



Research on the Working Life Cycle of People with Disabilities (The Sixth Research Period)

—The Sixth Survey on the Working Life on Young People (2018) and Middle Aged and Older People (2019) with disabilities —

(Research Report No.160) Summary

[Key Words]

Panel survey, long-term continuous survey, career formation, working life cycle, working conditions, satisfaction, physical disability, intellectual disability, mental disability, visual disability, hearing disability, physical motor disability, internal disability, reasonable accommodation

[Points for Practical Purpose]

This report is a summary result of the interim report of a long term continuous survey, as well as an analysis result considered at present. It is expected that it will be utilized by government organizations, organizations for persons with disabilities, business owners' organizations and employers, employment support organizations, etc.

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2 Research Period

FY 2018 through FY2020

3 Composition of the Research Report

Chapter 1: Method and Progress of the research on the Working Life Cycle

Chapter 2: Survey Results

Chapter 3: Analysis Results for each research period

Chapter 4: Analysis Results for the Sixth Period and Future Research

Appendix

4 Background and Purpose

In order to promote stable and smooth employment of persons with disabilities, it is essential to grasp the situation and issues in each phase of the working life cycle (placement, the continuation of employment, termination of employment) of persons with disabilities, and promote detailed employment measures accordingly. For this reason, a long-term longitudinal survey was conducted to clarify the overall picture of the working life cycle of workers with disabilities, including their employment, continuous employment, and maintenance and improvement of their working life, in order to understand the current status and issues of the working life cycle, and to obtain basic materials for the future deployment of measures to improve employment management in companies and to realize smooth employment for people with disabilities.

5 Method

(1) Overview of the Survey

This research is a long-term longitudinal survey (panel survey) planned with a survey period of 16 years from FY2008 to FY2023. A two-year survey is set as a segment of the "survey

period" and, using the same questionnaire, we conducted the "survey on the working life on young people" targeted to a young people who have not experienced long years of working life in the first half of the segment, and the "survey on the working life of middle aged and older people" for middle-aged people who have certain working experience in the second half, biennially on each age group. The survey started by registering 1,026 workers with disabilities as the subjects, who were introduced through concerned groups, establishments, work support facilities, etc. and agreed to cooperate with the research. The subjects of the survey were persons with visual disabilities, hearing disabilities, physical motor disabilities, internal disabilities, intellectual disabilities, mental disabilities, or those with multiple disabilities of those stated above. However, the details of each disability are not known. The age of the subjects at the start of the survey was set at 15 years old, which is after the completion of compulsory education, as the lower limit, and 55 years old as the upper limit. Regarding the employment status, we started the survey on the subjects who were working 20 hours or more per week for a company or as self-employed, then, continued the surveys even if the subject left the company, in order to confirm the status of career formation afterwards. Due to the decrease in the response rate, we supplemented the number of subjects for the third survey.

(2) Research Committee

A research committee, consisting of academic experts, people from the concerned groups, and people from business owner's organizations, was established for the purpose of obtaining advice based on expert knowledge from various relevant positions in conducting the survey and analyzing and interpreting the results. The sixth survey was conducted in FY2019 and FY 2020.

(3) Research Content

From the perspective of taking a broad view of the working lives of people with disabilities, questions were asked about the basic attributes of the survey targets, their occupations, and their lives other than their occupations. The latter two included questions over facts such as events/incidents, and questions about attitudes such as the level of satisfaction. In principle, the survey contents shall be the same from the first survey to the eighth survey. However, regarding the addition of questions based on changing times, change of administrative service names, etc. triggered by system changes, and items which were inferred that the meaning of the question was difficult to convey, we added questions and options, changed the expression of some questions, and added proviso based on the research committee discussions. In light of the fact that the revised Act on Employment Promotion etc. of Persons with Disabilities came into effect in April 2016, requiring all employers to prohibit discrimination against persons with disabilities and provide reasonable accommodation in the field of employment, from the 5th period and after, new questions, "Have you ever heard or read about the Guidelines Prohibit

Discrimination against People with Disabilities and the Guidelines for Reasonable Accommodation targeting business owners?" and "Was there any opportunity to confirm or discuss troubles in the workplace since April 2016?" were added.

In addition, although the survey results revealed some characteristic responses, such as long-term continuous employment at one company, it was difficult to obtain a detailed picture of the actual situation from the questionnaire survey alone, so hearing surveys were conducted in the 6th period to supplement the survey results.

(4) Method of Survey

The survey was conducted by mail survey to the subject. The survey date is July 1 of the fiscal survey year. There are five types of questionnaires that can be selected according to the characteristics of the disabilities. As an effort to obtain continuous cooperation from the survey subject, we send out a newsletter issued annually to the survey subject and present a gift to the respondents. The newsletter for the 6th period is included at the end of this report.

6 Survey Content

(1) Survey Results (Excerpt)

For the 6th period, the survey was conducted to a total of 1,043 people, including 105 people with visual disabilities, 217 people with hearing disabilities, 231 people with physical motor disabilities, 110 people with internal disabilities, 270 people with intellectual disabilities, and 110 people with mental disabilities. Of these, 521 people were surveyed for the first half and 522 people for the second half. The number of collected surveys and the response rate were 304 (58%) in the first half, and 293 (56%) in the second half.

The employment rate was calculated as the percentage of respondents who were working as full-time employees, part-time employees, etc., dispatched workers, self-employed, in-house workers, or in Support Program for Continuation of Work (Type A): A welfare service that is also an employment that provides employment opportunities based on employment contracts to persons with disabilities who have difficulty working in ordinary business establishments and provides necessary training to improve their knowledge and abilities. Although there are differences by type of disability, the employment rate is over 75%.

With regard to the employment type, etc. of workers, there are differences in each type of disability. The percentage of full-time employees was around 50% for physical disabilities, while it was 20% for intellectual disabilities and 15% for mental disabilities. The use of Support Program for Continuation of Work (Type A) was most common among those with intellectual disabilities, but was also confirmed in a small number of other disabilities. As for self-employment, visual disability was the highest at 21%. The percentage of respondents who were not currently working was high at 20% for physical motor disabilities, 20% for mental

disabilities, and 15% for internal disabilities.

The item, the status of awareness of the guidelines for nondiscrimination and reasonable accommodation in the employment category, was added since the fifth period. Two years have passed since the fifth period, and the number of respondents who answered "I am aware of it." among those who are working has slightly increased, changing from 29% to 30%. Overall, the number of respondents who had opportunities for discussion, which is the first step in the process of implementing reasonable accommodation, increased from about 40% in the 5th period to over 50% in the 6th period. However, we confirmed that about 20% of them have not yet had the opportunity to discuss the issue (Fig.).

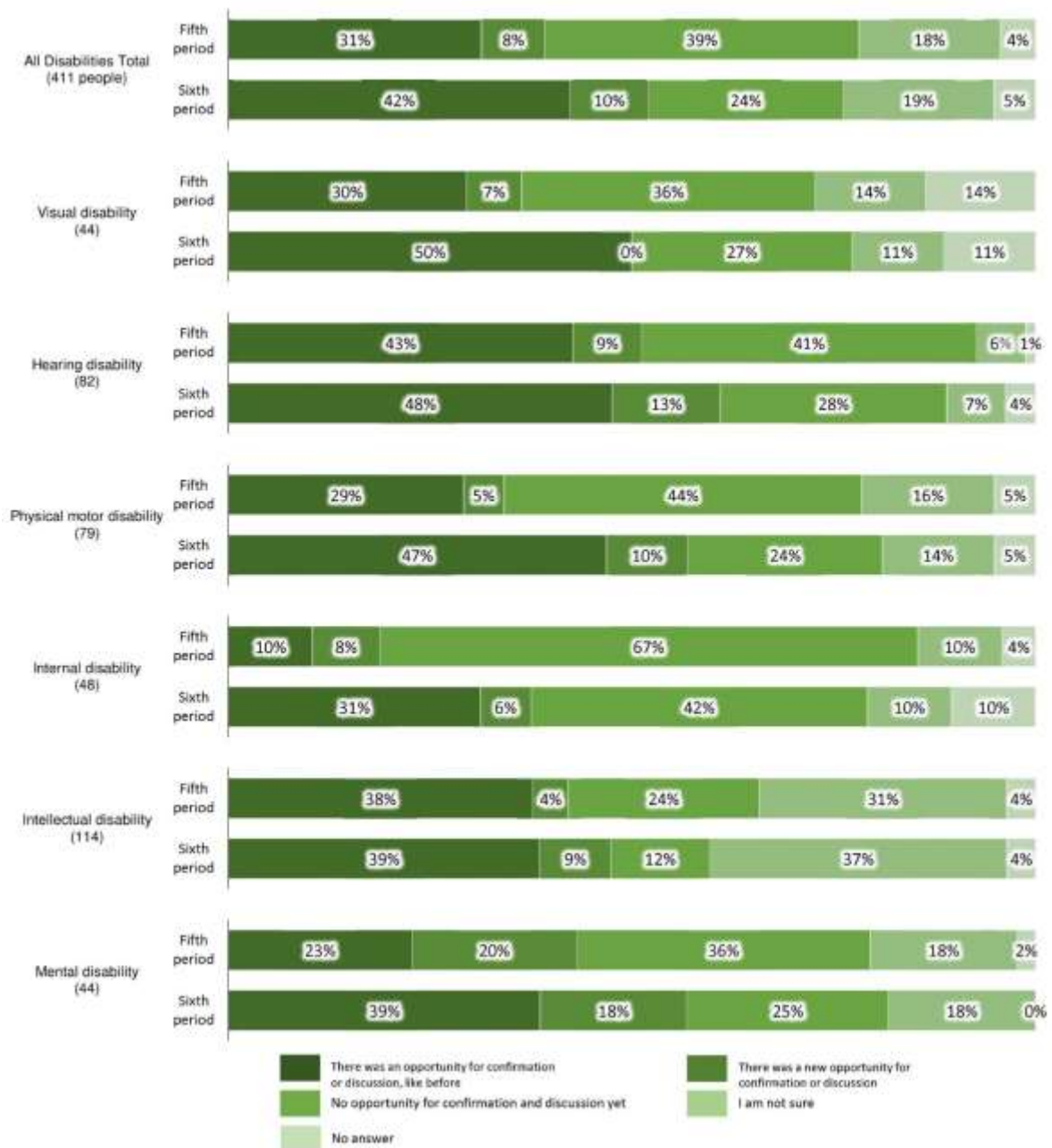


Fig. Status of opportunity to confirm or discuss obstacles in the workplace (Those who responded in both the 5th and 6th periods)

The frequency of hospital visits related to disability is an item that was checked in the sixth period, which is an even numbered period. It was confirmed that the number of visits to the hospital more than once a month was increasing in intellectual disabilities. In internal disabilities, 50% of patients were treated at least once a week, and we think it was due to dialysis. It was observed that more than 70% of those with mental disabilities continued to visit the hospital at least once a month. The welfare services being used were also items that were confirmed in the sixth period, which is an even numbered period. We confirmed an increasing trend in the use of the service in visual disabilities, physical disabilities, and intellectual disabilities.

(2) Analysis Result for Each Survey Period

In the reports for the 1st to 5th fiscal years, in addition to publishing the aggregate results of each survey item, various analysis was conducted with the results of multiple survey item. The progress of those analysis to date is published as the body of this report. In addition, outlines of papers and other materials with the themes of research on working life cycle of workers with disabilities, which have been presented at academic conferences, etc., are included at the end of this report.

(3) Analysis Result for the Sixth Period

In the sixth period, the analysis will continue to focus on job satisfaction as in the 5th period. We analyzed the relationship between "reasons for working," which has been added since the latter half of the fourth survey, and job satisfaction. The seven reasons for working were "to earn money," "to have a connection with society," "to play a role in society," "for personal improvement," "for satisfaction and enjoyment of life," "to maintain the rhythm of living," and "for physical and mental health." The analysis using the results of the 5th and 6th periods revealed that those who selected "to play a role in society" and "for satisfaction and enjoyment of life" as their reason for working had a high level of job satisfaction.

In the hearing survey conducted in the 6th period, interviewees were selected from those who had worked for the same company for more than 20 years, upon obtaining their consent. The results of the interviews with three people (with physical motor disabilities, intellectual disabilities, and mental disabilities) were examined in terms of the relationship between their statements in the hearings and the items extracted as factors affecting "job satisfaction" analyzed in the fifth stage: "I explain my disability to the workplace," "There are few items to consider," "I have continuous supporters," and "I get a raise." From the statements in the hearings, it was inferred that the level of satisfaction is not stable or has a certain trend, but rather has "waves," and that behind the control of these "waves" is a common orientation toward connections and networks with other people.

7 Relevant Research Outputs

Reports and other materials on working life cycle research prepared in the past.

□ Report on the 1st Period

Research on the Working Life Cycle of People with Disabilities – The First Survey on the Working Life on Young People with Disabilities (2008) – Material Series No. 50, 2010

Research on the Working Life Cycle of People with Disabilities – The First Survey on the Working Life on Middle Aged and Older People with Disabilities (2009) – Material Series No. 54, 2010

□ Report on the 2nd Period

Research on the Working Life Cycle of People with Disabilities (Second Period) – The Second Survey on the Working Life on Young People (2010), and Middle Aged and Older People with Disabilities (2011) - Research Report No.106, 2012

□ Report on the 3rd Period

Research on the Working Life Cycle of People with Disabilities (Third Period) – The Third Survey on the Working Life on Young People with Disabilities (2012), and Middle Aged and Older People with Disabilities (2013) - Research Report No.118, 2014

□ Report on the 4th Period

Research on the Working Life Cycle of People with Disabilities (Forth Period) – The Forth Survey on the Working Life on Young People with Disabilities (2014), and Middle Aged and Older People with Disabilities (2015) - Research Report No.132, 2016

□ Report on the 5th Period

Research on the Working Life Cycle of People with Disabilities (Fifth Period) – The Fifth Survey on the Working Life on Young People with Disabilities (2016), and Middle Aged and Older People with Disabilities (2017) - Research Report No.148, 2019



"Material Series No. 50"

"Material Series No. 54"



"Research Report No. 106"

"Research Report No. 118"

"Research Report No. 132"

"Research Report No. 148"

(Reference) Image of the newsletter issued annually to the survey subjects

