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Overview of Persons with Disabilities and Their Employment

Number of Persons with Disabilities and Actual Employment Situation

1 Overall Situation

Approximately 7.24 million persons with disabilities in Japan

The total number of persons with disabilities in Japan, counting both those living at home and those staying at facilities, is estimated to be approximately 7.24 million, including approximately 3.66 million children and adults with physical disabilities, approximately 550,000 children and adults with intellectual disabilities, and approximately 3.03 million persons with mental disabilities.

Number of Persons with Disabilities

(Unit: 10,000 persons)

	Total number	Persons living at home		Persons staying at facilities
Children and adults with physical disabilities	366.3 (29)	357.6 (28)	18 and older under 65 123.7	8.7 (1)
Children and adults with intellectual disabilities	54.7 (4)	41.9 (3)	18 and older under 65 27.4	12.8 (1)
Persons with mental disabilities	302.8 (24)	267.5 (21)	20 and older under 65 174.2	35.3 (3)
Total number	723.8	667.0		56.8

Notes: 1 The figures in parentheses are the total number per 1,000 persons (according to a 2005 population census).

2 The number of Persons with mental disabilities corresponds to the number of patients of ICD-10 "Chapter V: Mental and behavioral disorders," excluding the number for intellectual disabilities and adding the number for epilepsy and Alzheimer's. Outpatients in the "patient survey" are considered to be persons living at home, and inpatients are considered to be persons staying at facilities.

(Source) "Children and persons with physical disabilities"

Persons living at home: Ministry of Health, Labour and Welfare "Survey on the Actual Status of Physically Disabled Children/Persons" (2006).

Persons staying at facilities: Ministry of Health, Labour and Welfare "Survey of Social Welfare Institutions" (2006) etc.

"Children and persons with intellectual disabilities"

Persons living at home: Ministry of Health, Labour and Welfare "Comprehensive Survey on Children/Persons with Intellectual Disabilities" (2005).

Persons staying at facilities: Ministry of Health, Labour and Welfare "Survey of Social Welfare Institutions" (2005) etc.

"Persons with mental disabilities"

Ministry of Health, Labour and Welfare "Patient Survey" (2005).

2 Persons with Physical Disabilities

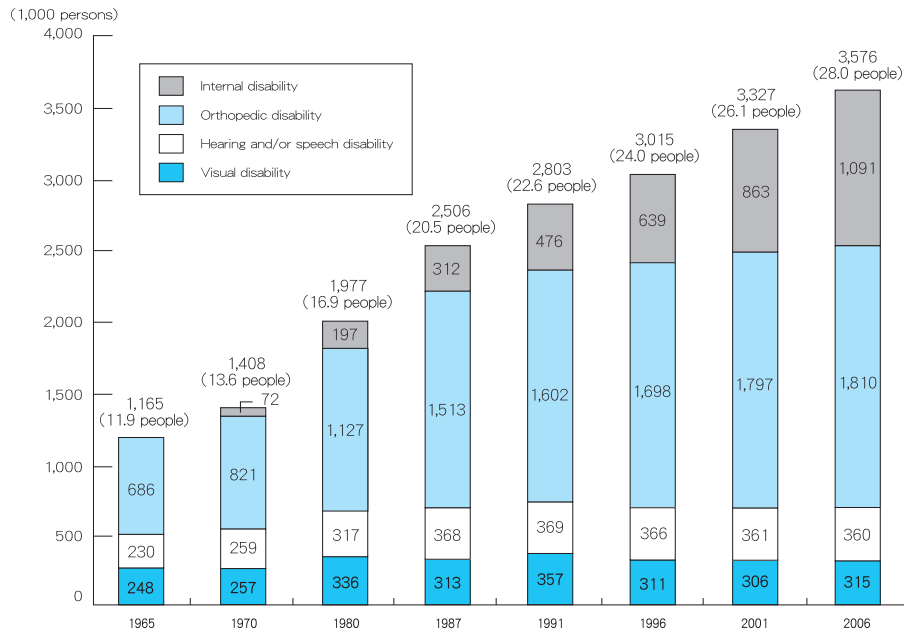
Situation of Persons with Physical Disabilities

Approximately 3.58 million persons with physical disabilities in Japan

According to a survey conducted by the Ministry of Health, Labour and Welfare in 2006, the number of children and adults with physical disabilities, living at home was 3,576,000. This gives a ratio of 28 individuals with physical disabilities per 1,000. In short, approximately 28 persons out of 1,000 have some type of physical disability.

As the number of persons with physical disabilities has been increasing year after year, the above figure shows an increase of some 7.5% against a figure of 3,327,000 from the previous survey (June 2001). A breakdown of the total number of persons with physical disabilities in the 2006 survey by the type of disability shows that orthopedic disabilities make up the largest proportion at 1,810,000 (50.6%), followed by internal disabilities at 1,091,000 (30.5%), hearing and/or speech disabilities at 360,000 (10.1%), and visual disabilities at 315,000 (8.8%).

Trends in Number of Children and Adults with physical disabilities by Type



Note: The figures in the graph are totals. The figures in parentheses are the total number per 1,000 persons.
 (Source) Ministry of Health, Labour and Welfare "2006 Survey on the Actual Status of Physically Disabled Persons."

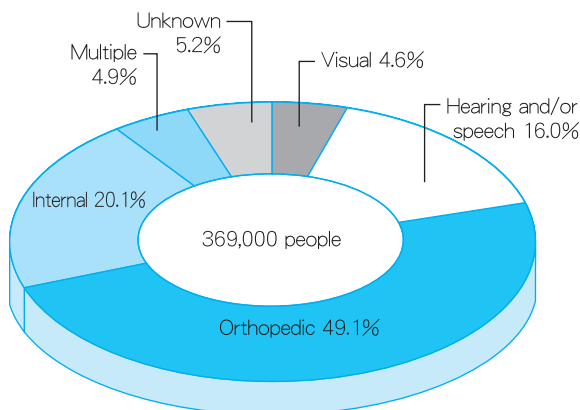
Actual Employment Situation of Persons with Physical Disabilities

Approximately 369,000 persons with physical disabilities regularly employed

According to a survey on the actual situation conducted in 2003 by the Ministry of Health, Labour and Welfare, the number of persons with physical disabilities in Japan regularly employed at private sector business establishments employing five or more regular workers is estimated to be 369,000, a decrease of 6.8% compared to the survey on the actual situation in 1998.

The situation of persons with physical disabilities according to type and degree of disability is shown in the charts below.

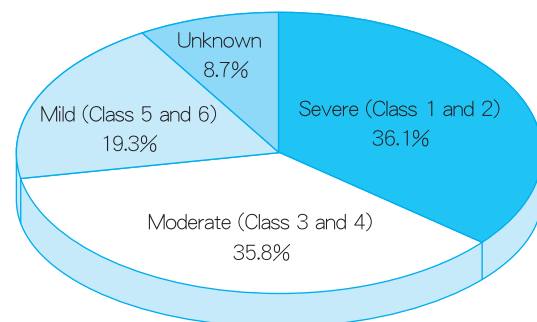
Situation According to Type of Physical Disability



Note: Hearing and/or speech disabilities also include sense of equilibrium disabilities.

(Source) Ministry of Health, Labour and Welfare "Survey on the Actual Status of the Employment of Disabled Persons" (2003).

Situation According to Degree of Disability



(Source) Ministry of Health, Labour and Welfare "Survey on the Actual Status of the Employment of Disabled Persons" (2003).

3 Persons with Intellectual Disabilities

Situation of Persons with Intellectual Disabilities

Approximately 419,000 persons with intellectual disabilities in Japan

According to the "Comprehensive Survey on Children/Persons with Intellectual Disabilities" conducted in 2005 by the Ministry of Health, Labour and Welfare, the number of children and adults with intellectual disabilities living at home is estimated to be approximately 419,000, and combining this with the approximately 128,000 children and adults with intellectual disabilities staying at social welfare facilities, including rehabilitation facilities for persons with intellectual disabilities, the number of persons with intellectual disabilities in Japan is approximately 547,000. By age group, 117,000 (28.0%) are under 18 years of age and 290,000 (69.1%) are 18 years of age or older. Of these, 48.8% have a mild/moderate disability and 39.3% have a severe/profound disability.

Situation of Children and Adults with Intellectual Disabilities Living at Home by Degree of Disability

	Total number	Profound	Severe	Moderate	Mild	Unknown
Total number	419,000 (100.0%)	62,400 (14.9%)	102,200 (24.4%)	106,700 (25.5%)	97,500 (23.3%)	50,100 (12.0%)
Children with intellectual disabilities (under 18 years old)	117,300 (100.0%)	22,000 (18.8%)	28,100 (23.9%)	26,200 (22.4%)	33,300 (28.4%)	7,700 (6.5%)
Persons with intellectual disabilities (18 years old and over)	289,600 (100.0%)	39,800 (13.7%)	73,700 (25.5%)	78,700 (27.2%)	63,000 (21.8%)	34,300 (11.9%)
Unknown	12,100 (100.0%)	600 (5.0%)	400 (3.3%)	1,800 (15.0%)	1,200 (10.0%)	8,100 (66.7%)

Note: Figures in parentheses are composition ratios.

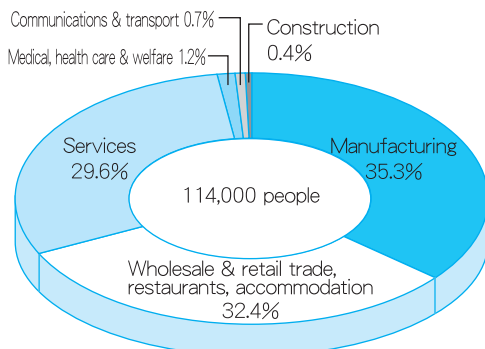
(Source) Ministry of Health, Labour and Welfare "Comprehensive Survey on Children/Persons with Intellectual Disabilities" (2005).

Actual Employment Situation of Persons with Intellectual Disabilities

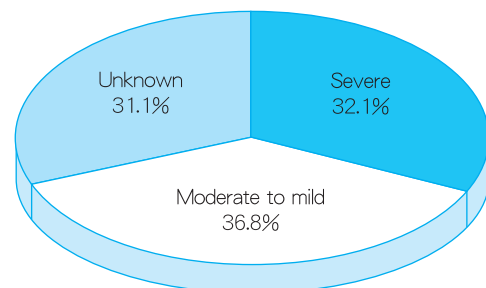
Approximately 114,000 persons with intellectual disabilities regularly employed

According to a survey on the actual situation conducted in 2003 by the Ministry of Health, Labour and Welfare, the number of persons with intellectual disabilities who are employed as regular workers at private sector companies employing five or more regular workers is estimated to be 114,000, a 62.9% increase over that of 1998. When broken down by industry, the manufacturing industry accounts for 35.3% of employers of these persons with intellectual disabilities, the highest percentage, followed by the wholesale and retail trade, restaurant, and accommodation industries (32.4%).

Employed Persons with Intellectual Disabilities by Industry



Employed Persons with Intellectual Disabilities by Degree of Disability



(Source) Ministry of Health, Labour and Welfare "Survey on the Actual Status of the Employment of Disabled Persons" (2003)

4 Persons with Mental Disabilities

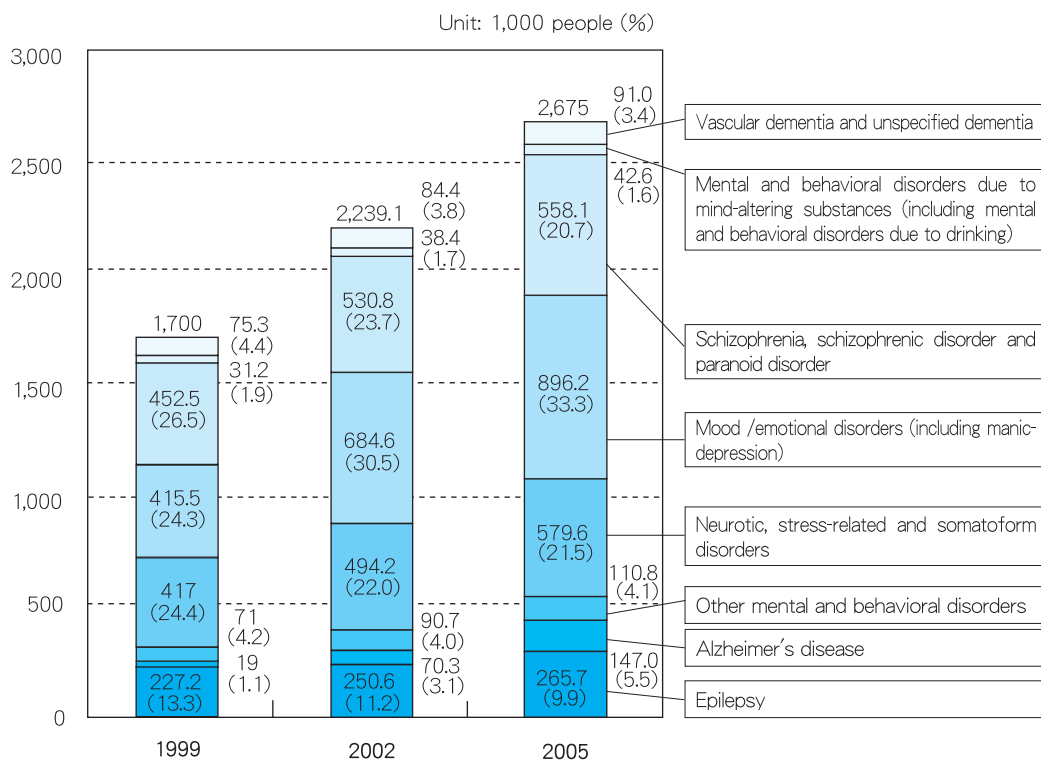
Situation of Persons with Mental Disabilities

Approximately 2.68 million persons with mental disabilities in Japan

According to a patient survey conducted in 2005 by MHLW, the number of patients with mental disabilities is estimated to be approximately 3.028 million. The estimated number of those persons hospitalized is approximately 353,000, and of those living at home is approximately 2,675 million.

Looking at the composition ratio by type of disorder of those with mental disabilities living at home, "mood emotional disorder (including manic-depression)" make up the largest portion, accounting for 33.3% of the total, followed by "neurotic, stress-related and somatoform disorders" at 21.5%, "schizophrenia, schizophrenic disorder and paranoid disorder" at 20.7% and "epilepsy" at 9.9%.

Trends in the Number of Persons with Mental Disabilities by Type (Living at Home)



Notes: 1 Names of disorders are those at the time of the survey.

2 "Persons with mental disabilities living at home" refers to outpatients with mental disorders.

(Source) Arranged by the Department of Health and Welfare for Persons with Disabilities, Ministry of Health, Labour and Welfare based on the Ministry of Health, Labour and Welfare "Patient Survey."

Actual Employment Situation of Persons with Mental Disabilities

Approximately 13,000 persons with mental disabilities regularly employed

According to a survey on the actual situation conducted in 2003 by the Ministry of Health, Labour and Welfare, the number of persons with mental disabilities in Japan regularly employed at private sector business establishments employing five or more regular workers is estimated to be 13,000.

Employment Situation (Employment Rate) of Persons with Disabilities

Actual employment rate of persons with disabilities at private sector companies: 1.59% (stipulated quota: 1.8%)

The actual employment rate at general private sector companies as of 1 June 2008 was 1.59%, a rise of 0.04% on the previous year.

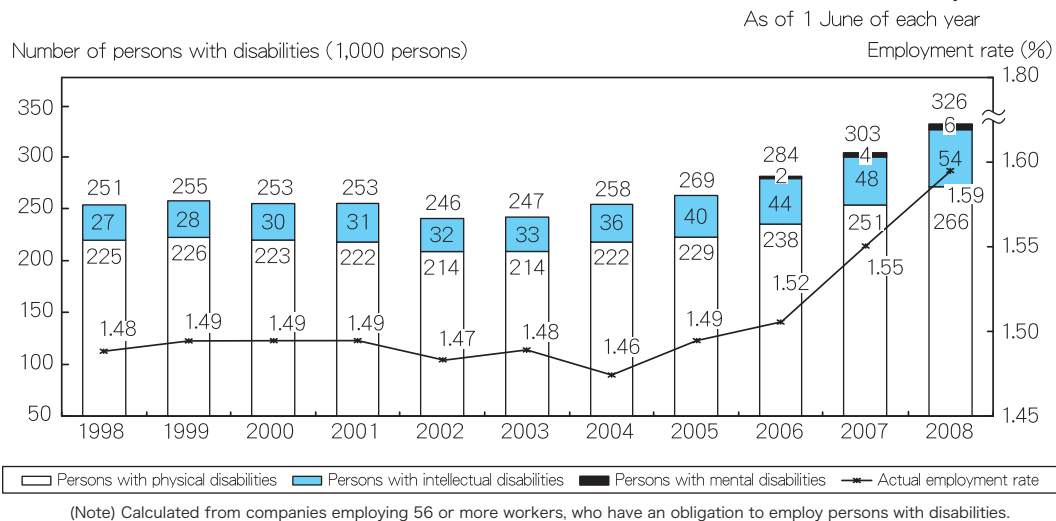
The actual employment rate at general private sector companies has risen in recent years, but it has still not reached the level of 1.8% stipulated by the Law for Employment Promotion etc., of the Disabled. 1) Looking at the figures by company size, the actual employment rate at small- and medium-sized enterprises remains at a low level. In particular, the actual employment rate (1.33%) is at the lowest level at companies employing 100 to 299 people. 2) While the actual employment rate is at a high level (1.78%) at companies that are 1,000 people or more in size, the ratio of enterprises that have satisfied the stipulated quota is lower (43.8%) than the overall rate. There are still many issues to be improved.

Quota System

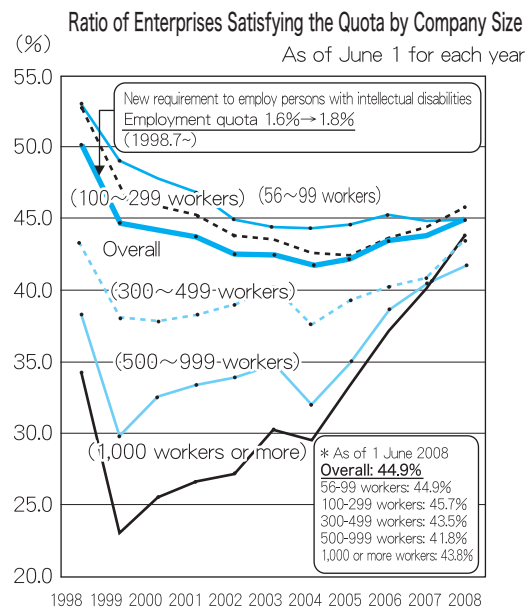
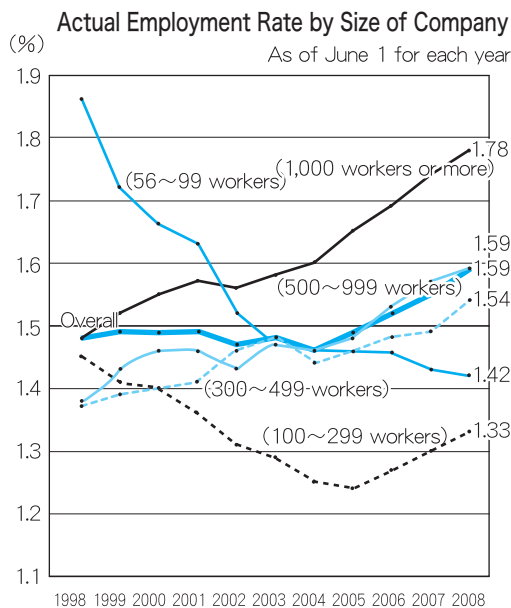
Based on the Law for Employment Promotion etc., of the Disabled, private sector companies must employ persons with physical and/or intellectual disabilities to make up at least 1.8% of their regular workers.

In calculating this employment rate, a person with severe physical or severe intellectual disabilities can be counted as two persons, and a person with severe physical or severe intellectual disabilities who is a short-time worker can be counted as one person. A person with mental disabilities who is employed as a regular worker can be counted as one person, and a person with mental disabilities who is a short-time worker can be counted as 0.5 persons (please refer to p.10).

Employment Situation of Persons with Disabilities at Private Sector Companies (Trend)



Employment Situation of Persons with Disabilities at Private Sector Companies (by Size of Company)



Situation of Employment Placement for Persons with Disabilities

Maintaining and enlarging employment for persons with disabilities

Looking at the situation of employment placement for persons with disabilities at Public Employment Office (Hello Work), there has been a continuing and significant increase in the numbers of new job applications and placement in recent years. When comparing the figures for FY2008, when placement numbers were at their lowest in 10 years, with the figures for FY2001, the number of new job applications has increased 29.1% and successful placement increased 68.3%. Looking at the figures by type of disabilities, the increase has been particularly dramatic in the cases of persons with intellectual and mental disabilities.

The following factors have been cited as reasons for the significant increase of new job applications and successful placement.

- 1) An increase in the motivation of persons with disabilities to work (steady increase in the number of new job applications)
- 2) Expansion of efforts on the part of companies (progress of efforts to hire persons with disabilities from the perspective of compliance and corporate social responsibility)
- 3) Strengthening of efforts at Hello Work: setting and management of goals including the number of those who got employment, proactive utilization of employment support measures such as trial employment and support from job coaches, enhancement of support in coordination with relevant institutions, etc.)

However, due to the severe situation of the economy and employment in recent years, disability employment circumstances have been worsening. It has been a big challenge to maintain and enlarge the employment for persons with disabilities.

Situation of Employment Placement for Persons with Disabilities by Type of Disability

	Number of new job applications				
	Total number of persons with disabilities	Persons with physical disabilities	Persons with intellectual disabilities	Persons with mental disabilities	Others
2001	83,557 (7.7)	61,548 (7.2)	16,357 (8.0)	5,386 (12.1)	266 (△ 2.6)
2002	85,996 (2.9)	62,888 (2.2)	16,511 (0.9)	6,289 (16.8)	308 (15.8)
2003	88,272 (2.6)	62,450 (△0.7)	17,602 (6.6)	7,799 (24.0)	421 (36.7)
2004	93,182 (5.6)	63,305 (1.4)	18,953 (7.7)	10,467 (34.2)	457 (8.6)
2005	97,626 (4.8)	62,458 (△1.3)	20,316 (7.2)	14,095 (34.7)	757 (65.6)
2006	103,637 (6.2)	62,217 (△0.4)	21,607 (6.4)	18,918 (34.2)	895 (18.2)
2007	107,906 (4.1)	61,445 (△1.2)	22,273 (3.1)	22,804 (20.5)	1,384 (54.6)
2008	119,765 (11.0)	65,207 (6.1)	24,381 (9.5)	28,483 (24.9)	1,694 (22.4)

	Number of successful placements				
	Total number of persons with disabilities	Persons with physical disabilities	Persons with intellectual disabilities	Persons with mental disabilities	Others
2001	27,072 (△4.5)	18,299 (△4.9)	7,069 (△4.7)	1,629 (0.9)	75 (△15.7)
2002	28,354 (4.7)	19,104 (4.4)	7,269 (2.8)	1,890 (16.0)	91 (21.3)
2003	32,885 (16.0)	22,011 (15.2)	8,249 (13.5)	2,493 (31.9)	132 (45.1)
2004	35,871 (9.1)	22,992 (4.5)	9,102 (10.3)	3,592 (44.1)	185 (40.2)
2005	38,882 (8.4)	23,834 (3.7)	10,154 (11.6)	4,665 (29.9)	229 (23.8)
2006	43,987 (13.1)	25,490 (6.9)	11,441 (12.7)	6,739 (44.5)	317 (38.4)
2007	45,565 (3.6)	24,535 (△3.7)	12,186 (6.5)	8,479 (25.8)	365 (15.1)
2008	44,463 (△2.4)	22,623 (△2.1)	11,889 (△2.4)	9,456 (11.5)	495 (35.6)

Note: Year-on-year change is shown in parentheses (difference).
The numbers for new job applications and successful placements are the totals for the fiscal year.