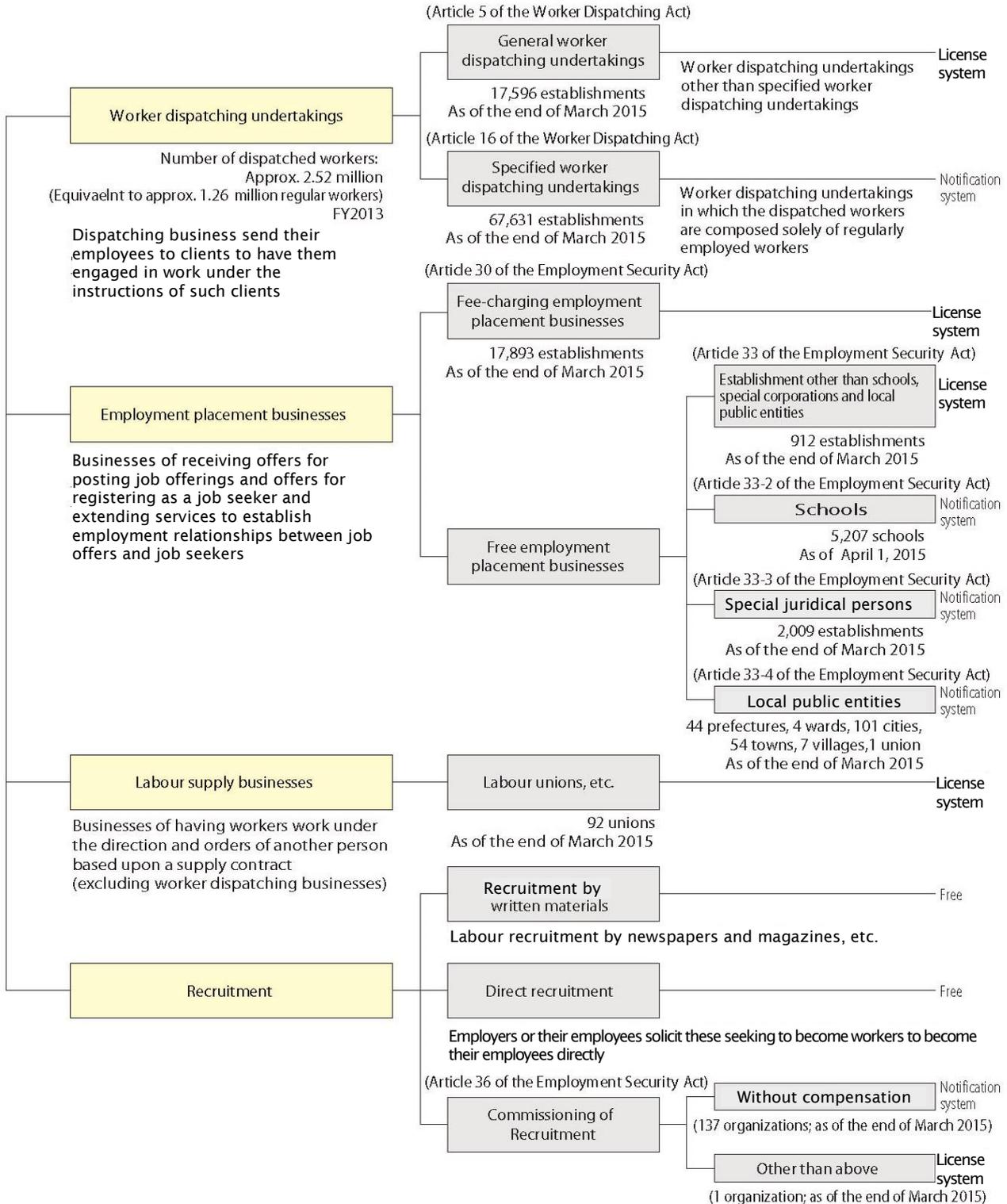


# [5] Employment Measures

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

### Overview

### Labour Supply and Demand Adjustment System



# Employment Measures for Young People

## Overview

## Major Employment Measures for Young People in FY 2015

### 1 Employment support for new graduates and non-new graduates

- Promotion of the treating of non-new graduates within three years after graduation as new graduates, continued support for “not giving up being employed as regular employees” even after graduation, and retention support after employment, etc. will be strengthened at New Graduates Support Hello Works.
- Effort will be put into “Intensive Support for Unemployed Graduates 2015” for graduates that did not receive a job offer before graduating, and individual support by job supporters also be provided to them after graduation.
- A “Corporations Supporting the Young Announcement” project will be implemented in which small- and medium-sized enterprises with a specific administrative management system being developed, have submitted job offers for young people, actively employed/trained young people (younger than 35), and have actively published more detailed enterprise/employment information than ordinary recruitment information will be actively promoted as “corporations supporting the young”.

### 2 Promotion of regular employment of casual employees, etc.

#### (1) Support for casual employees, etc. at Hello Works

In addition to ordinary vocational guidance/job placements and job offer developments, etc., close individual support from assigned consultants, appointment based vocational guidance/job placements, interview simulations, guidance on preparing personal history and work experience resumes, continued provision of job offer information, and encouragement to visit Hello Works if they have stopped visiting, etc. will be implemented.

#### (2) Implementation of close employment support at Job Cafes

#### (3) Employment support through utilization of the trial employment system, etc.

- Transition to regular employment will be promoted by utilizing “trial employment” that provides an opportunity for employment on a trial basis for three months at enterprises through referrals made by Hello Works and worker dispatch businesses, etc.

### 3 Enhancement of vocational independence support for young people, including NEETs (Not in Education, Employment, or Training), etc.

- “Support center for young people residing in local areas” is established nationwide in collaboration with local municipalities. Special counseling with young people such as *NEET* shall be made, leading to promoting them to be independent workers.

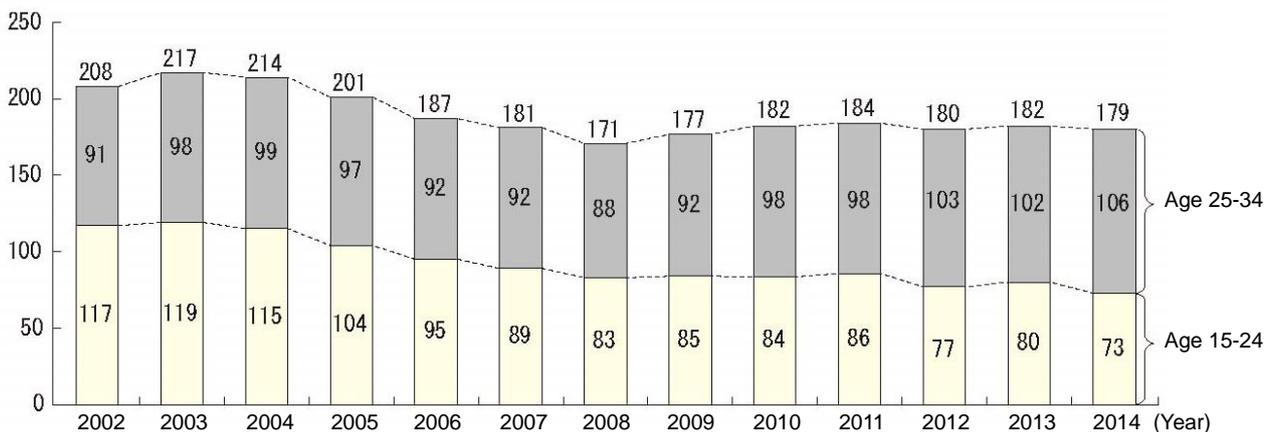
### 4 Development of laws which enhance integrated and systematic employment of young people

- Comprehensive measures for developing and improving appropriate job choice and vocational capability for young people shall be taken. The Youth employment promotion law which will help young people’s employment (Act on Partial Revision of the Youth Labour Welfare Act) was submitted to the 189<sup>th</sup> ordinary session of the Diet on March 17, 2015.

◎: New/enhanced measures, ○: Continued measures

## Detailed Data Changes in Number of Casual Employees

(10,000 persons)



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

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

[1] Employee whose status in the work place is that of being a “temporary part-timer” or “part-timer”

[2] Totally unemployed person seeking a “part-time or temporary part-time job”

[3] “Others” not in the labour force but seeking a “part-time or temporary part-time job” who are not housekeepers, not attending school, and do not have job offers

## Employment Measures for the Elderly

### Overview

### Structure of FY 2015 Employment Measures for the Elderly

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

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

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

- Enhancement/improvement of reemployment support through implementation of support regarding the review of work-life plans and employment support by employment support teams at major Hello Work branches nationwide and the holding of skills training in neighborhoods, thereby enabling the elderly to receive reemployment support without undue worry.
  - Implementation of general employment support projects for the elderly  
(Implementation of employment support toward redesigning work-life plans and support by employment support teams, etc. through establishment of consultation desks for employment of the elderly at major Hello Works nationwide)
  - Implementation of senior work programs  
(Implementation of skills training and job-interviews, etc. in a unified manner in cooperation with business operator organizations and public employment security institutions, etc.)
  - Provision of various subsidies, including subsidies for the employment development of designated job seekers  
(Providing support for business operators employing the elderly, or employing the elderly over 65.)

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

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

- Improving support for increasing the number of companies willing to employ people according to their motivation and ability to work regardless of their age and aiming at realizing increasing social opportunities toward realizing an "ageless society".
  - Implementing/improving projects designed to realize an "ageless society" (creating an industry-based business realizing an "ageless society") [Improvement]  
(Developing social sentiment in a community through creation of a manual designed to introduce an "ageless society" by an industry-based organization)
  - Provision of subsidies for improved employment security for the elderly [Improvement]  
(Provision of subsidies for business operators contributing to development of the employment environment for the elderly. Increasing the amount of subsidy per person especially for construction companies with chronic manpower shortages)
  - Provision of counseling and support for business operators realizing an "ageless society" in which people can continue to work regardless of age.  
(Focusing support on business operators realizing an "ageless society" for the elderly, the disabled and job seekers by advisors for the elderly employment at the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job seekers.)
  - Enforcement of the "Act on Special Measures for fixed-time employees with expertise etc. [New]  
(Creation of a special case for indefinite-term employment rules under Labour Contract Law for the elderly being hired continually after retirement.)

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

- Expanding members and employment opportunities and securing employment opportunities that suit the various employment needs of the elderly after they have retired at the mandatory retirement age, etc. through utilization of the Silver Human Resource Centers' Project toward the realization of an ageless society in which the elderly play active roles as supporters of society.
  - Promotion of Silver Human Resource Center Projects [Improvement]  
(Enhancement of Silver Human Resource Centers' activity range focused on an area contributing to support for child raising, housework, etc. and areas with personnel shortage.)
  - Implementation of projects designed to realize an "ageless society" (projects developing an environment realizing an "ageless society")  
(Holding seminars on work-life plans for the elderly, etc.)

# Employment Measures for Persons with Disabilities

## Overview

### FY 2015 Promotion of Employment Support for Persons with Disabilities – Outline of Measures Related to the Employment of Persons with Disabilities –

#### I Promotion of employment support based on specific needs of the disabled

##### 1 Enhancement of employment support for persons with mental disabilities

###### (1) Enhancement of specialized support for persons with mental disabilities at Hello Works

In response to a rapid increase in the number of new job seekers with mental disabilities visiting Hello Works, comprehensive and continued support will be provided through the placement of “comprehensive supporters for the employment of persons with mental disabilities” who can provide consistent support for persons with mental disabilities, including counseling, raising the awareness of enterprises, implementation of on-the-job training, and follow-ups after employment, etc.

###### (2) Dissemination of employment support know-how for persons with mental disabilities to medical institutions

Implementing counseling support and dissemination of employment support know-how for persons with mental disabilities to medical institutions regarding model programs implemented in FY2013 and FY2014, to promote employment from medical treatment for persons with mental disabilities.

###### (3) Implementation of model programs to promote accumulation of know-how on employment of persons with mental/developmental disabilities.

Model programs, in which enterprises with insufficient experience and know-how on employment of persons with mental/developmental disabilities are entrusted with employment promotion efforts to build know-how will be implemented after taking into consideration the balance of region, scales, and industries, etc.

###### (4) Implementation of trial employment programs for persons with disabilities

With regard to “trial employment programs for persons with disabilities”, in which business operators employ persons with disabilities on a trial basis through referrals made by Hello Work etc. (3 month fixed based employment. As for persons with disabilities, trial employment period shall be extended up to 12 months at maximum) and promoting their transfer to regular employment after the completion of trial employment by trial employment programs for persons with disabilities shall be made, and further promotion of employment will be implemented.

##### 2 Steady implementation of employment support for persons with developmental disabilities/intractable diseases

###### (1) Steady implementation of support measures according to the characteristics of persons with developmental disabilities

As for “employment support navigators” (for persons with developmental disabilities) placed at Hello Work branches, “employment support navigators” for students will be placed at Hello Work branches supporting would-be new graduates, in order to implement tailor-made support for individuals who have communication problems due to developmental disabilities and introduce special support agencies according to their needs. Also, we will hold seminars about employment for persons with developmental disabilities targeted at university personnel in charge of employment. In addition, we will aim at the promotion of steady employment for persons with disabilities and support business operators who employ persons with disabilities and did appropriate employment management for them.

###### (2) Steady implementation of support measures for persons with intractable diseases

In view of heightened needs of supporting employment for persons with intractable diseases and enacting “medical treatment, etc. for patients with intractable diseases”, we will increase personnel at “employment supporters for persons with intractable diseases” at Hello Work branches. We will support special employment counseling for persons with intractable diseases, thereby strengthening cooperation between Hello Work branches and Intractable Disease Consultation and Support Centers, and by the provision of subsidies for business operators employing persons with intractable diseases, along with the implementation of appropriate employment management, etc.

##### 3 Promotion of transfer from “welfare”, “education”, and “medical care” to “employment” through cooperation with relevant institutions in regions

###### (1) Implementation of programs for promoting transfer from welfare, education, medical care to employment

In order to eliminate the worries persons with disabilities may have about employment and those of small-and medium-sized enterprises about employing persons with disabilities, specialized coordinators will be placed at the Labour Bureau to comprehensively and effectively promote on-the-job training in cooperation with the relevant institutions, including welfare facilities, schools for special needs education, and medical institutions, etc., and the transfer from welfare, education, medical care to employment promoted through the holding employment support seminars and implementing tours of recruiting workplaces, etc.

###### (2) Strengthening job-matching functions of Hello Work branches

Job-matching functions of Hello Work branches will be strengthened by strengthening the implantation system of “team support” that provides consistent support from employment through to workplace adaptation through cooperation between Hello Work branches and relevant institutions in regions, actively holding “job-placement interview sessions” in which persons with disabilities and recruiting enterprises get together, and active implementation of “employment guidance” to provide persons with disabilities who need to be more prepared for employment with information on job seeking activities and mental preparation/required know-how for regular employment etc.

##### 4 Surveys/research on telework at home for persons with disabilities

In order to consider support efforts especially focused on IT related skills required for a certain level of Internet use, we will implement surveys to understand what kinds of companies may be willing to provide such work and persons with disabilities wishing to receive such work.

#### II Promotion of workplace commitment by strengthening regional employment support capability

##### 1 Enhancement of support for business operators dealing with workplace adaptation and commitment for persons with disabilities.

We will enhance support for business operators dealing with workplace adaptation and commitment for persons with disabilities, by creating a subsidy for business operators who take measures to offer continuous employment for persons who took leave of absence from work due to disabilities that occurred to them during the employment period and by reviewing a subsidy for business operators dealing with creating a friendly working environment for persons with mental disabilities.

##### 2 Promotion of increasing the number of “employment/life support centers for persons with disabilities and strengthening support for workplace commitment”

We will increase the number of “employment/life support centers for persons with disabilities as well as strengthening support for workplace commitment by well experienced job coaches which will be newly created jobs.

#### III Implementation of support focused on small-and medium-companies

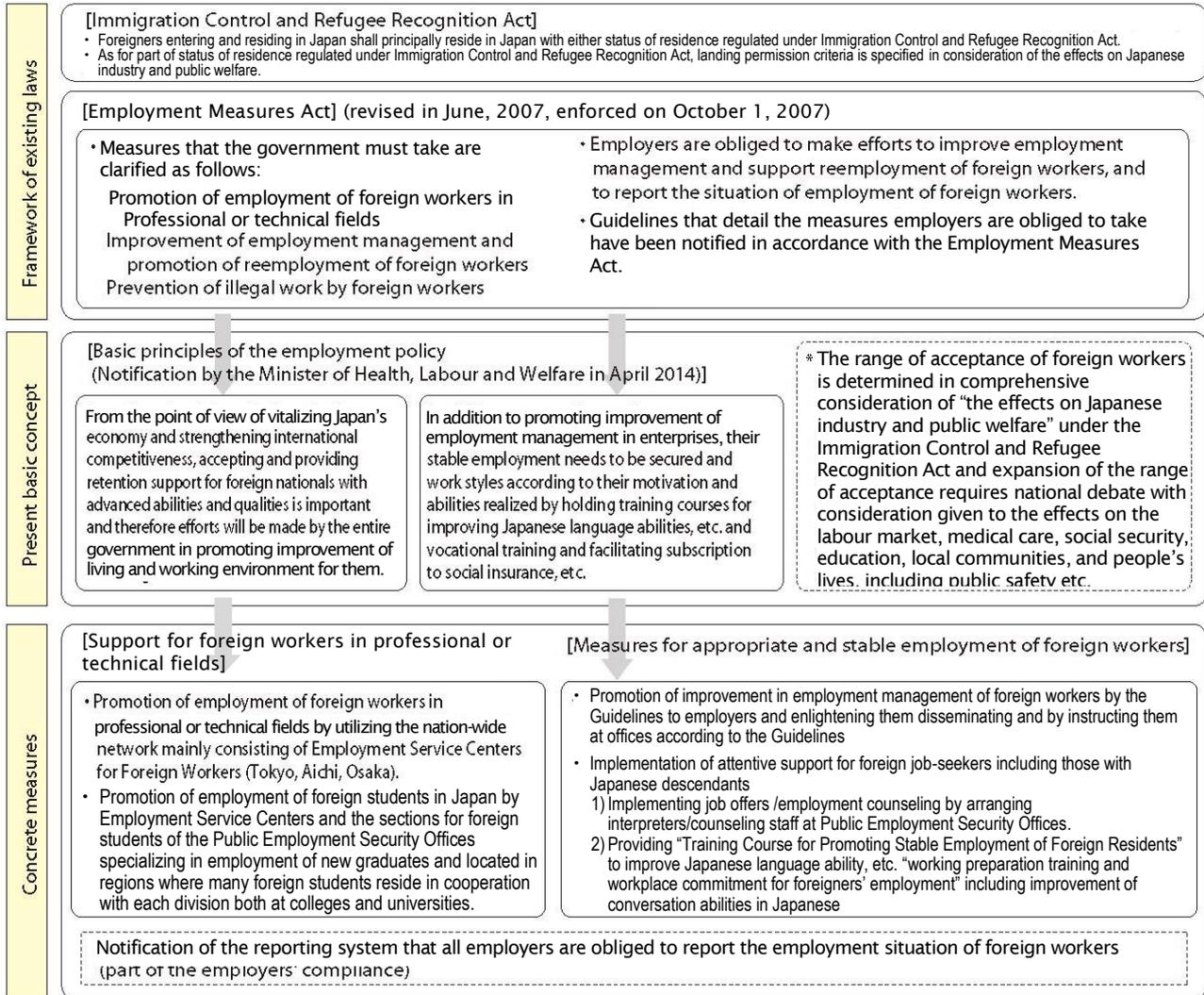
##### 1 Implementation of support measures focused on small-and medium-companies

We will implement support for small-and medium-sized companies employing persons with disabilities for the first time and job interview meetings for small-and medium-sized companies by Hello Work branches. Also we will strengthen job-matching functions between persons with disabilities and small-and medium-sized companies through enforcement of economic support for small-and medium-sized companies dealing with workplace commitment for persons with disabilities.

# Employment Measures for Foreign Workers

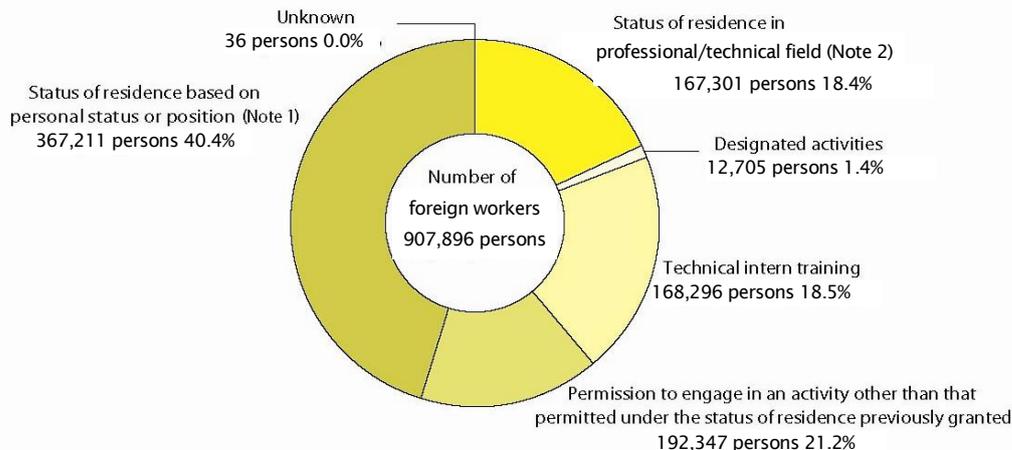
## Overview

## Basic Concept of Employment Measures for Foreign Workers



## Detailed Data

## Percentage of foreign worker by status of residence



Source: "Situation of Notified Foreign National Employment Status" (as of the end of October 2015), MHLW

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

(Note 2) "Status of residence in professional/technical field" includes "professor", "artist", "religious activities", "journalist", "highly skilled professional", "business manager", "legal/accounting services", "medical services", "researcher", "instructor", "engineer/specialist in humanities/international services", "intra-company transferee", "entertainer", and "skilled labour".

# Local Employment Measures

## Overview

## Outline of FY 2015 Local Employment Measures

### Creation of employment in regions with severe employment situation

Support in accordance with the Act on Promotion of Job Opportunities in Certain Regions (enforced on August 4, 2007)

★ The government is providing support to the following types of regions  
 [Prefectures or municipalities formulate plans] → [The government provides approval] → [Local support measures prescribed in the plans are implemented]

■ Support for employment development promotion regions (regions where the employment situation is extremely severe)  
 • Subsidy for promoting development of local employment (¥5.04 billion)

■ Support for voluntary employment creation regions (regions highly motivated to create employment)  
 • Practical local employment creation projects (¥5.86 billion)

Support for other regions in need of employment development

■ Support for prefectures where the employment situation is severe or is not improving as expected  
 • Projects for creating employment in strategic industries (¥8.99 billion)

Employment Creation Fund in consideration of worsening employment/unemployment situation

- Projects on employment creation in priority areas (¥925.8 billion)  
 <FY2009 second supplementary budget (¥150.0 billion), FY2010 contingency funds (¥100.0 billion), FY2010 supplementary budget (¥100.0 billion), FY2011 first supplementary budget (¥50.0 billion), FY2011 third supplementary budget (¥351.0 billion), FY2012 contingency funds (¥80.0 billion), FY2012 supplementary budget (¥50.0 billion), FY2013 supplementary budget (¥44.8 billion), FY2015 original budget (¥22.9 billion)>
- Business startup support type local job creation projects (¥100.0 billion)  
 <FY2012 supplementary budget (¥100.0 billion)>
- Regional human resource development projects (¥102.0 billion)  
 <FY2013 supplementary budget (¥102.0 billion)>

#### Measures for Okinawa

- Subsidy for promoting employment of young people in Okinawa (¥0.58 billion)
- Adaptation support projects for early job leavers in Okinawa (¥0.02 billion)

#### Measures for seasonal workers

- Subsidy for promoting year-round employment (¥5.33 billion)
- Projects involving the promotion of year-round employment of seasonal workers (¥0.98 billion)

#### Measures for people wishing to return to Fukushima

- Employment support projects for Fukushima evacuees returning, etc. (¥0.47 billion)

#### Measures for U/I-turn phenomenon

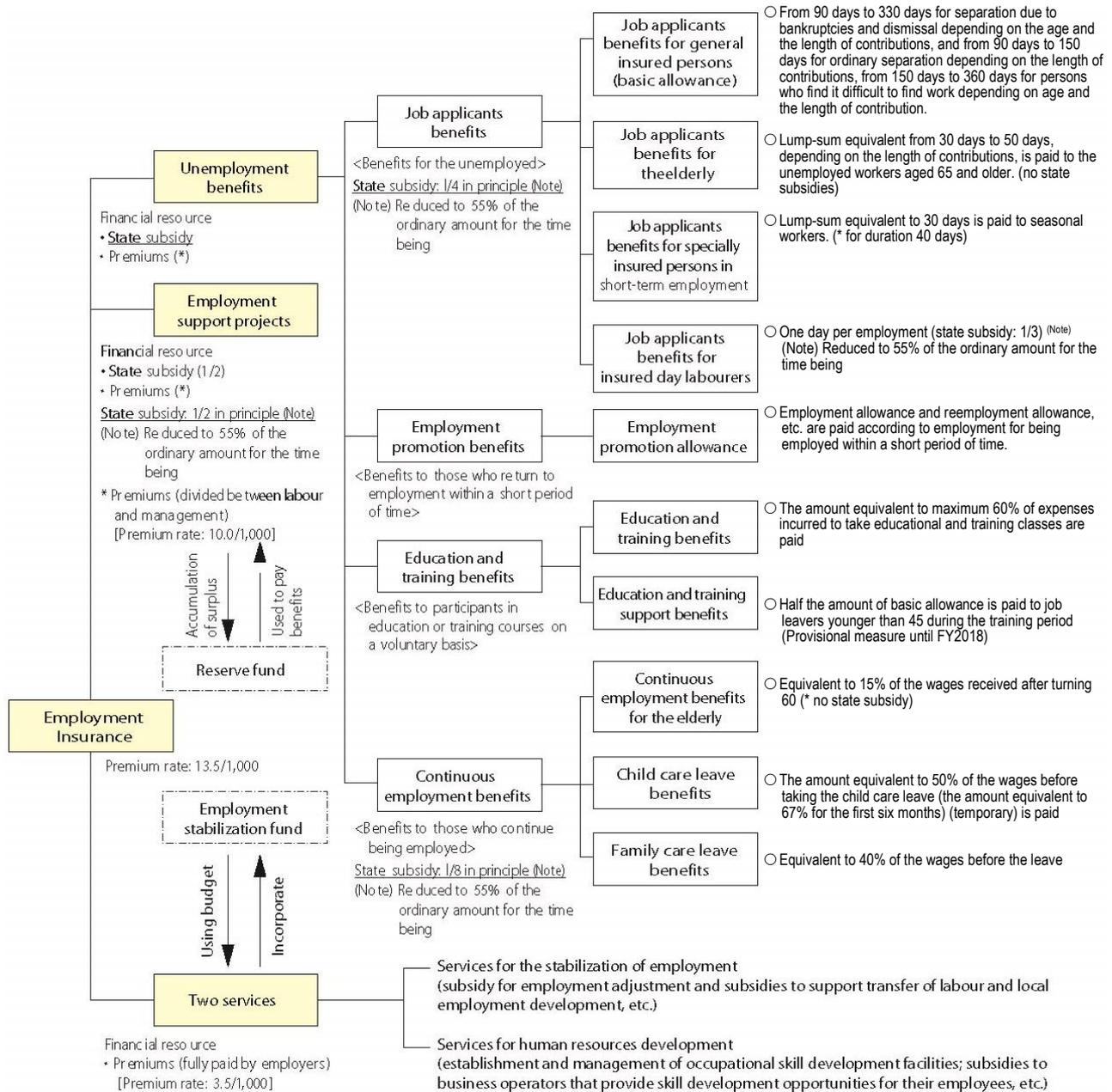
- Local employment seekers activation projects (¥0.37 billion)

# Employment Insurance System

## Overview Outline of Employment Insurance System

1. Employment Insurance is an obligatory insurance managed by the government (the insurance compulsorily applies to any enterprise which employs more than one worker in principle.)  
[Covered establishments: 2.10 million, insured workers: 40.14 million, beneficiaries: 0.49 million (FY 2014 average)]
2. Employment insurance is a system which has comprehensive employment-related functions. It does [1] grant benefits to the unemployed, to workers having difficulty continuing their employment, and to workers and the unemployed who voluntarily receive vocational training, with the aim of stabilizing their well being and employment or promoting reemployment, and [2] aim to prevent unemployment, rectify the employment situation and increase employment opportunities, develop and improve workers' potential, and promote the welfare of workers.

### Outline of Employment Insurance System



**Detailed Data 1 Balance Sheet of Unemployment Benefits**

(Unit: ¥100 million)

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014 budget	FY 2015 budget
Revenue	20,467	20,919	17,628	18,006	18,597	18,649
Premium revenue (included)	17,858	18,658	15,570	16,057	16,813	17,002
State subsidy for unemployment benefits, etc. (included)	702	1,281	1,531	1,410	1,527	1,450
State subsidy for employment support projects (included)	-	167	5	247	124	65
Expenditure	18,221	17,946	17,460	16,642	20,048	19,351
(Unemployment benefits (included))	16,616	16,543	15,771	14,971	17,562	17,159
(Employment support project (included))	-	110	551	467	537	315
Surplus	2,246	2,973	168	1,364	▲1,451	▲703
Outstanding stability fund	55,746	58,719	59,257	60,621	59,169	58,467

- (Note)
1. "Expenditure" for FY2014 and FY2015 includes contingency funds (¥71.0 billion for FY2014 budget and ¥65.0 billion for FY2015 budget).
  2. "Outstanding stability fund" for the FY2010 and FY2011 budgets was reduced by the amount required for payment of the employment stability expenses because of a special measure being implemented (¥37 billion for FY2010 accounts settlement), but returned from the employment stability expenses in the FY2012 settlement of accounts.
  3. After the settlement of accounts, outstanding reserve includes the amount to be set aside as reserve fund in the next fiscal year.
  4. The figures are rounded numbers.

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

(Unit: ¥100 million)

	FY 2011	FY 2012	FY 2013	FY 2014 budget	FY 2015 budget
Revenue	6,200	5,894	5,986	6,172	6,174
Expenditure	6,348	5,030	4,181	5,472	5,099
Surplus	▲148	863	1,805	699	1,074
Outstanding reserve	3,747	4,240	6,045	6,744	7,818

- (Note)
1. "Revenue" for FY2010 includes the amount transferred from reserve funds because of the special measure being implemented (¥37 billion for FY2010 accounts settlement), but it was returned to reserve funds in the FY2012 settlement of accounts.
  2. After the settlement of accounts, outstanding stability fund includes the amount to be included in employment stability fund in the next fiscal year.
  3. The figures are rounded numbers.

# Employment Measures

## Overview

## Outline of Recent Employment Measures

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

### 11. Employment measures within rapid implementation measures toward improved economic growth (April 2008)

#### → New Employment Strategy - Toward Realization of Society for All -

- Realization of vocational independence of young people
- "Plan to Turn Freeters, etc. into Regular Workers"
  - Enhanced vocational independence support for NEETs, etc.
  - Development/enhancement of Job Card system
- Realization of employment for female job seekers (increase of up to 200,000 (females aged 25-44) within 3 years)
- Implementation of "New Strategy for No Wait-listed Children at Daycare Centers"
  - Work-life balance support
  - Enhancement of re-employment/enterprise/continued employment support
- Realization of a society where people can work regardless of age (increase of 1 million persons (aged 60-64) within 3 years)
- Promotion of employment of elderly in enabling them to continue to work if they desire to
  - Promotion of "Baby Boomer Frontier Project"
  - Promotion of meaningful lives for the elderly through a variety of work style employment
  - "Five Year Plan to Promote Age Transition from Welfare to Employment"
- Realization of stable employment/lives and development of environment where people can work satisfactorily without anxiety

### 12. Employment measures within Immediate Comprehensive Measures for Realizing Security (August 2008)

FY2008 first supplementary budget of ¥9.94 billion

#### → Promotion of non-regular employment measures, etc.

- Promotion of non-regular employment measures, etc.
- Creation of public assistance benefits during vocational training (¥100,000 per month), etc.
  - Establishment of employment support centers for non-regular workers (hereinafter referred to as Career Up Hello Works) (3 centers)
- Continued employment support for small- and medium-sized enterprises
- Enhancement of continued employment support for small- and medium-sized enterprises (creation of immediate employment security subsidy for small- and medium-sized enterprises)
- Employment support for females, elderly, and persons with disabilities and security of long-term care services
- Expansion/improvement of Mothers' Hello Work projects (establishment of 10 new Mothers' Corners)
  - Adding elderly aged 65 or older to the subsidy menus involving the employment development of designated job seekers (hereinafter referred to as "designated development subsidy"), and implementation of support for business operators that employ elderly aged 65 or older on a trial basis
  - Extension of the payment period of designated development subsidy (from 1 year to 1.5 years)
  - Expansion of specialized counselors for persons with disabilities (from 227 to 297 counselors) (cf. Immediate Comprehensive Measures for Realizing Security, budget scale of approximately ¥14 trillion)
  - Creation of subsidy for supporting human resource security and workplace adaptation with long-term care (payment of ¥500,000 for business operators that employ persons with no experience in long-term care work)

### 13. Employment measures within Life Measures (October 2008)

FY2008 second supplementary budget of ¥250.5 billion, FY2009 budget (additionally requested portion) of approximately ¥30.0 billion

#### → Security in lives of the people

- Immediate living expense support measures
- Efforts toward lowering employment insurance premiums, etc. (from 1.2 to 0.8%)
- Employment safety net reinforcement measures
- Creation of special subsidy for promoting support for older freeters (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises)
  - Expansion of Career Up Hello Works (from 3 to 5 centers)
  - Enhancement of public assistance benefits during vocational training (raising the amount from ¥100,000 to ¥120,000, etc.)
  - Enhancement of immediate employment security subsidy for small- and medium-sized enterprises and employment adjustment subsidy (raising the subsidy rate of small- and medium-sized enterprises from 2/3 to 4/5)
  - Creation of Hometown Employment Reproduction Special Grant (¥250 billion)
- Measure for securing living security
- Enhancement of subsidy for supporting human resource security and workplace adaptation in the area of long-term care (raising the amount from ¥0.5 million to ¥1 million for employing older freeters, etc.)
  - Creation of model subsidy for promoting development of facilities for long-term care workers, etc. (subsidy of 1/2 of expenses)
  - Creation of subsidy for promoting first step employment for persons with disabilities (payment of ¥1 million for employing anyone with a disability for the first time) (cf. Life Measures, budget scale of approximately ¥32 trillion)

### 14. Employment measures within Immediate Measures for Living Protection (December 2008)

FY2008 second supplementary budget of ¥154.2 billion, FY2009 budget (additionally requested portion) of approximately ¥130.0 billion

#### → Security of employment opportunities and housing/living support for job leavers

- Housing/living measures
- Subsidy for business operators that continue to provide housing (¥40,000 to ¥60,000 per month, up to 6 months), housing/living support fund (up to ¥1.86 million), and maximum utilization of employment promotion housing
- Continued employment measures
- Enhancement of employment adjustment subsidy (raising the subsidy rate of large-sized enterprises from 1/2 to 2/3)
  - Creation of subsidy for promoting first step employment for persons with disabilities (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises)
- Reemployment support measures
- Creation of immediate employment creation projects (¥150.0 billion)
  - Implementation of long-term vocational training for stable employment, including expanding the scale of implementation of training for job leavers, etc.
- Informal job offer cancellation measures
- Reinforcement of functions of employment insurance system
- (cf. Immediate Measures for Living Protection, budget scale of approximately ¥64 trillion)

### 15. Employment measures within Economic Crisis Measures (April 2009)

FY2009 first supplementary budget of ¥2,512.8 billion

#### → Establishment of new safety net for non-regular workers, etc., security of continued employment, and promotion of employment opportunities, etc.

- Enhancement of employment adjustment subsidy, etc.
- Raising the subsidy rate for avoiding the dismissal of workers, etc. (from 4/5 to 9/10 for small- and medium-sized enterprises, and from 2/3 to 3/4 for large-sized enterprises)
  - Abolishment of the annual maximum number of benefit days (200 days)
- Reemployment support/ability development measures
- Comprehensive support for vocational training, re-employment, and living using "immediate human resource development/employment support fund" (public assistance during vocational training (benefits of ¥100,000-120,000 per month and loans of up to ¥80,000 per month), etc.)
  - Enhancement/reinforcement of vocational ability development support
  - Measures for employment of persons with disabilities
  - Drastic reinforcement of functions of Hello Works, etc.
- Employment creation measures
- Increased payment for immediate employment creation projects, etc.
- Dispatched worker protection measures, informal job offer cancellation measures, and support for foreign national workers, etc.
- Reinforcement of worker protection, including prevention of dispatched worker layoffs, etc.
  - Informal job offer cancellation measures, etc.
  - Support for foreign national workers
- Housing/living support, etc.
- Support for securing housing and living expense loans along with continued living consultation/support, etc. for anyone that has lost their employment and housing (Loan of stop-gap funds (up to ¥100,000) and living expenses (up to ¥200,000 per month, up to 1 year), and payment of a housing allowance (up to 6 months), etc.)

### 16. Immediate Employment Measures (October 2009)

#### → "Immediate Support Measures" and "Immediate Employment Creation Programs"

- Immediate Support Measures
- Support for the poor and needy (reinforcement of support systems, including "One-Stop Services") and new graduates (immediate placement of "job supporters aiding in the employment of high school and university graduates")
  - Reinforcement of continued employment (relaxation of the requirements for the payment of employment adjustment subsidy, etc.)
- Promotion of "Immediate Employment Creation Programs"
- Creation of a system that enables people to be trained and acquire qualifications (certified care workers and class 2 home helpers) while working at long-term care facilities, etc.
  - Improved operation of "Immediate Employment Creation Projects" and "Hometown Employment Reproduction Special Fund Projects", and front-loaded execution of "Immediate Employment Creation Projects", etc.

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

<p><b>23 Rebirth of Japan Acceleration Projects – Towards Economic Revitalization and Reconstruction of the Disaster Areas – (November 2012)</b></p> <p>Utilization of contingency funds in responding to the economic crisis and local revitalization (employment related portion: MHLW)</p> <p>→ Responding to concerns over an economic downturn in thereby accelerating the rebirth of Japan and reconstruction of the disaster areas</p> <p>Part 1 (implementation in conjunction with a Cabinet decision of October 26, 2012)  Career development support for human resources, including non-regular workers in growth areas  • Creation of human resource development support projects that aim at the rebirth of Japan (utilization of immediate human resource development/employment support fund) (system request)</p> <p>Part 2 (Cabinet decision of November 30, 2012)  Appropriate response to the employment situation  • Enhancement of projects regarding employment creation in priority areas (¥80 billion)</p>
<p><b>24 Immediate Economic Measures for the Revitalization of the Japanese Economy (January 2013)</b></p> <p>FY2012 supplementary budget (employment related portion: MHLW) of ¥210.0 billion</p> <p>→ Part 1 of efforts toward the revitalization of the Japanese economy</p> <p>Temporarily securing employment for the disaster victims  • Enhancement/extension of immediate employment measure projects in response to the earthquake disaster, etc. (¥50 billion)</p> <p>Creation of stable employment in the disaster areas  • Extension of business reconstruction type employment creation projects (system request)</p> <p>Promotion of human resource development with regard to young people  • Creation of development support projects for young people (¥60 billion)</p> <p>Local employment creation  • Creation of Business startup support type local job creation projects (¥100 billion)</p> <p>Employment creation in growth areas  • Extension/enhancement of human resource development support projects that aim at the rebirth of Japan (system request)</p> <p>Enhancement of labour mobility support subsidy (system request)</p>
<p><b>25. Economic Measures for Realizing a Positive Cycle (December 2013)</b></p> <p>FY2013 supplementary budget (employment related portion: MHLW)</p> <p>→ Ensuring the path to ending deflation and to commencement of economic revitalization</p> <p>Measures to strengthen competitiveness  • Promotion of labour mobility without unemployment (¥0.4 billion)</p> <p>Measures for females, young people, the elderly, and persons with disabilities  • Creation of regional human resource development projects (¥102 billion)</p> <p>• Implementation of special short-term intensive training projects, etc. (¥27.8 billion)</p> <p>• Strengthening of labour market functions through utilization of private human resource businesses (¥5 billion)</p> <p>• Promotion of development support projects for young people (¥3.5 billion)</p> <p>Acceleration of reconstruction and disaster prevention/safety measures  • Employment support integrated with industrial policies in the disaster areas, etc. (¥44.8 billion)</p>
<p><b>26 Emergency economic measures for Realizing a Positive Cycle in Local Areas (December 2014)</b></p> <p>FY 2014 supplementary budget (employment related portion: MHLW)</p> <p>→ Measures focused on economically fragile parts, having a quick sense of responding to such measures</p> <p><b>“Comprehensive Strategy for Overcoming Population Decline and Revitalizing Local Economies: The immediate measures among the above comprehensive strategy need to be implemented.</b></p> <p>• <b>Implementation of support projects for regional employment</b>  [Emergency grants for revitalizing local communities and regional people’s lives etc. (focused on immediate measures for revitalizing local economies) (Cabinet Secretariat・Cabinet Office) Breakdown of 170 billion yen]</p>