

Employment Security Bureau

(Employment Measures for the Dispatched and Fixed-term Workers Department, Employment Measures for the Elderly and Persons with Disabilities Department)

Connecting people to stable employment

The Employment Security Bureau has been utilizing employment measures, including job placements as part of a nationwide safety net, operation of the employment insurance system, and guidance on employment of persons with disabilities, in thereby helping to ensure that people can gain comfortable lives through working.



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In order to maintain the vitality of a society whose population is declining, it will be necessary to moderate the decline in the labour force population and create a society in which anyone who wants to work can do so with vigor. More concretely, realizing employment for young people, females, elderly people, and persons with disabilities has become an issue. In addition, not only increasing the number of employment situations but also improving the quality is also important for individuals, the economy, and society itself. Due to the changing economic environment, which also encompasses globalization, the percentage of non-regular workers has been increasing even among young people. Their career development and the balance of working conditions between regular and non-regular workers have therefore become important issues.

The employment situation can worsen or improve with business fluctuations, thus making flexible responses necessary not just when an economic downturn occurs but also when the economy is good, for example addressing the issue of labour a shortage for growth industries.

Policy 1 Establishment of an employment safety net through Hello Works

544 Hello Works (Public Employment Security Offices) have been established nationwide and which are responsible for implementing job placements, employment insurance, and employment measures in an integrated manner and that provide support and guidance to both job seekers and enterprises. Utilization of the safety net function of a nationwide network enables job placements to be implemented over a wide area and that mainly for those facing difficulty finding work such as persons with disabilities and casual employees. Employment insurance enables benefit systems that achieve the current policy purpose to be implemented in addition to so-called unemployment allowances, which include child care leave benefits, family care leave benefits, continuous employment benefits for the elderly, and education and training benefits. Furthermore, in addition to enterprise guidance, which is based on law, Hello Works have an administration that requires a variety of interactions with enterprises such as utilization of subsidies to facilitate improvement of employment and employment management of enterprises. In addition, being nationwide government organizations, Hello Works also cooperate in a wide range of administrative areas, including the establishment of one-stop consultation desks after the Lehman Shock and the Great East Japan Earthquake and cooperation with prefectures implementing industrial policies and municipalities implementing welfare administration.



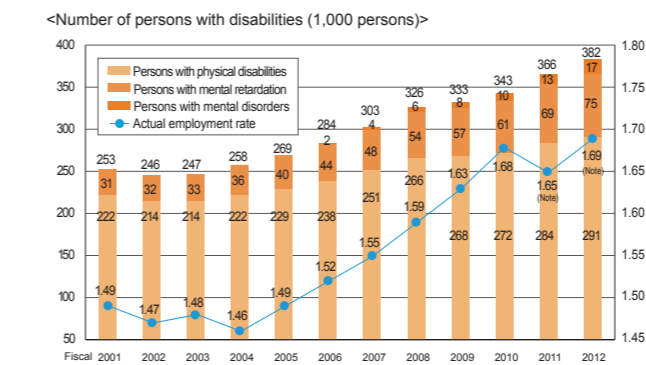
Policy 2 Promotion of employment of persons with disabilities through the means of general policy mobilization

Increasing the social participation of persons with disabilities and creating a society that is better adapted to them necessitates the creation of an environment that enables the social participation of persons with disabilities that is willing to do so through work. Enterprises are therefore obliged to employ a specific percentage (statutory employment rate of at least 2.0%) of persons with disabilities by law. Hello Works based nationwide provide enterprises with guidance on observing the statutory employment rate and professional advice on employing persons with disabilities, and implement measures to reduce the burden through subsidies. In addition, the

Employment Security Bureau implements job placements according to the wishes of persons with disabilities regarding the working style, specialized vocational rehabilitation, and consultation/support both for employment and their daily lives. Furthermore, the Bureau implements measures that promote the employment of persons with disabilities in an integrated manner in cooperation with relevant government agencies, including careful support for persons with disabilities and according to the characteristics of individual disabilities such as mental retardation and mental disorders.

Changes in the status of employment of persons with disabilities

- Employment status with private enterprises: actual employment rate 1.69%, percentage of enterprises that attained the statutory employment rate 46.8%
- The number of persons employed reached a record high for nine consecutive years, although the statutory employment rate was not attained. Employment of persons with disabilities has been making steady progress.



(Note) The actual employment rate calculated based on the system prior to the fiscal 2010 revision was 1.75% in fiscal 2011 and 1.79% in fiscal 2012.

Policy 3 Discussing future employment policies

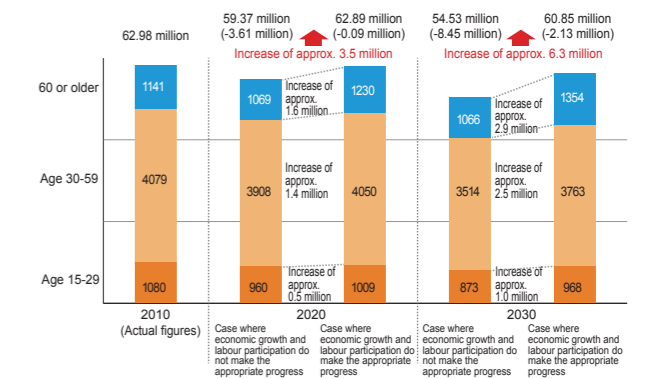
In addition to responding to more immediate issues, discussing medium- to long-term policies is also necessary. Discussions on the direction of employment policies have therefore been taking place through utilizing study groups that consist of experts with the relevant knowledge and experience. In recent years, the Study Group on Employment Policy published a report that includes an estimate of labour force supply and demand by 2030 in Japan (August 2012). The report included the case in which the participation of females and young people in the labour market had improved, which helped realize appropriate economic growth. In addition, recommendations of the direction of various measures to use in realizing that growth were also made, being [1] revitalizing industries through utilizing their strengths and the provision of support for enterprises engaged in overseas businesses on the demand side, and [2] improving the quality of the labour force on the supply side. In order to eliminate any bipolarization between regular and non-regular workers, the vision concerning non-regular employment issues (March 2012) and the report of the study group on drastically enhancing the ability development of non-regular workers (December 2012) were compiled for use

in making recommendations on ensuring career development support and fair treatment. After taking the above recommendations into consideration, the Bureau has been taking measures, starting from what can be done at this stage, and including global human resource development support and the creation of a subsidy for supporting the career developments of non-regular workers.

Simulation of number of persons employed (estimate of labour force supply and demand)

- In the case where economic growth and labour participation do not make the appropriate progress, the number of persons employed will have decreased by 8,450,000 (from 2010) by 2030.
- In the case where economic growth and labour participation do make appropriate progress, the number of persons employed will only have decreased by 2,130,000 (from 2010) by 2030.

Simulation of number of persons employed up to 2030 (total of males and females)



Source: 2010 actual figures from "Labour Force Survey" (adjusted to (new) 2010-Census-based benchmark) by the Ministry of Internal Affairs and Communications, and 2020 and 2030 figures from estimates made by the Japan Institute for Labour Policy and Training

Keyword

Campaign to Support Employment of Young People

People may used to have an image of students rarely using Hello Works, but in recent years Hello Works have been actively supporting them through on-site consultations at universities, etc. New Graduates Support Hello Works, in particular, have been established nationwide as a means of making them more accessible to students. In addition, various campaigns took place in January 2013, including events used to disseminate measures such as New Graduates Support Hello Works and the provision of information to various types of media.

