

Research on Employment Status of Persons with Disabilities

(Research Reports No. 137) Summary

[Keywords]

Settling into the workplace, persons with physical disabilities, persons with intellectual disabilities, persons with mental disabilities, persons with developmental disabilities, Public Employment Security Office, job offers for persons with disabilities, general job offers, disclosure of disability, non-disclosure of disability, support system

[Usage of this report]

This report provides the results of collected and analyzed data from the research on the status of settling into the workplace of persons with disabilities (physical disabilities, intellectual disabilities, mental disabilities and developmental disabilities) who were employed through job placement service at the Public Employment Security Office. It is expected to be utilized in employment support institutions and companies including administrative institutions.

April 2017

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

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2. Research Period

FY 2015 to 2016

3. Composition of the Research Report

Preface: Background and purpose of research

Chapter 1: Results of the factual investigation into job placement offered by the Public Employment Security Office and settling into the workplace for persons with disabilities

Chapter 2: Analysis of factors related to settling into the workplace

Chapter 3: Discussion (Document attached at the end of the report)

4. Background and purpose of research

The number of employments of persons with disabilities who found employment through job placement offered by the Public Employment Security Office* increased for seven consecutive years as at 2015, and the number of employments of persons with mental disabilities (38,396 cases) greatly exceeded the number of employments of persons with physical disabilities (28,003 cases). While there is high interest in the turnover rate of persons with disabilities in such circumstances, there is no research that publicly identified the turnover rate and rate of settling into the workplace for persons with disabilities. Therefore, in many cases, data from the following reports prepared by our institution are cited: "A study on the employment conditions etc. to promote employment for persons with mental disabilities" (March, 2010) and "Research on the Status of the Settling into the Workplace and Support for Persons with Mental Disabilities" (March, 2014). However, there are problems in this research such as the data being specified only for persons with mental disabilities, and also time has passed since the research was conducted.

For this reason, we newly investigated and analyzed the actual employment status such as settling into the workplace and employment support etc. for persons with physical disabilities, intellectual disabilities, mental disabilities and developmental disabilities by carrying out our 2 year plan from 2015.

* Public Employment Security Office : The basic purposes of Public Employment Security Offices, which are located in approximately 545 locations all over Japan (including branch offices), are to provide job seekers with the most suitable job opportunities according to their wishes and abilities and to introduce the most appropriate personnel to employers who are looking for employees. The Public Employment Security Offices are connected online throughout Japan, and offer services using the Hello Work System to provide information about job vacancies and job searches immediately via computer. In addition to this, in order to respond appropriately to the recently diversifying needs of users, we have strengthened our agencies by introducing services including the following measures and operations.

5. Method

(1) Factual investigation into the job placement offered by the Public Employment Security Office and status of settling into the workplace for persons with disabilities

We targeted persons, whose main disabilities were physical, intellectual, mental and developmental, whom were employed through job placement offered at 134 support counters (department specialized for persons with disabilities) all over the country of the Public Employment Security Office during two months from 1st July to 31st August 2015. We also obtained answers by having Public Employment Security Offices fill out the research items on the questionnaire form.

(2) Analysis of factors related to settling into the workplace

Regarding factors related to settling into the workplace sorted by types of disabilities and based on the factual investigation, we conducted statistical analysis (log-rank test, Cox proportional hazards regression analysis etc.) for two different periods of time: short-term (status of settling into the workplace as at 3 months) and long-term (status of settling into the workplace as at 1 year). At the same time, we conducted an interview survey for the main persons in charge of employing persons with disabilities in 7 companies and based on this result, we carried out analysis by qualitative research (grounded theory approach conforming to the Glaser version.)

(3) Points to keep in mind when utilizing this research data/analysis results

When utilizing this research data/analysis results, it is necessary to keep the following in mind: 1) it was unknown whether or not there was any care or effort for getting the employees to settle into the workplace at the companies where they were employed. 2) Since the survey period was set from July to August, the employment status for new graduates at the beginning of the year has not been reflected in the data.

6. Summarized Results of the Study

(1) Factual investigation into the job placement offered by the Public Employment Security Office and status of settling into the workplace for persons with disabilities

A. Collection status

We collected the results of 5,305 people and targeted 5,015 people excluding those who reported as "other disabilities" and those whose settling in period was unknown. The percentage sorted by the types of disabilities was 33.5% for persons with physical disabilities, 15.3% for persons with intellectual disabilities, 43.8% for persons with mental disabilities, and 7.4% for persons with developmental disabilities. Also, the percentage sorted by the types of job offers was 38.3% for those who became employed through job offers for persons with disabilities, 14.9% for who became employed through general job offers with disclosing disability, 12.0% for who became employed through general job offers without disclosing disability and 34.7% for who became employed through Support for continuous employment -Type A-^{*1} (hereinafter referred to as "Type A").

^{*1} Support for continuous employment -Type A- provides opportunities for production activities and other activities, other training necessary for improving knowledge and ability for working and other necessary supports for people under the age of 65 who can continue to work based on their employment contract.

B. Overall situation of settling into the workplace

Rates of settling into the workplace at places where they became employed including Type A was 80.5% as of 3 months after employment and 61.5% as of 1 year after employment. On the other hand, rates for settling into the workplace in general companies excluding Type A were 76.5% as of 3 months after employment and 58.4% as of 1 year after employment.

According to the types of job offers which were more detailed regarding settling into the workplace (hereinafter referred to as "job offer type"), rates of settling into the workplace were, in order from highest to lowest, 88.0% for type A, 86.9% for job offers for persons with disabilities, 69.3% for general job offers with disclosing disability and 52.2% for general job offers without disclosing disability as of 3 months after employment, and also they were in order of the highest to lowest, 70.4% for job offers for persons with disabilities, 67.2% for type A, 49.9% for general job offers with disclosing disability and 30.8% for general job offers without disclosing disability as of 1 year after employment. (Figure 1)

* We targeted people who became employed in general companies excluding type A in all the following data/analysis in this document.

C. Status of settling into the workplace after being employed in general companies sorted by types of disabilities

For rates of settling into the workplace sorted by types of disabilities, these were 77.8% for physical disabilities, 85.3% for intellectual disabilities, 69.9% for mental disabilities and 84.7% for developmental disabilities as of 3 months after employment, and 60.8% for physical disabilities, 68.0% for intellectual disabilities, 49.3% for mental disabilities and 71.5% for developmental disabilities as of 1 year after employment. (Figure 2)

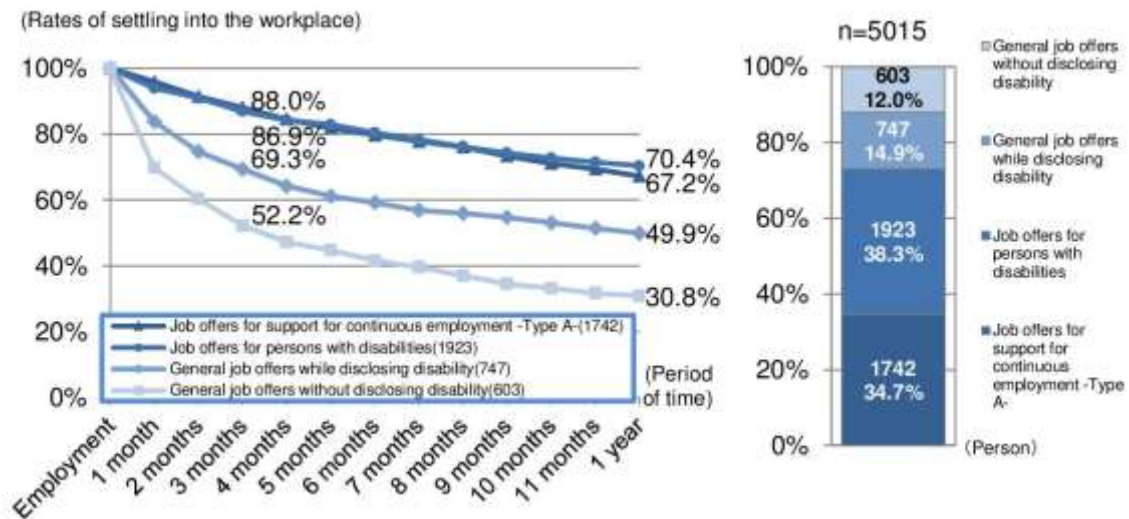


Figure 1: Change and composition ratio of rates for settling into the workplace sorted by job offer type

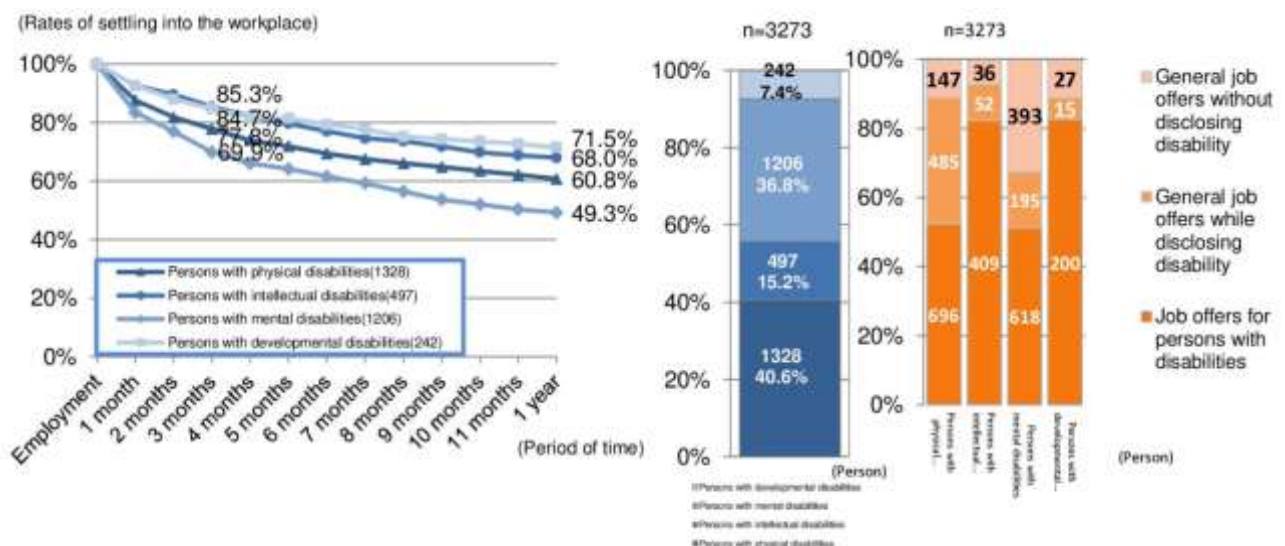


Figure 2: Change and composition ratio of rates of settling into the workplace sorted by disability type (For persons who became employed through job offers for persons with disabilities or through general job offers)

D. Implementation status of support for the job placement/settling into the workplace in general companies

The number of people who used training etc. before receiving the job placement service was 673 (20.6% of the total.) Specifically, the "support for work transition" was the largest (37.0%) (Multiple answers from users who used training etc. were collected), followed by "practice at workplace" (33.1%) and "training provided by contractors" (10.4%).

The number of people who became employed as a result of the Public Employment Security Office opening up new job offers was 274 (8.4% of the total), and the number of people who became employed as a result of the Public Employment Security Office workers accompanying them for the job interview etc. was 163 (5.0% of the total), and the number of people who used support provided by the support team of employment for persons with a disability was 880 (26.9% of the total).

The number of people who used employment support by support institutions in cooperation with the Public Employment Security Office was 1,123 (34.3% of the total), and as for the support institutions, Employment and Life Support Centers for Persons with Disabilities was the greatest (36.9%) (Counted multiple answers from the question "whether there were cooperated support intuitions or not"), followed by "Career Transition Support Office" (34.9%) and "Local Vocational Rehabilitation Centers for Persons with Disabilities" (18.8%).

The number of people who used the support system was 871 (26.6% of the total), and specifically "Employment development subsidy for specific job seekers" was 65.0%, while "Trial employment subsidy for persons with disabilities, etc." was 35.7% and support by "Job coaches placed at local vocational rehabilitation centers for persons with disabilities" was 10.6%*².

People who used guidance provided by the Public Employment Security Office or support by support institutions for settling into the workplace after employment was 1,600 (48.9% of the total), and as for the intuitions, the Public Employment Security Office was the greatest (82.3%) (Counted multiple answers of the people who used support etc.), followed by "Employment and Life Support Centers for Persons with Disabilities" (19.8%) and "Career Transition Support Office" (13.8%).

*2: We counted multiple answers from the respondents who used support systems. As for the "Employment development subsidy for specific job seekers", we counted the answers from respondents who mentioned that they have used the subsidy in the free-answer column regarding other support systems.

E. Reasons for leaving jobs after being employed at general companies

There were 1,361 people who left their jobs as at 1 year. As for the reasons, "personal reasons" was the greatest (69.3%) and, as for the specific reasons of people who left their jobs within 3 months, in many cases they were "working conditions do not match" (19.1%) and

"there are problems in execution of work duties" (18.1%). Also, as for the people who left their jobs at less than 1 year after 3 months, "due to disability/illness" was the greatest (17.4%).

(2) Analysis of factors relating to settling into the workplace in general companies

A. Result of statistical analysis

We analyzed factors relating to settling into the workplace by types of disabilities using the items confirmed in the factual investigation on the job placement service offered by the Public Employment Security and status of settling into the workplace for persons with disabilities as explanatory variables. The objective variables were the following two: (i) short-term settlement: status of settling into the workplace up to 3 months after employment (settled in or left a job), (ii) long-term settlement: status of settling into the workplace as of 1 year after employment for the people who had settled in as at 3 months (settled in or left a job.) We conducted log-rank tests as an analysis method. Furthermore, in order to minimize the influence of missing data, we selected variables of significant trends ($p < 0.1$) from the results of the log-rank test, and then in order to consider the relationship with the selected explanatory variables, we conducted Cox proportional hazards regression analysis (hereinafter referred to as "Cox regression").

From the result of the log-rank test, items with significant difference ($p < .05$) in common with all types of disabilities for the short-term settlement were as follows: "employment history after finding out about disability", "unemployed period", "job offer type", "number of employees at the company", "training before employment", "cooperation with institutions at the time of employment", "support system", "guidance provided after employment by the Public Employment Security Office" and "support intuitions' support for settling into the workplace". For the long-term settlement, it was "job offer type".

The items with significant difference ($p < .05$), which were found as a result of Cox regression by types of disabilities (this was conducted based on the log-rank test), were summarized as follows (Figure 3).

Factors that promote short-term settlement

<Persons with physical disabilities>

- When there is guidance provided by the Public Employment Security Office after employment, instead of no guidance.
- When being employed through job offers for persons with disabilities, instead of through general job offers without disclosing disabilities.
- When being employed through job offers for persons with disabilities, instead of through general job offers with disclosing disabilities.
- When there is usage of a support system, instead of no usage of a support system.
- When the last school attended is high school, instead of junior high school.
- When there are 1 to 2 companies which they worked for after finding out about the disabilities, instead of when there are 3 or more companies.

<Persons with intellectual disabilities>

- When there is guidance provided by the Public Employment Security Office after employment, instead of having no guidance.
- When being employed through job offers for persons with disabilities, instead of through general job offers without disclosing disabilities.
- When being employed through job offers for persons with disabilities, instead of through general job offers while disclosing disabilities.
- When there is training before employment, instead of no training.

<Persons with mental disabilities>

- When there is guidance provided by the Public Employment Security Office, instead of no guidance after employment.
- When there is no working experience after finding out about disabilities, instead of when there are 3 or more companies which they worked for.
- When there is no working experience after finding out about disabilities, instead of when there are 1 to 2 companies which they worked for.
- When there are 1 to 2 companies after finding out about disabilities, instead of when there are 3 or more companies which they worked for.
- When there is support for settling into the workplace by support institutions, instead of when there is no support.
- When being employed through job offers for persons with disabilities, instead of through general job offers without disclosing disabilities.
- When being employed through job offers for persons with disabilities, instead of through general job offers while disclosing disabilities.
- When there is training before employment, instead of no training.
- When the last school attended is high school, instead of junior high school.

<Persons with developmental disabilities>

Since we couldn't complete this selection of variables due to the number of cases being small, we decided that it was difficult to analyze by Cox proportional hazards regression analysis. From the results of the log-rank test, the explanatory variables with significant difference ($p < .05$) were as follows: the job offer type, level of disability, number of employees, whether they used training before employment or not, whether there were cooperating institutions including team support at the time of employment, whether they used a support system or not, whether there was guidance provided by the Public Employment Security Office after employment, whether there was support for settling into work by support institutions, working history after finding out about disabilities, unemployed period and types of employment.

Factors that promote long-term settlement

<Persons with physical disabilities>

- When there is no working experience after finding out about disabilities, instead of where there are more than 3 companies which they worked for.
- When there are 1 to 2 companies after finding out about disabilities, instead of when there are 3 or more companies which they worked for.
- When the number of employees at the employing company is more than 1000, instead of being less than 50.
- When the number of employees at the employing company is between 50 and 1000, instead of being less than 50.
- When there is usage of a support system, instead of no usage of a support system.

<Persons with intellectual disabilities>

- When there is no working experience after finding out about disabilities, instead of when there are 3 or more companies which they worked for.

<Persons with mental disabilities>

- When being employed through job offers for persons with disabilities, instead of through general job offers without disclosing disabilities.
- When being employed through job offers for persons with disabilities, instead of through general job offers while disclosing disabilities.
- When there is no working experience after finding out about disabilities, instead of when there are 3 or more companies which they worked for.
- When there is no working experience after finding out about disabilities, instead of when there are 1 to 2 companies which they worked for.
- When there is usage of a support system, instead of no usage of a support system.
- When there is a possibility of a pay rise, instead of no possibility.

<Persons with developmental disabilities>

We couldn't analyze these using the Cox proportional hazards regression analysis as well as the failure to analyze short-term settlement factors. From the results of the log-rank test, the explanatory variables with significant difference ($p < .05$) were working history before finding out about disabilities, unemployed period, job offer type and opening up new job offers.

Figure 3: Summary of Cox regression result

B. Result of qualitative research

We analyzed the result from interviews with companies by the grounded theory approach. From the analysis, it was suggested that the main persons in charge of employing persons with disabilities in the companies were taking the balance between demands from both companies and persons with disabilities and the present situation into account and implementing various adjustments by checking the daily situation. Since these people in charge are the promoters of employment of persons with disabilities in their companies, external supporters such as support institutions etc. are required to pay attention to these people's expanded viewpoint and implementation status of daily checks and adjustments of the situation, and then provide information at the appropriate timing.

7. Discussion

Here, we like to consider the factors of settling into the workplace for persons with disabilities in general companies. Rates of settling into the workplace sorted by types of disabilities as of 1 year after employment were 60.8% for physical disabilities, 68.0% for intellectual disabilities, 49.3% for mental disabilities and 71.5% for developmental disabilities in this research. Based on the fact that there was a difference in rates of settling into the workplace depending on the types of disabilities, we also analyzed the factors of settling into the workplace by types of disabilities.

Looking at those rates as of 1 year after employment and sorted by job offer type from another point of view, the rate for job offers for persons with disabilities was 70.4%, but it went down as the general job offers with disclosing disability was 49.9% and the general job offers without disclosing disability was 30.8%. Therefore, we would like to discuss settling into the workplace while considering the difference between job offers for persons with disabilities and general job offers with or without disclosing disability, which was identified as having as great an effect as factors on settling into the workplace.

First of all, regarding the difference in effect on settling into the workplace between becoming employed through job offers for persons with disabilities and general job offers, from the result of the log-rank test, it seems that becoming employed through job offers for persons with disabilities is a factor that promotes settling into the workplace for both short and long-term settlement, regardless of the types of disabilities.

Also from the result of Cox regression, for the short-term, it was identified that employment through job offers for persons with disabilities promotes settling into the workplace rather than employment through general job offers in common with persons with physical, intellectual and mental disabilities. Furthermore, in the case of persons with mental disabilities, with which the rate of settling into the workplace was lowest when sorted by types of disabilities, the result shows that settling into the workplace is promoted not only for short-term but also for long-term by becoming employed through job offers for persons with disabilities.

On the other hand, as for persons with physical and intellectual disabilities, because the effect on getting employed through job offers for persons with disabilities was identified for the short-term settlement only from the result of the Cox regression, it is considered that getting appropriate care etc. in the short-term will encourage settling into the workplace for a longer period of time, and therefore support/care in the short-term is important. Also, as for the persons with physical disabilities, from the result of the log-rank test, the effect of job offer type was recognized both in the short-term and long-term settlement.

Next, regarding the difference in effect on settling into the workplace between the disability disclosure and non-disclosure, although we found that there was no significant

difference in the promotion of settling into the workplace from the result of the Cox regression, there was a big difference between them in the rate of settling into the workplace as of 1 year and this was 19.1%.

In the case of disability non-disclosure, it is difficult to use support such as Trial employment subsidy for persons with disabilities, support by job coaches and Employment development subsidy for specific job seekers etc. for which disability disclosure is the premise, and also the support system which supports employees with disabilities.

Among the people who became employed through general job offers, when comparing the cases in which "they used the support system" or not, in the case where they used the support system, the rate of settling into the workplace as of 1 year after employment was 65.6%, which was 27.9% higher than the case in which they did not.

Also, regarding a difference in effect on settling into the workplace depending on the "usage of the support system" from the result of the log-rank test, we found that rates of settling into the workplace increase by using the support system regardless of types of disabilities. Furthermore, from the result of Cox regression, it was identified that in the case of persons with physical disabilities, short-term and long-term settlement was promoted by using the support system, and in the case of persons with mental disabilities, the long-term settlement was promoted.

From this, it is considered that settling into the workplace is promoted by using the support system based on disability disclosure. In the case of persons with mental disabilities, whose rate of settling into the workplace was lower than that of other people with disabilities, the rate of disability non-disclosure was higher than that of other persons with disabilities as it was 32.6%. Based on this fact, when people don't want to disclose their disabilities, it is also important to encourage appropriate understanding of the significance and effect of utilizing the support system, while respecting/considering their intentions/thoughts as well as making efforts on careful understanding of the disability characteristics and their needs.

In addition, care or effort on employment management for persons with disabilities in companies is difficult to be made in the case of disability non-disclosure, since disability disclosure is actually the premise. Even the key point of "the stable employment can be promoted by the adjustment implemented by the persons in charge of employing persons with disabilities in the companies to balance between the demands from both companies and persons with disabilities and the present situation", which we found as a result of the qualitative research, is difficult to function in the case of non-disclosure, so that it is assumed that the disability disclosure is the premise.

In the case of persons with developmental disabilities, the items which are high in both rates (the rate of settling into the workplace as of 1 year after employment and the rate of using

each support) were the team support, support for settling into work after employment by the Public Employment Security Office, support by job coaches placed at local vocational rehabilitation centers for persons with disabilities and Trial employment subsidy for persons with disabilities. Based on this fact, while paying attention to the fact that the proportion of persons with developmental disabilities compared to the number of overall persons with disabilities was small in this research, it is suggested that the effectiveness of various supports associated with settling into the workplace is possibly high in the case of persons with developmental disabilities. However, the persons with developmental disabilities in this research were those who have diagnosed/identified, and it is necessary to keep in mind that it does not apply to the status of employment and settling into the workplace for the persons who are undiagnosed/unidentified, who are assumed to be many.