

Symposium | Neurodiversity : [Symposium 77] Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities

📅 2025年9月27日(土) 15:50 ~ 17:20 🏢 Session Room 6 (Conference Room B)

[Symposium 77] Embracing Neurodiversity: Advancing Inclusive Workplaces for All Abilities

Moderator: Fuminari Obuchi (Kaizen Inc.)

[SY-77-01] Unlocking Potential: Neurodiversity as a Competitive Advantage in the Modern Japanese Workplace

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This presentation explores Japan's unique adoption of neurodiversity concept. Five domestic factors are crucial: 1) The government's economic and tech-focused framing, creating both opportunity and limitation; 2) A 50-year-old disability employment quota system, for which neurodiversity offers a more nuanced alternative to a rigid binary; 3) An urgent labor shortage due to severe demographic decline, increasing the value of diverse talent pools; 4) Rising school and work absenteeism, indicating a need for more flexible societal structures; and 5) The recent growth of online self-advocacy movements, empowering individuals to share their own stories.

Analyzing these trends, we argue that neurodiversity is a strategic necessity for Japan. It provides a vital framework to harness untapped human potential, foster innovation, and address the nation's most pressing socio-economic challenges.