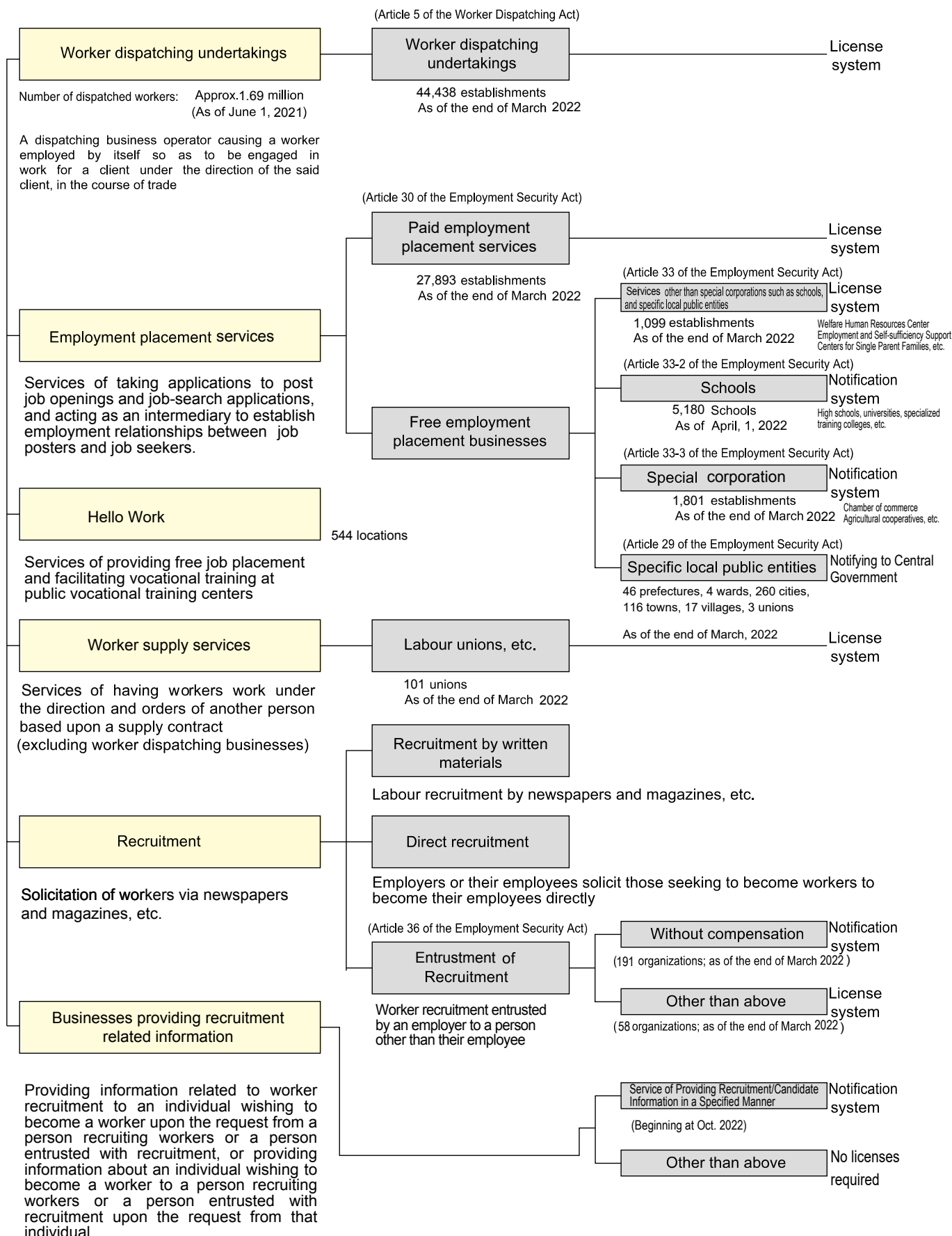


[5] Employment Measures

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

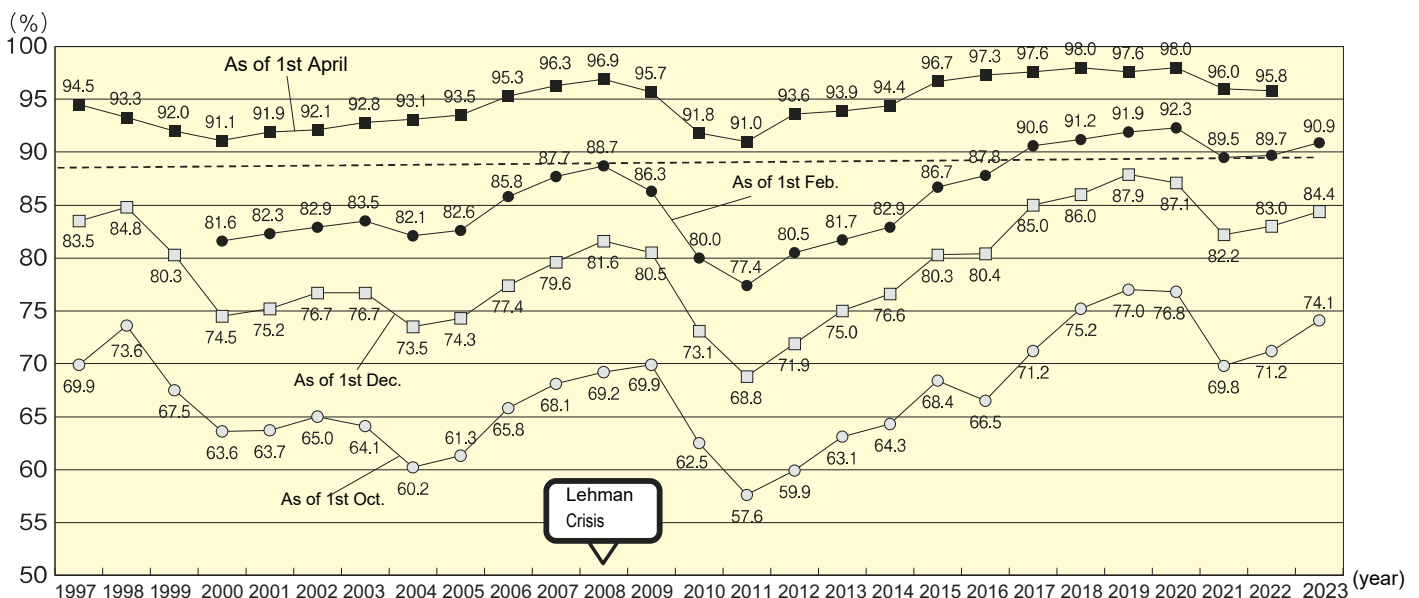
Overview

Major Employment Measures for Young People in FY 2023

- 1 Steady implementation of initiatives based on the Act for Employment Promotion, etc. of Youth
 - Based on the Act on Promotion of Youth Employment (Law No. 98 of 1970), the following are to be implemented: 1) a system, for providing workplace information by enterprises recruiting new graduates, 2) implementing a certification system of small and medium-sized enterprises excellent in employment management of the young people (Youth Yell Certification System).
- 2 Employment support for new graduates and non-new graduates
 - "New Graduate Support Hello Work" will be set up in every prefecture to provide one-stop support to new graduates and those who have already graduated within about 3 years, thereby giving attentive job support by the "employment support navigator" in cooperation with their schools, etc.
 - Through the guidelines under the Act on Promotion of Youth Employment, by clearly defining individuals who have graduated within the last three years as new graduates, continuous support will be provided to ensure that applicants do not "give up on finding employment" even after graduation, as well as support for their settlement into the workplace after securing a job.
- 3 Promoting initiatives to convert freeters, etc. to regular full-time employees
 - (1) Support for freeters, etc. at Hello Work for Youth, etc.
 - Along with various services such as ordinary vocational consultation, employment placement and extensive searches for job openings, the government takes different steps such as providing attentive job support from assigned consultants, mock interview services, guidance on resume writing. The government also provides information on job offers continually and encourages job seekers who stopped visiting Hello Work for Youth, etc. to come by again.
 - (2) Employment support through utilization of trial employment subsidy
 - Transition to regular employment will be promoted by utilizing "trial employment" that provides an opportunity for employment on a trial basis for three months at enterprises through referrals made by Hello Works and employment placement businesses, etc. (Maximum monthly 40,000 yen per person, maximum 3 months)
- 4 Promotion of occupational independence support for NEETs, etc.
 - Establishing a "Regional youth support station" nationwide and implementing special counseling for occupational independence of young unemployed in collaboration with the local governments.
- 5 Strategies for promotion of success of employment ice age generation
 - For individuals who faced employment challenges during the "employment ice age" and are currently working as non-regular workers or seeking employment, detailed job counseling and support for settlement into the workplace will be provided at the specialized "employment ice age" counters at Hello Works, as well as subsidies for employers to encourage the hiring of those from the "employment ice age" generation and transition to full-time employment.
 - For those who have been unemployed for a long time, professional counseling for occupational independence will be provided at regional youth support stations.
 - The regional platform provided in every prefecture (joined by the prefecture, labor bureau, and business associations, etc.) will be used to promote social movement for making the employment ice age generation active and enhancing PR activities for various types of support.

Detailed Data

Employment (formally and informal appointed) rate of new graduates (to-be) of universities



Source: "Surveys on the employment status of new graduates of universities, junior colleges, specialized vocational high schools, and specialized training colleges" (Ministry of Education, Culture, Sports, Science and Technology and Ministry of Health, Labour and Welfare)
(Note) Employment (formally and informal appointed) rate is the ratio of those who got employment formally and informally of the job seekers (every year graduating in March)

Employment Measures for the Elderly

Overview

Structure of Employment Measures for the Elderly

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

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

[2] Effort obligation to implement measures for securing job opportunities for elderly persons (Securing job opportunities up to 70 years)

- Based on the Act of Employment Security of Elderly Persons, educations, etc. were implemented at Hello Works, etc. Measures included such educations are securing job opportunity measures.

[3] Enhancement/strengthening of reemployment support for the elderly (including those aged 65 and over)

- Enhancement/strengthening of reemployment support through implementation of support regarding the review of work-life plans and employment support by employment support teams at major Hello Work branches nationwide and the holding of skills training that leads to employment in neighborhoods, thereby enabling the elderly to receive reemployment support without undue worry
 - Implementation of general employment support projects for the elderly.
(Implementation of employment support toward redesigning work-life plans and support by employment support teams, etc. through establishment of ageless society support desks that provide support for job seekers aged 65 years or older at major Hello Works nationwide)
 - Provision of various subsidies, including subsidies for the employment development of designated job seekers
(Providing subsidies to employers hiring the elderly)

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

[Support for enterprises] Employment promotion for the elderly aiming at the realization of an "ageless society" in which people can work according to their motivation and ability to work and regardless of their age

- Improving support for promoting companies aiming at the realization of an "ageless society" in which people can work regardless of their age and fostering social momentum toward its realization
 - Payment of subsidies to promote employment of people aged 65 and over
(Introducing a system to raise retirement age to 65 and beyond, with continued employment available for those aged 66 and older, and providing subsidies to the employers who improve the employment environment for older workers and convert fixed-term contracts for elderly workers to permanent contracts)
 - 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 planners for employment of the elderly over 70 at the Japan Organization for Employment of the Elderly, Persons with Disabilities and Job seekers.)
 - Implementation of the career human resources bank for elderly retirees
(Information on careers prospective older retirees have are registered and presented to business operators that desire to utilize their capabilities)

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

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

Employment Measures for Persons with Disabilities

Overview

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

I. Support for the Employment of Persons with Disabilities, with a Focus on Small- and Medium-Sized Enterprises

1. Strengthening Support through “Team-Based Assistance” at Public Employment Security Offices (Hello Work)
 - (1) Employer-oriented team-based assistance for enterprises with no history of employing persons with disabilities
For enterprises that have not yet hired persons with disabilities and thus lack relevant experience and know-how, Hello Work, in collaboration with other support institutions, provides comprehensive assistance. This support spans the entire process, from the preparatory stage—such as identifying job seekers who match recruitment needs—to post-hiring workplace retention.
 - (2) Team-based assistance for job seekers with disabilities
For individual job seekers with disabilities, including those using welfare facilities, teams are formed consisting of Hello Work staff, welfare facility staff, and other employment support providers. These teams deliver consistent support from job placement to workplace adaptation and retention.
 - (3) Projects promoting transition from welfare, education, and healthcare to employment
In order to encourage understanding of employment in private companies among persons with disabilities, their families, and staff of related institutions (such as employment support agencies, special-needs schools, and healthcare providers), region-specific initiatives are undertaken to reduce concerns and promote smoother transitions into the labor market.
 - (4) Trial employment program for persons with disabilities
Subsidies are provided to employers who, upon referral by Hello Work or other agencies, employ persons with disabilities on a trial basis (in principle for up to three months, and up to twelve months for persons with mental disabilities). The aim is to promote stable, long-term employment.
2. Developing an environment that enables sustainable and secure employment
 - (1) Regional employment support through Centers for Employment and Life Support for Persons with Disabilities
These centers provide integrated support covering both employment and daily living, in close cooperation with employment, health, welfare, and educational institutions. Their aim is to promote the vocational independence of persons with disabilities and to stabilize employment within local communities.
 - (2) Support for employers converting disabled employees into regular staff
Financial assistance is provided to employers who, based on internal rules or collective agreements, convert disabled employees from fixed-term contracts to permanent or open-ended employment.
 - (3) Dissemination of know-how on anti-discrimination and reasonable accommodation
Regional consultation desks (seven nationwide) have been established for employers. These provide guidance on reasonable accommodation, promote improved employment management practices, and disseminate examples of advanced initiatives that take disability characteristics into account.

II. Employment Support Addressing Diverse Disability Characteristics (Mental Disabilities, Developmental Disabilities, and Intractable Diseases)

1. Support for persons with mental disabilities
 - (1) Specialized support at Hello Work
Hello Work offices employ “Comprehensive Supporters for Employment of Persons with Mental Disabilities,” who possess specialized knowledge and experience. They provide counseling, consultation, and job-matching services tailored to the characteristics of mental disabilities, as well as advice to employers.
 - (2) Training of workplace supporters
To promote workplace retention, companies are encouraged to designate and train “Workplace Supporters” who provide encouragement and practical assistance to employees with mental or developmental disabilities, thereby fostering a supportive work environment.
2. Enhancing reception capacity at public vocational training schools
Public vocational training schools are improving their capacity to accommodate persons with mental disabilities by assigning mental health professionals and by strengthening institutional responsiveness through the dissemination of know-how.
3. Support for persons with developmental disabilities and patients with intractable diseases
 - (1) Comprehensive support by developmental disability specialists at Hello Work
Specialized supporters provide consistent assistance from job preparation through to workplace retention.
 - (2) Specialized employment support for students with developmental disabilities
In cooperation with universities and other institutions, early identification of students requiring support is promoted. Consistent, team-based support is then provided throughout job preparation, job search, and workplace retention.
 - (3) Employment support for patients with intractable diseases
Hello Work assigns “Employment Supporters for Patients with Intractable Diseases,” who work in cooperation with specialized consultation centers to provide individualized employment support based on each patient’s needs and characteristics.
 - (4) Subsidies for employers hiring persons with developmental disabilities or intractable diseases
Employers who hire such individuals and implement appropriate employment management practices receive financial support.

III. Promotion of Telework as a Means to Expand Employment Opportunities for Persons with Disabilities

- 1 Consulting and related services are offered to companies considering the introduction of telework, with the aim of broadening employment opportunities for persons with disabilities.

IV. Support for Employment of Persons with Disabilities in the Public Sector

- 1 To strengthen retention and establish support systems in the public sector, workplace adjustment support staff are assigned to Hello Work and other relevant organizations. Training is also provided to enhance the knowledge and skills of relevant personnel.

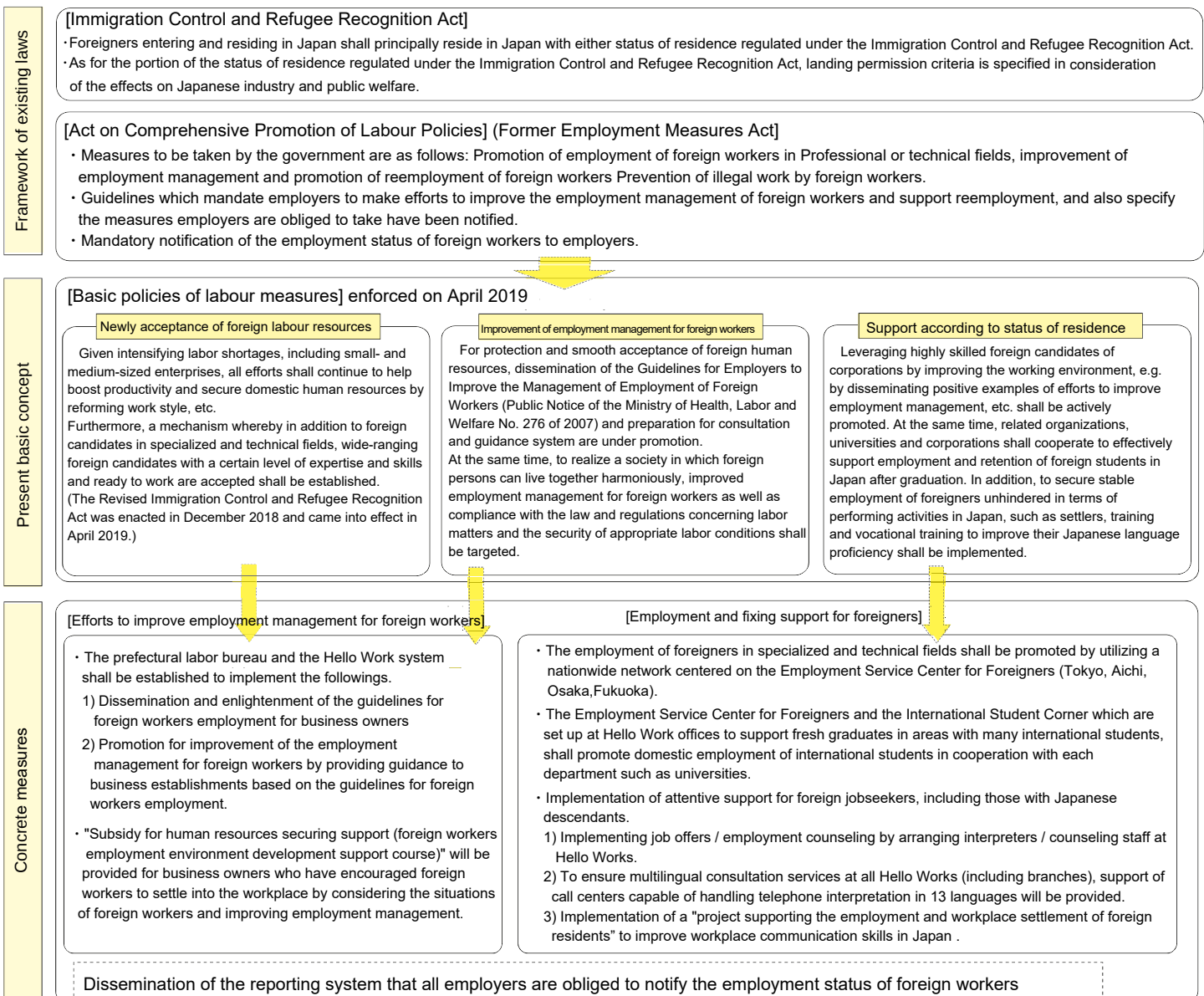
V. Strengthening Support for Vocational Skills Development of Persons with Disabilities

- 1 Reception capacity at public vocational training schools (reiterated)
As noted above, public vocational training schools are improving their systems for receiving persons with mental disabilities.
- 2 Vocational training at specialized schools for persons with disabilities
These schools prioritize the admission of individuals requiring special support and provide training suited to the characteristics of disabilities. Urgent facility improvements are carried out where necessary to ensure safety and maintain infrastructure.
- 3 Commissioned training tailored to diverse needs
By utilizing a wide range of training resources—including private companies, welfare organizations, non-profits, and private training institutions—vocational training opportunities are provided within local communities, close to where persons with disabilities live.

Employment Measures for Foreign Workers

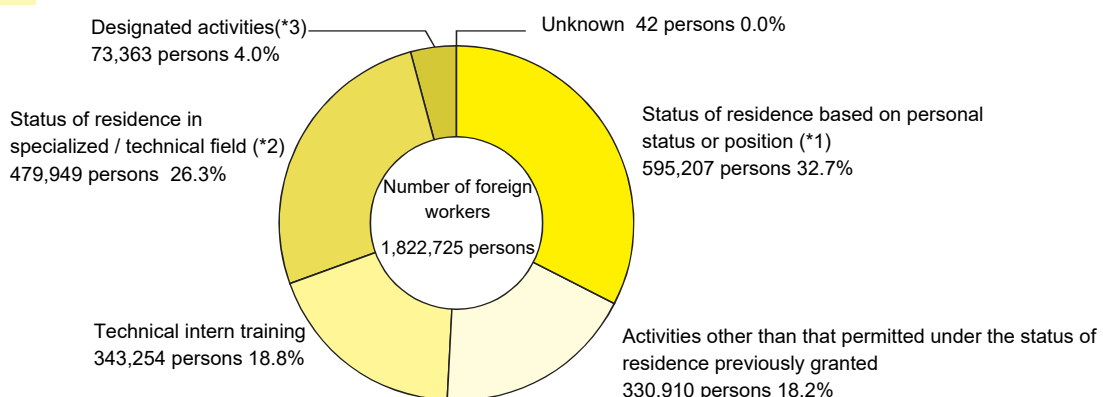
Overview

Basic Concept of Employment Measures for Foreign Workers



Detailed Data

Percentage of foreign worker by status of residence



Source: "Situation of Notification of the employment status of foreign workers" (as of the end of October 2022), 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 specialized/technical field" refers to "professor," "artist," "religious activities," "journalist," "highly skilled professional category 1/ category 2," "business manager," "legal/accounting services," "medical services," "researcher," "instructor," "engineer/specialist in humanities/international services," "intra-company transferee," "nursing carer," "entertainer," "skilled labor," and "specified skilled worker (i) (ii)."

(Note 3) Activities that fall under the category of "designated activities" include domestic servants for diplomats, working holiday, and foreign nurse and care worker candidates based on economic partnership agreements.

Regional Employment Measures

Overview

Outline of Regional Employment Measures

Current status

- It is necessary to implement employment measures while closely monitoring the impact of changes in the economic situation caused by COVID-19 and other factors on regional employment and unemployment conditions.

Main measures

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

- Subsidy for regional employment development** (0.95 billion yen of the budget for FY 2023)
 Subsidies for business owners who set up and maintain business establishments and hire job applicants in areas where employment opportunities are extremely scarce (project based on the Act on Promotion of Job Opportunities in Certain Regions)
- Regional employment activation promotion projects** (1.23 billion yen of the budget for FY 2023)
 In areas where employment opportunities are scarce, the entrustment of efforts such as maintenance and securing of 'attractive employment' and 'human resources in charge of it' applied to regional characteristics is conducted to municipal councils.
 (project based on the Act on Promotion of Job Opportunities in Certain Regions)
- Employment creation projects for regional vitalization** (5.22 billion yen of the budget for FY 2023)
 Subsidies are provided to prefectures working to address local employment issues such as ensuring attractive employment opportunities, developing human resources that meet the needs of companies, and promoting employment, while coordinating with national and prefectural measures and policies.

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

- Regional job applicant activation projects** (0.66 billion yen of the budget for FY 2023)
 Potential regional job applicants shall be dug up and motivation to regional employment and efforts to support matching with rural jobs shall be enhanced.
- Subsidy for supporting early reemployment, etc. (U, I and J turns course)** (98 million yen of the budget for FY 2023)
 Subsidy for recruitment activity expenses to business owners who hired the persons underwent U,I and J turns from the Tokyo area

【Other】

- Business reconstruction type employment securing projects**
 (Request for the budget system of FY 2023)
 Subsidies for small and medium-scaled enterprises which hired affected job applicants in the areas affected by the Great East Japan Earthquake (Reconstruction Special Account)
 (FY 2021 results: Number of workers provided: 2,569, Project amount: 1.05 billion yen)

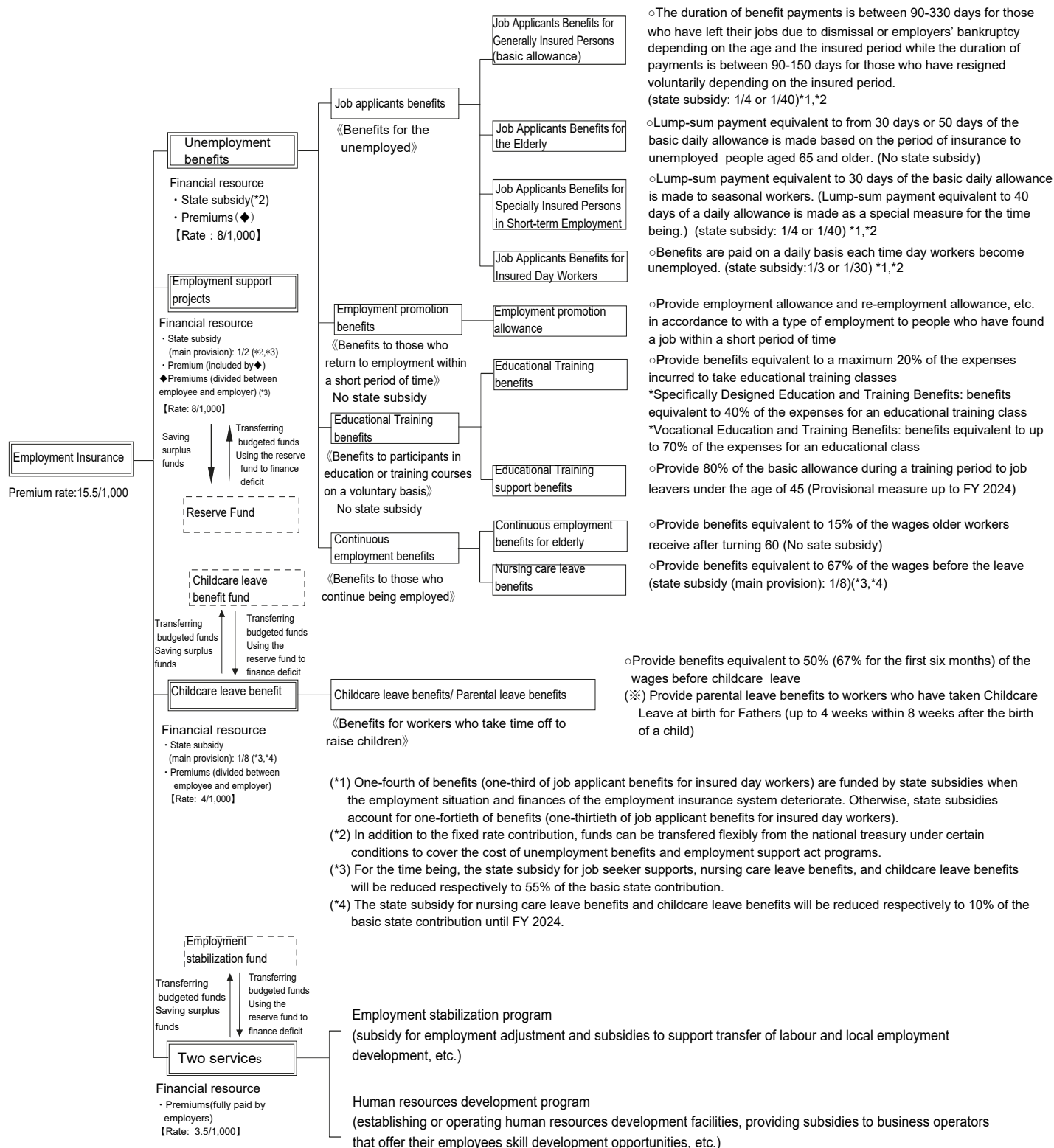
Employment Insurance System

Overview

Outline of Employment Insurance System

1. Employment Insurance is an obligatory insurance managed by the government (the insurance compulsorily applies to any enterprise which employs more than one worker in principle.)
[Covered establishments: 2.35 million, insured workers: 44.44 million, beneficiaries: 0.43 million (FY 2021 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)

	2017	2018	2019	2020	2021 budget	2022 budget
Revenue	10,881	11,242	11,386	4,087	21,600	15,460
Premium	10,587	10,879	11,099	3,809	3,908	7,881
State subsidy for unemployment benefits, etc.	184	208	230	230	17,550	7,486
State subsidy for employment support projects	5	5	5	5	96	67
Expenditure	16,402	17,155	18,148	15,180	14,520	15,870
(Unemployment benefits)	14,988	15,727	16,626	13,826	13,093	13,796
(Employment support project)	191	156	134	130	151	278
Surplus	▲ 5,521	▲ 5,913	▲ 6,762	▲ 11,094	7,080	▲ 410
Loans to employment stabilization projects	-	-	-	▲ 13,951	▲ 14,447	▲ 3,510
Reserve fund	57,545	51,632	44,871	19,826	12,460	8,540

- (Note) 1. Starting from FY2020, the revenues and expenditures of childcare leave benefits have been separated from those of unemployment and relevant benefits.
2. "Expenditure" for FY 2022 includes contingency funds (¥55.0 billion for FY 2022 budget).
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 Childcare Leave Benefits

(Unit: ¥100 million)

	2020	2021	2022
Revenue	7,709	7,904	7,848
Premium	7,615	7,812	7,738
State subsidy	81	79	91
Expenditure	6,648	6,656	7,473
Childcare leave benefits	6,437	6,452	7,300
Surplus	1,061	1,249	375
Reserve fund	1,061	2,310	2,685

- (Note) 1. Starting from FY2020, the revenues and expenditures of childcare leave benefits have been separated from those of unemployment and other related benefits, and a fund has been established.
2. Childcare leave benefits amounted to 570.9 billion yen in FY2019.
3. The figures are rounded numbers.

Detailed Data 3

Balance Sheet of Two Services (Three Services) of Unemployment Insurance

(Unit: ¥100 million)

	2017	2018	2019	2020	2021	2022
Revenue	6,245	5,892	5,735	27,452	27,451	18,995
Expenditure	4,517	4,796	4,725	46,116	35,794	18,995
Surplus	1,729	1,096	1,010	▲ 18,664	▲ 8,343	0
Stabilization fund	13,305	14,400	15,410	0	0	0

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

Employment Measures

Overview

Outline of Recent Employment Measures

1. Immediate employment development program (April 1998, budget of ¥49.5 billion)		
→ Employment security, human resource development		
• Employment adjustment subsidy • Subsidy for employment development of designated job seekers	Enhancement, etc.	(cf. Comprehensive economic measures, budget scale of approx. ¥16 trillion)
2. Comprehensive employment activation plan (November 1998, budget scale of ¥1 trillion [15 months])		
→ Employment creation and labour mobility support in addition to employment security		[Aimed at creating/securing employment at a scale of 1 million persons]
• Subsidy for creating employment and securing human resources for small- and medium-sized enterprises • Immediate employment creation special subsidy • Special subsidy for supporting the labour mobility of middle aged and older workers		(cf. Immediate economic measures, budget scale of over ¥17 trillion)
3. Immediate employment measures (June 1999, budget of ¥329.9 billion)		
→ Immediate measures with the primary component being the creation of employment opportunities with the focus on middle aged and older involuntary unemployed		[Creation of employment and increased employment opportunities at a scale of 0.7 million persons]
• Creation of special subsidy for the creation of employment in new and growing areas • Creation of human resource mobility special subsidy (drastic enhancement of the special subsidy in supports of the labour mobility of middle and older age workers) • Creation of special immediate local employment grant		
4. Employment measures within economic rebirth measures (November 1999, budget scale of ¥1 trillion [15 months])		
→ 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		
• Special subsidy for creating local employment for small- and medium-sized enterprises • Subsidy for creating employment in designated regions or for subcontractors	Creation	
5. Immediate employment measures focusing on the elimination of employment-mismatches (May 2000)		
→ Early development of human resources needed in growing industries, employment promotion		[Realization of creation of employment and employment opportunities at a scale of 0.35 million]
• Vocational training in information and communication technologies and long-term care related areas • Special subsidy for the creation of employment in new and growing areas • Creation of a support system for developing the abilities of unemployed graduates after finding employment, etc.	Enhancement	
6. Employment measures within New Growth Policy to Promote Economic Rebirth (October 2000)		
→ New growth policy with a focus on 4 areas, including promotion of rapid progress in IT innovation		
• Promotion of comprehensive human resource development measures to cope with IT utilization • Development of employment opportunities for middle aged or older persons through trial employment and creation of barrier free workplace promotion projects in thereby eliminating employment-mismatches for the elderly		(cf. New Growth Policy to Promote Economic Rebirth in Japan, budget scale of approximately ¥11 trillion)
7. Employment measures within Immediate Economic Measures (April 2001)		
→ Employment creation and safety net		
• Extension of measures in enhancing the immediate employment creation special subsidy and special subsidy for the creation of employment in new and growing areas, etc. • Enhancement of training courses for middle aged and older white-collar job leavers and promotion of IT related ability/human resource development • Smooth enforcement of the revised Employment Insurance Act • Implementation of Job Information Net • Enactment of the revised Employment Countermeasures Act, etc. at the 151st regular diet session		
8. Comprehensive employment measures (September 2001, budget of ¥877.1 billion)		
→ Security of employment stability and creation of new industries		
Development of employment demand		
Elimination of employment-mismatches		
• Active job offer information provision, including enhancement of "Job Information Net" and nationwide expansion of job offers provided by "Hello Work Internet Services", and extension of service hours of Hello Works • Elimination of employment-mismatches due to ability/age through development of career consultants • Security/creation of various ability development opportunities through utilization of private sector entities, including private education/training institutions, etc.		
Development of safety net		
• Creation of special immediate local employment creation grant • Enhancement of extended training benefit system • Creation of livelihood fund loan system for retired self-employed, etc.		
9. Employment measures within Comprehensive Measures to Accelerate Reforms (October 2002)		
→ Enhancement of employment safety net		
Response to accelerated bad debt disposal		
• Creation of special subsidy for promoting employment support involving bad debt disposal		
Creation of new employment		
• Creation of special subsidy for promoting local employment demand creation projects for middle aged or older workers		
Activation of labour demand adjustment by private sector entities and response to diverse work styles		
Revision of employment insurance system		
Response to job leavers		
Establishment of "Strategic Headquarters for Industrial Revitalization and Employment Measures"		
10. Employment measures within Reform Acceleration Programs (December 2002, budget of ¥513.0 billion)		
→ Establishment of employment safety net in preparing for economic/social structural changes		
Creation of intensive employment revitalization support projects		
• Drastic enhancement of special subsidy for promoting employment support involving bad debt disposal		
Creation of early re-employment support fund projects		
Support for career development according to market needs and reinforcement of employment-matching functions		
• Implementation of employment support by full-time early re-employment counselors • Active provision of employment-related information		
Creation of new employment and security of employment stability		
• Creation of special subsidy for promoting local employment demand creation projects • Creation of subsidy for supporting business foundations by qualified recipients • Enhancement and effective utilization of immediate local employment creation special grant projects • Enhancement of subsidies for implementing immediate work sharing measures		
Reinforcement of employment support for groups in extremely severe employment environments		
Careful response to job leavers		

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 AETransition 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) • 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) (cf. Immediate Comprehensive Measures for Realizing Security, budget scale of approximately ¥14 trillion)
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 business operators employing dispatched workers as regular workers (¥1 million for small- and medium-sized enterprises, ¥0.5 million for large-sized enterprises) Re-employment 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) Re-employment 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.

17. Employment measures within Immediate Economic Measures for Future Growth and Security (December 2009)
FY2009 second supplementary budget of ¥598.4 billion
→ Reinforcement of immediate measures, and promotion of employment strategies Relaxation of the requirements for the employment adjustment subsidy • 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" Reinforcement of support for the poor and needy • Support for implementation of "One-Stop Service Day", enhancement of one-stop consultation functions of Hello Works (placement of "housing/living support advisors") • Continued "housing allowance" support and establishment of "emergency temporary accommodation facilities" through renting vacant company dormitories, etc. Reinforcement of support for new graduates • Immediate expansion of "job supporters for employing high school and university graduates" • Creation of "experience-oriented trial employment projects for new graduates" in thereby supporting business operators that employ unemployed graduates on an experience oriented trial basis Creation of employment in priority areas • 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
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 trial employment of non-new graduates within three years of graduation", and "subsidy for promoting employment of non-new graduates within three years of graduation (new graduate equivalent)" • Doubling the number of placements of job supporters involved in the employment of high school and university graduates (from 928 to 1,753) • Establishment of "New Graduate Supporting Hello Works" that specialize in supporting new graduates at every prefectural labour office • Revision of the "Guidelines for Securing Employment Opportunities for Young People" to include "treatment of non-new graduates within three years of graduation as new graduates" Employment creation/human resource development support • Implementation of personal support model projects • Enhancement of projects on employment creation in priority 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 supporters" (from 1,753 to 2,003) • Enhancement of special subsidy for promoting regular employment of young people, etc. (expanded application to include those younger than 25) Sustaining employment and living support via employment adjustment subsidy, etc. • Relaxation of the requirements for employment adjustment subsidy (reconsideration of the system) • Extending the period of "enhancement of 'housing measures'" (payment of housing allowance, etc.) to the end of FY2011 (reconsideration of the system) Employment creation/human resource development • Enhancement of projects involving employment creation in priority areas (¥100.0 billion) • Extension of immediate human resource development support projects, etc. (¥101.3 billion) • Implementation of support projects on human resource development in growth areas, etc. (¥50.0 billion)
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) • Establishment of trampoline-type safety net • Creation of job seeker support system (¥77.5 billion) Promotion of personal support, etc. "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 • Utilization of employment adjustment subsidies
21. "Japan as One" Work Project" for employment support and creation for the victims of the Great East Japan Earthquake
→ Promotion of employment support and creation for the victims of the Great East Japan Earthquake Phase 1 (compiled on April 5, immediate comprehensive measures without budgetary measures) Steady employment creation through reconstruction projects, etc. • Enhancement of projects on employment creation in priority areas (inclusion of "reconstruction areas", abolishment of one year limitation on employment period) • Enhancement of employment period of immediate employment creation projects (abolishment of one year limitation on employment period) • Enhancement of systems to use in matching the disaster victims with jobs • Creation of 'Japan as One' Work Council • Maintaining/securing employment for the disaster victims • Enhancement of employment adjustment subsidy (review of the system) Phase 2 (compiled on April 27, with the 1st supplementary budget, etc.; employment related MHLW portion of ¥1,227.7 billion) Steady employment creation through reconstruction projects, etc. • Enhancement of employment creation fund projects (¥50 billion) • Support for new employment for the disaster victims • Enhancement of subsidies for enterprises that employ the disaster victims • On-site consultation at evacuation shelters and job offer development according to the needs of the disaster victims Maintaining the employment and stable lives of the disaster victims • Enhancement of employment adjustment subsidy (¥726.9 billion) • Enhancement of extended employment insurance benefits (¥294.1 billion) Phase 3 (compiled on October 25, with the 3rd supplementary budget, etc.; employment related MHLW portion of ¥392.3 billion) Employment creation through recovery/reconstruction of local economies/industries Integrated support for industrial reconstruction and employment measures • Creation of "business reconstruction type employment creation projects" and "lifelong commitment/full participation/generational succession type employment creation projects" (¥151 billion) • Implementation of immediate employment measure projects in response to the earthquake disaster, etc. (¥200 billion) Support for development of human resources that support reconstruction and towards stable employment, etc. • Expansion of the scale of training, etc. available through public vocational training according to the needs of the disaster-stricken areas (¥15.1 billion) • Extension of the disaster victim special provisions for projects that realize the employment of new graduates, etc., and further enhancement of support for new graduates through increasing the number of job supporters, etc. (¥23.7 billion) • Extension of employment insurance benefits (review of the system)
22 Comprehensive Measures against Yen Appreciation – Toward Creation of a Robust Risk-free Society – (October 2011)
FY2011 third supplementary budget of ¥392.5 billion
→ Forestalling 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 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 Employment support for those affected by the effect of the earthquake disaster and high exchange rate of the yen • Enhancement of employment adjustment subsidy, etc. (review of the system) • Employment support for new graduates, etc. • Extension of the implementation period of the "subsidy to promote employment of non-new graduates within three years after graduation (new graduates equivalent)" and "subsidy to promote trial employment of non-new graduates within three years after graduation (projects for realizing employment of new graduates)" • Increase in the number of job supporters (from 2,103 to 2,203) Enhancement of vocational training, etc. • Enhancement of public vocational training (review of the system) • Enhancement of support projects involving human resource development in priority areas (review of the system)

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

30 Comprehensive economic policies to lead future with safety and development FY 2019 supplementary budget ⇒Special support for those who accelerate further future challenges for all levels of civil society and those who are trying to ensure strong economic development path and overcome economic downward risk after the realization of Society5.0 • Relief of the lower limit of the training period, etc. for job seeker support training • Publicity to small and medium-sized enterprise for employees' coverage and specialist support • Set up a special counter for supporting employment ice era generation at Hello Works and provide team support by persons in charge • Enhance trial employment grant (general trial course) • Subsidies for special job seekers employment development (the creation of a stable employment realization course for employment ice era generation)
31 Emergency economic policies for the infection spread of novel coronavirus FY 2020 supplementary budget ⇒Overcome the influence of the epidemic to lead to the V-shaped recovery and maintain employment for returning Japanese economy to sustainable development and continuous project • Expand Employment Adjustment Subsidy (raise subsidy rate from 1st April to 30th June 2020 and add workers without employment insurance as the target, etc.) • Enhance the counseling support system for foreign workers, business owners, non-regular workers, job seekers who need employment or residential and living support, etc. • Expand job seekers support training which targets job seekers who cannot receive employment insurance (the increase of target number, etc.)
32 Comprehensive economic policies for safety and hope to protect citizens' lives and living FY 2020 ⇒Maintain employment to protect citizens' lives and living and recover economy to open the way for new development Employment strategies package for the smooth labor transfer, etc. to developing industries • Extend and review special measures of Employment Adjustment Subsidy • Create an integrated subsidy system for assignor and assignee business owners (Industrial Employment Stabilization Grant (tentatively called)) • Expand the system of the Industrial Employment Stabilization Center of Japan • Support prefectural efforts to promote re-employment with transfer over business and occupation types • Review the courses covered by the Educational Training Benefits to meet the change of needs • Reduce the conditions of courses for the conversion support to other businesses and long-term educational training leave application courses by Human Development Support Grant • Employment support for displaced workers to the Nursing industries in collaboration with employment and welfare • Subsidies for business owners to employ displaced workers due to the influence of the epidemic as a trial (Trial Employment Grant) • Expand the target of subsidies for business owners who are making efforts to promote dispatched workers to regular workers through Employment placement dispatching (Carrier-up Grant) • Ensure employment offers for child rearing women to keep working while raising children • Enhance employment support for new graduates and those who have already graduated within 3 years at Hello Works for new graduates, etc. • Set up a special counter for supporting employment ice era generation at Hello Works and provide team support • Promote employment support for foreigners such as multilingual responsiveness, etc.
33 Economic policy to overcome COVID-19 and pioneer a new era FY 2021 supplementary budget ⇒Preventing the spread of COVID-19 • Special measures for employment adjustment and other subsidies • Stabilization of the unemployment insurance finances ⇒Launching a "new capitalism" that will open up the future Implementing a 400 billion yen package over three years • Non-regular workers' work support project during the COVID-19 pandemic • Digital human resource development • Career advancement of non-regular workers
34 Comprehensive economic policy to overcome high prices and achieve economic revitalization The second supplementary budget for FY 2022 ⇒Wage increases, investment in people, labor shifts to growth areas and the stabilization of support for unemployment insurance finances (comprehensive "wage increase, human resource activation, and labor market strengthening" employment and labor policy package), etc. • Expanding the subsidy for improving businesses to support measures to increase the minimum wage • Expanding the subsidy for promoting work style reform to support productivity improvement efforts • Establishing a subsidy for human resource development to support workers for skill acquisition in relation to business development in the company (reskilling support course for business deployment, etc.) • Improving the working conditions of non-regular workers with a subsidy for career advancement • Promoting human resource development for those with difficulty finding employment by utilizing the subsidies for special job seekers employment development (growth area human resource securing and development course) • Creating the subsidy for industrial employment stabilization (skill improvement support course) to support in-house secondment with the aim of improving skills that will lead to wage increase • Reviewing the subsidy for labor mobility to support early reemployment with wage increases • Reviewing the subsidy for supporting mid-career employment, etc., to support the expansion of mid-career employment of middle-aged and older workers with wage increases • Ensuring equal pay for equal work • Stabilizing the unemployment insurance finances • Supporting health promotion of workers through the subsidies related to industrial health • Securing human resources through the nursing care workers' tuition fee loan, etc. program • Promoting work efficiency and burden reduction to improve working conditions for nursing care staff, etc. ⇒Measures against COVID-19 infection and support for those affected by the COVID-19 pandemic • Supporting parents to take leave through subsidies and support funds for dealing with elementary school closures, etc. • Supporting efforts to maintain employment through employment adjustment subsidy, etc.