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

**Overview**

**Labour Supply and Demand Adjustment System**

- **Worker dispatching undertakings**
  - Number of dispatched workers: Approx. 2.52 million (Equivalent to approx. 1.26 million regular workers) FY2013
  - Dispatching business send their employees to clients to have them engaged in work under the instructions of such clients

- **Employment placement businesses**
  - Businesses of receiving offers for posting job offerings and offers for registering as a job seeker and extending services to establish employment relationships between job offers and job seekers

- **Labour supply businesses**
  - Businesses of having workers work under the direction and orders of another person based upon a supply contract (excluding worker dispatching businesses)

**Recruitment**

- **Labour unions, etc.**
  - 92 unions As of the end of March 2015
- **Recruitment by written materials**
- **Labour recruitment by newspapers and magazines, etc.**
- **Direct recruitment**

**Commissioning of Recruitment**

- **Employers or their employees solicit these seeking to become workers to become their employees directly**
  - Without compensation (137 organizations as of the end of March 2015)
  - Other than above (1 organization; as of the end of March 2015)

**License**

- System

**Notification**

- System

**(Article 5 of the Worker Dispatching Act)**
- General worker dispatching undertakings
  - 17,596 establishments As of the end of March 2015

**(Article 16 of the Worker Dispatching Act)**
- Specified worker dispatching undertakings
  - 67,631 establishments As of the end of March 2015

**(Article 30 of the Employment Security Act)**
- Worker dispatching undertakings other than specified worker dispatching undertakings
- Worker dispatching undertakings in which the dispatched workers are composed solely of regularly employed workers
- Fee-changing employment placement businesses
  - 17,893 establishments As of the end of March 2015

**(Article 33 of the Employment Security Act)**
- Establishment other than schools, special corporations and local public entities
  - 912 establishments As of the end of March 2015

**(Article 33-2 of the Employment Security Act)**
- Schools
  - 5,207 schools As of April 1, 2015

**(Article 33-3 of the Employment Security Act)**
- Special juridical persons
  - 2,009 establishments As of the end of March 2015

**(Article 33-4 of the Employment Security Act)**
- Local public entities
  - 44 prefectures, 4 wards, 101 cities, 54 towns, 7 villages, 1 union As of the end of March 2015
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 have young people’s employment (Act on Partial Revision of the Youth Labour Welfare Act) was submitted to the 189th ordinary session of the Diet on March 17, 2015.

Detailed Data

Changes in Number of Casual Employees

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<thead>
<tr>
<th>Year</th>
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<th>Age 25-34</th>
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<td>117</td>
<td>208</td>
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<td>2003</td>
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<td>2014</td>
<td>73</td>
<td>179</td>
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</table>

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

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. We will implement on-the-job training, follow-ups after employment, etc., for the employment of persons with mental disabilities by conducting thorough counseling, raising the awareness of enterprises, and implementing 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

We will implement 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 with relevant institutions in regions, actually 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.
Overview

Basic Concept of Employment Measures for Foreign Workers

[Immigration Control and Refugee Recognition Act]
- Foreigners entering and residing in Japan shall principally reside in Japan with either status of residence regulated under Immigration Control and Refugee Recognition Act.
- As for part of status of residence regulated under Immigration Control and Refugee Recognition Act, landing permission criteria is specified in consideration of the effects on Japanese industry and public welfare.

- Measures that the government must take are clarified as follows:
  - Promotion of employment of foreign workers in professional or technical fields
  - Improvement of employment management and promotion of reemployment of foreign workers
  - Prevention of illegal work by foreign workers
- Employers are obliged to make efforts to improve employment management and support reemployment of foreign workers, and to report the situation of employment of foreign workers.
- Guidelines that detail the measures employers are obliged to take have been notified in accordance with the Employment Measures Act.

[Basic principles of the employment policy (Notification by the Minister of Health, Labour and Welfare in April 2014)]
- From the point of view of vitalizing Japan's economy and strengthening international competitiveness, accepting and providing retention support for foreign nationals with advanced abilities and qualities is important and therefore efforts will be made by the entire government in promoting improvement of living and working environment for them.
- In addition to promoting improvement of employment management in enterprises, their stable employment needs to be secured and work styles according to their motivation and abilities realized by holding training courses for improving Japanese language abilities, etc. and vocational training and facilitating subscription to social insurance, etc.
- The range of acceptance of foreign workers is determined in comprehensive consideration of “the effects on Japanese industry and public welfare” under the Immigration Control and Refugee Recognition Act and expansion of the range of acceptance requires national debate with consideration given to the effects on the labour market, medical care, social security, education, local communities, and people’s lives, including public safety etc.

Concrete measures

Support for foreign workers in professional or technical fields
- Promotion of employment of foreign workers in professional or technical fields by utilizing the nation-wide network mainly consisting of Employment Service Centers for Foreign Workers (Tokyo, Aichi, Osaka).
- Promotion of employment of foreign students in Japan by Employment Service Centers and the sections for foreign students of the Public Employment Security Offices specializing in employment of new graduates and located in regions where many foreign students reside in cooperation with each division both at colleges and universities.

Measures for appropriate and stable employment of foreign workers
- Promotion of improvement in employment management of foreign workers by the Guidelines to employers and enlightening them disseminating and by instructing them at offices according to the Guidelines
- Implementation of attentive support for foreign job-seekers including those with Japanese descendants
  1) Implementing job offers/employment counseling by arranging interpreters/counseling staff at Public Employment Security Offices.
  2) Providing “Training Course for Promoting Stable Employment of Foreign Residents” to improve Japanese language ability, etc. “working preparation training and workplace commitment for foreigners’ employment” including improvement of conversation abilities in Japanese

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”.

Number of foreign workers
- Unknown: 36 persons 0.0%
- Status of residence based on personal status or position (Note 1): 367,211 persons 40.4%
- Status of residence in professional/technical field (Note 2): 907,896 persons
- Designated activities: 12,705 persons 1.4%
- Technical intern training: 168,296 persons 18.5%
- Permission to engage in an activity other than that permitted under the status of residence previously granted: 192,347 persons 21.2%
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 supplementary budget ($100.0 billion), FY2010 contingency funds ($50.0 billion), FY2011 first supplementary budget ($351.0 billion), FY2011 third supplementary budget ($44.8 billion), FY2012 contingency funds ($80.0 billion), FY2013 supplementary budget ($100.0 billion), FY2015 original budget ($229.9 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)

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)
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

- From 90 days to 330 days for separation due to bankruptcies and dismissal depending on the age and the length of contributions, and from 90 days to 150 days for ordinary separation depending on the length of contributions, from 150 days to 360 days for persons who find it difficult to find work depending on age and the length of contribution.
- Lump-sum equivalent from 30 days to 50 days, depending on the length of contributions, is paid to the unemployed workers aged 65 and older. (no state subsidies)
- Lump-sum equivalent to 30 days is paid to seasonal workers. (*) for duration 40 days
- One day per employment (state subsidy: 1/3) (Note) Reduced to 55% of the ordinary amount for the time being
- Employment allowance and reemployment allowance, etc. are paid according to employment for being employed within a short period of time.
- The amount equivalent to maximum 60% of expenses incurred to take educational and training classes are paid
- Half the amount of basic allowance is paid to job leavers younger than 45 during the training period (Provisional measure until FY2018)
- Equivalent to 15% of the wages received after turning 60 (* no state subsidy)
- Equivalent to 50% of the wages before taking the child care leave (the amount equivalent to 67% for the first six months) (temporary) is paid
- Equivalent to 40% of the wages before the leave

Employment Insurance

- Premium rate: 13.5/1,000
- Employment stabilization fund
- Using budget
- Incorporate

Education and training benefits

- Continuous employment benefits for the elderly
- Child care leave benefits
- Family care leave benefits

Services for the stabilization of employment

(subsidy for employment adjustment and subsidies to support transfer of labour and local employment development, etc.)

Services for human resources development

(establishment and management of occupational skill development facilities; subsidies to business operators that provide skill development opportunities for their employees, etc.)
### Detailed Data 1  
#### Balance Sheet of Unemployment Benefits

(Unit: ¥100 million)

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(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)

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<th>FY 2013</th>
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(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

<table>
<thead>
<tr>
<th>Measure Description</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Immediate employment development program</strong> (April 1998, budget of 449.5 billion)</td>
<td>- Employment security, human resource development</td>
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<td></td>
<td>- Employment adjustment subsidy</td>
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<td>- Support for employment development of designated (job) workers</td>
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<td><strong>2. Comprehensive employment activation plan</strong> (November 1998, budget scale of 1 trillion [15 months])</td>
<td>- Employment creation and labour mobility support in addition to employment security</td>
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<td></td>
<td>- Special subsidy for creating employment and securing human resources for small- and medium-sized enterprises</td>
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<td></td>
<td>- Special subsidy for supporting the labour mobility of middle aged and older workers</td>
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<tr>
<td><strong>3. Immediate employment measures</strong> (June 1999, budget of ¥329.9 billion)</td>
<td>- Immediate measures with the primary component being the creation of employment opportunities with the focus on middle aged and older involuntary unemployed</td>
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<tr>
<td></td>
<td>- Creation of special subsidy to the creation of employment in new and growing areas</td>
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<td></td>
<td>- Creation of human resource mobility special subsidy (creation enhancement of the special subsidy in supports of the labour mobility of middle and older age workers)</td>
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<td>- Creation of special immediate local employment grant</td>
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<tr>
<td><strong>4. Employment measures within economic rebirth measures</strong> (November 1999, budget scale of 1 trillion [15 months])</td>
<td>- 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</td>
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<td>- Special subsidy for creating employment for small- and medium-sized enterprises</td>
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<td></td>
<td>- Special subsidy for creating employment in designated regions or for subcontractors</td>
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<tr>
<td><strong>5. Immediate employment measures focusing on the elimination of employment-mismatches</strong> (May 2000)</td>
<td>- Early development of human resources needed in growing industries, employment promotion</td>
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<td>- Vocational training in informational and communication technologies and long-term care related areas</td>
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<td>- Special subsidy for the creation of employment in new and growing areas</td>
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<td>- Creation of a support system for developing the abilities of unemployed graduates after finding employment, etc</td>
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<tr>
<td><strong>6. Employment measures within New Growth Policy to Promote Economic Rebirth</strong> (October 2000)</td>
<td>- New growth policy with a focus on 4 areas, including promotion of rapid progress in IT innovation</td>
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<td></td>
<td>- Promotion of comprehensive human resource development measures to cope with IT utilization</td>
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<td></td>
<td>- Development of employment opportunities for middle aged or older persons through fast employment and creation of barrier free workplaces promotion projects in the field of existing employment-mismatches for the elderly</td>
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<tr>
<td><strong>7. Employment measures within Immediate Economic Measures</strong> (April 2001)</td>
<td>- Employment creation and safety net</td>
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<td>- Realization of measures in enhancing the immediate employment creation special subsidy and special subsidy for the creation of employment in new and growing areas, etc</td>
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<td>- Enhancement of training courses for middle aged and older white-collar job leavers and promotion of IT related ability/human resource development</td>
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<td>- Special subsidy for the creation of employment in new and growing areas</td>
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<td>- Development of special immediate local employment creation grant</td>
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<td>- Establishment of &quot;New Growth Activity Promotion Act,&quot; etc. at the 151st regular diet session</td>
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<tr>
<td><strong>8. Comprehensive employment measures</strong> (September 2001, budget of ¥877.1 billion)</td>
<td>- Security of employment stability and creation of new industries</td>
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<td>- Development of employment demand and elimination of employment mismatches</td>
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<td></td>
<td>- Assistance in the provision of information, including enhancement of &quot;Job Information Net&quot; and nationwide expansion of job offers provided by &quot;Web Work Internet Service,&quot; and extension of selection hours of Skills Work</td>
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<td>- Creation of various employment opportunities through utilization of private sector entities, including private educational/training institutions, etc</td>
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<td>- Development of safety net</td>
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<td></td>
<td>- Creation of special immediate local employment creation grant</td>
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<td>- Enhancement of specialized training, barrier free system</td>
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<td>- Creation of healthcare fund tax system for retired self-employed, etc.</td>
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<tr>
<td><strong>9. Employment measures within Comprehensive Measures to Accelerate Reforms</strong> (October 2002)</td>
<td>- Employment and employment safety net</td>
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<tr>
<td></td>
<td>- Enhancement of employment safety net</td>
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<td></td>
<td>- Response to accelerated bad debt disposal</td>
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<td>- Creation of special subsidy for promoting employment support involving bad debt disposal</td>
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<tr>
<td></td>
<td>- Development of employment and creation projects for middle aged or older workers</td>
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<tr>
<td></td>
<td>- Activation of labour demand adjustment by private sector entities and response to diverse work styles</td>
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<td></td>
<td>- Establishment of comprehensive industrial revitalization and employment measures</td>
</tr>
</tbody>
</table>

### 10. Employment measures within Reform Acceleration Programs (December 2002, budget of ¥513.0 billion)

<table>
<thead>
<tr>
<th>Measure Description</th>
<th>Outcomes</th>
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</thead>
<tbody>
<tr>
<td>- Establishment of employment safety net in preparing for economic/social structural changes</td>
<td>- Creation of comprehensive employment revitalization support projects</td>
</tr>
<tr>
<td></td>
<td>- Creation of special subsidy for promoting employment support involving bad debt disposal</td>
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<tr>
<td></td>
<td>- Support for career development according to market needs and enhancement of employment-matching functions</td>
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<td>- Development of employment opportunities for small and medium-sized enterprises</td>
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<td>- Support for employment development of designated (job) workers</td>
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<td><strong>10. Employment measures within Reform Acceleration Programs (December 2002, budget of ¥513.0 billion)</strong></td>
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<td></td>
<td>- Support for employment development of designated (job) workers</td>
</tr>
</tbody>
</table>
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
  - Enhanced vocational independence support for NEETs, etc.
  - Development and enhancement of job training system
  - Enhancement of the number of people employed of up to 380,000 (females aged 25-44) within 3 years
  - Implementation of "New Strategy for No Hard-Working Children at Daycare Centers"
  - Work-life balance support
  - Enhancement of re-employment/employee/continued employment support
  - Establishment of a system for those who cannot 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 "Budo Bokkuri Forokku Project"
  - Promotion of meaningful life for the elderly through a variety of work style employment
  - "Five-Year Plan to Promote A Transition from Welfare to Employment"
  - Realization of stable employment/lives and development of environment where people can work satisfactorily without anxiety


- FY2008 first supplementary budget of ¥9.94 billion
  - Promotion of nonregular employment measures, etc.
    - Promotion of nonregular employment measures, etc.
    - Establishment of employment support centers for nonregular workers (hereinafter referred to as Career Up Hello Works) (3 centers)
    - Continuous employment support for small and medium-sized enterprises
    - Employment support for elderly and persons with disabilities in small and medium-sized enterprises (creation of immediate employment security subsidy for small- and medium-sized enterprises)
  - Expansion of employment for disabled people and persons with disabilities and security of long-term care services
    - Expansion of employment for disabled people and persons with disabilities and security of long-term care services
    - Expansion of employment for disabled people and persons with disabilities (from 2021 to 2027)
    - Expansion of employment for persons with disabilities (from 2021 to 2027)
    - Establishment of a long-term employment and workplace adaptation program for those with disabilities
    - Employment of persons with disabilities (payment of ¥500,000 for business operators that employ persons with disabilities in long-term care work)

13. Employment measures within Life Measures (October 2008)

- FY2008 second supplementary budget of ¥25.5 billion, FY2009 budget (additional 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 security and enrichment measures
    - Establishment of special benefits for young women in childbearing age (0 to 0.5 million for small and medium-sized enterprises)
    - Establishment of special benefits for elderly and persons with disabilities in small and medium-sized enterprises (0.3 million for small and medium-sized enterprises)
    - Establishment of special benefits for elderly and persons with disabilities in small and medium-sized enterprises (0.5 million for small and medium-sized enterprises)
    - Creation of immediate employment security subsidies for small and medium-sized enterprises (0.5 million for small and medium-sized enterprises)
    - Creation of immediate employment security subsidies for small and medium-sized enterprises (0.5 million for small and medium-sized enterprises)
  - Measures for securing living security
    - Establishment of subsidy for supporting human resource security and workplace adaptation in the area of long-term care (raising the amount from ¥50,000 to ¥70,000 for elderly, etc.)
    - Creation of subsidy for promoting development of facilities for long-term care workers, etc. (0.1 million for small and medium-sized enterprises)
    - Creation of subsidy for promoting development of facilities for long-term care workers, etc. (0.2 million for small and medium-sized enterprises)


- FY2008 second supplementary budget of ¥151.2 billion, FY2009 budget (additionally requested portion) of approximately ¥135.0 billion
  - Security of employment opportunities and housing/living support for job seekers
    - Housing/living measures
    - Subsidy for business operators that continue to provide housing (¥400,000 to ¥600,000 per month, up to 6 months)
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    - Creation of subsidy for business operators providing housing/housing support (¥7 million for business operators)
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  - Emergency employment measures
    - Creation of immediate employment support measures
    - Implementation of long-term vocational training for stable employment, including expanding the scale of implementation of training for job-seeker, etc.
  - Immediate job offer cancellation measures
    - Reimbursement of expenses for employment insurance system

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

- FY2009 first supplementary budget of ¥2,512.8 billion
  - Establishment of new safety net for nonregular workers, etc., security of continued employment, and promotion of employment opportunities, etc.
  - Employment adjustment subsidy, etc.
    - Raising the subsidy rate for avoiding the dismissal of workers, etc. (from 43 to 95% for small and medium-sized enterprises, and from 39 to 94% for large-scale enterprises)
  - Establishment of special benefits for nonregular workers, etc.
    - Comprehensive support for vocational training, re-employment, and living using "immediate human resource development/employment support fund" (public subsidy for vocational training, etc. of ¥1,000,000, etc., and maximum employment subsidy for regular workers, etc.)
    - Establishment of special benefits for nonregular workers, etc.
    - Creation of subsidy for business operators employing dismissed workers as regular workers, etc.
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  - Employment creation measures
    - Increased payment for immediate employment creation projects, etc.
    - Enhanced worker protection measures, internal job offer cancellation measures, and support for foreign national workers, etc.
    - Establishment of new safety net for nonregular workers, etc.
    - Support for foreign national workers
    - Support for multi-tenant housing and housing support
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16. Immediate Employment Measures (October 2009)

- "Immediate Support Measures" and "Immediate Employment Creation Programs"
  - Immediate Support Measures
    - Support for the poor and needy (improvement of support systems, including "One-Step Service") and new graduates (immediate placement of job supporters in the employment of high school and university graduates)
    - Improvement of health and welfare systems for people in the employment of high school and university graduates
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  - Immediate Employment Creation Programs
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  - Promotion of "Immediate Employment Creation Programs" and "Improvement of Employment Support System"
17. Employment measures within Immediate Economic Measures for Future Growth and Security (December 2009)

FY2009 second supplementary budget of ¥988.4 billion

- **Reinforcement of immediate measures, and promotion of employment strategies**
  - Reinforcement of the requirements for the employment adjustment subsidy
    - In addition to the current requirements regarding the "volume of production," enterprises with deficits were subject to the payment of the subsidy regardless of whether they achieved a profit or loss in the same quarter. Reduction of the subsidy by 50% for enterprises with a profit.
  - Reinforcement of support for the poor and needy
  - Support for implementation of one-stop consultation facilities "Sato Maru Service Desk," enhancement of one-stop consultation facilities "Hokkai Works" (placement of "Housing support advisors")
  - Continuation of housing allowance, support and establishment of "emergency temporary accommodation facilities" through renting vacant company dormitories, etc.
  - Reinforcement of support for the new graduates
    - Immediate expansion of "job supports for employment/graduate in primary areas" 
    - Creation of "Flexible support for newly employed graduates in primary areas" in addition to support for newly graduated students on a priority basis.
  - Creation of employment in primary areas
    - Creation of new employment opportunities in specific 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

18. Economic Measures within 3 Stages toward the Realization of New Growth Strategy (September 2010)

FY2010 contingency funds for local revitalization and economic crisis (employment related MHLW portion) of ¥117.6 billion

- Immediate response to high exchange rate of the yen and deflation (step 1)
  - Immediate measures for employment of new graduates
    - Subsidy for promoting the employment of new graduates within three years of graduation
    - Subsidy for promoting employment of new non-graduates within three years of graduation
  - Establishment of "New Graduates Supporting Helo Works" that specializes in supporting new graduates at each prefectural office
  - Promotion of the "Guideline for Supporting Employment Opportunities for Young Workers" to include "treatment of non-new graduates within three years of graduation as new graduates"
  - Employment creation/human resource development support
  - Implementation of personal support model projects
  - Enhancement of projects on employment creation in primary areas (¥100.0 billion)

19. Immediate Comprehensive Measures against High Exchange Rate of Yen and Deflation (October 2010)

FY2010 supplementary budget (employment related MHLW portion) of ¥317.0 billion

- Flexible response with business conditions and employment trends taken into account (step 2)
  - Reinforcement of support for new graduates and young people
    - Increase in number of "job supports" (from 1,750 to 3,000)
    - Enhancement of special subsidy for promoting regular employment of young people, etc. (expanded to include those younger than 25)
  - Promotion of "New Graduates Supporting Helo Works" for the newly graduated
  - Measures for employment development (the period of "Housing measures" and "payment of housing allowance," etc.) to the end of FY2011 (reconsideration of the system)
  - Implementation of projects involving employment creation in priority areas (¥100.0 billion)
  - Extension of immediate human resource development support projects, etc. (¥61.3 billion)
  - Implementation of support projects on human resource development in growth areas, etc. (¥46.0 billion)

20. Promotion of employment/labour policies with the severe economic environment (FY2011 budget)

FY2011 budget (employment related MHLW portion) of ¥254.7 billion

- Promotion of full scale "Employment-Human Resource Strategies" (Step 3) in consideration of "Employment Strategies/Basic Policies 2011"
  - The three main pillars of "maintaining," "creating," and "securing" employment
    - "Maintaining employment" (Promotion of immediate employment creation projects (¥11 billion))
    - "Creating employment" (Creation of job support system (¥77.5 billion))
    - "Securing employment" (Promotion of personal support, etc. (¥3.9 billion))
  - "Creating employment"
    - 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.
  - "Securing employment" (Promotion of employment adjustment subsidies)

21. "Japan as One! Work Project" for employment support and creation for the victims of the Great East Japan Earthquake

FY2011 budget (employment related MHLW portion) of ¥212.7 billion

- Promotion of employment support and creation for the victims of the Great East Japan Earthquake
  - Phase 1 (on April 6, immediate comprehensive measures without budgetary measure)
    - First, employment creation and improvement of jobs in general
      - Employment creation through reconstruction projects, etc.
      - Enhancement of employment creation projects (inclusion of "reconstruction areas" in areas of one-year employment limit on employment period)
      - Enhancement of employment period of immediate employment creation projects (abolishment of one-year limitation on employment period)
      - Employment of employers to work on the employment of the victims of the disaster
      - Creation of "One Work Council" (review of the system)
  - Phase 2 (on April 27, with the 1st supplementary budget, etc., employment related MHLW portion of ¥1,227.7 billion)
    - Employment creation through employment creation projects, etc.
      - Enhancement of employment creation projects (¥50 billion)
      - Support for new employment for the disaster victims
      - Employment creation for victims
      - Employment of employers to work on the employment of the victims of the disaster
  - Phase 3 (on October 25, with the 3rd supplementary budget, etc., employment related MHLW portion of ¥523.2 billion)
    - Employment creation through employment creation projects and "voluntary employment project" (employment creation period (¥151 billion)
    - Employment of employers to work on the employment creation projects in response to the earthquake disaster, etc. (¥300 billion)
    - Employment of employers to work in areas that support reconstruction and support for stability, etc.
    - Employment of employers to work in areas, etc. (available through public vocational training according to the needs of the disaster-stricken areas (¥15.1 billion)
    - Employment of employers to work in areas, etc. (available through public vocational training according to the needs of the disaster-stricken areas (¥15.1 billion)
    - Extension of employment insurance benefits (review of the system)

22. Comprehensive Measures against Yen Appreciation – Toward Creation of a Robust Risk-free Society – (October 2011)

FY2011 third supplementary budget of ¥382.5 billion

- Foreseeing the risks of an economic slowdown and hollowing-out of industry due to rapid progress in the yen appreciation
  - Employment opportunity creation support for those unemployed due to the effect of the earthquake disaster and high exchange rate of the yen
  - Enhancement of employment creation projects through increasing funding for projects on employment creation in priority areas, by ¥200 billion and extension of the period of the original project until the end of FY2013
  - Promotion of employment adjustment subsidies, etc. (review of the system)
  - Extension of the implementation period of the "subsidy to promote employment of non-graduates within three years after graduation (new graduates equivalent)" and "subsidy to promote the employment of non-graduates within three years after graduation projects for existing employment of new graduates" increase in the number of job supports (from 2,103 to 3,203)
  - Enhancement of vocational training, etc.
  - Employment of employers to work in areas, etc. (available through public vocational training according to the needs of the disaster-stricken areas (¥15.1 billion)
  - Extension of support projects involving human resource development in priority areas (review of the system)

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### Utilization of contingency funds in responding to the economic crisis and local revitalization (employment related portion: MHLW)

- Responding to concerns over an economic downturn in thereby accelerating the rebirth of Japan and reconstruction of the disaster areas
  - Part 1 (Implementation in conjunction with a Cabinet decision of October 26, 2012)
    - Creation of stable employment 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 required)
  - Part 2 (Cabinet decision of November 30, 2012)
    - Appropriation to the employment situation
      - Enhancement of projects targeting employment creation in priority areas (480 billion)


### FY2012 supplementary budget (employment related portion: MHLW) of ¥210.0 billion

- Part 1 of efforts toward the revitalization of the Japanese economy
  - Improvement of immediate employment measure projects in response to the earthquake disaster, etc. (¥100 billion)
  - Creation of stable employment in the disaster areas
  - Implementation of business restructuring employment creation projects (system required)
  - Promotion of human resource development with regard to young people
  - Creation of development support projects for young people (¥48 billion)
  - Local employment creation
    - Creation of business startup support type local job creation projects (¥100 billion)
  - Employment creation in growth areas
    - Promotion of regional human resource development support projects that aim at the rebirth of Japan (system required)
  - Enhancement of labour mobility support subsidy (system required)

## 25. Economic Measures for Realizing a Positive Cycle (December 2013)

### FY2013 supplementary budget (employment related portion: MHLW)

- Ensuring the path to ending deflation and to commencement of economic revitalization
  - Promotion of labour mobility without unemployment (¥0.4 billion)
  - Creation of regional human resource development projects (¥102 billion)
  - Stabilization of employment through the utilization of private human resource businesses (¥9 billion)
  - Promotion of development support projects for young people (¥5.3 billion)
  - Acceleration of reconstruction and disaster prevention/remediation measures
    - Employment support integrated with industrial policies in the disaster areas, etc. (¥4.8 billion)

## 26. Emergency economic measures for Realizing a Positive Cycle in Local Areas (December 2014)

### FY 2014 supplementary budget (employment related portion: MHLW)

- Measures focused on economically fragile parts, having a quick sense of responding to such measures
  - *Comprehensive Strategy for Overcoming Population Decline and Revitalizing Local Economies: The immediate measures among the above comprehensive strategy need to be implemented*
  - Implementation of support projects for regional employment
    - Emergency grants for revitalizing local communities and regional people’s lives etc. (focused on immediate measures for revitalizing local economies) (Cabinet Secretariat-Cabinet Office) Breakdown of 170 billion yen