



# **Research on current situation and measures for reinstatement of persons with acquired disability after employment**

## **(Research Report No.142) Summary**

### [Keywords]

Injuries and sickness acquired after employment, employee on administrative leave, persons with injuries and sickness acquired after employment, reinstatement, subsidy for support for reinstatement

### [Usage of this report]

Many research reports on reinstatement of persons who acquired disabilities after employment for some reasons (persons with acquired disability after employment) used to be rather on mainly persons with Mental Disability or Higher Brain Dysfunction such as persons with depression or schizophrenia, and it was difficult to find the research to grasp current situations and issues on reinstatement of all persons with acquired disability after employment. This Research grasps current situations, issues, considerations and actual measures of reinstatement of all persons with acquired disability after employment by questionnaire surveys, hearing surveys, etc., to companies, and reports in conclusion about continuous employment support and reinstatement support. Please refer also to "Guide for reinstatement of persons with acquired disability after employment (Leaflet)" which reports effective measures or ways of consideration for reinstatement when acquired disabilities after employment occur in companies.

April 2018

Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers. (JEED)

National Institute of Vocational Rehabilitation

NATIONAL INSTITUTE OF VOCATIONAL REHABILITATION

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## 2. Survey Period

FY2016 to FY2017

## 3. Composition of the research report

Outline of the studies

Introduction: Composition of this Report

Chapter 1: Current situation of reinstatement

Chapter 2: Current situation and issues of persons with acquired disability after employment

Chapter 3: Research on measures and issues for persons with acquired disability after employment

Chapter 4: Measures and considerations for reinstatement mainly of persons with acquired disability after employment

Chapter 5: Conclusion

Reference Literature Documents attached at the end of the report

## 4. Background and Purpose of Research

Many research reports on reinstatement of persons who acquired disabilities after employment for some reason (persons with acquired disability after employment) used to be rather on mainly persons with Mental Disability or Higher Brain Dysfunction such as persons with depression or schizophrenia, and it was difficult to find the research to grasp current situations and issues on reinstatement of all persons with acquired disability after employment. This Research grasps current situations, issues, considerations and actual measures of reinstatement of all persons with acquired disability after employment by questionnaire surveys, hearing surveys, etc. to companies, and examines the direction of continuous employment support and reinstatement support.

In this Research, persons who acquired disabilities after employment for some reason are referred to as “persons with acquired disability after employment” in order to distinguish persons with acquired disabilities (persons with not congenital disabilities).

## 5. Research Methodology

### (1) Questionnaire surveys to companies

We have made questionnaire surveys to companies to find the following points; (i) Existence of the program to ease workloads for persons with injuries and sickness, and measures for securing persons in the case a long administrative leave occurs (ii) Number of employees on long administrative leave, period of leave, and situation of retirement, reinstatement and recurrence of persons with acquired disability after employment (iii) Situations of measures and considerations for leave period, reinstatement and follow-up of persons with acquired disability after employment (iv) Base of judgement and issues at the time of reinstatement of persons with acquired disability after employment, and extent of working hours and performances which companies expect at the time of reinstatement (v) Points to continue stable working hours after reinstatement, and appraisals of persons with acquired disability after employment from the standpoint of view from companies (vi) Degree of companies' recognition for existence of subsidy system for reinstatement, existence of their intention to apply, point to be improved, and request items to government etc. for reinstatement of persons with acquired disability after employment We have made questionnaire surveys to 7,000 companies selected by stratified sampling from private companies with 50 employees or more (Survey period: From May 29, 2017 to June 30, 2017, the response rate was 22.5%).

### (2) Hearing surveys etc. to experts and companies

We have made hearing surveys to experienced people from academic circles and visiting surveys to companies which may receive questionnaire surveys in order to find in detail about the situation if reinstatement of persons with acquired disability after employment.

## 6. Results of questionnaire surveys to companies

### (1) Situations of numbers of employees on administrative leave and persons with acquired disability after employment

At the time of surveys, the ratio of employees on administrative leave (3,170 people) was 0.37% among all employees (862,693 people: 1,567 companies), which means there was 1 person among 270 employees.

Persons with acquired disability after employment (304 people) were 9.6% of all people on administrative leave. The breakdown is as follows: Persons with Physical Disability was 48.7%, with Mental Disability was 43.8%, with intractable diseases was 3.9% and with Higher Brain Dysfunction was 3.6%. According to the breakdown of the total number of administrative leave for the last 3 years, however, persons with Mental Disability accounted for the largest percentage (52.5%). The increase in the percentage of Mental Disability may mean the persons have taken leave again due to recurrence of the illness (Figure 1, 2).

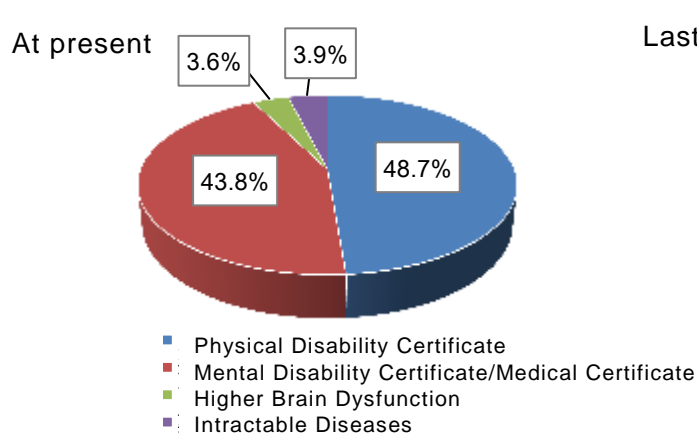


Figure 1: Breakdown of disabilities of persons with acquired disability after employment on administrative leave (At present)

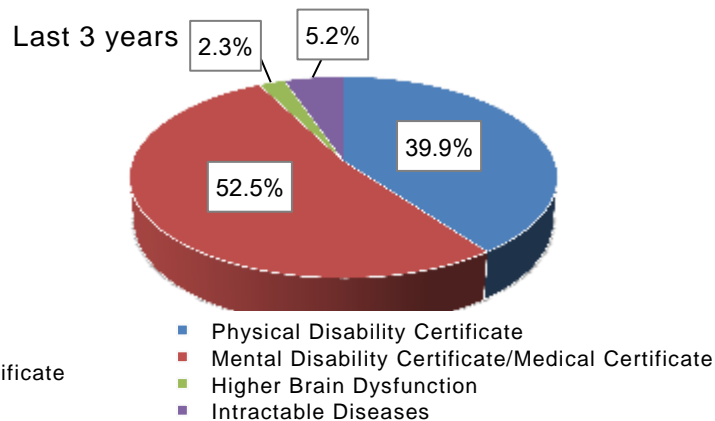


Figure 2: Breakdown of disabilities of persons with acquired disability after employment on administrative leave (Last 3 years)

## (2) The situation of the existence of the program of leave/reinstatement, and measures of companies during leave and at reinstatement

“Injury and disease leave program” (54.8%) has accounted the highest percentage and has been followed by “annual leave program by time unit” (34.9%) and “break-in work program” (32.6%)(Figure 3). In the breakdown by size of companies, large-scale corporations have had a high percentage for “injury and disease leave program”, “break-in work program” and “trial work program” (Figure 4).

Regarding measures for persons with acquired disability after employment on administrative leave, many companies have taken such a basic measure as “to listen to the persons’ intention of reinstatement”(88.5%) and “to explain period of leave and contents of compensations and supports”(78.7%), and more than half companies have had taken measures such that “ the staff members in charge periodically contact such persons on leave”, that “the persons concerned share information on situation of disabilities ” and that the “ companies request colleagues at workplace to extend consideration and cooperation after reinstatement”(Figure 5).

Many companies have taken measures just before or after the reinstatement of persons with acquired disability after employment, “revision of work, change of function”(23.1%), “reduction of working hours, change of working hours” (22.5%) and “support for rework”(17.8%)(Figure 6).

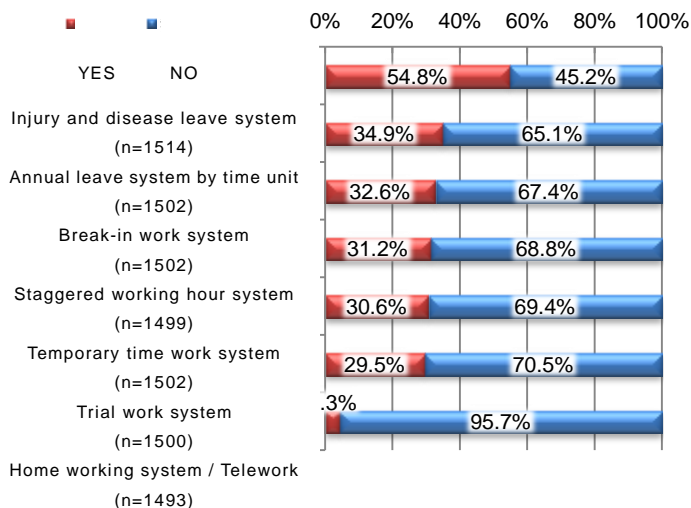


Figure 3 Situation of existence of the program of leave / reinstatement

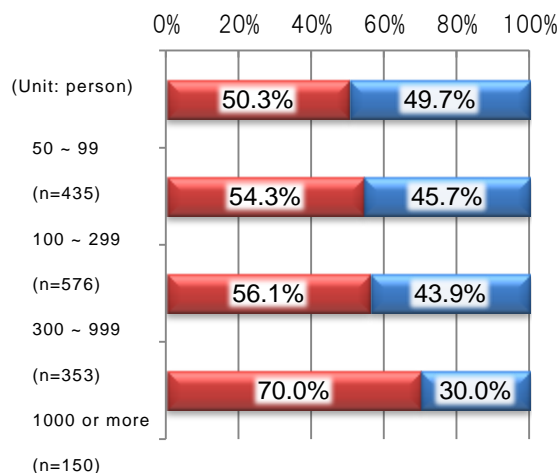
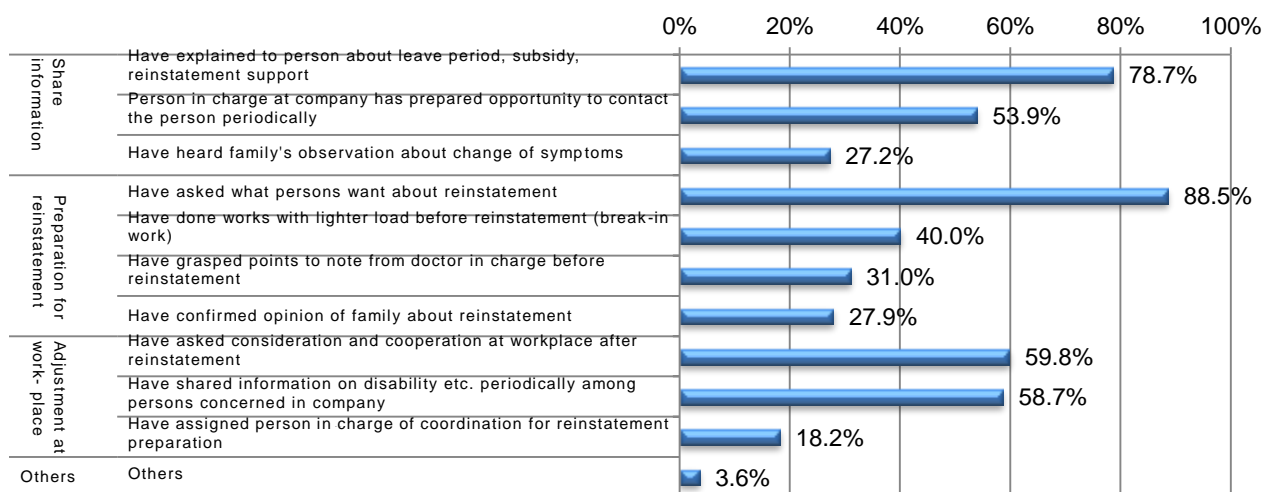


Figure 4 Situation of existence of the programs by the size of company (Injury and disease leave system)



\* Aggregation of companies which employ persons with acquired disability after employment who have been reinstated during the last 3 years (n=445)

Figure 5 Supports by companies for persons with acquired disability after employment during leave period

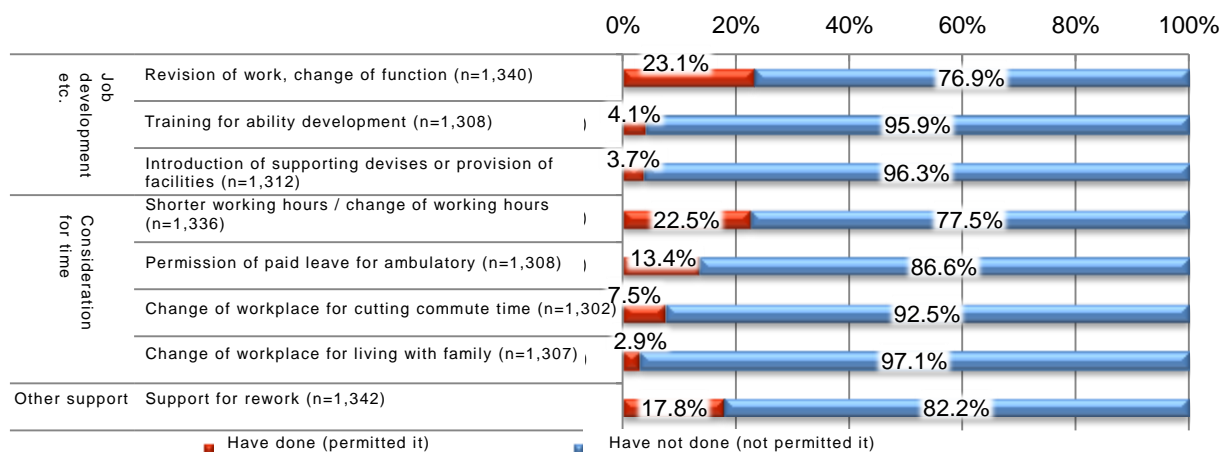


Figure 6 Ratio of execution of supports by companies at reinstatement

### (3) Follow up systems by companies after reinstatement

For follow up after reinstatement of persons with acquired disability after employment, bosses/persons in charge at workplace or persons in charge of personnel and labor take care in most companies. In only 30 to 40% of companies, doctors in charge who understand situations and changes of the persons, and industrial health staff or industrial physicians who are expected to play a role of intermediary for a company, the persons and doctors in charge participate (Figure 7). Observing the ratio of occupation category of persons concerned in follow up by each size of companies, more than half of large-scale companies have persons for follow up from more than 3 categories, and thus we have recognized that persons from a broad range of fields are participating (Figure 8).

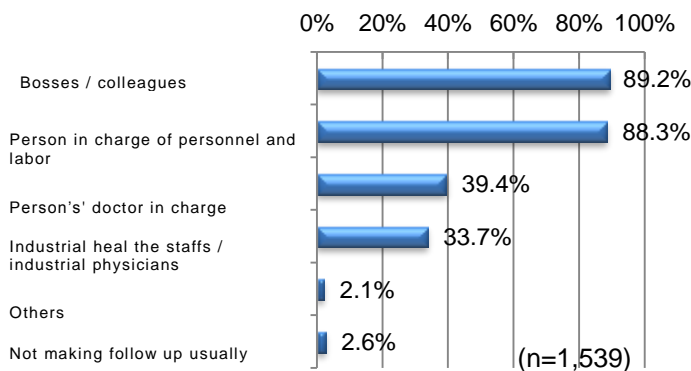


Figure 7 Persons concerned for follow up

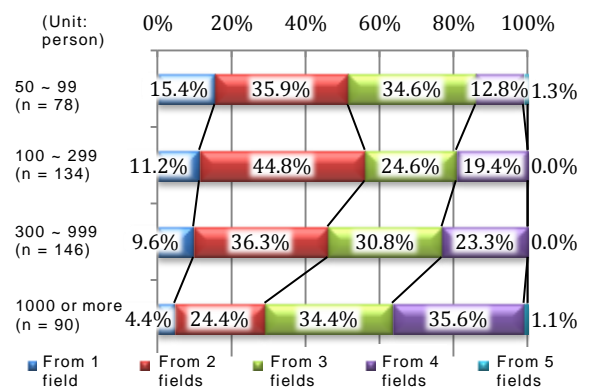


Figure 8 Occupation categories of persons concerned for follow up by the scale of companies

### (4) Issues on leave and reinstatement at companies

Observing issues of follow up at reinstatement and after reinstatement of persons with acquired disability after employment, as a common comment, issues of job contents and seating allocation are raised often (Figure 9 and 10). The situation is different from the usual recruitment of persons with disability, and information on works of persons with acquired disability after employment is limited. In these circumstances, however, we have to take practical measures and we think this is the difficulty particular to reinstatement of persons with acquired disability after employment.

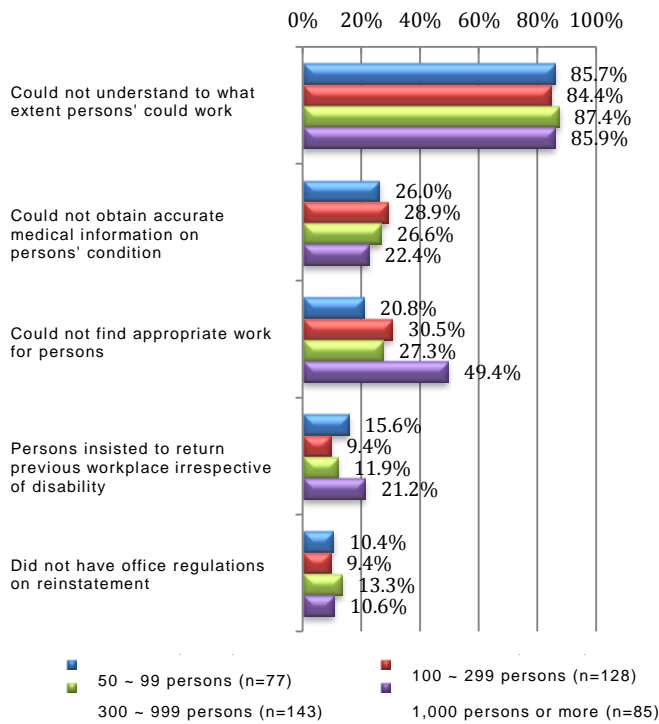


Figure 9 Issues at reinstatement by the size of companies  
(By the size of companies, 5 high-order items)

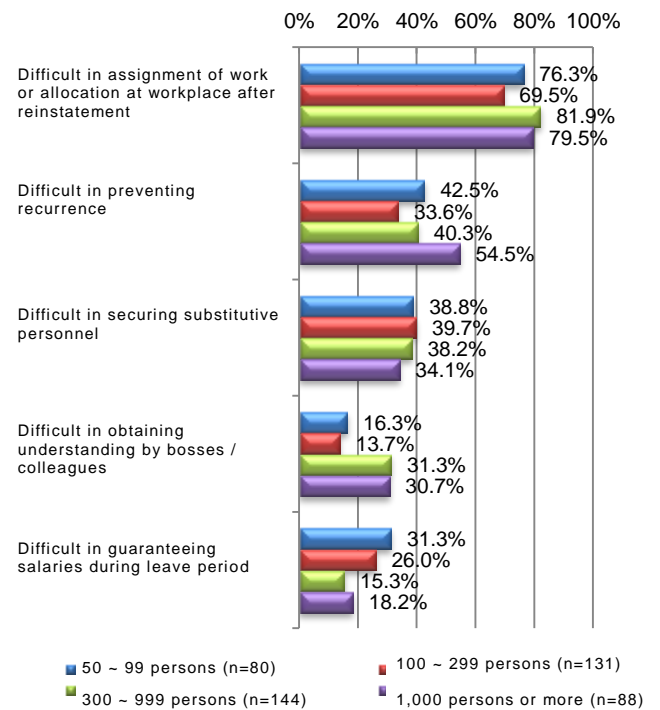


Figure 10 Issues after reinstatement by the size of companies  
(By the size of companies, 5 high-order items)

## 7. Results of analysis by text mining for supports which companies consider effective

We have made an analysis by text mining of answers from companies to an open-ended question in questionnaire surveys. We have made a grouping of companies by the scale of companies in the number of employees and their experience of reinstatement, and have examined the relation between description data (Figure 11).

As a result, we have found that companies which have experienced reinstatement tend to think the measures taken by a respective situation like consulting are effective, and on the other hand that companies which do not have such an experience have various and not common measures in mind to be effective.

Noting the size of companies in number of employees, the group of companies with 300~999 employees and that of with 1,000 employees or more have both strong relation with words; “recognition”, “support”, “measure”, “doctor in charge” and “situation” (Ex. “Recognition of possible works by doctor in charge, person himself, person in charge at workplace and person in charge of personnel”), and we can interpret that the contents of support which they consider effective are similar.

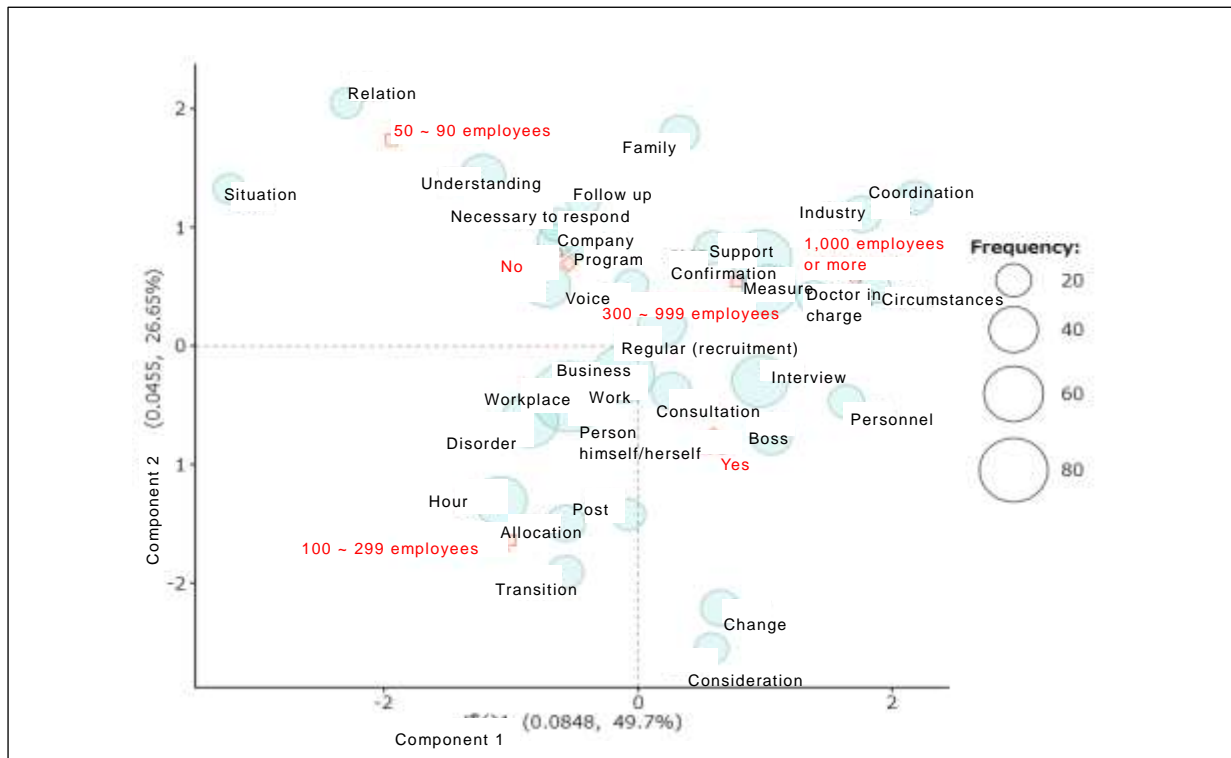


Figure 11 Results of analysis of answers to an open-ended question about effective

## 8. Conclusion – Factors to make reinstatement difficult and directions support for reinstatement –

### (1) Issue on leave and reinstatement by scale, type of disabilities and existence of reinstatement experience and supports for reinstatement

We have found that at large scale companies, the ratio of existence of the program of injury and diseases leave is high, and persons from many types of occupation participate in follow up, and on the other hand, that there are difficulties in preventing recurrence of such injuries and diseases (See Figure 4, 8 and 10). We have also found that selection of job and allocation of the type of job are the issues of before and after instatement at company irrespective of the scale of the number of employees (Figure 10). Taking into account of opinions from experts of supports for reinstatement and companies which take advanced measures for reinstatement, it may be difficult for them to cope with recurrence since companies have not been able to make an appropriate consideration and supports to a wide range of disabilities, i.e. not only to persons with typical depression but those who acquired depression in secondary manner after accumulating problems derived by Developmental Disability, those with personality disorder, atypical depression, etc.

Observing situations and issues of reinstatement by type of disorders of persons with acquired disability after employment of companies, companies which have many persons with acquired Mental Disability after employment point out about the contents and the numbers of issues on persons with mental health disorders compared with the previous research. This result supports the observation that



the reason why even large scale companies have difficulties in supporting reinstatement is due to the varicosity of persons with Mental Disability. In comparison with the contents of “Research on modalities of employment management for persons with Mental Disability” (“Modalities Research”)(March 2012), the results of this Research suggest that persons with acquired disability after employment generally have more issues than persons with Mental Disability newly recruited under regular recruitment. Especially, the existence of issues in “accurate execution of jobs” and “to report, to advise and to consult” appears often for persons with acquired Mental Disability after employment (Figure 12).

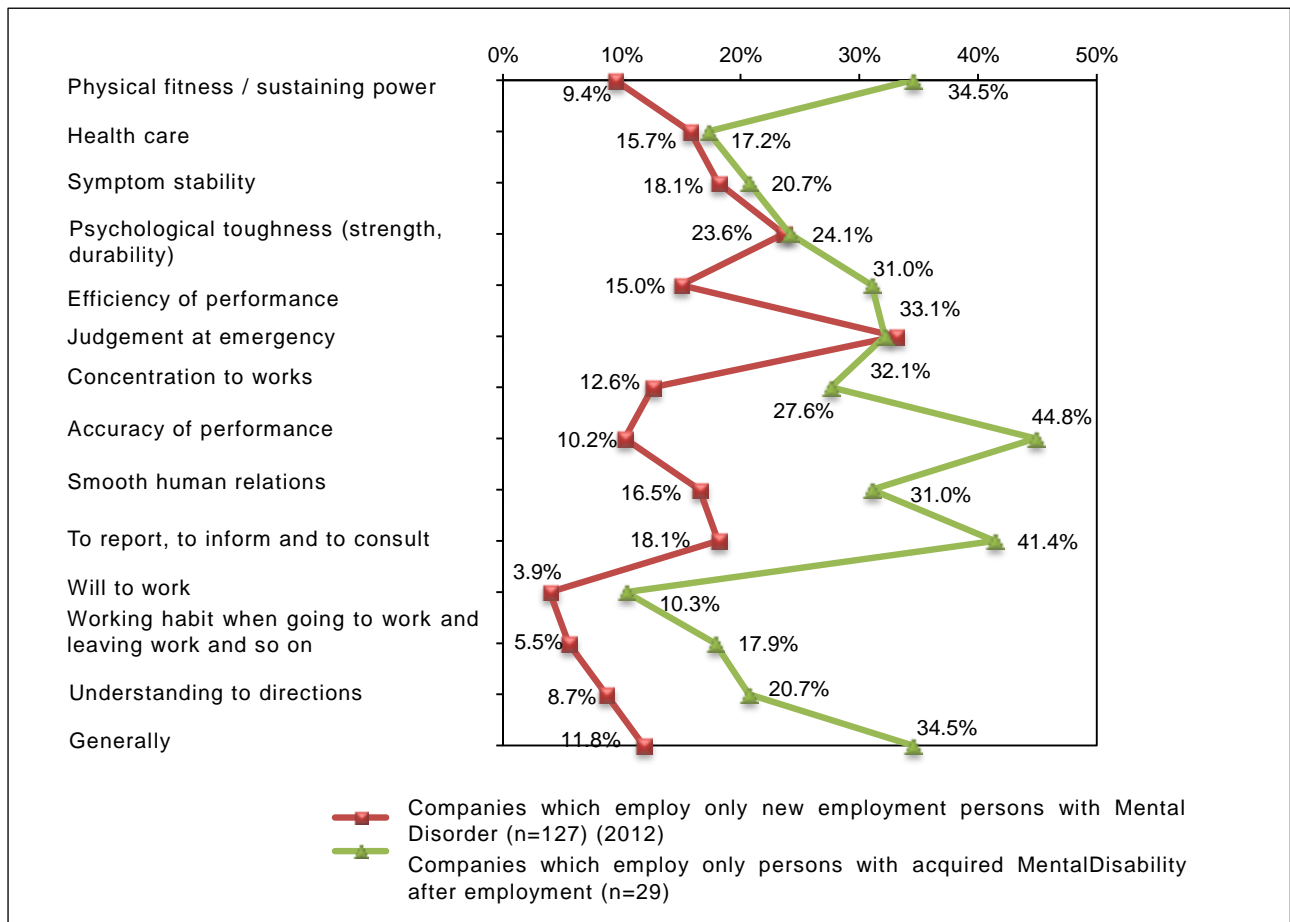


Figure 12 Ratio of issues in employment of persons with Mental Disability (by new recruitment, reinstatement)

Furthermore, at companies which experienced reinstatement, procedures of leave and reinstatement are clearly defined, and we have recognized that they provide a wide range of measures in selecting jobs at reinstatement and in the aspect of the follow up staff. Research results, however, suggest that not only large-scale companies but companies which have the experience of reinstatement have difficulties in preventing recurrence and in a stable and accurate allocation of personnel. We think that, not only for persons with acquired Mental Disability after employment but for all persons with acquired disability after employment, the diversity of disabilities causes difficulties. There are disabilities which require appropriate assessment according to the change of situation in addition to the

respective consideration and measures according to types of deniability. Therefore (i) interventions of industrial doctors who know reinstatement support well and (ii) obtaining information continuously by the industrial health staff's efforts like coordination with doctors in charge through industrial doctors, are requested. It has been pointed out (i) that, even in the same category of disability, there is a big difference by person in stability of symptoms and in the ability of executing jobs and (ii) that there is a difficulty in constructing a good personal relationship with others in which persons themselves show their intention of working and receive support for that from surroundings. Such relationship provides the basis for a long and stable employment of persons with disability for those issues also, we think the role of EAP (Employee Assistance Program) industries which can participate from the neutral standpoint of view and employment support institutions for persons with disabilities is important.

## (2) Effective supports suggested from qualitative data such as hearing surveys

In hearing surveys, based on the keywords of (i) provision of information and communication before leave and during leave, (ii) arrangement of job, allocation, working hours and working environment before reinstatement, (iii) understanding of adjustment situation by meeting or consultation after reinstatement and (iv) necessary adjustment of jobs, we have found the importance of effective supports according to the stage of reinstatement. Furthermore, through questionnaire surveys, the importance of "coordination among supporting people for reinstatement" and "establishment of programs" have been suggested. In order to have persons with disabilities make a smooth transition of stages after employment, i.e. from medical rehabilitation, to vocational rehabilitation and to reinstatement, close communication and coordination among person themselves, personnel, workplace and outside persons concerned are indispensable. Programs which enable consideration of working hours for enabling ambulatory and physical management and programs which enable gradual steps for reinstatement like a trial work program are important. The establishment of such programs will work to produce results.

## 9. Future issues

In this Research, we have been able to find a statistical situation of persons with acquired disability after employment and the contents of consideration and measures for a respective stage of reinstatement. We, however, have not able to show, a typical measure for reinstatement as a model case because of a wide range of diversity of disabilities and individual differences. From information obtained, we hope we make further analysis and provide the result for mainly persons with acquired disability after employment except for persons with depressions and Higher Brain Dysfunction, for which we find many preceding studies.