

## **Chapter 6.**

### **Promotion of Self-Sufficiency Support for People with Disabilities**

#### **Section 1. Promotion of Measures to Support Self-Sufficiency for People with Disabilities**

##### **1. Summary of Welfare Measures for People with Disabilities**

###### **(1) Establishment and Contents of the “Services and Support for Persons with Disabilities Act”**

In the area of health and welfare for people with disabilities, the “assistance benefit supply system”, in which beneficiaries can select services themselves and then use them on an agreement with service providers in equal status, was introduced in April 2003 to replace the conventional “measure-oriented system” in which the administrative authorities decided the types of services to be provided. In addition, the “Services and Support for Persons with Disabilities Act” was approved in October 2005, partially enforced on April 1, 2006, and then fully enforced on October 1, 2006.

The “Services and Support for Persons with Disabilities Act” aims at realizing a community where people with disabilities can live anxiety free through the systematic establishment of services for people with disabilities, improvement of employment support, and facilitating their transfer to community life. More concretely,

- a) Creating a system that provides services in a uniform manner regardless of type of disabilities
- b) Realizing user-oriented service systems through reform of the facility/service systems that have been too complex regarding individual disabilities
- c) Creating new employment support program and further improvement of employment support measures through stronger cooperation between welfare and employment
- d) Introduction of degree of disability categories as subjective criterion for determining the necessity of support

- e) Realizing a system that is supported by everyone through review of co-payments and obligating the government to share the cost

were all included in this act.

## **(2) Measure to Promote the “Services and Support for Persons with Disabilities Act”**

In order to realize a community where people with disabilities can live without anxiety, it is important to firmly establish the “Services and Support for Persons with Disabilities Act” among the public. However, considering the drastic nature of the reform, special measures were decided upon in December 2006 and are now being implemented to cope with the various opinions expressed upon them by carefully including further reductions of co-payment and spending 120 billion yen over 3 years as a measure to ease the sudden change for service providers. In addition, in response to a suggestion from a project team formed from ruling parties on self-sufficiency support for people with disabilities, emergency measures with an eye to future drastic revisions of the Services and Support for Persons with Disabilities Act were decided upon in December 2007 and have been implemented since FY 2008. Based on the FY 2008 second supplementary budget, the fund established in prefectures as special measures was extended and added (approximately 65 billion yen was added and extended for FY 2009 and FY 2011). Furthermore, in accordance with the FY 2009 supplementary budget, 140 billion yen was added to this fund for the purpose of improving working conditions of welfare/long-term care workers.

## **(3) Revision of the Services and Support for Persons with Disabilities Act**

A supplementary regulation of the “Services and Support for Persons with Disabilities Act” prescribes a revision in 3 years after the enforcement. A Subcommittee for People with Disabilities of the Medical Social Security Council was held from April 2008, and compiled “Concerning Revision of the Services and Support for Persons with Disabilities Act in 3 years after the Enforcement” (a written report) in December 2008 after holding a total of 19 discussions.

Reflecting the contents of this report, the “Draft Legislation to Amend the Services and Support for Persons with Disabilities Act” was presented at a FY 2009 regular Diet session, incorporating revisions of users’ burdens, revisions of range and degree of disability categories, improvement of counseling support, enhancement of support for children with disabilities, and improvement of community support for self-sufficient lives. The legislation was, however, shelved.

In addition, disability welfare service fees (so-called fees) were increased by 5.1% basically aiming at a) securing excellent human resources; b) stabilizing management base of service providers; c) enhancing quality of services, d) improving infrastructure for community live; e) consideration to the hilly and mountainous areas; and f) promoting transfer to a new system. The revised fees were put into effect in April 2009.

#### **(4) Promotion of Measures for Social Participation**

The “Act to Amend the Act Concerning Assistance Dogs for Persons with Disabilities” was approved at an extraordinary Diet session in 2007. Accordingly, the provisions to position complaint desks in all prefectures that were made in April 2008 have been clarified upon and workplaces or offices with a certain number of workers will be obliged to accept assistance dogs. In consideration of this revision, the Ministry of Health, Labour and Welfare has prepared an “Assistance Dogs for People with Disabilities Consultation Support Manual” that aims to be of support to prefectural consultation desks. In addition, enlightenment activities are being executed that include making/distributing posters, pamphlets, and stickers as well as establishing a website.

## **Section 2. Promotion of Measures to Support Community Transfer for People with Mental Disorders**

### **1. Measures for Mental Health and Medical Welfare**

Measures for mental health and welfare are being implemented based on the concept of a shift from hospitalized medical treatment to living in communities". A particularly urgent issue is improving the required support for hospitalized patients that would leave hospital on their own free will if the conditions were satisfactory for living self-sufficiently in communities.

The Ministry of Health, Labour and Welfare formulated the "Vision for Reform of Mental Health and Medical Welfare" in September 2004 that aimed at eliminating hospitalized patients who could leave hospital if the conditions were right in next 10 years. In consideration of the Vision, following measures have been made:

- a) establishment of a system to provide services in a uniform manner, regardless of the type of disability including physical, mental retardation, or mental disorders ;
- b) medical fee revision of FY 2008 focusing on acute stage evaluations and evaluation of hospitals' efforts in transferring patients into community life; and
- c) implementation of the "Programs of Special Measures to Support Community Transfer for People with Mental Disorders" to support hospitalized patients with mental disabilities who can leave with right condition to leave hospital and live in community

### **2. Further Promotion of Community Transfer for People with Mental Disorders**

#### **(1) Discussion on Mental Health and Medical Welfare**

The aforementioned "Vision" identified a concrete direction of the measures for mental health and medical welfare for about 10 years. In September 2009, which is the middle of the period of the Vision, priority measures for the latter 5 years need to be formulated.

For this end, the Ministry of the Health, Labour and Welfare held a "Study Group on Mental Health and Medical Welfare" since April 2008 to have discussions on a)

community transfer and support for community life; b) restructuring of a system of mental health and psychiatry; and c) diffusion and enlightenment to deepen understanding about mental illnesses. “Summary of Discussions and Directions for Future Discussions (Summary of Issues)” was compiled in September 2008, the “interim report” was prepared in December 2008, and they were reported to a Subcommittee for People with Disabilities of the Medical Social Security Council. The “interim report” made various proposals including: a) consultation support to improve community life; b) improvement of welfare services to support community life; c) improvement of emergency psychiatric medical care; and d) support during hospitalization and after released from hospital.

In consideration of the summary of this report and around the same time as the “Draft Legislation to Amend the Services and Support for Persons with Disabilities Act, etc.” that expands application of benefits to “community consultation support” in order to further promote community transfer of people with disabilities, the laws related to mental health and welfare for people with mental disorders were revised to incorporate: a) cooperation between establisher/manager of medical institutions and welfare service providers for people with disabilities; and b) securing of a system for emergency psychiatric medical care in prefectures.

Furthermore, based on the “Summary of Issues”, discussions have been continuously made on mental health medical care and deepening (diffusion and enlightenment) the public understanding in preparation for priority measures of the “Vision” for the latter half 5 years.

## **(2) Discussion on Certified Psychiatric Social Workers**

The environment surrounding mental health and medical welfare measures is drastically changing due to the enforcement of the Services and Support for Persons with Disabilities Act. Social roles demanded for certified psychiatric social workers are also changing, and discussions on nurturing and human resource development of highly specialized certified psychiatric social workers have been made. An interim report was compiled in October 2008, and submitted to a Subcommittee for People with Disabilities of the Medical Social Security Council in November 2008.

In consideration of the summary of this report and around the same time with

the“Draft Legislation to Amend the Services and Support for Persons with Disabilities Act, etc.” that expands application of benefits to “community consultation support” in order to further promote community transfer of people with disabilities, the Psychiatric Social Workers Act is to be revised with aim of making sure that psychiatric social workers support community transfer and community life of people with mental disorders. Discussions on revision of the curriculums to nurture psychiatric social workers have been continuously made.

## **Section 3. Promotion of Measures to Support People with Developmental Disorders**

### **1. Summary of Support Measures for People with Developmental Disorders**

#### **(1) Establishment of the Support Act for People with Developmental Disorders**

The Support Act for People with Developmental Disorders aims at supporting people with developmental disorders throughout their lives with regard to their self-sufficiency and social participation, hence contributing to the promotion of welfare, and was approved at an extraordinary Diet session in 2004 and enforced in April 2005.

#### **(2) Promotion of the Support Measures for People with Developmental Disorders**

In order to promote consistent support for people with developmental disorders according to the respective life stage of infancy through to adulthood, a “Headquarters to Promote Measures for Developmental Disorders”, lead by the Administrative Vice-Minister of Health, Labour and Welfare, was established in June 2006, and efforts are being made to promote related measures across systems including measures for medical care, health care, welfare, and employment. In August 2008, a Study Group on Measures for People with Development Disorders was held to sort out the current issues related to support for people with development disorders and to discuss on the future directions of the measures, and then, a report was compiled.

### **2. Implementation of Measures to Support People with Developmental Disorders**

#### **(1) Establishment of Community Support System for People with Developmental Disorders**

A community support system for people with developmental disorders is being established through providing consultation support, development support, and

employment support for people with developmental disorders and their families at developmental disorder support centers in all prefectures and designated cities, and through a network of related support organizations for continuous support according to the respective life stage in each region while setting up discussion committees to establish support system in prefectures. In addition to these measures, the support system including preparation of individual support plans in cities, towns, and villages is to be examined and evaluated, and the system is to be improved through providing prefectural support. Furthermore, in FY 2009, a “promotion program of a core hospital system for treating children’s minds” to establish a support system mainly at core hospitals in cooperation with medical institutions and health/welfare institutions, are being implemented in prefectures to cope with the various problems of children’s mental health, child abuse, and developmental disorders.

## **(2) Steady Implementation of Development of Support Methods for People with Developmental Disorders and Dissemination/Enlightenment Activities**

Development programs of support for people with developmental disorders for use in developing effective support methods for people with developmental disorders will be implemented through leading measures to realize consistent support in accordance with the growth of children with developmental disorders. Moreover, establishment of service model of employment support system for adolescents with developmental disorders will be promoted mainly at National Rehabilitation Centers for Persons with Disabilities to realize self-sufficient life in community including working life. In addition, improved dissemination/enlightenment activities for developmental disorder support institutions and the general public will be held at the developmental disorder information centers that were established in March 2008, and improved developmental disorder support training for support staff at respective workplaces will be promoted.

Furthermore in December 2007, the third committee of the United Nations General Assembly adopted the resolution, which declared April 2 as “World Autism Awareness Day”. In line with this, the Ministry of Health, Labour and Welfare and Autism Society Japan held a symposium to diffuse correct knowledge about autism and other developmental disorders on April 2, 2009.

In addition, various enlightenment activities for “Developmental Disorders Awareness Week” from April 2 to April 8, which was proposed by related organizations, have been implemented by local public organization nationwide and related organizations.

### **3. Promotion of Employment Support for People with Developmental Disorders**

Employment consultations and guidance according to the respective characteristics of people with developmental disorders have been provided at special support sections of Hello Works. Furthermore, various specialized employment rehabilitation is being implemented at Local Vocational Centers for Persons with Disabilities that includes employment evaluations, and employment preparation support. In addition, Employment and Vocational Life Support Centers for Persons with Disabilities, which provide integrated consultations and support for employment and daily living in neighborhoods can also be used. In the mean time, trial employment programs for people with disabilities and support from Job Coaches can also be used as required.

Since FY 2007 people with developmental disorders that are using the general counters at Hello Works in Labour Bureaus and having difficulty with communication are guided to special support institutions while “employment programs for young people requiring communication support” is implemented for those not wishing to use special support in providing individual consultations/support according to their characteristics. In addition, these Labour Bureaus are equipped with the employment support devices. Furthermore, training courses that provide know-how on employment support and management and “nurturing programs for supporters of people with developmental disorders” have been implemented as measures for people with developmental disorders at the Support Centers for People with Developmental Disorders since FY 2006. Moreover, in FY 2009, the “Employment Development Subsidy for People with Developmental Disorders (Employment Promotion Model Project for People with Developmental Disorders)” was established. Besides, the National Institute of Vocational Rehabilitation has been

conducting research and developing techniques related to employment support for people with developmental disorders, and accumulating them. At the same time, trial implementation of specialized support is being conducted at a department within the National Institute of Vocational Rehabilitation by utilizing the results of these technical developments. (For more information on promotion of employment support for people with disabilities, please refer to Section 4.)

## **Section 4. Comprehensive Promotion for Self-Sufficiency Support in Employment for People with Disabilities**

### **1. Approval of the Revised Employment Promotion Act for People with Disabilities**

Despite growing motivation of people with disabilities to work, employment of people with disabilities by regional small- and medium-sized enterprises is decreasing. Accordingly, the “Act for Employment Promotion etc of Persons with Disabilities” was revised. The revised law was approved and promulgated in December 2008, and has been gradually enforced.

This amendment includes the following matters: a) expand the subject enterprises of the levy and grant system for employing people with disabilities gradually from those of 301 workers or more to those of 101 workers or more, and b) including part-time workers (20 to 29 hours per week) as subject to obligation with employing people with disabilities. Through these implementations, efforts are to be made to improve measures for further employment of people with disabilities. (Amendments referred in a) and b) will be enforced in July 2010.)

### **2. Employment Situation of People**

Concerning employment situation of people with disabilities amid the deteriorating employment situation overall, the number of people with disabilities employed through Hello Work was lower than the previous year when it reached the record high. Nevertheless, the number reached 44,463 (in FY 2008), exceeding the FY 2006 level. As of June 1, 2008, the actual employment rate at private enterprises was 1.59%, which was an increase of 0.04 points from the previous year. On the other hand, active openings were still large at 143,533 people (as of end of March 2009) and the number of enterprises that attained the legally mandated employment quota rate remained low at 44.9 %.

In Japan, a variety of measures have been promoted for the employment of people with disabilities in accordance with the “Basic Plan for the Disabled” (decided upon

by the Cabinet in December 2002), the “5-year Plan to Implement Priority Measures” for the period of FY 2008 to FY 2012 with the aim of steadily promoting measures based on the Basic Plan, and the newly established “Fundamental Policy for Employment Measures for Persons with Disabilities” for the period of FY 2009 to FY 2012. Further improvement in employment support for people with disabilities will be made through implementation of these plans so that people with disabilities who are eager to work can display their abilities to the utmost, realize social participation through work, and achieve self-sufficiency in employment.

### **3. Expanding Employment Opportunities through Promotion of the Employment Ratio System**

#### **(1) Improving and Strengthening Instructions to Attain the Legally Mandated Employment Quota Ratio**

The mainstay of measures for the employment of people with disabilities in Japan is the Employment Quota System for Persons with Disabilities. According to the requirement of the “Act for Employment Promotion etc of Persons with Disabilities”, business operators must employ a certain number of people with physical disabilities or mental retardation that is equivalent to or above the legally mandated employment quota ratio (people with mental disorders issued with health and welfare handbooks for people with mental disorders can be included in the employment rate of the respective enterprises). In order to facilitate measures being taken by enterprises to employ people with disabilities in attaining the quota ratio, business operators who employ less people with disabilities than the quota rate are instructed at Hello Works to formulate an employment plan in order to fulfill the legally mandated employment quota rate according to the plan. In the case the plan is not being properly implemented, recommendations shall be given and the names of any defaulting enterprises are disclosed to the public. In addition, with regard to public institutions including the government and local governments, instruction goals to attain the legally mandated employment quota ratio were set for public institutions, including prefectural boards of education in October 2006, and instructions are being thoroughly provided so as to achieve these goals. The employment situation

with all public institutions as of June 1, 2008 was disclosed in November the same year and ministries and agencies, local governments, and statutory corporations were encourage to make further efforts to employ people with disabilities.

## **(2) Supporting Measures based on the Levy and Grant System for Employment of People with Disabilities**

The levy and grant system for employing people with disabilities was established with the contribution of business operators with the aim of adjusting the financial burden incurred in employing people with disabilities, facilitating their employment, and improving their overall employment standards.

With this system, a levy (50,000 yen per person a month for the number short of the mandated quota) is collected from business operators (with 301 workers or more) who have failed to satisfy the legally mandated employment quota ratio, while adjustment allowances or rewards are paid to business operators that have employed more people with disabilities than that of the quota ratio. In addition, subsidies are available for business operators that have improved facilities and equipments for the purpose of hiring people with disabilities, and special adjustment allowances are provided to those who place orders with people with disabilities working from home.

With the revision of the Law for Employment Promotion of Persons with Disabilities in 2008, application of the levy will be gradually expanded to business operators with 201 regular workers or more from July 2010, and to those with 101 regular workers from April 2015.

## **4. Promotion of Employment Support for the People with Disabilities**

People with disabilities who visit Hello Works to make an application for a post are provided with vocational rehabilitation programs that include thorough vocational guidance, job placements, instruction/advice after employment, and a trial employment program. “Local Vocational Centers for Persons with Disabilities” have been established as special institutions to provide vocational rehabilitation programs. At these centers, in cooperation with Hello Works, vocational counselors provide

clients with disabilities with support including vocational evaluations and guidance, work preparation training, work preparation support, and support by Job Coaches (who help people with disabilities to adapt to workplaces). They also provide business operators with a variety of support, which includes guidance and advice on employment management of people with disabilities. In addition, the Employment and Vocational Life Support Centers for Persons with Disabilities have been established to provide people with disabilities with comprehensive counseling on employment and daily life, forming networks of the relevant authorities in their neighborhoods that are engaged in employment, welfare and educational services

### **(1) Priority Support for Employment Development of People with Disabilities Implemented by Small- and Medium-sized Enterprises**

In consideration of the current severe employment situation, priority support system to promote employment of people with disabilities by small- and medium-sized enterprises is being implemented through establishing subsidies as follows: a) Subsidy for Initial Employment of People with Disabilities (First Step Subsidy) established in February 2009 with the aim of promoting employment of people with disabilities by small- and medium sized companies through providing grant (1 million yen) to small- and medium-sized enterprises, which employed people with disabilities for the first time; and b) Subsidy to Promote Establishment of Special Subsidiaries, etc., a subsidy measure to promote establishment of special subsidiaries (which provides over 20 million yen to newly established enterprises with more than 10 employees).

### **(2) Improved Employment Support in Cooperation with Employment, Welfare and Educational Services**

In order to promote the self-sufficiency of people with disabilities in communities, cooperation with employment measures, welfare measures, and educational measures is important. Accordingly, the shift to regular employment from welfare employment is being promoted through “team support”, which is lead by Hello Works in cooperation with related institutions of employment support. Utilizing the know-how of enterprises with sufficient experiences of employing people with

disabilities, seminars have been provided to promote understanding of regular employment with welfare institution staff, students of special support schools, guardians, and teaching staff as well as improving understanding and know-how of employment support measures.

Furthermore, the Employment and Vocational Life Support Centers for Persons with Disabilities have been increasing the number of locations (at 206 locations in FY 2008, and will be established in every health and welfare area for people with disabilities by FY 2011).

In addition, promoting employment of people with disabilities in the public sector has been an important issue for the government in promoting measures for people with disabilities. Accordingly, in FY 2008, the national administrative organ has been implementing the “Challenge Employment”, which aims at realizing employment of people with mental retardation by general enterprises after building up experiences as non-regular workers at ministries and agencies for 1 to 3 years.

**(3)** Attentive support in accordance with the degree of disabilities is critical for employment promotion of people with disabilities. In addition to supports provided at special support sections of Hello Works and the Local Vocational Centers for Persons with Disabilities, “Financial Grants for Step Up Employment of Mentally Disabled Persons”, established in FY 2008 for people with mental disorders aiming at their regular employment gradually, has been implemented. Furthermore, “Employment Supporters for People with Mental Disorders” have been placed at Hello Work. Since FY 2009, a “Model Project to Promote Employment of People with Mental Disorders” has been carried out to entrust employment promotion projects for people with mental disorders and to establish the know-how. Moreover, in contact with family doctors, the Local Vocational Centers for Persons with Disabilities has been providing comprehensive support in accordance with the needs in support for people with mental disorders. Return-to-work support (rework support) in particular has been implemented for those out of work due to depression, etc. to introduce the state-of-the-art techniques developed mainly by the National Institute of Vocational Rehabilitation and remake the rhythm of life, to enhance adaptability such as the ability to manage stress, to establish a system to accept them at workplace, and to

provide advices on employment management.

With regard to support for people with developmental disorders, the subsidy has been established since FY 2009 for business owners that newly employ people with developmental disorders who are receiving support from the Local Vocational Centers for Persons with Disabilities, identify issues and make a report on employment management (“Employment Development Subsidy for People with Developmental Disorders (Employment Promotion Model Project for People with Developmental Disorders)”) with the aim of supporting employment of people with developmental disorders and identifying issues on their employment management. Other projects are also in operation, including “Employment Programs for Young People Requiring Communication Support”, “Nurturing Programs for Supporters of People with Developmental Disorders”, and “Development of Support Techniques to Support Employment Rehabilitation for People with Disabilities and Trial Implementation at the Local Vocational Centers for Persons with Disabilities”.

Concerning support for people with intractable diseases, the subsidy for business operators who newly employ people with intractable diseases, and identify the issues as well as make a report on their employment management (Employment Development Subsidy for People with Intractable Diseases (Employment Promotion Model Project for People with Intractable Diseases) has been provided in order to support employment of people with intractable diseases, and at the same time to identify the issues related to their employment management.

#### **(4) Employment Measures for People with Disabilities in the FY 2009 Supplementary Budget**

Under the current severe employment situation, the number of people with disabilities who got laid off has been significantly increasing. It is necessary to prevent their dismissal and to provide attentive employment support for early reemployment for those who were forced to lose their jobs. Hence, the FY 2009 supplementary budget incorporated the measures including raise in ratio of the Employment Adjustment Subsidy for people with disabilities when business operators suspend business operations; expansion of the “Challenge Employment” that encourages people with disabilities to build up working experiences at public

organizations aiming at regular employment; and enhancing employment support system for people with disabilities at Hello Work.

## **5. Promotion of Vocational Abilities Development of People with Disabilities**

### **(1) Promotion of Acceptance of People with Disabilities at Ordinary Vocational Abilities Development Facilities**

Establishing training courses for people with mental retardation and development disorders at ordinary vocational abilities development facilities is being promoted. In addition, efforts are being made to expand opportunities to receive training through promoting facilities to adopt barrier-free accessibility so that both people with and without disabilities can receive vocational training.

### **(2) Promotion of Training at Vocational Abilities Development Schools for People with Disabilities**

Vocational abilities development schools for people with disabilities have been established for those with severe disabilities who find it difficult to take vocational training at ordinary vocational abilities development schools.

Considering the progress made regarding the severity and diversity of trainees, vocational abilities development schools for people with disabilities have been paying close attention to the degree of the disability of respective trainees and providing them with more substantial training sessions to correspond to the expanding service-oriented economy and progress in IT, thus contributing the promotion of employment of people with disabilities.

### **(3) Diverse Entrusted Training according Disability (Entrusted Training for People with Disabilities)**

In response to the increase in number of people with disabilities who are eager to be employed and work, entrusted training has been provided in all prefectures through making the best use of contractors such as enterprises, social welfare foundations, NPOs, and private educational/training institutions so that people with disabilities can receive training in the area they live which is in accordance with their

degree of disability and the need for human resources in enterprises. The number of trainees in entrusted vocational training for people with disabilities has been increasing every year. In FY 2008, vocational training for people with disabilities was being promoted through further expanding the capacity of trainees.

#### **(4) Promotion of Vocational Abilities Development in Major Cities Designated by Cabinet Order**

A network of vocational abilities development for people with disabilities including special support schools and welfare institutions was established in the major cities designated by cabinet order that are the operating entities for education, welfare, and medical care. In addition, promotion vocational ability development programs for people with disabilities has been implemented in major cities, including providing consultations and information on vocational abilities development and identifying the potential needs of vocational training, to promote vocational training according to the degree of disability and desires of trainees as well as the need for human resources in enterprises.

#### **(5) Awareness Promotion of Vocational Abilities Development for People with Disabilities**

The National Skills Competitions for People with Disabilities has been conducted under the name of Abilympics since 1972 with the aim of promoting the vocational abilities development of people with disabilities and improve their vocational abilities so that they can participate in society with confidence and pride as skilled workers and to facilitate the employment of people with disabilities through raising public awareness and understanding about these people. The 30th Competition for FY 2008 was held in Chiba Prefecture during the same period with the National Skills Competition.

### **6. Promotion of the “5 Year Plan to Double Wages”**

In addition to employment transfer support, improving the wage level at welfare facilities is important for people with disabilities in being financially self-sufficient in

communities. Improved wage levels are included in the “Strategy for Improvement of Growth”, which was compiled in February 2007, as part of “improved welfare employment through the ‘5 Year Plan to Double Wages’” in promoting unified measures to be taken by the government and the private sector (see Figure 6-4-1). Prefectures will formulate “plans to double wages” in providing concrete measures to double wages and make efforts to achieve that goal in next 5 years, by FY 2011. More concretely, efforts will be made to improve operation and develop administrative sense through accepting business consultants, highly specialized technical experts, and people with business employment experience. In addition, development of products and markets will be carried out in cooperation with general enterprises, and training will be provided in prefectures for vocational instructors for the purpose of enhancing users’ vocational abilities aiming at employment transfer.

**Figure 6-4-1 Improvement of Welfare Employment through the "5 Year Plan to Double Wages"**

- In addition to employment transfer support, improved wage levels for people with disabilities that work in the form of non-employment is important for their financial self-sufficiency. Hence unified measures by the government and private sector are being promoted in accordance with the "5 Year Plan to Double Wages".
- More concretely, measures that include the following and that utilize the technologies and know-how of private enterprises will be implemented at workplaces:
  - Operational improvement and development of an administrative sense (point of view) through accepting business consultants or people with experience at enterprises
  - Cooperation with general enterprises, such as development of attractive products and markets

