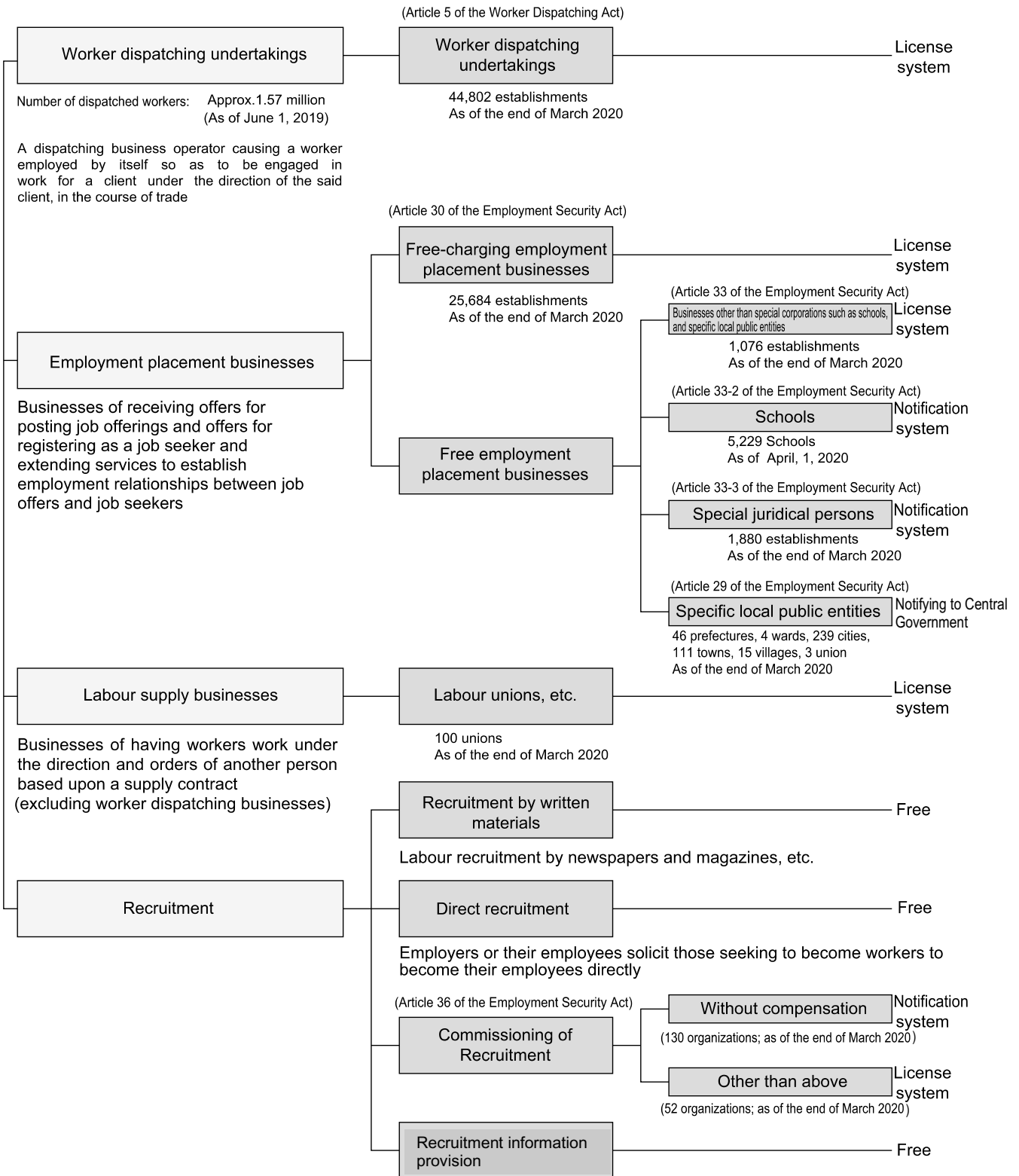


[5] Employment Measures

Labour Supply and Demand Adjustment Services provided by Persons other than Employment Security Bodies

Overview Labour Supply and Demand Adjustment System



Employment Measures for Young People

Overview Major Employment Measures for Young People in FY 2018

1 Steady implementation of initiatives based on the Act for Employment Promotion, etc. of Youth

- Based on the Act on Promotion of Youth Employment (Law No. 98 of 1970), the following are to be implemented: 1) a system, for providing workplace information by enterprises recruiting new graduates, 2) rejecting the job offers from employers that violate certain labour-relevant laws and regulations at Hello Works and 3) implementing a certification system of small and medium-sized enterprises excellent in employment management of the young people (Youth Yell Certification System).

2 Employment support for new graduates and non-new graduates

- "New Graduate Support Hello Works" in all prefectures to provide one-stop support to new graduates are being set up, thereby getting the detailed job support by the "job supporter" in cooperation with the schools, etc.
- In the new graduate support Hello Works, etc., by promoting the treatment as new graduates of those who have already graduated within 3 years, etc., the support for "not allowing applicants to give up to find job" even after graduation will be continued, and stable employment after employment will be strengthened.
- The "Youth Yell Certification System" will be implemented in which the matching of young people with small and medium-sized enterprises be strengthened in order to support selection of appropriate jobs by young people and smooth employment of persons required by enterprises.
- ◎ "Local employment collaboration project", which enable for students, etc. to conduct job finding activities at the places they want to work, will be implemented with collaboration between the Ministry of Health, Labour and Welfare and the Ministry of Education, Culture, Sports, Science and Technology, in order to form their vocational awareness and strengthen their UIJ turn employment.

3 Promotion of regular employment of casual employees, etc.

(1) Support for casual employees, etc. at Hello Work for Youth

- In addition to ordinary vocational guidance/job placements and job offer developments, etc., close individual support from assigned consultants, appointment based vocational guidance/job placements, interview simulations, guidance on preparing personal history and work experience resumes, continued provision of job offer information, and encouragement to visit Hello Work if they have stopped visiting, etc. will be implemented.
- Organizing short-term/intensive seminars for those employed at the so-called "employment ice age" and now are unwillingly working as non-regular employees, and implementation of subsidizing measures for the employers who hire them as regular employees, as well.

(2) Employment support through utilization of trial employment subsidy

- Transition to regular employment will be promoted by utilizing "trial employment" that provides an opportunity for employment on a trial basis for three months at enterprises through referrals made by Hello Works and employment placement businesses, etc. (Maximum monthly 40,000 yen per person, maximum 3 months)

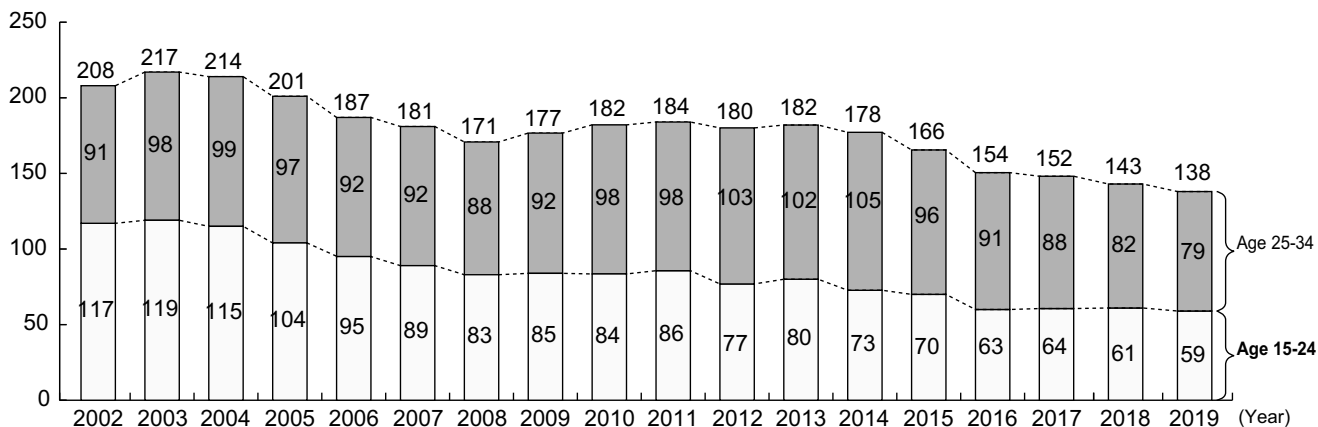
4 Promotion of occupational independence support for young unemployed people

- Establishing a "Regional youth support station" nationwide and implementing special counseling for occupational independence of young unemployed in collaboration with the local governments.

◎: New/enhanced measures, ○: Continued measures

Detailed Data Changes in Number of Casual Employees

(10,000 persons)



Source: "Labour Force Survey (Detailed Tabulation)", Statistics Bureau, Ministry of Internal Affairs and Communications

Note: Casual employees were defined and counted as being male graduates or unmarried female graduates aged 15-34 and falling under one of the following:

- ① Employee whose status in the work place is that of being a "temporary part-timer" or "part-timer"
- ② Totally unemployed person seeking a "part-time or temporary part-time job"
- ③ "Others" not in the labour force but seeking a "part-time or temporary part-time job" who are not housekeepers, not attending school, and do not have job offers

Employment Measures for the Elderly

Overview Structure of Employment Measures for the Elderly

[1] Obligation to implement employment security measures for the elderly (Securing employment opportunities up to 65 years)

- Based on the Elderly Employment Security Law, education instructions, etc. were implemented at Hello Works etc. Measures included such education instructions are securing employment measures for all the people wishing to work until they reach 65.

[2] Enhancement/strengthening of reemployment support for the elderly (People over 65 are included.)

- Enhancement/improvement of reemployment support through implementation of support regarding the review of work-life plans and employment support by employment support teams at major Hello Work branches nationwide and the holding of skills training that leads to employment in neighborhoods, thereby enabling the elderly to receive reemployment support without undue worry.
 - Implementation of general employment support projects for the elderly [Expansion]
(Implementation of employment support toward redesigning work-life plans and support by employment support teams, etc. through establishment of ageless society support desks that provide support for job seekers aged 65 years or older at major Hello Works nationwide)
 - Implementation of skill-up and employment promotion project for the elderly
(Implementation of skills training, workplace tour/experience, employment interview and the like together in cooperation with the employer associations and public employment security organizations)
 - Provision of various subsidies, including subsidies for the employment development of designated job seekers
(Providing subsidies to employers hiring the elderly)

[3] Employment promotion for the elderly aiming at the realization of an "ageless society" (the approach to secure working opportunities after 65)

[Support for enterprises] Promotion of employment of the elderly toward realizing an "ageless society" in which people can work according to their motivation and ability to work and regardless of their age

- Improving support for increasing the number of companies willing to employ people according to their motivation and ability to work regardless of their age and aiming at realizing increasing social opportunities toward realizing an "ageless society".
 - Payment of subsidies for employment promotion of the elderly aged 65 years or above
(Introducing a system of extending retirement age beyond 65 years and allowing for continued employment, and providing subsidies to the employers improving employment environment for the elderly and implementing a shift to permanent employment contract from a fixed-term one for the elderly workers)
 - Provision of counseling and support for business operators realizing an "ageless society" in which people can continue to work regardless of age.
(Focusing support on business operators realizing an "ageless society" for the elderly, the disabled and job seekers by advisors for the elderly employment at the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job seekers.
 - Provision of subsidy for supporting mid-career recruitment (lifelong active entrepreneur supporting course)
(Operating a system allowing for part of costs relating to recruitment/employment and requiring education/trainings to be subsidized for a business started by middle-aged and elderly persons)
 - Implementation of the career human resources bank for elderly retirees
(Information on careers prospective older retirees have are registered and presented to business operators that desire to utilize their capabilities)

[Regional support for the elderly] Expanding the places where the elderly can work or engage in activities to support society

- Ensure employment opportunities according to the diverse employment needs of the elderly by utilizing the Silver Human Resource Center, etc.
 - Strengthening the functions of Silver Human Resource Centers [Improvement]
(In order for the elderly who utilize the Silver Human Resources Center to more strongly support companies that are suffering from labour shortages, the matching functions with companies by expanding membership, etc. will be strengthened)
 - Enhancement of projects toward a life-long active working environment in cooperation with the region [enhancement]
(Projects leading to promotion of employment of the elderly in local communities will be implemented based on proposals submitted by a council consisting mainly of local governments)

Employment Measures for Persons with Disabilities

Overview

Promotion of Employment Support for Persons with Disabilities

– Outline of Measures Related to the Employment of Persons with Disabilities –

I Strengthening employment promotion and stable employment support for persons with disabilities in the public affairs sector

- 1 Strengthening employment promotion and stable employment support for persons with disabilities in the public affairs sector
In order to promote the employment of persons with disabilities in the public affairs sector, seminars and workplace tours for each ministry, etc. will be conducted, and in order to further promote the stable employment support for persons with disabilities to be employed, workplace adaptation supporters assigned to Hello Works, etc. will be increased to strengthen the support system.
In addition, also in the Ministry of Health, Labour and Welfare, there will be provided the training for individual support according to the characteristics of disabilities and training to promote understanding of disabilities.

II Strengthening support for hiring persons with disabilities, including small and medium-scaled enterprises

- 1 Enhancement and strengthening of support at Hello Work branches
- (1) Implementation of "Team support for companies" for companies with zero employment of persons with disabilities
For companies which have not achieved the statutory employment rate, centered on companies with zero employment of persons with disabilities where employment experience and employment know-how for persons with disabilities are lacked, a support plan which meets the needs of each company will be created. And "Team support for companies" from the preparatory stage such as the development of job seekers to the support for stable employment after employment to meet the needs of recruitment will be implemented to support the employment of persons with disabilities by companies.
 - (2) Strengthening the Hello Work's matching function by implementing "Team support for persons with disabilities"
With Hello Works at the center, "Team support for persons with disabilities" that provides consistent support from hiring to stable employment of the workplace in cooperation with related organizations in the region, and support the employment of persons with disabilities.
In addition, for persons with disabilities who need to improve their employment readiness, "employment guidance" regarding attitudes toward general employment and necessary know-how, as well as management selection and employment interviews will be proactively carried out
 - (3) Promotion of "agriculture and welfare collaboration" in the employment field
Expanding the provision of the outreach-type support to agricultural business operators, such as actively cultivating job offers through Hello Works and strengthening the provision of know-how related to the employment of persons with disabilities, as well as providing the consistent support from the hiring to stable employment for persons with disabilities who wish to work in the agricultural field.
 - (4) Implementation of programs for promoting transfer from welfare, education, medical care to employment
Comprehensive and effective workplace training in collaboration with regional related organizations such as welfare facilities, special needs schools, and medical institutions, as well as business owners' organizations and companies will be carried out, in order to promote the transition from welfare, education, and medical care to employment. In particular, workplace training in small and medium-scaled enterprises will be promoted.
In addition, the opportunities such as employment support seminars and business site tours will be enriched, and the collaboration promotion projects between companies and the welfare field centered on Hello Works will be facilitated.
- 2 Improving the environment where working can be continued with peace of mind and stability
- (1) Enhancement of employment and livelihood support center for persons with disabilities
The "Working and Living Support Center for Persons with Disabilities," which provides employment and living support in an integrated manner continuously provides regional support organizations with the accumulated know-hows, etc. in addition to set up a new branches in areas where the installation environment is in place in order to improve the regional employment support bases in their quality.
 - (2) Enrichment of support for employers working on adaptation/settlement at a workplace for persons with disabilities
A plan for measures such as employment management with considering the characteristics of disabilities and review of employment form in order to settle the persons with disabilities to be employed in their workplace shall be created and the subsidies shall be provided to business owners who have taken measures based on the plan.
Providing subsidies to employers implementing workplace adaptation assistance by the job coach and employers training
 - (3) Consultation support, etc. related to prohibition of discrimination against persons with disabilities and provision of reasonable accommodation
Consultation support, etc. related to prohibition of discrimination against persons with disabilities and provision of reasonable accommodation
Setting up a specialized contact point for employment of persons with disabilities, to provide consultation support for dealing with the situation of individual corporations regarding the prohibition of discrimination against persons with disabilities and the provision of reasonable accommodation, and also hold seminars, etc. for business owners who have problems in employment of persons with disabilities.

III Enhancement of the employment support for persons with various disability characteristics such as persons with mental disability, persons with developmental disability, and intractable disease patients

1 Expansion of employment support for the mentally disabled

(1) Dissemination of the working passport for mentally handicapped persons

The information sharing format "working passport" for corporations and support organizations to share information such as disability characteristics to take appropriate support and consideration shall be disseminated and its utilization at the time of hiring shall be promoted. With promoting the information sharing among persons with disabilities, support organizations, and corporations by such information sharing, the development of a work environment that enables them to continue working stably for a long time shall be promoted.

(2) Promotion comprehensive employment support for the mentally disabled

Implementing comprehensive employment support for the mentally disabled, etc. from the viewpoint of strengthening support for continued employment at the workplaces to realize stable employment of the mentally disabled, as follows:

① Deploying "total employment supporter of the mentally disabled" in the Hello Works, such as qualified mental health care worker, and providing counseling intended for them and consultation/assistance to employers for solving employment related problems of the mentally disabled.

② In order to realize stable employment of persons with mental disability, an employment support model project in collaboration with regional psychiatric medical institutions and Hello Works will be implemented, as well as the dissemination and enlightenment of the status of efforts are facilitated to promote cooperation with regional medical institutions.

(3) Training for work supporters for persons with mental and developmental disabilities

By training "work supporters for persons with mental and developmental disabilities", who will be supporters warmly watching over and supporting persons with mental and developmental disabilities, from general workers in the company, the creation of an environment where persons with disabilities can play an active role in the working scene will be promoted.

(4) Implementation of the trial employment project for persons with disabilities

Business owners who will try to hire persons with disabilities (3 months in principle, up to 12 months for persons with mental disabilities) through introduction by Hello Works, etc. will be subsidized in order to promote and stabilize the employment of persons with disabilities.

2 Preparation of a system for accepting mentally handicapped persons at vocational ability development schools (general schools)

In order to improve the system for accepting persons with mental disabilities, psychiatric social workers, etc. will be assigned at the vocational ability development school, and disseminating know-how and strengthening responsiveness related to accepting persons with mental disabilities will be worked on.

3 Employment support for persons with developmental disabilities and patients with intractable diseases

(1) Implementation of comprehensive employment support for persons with developmental disabilities

The number of job seekers with developmental disabilities and the number of their employment are increasing remarkably. Comprehensive employment support is provided to them by the following methods.

① Assigning a career support navigator (support for persons with developmental disabilities) in Hello Works, thereby implementing support to those having difficulties in communication skills for developmental disabilities, etc., with due consideration to the characteristics.

② Implementing projects intended for effectively mastering communication skills required at a workplace in Hello Works, through support of seminars and group work by the small groups for those having difficulties in communication skills for developmental disabilities, etc.

(2) Enhancement of employment support for patients with intractable diseases in cooperation with the Intractable Disease Counseling Support Center

Assigning an "employment supporter for patients with intractable diseases" in Hello Works, and providing detailed support to such patients wishing to get a job according to the characteristics of their symptoms in cooperation with the Intractable Disease Counseling Support Center

(3) Implementation of subsidies to employers having hired persons with developmental disabilities and patients with intractable diseases

Providing subsidies to the employers who have employed persons with developmental disabilities or those with intractable diseases and carried out appropriate employment management, etc.

IV Enhancement of the vocational ability development support for persons with disabilities

1 Preparation of a system for accepting mentally handicapped persons at vocational ability development schools (general schools) (Reposted)

2 Promotion of the vocational training focusing on the persons with disabilities who need the special support at the vocational ability development schools for persons with disabilities Support for employers working on adaptation/settlement at a workplace for persons with disabilities

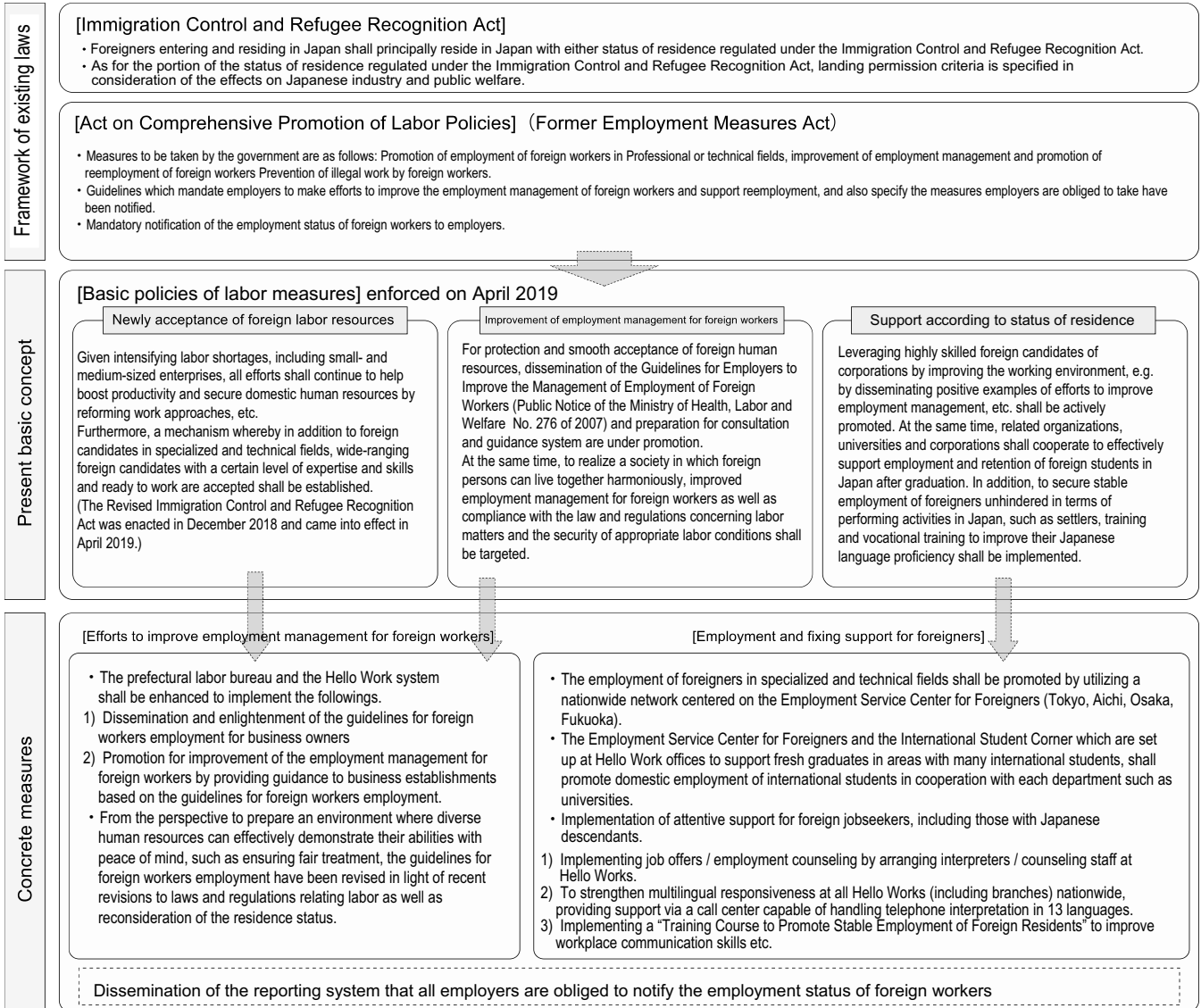
At the vocational ability development school for persons with disabilities, the "persons with disabilities who need the special support" shall be accepted with focusing, the vocational training according to the characteristics of disabilities is carried out, and the maintenance of facilities highly urgent for safety for trainees or school buildings due to aging, etc. shall be implemented.

3 Implementation of outsourced training corresponding the diverse needs of persons with disabilities

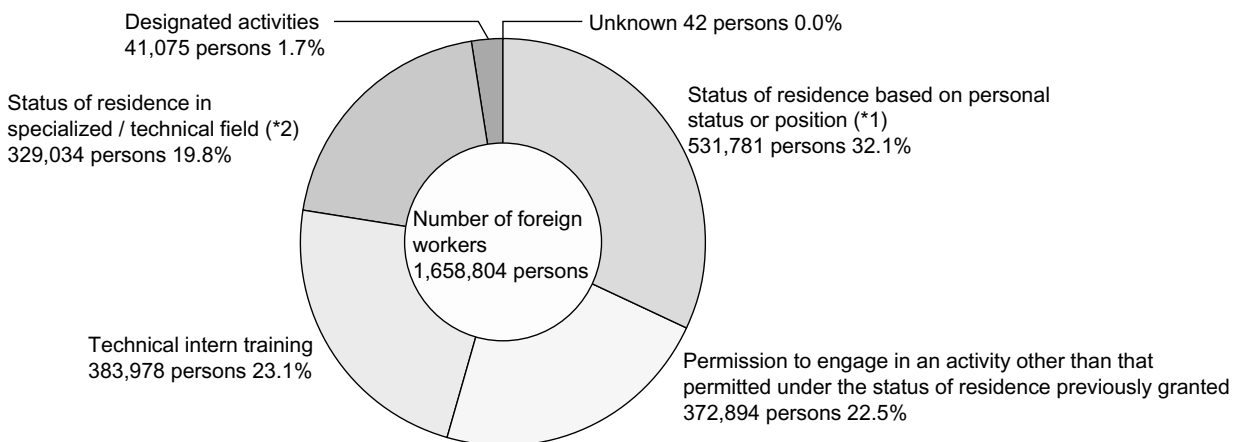
With utilize various training resources such as corporations, social welfare corporations, NPO corporations, and private education and training institutions, various vocational trainings in the neighboring areas where persons with disabilities live shall be carried out.

Employment Measures for Foreign Workers

Overview Basic Concept of Employment Measures for Foreign Workers



Detailed Data Percentage of foreign worker by status of residence



Source: "Situation of Notification of the employment status of foreign workers" (as of the end of October 2019), MHLW

(Note 1) "Status of residence based on personal status or position" includes "permanent resident", "spouse or child of Japanese national", and "spouse or child of permanent resident", and "long-term resident".

(Note 2) (Note 2) "Status of residence in specialized/technical field" refers to "professor", "artist", "religious activities", "journalist", "highly skilled professional category 1/category 2", "business manager", "legal/accounting services", "medical services", "researcher", "instructor", "engineer/specialist in humanities/international services", "intra-company transferee", "entertainer", "long-term care", "skilled labor" and "specific skills".

Regional Employment Measures

Overview Outline of Regional Employment Measures

Present status and challenges

- Continuity of the improving trend of the nationwide employment and unemployment situation
 - Since October 2016, the ratio of job openings to job applicants has exceeded 1 in all prefectures.
- Nationwide population reduction trend and population outflow from rural areas to the Tokyo area which are getting serious
 - The influx of population into the Tokyo area in 2019 was about 150,000 (more than 100,000 for the sixth consecutive year).



- Necessity to strengthen support for efforts to create a flow of people from the Tokyo area to rural areas
 - Efforts to create attractive employment opportunities in rural areas (create jobs which make persons to prefer to change their jobs to rural areas)
 - Efforts to support matching between human resources in the Tokyo area and rural jobs

Main measures

【Support for the efforts to create attractive employment place in regional areas】

- Subsidy for regional employment development (2.47 billion yen of the budget for FY 2020)
Subsidies for business owners who set up and maintain business establishments and hire job applicants in areas where employment opportunities are extremely scarce (project based on the Act on Promotion of Job Opportunities in Certain Regions)
- Regional employment activation promotion projects (1.03 billion yen of the budget for FY 2020)
Entrustment of efforts such as maintenance and securing of employment and human resources (project based on the Act on Promotion of Job Opportunities in Certain Regions) conducted by municipal councils in areas where employment opportunities are scarce or depopulated.
- Employment creation projects for regional vitalization (4.75 billion yen of the budget for FY 2020)
Subsidies to prefectures working to create and secure high-quality and stable full-time employment together with their industrial policy

【Support for the U, I and J turns which go toward rural areas】

- Regional job applicant activation projects (6.3 billion yen of the budget for FY 2020)
With targeting the university students in metropolitan areas, regional job applicants shall be dug up and motivation to regional employment shall be enhanced, etc.
- Subsidy for supporting mid-career recruitment, etc. (U, I and J turns course) (2.3 billion yen of the budget for FY 2020)
Subsidy for recruitment activity expenses to business owners who hired the persons underwent U,I and J turns from the Tokyo area

【Other】

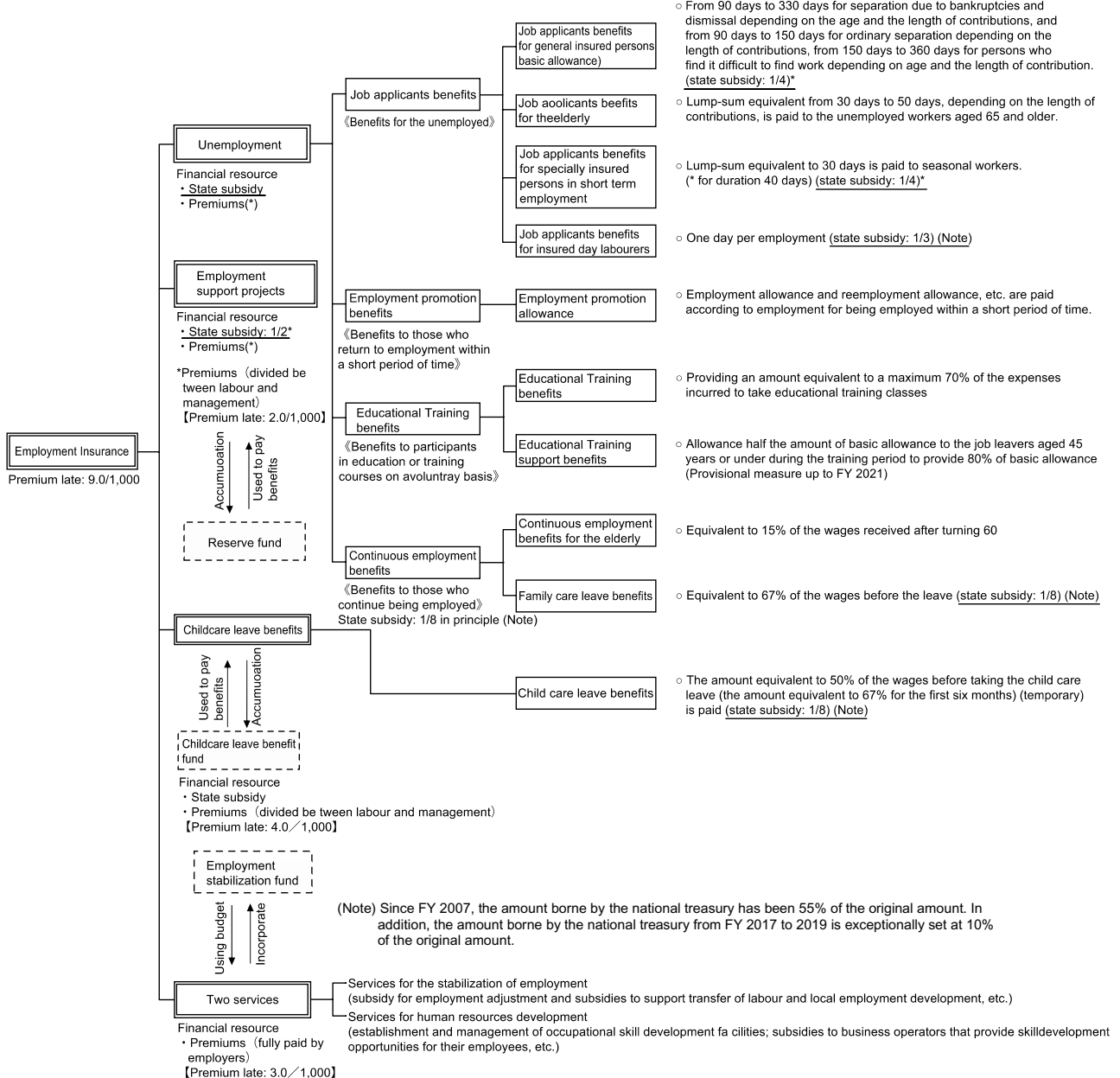
- Business reconstruction type employment securing projects (Request for the budget system of FY 2020)
Subsidies for small and medium-scaled enterprises which hired affected job applicants in the areas affected by the Great East Japan Earthquake (Reconstruction Special Account)
(FY2018 results: Number of workers provided: 4,610, Project amount: 1.54 billion yen)

Employment Insurance System

Overview Outline of Employment Insurance System

1. Employment Insurance is an obligatory insurance managed by the government (the insurance compulsorily applies to any enterprise which employs more than one worker in principle.)
[Covered establishments: 2.16 million, insured workers: 41.55 million, beneficiaries: 0.42 million (FY 2016 average)]
2. Employment insurance is a system which has comprehensive employment-related functions. It does
 - [1] grant benefits to the unemployed, to workers having difficulty continuing their employment, and to workers and the unemployed who voluntarily receive vocational training, with the aim of stabilizing their well being and employment or promoting reemployment, and
 - [2] aim to prevent unemployment, rectify the employment situation and increase employment opportunities, develop and improve workers' potential, and promote the welfare of workers.

Outline of Employment Insurance System



Detailed Data 1 Balance Sheet of Unemployment Benefits

(Unit: ¥100 million)

	FY 2014	FY 2015	FY 2016	FY2017	FY 2018	FY2019 budget
Revenue	18,083	18,197	15,117	10,881	11,242	11,467
Premium revenue (included)	16,551	16,771	13,746	10,587	10,879	11,164
State subsidy for unemployment benefits, etc. (included)	1,252	1,261	1,226	184	208	252
State subsidy for employment support projects (included)	63	53	43	5	5	6
Expenditure	16,118	16,523	16,311	16,402	17,155	20,649
(Unemployment benefits (included))	14,608	15,030	14,838	14,988	15,727	18,550
(Employment support project (included))	350	279	231	191	156	169
Surplus	1,965	1,674	▲1,194	▲5,521	▲5,913	▲9,183
Outstanding stability fund	62,586	64,260	63,066	57,545	61,632	42,450

- (Note) 1. "Expenditure" for FY 2019 includes contingency funds (¥42.0 billion for FY 2019 budget).
 2. After the settlement of accounts, outstanding reserve includes the amount to be set aside as reserve fund in the next fiscal year.
 3. The figures are rounded numbers.

Detailed Data 2 Balance Sheet of Two Services (Three Services) of Unemployment Insurance

(Unit: ¥100 million)

	FY 2014	FY 2015	FY 2016	FY2017	FY 2018	FY2019 budget
Revenue	5,996	6,149	5,359	6,245	5,330	5,787
Expenditure	3,711	3,894	4,366	4,517	4,754	6,297
Surplus	2,284	2,255	992	1,729	576	▲510
Outstanding reserve	8,329	10,584	11,576	13,305	11,160	13,890

- (Note) 1. After the settlement of accounts, outstanding stability fund includes the amount to be included in employment stability fund in the next fiscal year.
 2. The figures are rounded numbers.

Employment Measures

Overview Outline of Recent Employment Measures

1. Immediate employment development program (April 1998, budget of ¥49.5 billion)	
<ul style="list-style-type: none"> → Employment security, human resource development <ul style="list-style-type: none"> • Employment adjustment subsidy • Subsidy for employment development of designated job seekers 	Enhancement, etc. (cf. Comprehensive economic measures, budget scale of approx. ¥16 trillion)
2. Comprehensive employment activation plan (November 1998, budget scale of ¥1 trillion [15 months])	
<ul style="list-style-type: none"> → Employment creation and labour mobility support in addition to employment security <ul style="list-style-type: none"> • Subsidy for creating employment and securing human resources for small- and medium-sized enterprises • Immediate employment creation special subsidy • Special subsidy for supporting the labour mobility of middle aged and older workers 	[Aimed at creating/securing employment at a scale of 1 million persons] (cf. Immediate economic measures, budget scale of over ¥17 trillion)
3. Immediate employment measures (June 1999, budget of ¥329.9 billion)	
<ul style="list-style-type: none"> → Immediate measures with the primary component being the creation of employment opportunities with the focus on middle aged and older involuntary unemployed <ul style="list-style-type: none"> • Creation of special subsidy for the creation of employment in new and growing areas • Creation of human resource mobility special subsidy (drastic enhancement of the special subsidy in supports of the labour mobility of middle and older age workers) • Creation of special immediate local employment grant 	[Creation of employment and increased employment opportunities at a scale of 0.7 million persons]
4. Employment measures within economic rebirth measures (November 1999, budget scale of ¥1 trillion [15 months])	
<ul style="list-style-type: none"> → Support for the establishment of small- and medium-sized enterprises, etc. to create/secure employment, employment creation measures in regions negatively affected by the impact of large scale restructuring <ul style="list-style-type: none"> • Special subsidy for creating local employment for small- and medium-sized enterprises • Subsidy for creating employment in designated regions or for subcontractors 	Creation
5. Immediate employment measures focusing on the elimination of employment-mismatches (May 2000)	
<ul style="list-style-type: none"> → Early development of human resources needed in growing industries, employment promotion <ul style="list-style-type: none"> • Vocational training in information and communication technologies and long-term care related areas • Special subsidy for the creation of employment in new and growing areas • Creation of a support system for developing the abilities of unemployed graduates after finding employment, etc. 	Enhancement [Realization of creation of employment and employment opportunities at a scale of 0.35 million]
6. Employment measures within New Growth Policy to Promote Economic Rebirth (October 2000)	
<ul style="list-style-type: none"> → New growth policy with a focus on 4 areas, including promotion of rapid progress in IT innovation <ul style="list-style-type: none"> • Promotion of comprehensive human resource development measures to cope with IT utilization • Development of employment opportunities for middle aged or older persons through trial employment and creation of barrier free workplace promotion projects in thereby eliminating employment-mismatches for the elderly 	(cf. New Growth Policy to Promote Economic Rebirth in Japan, budget scale of approximately ¥11 trillion)
7. Employment measures within Immediate Economic Measures (April 2001)	
<ul style="list-style-type: none"> → Employment creation and safety net <ul style="list-style-type: none"> • Extension of measures in enhancing the immediate employment creation special subsidy and special subsidy for the creation of employment in new and growing areas, etc. • Enhancement of training courses for middle aged and older white-collar job leavers and promotion of IT related ability/human resource development • Smooth enforcement of the revised Employment Insurance Act • Implementation of Job Information Net • Enactment of the revised Employment Countermeasures Act, etc. at the 151st regular diet session 	
8. Comprehensive employment measures (September 2001, budget of ¥877.1 billion)	
<ul style="list-style-type: none"> → Security of employment stability and creation of new industries <ul style="list-style-type: none"> Development of employment demand Elimination of employment-mismatches <ul style="list-style-type: none"> • Active job offer information provision, including enhancement of "Job Information Net" and nationwide expansion of job offers provided by "Hello Work Internet Services", and extension of service hours of Hello Works • Elimination of employment-mismatches due to ability/age through development of career consultants • Security/creation of various ability development opportunities through utilization of private sector entities, including private education/training institutions, etc. Development of safety net <ul style="list-style-type: none"> • Creation of special immediate local employment creation grant • Enhancement of extended training benefit system • Creation of livelihood fund loan system for retired self-employed, etc. 	
9. Employment measures within Comprehensive Measures to Accelerate Reforms (October 2002)	
<ul style="list-style-type: none"> → Enhancement of employment safety net <ul style="list-style-type: none"> Response to accelerated bad debt disposal <ul style="list-style-type: none"> • Creation of special subsidy for promoting employment support involving bad debt disposal Creation of new employment <ul style="list-style-type: none"> • Creation of special subsidy for promoting local employment demand creation projects for middle aged or older workers Activation of labour demand adjustment by private sector entities and response to diverse work styles Revision of employment insurance system Response to job leavers Establishment of "Strategic Headquarters for Industrial Revitalization and Employment Measures" 	
10. Employment measures within Reform Acceleration Programs (December 2002, budget of ¥513.0 billion)	
<ul style="list-style-type: none"> → Establishment of employment safety net in preparing for economic/social structural changes <ul style="list-style-type: none"> Creation of intensive employment revitalization support projects <ul style="list-style-type: none"> • Drastic enhancement of special subsidy for promoting employment support involving bad debt disposal Creation of early reemployment support fund projects Support for career development according to market needs and reinforcement of employment-matching functions <ul style="list-style-type: none"> • Implementation of employment support by full-time early reemployment counselors • Active provision of employment-related information Creation of new employment and security of employment stability <ul style="list-style-type: none"> • Creation of special subsidy for promoting local employment demand creation projects • Creation of subsidy for supporting business foundations by qualified recipients • Enhancement and effective utilization of immediate local employment creation special grant projects • Enhancement of subsidies for implementing immediate work sharing measures Reinforcement of employment support for groups in extremely severe employment environments Careful response to job leavers 	

<p>11. Employment measures within rapid implementation measures toward improved economic growth (April 2008)</p> <p>→ New Employment Strategy - Toward Realization of Society for All -</p> <p>Realization of vocational independence of young people</p> <ul style="list-style-type: none"> • "Plan to Turn Freeters, etc. into Regular Workers" • Enhanced vocational independence support for NEETs, etc. <p>Development/enhancement of Job Card system</p> <p>Realization of employment for female job seekers (increase of up to 200,000 (females aged 25-44) within 3 years)</p> <ul style="list-style-type: none"> • Implementation of "New Strategy for No Wait-listed Children at Daycare Centers" • Work-life balance support <p>Enhancement of re-employment/enterprise/continued employment support</p> <p>Realization of a society where people can work regardless of age (increase of 1 million persons (aged 60-64) within 3 years)</p> <ul style="list-style-type: none"> • Promotion of employment of elderly in enabling them to continue to work if they desire to • Promotion of "Baby Boomer Frontier Project" • Promotion of meaningful lives for the elderly through a variety of work style employment <p>"Five Year Plan to Promote the Transitional Welfare to Employment"</p> <p>Realization of stable employment/lives and development of environment where people can work satisfactorily without anxiety</p>
<p>12. Employment measures within Immediate Comprehensive Measures for Realizing Security (August 2008)</p> <p>FY2008 first supplementary budget of ¥9.94 billion</p> <p>→ Promotion of non-regular employment measures, etc.</p> <p>Promotion of non-regular employment measures, etc.</p> <ul style="list-style-type: none"> • Creation of public assistance benefits during vocational training (¥100,000 per month), etc. • Establishment of employment support centers for non-regular workers (hereinafter referred to as Career Up Hello Works) (3 centers) <p>Continued employment support for small- and medium-sized enterprises</p> <ul style="list-style-type: none"> • Enhancement of continued employment support for small- and medium-sized enterprises (creation of immediate employment security subsidy for small- and medium-sized enterprises) <p>Employment support for females, elderly, and persons with disabilities and security of long-term care services</p> <ul style="list-style-type: none"> • Expansion/improvement of Mothers' Hello Work projects (establishment of 10 new Mothers' Corners) • Adding elderly aged 65 or older to the subsidy menus involving the employment development of designated job seekers (hereinafter referred to as "designated development subsidy"), and implementation of support for business operators that employ elderly aged 65 or older on a trial basis • Extension of the payment period of designated development subsidy (from 1 year to 1.5 years) • Expansion of specialized counselors for persons with disabilities (from 227 to 297 counselors) (cf. Immediate Comprehensive Measures for Realizing Security, budget scale of approximately ¥14 trillion) • Creation of subsidy for supporting human resource security and workplace adaptation with long-term care (payment of ¥500,000 for business operators that employ persons with no experience in long-term care work)
<p>13. Employment measures within Life Measures (October 2008)</p> <p>FY2008 second supplementary budget of ¥250.5 billion, FY2009 budget (additionally requested portion) of approximately ¥30.0 billion</p> <p>→ Security in lives of the people</p> <p>Immediate living expense support measures</p> <ul style="list-style-type: none"> • Efforts toward lowering employment insurance premiums, etc. (from 1.2 to 0.8%) <p>Employment safety net reinforcement measures</p> <ul style="list-style-type: none"> • Creation of special subsidy for promoting support for older freeters (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises) • Expansion of Career Up Hello Works (from 3 to 5 centers) • Enhancement of public assistance benefits during vocational training (raising the amount from ¥100,000 to ¥120,000, etc.) • Enhancement of immediate employment security subsidy for small- and medium-sized enterprises and employment adjustment subsidy (raising the subsidy rate of small- and medium-sized enterprises from 2/3 to 4/5) • Creation of Hometown Employment Reproduction Special Grant (¥250 billion) <p>Measure for securing living security</p> <ul style="list-style-type: none"> • Enhancement of subsidy for supporting human resource security and workplace adaptation in the area of long-term care (raising the amount from ¥0.5 million to ¥1 million for employing older freeters, etc.) • Creation of model subsidy for promoting development of facilities for long-term care workers, etc. (subsidy of 1/2 of expenses) • Creation of subsidy for promoting first step employment for persons with disabilities (payment of ¥1 million for employing anyone with a disability for the first time) (cf. Life Measures, budget scale of approximately ¥32 trillion)
<p>14. Employment measures within Immediate Measures for Living Protection (December 2008)</p> <p>FY2008 second supplementary budget of ¥154.2 billion, FY2009 budget (additionally requested portion) of approximately ¥130.0 billion</p> <p>→ Security of employment opportunities and housing/living support for job leavers</p> <p>Housing/living measures</p> <ul style="list-style-type: none"> • Subsidy for business operators that continue to provide housing (¥40,000 to ¥60,000 per month, up to 6 months), housing/living support fund (up to ¥1.86 million), and maximum utilization of employment promotion housing <p>Continued employment measures</p> <ul style="list-style-type: none"> • Enhancement of employment adjustment subsidy (raising the subsidy rate of large-sized enterprises from 1/2 to 2/3) • Creation of subsidy for promoting business operators employing dispatched workers as regular workers (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises) <p>Reemployment support measures</p> <ul style="list-style-type: none"> • Creation of immediate employment creation projects (¥150.0 billion) • Implementation of long-term vocational training for stable employment, including expanding the scale of implementation of training for job leavers, etc. (cf. Immediate Measures for Living Protection, budget scale of approximately ¥64 trillion) <p>Informal job offer cancellation measures</p> <p>Reinforcement of functions of employment insurance system</p>
<p>15. Employment measures within Economic Crisis Measures (April 2009)</p> <p>FY2009 first supplementary budget of ¥2,512.8 billion</p> <p>→ Establishment of new safety net for non-regular workers, etc., security of continued employment, and promotion of employment opportunities, etc.</p> <p>Enhancement of employment adjustment subsidy, etc.</p> <ul style="list-style-type: none"> • Raising the subsidy rate for avoiding the dismissal of workers, etc. (from 4/5 to 9/10 for small- and medium-sized enterprises, and from 2/3 to 3/4 for large-sized enterprises) • Abolishment of the annual maximum number of benefit days (200 days) <p>Reemployment support/ability development measures</p> <ul style="list-style-type: none"> • Comprehensive support for vocational training, re-employment, and living using "immediate human resource development/employment support fund" (public assistance during vocational training (benefits of ¥100,000-120,000 per month and loans of up to ¥80,000 per month), etc.) • Enhancement/reinforcement of vocational ability development support • Measures for employment of persons with disabilities • Drastic reinforcement of functions of Hello Works, etc. <p>Employment creation measures</p> <ul style="list-style-type: none"> • Increased payment for immediate employment creation projects, etc. <p>Dispatched worker protection measures, informal job offer cancellation measures, and support for foreign national workers, etc.</p> <ul style="list-style-type: none"> • Reinforcement of worker protection, including prevention of dispatched worker layoffs, etc. • Informal job offer cancellation measures, etc. • Support for foreign national workers <p>Housing/living support, etc.</p> <ul style="list-style-type: none"> • Support for securing housing and living expense loans along with continued living consultation/support, etc. for anyone that has lost their employment and housing (loan of stop-gap funds (up to ¥100,000) and living expenses (up to ¥200,000 per month, up to 1 year), and payment of a housing allowance (up to 6 months), etc.)
<p>16. Immediate Employment Measures (October 2009)</p> <p>→ "Immediate Support Measures" and "Immediate Employment Creation Programs"</p> <p>Immediate Support Measures</p> <ul style="list-style-type: none"> • Support for the poor and needy (reinforcement of support systems, including "One-Stop Services") and new graduates (immediate placement of "job supporters" aiding in the employment of high school and university graduates) • Reinforcement of continued employment (relaxation of the requirements for the payment of employment adjustment subsidy, etc.) <p>Promotion of "Immediate Employment Creation Programs"</p> <ul style="list-style-type: none"> • Creation of a system that enables people to be trained and acquire qualifications (certified care workers and class 2 home helpers) while working at long-term care facilities, etc. • Improved operation of "Immediate Employment Creation Projects" and "Hometown Employment Reproduction Special Fund Projects", and front-loaded execution of "Immediate Employment Creation Projects", etc.

<p>17. Employment measures within Immediate Economic Measures for Future Growth and Security (December 2009)</p> <p>FY2009 second supplementary budget of ¥598.4 billion</p> <p>→ Reinforcement of immediate measures, and promotion of employment strategies</p> <p>Relaxation of the requirements for the employment adjustment subsidy</p> <ul style="list-style-type: none"> • In addition to the current requirements regarding the "volume of production" enterprises with deficits were subjected to the payment of the subsidy regardless of the scale if they had "10% or more of a production reduction from the year prior to the previous year" <p>Reinforcement of support for the poor and needy</p> <ul style="list-style-type: none"> • Support for implementation of "One-Stop Service Day", enhancement of one-stop consultation functions of Hello Works (placement of "housing/living support advisors") • Continued "housing allowance" support and establishment of "emergency temporary accommodation facilities" through renting vacant company dormitories, etc. <p>Reinforcement of support for new graduates</p> <ul style="list-style-type: none"> • Immediate expansion of "job supporters for employing high school and university graduates" • Creation of "experience-oriented trial employment projects for new graduates" in thereby supporting business operators that employ unemployed graduates on an experience oriented trial basis <p>Creation of employment in priority areas</p> <ul style="list-style-type: none"> • Creation of new employment opportunities in certain areas, including long-term care, medical care, agriculture and forestry, and environment and energy, etc., and the promotion of human resource development according to local needs
<p>18. Economic Measures within 3 Stages toward the Realization of New Growth Strategy (September 2010)</p> <p>FY2010 contingency funds for local revitalization and economic crisis (employment related MHLW portion) of ¥117.6 billion</p> <p>→ Immediate response to high exchange rate of the yen and deflation (step 1)</p> <p>Immediate measures for employment of new graduates</p> <ul style="list-style-type: none"> • "Subsidy for promoting trial employment of non-new graduates within three years of graduation", and "subsidy for promoting employment of non-new graduates within three years of graduation (new graduate equivalent)" • Doubling the number of placements of job supporters involved in the employment of high school and university graduates (from 928 to 1,753) • Establishment of "New Graduate Supporting Hello Works" that specialize in supporting new graduates at every prefectural labour office • Revision of the "Guidelines for Securing Employment Opportunities for Young People" to include "treatment of non-new graduates within three years of graduation as new graduates" <p>Employment creation/human resource development support</p> <ul style="list-style-type: none"> • Implementation of personal support model projects • Enhancement of projects on employment creation in priority areas (¥100.0 billion)
<p>19. Immediate Comprehensive Measures against High Exchange Rate of Yen and Deflation (October 2010)</p> <p>FY2010 supplementary budget (employment related MHLW portion) of ¥317.0 billion</p> <p>→ Flexible response with business conditions and employment trends taken into account (step 2)</p> <p>Reinforcement of support for new graduates and young people</p> <ul style="list-style-type: none"> • Increase in number of "job supporters" (from 1,753 to 2,003) • Enhancement of special subsidy for promoting regular employment of young people, etc. (expanded application to include those younger than 25) <p>Sustaining employment and living support via employment adjustment subsidy, etc.</p> <ul style="list-style-type: none"> • Relaxation of the requirements for employment adjustment subsidy (reconsideration of the system) • Extending the period of "enhancement of 'housing measures'" (payment of housing allowance, etc.) to the end of FY2011 (reconsideration of the system) <p>Employment creation/human resource development</p> <ul style="list-style-type: none"> • Enhancement of projects involving employment creation in priority areas (¥100.0 billion) • Extension of immediate human resource development support projects, etc. (¥101.3 billion) • Implementation of support projects on human resource development in growth areas, etc. (¥50.0 billion)
<p>20. Promotion of employment/labour policies with the severe economic environment (FY2011 budget)</p> <p>FY2011 budget (employment related MHLW portion) of ¥254.7 billion</p> <p>→ Promotion of full scale "Employment/Human Resource Strategies" (Step 3) in consideration of "Employment Strategies/Basic Policies 2011"</p> <p>The three main pillars of "maintaining", "creating", and "securing" employment</p> <p>"Maintaining" employment</p> <ul style="list-style-type: none"> • Promotion of immediate employment creation projects (¥11 billion) • Establishment of "trampoline-type safety net" • Creation of job seeker support system (¥77.5 billion) • Promotion of personal support, etc. <p>"Creating" employment</p> <ul style="list-style-type: none"> • Effective implementation of projects on employment creation in priority areas that are being enhanced by economic measures and newly established support projects regarding human resource development in growth areas, etc. <p>"Securing" employment</p> <ul style="list-style-type: none"> • Utilization of employment adjustment subsidies
<p>21. "Japan as One" Work Project" for employment support and creation for the victims of the Great East Japan Earthquake</p> <p>→ Promotion of employment support and creation for the victims of the Great East Japan Earthquake</p> <p>Phase 1 (compiled on April 5, immediate comprehensive measures without budgetary measures)</p> <p>Steady employment creation through reconstruction projects, etc.</p> <ul style="list-style-type: none"> • Enhancement of projects on employment creation in priority areas (inclusion of "reconstruction areas", abolishment of one year limitation on employment period) • Enhancement of employment period of immediate employment creation projects (abolishment of one year limitation on employment period) • Enhancement of systems to use in matching the disaster victims with jobs • Creation of "Japan as One" Work Council • Maintaining/securing employment for the disaster victims • Enhancement of employment adjustment subsidy (review of the system) <p>Phase 2 (compiled on April 27, with the 1st supplementary budget, etc.; employment related MHLW portion of ¥1,227.7 billion)</p> <p>Steady employment creation through reconstruction projects, etc.</p> <ul style="list-style-type: none"> • Enhancement of employment creation fund projects (¥50 billion) • Support for new employment for the disaster victims • Enhancement of subsidies for enterprises that employ the disaster victims • On-site consultation at evacuation shelters and job offer development according to the needs of the disaster victims <p>Maintaining the employment and stable lives of the disaster victims</p> <ul style="list-style-type: none"> • Enhancement of employment adjustment subsidy (¥726.9 billion) • Enhancement of extended employment insurance benefits (¥294.1 billion) <p>Phase 3 (compiled on October 25, with the 3rd supplementary budget, etc.; employment related MHLW portion of ¥392.3 billion)</p> <p>Employment creation through recovery/reconstruction of local economies/industries</p> <p>Integrated support for industrial reconstruction and employment measures</p> <ul style="list-style-type: none"> • Creation of "business reconstruction type employment creation projects" and "lifelong commitment/full participation/generational succession type employment creation projects" (¥151 billion) • Implementation of immediate employment measure projects in response to the earthquake disaster, etc. (¥200 billion) <p>Support for development of human resources that support reconstruction and towards stable employment, etc.</p> <ul style="list-style-type: none"> • Expansion of the scale of training, etc. available through public vocational training according to the needs of the disaster-stricken areas (¥15.1 billion) • Extension of the disaster victim special provisions for projects that realize the employment of new graduates, etc., and further enhancement of support for new graduates through increasing the number of job supporters, etc. (¥23.7 billion) • Extension of employment insurance benefits (review of the system)
<p>22 Comprehensive Measures against Yen Appreciation – Toward Creation of a Robust Risk-free Society – (October 2011)</p> <p>FY2011 third supplementary budget of ¥392.5 billion</p> <p>→ Forestalling the risks of an economic slowdown and hollowing-out of industry due to rapid progress in the yen appreciation</p> <p>Employment opportunity creation support for those unemployed due to the effect of the earthquake disaster and high exchange rate of the yen</p> <ul style="list-style-type: none"> • Enhancement of reconstruction projects through increasing funding for projects on employment creation in priority areas by ¥200 billion and extension of the period of the enhanced project until the end of FY2013 <p>Employment support for those affected by the effect of the earthquake disaster and high exchange rate of the yen</p> <ul style="list-style-type: none"> • Enhancement of employment adjustment subsidy, etc. (review of the system) • Employment support for new graduates, etc. • Extension of the implementation period of the "subsidy to promote employment of non-new graduates within three years after graduation (new graduates equivalent)" and "subsidy to promote trial employment of non-new graduates within three years after graduation (projects for realizing employment of new graduates)" • Increase in the number of job supporters (from 2,103 to 2,203) <p>Enhancement of vocational training, etc.</p> <ul style="list-style-type: none"> • Enhancement of public vocational training (review of the system) • Enhancement of support projects involving human resource development in priority areas (review of the system)

23 Rebirth of Japan Acceleration Projects – Towards Economic Revitalization and Reconstruction of the Disaster Areas – (November 2012)
Utilization of contingency funds in responding to the economic crisis and local revitalization (employment related portion: MHLW)
<p>□□ Responding to concerns over an economic downturn in thereby accelerating the rebirth of Japan and reconstruction of the disaster areas</p> <p>Part 1 (implementation in conjunction with a Cabinet decision of October 26, 2012) Career development support for human resources, including non-regular workers in growth areas • Creation of human resource development support projects that aim at the rebirth of Japan (utilization of immediate human resource development/employment support fund) (system request)</p> <p>Part 2 (Cabinet decision of November 30, 2012) Appropriate response to the employment situation • Enhancement of projects regarding employment creation in priority areas (¥80 billion)</p>
24 Immediate Economic Measures for the Revitalization of the Japanese Economy (January 2013)
FY2012 supplementary budget (employment related portion: MHLW) of ¥210.0 billion
<p>□□ Part 1 of efforts toward the revitalization of the Japanese economy</p> <p>Temporarily securing employment for the disaster victims • Enhancement/extension of immediate employment measure projects in response to the earthquake disaster, etc. (¥50 billion)</p> <p>Creation of stable employment in the disaster areas • Extension of business reconstruction type employment creation projects (system request)</p> <p>Promotion of human resource development with regard to young people • Creation of development support projects for young people (¥60 billion)</p> <p>Local employment creation • Creation of Business startup support type local job creation projects (¥100 billion)</p> <p>Employment creation in growth areas • Extension/enhancement of human resource development support projects that aim at the rebirth of Japan (system request)</p> <p>Enhancement of labour mobility support subsidy (system request)</p>
25. Economic Measures for Realizing a Positive Cycle (December 2013)
FY2013 supplementary budget (employment related portion: MHLW)
<p>□□ Ensuring the path to ending deflation and to commencement of economic revitalization</p> <p>Measures to strengthen competitiveness • Promotion of labour mobility without unemployment (¥0.4 billion)</p> <p>Measures for females, young people, the elderly, and persons with disabilities • Creation of regional human resource development projects (¥102 billion) • Implementation of special short-term intensive training projects, etc. (¥27.8 billion) • Strengthening of labour market functions through utilization of private human resource businesses (¥5 billion) • Promotion of development support projects for young people (¥3.5 billion)</p> <p>Acceleration of reconstruction and disaster prevention/safety measures • Employment support integrated with industrial policies in the disaster areas, etc. (¥44.8 billion)</p>
26 Emergency economic measures for Realizing a Positive Cycle in Local Areas (December 2014)
FY 2014 supplementary budget (employment related portion: MHLW)
<p>⇒ Measures focused on economically fragile parts, having a quick sense of responding to such measures</p> <p>“Comprehensive Strategy for Overcoming Population Decline and Revitalizing Local Economies: The immediate measures among the above comprehensive strategy need to be implemented. Implementation of support projects for regional employment [Emergency grants for revitalizing local communities and regional people’s lives etc. (focused on immediate measures for revitalizing local economies) (Cabinet Secretariat, Cabinet Office) Breakdown of 170 billion yen]</p>
27 Measures to be Taken Urgently for Realization of a Society that Allows Dynamic Engagement of All Citizens (November 2015)
FY 2015 supplementary budget (employment relevant portion: MHLW)
<p>⇒ Sustainable growth brought by inclusion and diversity and strengthened virtuous cycles by addressing priority issues</p> <p>Stable employment and improvement of treatment of young people that set the basis for realizing their dreams of getting married and rearing children • Introduction of incentives for employment and retention of non-new graduates within three years after graduation (system request) • Promotion of conversion of non-regular workers to regular workers (system request)</p>
28 Economic measures to realize investment in the future (August 2016)
The second supplementary budget for FY2016 (Employment related portion: Ministry of Health, Labour and Welfare)
<p>* Sustainable economic growth led by private demand, and steady realization of a “dynamic engagement of all citizens” Accelerate the realization of a “society where all citizens are dynamically engaged” • Expansion of subsidies for settlement at a workplace to nursery-related business operators (institutional requirements) • Creation of subsidies for employers hiring welfare recipients, etc. (institutional request) • Creation of subsidies for employment promotion of the elderly aged 65 years or above (680 million yen)</p> <p>Support for response to the risks associated with the Brexit, SMEs and rural areas • Strengthening of support for smooth labour migration to the growing companies (institutional requirements)</p> <p>Acceleration of reconstruction from the Kumamoto earthquake and the Great East Japan Earthquake and enhanced disaster prevention • Expansion of subsidy for regional employment development (institutional request)</p>
29 New Economic Policy Package (December 2017)
Budget for FY2018 (employment-related: Ministry of Health, Labour and Welfare)
<p>⇒ Pushing through the human resource development revolution, Realization of the supply system innovation Support for the individual re-learning activities such as the recurrent education • Support through specialized practical education and training benefits, etc. (15.9 billion yen) • Promotion of vocational ability development to facilitate the active participation of women (50.2 billion yen) Strengthening human resource development that contributes to productivity improvement • Drastic expansion of human resource development and human resource investment in response to the Fourth Industrial Revolution (5.5 billion yen) • Consistent new ability development for young people (38.1 billion yen)</p> <p>Support for employment absorption capacity, changing jobs / reemployment to high value-added industries • Expansion of employment opportunities for those who have changed jobs / re-employed and support for accepting companies (13 billion yen) • Promotion of visualization for expansion of job change / reemployment (4.9 billion yen) • Enrichment of matching function in Hello Work (2.7 billion yen)</p>