

Salut! Demeure Chaste et Pure

– An organizational case study of an employment support initiative specializing in women with mental disorders –

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“Salut” social welfare facilities, for people with mental disorders and accommodating only women, were founded 14 years ago and have undergone further development. These facilities offer disability employment support in the form of having users do handicrafts, along with manufacturing work.

The purpose of this study is to describe the history of Salut and to explore how the staff and users view this service and how they interact through activities at the facilities. To achieve this, an organizational case study method was adopted, and data was gathered through semi-structured interviews with nine people, including directors, staff members, and users. The results revealed that the users of these facilities have not only included women who have suffered from sexual or mental trauma, but also those of all ages who struggle with challenges in their life. This suggested that social welfare facilities for women-only have a significance for people with mental disorders. In addition, the goods created by their handiwork were found to give users a point of contact to connect with others and with society, facilitating recovery. Women-only disability employment support initiatives offered the essential wisdom of feminine ways of thought and devices with which users can live freely in contemporary society. Accordingly, disability employment support initiatives are arguably an indispensable part of realizing a harmonious society.