

Section 9

Support for Community Life for People with Disabilities

1 Health and Welfare Measures for People with Disabilities

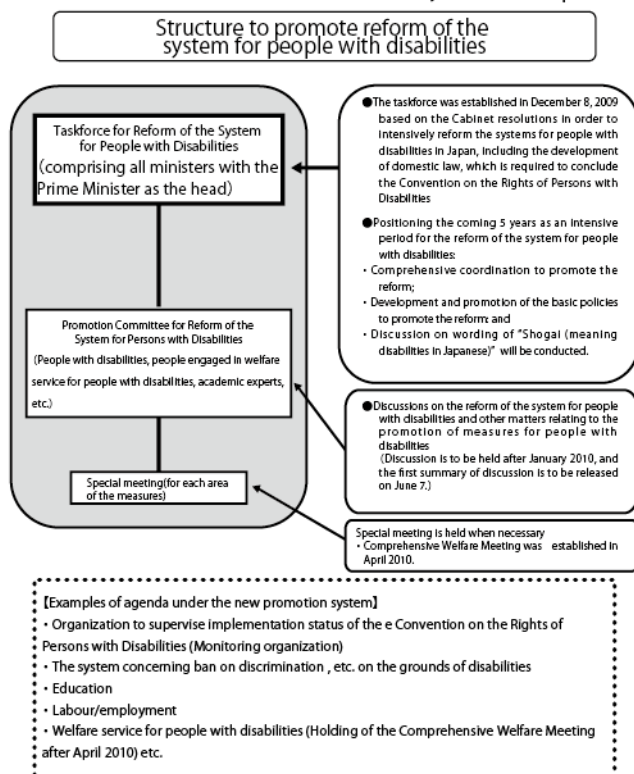
(1) Discussions toward the establishment of new system

The “Services and Supports for Persons with Disabilities Act” *1 was enforced in 2006 with the aim of unification of measures for three kinds of disabilities (physical disability, mental retardation and mental disorder), reorganization of service system into user-oriented system and drastic enforcement of employment support.

After the “Services and Support for Persons with Disabilities Act” was enforced, special measures to facilitate the management of the act were decided upon in December 2006, and 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 for the purpose of reducing users’ burden.

Under such circumstance, with the change of government that took place in September 2009, the “Services and Support for Persons with Disabilities Act” was abolished and, it was decided to establish the “Comprehensive Welfare Act for Persons with Disabilities” (tentative name), which has no “areas that are not covered by any system” and enforces users to bear cost in accordance with their ability to pay.

Chart 2-9-1 Structure to Promote Reform of the System for People with Disabilities



*1 For detailed information on the “Services and Supports for Persons with Disabilities Act”, please refer to the following website to introduce the act.

Ministry of Health, Labour and Welfare

<http://www.mhlw.go.jp/bunya/shougaihoken/service/index.html>

In order to carry out intensive reform of the system for persons with disabilities, the “Taskforce for Reform of the System for Persons with Disabilities” was approved by the Cabinet on December 8, 2009, and established within the Cabinet. Under this taskforce, discussions on reform of the system concerning persons with disabilities have been made since January 2010 at the “Promotion Committee for Reform of the System for Persons with Disabilities”^{*2} (hereinafter referred to as the “Promotion Committee.”)

Discussions have been made on the “Comprehensive Welfare Act for Persons with Disabilities” (tentative name) at the “Comprehensive Welfare Subcommittee”, which was established under the Promotion Committee in April 2010. According to the “Basic Direction to Promote Reform of the System for Persons with Disabilities”, which was adopted by the Cabinet on June 29, 2010, the Act aims to be implemented by August

2913.

Further discussions will be made toward the establishment of the “Comprehensive Welfare Act for Persons with Disabilities” (tentative name), taking into account the opinions from persons with disabilities, service providers and people from welfare service practice sites in addition to various related persons.

*2 The websites of the “Taskforce for Reform of the System for Persons with Disabilities” and the “Promotion Committee for Reform of the System for Persons with Disabilities”:

The Cabinet Office: <http://www8.cao.go.jp/shougai/suishin/kaikaku/kaikaku.html>

The website of the “Comprehensive Welfare Subcommittee”

The Ministry of Health, Labour and Welfare

<http://www.mhlw.go.jp/bunya/shougaihoken/sougoufukusi/index.html>

Column

Share of happiness~Efforts of “Ogyaa Donation Foundation”~

“Just be born healthfully! This is the earnest wish from families to their babies to be born. This wish can be fulfilled with a voice “Ogyaa” of a baby. However, there is not many but some babies have a hereditary disease or difficulty physically and mentally. Needless to say about handicapped children, families of handicapped children never give up regardless of hardship.

‘Ogyaa Donation Foundation’ is love movement to offer a helping hand to children with physical and mental difficulty.” (excerpted from “Advancement of Ogyaa Donation Foundation living with Handicapped Children” in JAOG Ogyaa Donation Foundation Japan Association of Obstetricians & Gynecologists)

“Ogyaa Donation Foundation” started in 1963 by requests from obstetricians in Kagoshima who had strived for three sisters with severe handicap. The obstetricians appealed for it wanted to share happiness even a little with children, and mothers who gave birth to healthy babies, obstetricians in charge of operations and nurses proposed love foundation together.

Since then, “Ogyaa Donation Foundation” has been lasting thanks to donation from general citizens and companies other than mothers, doctors in charge of operations and nurses.

About 80% of well-meaning donation is used, to purchase buses and stations wagons,

and also to support and research institutions for disabled children such as repair work of toilets and facilities. Rest of the donation, 20%, is used for administrative cost to run “Ogyaa Donation Foundation”.

Donation can be presented through contribution box and receptions in hospitals/clinics, forms and the Internet.

(Refer to)

○JAOG Ogyaa Donation Foundation

<http://www.ogyaa.or.jp/index.html>



Symbol mark of “Ogyaa Donation Foundation”

It represents a baby held with mother’s/father’s heart.

Facilities which presented “Ogyaa Donation Foundation” in 2008

Miyagi	Tome City Kojikaen
Tokyo	Niji-no-Hiroba
Toyama	Takaoka City Kizuna Gakuen
Aichi	Aichi Aitori Medical Welfare Center
Kyoto	Hananoki Medical Welfare Center
Okayama	Momozono Gakuen
Tokushima	Komatsushima Rehabilitation Center
Nagasaki	Isahaya Rehabilitation Center
Oita	Hakuai Kodomo Medical Center
Oita	Mokuri Gakuen
Okinawa	Nago Ryoikuen
Okinawa	Midori-no-Sato
Okinawa	Wakanatsu Aikuen
Okinawa	Okinawa Chuou Ikuseien Asahiryo

(2) Developments concerning welfare service for persons with disabilities

The “Services and Supports for Persons with Disabilities Act” was reviewed in FY 2009 focusing on the revision of disability welfare service fees.

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 life; e) consideration to the hilly and mountainous areas; and f) promoting transfer to a new system.

The special measures in 2007 and the emergency measures in 2008 were taken to reduce users' burden, which was stipulated in the “Services and Supports for Persons with Disabilities Act.” In July 2009, asset requirement for the persons eligible for reduction measures was eliminated. In addition, since April 2010, user's fees for low-income people with disabilities (persons exempted from municipal taxes) of welfare service and prosthetic appliance have become free of charge as the first step in burden born by users in accordance with their ability to pay (Chart 2-9-2).

In addition, in order to improve working conditions of welfare/long-term care workers in the field of welfare for the persons with disabilities, the “Program to Improve Working Conditions for Welfare/Long-term care Workers” was launched in the FY2009 first supplementary budget. Under this program, subsidy is provided to the welfare service providers that raise wage in a well planned manner. Specifically, the subsidy equivalent to the average of 15,000 yen pay raise per month per welfare/long-term care worker has been offered to these service providers from October 2009 to March 2012. Efforts will be continuously made to improve working conditions of welfare/long-term care workers after FY 2012 (Same efforts have been made in the field of long-term care for the elderly (see 1 (4) of Section 8).

Chart 2-9-2 Reduction of Users' Burden

○Based on the agreement by the coalition government, the "Services and Support for Persons with Disabilities Act" was abolished and, it was decided to establish the "Comprehensive Welfare Act for Persons with Disabilities" (tentative name), which has no "areas that are not covered by any system" and enforces users to bear cost in accordance with their ability to pay.

○In the FY 2010 budget, it was decided to make user's fees for low-income people with disabilities (persons exempted from municipal taxes) of welfare service and prosthetic appliance free of charge as the first step in burden born by users in accordance with their ability to pay.

○Date of enforcement: April 1, 2010

○Required cost: 10.7 billion yen

○The number of people subject to payment reduction

- Welfare service: 410,000 people (consisting of 390,000 people with disabilities and 20,000 children with disabilities. Assumption is based on the data released by All-Japan Federation of National Health Insurance Organization in July 2009.)
- Prosthetic device for people with disabilities: 160,000 (Assumption based on the results in FY 2008, etc.)

(Reference: List of the upper limits of payment made by users through March 2010)

* In principle, 10% of the cost is paid by users. However, the upper limits for the burden are set as follows.

Category	Household receiving public assistance	Per-income levy of municipal tax		General (municipal inhabitants taxed households)				Range of household	
		Low income household 1	Low income household 2	Per-income levy of municipal tax				Principal	Children
				~160,000	~280,000	~460,000	460,000~		
Welfare service (In-home/Commuting services) [People with disabilities]	0	1,500	3000 Commuting:1,500	9,300	37,200			Principal and spouse*	Household registered on the resident registry*
Welfare service (In-home/Commuting services) [People with disabilities]	0	1,500	3000 Commuting:1,500	4,600		37,200			
Welfare service (Residential care facilities, etc.) [People with disabilities (aged less than 20)/Children with disabilities]	0	Individual reduction o~15,000	Individual reduction o~24,600	37,200					
Prosthetic device for people with disabilities	0	15,000	24,600	37,200			Full payment by users		

Users' fee has become free of charge since April 2010.

* Households of people with disabilities under 20 and children with disabilities who are admitted to the facility correspond with the households to which the people who care them (guardians, etc.) belong to.

Furthermore, prevention, early detection and quick response of abuse of people with disabilities and proper support after abuse have become the issues that need to be addressed. In FY 2010, the new program was launched to assist prefectures that make efforts to establish the cooperation system in region such as through home-visit and reinforcement of consultation desk (Prevention Measures Support Program for Abuse of People with Disabilities) with the aim of taking measures against abuse of people with disabilities.

Column

Assistance dogs

1 What is an assistance dog

Assistance dogs are certified dogs through special training to assist people with difficulty and the generic name of “guide dogs”, “service dogs” and “hearing dogs”.

“Guide dogs” are dogs provided in Article 14 of the Road Traffic Act; tell owners “obstacles, corners and bumps” and support visually impaired persons so that they can walk safely and comfortably.

“Service dogs” assist walk, uprising and moves, and support activities of daily living of orthopedically impaired persons in addition to picking up belongings owners dropped and giving it to them, fetching owners their wants out of their range, opening/closing a door, opening/closing a refrigerator and a drawer and flicking a switch.

“Hearing dogs” tell sounds such as chimes, of telephone ring/FAX and of baby’s cry for people with hearing difficulties and guide them to sound sources. Besides, they tell their owners horns of cars and alarms outside.

In order to run Guide Dog Training Schools in which guide dogs are trained, assignment of National Public Safety Commission and application to governors and so on must be required as the 2nd Social Welfare Services. In order to train service dogs and hearing dogs, application to governors as the 2nd Social Welfare Services must be required.

“Act on Assistance Dogs for Physically Disabled Persons” was enacted in May, 2002, and this has permitted assistance dogs to accompany their owners in transportation facilities and public facilities. Since October 2003, assistance dogs are permitted to accompany them in private facilities like supermarkets, restaurants and hotels. Before the enactment, it was true that even traditional guide dogs were often refused to enter restaurants, Japanese hotels, hospitals and so on. Besides, there was the issue that living with assistance dogs imposed handicap on disabled persons rather than helped them since service dogs and hearing dogs were equal to pets so it was impossible to make use of facilities for travel.

It has been obligated to allow assistance dogs to accompany disabled persons in private facilities, such as such as restaurants and hotels in addition to public facilities, which the general public make use of by Act on Assistance Dogs for Physically Disabled Persons, and as for service dogs and hearing dogs, systems of definition, training basis and certification has been established thanks to this Act so assistance dogs has been separated from pet-category (under Act on Assistance Dogs for Physically Disabled Persons, assistance dogs, “guide dogs”, “service dogs” and “hearing dogs”, are obliged to have each different sign on them. Moreover, guide dogs must be equipped with dog harness with white or yellow color by Order for Enforcement of Road Traffic Act.)

Those who can have assistance dogs are persons with a physical disability certificate. If applicants for an assistance dog apply an assistance dog to reception desk for disabilities in prefectures in agreement with “Assistance Dogs Training Business for Disabled

Persons” by “Community Life Support Service” implemented by each prefecture, a dog for them are nominated after decide of subsidy by prefectures, and through training in living together with a dog to be his/her partner, a dog is certified as an assistance dog.

In December 2007, Act was revised to obligate private sectors with adequate scale to let disabled persons have assistance dogs in offices.

On the other hand, social recognition of assistance dogs is not well-established like sometimes they are refused to come in such places due to lack of knowledge on assistance dogs.

For the society where disabled persons can live together with assistance dogs as normal as general persons live, enlightenment is still required.

2 Support Dog Association “Cynthia-no-Oka”

The first Support Dog Association “Cynthia-no-Oka” opened in April 2009 in Nagakute Town, Aichi (Cynthia is the symbolic dog which was the lead to enactment of Act on Assistance Dogs for Physically Disabled Persons).

Support Dog Association leaves dogs to volunteer homes named “Puppy Home” till they come to one year, and socializes dogs through walking during this period like potty training and they learn custom to live with humans. Once dogs turn to one year old, they train dogs up in shops, facilities for travel and public places with candidate dogs and prospective owners in addition to basic training and supporting training in training facilities like disciplining dogs and teaching basic manners (basic actions) .

Over-60-days basic training and over-120-days supporting training are required on the basis of service dogs training in the Ministry of Health, Labour and Welfare.

In “Cynthia-no-Oka”, training for about 6 months to a year are provided depending on dog’s character and job contents.

Training room for service dogs to practice basic supporting actions is equipped in “Cynthia-no-Oka”. Training room has household equipment and furniture such as refrigerators, wardrobes and shelves, and practice prospective service dogs in basic service training such as opening and closing a door, opening/closing refrigerators and wardrobes and taking owners wants out from such furniture and flicking switches. In addition to training in the room, there are also trainings outside and walking supports and assistance to help owners move are trained in neighbor shops and facilities for travel.



After completeness of those trainings and once prospective owner has been decided, “joint training” (about over-40-days training is required according to the service dogs training basis in MHLW) which owners, prospective dogs and trainers conduct together in order to make dogs obedient to their owners. “Cynthia-no-Oka” has a joint training room in which disabled persons who want to have service dogs can stay to take part in trainings and joint trainings are produced, and trainings in owners’ homes are also provided so that service dogs can assist their owners in their life environment. Once joint trainings are completed and meet criteria, such dogs are certified by juridical persons appointed by the Minister of Health, Labour and Welfare.

As for certification of service dogs, practice inspection in dogs’ actions, practice check (whether they can follow their owners instructions to do basic actions and service actions) and examination by means of document are conducted for it. Once dogs pass this examination, a certification is provided, and the certified dogs can live in the society with owners as a service dog rather than just a pet.

16 service dogs out of 54 service dogs currently working in Japan belong to Support Dog Association administrating “Cynthia-no-Oka” (as of June 2010).

The executive officer Mr. Takayanagi is a pioneer, in Japan, of service dogs training and enlightenment activities who has engaged in training service dogs and enlightenment activities from the point of a doctor, and who has put his effort into enactment of Act on Assistance Dogs for Physically Disabled Persons. He says that the hardest hardship in activities is that support can hardly be spread out due to a low recognition degree. The history of service dogs in Japan is not large, only over 10 years, and there are not many who know about service dogs it has been seven years since the development of Act in 2003, though. Therefore, there are many cases that disabled persons, who are supposed to have a service dog, cannot even imagine to use this service. Besides, activities of Support Dog Association are supported with donation but low recognition rate is a hurdle in collecting donation.

In such the situation, “Cynthia-no-Oka” opened by getting cooperation from local people and cooperating companies. Support Dog Association will familiarize service dogs to people on the basis of “Cynthia-no-Oka” while doing their best to grow high quality service

dogs as many as possible.



3 What is the meaning of socializing for owners of service dogs

Mr. Takayanagi says about roles of service dogs that the great meaning to use service dogs is to be able to change disabled persons' awareness and life in addition to assisting daily life movement. Confidence to challenge something new like taking a job comes up by living together with service dogs that widen owners' life area. Self-control can come up while responsibly managing service dogs, and that well-controlled service dogs by owner themselves with well-established relationship can work well connects to pride in themselves and their service dogs. Besides, their anxiousness and solitary can be eased and the way to communicate with others can be changed by building reliance and identification between owners and service dogs. Moreover, he has actually known persons related to service dogs, for instance, who could build reliance even between them and employees in "Cynthia-no-Oka", and their human relation was widened out.



Changes in owners with service dogs may have to do with social participation of disabled persons widely. Removing restraining factors for disabled persons whose activities and participation in the society are constrained due to illness does not only widens range of physical activity but also can change their awareness and the way to think, help their self-realization and enrich their life through experiencing new things and widening their communication with others.

The society where disabled persons can live together with assistance dogs as normal as general people do is also the society where disabled persons can exercise their ability to

the maximum and be self-realized, and anybody can respect for one another regardless of whether they have illness or not and support one another.

(Refer to)

○ To learn more detail of assistance dogs (Website of MHLW)

<http://www.mhlw.go.jp/bunya/shougaihoken/hojoken/index.html>

○ To learn more detail of “Cynthia-no-Oka” (Website of Support Dog Association)

<http://www.s-dog.jp/>



A sticker that shows assistance dogs are allowed to come in.

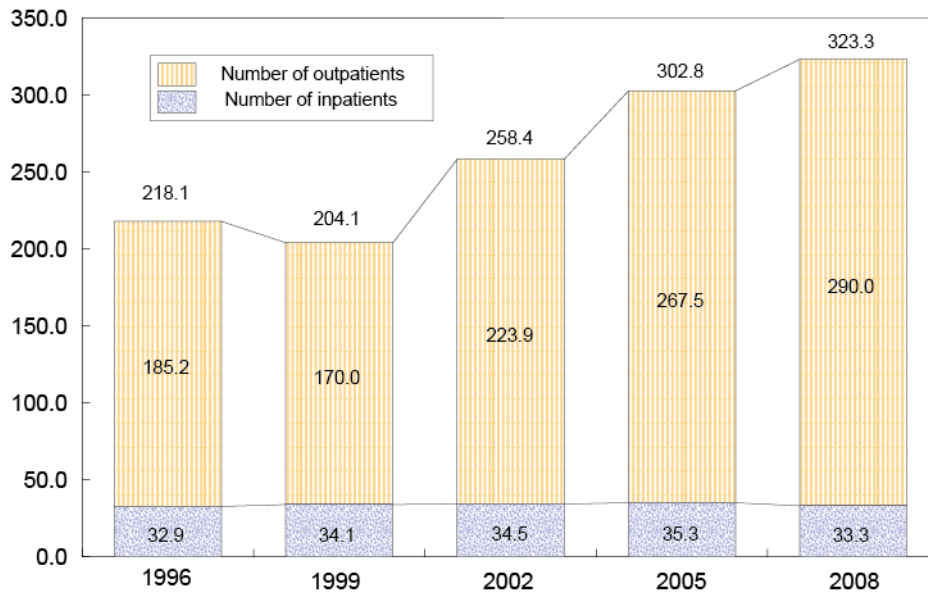
2 Support of community transfer for people with mental disorders

(1) Measures for mental health and medical welfare

The number of patients with mental disorders has increased rapidly in recent years, with over 3.2 million patients in 2008 (Chart 2-9-3). Mental disorders have become diseases widely spread among the nation.

Chart 2-9-3 Number of Patients with Mental Disorders*

(10 thousand people)



(*) Total number of patients with Alzheimer's disease and epilepsy among "Mental and behavioural disorders (excluding mental retardation)" and "Diseases of the nervous system" in the International Classification of Diseases (ICD)
 Source: "Patient Survey" Statistics and Information Department, Minister's Secretariat, MHLW

For patients with mental disorders, it is important to provide proper medical care and improve the symptoms at an early stage, and to establish a support system, which allows people with mental disorders to live in their own community as they wish. Mental health and medical welfare in Japan has a long been centered on long-term hospitalization. Despite a number of system revisions, assistance in medical care/welfare to support community life of people with disabilities remained inadequately provided.

Under such circumstances, regarding the reform in mental health and medical welfare, the Ministry of Health, Labour and Welfare compiled the "Vision for Reform of Mental Health and Medical Welfare" *3 (hereinafter referred to as the "Vision") in September 2004, which indicated a concrete direction of the measures for mental health and medical welfare for about next 10 years and had a basic philosophy of the reform "a shift from medical care centered on hospitalization to community life." In order to achieve the philosophy of the Vision, various reforms have been carried out aiming at eliminating about 70,000 hospitalized patients who could leave hospital if the conditions were right focusing on "deepening of the understanding among the nation", "reorganization of the mental health and medical care system", "reorganization of the support system for community life" and "strengthening of foundation of measures for mental health and medical welfare."

*3 “Vision for Reform of Mental Health and Medical Welfare”

<http://www.mhlw.go.jp/topics/2004/09/tp0902-1.html>

Column

Efforts toward recovery from drug dependence ~Ex. Efforts of Tochigi prefecture and “Tochigi” DARC~

1 Necessity of efforts at drug dependence

What we must be terrified of about illegal drugs is that our one-time-only life can be ruined by flirting with drugs with an excuse “only one time” and being addicted to drugs without knowing. Besides, drug dependence causes not only health/mental damages to drug abusers but also causes tragic incidents like ruin of their family due to domestic violence, homicide and arson. It is hard to recover from drug dependence all by themselves once you are depended to drugs. Actually, half of drug abusers who were arrested due to stimulants are repeat offenders.

However, drug prevention so far had been focused on prevention enlightenment/regulation of drug abuse so efforts at drug dependence had not been focused as much as them.

In order to handle such the issue, the Ministry of Health, Labour and Welfare started support for activities of self-help group and Model Project to Promote Regional Dependency Prevention with a purpose to build regional alliance system including self-help group. Hereupon, we are going to show efforts of Tochigi which has been implementing re-abuse prevention measures toward drug abusers themselves by utilizing the system of the model project for the first time in Japan.

2 Progress till efforts at drug dependence are implemented in Tochigi

Services of drug dependence prevention in Tochigi started with narcotics control officers' strong hope for cutting off a vicious circle in which those who tried illegal drugs are so depended that they cannot stop using drugs. In prefectural pharmaceutical affair main sections, narcotics control officers who are a special judicial police officer are disposed as well as narcotics agents in the Ministry of Health, Labour and Welfare. Narcotics control officers positively have been implementing drug criminal investigations in order to deal with drug abusers strictly by punishment while utilizing their abilities as pharmaceutical specialists.

While investigating drug criminals, they have seen actual conditions in which a number of first-time criminals returned to society because of probation and they committed drug crimes again and again. The narcotics control officers who planned the services says that “we could fully realized necessity of the services of drug dependence prevention because we were confronted with issues of re-drug abuse as investigating drug abuse.”

Besides, the number of narcotics control officers in each prefecture is limited (2 officers in case of Tochigi) so drug abusers they could arrest in a year are only a few. Therefore, service to cooperate closely with police has been required but not arrested them by only officers themselves.

As a result of this, the measures to educate first-time criminals and so on in re-drug abuse prevention in a whole country for the first time were implemented with strong hopes of narcotics control officer in the fields.

3 Detail of the measures

Drug abusers are the target of crackdowns and punishment. There are some cases medical treatment in medical facilities can be required in addition to work of police and so on in case of drug dependence and drug intoxicated persons.

On the other hand, there are many cases that first-time offenders get suspended sentence and they return to society in the present state. However, it is not easy for them to go through drug dependence in society without taking adequate education on drugs.

Tochigi prefecture has a system in which, if they want, they can take “Drug Abuse Prevention Educational Program” after arrested first-time offenders are prosecuted and take interviews of narcotics control officer with the accused. Besides, this program can be applied through drug consulting service in health centers and so on. The private entity (a specified nonprofit corporation “Tochigi DARC”) supporting recovery from drug dependence and rehabilitation are entrusted so “Drug Abuse Prevention Educational Program” can be implemented.

Although Tochigi Prefecture and Tochigi DARC are in a different position such as one of them conducts drug criminal investigation and another one supports recovery from drug dependency, both of them strived toward the same goal to cut off drug dependence. Since Tochigi DARC has experience of cure program from dependence, Tochigi Prefecture assumes that utilizing their experience and knowledge leads to effective dependency preventions so it established the system to cooperate with Tochigi DARC toward the same goal without losing each position.

In the program, participants take 10 training programs held about four times per month, and results of the training are judged with a questioner provided by Tochigi Prefecture, and

then whether or not they need to take constant education is decided. The program has curriculums in which focusing on living habit and emotional condition, which lead them into re-drug abuse, and on improving their behavior and pattern of thinking, and conducting brainstorming and role-playing to figure out how to change them, and then sometimes they take ways to draw pictures while thinking it and they find answers.

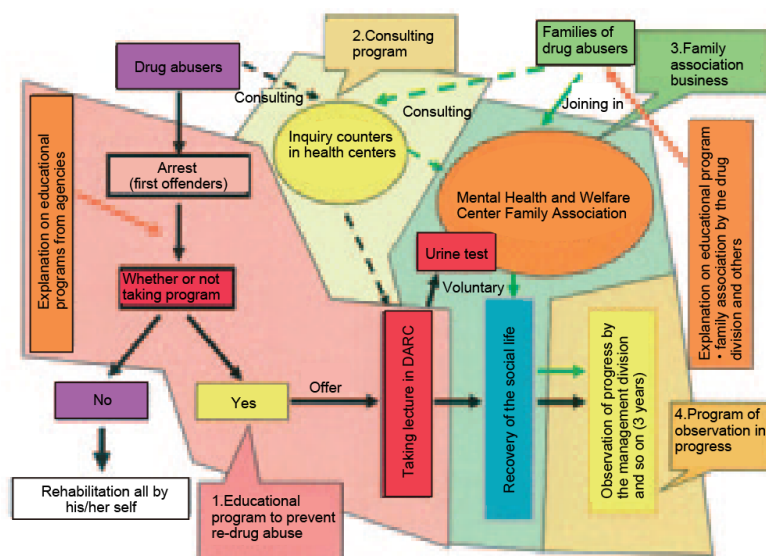
Besides, voluntary urine test to detect illicit drugs are implemented to let them realize their achievement that they could dissociate themselves from drugs and use such the achievement to recover their families' reliance.

Appropriate supports of their family other than efforts of themselves are indispensable to advance the supports. Therefore, interviews with their family are also implemented after conducting interviews with themselves and the families attend "Consulting with families on Drug Dependence (Family Consulting)" in Tochigi Mental Health and Welfare Center to learn about drug dependence rightly and they learn about the way to recover.

Moreover, follow-up instruction for three years that narcotics control officer keep in touch with them constantly are provided to those who completed the program.

4 Next efforts

As for efforts in Tochigi Prefecture, the program is currently underway and there are some issues like how they should verify results and how to maintain society which help drug abusers' rehabilitation. However, it is very important for them to have focused on the fact that they had wrestled with first offenders whom they could have prevented from re-drug abuse but they had not done anything, and introduced the systems to effectively recover them from drug dependence at an early stage. Officers in charge of the programs in Tochigi Prefecture say that they would like to improve the systems while gaining more experiences. Drug dependence prevention is not well provided in a whole country. Therefore, it is expected to enrich treatment of drug dependence/support system through expanding autonomies attending Model Project to Promote Regional Dependency Prevention.



(2) Further reform in mental health and medical welfare

1) Discussion on mental health and medical welfare

In September 2009, which is the middle of the period of the Vision, the Health, Labour and Welfare held a “Study Group on Mental Health and Medical Welfare” since April 2008 to have assessment and discussions on the results of the reform and the priority measures for the latter five years, and then, compiled a report in September 2009*4(Chart 2-9-4).

Taking the Vision’s philosophy one step further, the report suggested that drafting and implementation of measures should be conducted at a faster pace toward “realization of community-based symbiotic society” in order to allow people with mental disorders to live as a community resident as they wish. Specifically, the report presented the a specific vision of the report, which focused on a) reorganization of the system of mental health and medical care, b) enhancement of quality of mental health; c) reinforcement of the system to support community life; and d) dissemination and enlightenment (deepening of the understanding among the nation). In addition, the report emphasized the importance of effective measures, setting the numerical target to reduce the number of hospitalized patients with schizophrenia to 150,000 (a decrease of 46,000 patients from FY 2005.)

*4 “Toward Further Reform in Mental Health and Medical Welfare” (a report compiled by the Study Group on Mental Health and Medical Welfare)

<http://www.mhlw.go.jp/shingi/2009/09/s0924-2.html>

2) Concrete measures of reform and future outlook

In accordance with the report, the Ministry of Health, Labour and Welfare assessed the measures as part of the medical fee revision in FY 2010 to promote community transfer for people with mental disorders, including response to acute inpatient medical services, enhancement of mental therapy for outpatient medical services and improvement of home-visit nursing for home medical care.

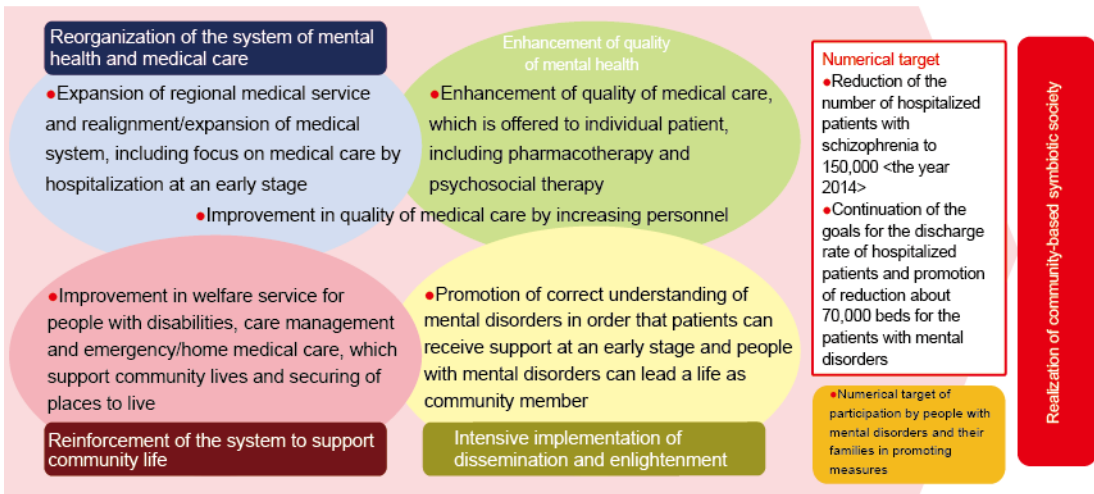
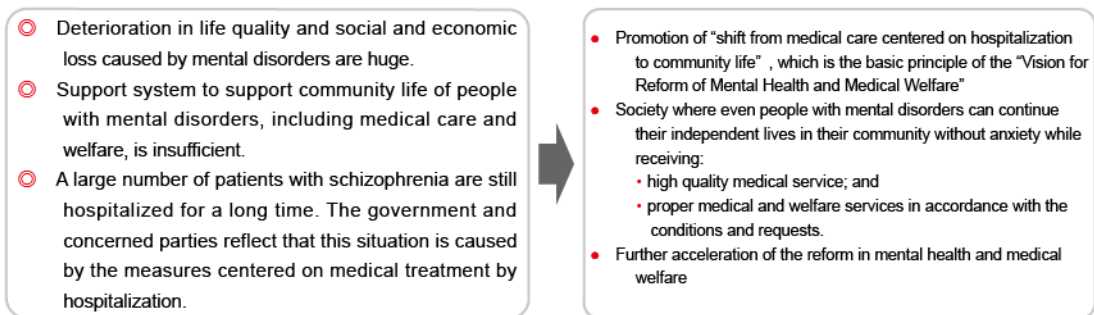
In addition to the support of community transfer for people with mental disorders, which had been carried out so far, since FY 2010, the conventional “Programs of Special Measures to Support Community Transfer for People with Mental Disorders” was expanded to the “Programs to Support Community Transfer and Community Settlement for People with Mental Disorders” in order to enable people with mental disorders who terminated treatment to continue to live in their own community.

Furthermore, in May 2010, the “Study Group on Establishment of New System for Community Mental Health and Medical Care” was held to have discussions on concrete measures for the reform of mental health and medical welfare, for example outreach (home-visit support), and in June, the ideas toward outreach support realization were compiled.

Chart 2-9-4 Overview of “Further Reform in Mental Health and Medical Welfare

~ Report released by the “Study Group on Mental Health and Medical Welfare” (Chairperson: Teruhiko Higuchi, National Center of Neurology and Psychiatry) ~

Summary of the discussions compiled by the experts aiming at formulating the priority measures for the latter five years of the “Vision for Reform of Mental Health and Medical Welfare” at the middle of the period of the Vision (about 10 years from September 2004) [September 2009].



Column

Efforts to support patients with higher brain dysfunction

“Higher brain dysfunction” administratively indicates the condition that cognitive functions (higher brain functions), such as “memory”, “attentiveness”, “executing function” and “social behavior” are fallen out because of damages to a brain due to accidents and diseases.

Higher brain dysfunction comes up in daily life and it can be hardly seen from appearance so it is called as “invisible dysfunction” and “hidden dysfunction”. After an accident, it is most likely that others think only their character has been changed to be, such as “forgettable (=memory)”, “absent-minded (=attentiveness)”, “incapable to make a plan (=executing function)” and “easy to be upset (=social behavior)” appearance of persons

with higher brain dysfunction is nothing is changed, though.

Sometimes they/their family don't realize how serious dysfunction is so when it became clear that they finally are incapable of living as well as before, their family and those around one cannot decide where to go for consulting but just be puzzled. Therefore, it is necessary to well explain families and those around one that there is possibility that higher brain dysfunction remains after an accident or a disease, and about structure of dysfunctions, and to familiarize this dysfunction to them.

For social rehabilitation of patients with higher brain dysfunction (to work/go to school), it is better if dysfunction is found early and appropriate treatment is conducted, and it is important to provide support services in a row like medical treatments, trainings for daily living and vocational trainings.

In National Rehabilitation Center for Persons with Disabilities (hereafter the Rehabilitation Center) of the Ministry of Health, Labour and Welfare, services to examine in/diagnose person with higher brain dysfunction has started, and general rehabilitation including a variety of training programs toward social rehabilitation, family supports and improvement of social participation are provided. As a part of those services, trainings for daily living so that persons with higher brain dysfunction live an independent life are conducted.

In trainings for daily living, they go about their daily life in a group (gardening, cooking and so on) and they take training to improve required abilities for daily living and social living.

For example, in order to ease memory disturbance and dysexecutive functions dysfunction, it provides a service to accustom them to confirming their schedule for a week and managing their routine work by utilizing memo and schedule function of mobile phones. When they first started training, although their condition is that they forget to write a note and to check a memo, and don't know what they wrote, they can utilize a memo gradually and their life rhythm can be established by repeating it every day or developing a certain pattern.

Besides, as for efforts at persons with higher brain dysfunction, in case that their behavior to others is inappropriate, employees in the Rehabilitation Center train them up in human relation by making them realize their inappropriate behavior, explaining how inappropriate it is and telling them preferable behavior. Those constant support services are provided in all over the country by Extension Service to Support Persons with Higher Brain Dysfunction implemented by MHLW, and networks connecting medical facilities, welfare agencies and so on are established in each prefecture through the base organization supporting persons with higher brain dysfunction designated by prefectures (support base organization (rehabilitation centers, university hospitals, prefectural hospitals and so on)).

Although supports to persons with higher brain dysfunction are provided with the efforts

mentioned above, in case that rehabilitation is for going to school, there is another issue of career choice in addition to their school life. Hereafter, employees in charge in the Rehabilitation Center consider that familiarizing it to educational providers.

3 Support for people with developmental disorders *5

Concerning developmental disorders, with the “Act on Support for Persons with Developmental Disabilities” was established in December 2004, legal positioning of developmental disorders was established (Chart 2-9-5) and efforts have been made to offer support for every aspect of life for people with developmental disorders.

Chart 2-9-5 Legal Positioning of Developmental Disorders

<ul style="list-style-type: none">•Pervasive developmental disorder (autism, Asperger syndrome)•Learning disability•Attention deficit hyperactivity disorder <p>Other similar brain dysfunction whose symptoms normally occur at an early age (Article 2 of the Act on Support for Persons with Developmental Disabilities)</p> <p>* Disorders listed in F80-98 in the International Classification of Diseases (ICD) (Joint notice issued on April 1, 2005 by the Administrative Vice-Minister of Education, Culture, Sports, Science and Technology and the Administrative Vice-Minister of Health, Labour and Welfare)</p>

In consideration that three years had passed since the act had been put into effect, the Study Group on Measures for People with Development Disorders was held in August 2008 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.

(1) Establishment of community support system for people with developmental disorders

A community support system for children (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. In addition, for the purpose of providing continuous support according to the respective life stage, the establishment of the system to prepare and offer individual support plan has been promoted through development of network among related organizations in the fields of medical care, health care, welfare, education, employment, etc. and strengthening of support system to give advice to municipalities and related

organizations in prefectures.

In addition to these measures, efforts have been made in FY 2010 to further improve support system for children (people) with developmental disorders and their families through promoting the parent mentor activities, wherein the parents of children (people) with developmental disorders offer psychological assistance to the parents of children of children with developmental disorders and through implementing study sessions to promote the introduction of assessment tool with the aim of strengthening regional cooperation.

(2) Development of support methods for people with developmental disorders and dissemination/enlightenment activities

Development of effective support methods to offer assistance to children (people) with developmental disorders in accordance with the needs of each person has been promoted. At the National Rehabilitation Centers for Persons with Disabilities, establishment of employment support model to facilitate adolescents' self-sufficient career life has been promoted. Development of human resources specialized in support for people with developmental disorders has been carried out, and information on developmental disorder support institutions, etc. has been offered by the Developmental Disorder Information Center. * 6

Furthermore in December 2007, the United Nations General Assembly adopted the resolution to designate every April 2 as "the World Autism Awareness Day". In response to this, the Ministry of Health, Labour and Welfare and Autism Society Japan held a symposium in Tokyo in 2009 to diffuse correct knowledge about autism and other developmental disorders. In addition, various enlightenment activities have been implemented in various parts of Japan as part of the activities of the "World Autism Awareness Day" and the "Developmental Disorders Awareness Week" from April 2 to April 8 (which was proposed by related organizations).

*5 Support measures for people with developmental disorders

<http://www.mhlw.go.jp/bunya/shougaihoken/hattatsu/index.html>

*6 Developmental Disorder Information Center <http://www.rehab.go.jp/ddis/>

(3) 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. Since FY 2010, as part of the nurturing programs, experience-oriented publication program has been carried out led by the labour bureau with the aim of deepening the understanding of employers about people with developmental disorders through hands-on practice at the workplace of people with developmental disorders. Moreover, in FY 2009, the “Employment Development Subsidy for People with Developmental Disorders” was established.

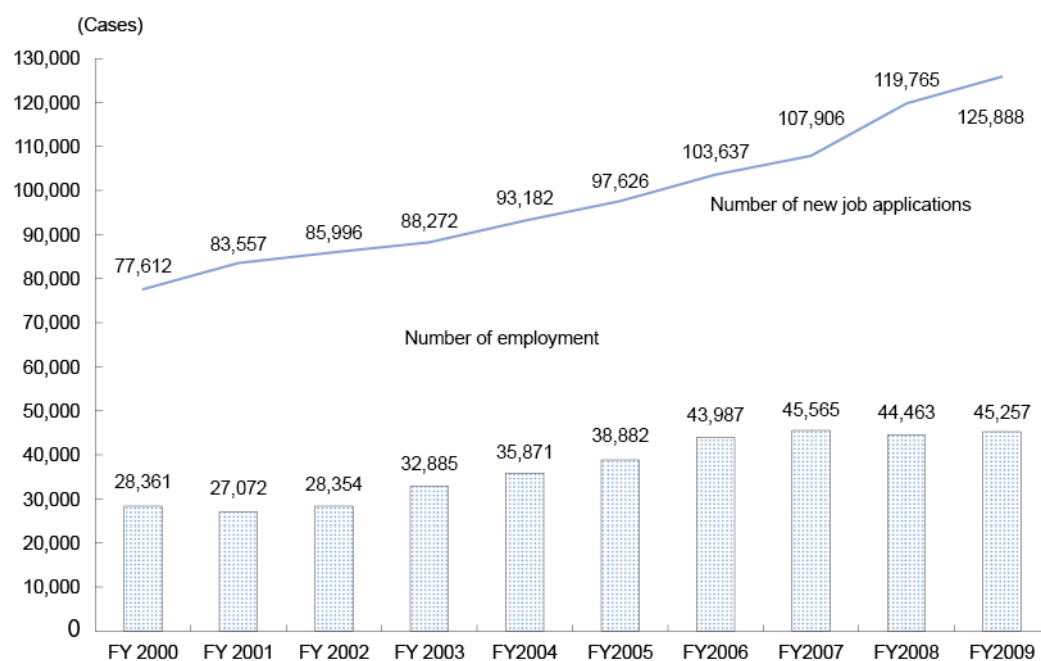
Besides, the National Institute of Vocational Rehabilitation has been conducting research and developing techniques related to employment support for people with developmental disorders, and accumulating them. At the same time, trial implementation of specialized support is being conducted at a department 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 9.)

4 Comprehensive promotion for self-sufficiency support in employment for people with disabilities

(1) Employment situation with people with disabilities

Concerning employment situation of people with disabilities amid a severe employment situation, the number of people with disabilities employed through Hello Work was 45,257 (in FY 2009), which was larger than that of the previous year. As of June 1, 2009, the actual employment rate at private enterprises marked a record high at 1.63% (an increase of 0.04 points from the year earlier). On the other hand, active openings were still large at 157,892 people (as of end of March 2010), and the number of enterprises that attained the legally mandated employment quota rate remained low at 45.5 %.

Chart 2-9-6 Number of Employment and New Job Applications of People with Disabilities through Hello Work



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.

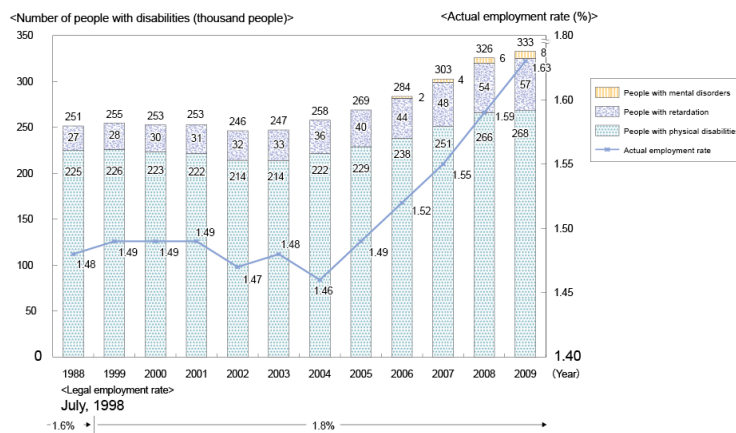
(2) Expanding employment opportunities through promotion of the employment ratio system

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).

Chart 2-9-7 Actual Employment Situation of People with Disabilities by Private Enterprises



Note 1: The Figure adds up the data of the companies (with 56 employees or more), which are obligated to hire people with disabilities.
 2: The "Number of people with disabilities" is the total of the number of people as follows.

- Until 2005
 - People with physical disabilities (Figures of people with severe physical disabilities are counted twice)
 - People with mental retardation (Figures of people with severe mental retardation are counted twice.)
 - Part-time workers with severe physical disabilities
 - Part-time workers with severe mental retardation
- After FY 2006
 - People with physical disabilities (Figures of people with severe physical disabilities are counted twice)
 - People with mental retardation (Figures of people with severe mental retardation are counted twice.)
 - Part-time workers with severe physical disabilities
 - Part-time workers with severe mental retardation
 - People with mental disorders
 - Part-time workers with mental disorders
 - (A part-time worker with mental disorders is counted as 0.5 person.)

3. Breakdown by type of disability and the total do not necessarily correspond with each other because the numbers are rounded off by the type of disability.

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, instructions have been thoroughly provided to achieve the goals set in the “Priority Measures for the Latter Five Years.” The employment situation with all public institutions as of June 1, 2009 was disclosed in November 2009, and ministries and agencies, local governments and statutory corporations were encouraged to make further efforts to employ people with disabilities

(Chart 2-9-8).

Chart 2-9-8 Legal Employment Rate

Pursuant to the Act on Employment Promotion etc. of Persons with Disabilities, private companies, the national government and local public entities are required to hire following quota (legal employment rate) or more of people with disabilities.

People with disabilities subject to mandatory employment include people with physical disabilities or mental retardation. (People with mental disorders are not the subject to mandatory employment, but employment of people who hold a health and welfare handbook for people with mental disorders can be included in the count of employment rate.)

Private companies	for ordinary business (with 56 employees or more)	1.8%
	for special corporations (Special corporations or incorporated administrative agencies with 48 employees or more)	2.1%
Central government and local governments (with 48 staff members or more)		2.1%
Prefectural boards of education (with 50 staff members or more)		2.0%

The number in parentheses indicates the size of companies that are required to hire at least one people with disabilities based on the quota (legal employment rate.)

*Employment of one person with severe physical disabilities or severe mental retardation is counted as the employment of two persons with physical disabilities or mental retardation.

*Employment of one short-time worker with severe disabilities or severe mental retardation (with designated weekly work hour of 20-30 hours) is counted as the employment of one person, while employment of one short-time worker with mental disorders is counted as the employment of 0.5 people.

*Since July 2010, short-time workers have been included in the subject workers, and people with physical disorders or mental retardation have been added to the subject people with disabilities, both of which are counted as 0.5 people.

Column

Promotion of disabled persons' employment ~efforts of "Fujisoft Kikaku Ltd." In Kamakura City, Kanagawa Prefecture

Since motivation of persons with disabilities to work has been rising dramatically in recent years, it is very important to establish the system thanks to which such the persons can live an independent life. As a system to promote disabled persons' employment, there are employment measures for the disabled to obligate employers to employ over a certain number of disabled persons (statutory employment rate is 1.8%. By the way, actual employment rate of a whole private enterprise as of June 2009 is 1.63%).

Besides, in employment measures for the disabled, there is a special case of computation of actual employment rate so-called "Special-purpose Subsidiary System". This system is to establish subsidiaries with special consideration about like working environment and disabled persons, and in case that they fulfill specific requirement, they are, as special case, considered as an employee of a parent company. This system has mutual benefits for companies and disabled persons such as securing works considering about characters of disabled persons, bringing out their ability in them and expanding employment opportunity by establishment of special-purpose subsidiaries.

“Fujisoft Kikaku Ltd.” was certified as “special-purpose subsidiary” in 2000 and its statutory employment rate reach 1.8% including parent companies in 2002.

In Fujisoft Kikaku, 134 employees out of 157 employees are disabled persons (as of March 1, 2010) and they manufacture a variety of printed matters such as business cards, envelopes, invitations, tickets and brochures, and make home pages and manage up-data, capture data, maintain servers and enclose direct mails.

In 2002, it completed elevators in offices so that persons with lower limb dysfunction can easily move and it purchased cars to start service to drive them from their nearest station to the company.

In 2004, it improved working environment by building more toilet for persons with a wheelchair and changing the office to barrier-free.

Although parent company of it “FUJISOFT Inc.” is well known as a good-standing company of disabled persons’ employment, disabled persons’ employment at first couldn’t be promoted well and accomplishing statutory employment rate was not even close.

However, the CEO at that time decided “In order for our company to survive in communities, we take our social responsibility seriously and work on it as the responsibility for disabled persons’ employment obliged to our company. We utilize “Special-purpose Subsidiary System” and we will accomplish statutory employment rate in a body” and it became the starting point. Actually, they commenced administrating their company as “a Special-purpose Subsidiary” and they reviewed in-house system and working environment so they could find what they should improve for it. Besides, they could expand employment by establishing work procedure for each character of disabled persons and support systems. Moreover, because they have colleagues with a variety of dysfunctions, they can support each other and work together.

Currently, Fujisoft Kikaku aims at the company where disabled persons can exercise their ability more and has established a goal to raise actual employment rate in the group up to 2% by utilizing know-how of disabled persons’ employment which they have experienced. Some employee with a dysfunction who works hard after entering the company as a regular employee of Fujisoft Kikaku and are now trainer says “This company treats even disabled persons as a member of society. So the level it requires us are high and we need to work as a professional and, of course, if we made a mistake, we receive a rebuke. But that’s why we can realize we are going to be better. One year ago, I could not even imagine what I am now but now I look forward to what I might be in the future”.

(Conclusion)

It is indispensable for disabled persons to exercise their own ability and to support society

in social relation to both themselves and a whole society.

Such the movement for disabled persons' employment is expected to go wider.

(Refer to)

- All about disabled persons' employment policies like employment rate

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

- Fujisort Kikaku Inc.

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



Looks in the office

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 *7 are available for business operators that have improved facilities and equipments for the purpose of hiring people with disabilities, and special adjustment allowances *8 are provided to the companies that place orders with people with disabilities working from home.

3) Enforcement of the Revised Act on Employment Promotion etc. of Persons with Disabilities

Despite growing motivation of people with disabilities to work, improvement in employment situation for people with disabilities by regional small- and medium-sized enterprises is delayed. 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.

The amendment centered on: a) gradually expanding the scope of enterprises subject to levy and grant system for employing people with disabilities from the companies with 301 regular workers or more to those with 200 regular workers or more in July 2010 and to those with 100 regular workers or more in 2015; and b) including part-time workers (20 to 29 hours per week) as subject to obligation with employing people with disabilities in July 2010. Through these implementations, efforts are to be made to improve measures for further employment of people with disabilities.

(3) 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”, which was established by the Japan Organization for Employment of the Elderly and Persons with Disabilities, 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.

Additionally, in FY 2008, the special subsidiaries, whose relatively stable employment of people with disabilities is expected even in a phase of recession, were founded, and the Subsidy to Promote Establishment of Special Subsidiaries, etc. was established in response to the current severe employment situation. Through these measures, employment of people with disabilities has been further promoted.

*7 Detailed information on the “subsidies for business operators that have improved facilities and equipment to hire people with disabilities” can be found at the following website.

<http://www.jeed.or.jp/disability/employer/subsidy/sub01.html>

*8 Detailed information on the “Special Adjustment Allowances for Telework of People with Disabilities” can be found at the following website.

<http://www.mhlw.go.jp/bunya/koyou/shougai/07.html>

1) 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 247 locations in FY 2009)

In addition, 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.

2) Improvement and reinforcement of support measures in accordance with the degree of disabilities *9

Attentive support in accordance with the degree of disabilities is critical for employment promotion of people with disabilities.

As the support for people with mental disorders, the “Financial Grants for Step Up Employment of Mentally Disabled Persons” were established in FY 2008 aiming at converting people with mental disorders to regular employees after a certain period of time, and “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. Furthermore, in FY 2010, in order to further promote employment of people with mental disorders and their retention at workplace, the “Subsidy for Stable Employment of People with Mental Disorders” was

established for the companies, which made efforts to create a comfortable workplace for people with mental disorders, for example through the establishment of counseling system. 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. In particular, as return-to-work support (rework support), efforts have been made to help those who are out of work due to depression, etc. to remake the rhythm of life and 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 by introducing the state-of-the-art techniques developed by the National Institute of Vocational Rehabilitation, which was established and is operated by the Japan Organization for Employment of the Elderly and Persons with Disabilities as the facility to conduct research and technical development concerning vocational rehabilitation services, to develop specialized staff and to offer training to them.

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, identify issues and make a report on employment management (“Employment Development Subsidy 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”. In addition, the National Institute of Vocational Rehabilitation has been engaged in the development of vocational rehabilitation support techniques for people with development disorders (For more information on promotion of employment support for people with developmental disabilities, please refer to 3-(3) in Section 9).

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) 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.

*9 Detailed information on the “Improvement and Reinforcement of Support Measures in

Accordance with the Degree of Disabilities” can be found at the following website.

<http://www.mhlw.go.jp/bunya/koyou/shougaisha/06.html>

(4) Vocational abilities development of people with disabilities

1) Implementation of various vocational training for people with disabilities

① Promotion of training at vocational abilities development schools for people with disabilities

Vocational abilities development schools for people with disabilities was established by the government or prefectures at 19 locations nationwide to implement vocational training for those with severe disabilities who find it difficult to take vocational training at ordinary vocational abilities development schools.

Vocational abilities development schools for people with disabilities have provided support focusing on “the people with disability who require special support in vocational training.” In consideration of diversifying disabilities of trainees, fine-tuned support has been offered paying close attention to the degree of the disability of respective trainees. In addition, efforts have been made to improve the contents of vocational training responding to the expanding service-oriented economy and progress in IT in order to implement vocational training, which is useful to promote employment of people with disabilities.

② 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.

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 2009, vocational training for people with disabilities was promoted through making employed people with disabilities eligible for trainees and expanding the quotas of trainees.

④ Promotion of Vocational Abilities Development in regions

Taking advantage of the resources in prefectures and the major cities designated by cabinet order, which are the operating entities for education, welfare and medical care, vocational training for people with disabilities have been promoted in a more effective and efficient manner.

2) 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 Abilitympics 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 31st Competition for FY 2009 was held in Ibaraki Prefecture during the same period with the National Skills Competition.



(5) Promotion of the “5 Year Plan to Double Wages” at welfare facilities

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. Regarding the improvement of wage levels, efforts have been made since February 2007 to improve welfare employment in accordance with the “Five-year Plan to Double Wages”,

and the measures jointly taken by the government and the private sector have been promoted (Chart 2-9-9). In accordance with this project, prefectures 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 are to 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 is carried out in cooperation with general enterprises. Moreover, the measures are promoted, in which business operators works together to receive orders and control qualities. Best practices of business operators, which are actively involved in raising wages, are introduced. Additionally, training program and seminars are implemented with the aim of raising management awareness among employers and developing staff at business operators.

Chart 2-9-9 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
- Promotion of measures in which business operators works together to receive orders and control qualities, introduction of best practices of business operators, which are actively involved in raising wages and implementation of training program and seminars with the aim of raising management awareness among employers and developing staff at business operators

