The employment of persons with disabilities in many cases requires employers to take special steps, such as workplace facility and equipment modifications, workplace environment changes, and adoption of special personnel management programs. Since these measures involve a financial outlay, an economic imbalance arises between employers who fulfill their social responsibility to employ disabled workers and those who do not.

The Levy and Grant System for Employing Persons with Disabilities is based on the principle of collective social responsibility, which claims that the responsibility for employing persons with disabilities must be borne equally by all employers.

Based on the Law for Employment Promotion of Persons with Disabilities, the system has been set up to balance the financial burdens that accompany employment of persons with disabilities among employers, as well as to provide support and advice to employers in order to promote and secure employment of persons with disabilities.

1 Reporting and Payment of Levies for Employing Persons with Disabilities

Employers with more than 100 regular workers are required to file a levy form.

Among employers, those who fail to meet the legally required employment quota (which is the equivalent of 2.0% of the employer's total workforce) must pay a levy for each person below the quota.

The levy per month is 50,000 yen (40,000 yen for employers with more than 100 but not exceeding 200 regular employees, as a limited-time special abatement) per person below the quota.

2 Adjustment Allowance for Employing Persons with Disabilities

Employers with more than 100 regular workers who employ more than the stipulated quota (2.0%) of workers with physical, intellectual and/or mental disabilities can apply for an Adjustment Allowance for Employing Persons with Disabilities for the number of disabled workers exceeding that quota. The adjustment allowance per month is 27,000 yen per person.

3 Rewards

Employers with 100 regular workers or less whose total employment of persons with physical, intellectual and/or mental disabilities exceeds a fixed number (equivalent to the accumulative number in that fiscal year of 4% of all regular workers per month or 72 persons, whichever is greater) may receive a Reward (21,000 yen per month per person) for the number of disabled workers in excess of the fixed number.
Employment Support for Persons with Disabilities

4 Special Adjustment Allowance for Supporting Persons with Disabilities Working at Home

Employers with more than 100 regular workers that place orders with persons with disabilities working at home or organizations supporting home-based work are eligible to apply for a “special adjustment allowance for supporting persons with disabilities working at home” if the total amount that the eligible employers pay in a given fiscal year to persons with disabilities working at home exceeds a certain amount. The special adjustment allowance is paid within the range of limitation corresponding to the number of employees with disabilities.

5 Special Rewards for Supporting Persons with Disabilities Working at Home

Employers qualified to receive the Rewards who place orders with persons with disabilities working at home or organizations supporting home-based work are eligible to apply for a “special reward for supporting persons with disabilities working at home” if the total amount that the eligible employers pay in a given fiscal year to persons with disabilities working at home exceeds a certain amount. The special reward is paid within the range of limitation corresponding to the number of employees with disabilities.

6 Grants

Grants are available to partially cover costs incurred by employers in their attempts to hire or continue to employ persons with disabilities. Such costs may include improving facilities and equipment, taking special measures to ensure appropriate employment management, etc.

- Grant for the provision of workplace facilities, etc., for persons with disabilities
- Grant for the provision of welfare facilities, etc., for persons with disabilities
- Grant for workplace attendants for persons with disabilities
- Grant for commuting measures for persons with severe disabilities
- Grant for the provision of facilities, etc., in enterprises employing a large number of persons with severe disabilities

Employer Surveys

To ensure that the Levy and Grant System is functioning properly, surveys are conducted on employers required to pay levies, and employers who qualify for adjustment allowances and grants.

Application for adjustment allowances, rewards, and grants, as well as declaration of levies, should be submitted to the Elderly and Persons with Disabilities Services Department of the respective JEED prefectural offices. (See pp. 23 - 26 for locations, etc.)