" about support programs .
- Government organizations and relevant agencies need to provide all people in society with various options so they can continue working or contribute to society even if they become socially withdrawn, ill or disabled. Officials of such organizations and agencies should also promote a mechanism to support people who have chosen different options. That will help local communities become more diverse and inclusive, and encourage residents to help each other.

### Initiatives focusing on the "others"

#### [Current status/ needs]

#### [Future direction of new initiatives ]

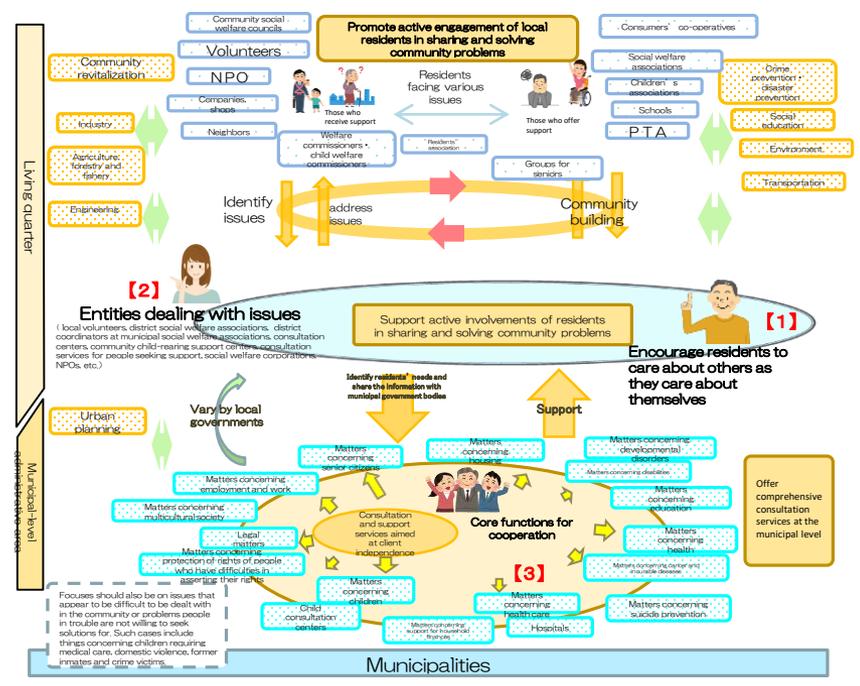
① Those willing to cooperate with other people tend to think that employees with disabilities or illnesses can have a positive impact on the workplace, while people less willing to do so tend to believe that such workers can have a negative effect on the workplace.



(Note) People who have colleagues with disabilities or illnesses (multiple answers allowed)  
 Source: The 2018 attitude survey on support for self-reliance entrusted by the Counsellor Office for Policy Evaluation to Director-General for General Policy and Evaluation, the MHLW

More than 50 % of "others" say that they want to help people with disabilities or illnesses, but don't actually take action. In fact, only about 10% of them say they have helped such people requiring assistance in the past 12 months. They cite a lack of opportunities as a reason.

① Further efforts should be made to get residents more involved in their community. The aim is to help the "others" to obtain a better understanding of circumstances people with disabilities or illnesses face, raise the others' awareness of mutual support and encourage them to participate in community support programs.



② The government needs to inform the "others" of various support programs and let them know that they can receive assistance and continue working even if they become disabled or ill.