



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

**-The Seventh Survey on the Working Life on Young People (2020) and Middle Aged and
Older People (2021) with disabilities-**

(Research Report No. 170) Summary

[Key words]

Panel survey Longitudinal survey Career development Working Life cycle Working conditions Satisfaction level Physical disability Intellectual disability Mental disability Visual disability Hearing disability Physical motor disability Internal disability Reasonable accommodation Employment rate

[Abstract]

The purpose of this research study was to understand the current status and issues of the Working Life cycle of people with disabilities and to obtain basic data for the development of future measures to improve employment management in companies and to achieve smooth employment for persons with disabilities. This report presents the results of the seventh period of research activities, among the 16 years of continuous research from the first to the eighth period.

As a result, "opportunities to confirm and discuss obstacles in the workplace," which is the first initiative in providing reasonable accommodation, has steadily increased since the provision of reasonable accommodation became mandatory. A trial analysis based on the characteristics of the panel data identified differences in the status of retirement from occupational life among workers with disabilities, depending on the type of disability. We will continue to extensively examine what can be demonstrated through this research study.

1 Authors (in order of authorship)

OISHI Kou (Researcher, Social Support Division, National Institute of Vocational Rehabilitation)

NOGUCHI Youhei (Senior Researcher, Social Support Division, National Institute of Vocational Rehabilitation)

TAGAWA Shiro (Research Cooperator, Social Support Division, National Institute of Vocational Rehabilitation)

2 Research Period

FY2020 - FY2022

3 Composition of the Research Report

Chapter1 Background, Purpose, and Methods of the Survey Research on the Working life Cycle of people with Disabilities

Chapter2 Results of the Seventh Period Survey

Chapter3 Results of the Hearing Survey in the Seventh Period

Chapter4 Perspectives of Analysis for Compilation of the Overall Working Life Cycle Survey

Chapter5 Trial Analysis Using Data up to the Seventh Period

Resources

4 Background and Purposes of the Research

To facilitate stable and smooth employment of persons with disabilities, it is essential to understand the situation and issues at each stage of their working life cycle (employment, continuation of employment, and separation from employment), and to promote employment measures that are carefully tailored to their needs. Therefore, we decided to conduct this research study with the aim of understanding the current status and issues of the working life cycle through a long-term longitudinal survey to clarify the overall picture of the working life cycle, including employment, continuity of employment, and maintenance and improvement of working life of people with disabilities, and to obtain basic reference materials for the development of future measures to improve employment management and achieve smooth employment for persons with disabilities at companies.

5 Method

(1) Overall Picture of this Research Study

This research study is a long-term longitudinal survey (panel survey) planned for a 16-year period from FY 2008 to FY 2023. The two-year survey is divided into one "survey period," and the same questionnaire is used for the "survey of the first half of professional life " (hereinafter referred to as the "early survey") targeting those in their early years of professional life and the "survey of the latter half of professional life " (hereinafter referred to as the "late survey") targeting those in their mid-life years who have a certain level of work experience every other year.

The survey was initiated by registering as subjects 1,026 workers with disabilities who had obtained consent to participate in the study through referrals through organizations concerned, business establishments, employment support facilities, and other entities. The study subjects were those with visual disabilities, hearing disabilities, physical motor disabilities, internal disabilities, intellectual disabilities, and mental disabilities, or with multiple disabilities of any of these. The lower age limit at the start of the survey was 15 years old, after completing

compulsory education, and the upper age limit was 55 years old. With regard to employment status, the survey was initiated targeting those who were working at least 20 hours per week in companies or self-employed, and the survey was continued even if they left their jobs to check their subsequent career development status. In addition, the number of survey subjects was supplemented by 242 during the third period due to a decline in the collection rate.

(2) Research Committee

In conducting the survey and analyzing and interpreting the results, a Research Committee was established, consisting of academic experts, persons from the organizations concerned, and persons from employers' organizations, for the purpose of obtaining advice based on expert knowledge from a variety of related positions. The seventh period was held in FY2021 to discuss how to conduct the seventh-period survey (questionnaire survey and interview survey), as well as perspectives on what needs to be clarified for the future compilation of this research study.

(3) Survey Contents

From the viewpoint of broadly perceiving the vocational life of persons with disabilities, the questions include questions about the basic attributes of the survey subjects, about their occupation, and about their life outside of their occupation, as well as questions about facts, such as events, and questions about attitudes, such as satisfaction level. In principle, the survey content was the same from the first to the eighth period. However, questions and options were added, question wording was changed, and provisos were added based on discussions in the Research Committee regarding the addition of questions based on changes in current conditions, etc., changes in names of administrative services, etc. due to system changes, items for which it was assumed that the intent of the question was not conveyed well, and other issues.

In addition, from the sixth period, the interview survey has been conducted with the aim of complementing the quantitative analysis results with a detailed understanding of the actual situation, such as the background of the survey results.

(4) Method of Conducting the Survey

The survey was mailed to the survey subjects in person. The survey date is July 1 of the survey year. Five types of survey forms are available for respondents to choose from according to the characteristics of their disabilities. As part of initiatives to obtain ongoing cooperation from survey subjects, an annual newsletter is sent to survey subjects and rewards are given to respondents. At the same time, in the seventh period, we also conducted interview survey to understand the background and other details of the analysis results conducted in the past and to supplement the quantitative analysis results.

6 Summarized Results of the Study

(1) Survey Results for Seventh Period

In the seventh period, a total of 1,009 people were surveyed: 103 with visual disabilities, 208 with hearing disabilities, 225 with physical motor disabilities, 107 with internal disabilities, 263 with intellectual disabilities, and 103 with mental disabilities. Of these, 506 were eligible for the early survey and 503 for the late survey. The number and response rate were 297 (59%) for the early survey and 280 (56%) for the late survey.

The employment rate was defined as the percentage of respondents working as full-time employees, part-time employees, temporary workers, self-employed workers, in-house workers, and those working at a support program

for continuation of work (Type A), which is 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 were differences by disability type, the employment rate was over 70% for all disability types.

There are differences in employment status and other characteristics by disability type. In the seventh period, the ratio of full-time employees was approximately 50% for those with physical disabilities, while it was 17% for those with intellectual disabilities and mental disabilities. In addition looking at the changes in the ratio of full-time employees in the first, fourth, and seventh periods, there was a decline in all disability categories except for mental disability.

In mental disabilities, the ratio of full-time employees decreased in the seventh period compared to the first period, although it was higher than in the fourth period. The support program for continuation of work (Type A) for intellectual disabilities was the most common type of disability, but a small number of other types of disabilities were also identified. Self-employment was prominent at 21% for visual disabilities in the seventh period. Respondents who were not currently working were more prevalent at 25% with physical motor disabilities and 16% with mental disabilities in the seventh period.

In prohibiting discrimination against persons with disabilities in the employment field and providing reasonable accommodation, the first initiative, "opportunities to confirm and discuss obstacles in the workplace," is an item that was added from the fifth period when the provision of reasonable accommodation became mandatory. The percentage of respondents who had opportunities to discuss the first step of reasonable accommodation initiatives ("there were opportunities for confirmation and discussion as before" and "there were new opportunities for confirmation and discussion") increased from the fifth to the seventh period, regardless of disability type, for all respondents, and the opportunities to discuss increased even for those who responded to all of the fifth to the seventh periods (Figure 1).

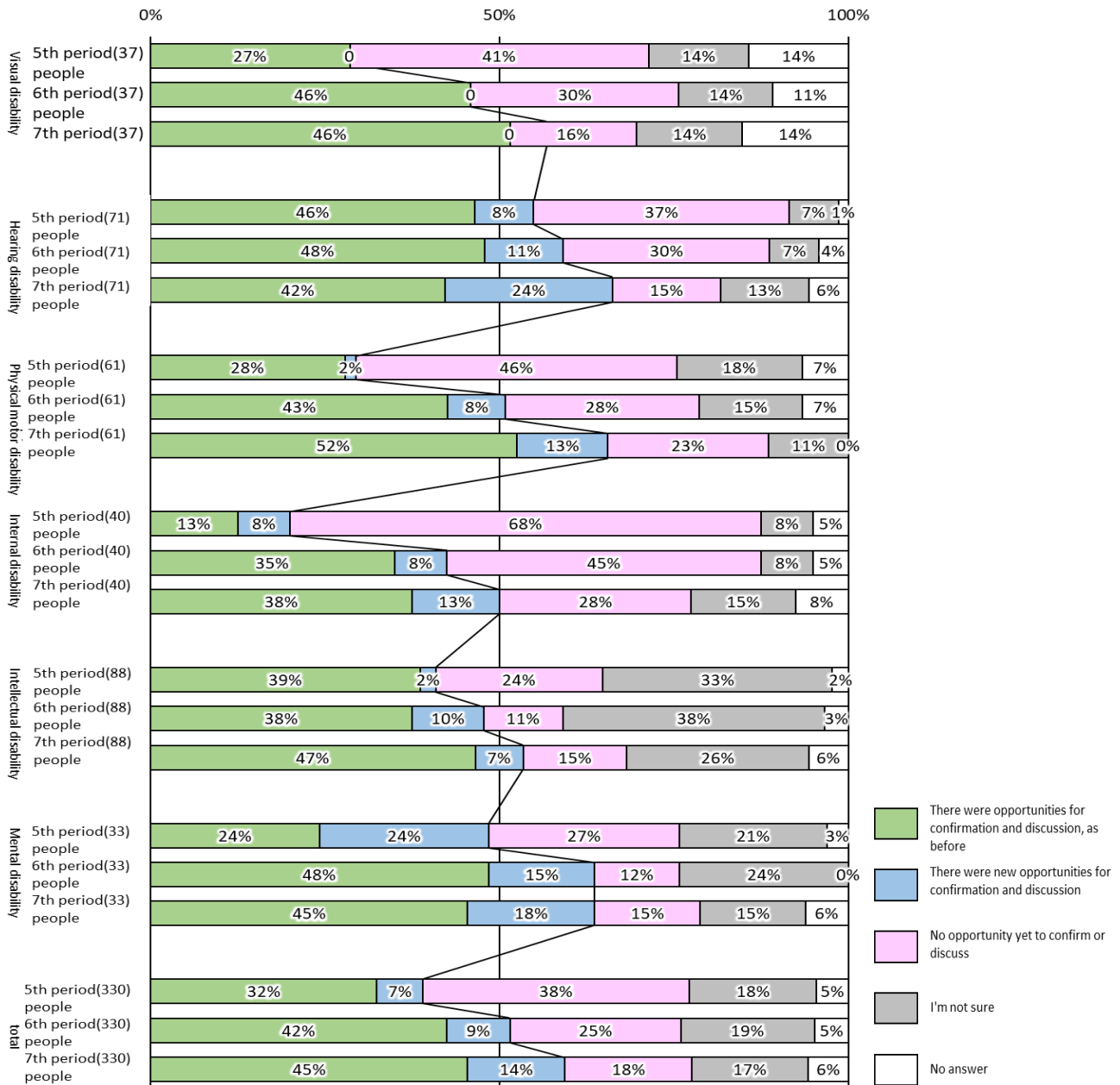


Figure 1: Opportunities to identify and discuss obstacles in the workplace for those who responded to all questions from Periods 5 through 7

(2) Results of the Seventh Period of the Interview Survey

Among the results of the analyses conducted in the fifth and sixth periods, we considered the relationship between workplace discussions on job satisfaction level of persons with disabilities and their reasons for doing their jobs to be an important finding for supporting the careers and quality of work, etc. of persons with disabilities.

Therefore, in this survey period, in order to confirm the factors related to the job satisfaction of persons with disabilities, we conducted interview surveys to confirm individual situations in detail and to supplement the results of the quantitative analysis by understanding the background and other detailed realities of the analysis results. The themes for the interview survey were 1) the relationship between job satisfaction and workplace discussions, and 2) the relationship between reasons for doing the job and job satisfaction level, and subjects were selected for multiple

interview items so that they could be questioned efficiently.

The purpose of the interview survey and research ethics were explained to the survey subjects, and interview survey were conducted with seven subjects after obtaining their written consent. The interview survey was conducted using the semi-structured interview method. In relation to the hearing themes, we asked the respondents to talk freely about anything that came to mind as the first question about (1) opportunities to confirm or discuss necessary accommodations in the workplace and (2) reasons for doing the job and whether those reasons are realized through the job and then asked questions as necessary to deepen the content of the listening. The interview survey was conducted between October and November 2021.

A Discussions in the workplace and elimination of obstacles to work performance

With respect to the relationship between job satisfaction and workplace discussions, two of the three respondents who indicated that "there were opportunities for confirmation and discussion as before," had reasonable accommodations in their workplace that they needed as a result of the discussions, and had fewer obstacles in performing their work. For one of the two respondents who indicated that "there were new opportunities for confirmation and discussion," the reasonable accommodations needed by the individual in his/her workplace were already beginning to be put in place, but obstacles to work performance remained and the satisfaction level of the individual was low.

In the process of making the provision of reasonable accommodation mandatory under the revised Act on Employment Promotion, etc. of Persons with Disabilities, an increasing number of establishments have established "new opportunities for confirmation and discussion," but the results of the interview suggest that there are cases where obstacles to employment for employees with disabilities have not been fully resolved, and this may have been a factor in lowering satisfaction levels.

B Status of realization of reasons for doing the job

In the relationship between job satisfaction and reasons for doing the job, in the case where the respondent emphasizes "to play a role in society," if the respondent himself/herself feels "connected to society," or other factors, his/her job satisfaction level will be higher, but in the case where the respondent does not emphasize "to play a role in society," even if he/she feels "connected to society," there were cases where factors that the respondent values, such as compensation, affected his/her satisfaction level.

A mismatch between matters of importance and reality may be related to satisfaction level.

In addition, the report summarizes the points to note regarding the interview survey that was obtained through the implementation of the interview in this period.

(3) Perspectives of Analysis for the Overall Compilation of the working life Cycle Survey

This research study has now completed its seventh period, providing panel data for seven periods. Therefore, in the seventh period, we established a policy for analysis and conducted a trial penetration analysis using data from the first through the seventh periods, which will serve as a reference for future analysis of panel data for the entire working life cycle survey (first through the eighth periods). To conduct a trial penetration analysis, we conducted a "study in the Research Committee" and a "summary of issues through expert hearings" to examine specific themes for analysis. In organizing and integrating the two perspectives of "diversity and individuality" and "comprehensive perspective" from the expert interview, the following four perspectives were organized as viewpoints for analysis based on the World Health Organization's (WHO) framework classification of "disability" based on the International

Classification of Factors of Living (2001).

- (i) Analyze what can be shared about the working life cycle of people with disabilities as an entire surveyed population
- (ii) Organize the significance of environmental factors
- (iii) Organize from the perspective of vocational life within the whole life
- (iv) Consider career development

(4) Implementation of a Trial Analysis Using Data up to the Seventh Period

Based on the four analysis perspectives defined in (3), we set a total of four analysis themes based on the content of those perspectives and aggregated and graphed the data by taking advantage of the characteristics of the panel data. For example, the results of the analysis based on viewpoint 1) are as follows.

Viewpoint 1) covers the careers of persons with disabilities in their working life, and this trial analysis focused on changes in employment status over time and retirement from working life in the working life cycle.

First, the simple tabulation was based on the results of 4,912 responses from 1,126 respondents from the first to the seventh survey periods, excluding those whose employment status at the time of the survey was unknown and those whose age was not known, and then the results of 4,878 responses were tabulated by age group in 10-year intervals. However, this tabulation showed different response times for data included in the same age group depending on the subject, and results for the same subject were recorded multiple times for the same age group. Therefore, the subjects were classified into birth cohorts every 10 years according to their year of birth, and their employment status was tabulated by cohort for each study period (Figure 2).

In addition, the responses that selected "completely retired from professional life and have no intention of working in the future" regarding their thoughts on future work, which have been surveyed among non-workers since the fourth period, were considered as their intention to retire from professional life, and the age groups and the number of persons who responded with the intention to retire from professional life for the first time by disability type were tabulated (Table 1).

Table 1: Age groups of those who wished to retire from professional life

	30s	40s	50s	60s	Total	Percentage of respondents	Number of respondents (Non-workers)	Percentage of total collections	Total collections
Visual disability			1	2	3	(27%)	11	(3%)	87
Hearing disability			1	2	3	(12%)	25	(2%)	166
Physical motor disability	1	1	9	10	21	(40%)	52	(12%)	178
Internal disability			1	8	9	(41%)	22	(9%)	101
Intellectual disability	2		1	2	5	(9%)	53	(2%)	236
Mental disability		1	3		4	(11%)	37	(4%)	94
Total	3	2	16	24	45	(23%)	200	(5%)	862

*The number of respondents is the number of those who have been non-workers at least once since the fourth survey period (those eligible to respond to this survey item), and the number of total collections is the total number of those who have responded at least once since the fourth survey period. For those who indicated their intention to retire from professional life in multiple survey periods, only the age group of the first survey period in which they responded was used in the tabulation.

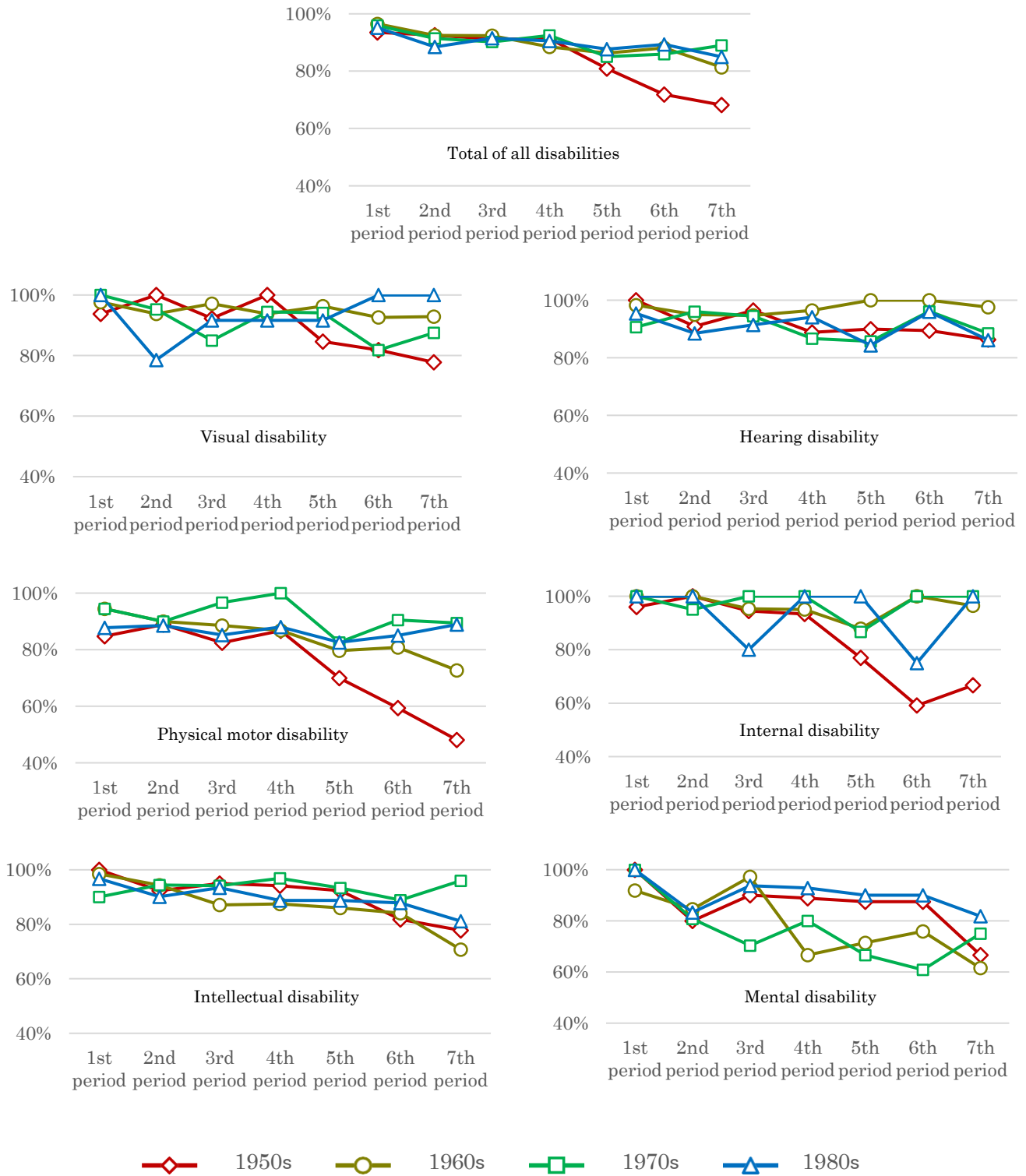


Figure 2: Employment status by birth cohort

*Of all responses excluding those with unknown employment status or unknown age, the age groups with the most responses are selected from those born in the 1950s to the 1980s. The age range for each survey period for the total respondents is as follows.

Birth decade	1st period	2nd period	3rd period	4th period	5th period	6th period	7th period
1950s	49-59 yrs.	51-61 yrs.	53-63 yrs.	55-65 yrs.	57-67 yrs.	59-69 yrs.	61-71 yrs.
1960s	39-49 yrs.	41-51 yrs.	43-53 yrs.	45-55 yrs.	47-57 yrs.	49-59 yrs.	51-61 yrs.
1970s	29-39 yrs.	31-41 yrs.	33-43 yrs.	35-45 yrs.	37-47 yrs.	39-49 yrs.	41-51 yrs.
1980s	19-29 yrs.	21-31 yrs.	23-33 yrs.	25-35 yrs.	27-37 yrs.	29-39 yrs.	31-41 yrs.

In terms of employment rates by birth cohort, the overall employment rate remained high for the 1960s cohort (aged 51 to 61 in the seventh period) and younger cohorts, while the 1950s cohort showed a decline in employment rates after the fifth period (aged 57 to 67). By disability type, hearing disability had higher employment rates in all cohorts and in all survey periods. Although the employment rates for visual disability, physical motor disability, internal disability, and intellectual disability declined after the fifth period (ages 57 to 67) for the 1950s births, as did the overall rate, other birth cohorts with visual disability and intellectual disability had employment rates similar to or lower than those of the 1950s births in some cases. In the case of mental disability, the 1960s and 1970s births showed low levels of employment, and it was not until the seventh period (ages 61 to 71) that the 1950s births showed a significant decline in employment rates.

Of those who responded, 200 were non-workers, of whom 45 (23%) had the intention to retire from professional life. By disability type, a high percentage of non-workers with physical motor disability and internal disability had the intention to retire from professional life, at approximately 40%. This was followed by approximately 30% for visual disability, and approximately 10% for hearing disability, intellectual disability, and mental disability. By age group, more than half of the respondents with physical motor disabilities were under the age of 60, contrasting with internal disabilities, where approximately 90% of the respondents were in their 60s. For mental disability, all respondents were under the age of 60. In terms of the total number of responses received after the fourth period, including those in employment, 5% of the respondents to this survey had the intention to retire from professional life.

These results indicate that although many persons with disabilities remained employed regardless of age group, there were differences in employment rates and timing of retirement from professional life by birth cohort depending on the type of disability. This made it possible to show the status of change in the surveyed population by devising a method of tabulation based on the characteristics of this panel data with regard to viewpoint 1). On the other hand, the four trial analyses also confirmed that if one tries to compare changes in the same subjects who responded to all of the numerous survey periods, or if one tries to address numerous factors in a single tabulation table, the number of subjects for each condition may decrease and the tabulation itself may not make sense. We considered it necessary to examine and select an aggregation method based on the purpose of the survey, whether to focus on changes in the subjects or on the overall tendency.

In addition, by selecting four themes from the four perspectives of analysis that could be visualized by the accumulated data in this survey period, we were able to show certain aggregate results. However, the themes of analysis dealt with in this survey period represent only a small part of the professional lives of persons with disabilities. Given the limited number of survey items obtained through this research study, it is necessary to continue to examine a wide range of analytical themes based on how the data from this research can demonstrate analytical perspectives.

7 Related Research Deliverables

- The research and study on the working life cycle of people with disabilities, Document Series №50, 2010, №54, 2010
- Research on Measures to realize Equal Treatment in Employment Relationships for Persons with Disabilities (second period), Research Report №106, 2012
- The Survey and Research on the Working Life Cycle of People with Disabilities (third period), Research Report №118, 2014
- Research on the working life cycle of people with disabilities (fourth period), Research Report № 132, 2016
- Research on the working life cycle of people with disabilities (fifth period), Research Report № 148, 2019
- Research on the working life cycle of people with disabilities (sixth period), Research Report №160, 2021