

Abstracts

The Current State and Problems regarding the Employment of People with Disabilities

Tadashi Kudoh (Tokai Gakuen University)

New trends in attitudes toward people with disabilities are emerging, such as ICF by the WHO. Even from an international standpoint, the employment rate of people with disabilities in Japan is high, and it has been found that the employment of disabled people in Japan is higher in smaller companies with fewer than 56 employees than in larger companies, in compliance with the mandatory employment quota. Furthermore, the Japanese mandatory employment quota has helped to generate employment opportunities for people with severe disabilities. In contrast, the Americans with Disabilities Act, which is one piece of anti-discrimination legislation, has not resulted in any improvement in the employment rate. As a future challenge for Japan, it is necessary to improve workplace accommodation and openly disclose information regarding the employment of people with disabilities, as well as to place stronger emphasis on the development and evaluation of the government's plans and policies that establish numerical targets, including the provision of statistics regarding employment of people with disabilities.

Establishing a Work Environment and Work Conditions for People with Intellectual Disabilities: From an Analysis of Successful Cases in Special Subsidiaries and Vocational Aid Centers

Keiji Inose (Japan Broadcasting Corporation)

What kind of working environment is required for employing people with intellectual disabilities? I examined successful examples in cities and in the countryside. In a profitable company in the city, the first condition for success is to assign manageable and worthwhile work to intellectually disabled people. The second condition is to form different groups so that people with intellectual disabilities can help one another. On the other hand, in the countryside where young people are moving to the cities and there are too few workers, intellectually disabled people work for traditional craft enterprises and earn money at vocational training facilities. In conclusion, the successful examples in cities and in the countryside described above have excellent management strategies.

Problems with Career Choice and Appropriate Support for the Disabled: Employment Support for Young People with Mild Developmental Disabilities

Yoko Mochizuki (Japan Organization for Employment of the Elderly and Persons with Disabilities)

Most students with mild developmental disabilities who are attending regular education generally do not know of employment support measures for the disabled when selecting a job. Even if they do know of it, they do not consider using it. Some of them will start to consider employment support measures for the disabled only after repeatedly suffering failures and setbacks in career choice and adaptation. This paper analyzes the background of such students and discusses issues to be solved through employment support measures inside and outside school by helping those students with mild developmental disabilities with vocational evaluation and providing information.

Disability Employment Levy-Subsidy Scheme from an Economic Viewpoint

Toshihiro Tsuchihashi (Hitotsubashi University) and **Daisuke Oyama** (Hitotsubashi University)

This paper discusses the disability employment quota-levy policy from an economic point of view. Based on the standpoint that the goal of the policy is to promote employment of disabled people in the society as a whole and the employment quota for each firm should be adjusted according to its capacity or opportunity cost associated with the employment, we underline that the levy-subsidy system can be utilized as a tool that provides each firm with incentives to spontaneously achieve its optimal employment level. It is demonstrated that levy and subsidy can work as Pigouvian tax under complete information and that a levy-subsidy scheme akin to the Vickrey auction mechanism achieves efficiency even when the cost structure of the firms is private information.

Characteristics of the American with Disabilities Act as an Antidiscrimination Law

Kiyotaka Hatai (Tokyo University of Career Development)

The Americans with Disabilities Act (ADA) is characterized by the following elements: a stipulation that “a qualified individual with a disability” is protected from discrimination, a classification that not making reasonable accommodations is deemed to be a form of discrimination, and definitions of “disability” that consists of three categories, *i.e.* an actual disability, a record of a disability, and a perceived disability. ADA is understood to be an antidiscrimination law different from Title VII of the Civil Rights Act of 1964 because the former applied a different formulation adopted by the latter that stipulates race, color, religion, sex and national origin as prohibited reasons for discrimination. That is considered to be why the federal court made a decision to reduce the extent of protection. However, understanding that everyone has the possibility of facing direct discrimination because of stereotype and mistaken recognition, the legislator wished every individual to be protected from the third definition of disability *i.e.* a perceived disability. On the other hand, prohibition of indirect discrimination and discrimination by not making reasonable accommodations share the same function of eliminating institutional and physical obstacles in an unfavorable society that is constructed with no respect for the situations and needs of an individual with a disability within the reasonable extent. Actually, prohibition of not making reasonable accommodations is an extended concept of prohibition of indirect discrimination, and it concords with the principle of equal opportunity underlying the anti-discriminatory legislation, the same as prohibition of indirect discrimination does. As outlined above, the ADA does not differ from other antidiscrimination laws including Title VII of the Civil Rights Act despite a different formulation, and has the same extent of protection and classification of prohibition.

Family-support Policy and the Polarization of Female Employment

Mamiko Takeuchi (Japan Society for the Promotion of Science researcher) and **Yoshiko Otani** (M.A., Osaka School of International Public Policy, Osaka University)

This study examined the systematic structure of family-support measures including the child-care leave system from the perspective of equal government policies. The results of the analysis were as follows. First, for married households without children or other family members and households with young children, the percentage of full-time working wives is increasing in high-income households. Second, a comparison of the relationship between women without children and their wage levels, with a focus on the negative effect of childbirth on payment, has shown that female employees who take the child-care leave are less affected by their temporary career breaks.

Third, households with wives using the child-care leave system are more likely to enjoy long-term wage premiums from couple attribute matching. These results suggest that utilization of the child-care leave system by only particular groups of people causes the polarization of female employment and in the long run this utilization pattern could affect income gaps in each household. It is necessary to change attitudes from maintaining the current structure focusing on family-support measures for existing employees to establishing a flexible structure for better treatment of employees without full benefits and female reemployment.