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Education

LL.B. | *Chukyo University* | 03/31/1991

LL.M. | *Aichi Gakuin University* | 03/31/1993

Ph. D. Candidate | *Aichi Gakuin University* | 03/31/1997

LL.M. Certificate | *McGill University* | 08/31/2001

Faculty Appointments

Tokyo Keizai University

Kokubunji, Tokyo

Professor of Law | 2017-Present

Hokusei Gakuen University

Sapporo, Hokkaido

Professor, Department of Social Policy | 2010-2017

*Department Head | 2013-2014 | Department of Social Policy, School of Social Welfare

Associate Professor, Department of Social Policy | 2004-2010

Assistant Professor, Department of Social Policy | 2000-2004

Academic Activities

Editor-in-chief | 1996-1997 | AICHI GAKUIN DAIGAKU DAIGAKUIN HOKENKAI RONSHU (AICHI GAKUIN UNIVERSITY GRADUATE SCHOOL LAW REVIEW)

Editor-in-chief | 2022-Present | SHAKAIHOSHOGO (SOCIAL SECURITY LAW REVIEW)

Publications

[Article in English]

Future of Disability Law in Japan: Employment and Accommodation, with Peter Blanck, 33 LOYOLA L.A., INT'L & COMP. L. REV. 173-220, (2011)

[Book Chapter in English]

Does the CRPD Matter? A Comparison of Sheltered Workshop Policies in Japan, Taiwan, and South Korea, with Yi-Chun Chou & Eun-Ju Yoo, Robinson S. & Fisher K. R. eds, RESEARCH HANDBOOK ON DISABILITY POLICY, (Cheltenham: Edward Elgar, 2023) .

[Articles in Japanese (2011-)]

How the Activities of Government and Disability Groups Contribute to the Changes to Respond UNCRPD?, 3255 SHUKAN SYAKAI HOSHO (WEEKLY SOCIAL SECURITY) 48-53 (2024).

Changes of Disability Program by UNCRPD and its Concluding Observations on Thailand, 2049 RODO HORITSU JUNPO 26-48 (2024).

Some Qualification Agendas for the Disability Pension Reform, 16 SHAKAIHOSHOU KENKYU (REV. SOCIAL SECURITY L.) 63-92 (2022).

Vocational Rehabilitation Programs in Thailand, 2018 RODO HORITSU JUNPO 42-56 (2022).

Article 28 of UNCRPD and Concluding Observations by UN Disability Rights Committee for Japanese Initial Report, 3188 SHUKAN SYAKAI HOSHO (WEEKLY SOCIAL SECURITY) 48-53 (2022).

Less Like Gospel and More Like Gibberish: Definition of Individual with Mental Disability for Antidiscrimination and Reasonable Accommodation under Employment Promotion Act, Vol. 64. No. 8 NIHON RODO KENKYU ZASSHI (JAPANESE J. LABOUR STUDIES) 25-36 (2022).

Migrant Unskilled Workers and Social Insurance: Japan and Taiwan, 42 GENDAI HOGAKU (TOKYO KEIZAI L. REV.), 153-195 (2022).

Modules to Drive Disability Employment Policy: Some Features of Japanese Policy from Comparative Perspectives, 5 SHOGAIHO (DISABILITY L.) (2021), 3-18.

Article 27 of UNCRPD and Estimated Recommendations of Concluding Observations for Japanese Initial Report, 3130 SHUKAN SYAKAI HOSHO (WEEKLY SOCIAL SECURITY) 48-53 (2021).

Disability Quotas and Employment of Persons with Disabilities in Thailand, 271 KIKAN RODOHO (QUARTERLY LABOR LAW) 153-164 (2020).

Antidiscrimination Policy and Theory for Assistance Animals in the United States, 39 GENDAI HOGAKU (TOKYO KEIZAI L. REV.), 125-177 (2020).

Assistance Dogs' Policy in Japan, 3076 SHUKAN SYAKAI HOSHO (WEEKLY SOCIAL SECURITY) 48-53 (2020).

Assistance Dogs' Policy and Practice in Taiwan, Vol. 54, No. 3 & 4 CHUKYO HOUGAKU (CHUKYO L. REV.) 185-210 (2020).

Disability Employment Policy and Practice in Canada, 1945 RODO HORITSU JUNPO 30-56 (2019).

Concept of Disability and Ground Design of Disability Employment Policy, 3019 SHUKAN SYAKAIHOSHO (WEEKLY SOCIAL SECURITY) 44-49 (2019).

Wage and Stipend for Employees with Disabilities in Taiwan, 2970 SHUKAN SYAKAI HOSHO (WEEKLY SOCIAL SECURITY) 48-53 (2018).

Domestic Ratification of UNCRPD and Development of Reasonable Accommodation in Taiwan, 260 KIKAN RODOHO (QUARTERLY LABOR LAW) 90-99 (2018).

Criteria of Publicly Funded 24 Hours Care Services, Vol. 2, No. 4 KIKAN SHAKAI HOSHO KENKYU (J. SOCIAL SECURITY RESEARCH) 540-543 (2018).

Theoretical Agendas of Disability Employment Law and Policy, JAPAN SOCIETY OF LABOUR LAW STUDIES ED. RENAISSANCE OF LABOUR LAW, 107-124 (Tokyo: Nihon Hyoron-sya, 2017).

Transition of Persons with Disabilities to Open Labour Market and Its Restraining Factors in Taiwan, 1670 CHINGIN-TO-SHAKAIHOSHO (WAGE AND SOCIAL SECURITY) 36-52 (2016).

Business Services Wage Assessment Tool in Australian Business Enterprises (1)-(3), RODO HORITSU JUNPO 1865 (p. 47-57), 1866 (p. 23-32), 1867 (p. 38-44), (2016).

Services and Benefits for Persons with Disabilities and Equality, No. 6 SHAKAIHOSHOHO KENKYU (REVIEW OF SOCIAL SECURITY L.) 51-82 (2016).

Disability Discrimination, Reasonable Accommodation and Unpromulgated Services for Persons with Disabilities, No. 30 J. SHAKAIHOSHOHO (SOCIAL SECURITY L.) 56-68 (2015).

Wage Policy and Disability Pension in Australia: Introduction of Disability Support Pension and Supported Wage System, No. 49, Vol. 1/2 CHUKYO HOGAKU (CHUKYO L. J.) 1-64 (2014).

Wage Policy for Persons with Disabilities and Vocational Rehabilitation in Taiwan, 245 KIKAN RODOHO (QUARTERLY LABOR LAW) 133-149 (2014)

Subjects of Collective Bargaining, M. Tuchida & R. Yamakawa eds., JURIST BESSAKU: RODOHO-NO-SOTEN (IMPORTANT ISSUES OF LABOUR AND EMPLOYMENT LAW, JURIST ANNEX), 180-181 (2014).

Impacts of Ratification of United Nation Convention on Rights of Persons with Disabilities on Community Services for Persons with Disabilities in Japan, No. 8 (WINTER, 2014) RONKYU JURIST (QUARTERLY JURIST) 35-41 (2014).

Concept of Disability under the New Disability Discrimination Provisions in Employment Promotion Act for Persons with Disabilities, 243 KIKAN RODOHO (QUARTERLY LABOR LAW) 2-16 (2013).

Impacts of UN Convention on the Rights of Persons with Disabilities on Reasonable Accommodation in Japan, 29-4 HOKKAIDO JOURNAL OF OCCUPATIONAL THERAPY 174-182 (2013).

Cost Factors of Disability Antidiscrimination Law and Normative Basis of Reasonable Accommodation: Lessons from the Arguments in the United States, 235 KIKAN RODOHO (QUARTERLY LABOR LAW) 4-13 (2011).

Remedies and Enforcement of New Disability Antidiscrimination Act: Lessons from the Experience of ADA, 118 RODOHO (JOURNAL OF LABOR LAW) 53-64 (2011).

[Book Chapters in Japanese (2011-)]

Social Services for Persons in Parole and Probation, Japan Association for Social Security Law Studies eds, LECTURES ON SOCIAL SECURITY LAW NO. 2, (Nihon Hyoronsha: Tokyo, 2024) [Forthcoming].

Work and Employment on Article 27 of United States Convention on the Rights of Persons with Disabilities, T. Ishikawa, O. Nagase, and S. Kawashima eds., FIRST REVIEW BY UN DISABILITY RIGHTS COMMITTEE FOR JAPANESE GOVERNMENT (Horitsu Bunkasha: Kyoto, 2024)

Critical Analysis of Section 20 of Labour Contract Act, T. Doko, T. Kato *et al.* eds, INDEPENDENCE AND SOLIDARITY IN SOCIAL LAW (Tokyo: Junposha, 2022) 325-343.

Disability law in Japan (Chapter 2), with Hideki Hitta, Y. Kikuchi, J. Nakagawa & S. Kawashima, DISABILITY LAW (2ND ED.), (Tokyo: Seibundo, 2021), 32-54.

Disability and Labour Law (Chapter 7), with H. Konishi, Y. Kikuchi, J. Nakagawa & S. Kawashima, DISABILITY LAW (2ND ED.), (Seibundo: Tokyo, 2021), 147-167.

Workers' Compensation (Chapter 13), Y. Motohisa, F. Komiya & T. Asano eds., FUNDAMENTALS OF LABOUR LAW (2ND ED.), (Kyoto: Horitsu Bunkasha, 2021) 223-243.

Disability Law and Policy in Canada, R. Goto & T. Shinkawa eds., GLOBAL SOCIAL WELFARE: SERIES 6: UNITED STATES AND CANADA (Tokyo: Junposha, 2019) 454-492.

Disqualification of Certified Social Workers Exam and Discharge, T. Asano & D. Kitaoka eds., RECONSTRUCTION OF LABOUR CONTRACT (Kyoto: Horitsu Bunkasha, 2019) 58-79.

Sub-section 1 of Chapter 3, Sub-section 2 of Chapter 4 & Subsections 1 and 4 of Chapter 5, H. Nagano, T. Hasegawa & K. Tominaga eds., EMPLOYMENT PROMOTION ACT FOR PERSONS WITH DISABILITIES (Tokyo: Kobundo, 2018), 64-73, 153-169, 250-258, 297-307.

Autonomous Living Needs of Persons with Disabilities and Reasonable Services, m. Kawano, M. Motozawa, and H. Oozone eds, SERIES ON SOCIAL SECURITY LAW, Vol. 2 (Kyoto: Horitsu Bunkasha, 2012) 223-43.

[Case Studies in Japanese]

Note: X. v. Nitto Denko Corp., Vol 95, No. 3 HORITSU JIHO, (2023), 140-143.

Note: X. v. Tonami Transport. Co., T. Muranaka & T. Araki eds, JURIST ANNEX: RODO HANREI HYAKUSEN (HUNDRED CASES OF LABOUR LAW (10TH ED.)), (2022), 116-117.

Note: X. v. Sapporo City, Vol. 2, No. 4 KIKAN SHAKAI HOSHO KENKYU (J. SOCIAL SECURITY RESEARCH) 544-550 (2018).

Note: X v. National Railways Corp. Sapporo, T. Muranaka & T. Araki eds., JURIST ANNEX: RODO HANREI HYAKUSEN (HUNDRED CASES OF LABOUR LAW (9TH ED.)) 178-179 (Tokyo: Yuhikaku, 2016).

Note: X v. Town of Ogi, M. Iwamura eds. JURIST ANNEX: HANREI HYAKUSEN (HUNDRED CASES OF SOCIAL SECURITY LAW (5TH ED.) 16-17 (Tokyo: Yuhikaku, 2016).

Note: Cemedine Co. Ltd. v. Central Labor Board, T. Muranaka & T. Araki eds. J JURIST ANNEX: RODO HANREI HYAKUSEN (HUNDRED CASES OF LABOUR LAW (8TH ED.)) 172-173 (Tokyo: Yuhikaku, 2009).

Note: X v. Japan, The Qualification of Public Pension Plan (Kokumin-nenkin) for Foreigner, K. Nishimura & M. Iwamura eds. JURIST ANNEX: HANREI HYAKUSEN (HUNDRED CASES OF SOCIAL SECURITY LAW (4TH ED.) 78-79 (Tokyo: Yuhikaku, 2008).

Note: X v. Japan Institute for Labour Policy and Training, No. 1622 RODO HOURITSU JUNPO 35-43 (Tokyo: Junpo-sha, 2006).

Note: X. et al. v. Osaka Koku-Jigyou (Osaka Airport Handling Service Co.),” No. 74 Vol. 2 HORITSU JIHOU 106-109 (Tokyo: Nihon Hyoronsha, 2003).

[Report Chair]

2009-2010 Comparative Research about the Duty of Reasonable Accommodation for Persons with Disabilities, submitted to the Ministry of Cabinet Office (Hello-Global, 2010) p.1-265.

2008-2009 Comparative Research about the Duty of Reasonable Accommodation for Persons with Disabilities, submitted to the Ministry of Cabinet Office (WIP Japan, 2009) p. 1-409.

[Research Grants]

2021-2023 Grant-in Aid for Scientific Research (C), by Japan Society for the Promotion of Science and Japan Minister of Education, Culture, Sports, Science and Technology, Funded \$25,000 (2021-2023), for *Research on Impacts of UNCRPD and Concluding Observations by UN Disability Rights Committee on Domestic Disability Law and Policy: Comparative Study*.

2016-2019 Grant-in Aid for Scientific Research (C), by Japan Society for the Promotion of Science and Japan Minister of Education, Culture, Sports, Science and Technology, Funded \$40,000 (2016-2019), for *Research on Integrated and Customized employment for the Disabled in North America*.

2012-2015 Grant-in Aid for Scientific Research (C), by Japan Society for the Promotion of Science and Japan Minister of Education, Culture, Sports, Science and Technology, Funded \$42,000 (2012-2015), for *Comparative Research on Wage System for Employees with Disabilities*.

2010-2012 Grant-in-Aid for Scientific Research (A), by Japan Society for the Promotion of Science and Japan Minister of Education, Culture, Sports, Science and Technology, Funded \$24,000 (2010-2012), for *Disability Law: Possibility of Disability Legal Studies* chaired by Y. Kikuchi.

2005-2006 Hokusei Gakuen University Research Grant, sponsored by Hokusei Gakuen University, Funded \$2800, for *A Comparison of Judicial Reviews on Welfare Litigation between Japan and Canada*.

2004-2005 Faculty Research Program (FRP), sponsored by Canada Government, Funded \$4,900, for Welfare Rights under the Canadian Charter of Rights and Freedoms: Its Possibility and Assignment.

2002-2003 Hokusei Gakuen University Research Grant, sponsored by Hokusei Gakuen University, Funded \$2,800, for Constitutional Bases for Social Security in Canada.