

Indicator 16.7.1

Indicator Name, Target and Goal

Indicator 16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups

Target 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

(b) Public institutions (by persons with disabilities)

Definition and Rationale

○ Definition

Indicator 16.7.1(b): Pursuant to the provisions of the Act on Employment Promotion etc. of Persons with Disabilities (Act No. 123 of 1960), persons with disabilities must be employed at or above the statutory employment rate required of the national government, local governments and incorporated administrative agencies, etc. (hereinafter referred to as “national government organs, etc.”) and private enterprises, and reports on the status of appointment and dismissal and the status of employment of persons with disabilities as of June 1 each year must be submitted. This indicator is an aggregate of these figures.

○ Concepts

Statutory employment rate: The prescribed percentage of persons with disabilities an employer is obliged to employ pursuant to the provisions of the Act on Employment Promotion etc. of Persons with Disabilities (Act No. 123 of 1960).

Incorporated administrative agencies, etc.: An incorporated administrative agency, etc. refers to a corporation listed in items (i) to (x) of Appended Table 2 of the Order for Enforcement of the Act on Employment Promotion etc. of Persons with Disabilities.

Status of appointment and dismissal: The employment status of persons with disabilities in public institutions.

○ Rationale and Interpretation:

Pursuant to the Act on Employment Promotion etc. of Persons with Disabilities, private enterprises and national government organs, etc. must employ a number of persons with disabilities which is at least equivalent to the corresponding statutory employment rate below. Figures in parentheses () indicate the size a place of business can be, in terms of employees, from which it needs to employ a person with disabilities.

Persons with disabilities covered by the employment obligation are those with physical disabilities, intellectual disabilities or mental disabilities (limited to those who are delivered a mental disability certificate).

[Statutory employment rates]

Private enterprises: 2.3% (enterprises with at least 43.5 persons)

National and local governments: 2.6% (institutions with at least 38.5 persons)

Boards of education: 2.5% (institutions with at least 40.0 persons)

This indicator is appropriate for target measurement because it requires reporting by private enterprises and national government organs, etc. that are obliged to employ persons with disabilities as described above.

Data Sources and Collection Method

Data is collected and aggregated using the Report on the Status of Employment of Persons with Disabilities and the Report on the Status of Appointment and Dismissal of Persons with Disabilities, which require the number of persons with disabilities as of June 1 every year to be reported.

Method of Computation and Other Methodological Considerations

○ Computation Method

As shown in the table below, calculate the number of employed persons with disabilities according to their type of disability, etc.

Prescribed working hours per week	30 hours or more	20 hours or more and less than 30 hours
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Physical disability	1	0.5
Severe	2	1
Intellectual disability	1	0.5
Severe	2	1
Mental disability	1	0.5*

* For persons with mental disabilities who are part-time workers, if they satisfy both (1) and (2) below, regard each person as 1 person.

(1) The person was first employed no longer than 3 years ago, or the person obtained a mental disability certificate no longer than 3 years ago

(2) The person was employed on or before March 31, 2023, and has obtained a mental disability certificate

○ Comments and limitations

It should be noted that figures in the Report on the Status of Employment of Persons with Disabilities and in the Report on the Status of Appointment and Dismissal of Persons with Disabilities are current as of June 1 each year.

It should also be noted that figures in the Report on the Status of Employment of Persons with Disabilities and in the Report on the Status of Appointment and Dismissal of Persons with Disabilities are the sum of the national and local governments with 38.5 or more full-time workers and boards of education with 40.0 or more full-time workers (not the sum of all organizations).

Data Disaggregation

Data for private enterprises is also calculated and disclosed by size of enterprise and by industry.

References

Report on the Status of Employment of Persons with Disabilities:

https://www.mhlw.go.jp/stf/newpage_16030.html

(Materials disclosed on January 15, 2021)

Custodian Ministries of Data

Ministry of Health, Labour and Welfare

Custodian Ministries of Related Policies

Cabinet Secretariat
Cabinet Office
Ministry of Internal Affairs and Communications
Ministry of Justice
Ministry of Health, Labour and Welfare
National Personnel Authority

International Organizations

United Nations Development Programme (UNDP) Oslo Governance
Centre