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Blank rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Three vertical bars

Single vertical bar

Single vertical bar

Two vertical bars

Single vertical bar

Five vertical bars

Large blank rounded rectangular box

Blank rounded rectangular box

Gray rectangular box

Three horizontal bars

Blank rounded rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

Blank rounded rectangular box

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Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Gray horizontal bar

Three vertical bars

Two vertical bars

Four vertical bars

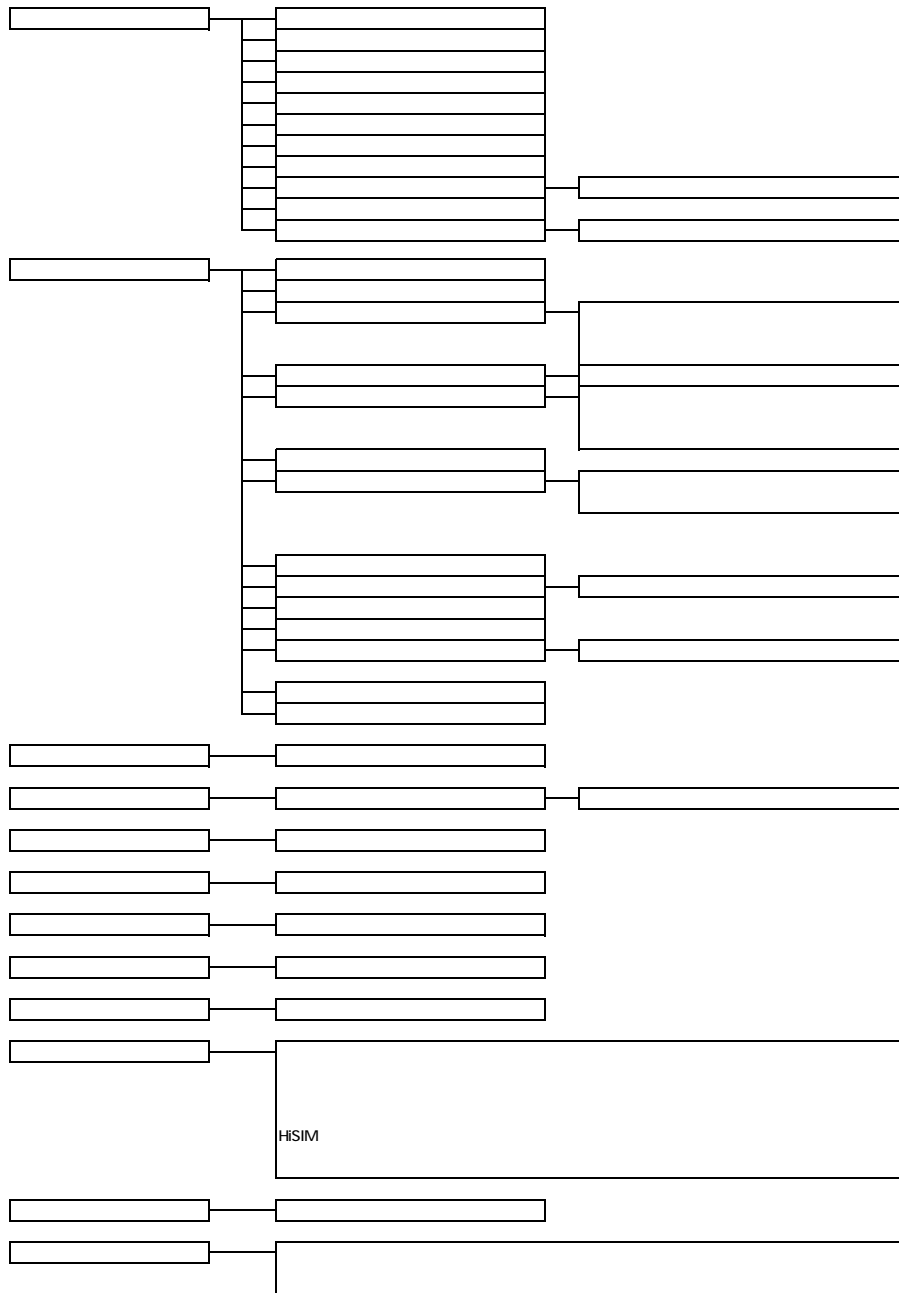
Four vertical bars

Single vertical bar

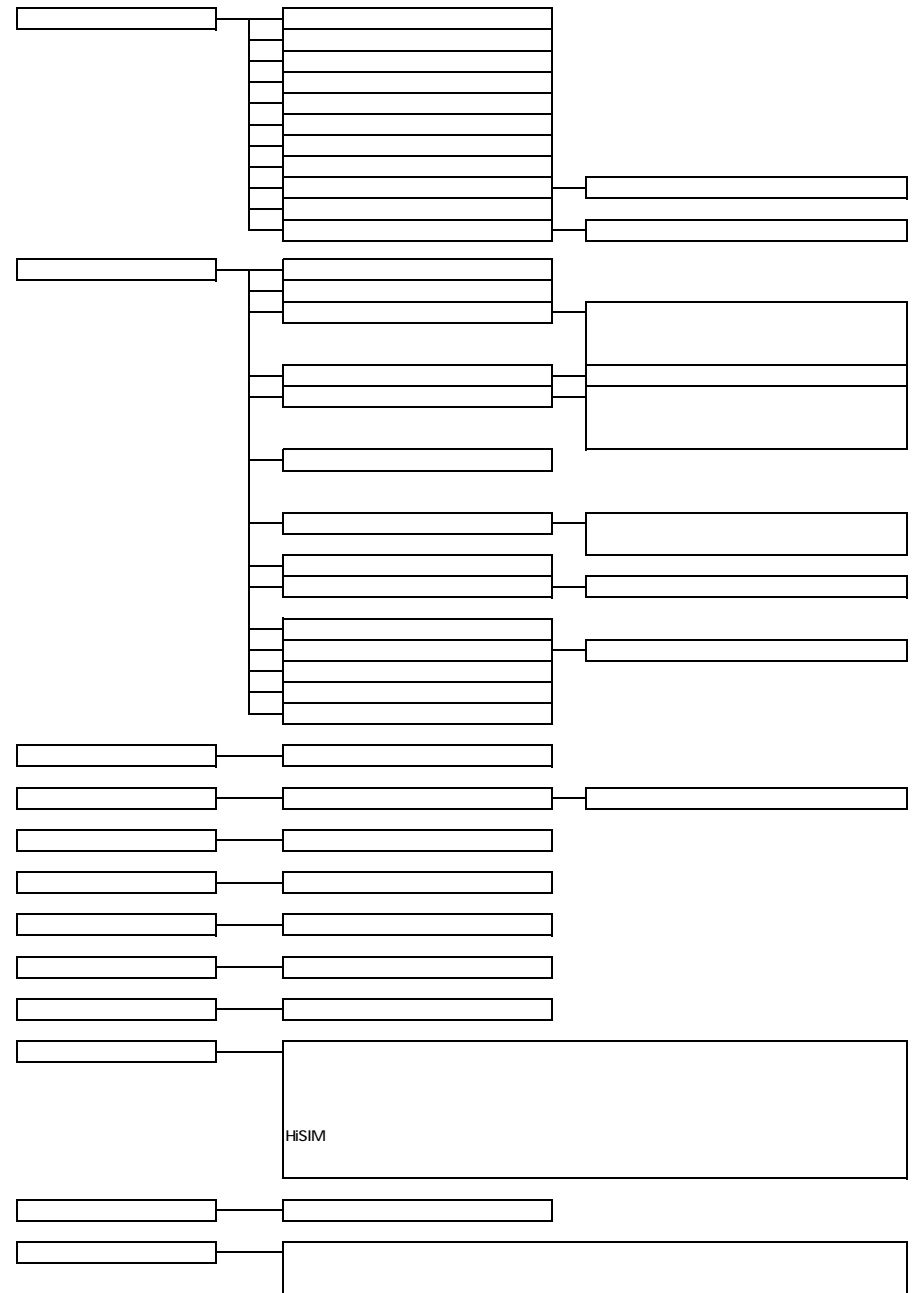
Five vertical bars

Gray horizontal bar

24 3 31



25 3 31





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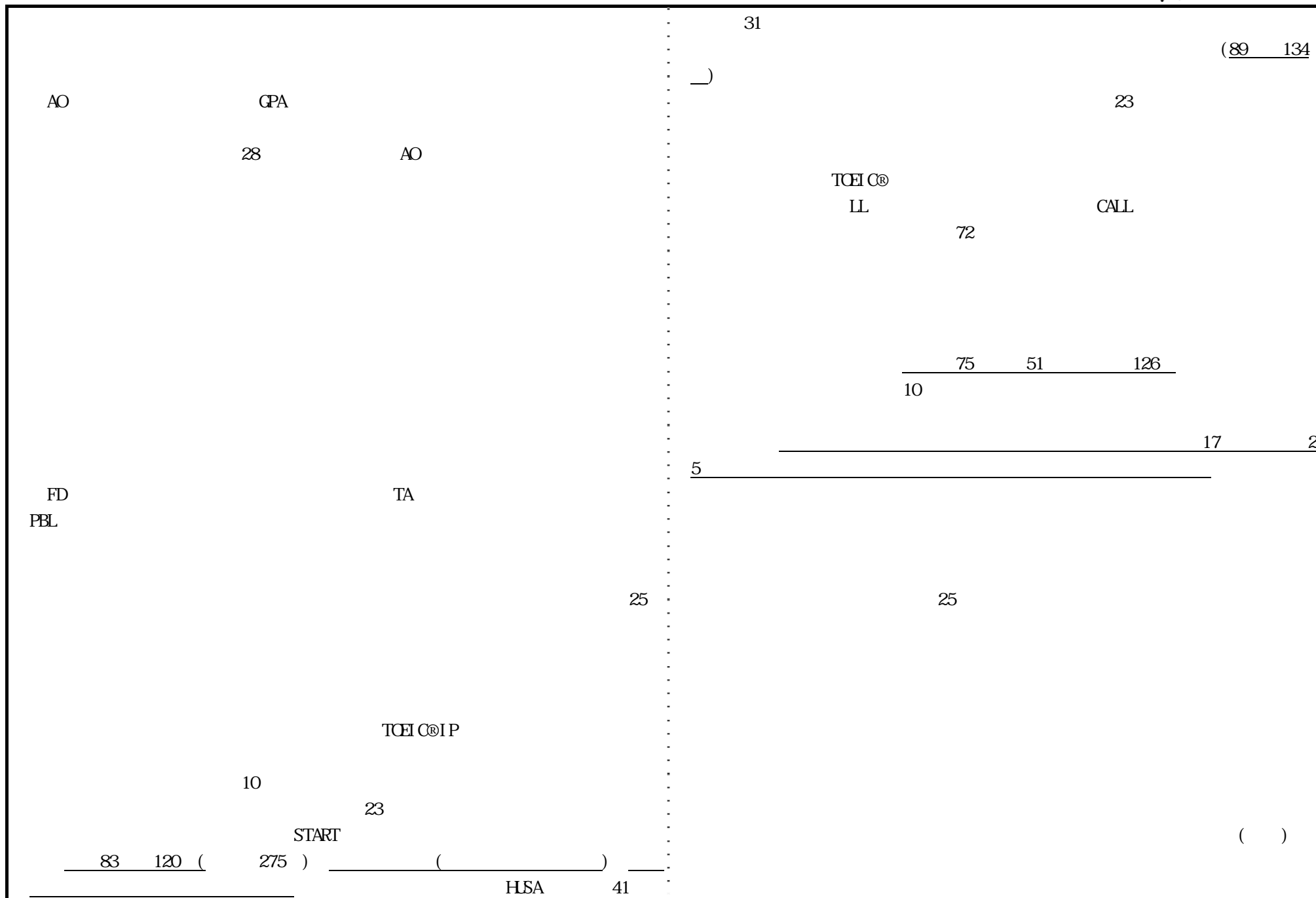
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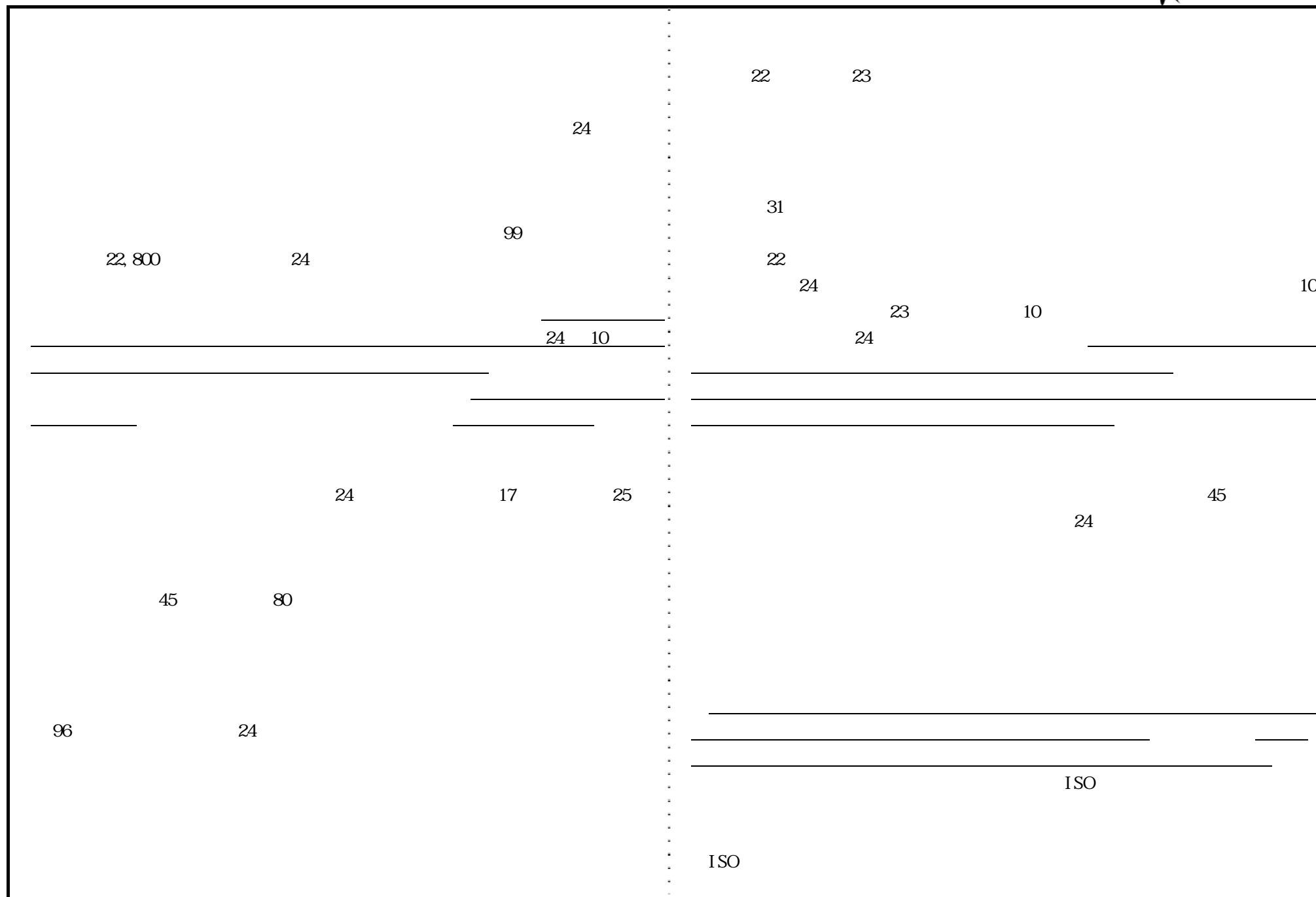
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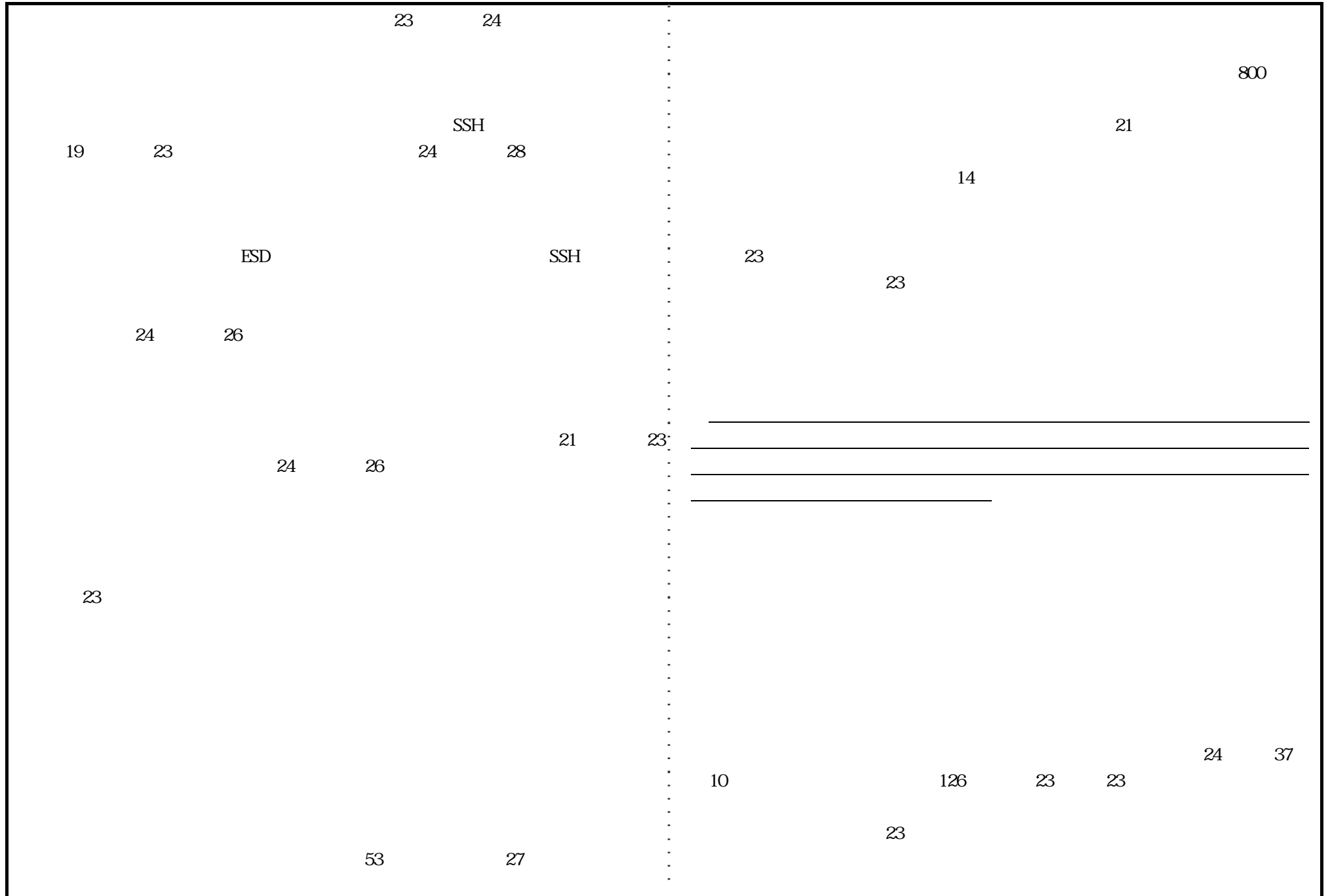


<p>10</p> <hr/> <p style="text-align: center;">12</p> <hr/> <p style="text-align: right;">43 1,125</p> <p style="text-align: right;">24 10</p> <p style="text-align: center;">MOF</p> <p style="text-align: center;">(10) (50)</p> <p style="text-align: center;">(1,200 (21) (12 226))</p> <p style="text-align: center;">(24)</p> <p style="text-align: right;">26</p> <p style="text-align: center;">25 67 343</p> <p style="text-align: center;">PR</p> <p style="text-align: center;">15</p> <hr/> <p style="text-align: right;">10</p> <hr/> <hr/> <p style="text-align: center;">2012</p> <hr/> <p style="text-align: center;">10 30</p>	<p style="text-align: right;">URA</p> <hr/> <hr/> <p style="text-align: center;">DP Distinguished Professor</p> <hr/> <p style="text-align: center;">DP</p> <hr/> <p style="text-align: center;">DR Distinguished Researcher</p> <hr/> <p style="text-align: right;">24</p> <p style="text-align: center;">DP DR 14</p> <p style="text-align: right;">22 24</p> <p style="text-align: right;">25</p> <p style="text-align: center;">25</p> <p style="text-align: right;">30 42</p> <p style="text-align: center;">181(150) 914 870</p>
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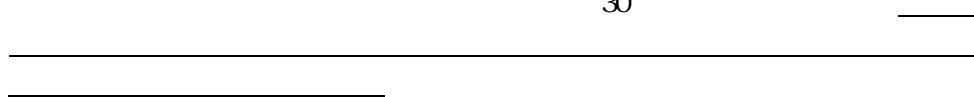
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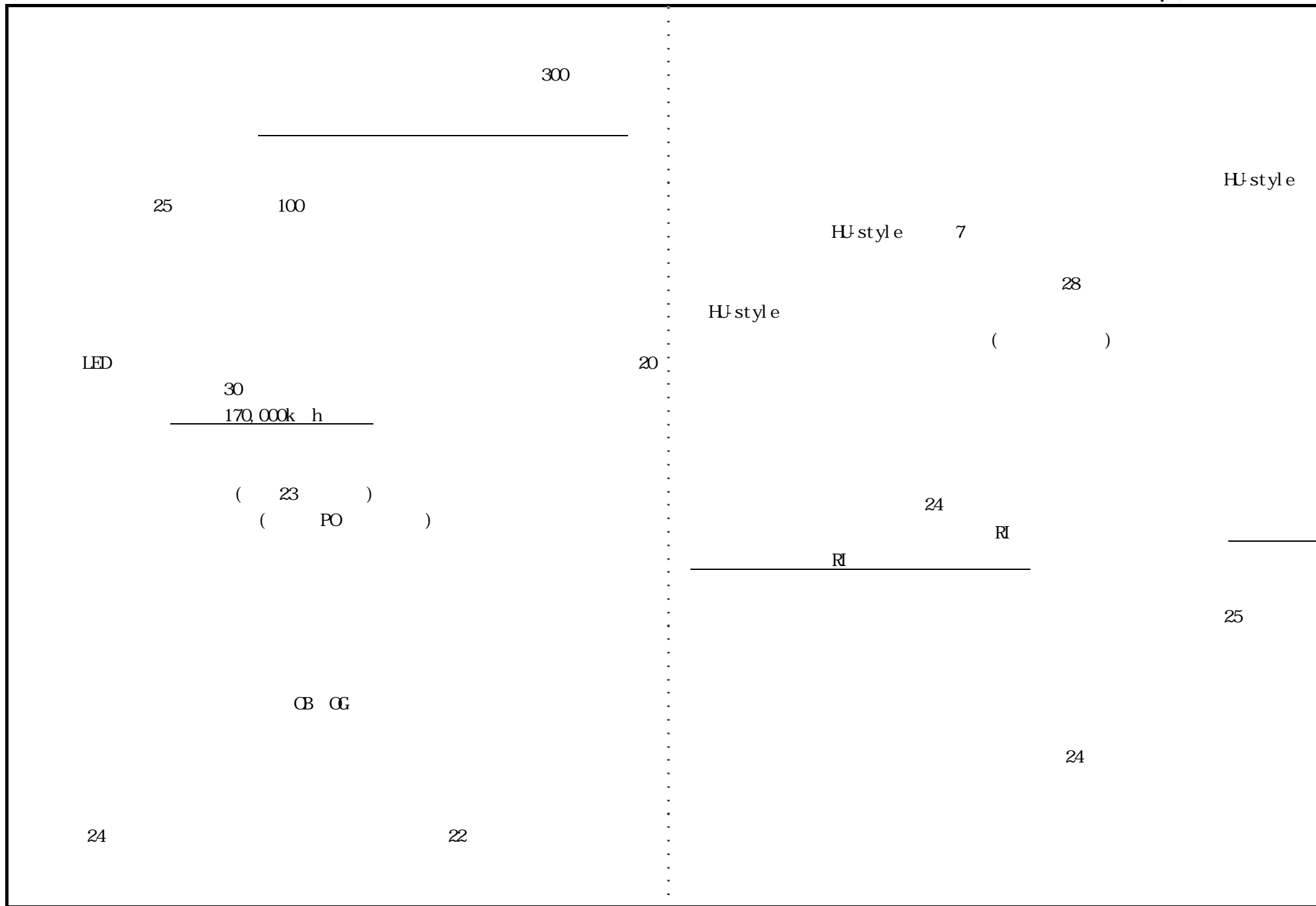
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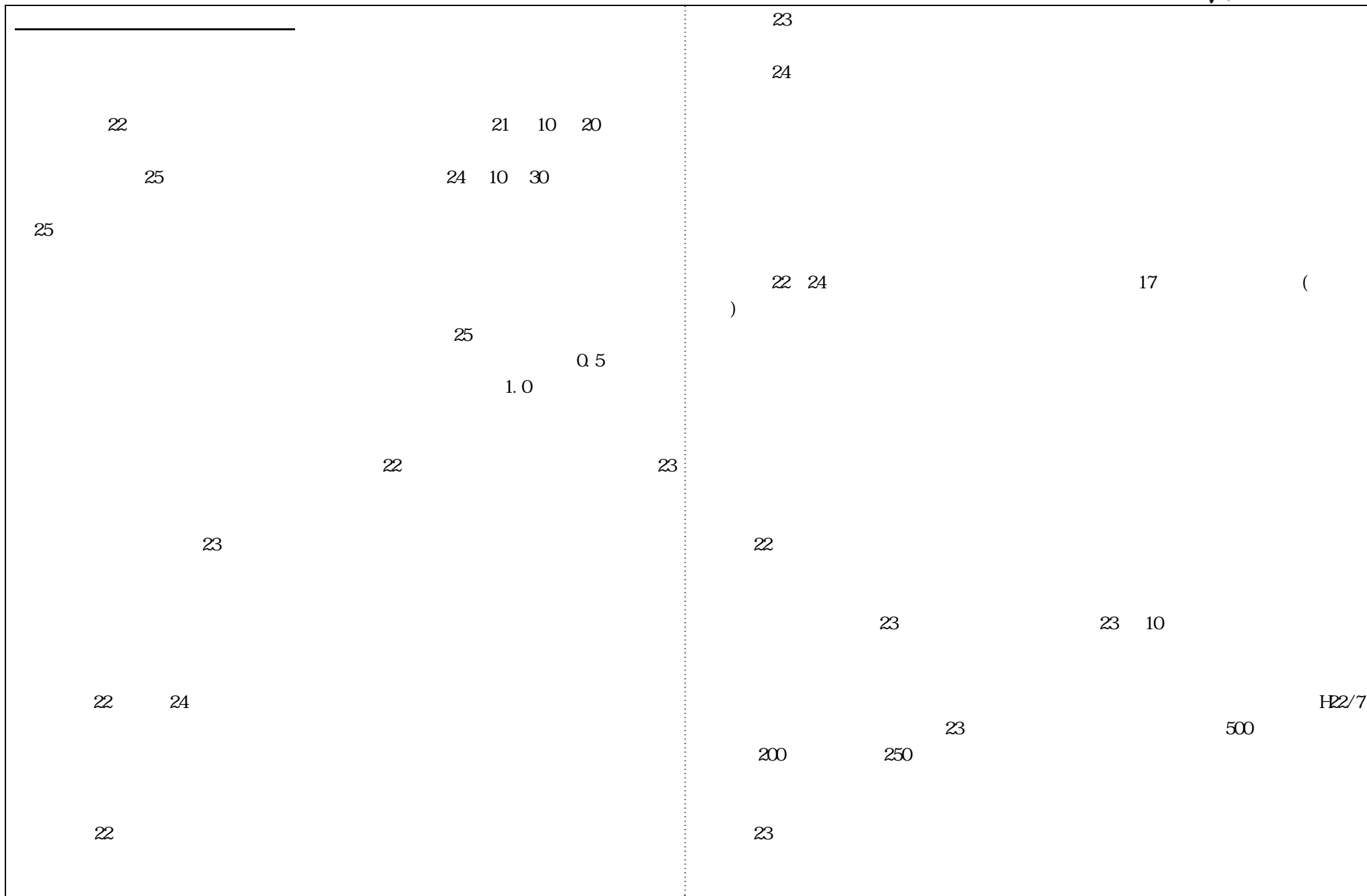
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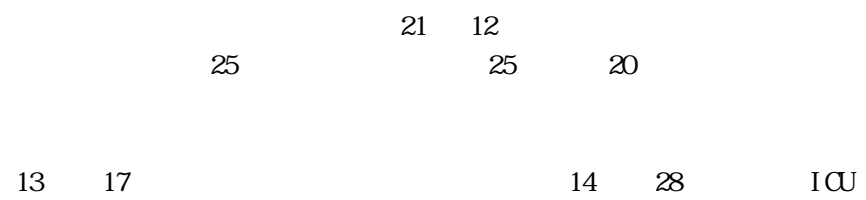
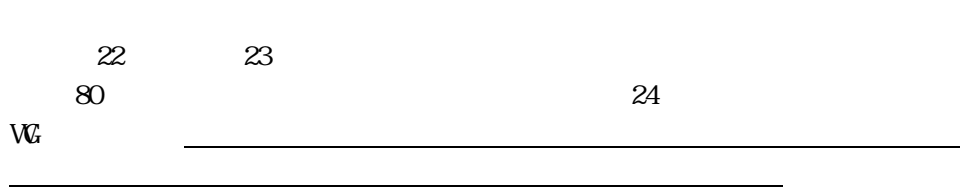
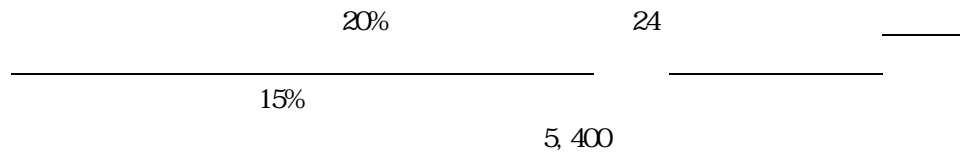
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		<p style="text-align: right;">(P. 37)</p> <hr/> <hr/> <hr/> <hr/> <p style="text-align: center;">2 28</p> <p style="text-align: right;">0.04</p> <hr/> <p style="text-align: center;">2012</p> <p>WebCT</p> <p style="text-align: right;">169</p> <p style="text-align: right;">AL</p> <p style="text-align: center;">22</p> <p style="text-align: right;">17</p> <p style="text-align: right;">AL</p> <p style="text-align: center;">17</p> <p style="text-align: right;">12</p> <p style="text-align: center;">24</p> <p style="text-align: center;">31</p>

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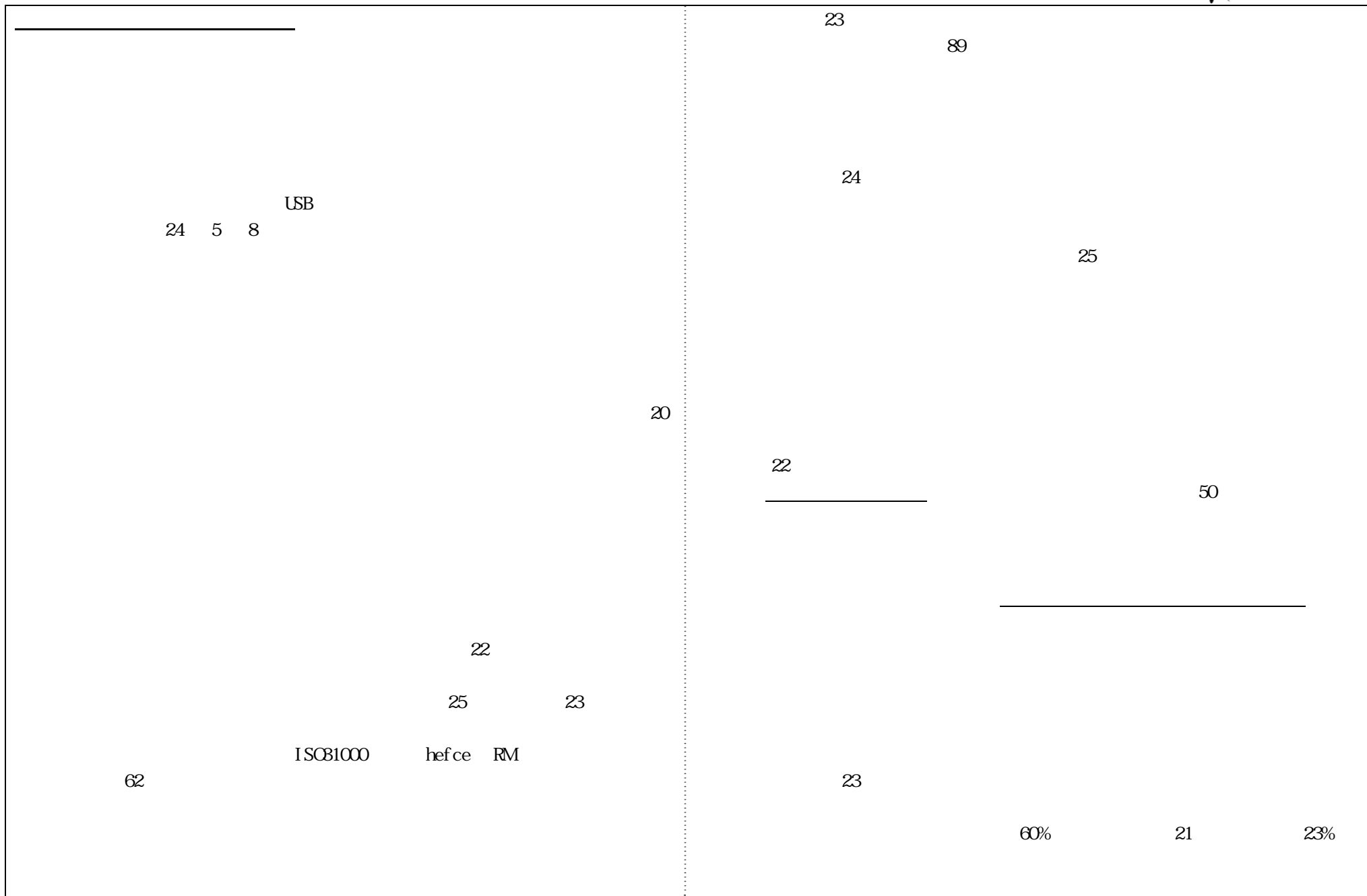
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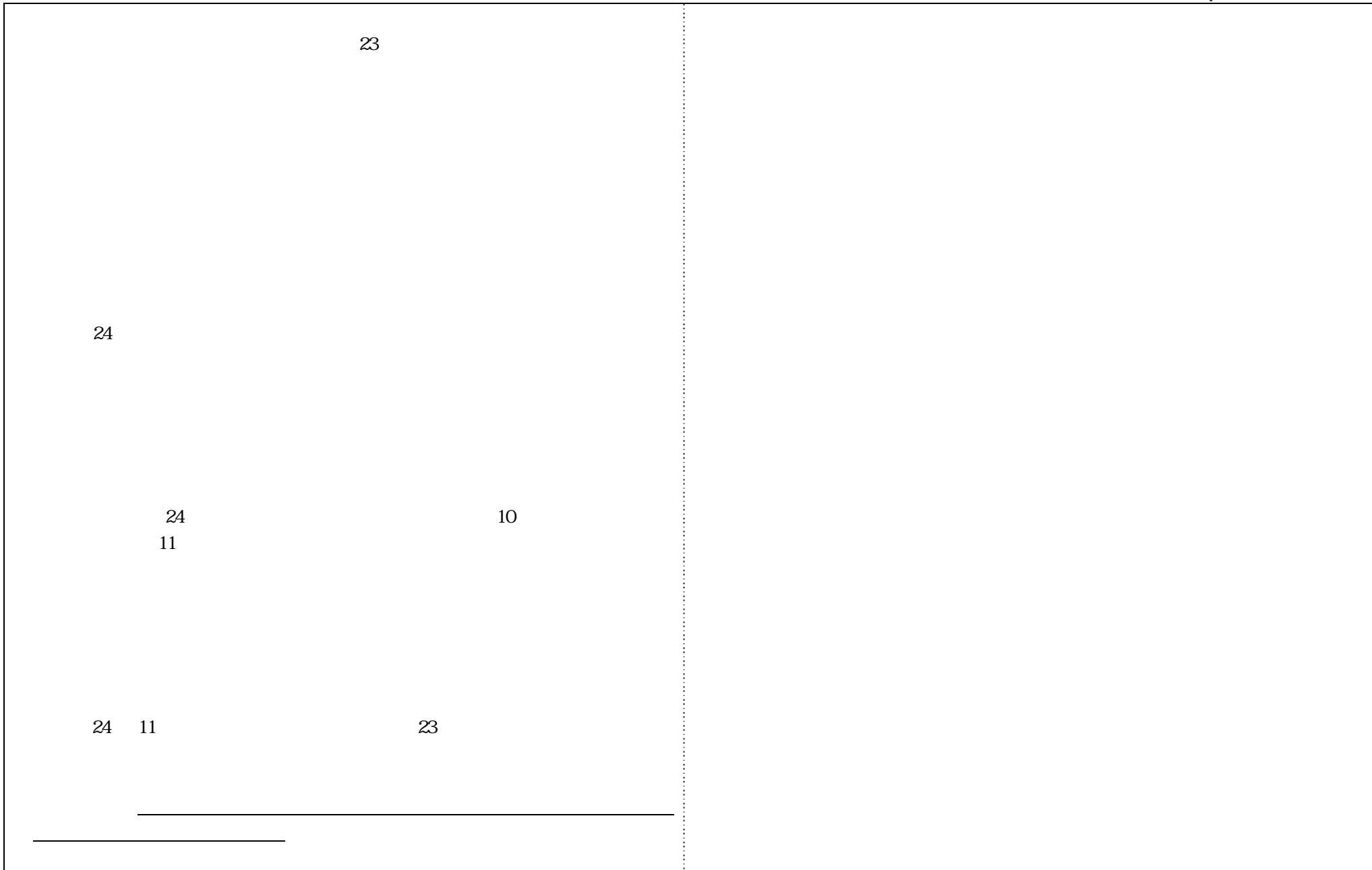
知的障害者の職員が掃除
中學生に手をささげ
 知的障害のある職員が掃除の指導に当たる。広島大学（東広島）が、知的障害のある職員が掃除の指導に当たる。広島大学（東広島）が、知的障害のある職員が掃除の指導に当たる。広島大学（東広島）が、知的障害のある職員が掃除の指導に当たる。

三木清恵さん20は女子生徒とペアに「掃除をはいてください。一度は踊り場です。積極的に声をかけ、手順やコツを指すうちに笑みが広がる。「教えるのは楽しい。ずっと働いて両親を安心させたい」。2年前から働く久保修さん(34)も男子生徒に付き添い、手本を見せた。

人事グループの渡橋英明さんは「指導する職員の口調も丁寧で柔らかくなった。東雲中の榎和田祐介教諭は「大学で障害者が働く具体的なイメージを生徒たちは持っている」と話す。

落合俊郎教授（特別支援教育学）は「人に教え、誇りを持つことで働くことを生きがいと感じ、職場に愛着を持てるようになる。今の職員は将来、障害のある職員を指導する人材になってほしい」と話す。(森本美穂)





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	(a)	(b)	(b)/(a) X100
	()	()	()
	520	572	110
	580	626	108
()	720	763	106
()	352	393	112
()	336	368	110
()	352	392	111
()	220	241	110
	1,980	2,157	109
	580	627	108
	180	210	117
	760	837	110
	620	664	107
	260	308	118
	880	972	110
	188	214	114
	264	305	116
	236	268	114
	136	143	105
	96	114	119
	20	15	75
	940	1,059	113
	661	665	101
	520	523	101
	1,181	1,188	101
	341	334	98
	160	172	108
()		3	
	501	509	102
	228	232	102
	88	91	103
	316	323	102

	(a)	(b)	(b)/(a) X100
	()	()	()
()	420	481	115
()	540	597	111
()	460	512	111
()	540	590	109
	20	39	195
	1,980	2,219	112
	380	435	114
	10,018	10,897	109
	120	153	128
	128	139	109
	38	45	118
	10	11	110
()	70	83	119
	68	81	119
	50	61	122
	30	38	127
	38	44	116
	10	9	90
	314	373	119
	48	67	140
	56	48	86
	56	55	98
	160	170	106
	44	33	75
	60	62	103
	46	95	207
	48	36	75
	20	29	145
	46	61	133
	264	316	120

	(a)	(b)	(b)/(a) X100
	()	()	()
	50	74	148
	48	68	142
	30	51	170
	128	193	151
	34	48	141
	12	11	92
	18	21	117
	34	25	74
	12	10	83
	76	67	88
	56	73	130
	60	89	148
	68	92	135
	74	109	147
	48	64	133
	52	67	129
	40	51	128
	40	50	125
	42	51	121
()	1	1	
	480	647	135
	60	46	77
	48	70	146
	38	31	82
	146	147	101
	20	20	100
	20	16	80
	12	18	150
()	1	1	
	52	55	106
	86	108	126
	56	60	107
	142	168	118
	2,044	2,476	121

	(a)	(b)	(b)/(a) X100
	()	()	()
	60	117	195
	96	94	98
	27	44	163
	66	104	158
	54	68	126
	147	216	147
	15	20	133
	24	11	46
	42	58	138
()		1	
()		1	
	81	91	112
	33	16	48
	39	22	56
	33	17	52
	36	16	44
	15	11	73
	33	14	42
	189	96	51
	36	21	58
	33	17	52
	21	18	86
	90	56	62
	34	86	253
	97	118	122
	4	4	100
	3	5	167
	15	23	153
	119	150	126
()		1	
()		2	
		3	
	27	25	93
	30	16	53



	(a)	(b)	(b)/(a) X100
()	33	20	61
()	39	19	49
()	24	11	46
	27	12	44
	21	12	57
	21	5	24
	21	15	71
()		6	
()		3	
()		14	
	243	158	65
	36	44	122
	36	16	44
	27	17	63
	99	77	78
	171	247	144
	138	214	155
	24	19	79
	4	7	175
	337	487	145
	66	52	79
	42	43	102
	108	95	88
	1, 603	1, 726	108
	144	144	100
	144	144	100
	30	18	60
	30	18	60

	(a)	(b)	(b)/(a) X100
12	464	459	99
18	536	507	95
12	464	450	97
9	360	357	99
9	264	260	98
6	240	244	102
9	360	366	102
15	600	597	100
15	600	603	101
3	90	90	100
5	160	113	71
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