

The Overlap of Policies for the Unemployed and the Disabled

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This paper traces the process of the development of policies for the employment of disabled persons under the Occupation and discusses the reasons that the current policies for the employment of the disabled are divided into two types, as well as considering the problems that arise from this division.

This paper primarily clarifies the following three issues.

First, among the current policies, there are ones that are able to place over fifty percent of users in jobs, and others that are not nearly as effective. It is important to note that there are two types of policies for the employment of the disabled: (1) labour policies, such as schools that encourage the development of the work skills of disabled individuals and (2) social welfare policies, such as facilities that support disabled people's transition into the workforce. Before the Ministry of Health, Labour and Welfare was created in 2001, these two different policies were managed separately by the Ministry of Labour and the Ministry of Health and Welfare, respectively. The job placement rates for users with disabilities are quite high for the labour policies: 72.9% for schools for the development of job skills, 60.0% for schools for the development of job skills for disabled persons, and 43.8% for training programs run by private companies (among which those in the course for the attainment of practical skills have a 65.4% employment rate). On the other hand, the job placement rates for facilities that support disabled people's transition into the workforce which are managed under social welfare policies are much lower: 16.4% for facilities for the support of transition into the workforce, 2.5% for Type A Employment Continuation

Support Facilities, 1.4% for Type B Employment Continuation Support Facilities. That is to say, as a rule, labour policies have employment rates over fifty percent, while that for social welfare policies are under fifty percent. As such, the results of job training for users differ greatly based on which policy they are trained under.

Secondly, this paper clarifies the causes for the split of policies for the employment of the disabled into these two types. Because these policies were first developed in the postwar period under the Occupation, I have analyzed them while tracing how they developed in the course of the Occupation. As a result of these considerations, I have shown that there are three causes that led to the division of these employment policies into two types. First, we can point to the fact that during the transitional period when the Ministry of Labour was first separated from the Ministry of Health and Welfare as an independent ministry, the creation of job training facilities for the disabled that could be seen as both social welfare and labour policies was considered by policymakers. Next, there is the fact that the Ministry of Labour allowed the Ministry of Health and Welfare to perform job training activities for the severely disabled, which enabled the creation of job training programs by the Ministry of Health and Welfare, outside the Ministry of Labour. Lastly, when the legislation governing the social welfare policies was drafted, the results of the deliberations which decided that the Ministry of Labour would administer policies for job training for the disabled were not upheld.

Thirdly, this paper clarifies the reasons for the disparity in the job placement rates for these policies to bring about employment for the disabled. Looking at the process of the development of these policies, two causes come to light: first, the difference in the content of the training; and second, the difference in the relationship with the Public Employment Security Offices.