



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

**- The Fifth Survey on the Working Life on Young People (2016)
and Middle and Aged people (2017) with disabilities -**

(Research Report No.148) Summary

[Keywords]

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 disabilities, 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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National Institute of Vocational Rehabilitation

NATIONAL INSTITUTE OF VOCATIONAL REHABILITATION

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2. Research Period

FY2016 to 2018

3. Composition of the Research Report

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Chapter 2: Survey Results of the Fifth Period and Survey Results of the First to Fourth Period

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Chapter 4: Analysis Results for the Fifth Period

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4. Background and Purpose of Research

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 proceed with detailed employment measures according to this information. Therefore, to grasp the current situation and issues of the work cycle to clarify the overall picture of the working life cycle of persons with disabilities such as employment, continuation of work, and maintenance and improvement of working life by long-term continuous survey, and obtain basic data for the future development of measures for the improvement of employment management and the realization of smooth employment of persons with disabilities in Japan, this study was conducted.

5. Research Method

(1) Overview of the Survey

This is a long-term longitudinal survey (panel survey) planned with a survey period of 16 years from FY 2008 to FY 2023.

A two-year survey segment is divided into one "period", and divided into two survey groups into the "survey on the working life on young people" targeted to young people who have not experienced long years of working life for the first half, and the "survey on the working life of middle and aged people" for middle-aged people who have certain working experience for the second half, conducting biennial investigation to each group using the same questionnaire.

The survey started by registering 1,026 workers with disabilities who agreed to research cooperation by introducing them through organizations for persons with disabilities, business establishments, working support facilities, etc. as subjects. 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 the disabilities stated above. However, the details of each disability are not known. The age at the start of the survey was determined as 15 years old, which is after the completion of compulsory education, as the lower limit, and 55 years old as the upper limit. With regard to the employment status, we conducted surveys of companies and self-employed workers who worked 20 hours or more a week, and then continued surveys even if the subject left the company, in order to confirm the status of career formation as well. Due to the decrease in the response rate, we supplemented the number of subjects for the third survey.

(2) Research Committee

A research committee 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. For the fifth period, in FY 2018, a research committee was set up consisting of academic experts, persons related to the organizations for persons with disabilities, and persons related to employers' groups.

(3) Survey Content

From the viewpoint of widely grasping the working life of people with disabilities, questions were made concerning the basic attributes of the surveyed person, matters regarding their occupation, and matters related to things about life outside of work, and the latter two included questions about facts about the events, etc., and questions about satisfaction awareness, etc. In principle, the survey contents were to be the same from the first survey to the eighth survey, but regarding the addition of questions based on changing times, change in names such as for administrative services triggered by system changes, consideration of aging of the survey subject, and items which were inferred that the meaning of the question was difficult to convey,

the adding of questions and options, the change in expression of the question, and proviso were added based on the research committee discussions.

In the fifth period, in view of the revised Act on Employment Promotion of Persons with Disabilities being enforced from April 2016, in which all business owners are obliged to provide prohibition of discrimination and reasonable accommodation for persons with disabilities in the field of employment, new questions of "whether you have ever heard or read about the policy on prohibition of discrimination against persons with disabilities against business owners and policy for reasonable accommodation," and "whether there was an opportunity to confirm or discuss troubles in the workplace since April 2016" were added.

(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 give a gift for respondents.

6. Summarized Results of the Study

(1) Survey Results (extracted from the results of the fifth survey period)

For the fifth period, the survey was conducted to a total of 1,091 people, including 113 people with visual disabilities, 228 people with hearing disabilities, 234 people with physical motor disabilities, 119 people with internal disabilities, 282 people with intellectual disabilities, and 115 people with mental disabilities. Of these, 544 people were surveyed for the first half and 547 people for the second half. The number of collected surveys and the response rate were 342 (63%) in the first half, and 318 (58%) in the second half. The number of working people and the working rate were: 64 people with visual disabilities (93%), 108 people with hearing disabilities (91%), 110 people with physical motor disabilities (77%), 67 people with internal disabilities (85%), 155 people with intellectual disabilities (88%), and 52 people with mental disabilities (75%) (Table 1).

Table 1: Target Subjects of the 5th Survey Period and Collection Status

	Number of subjects		Recovery rate		Working people
	Young	Middle and Aged	Young	Middle and Aged	
Visual disabilities	51	62	33 (65%)	36 (58%)	64 (93%)
Hearing disabilities	115	113	65 (57%)	55 (49%)	108 (91%)
Physical motor disabilities	100	134	58 (58%)	86 (64%)	110 (77%)
Internal disabilities	33	86	22 (67%)	58 (67%)	67 (85%)
intellectual disabilities	183	99	127 (69%)	50 (51%)	155 (88%)
Mental disabilities	62	53	37 (60%)	33 (62%)	52 (75%)
Total	544	547	342 (63%)	318 (58%)	556 (85%)

Regarding the status of understanding workers for the policy on prohibition of discrimination against persons with disabilities and policy for reasonable accommodation for the 556 employed people, while the number of people who responded as "I know about the content" and "I have heard the name, but do not know the content" together incremented to more than half, about 40% answered that they "do not know" (Figure 1).

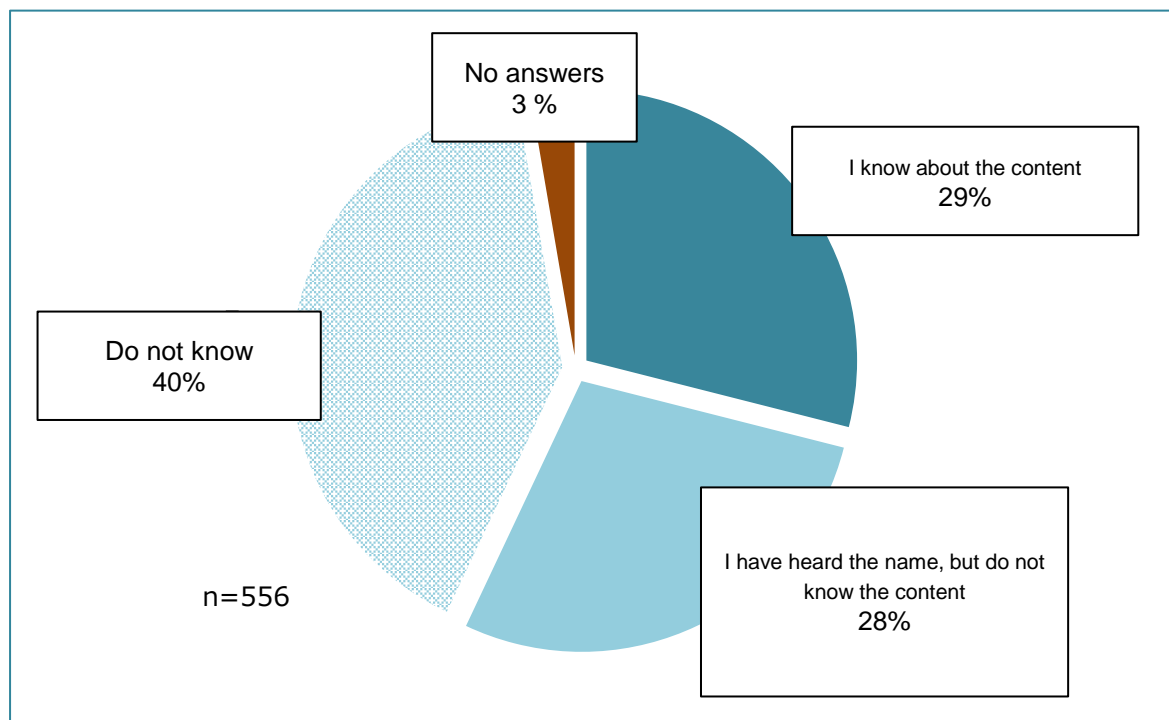


Figure 1: Situation of Understanding of the Policy on Prohibition of Discrimination and Policy for Reasonable Accommodation for Persons with Disabilities

Of the 556 employed people, regarding the status of the opportunity for discussions on reasonable accommodations at work since April 2016, about 40% responded that they had an opportunity for discussion by responding that they "have had the opportunity as always" or "have newly had an opportunity," but about 40% of the respondents also said that there was "no

opportunity for discussion yet" (Figure 2).

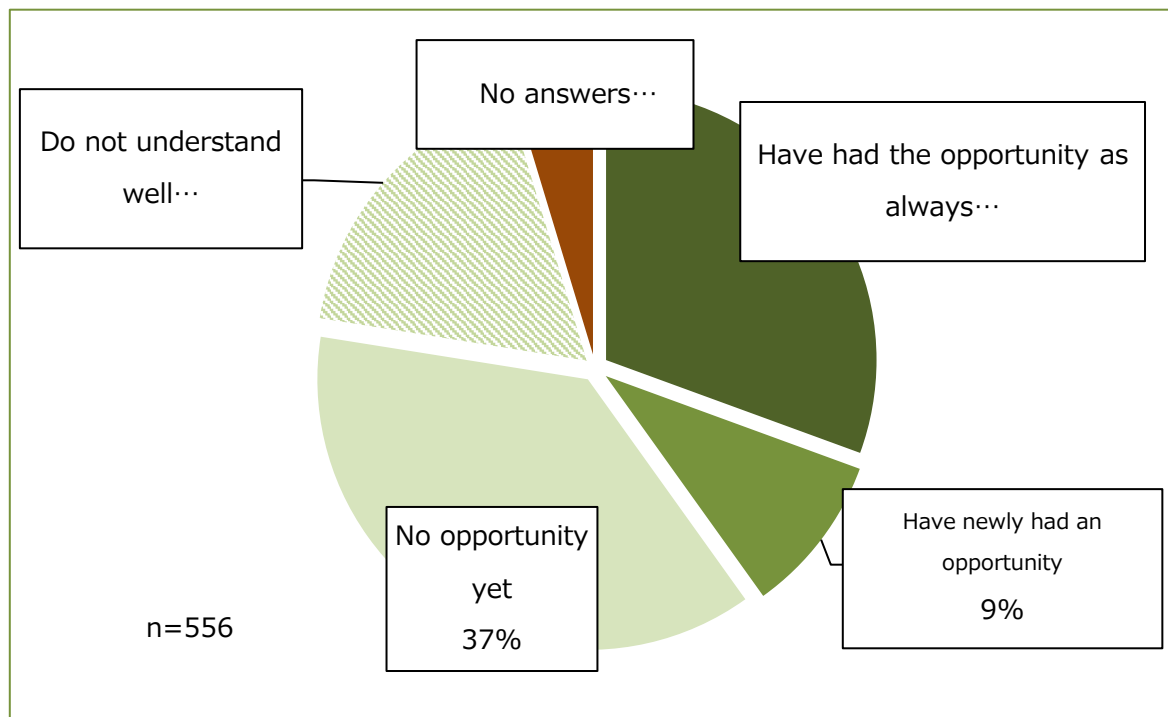


Figure 2: Situation of Opportunities for Discussion on Reasonable Accommodation at work since April 2016

As future subjects regarding the survey, specific issues and improvement plans such as making the questionnaires more easy to understand, the decrease in the number of subjects and the decrease in recovery rate, regarding the use of the internet for investigation, and regarding the interview survey to be conducted for confirmation of detailed information based on investigation result were included. As for the research plan in anticipation of the end of the 8th survey period, based on the completion of the data set by the end of the 8th survey period, as a research that comprehensively utilizes all survey results, the setting of specific research themes and the consideration of the necessity of supplementary research, and the start of the discussion within the 6th period research committee were mentioned.

(2) Progress of Analysis of Survey Results

In the reports from the 1st to 4th period, in addition to the tabulated results of each survey item, various results analysis was carried out using the results of multiple survey items, and based on those results, in the 5th period, we decided to conduct analysis focusing on job satisfaction.

(3) Analysis of Results

A. Relationship Between Job Satisfaction and Opportunities for Confirmation and Discussion at Work

In order to analyze how the opportunity to confirm or discuss problems at work which are

important in adjusting reasonable accommodations will affect the satisfaction level of workers with disabilities, a Kruskal-Wallis rank sum test was conducted.

As a result, when looking at all disorders, the four satisfaction levels of "content of work," "pay and treatment (working conditions)," "social relationships in the workplace," "workplace environment (facility maintenance etc.)" were all significantly higher for cases when "there was an opportunity for confirmation and discussion as always" compared to those cases where "there is no opportunity for confirmation and discussion yet." In addition, no significant difference was detected between "there were newly set confirmation and discussion opportunities" and "no confirmation or discussion opportunities yet" (Figure 3).

Therefore, between the persons with disabilities and the business owner, continued opportunities for confirmation and discussion of issues at work in the workplace encourage mutual understanding and are considered to have contributed to the realization of a more satisfying job for people with disabilities, and it is suggested that mutual understanding between persons with disabilities and business owners cannot be fostered in the early stage after starting the new discussion after the system reform, and it is thought that it will be required to continue the opportunity for further confirmation and discussion into the future.

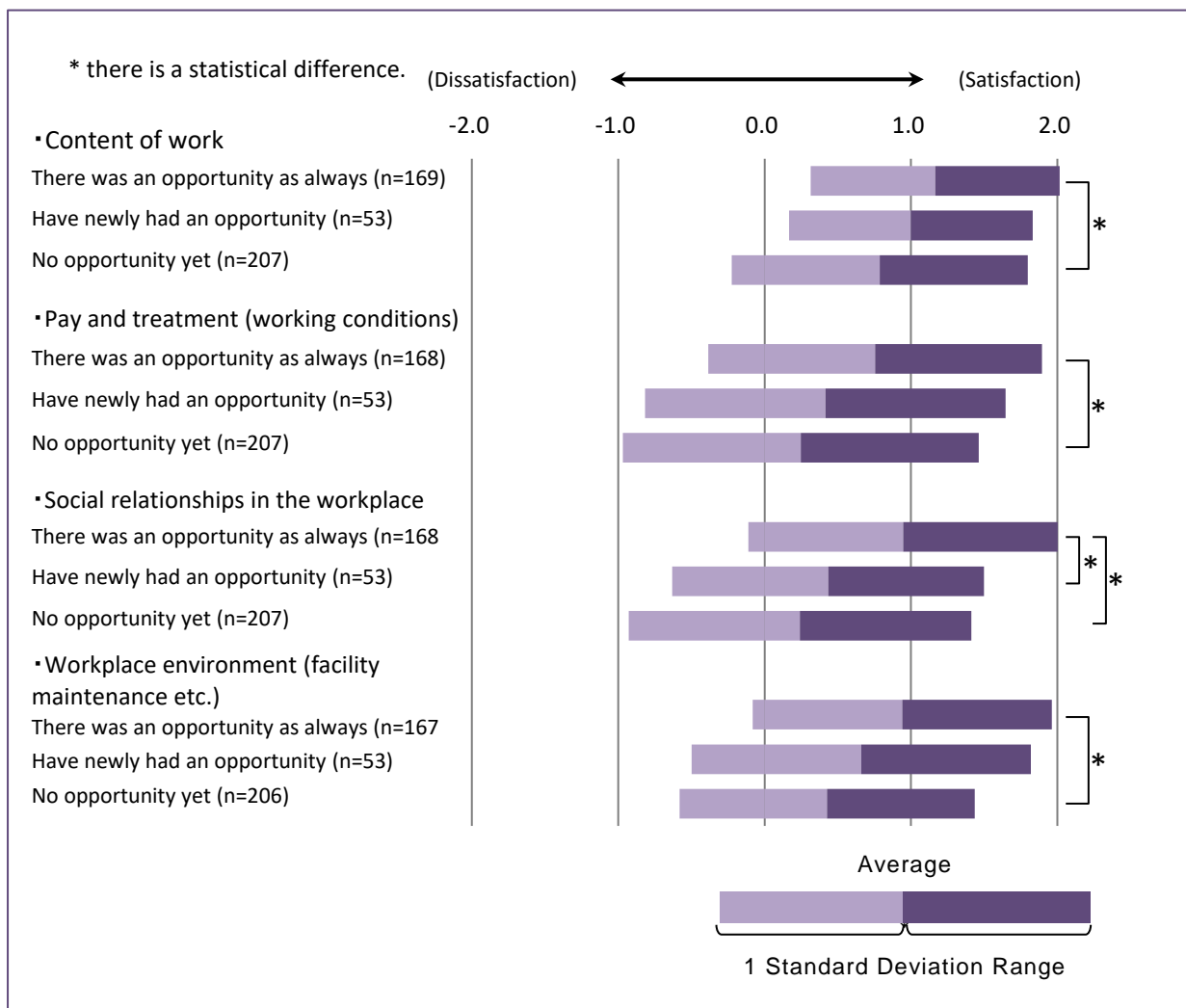


Figure 3: Analysis of Confirmation and Discussion Opportunities and Job Satisfaction (all Disabilities)

B. Examination of the Factors that Determine "Job Satisfaction"

Based on the fact that the panel data acquired in this research has the property that it becomes possible to verify the causality between one state or situation and another state or situation more accurately in light of time series changes, we focused on job satisfaction and performed regression analysis with a random effects model.

As a result, "job satisfaction" was significantly related to "intention of continuation in employment" and "leaving the job after two years". Also, it was confirmed that based on the analysis of the determinants of "job satisfaction," "job satisfaction" is significantly higher when the subject is explaining their own disability to people involved in the company or workplace, "the degree of job satisfaction" is significantly lower for people who need more accommodations, and "job satisfaction" is significantly lower when there was an event where a helper was gone (Table 2).

Therefore, it was suggested that it was important to explain to the surroundings about their own disability, to receive the accommodation they felt needed, and to always place an appropriate helper in the workplace. In addition, with or without the increase in salary also had a significant effect on the degree of job satisfaction, and the importance of monetary compensation was reconfirmed. In addition, regarding the relationship between the incumbent period and "job satisfaction," it was shown that "job satisfaction" decreases as time goes by at the beginning of work, but then begins to rise, showing a U-shaped relationship. Similar results were also reported for general workers, suggesting that the relationship between the incumbent period and job satisfaction may have a U-shaped non-linearity regardless of the presence or absence of a disability.

Table 2: Analysis of the Determinants of Job Satisfaction (Abstract)

	Model 1: Overall Score of Job Satisfaction		Model 2: Job Satisfaction Scale	
	Regression	Standard	Regression	Standard
	Coefficient	Error	Coefficient	Error
Have explained the disability to most people (Standard = Have not explained to most people)	0.157	0.048 ***	0.161	0.048 ***
Number of Items Requiring Accommodation (Standard =No applicable items)				
Number of Accommodations Required = 1	-0.052	0.077	-0.059	0.077
Number of Accommodations Required = 2	-0.142	0.082 *	-0.145	0.082 *
Number of Accommodations Required = 3	-0.170	0.086 **	-0.177	0.087 **
Number of Accommodations Required >= 4	-0.186	0.087 **	-0.182	0.087 **
Events Occurred in the Recent Two Years (Standard = Cases where it is not Applicable to Each)				
Relocation	-0.027	0.059	-0.034	0.059
Superior Change	0.000	0.048	0.009	0.048
Leaving of Helper	-0.374	0.085 ***	-0.388	0.086 ***
Promotion	0.011	0.125	0.029	0.125
Pay Raise	0.111	0.047 **	0.109	0.047 **
Pay Reduction	-0.225	0.068 ***	-0.211	0.069 ***
Leave of Absence from Work	-0.223	0.099 **	-0.229	0.099 **
Secondment	-0.250	0.250	-0.244	0.251
Leaving a Job	-0.074	0.086	-0.078	0.086
Incumbent Period	-0.032	0.012 ***	-0.029	0.012 **
Incumbent Period Squared	0.001	0.0003 ***	0.001	0.0003 ***
Full-time Employee (Standard = Other than Full-time Employee)	-0.034	0.078	-0.060	0.078

Below, Omitted

Note: *, ** and *** mean that the coefficients are statistically significant at the 10%, 5%, and 1% levels, respectively.

We would like to further analyze the above two analyzes based on the accumulation of data from the continuation of future surveys.

7. Related Research Achievement Results

Prior reports regarding working life cycle surveys are as follows.

- Report on the 1st Period "Material Series No. 50" "Material Series No. 54" Issued in 2010
- Report on the 2nd Period "Research Report No.106" Issued in 2012
- Report on the 3rd Period "Research Report No.118" Issued in 2014
- Report on the 4th Period "Research Report No.132" Issued in 2016

(Reference) Image of newsletter annually issued for the survey target

