

Analysis of the process of building cooperation between agriculture and welfare

—A case of employment of people with disabilities in agriculture—

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Summary

The purpose of this paper is to show the acquisition process of the management elements necessary for employment of people with disabilities in agriculture through four advanced examples.

The main results of the analysis are as follows:

First, in all four cases, the opportunity of starting employment of people with disabilities is either farm-work experience or interaction between the agricultural sector and welfare sector. Therefore, opportunities for matching and mutual understanding between the agricultural sector and welfare sector are important in the early stages.

Second, in order to acquire a knowledge of agriculture, the welfare sector has built either cooperative ties with farmers or has hired them, thus strengthening their weaknesses in accessibility and availability of employment support.

Third, the agricultural sector improved the labor environment for people with disabilities by establishing a means of caring for them.

And fourth, through these advanced examples of processes that build cooperation between agriculture and welfare for employability of people with disabilities in agriculture, a well-balanced system with adequate management elements and know-how has been developed in each agricultural sector and the welfare sector. As a result, the system has contributed to maintaining agriculture and expanding employment opportunities in regional communities.