



## **The Survey and Research on the Working Life Cycle of People with Disabilities**

— The Third Survey on the Working Life of Young People with Disabilities (FY2012) / The Third Survey on the Working Life of Middle and Aged People with Disabilities (FY2013) —

### **(Research Reports No.118) Summary**

#### **[Keywords]**

Panel survey   Type of employment   Life stage

#### **[Usage of this report]**

We have been conducting a panel survey (a longitudinal study of the same group of people over time) to clarify the whole image of a working life cycle of people with disabilities including a job placement, job retention, and maintaining and improving a working life. The purpose of our research is gathering the basic resources to develop plans and measures for improving an employment management of people with disabilities in business and facilitating employment.

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## **2 Research Period**

FY2012 to FY2013

## **3 Composition of the research report**

Preface: Purpose, method and process of this Survey and Research

Part 1: Result of the third survey on the working life of young people with disabilities (Born in FY1968 to FY1992)

Chapter 1: Processes in the two years between the second and the third survey - continuance and change-

Chapter 2: Status of development of working life cycle

Part 2: Result of the third survey on the working life of middle and aged people with disabilities (Born in FY1952 to FY1967)

Chapter 1: Processes in the two years between the second and the third survey - continuance and change-

Chapter 2: Status of development of working life cycle

Final chapter Overall review and future challenges

Appendices

## **4 Background and Purpose of Research**

To ensure steady and smooth employment of individuals with disabilities, it is essential to understand circumstances and challenges in every aspect of their working life cycle and to take precise employment measures appropriate to such conditions and challenges. Thus, the purpose of this study is to understand such circumstances and challenges, and to gain basic data for implementations of measures that aim at improving employment management in companies and achieving smooth employment of individuals with disabilities by conducting continuous researches, which investigate the overall picture of employment cycles such as finding a job, retaining employment, and maintaining and improving occupational lives of workers with disabilities.

## **5 Method**

### **(1) Panel research**

We have planned to conduct a 16-year longitudinal study during the FY2008-2023, targeting workers with Physical Disability including Visual Disability, Hearing Disability, Physical motor Disability and Internal Disabilities, and Intellectual disability or Mental Disability. With a panel research method, which surveys same respondents over time, the following 2 types of surveys are conducted once a year alternately, i.e. each survey is conducted 8 times in 16 years.; 1) Survey on the working life of young people with disabilities, which investigates processes of finding jobs and adjusting to working life among the young and 2) Survey on the working life of middle and aged people with disabilities, which investigates processes such as maintenance and improvement of their working life after gaining experience in working. We conducted the third surveys on the working life of young people with disabilities and that of middle and aged people with disabilities, and compared the results of them to that of the first surveys respectively in this report.

## **(2) Foundation of research committee**

We established a research committee consisting of academic experts, parties concerned, employer organizations concerned, relevant government departments and staff of Local vocational rehabilitation centers for individuals with disabilities for smooth implementation of the research with their specialized knowledge and cooperation.

## **6 Summarized Results of the Study**

### **(1) Survey Contents**

We will study the following matters and how these matters change through working life (in each process of working life cycle).

- 1) Transition of employment process and events such as employment, transfer/promotion in workplace, separation/resignation, re-employment, retirement, and use of welfare services.
- 2) Working conditions (wages, working hours, holidays, etc.)
- 3) Status of disability pension and income
- 4) Career formation such as qualification acquisition
- 5) Time and reason for separation/resignation, time and measure for re-employment
- 6) Time of retirement, life after retirement, etc.
- 7) Relation to welfare institutions, employment support centers, employment support staff, etc.
- 8) Family status
- 9) Life event

### **(2) Framework of analysis**

#### **a. Processes in the two years between the second and the third survey (Chapter 1 in Part 1 and 2)**

We studied the processes in the two years between the second and the third survey concerning status and events of work and life as a summary following the results of the first and second survey, compared them with the processes of the period between the first and the second survey analyzed at the second stage, and looked for any different trends or characteristic movements.

#### **b. Status of development of working life cycle (Chapter 2 in Part 1 and 2)**

The most basic profiles comprising working life cycle are considered to be as follows: 1) Whether the person is employed or not; and 2) If employed, what kind of employment, i.e., full-time, part-time, or voluntary worker with no employment contract.

For this reason, we reviewed the status of continuance and change in type of employment which is the basic aspect of working life cycle through the results from the first to third surveys, and verified the status of life and work at each stage, Consideration in the work place, status of job-hunting, etc.

#### **c. Overall review and future challenges (Final chapter)**

We summarized the results according to age through the entire work life, made an overall study, and organized future challenges concerning the policy of study analysis.

#### **d. Status according to types of disabilities**

Analysis of disabilities according to types is important in the study of working life cycle of people with disabilities. Thus, along with putting up the overall table according to types of disabilities in Chapter 1 Part 1 and 2, we also summarized the data according to types of disabilities, which is its base, and the data according to types of disabilities in the study items of the third survey, and organized them as appendices.

### (3) Research results

Processes in the two years between the second and third surveys on the working life of young people with disabilities and the working life of middle and aged people with disabilities are shown in Table 1.

**Table 1 Comparison of survey on the working life of young people with disabilities and survey on the working life of middle and aged people with disabilities**

	Survey on the working life of young persons with disabilities	Survey on the working life of middle and aged persons with disabilities
The time of survey	The second survey in July 2010 The third survey in July 2012	The second survey in July 2011 The third survey in July 2013
Age of respondents	Average age of 32.8 (31.3)	Average age of 51.3 (49.6)
Number of people who responded the second and	275 (327)	259 (293)

#### Survey sections

##### 1 Circumstances including disabilities

(1) Disability	Status of Disability Certificate; <b>98.9%(98.5%) / 3 persons (5 persons)</b>		Status of Disability Certificate; <b>99.6%(99.3%) / 1 person (2 persons)</b>	
	Status of change	- Severer than the Physical Disability Certificates 0 person Milder grade than Physical Disability Certificates 0 person	Status of change	- Severer than the Physical Disability Certificates 3 person Multiple 1 person
		- Severer than Intellectual Disabilities Certificates 0 person		- Severer than Intellectual Disabilities Certificates 0 person
		- Severer than Mental Disabilities Certificates 0 person		- Severer than Mental Disabilities Certificates 1 person
(2) Family structure	* With spouse and children; <b>92.0% (95.7%)</b>		* With spouse and children; <b>91.1% (92.8%)</b>	
(3) Home environment	* Status of home; <b>84.4%(80.4%) / 9.8%(16.5%)</b>		* Status of home; <b>86.9%(84.6%) / 7.3%(10.9%)</b>	
	Status of change	* Started a solitary life 7 persons (8 persons), Ended a solitary life 7 persons (one person)	Status of change	* Started a solitary life 6 persons (8 persons), Ended a solitary life 7 persons (one person)

##### 2 Status of employment

(1) Type of employment	<b>77.8%(82.0%) / 21.8%(16.5%)</b>		<b>83.0%(88.4%) / 14.7%(10.2%)</b>	
(2) Types of tasks	<b>78.5%(81.5%) / 16.3%(14.3%)</b>		<b>79.5%(77.2%) / 18.3%(18.0%)</b>	
(3) Working hours	<b>76.0%(77.3%) / 18.5%(18.5%)</b>		<b>75.3%(75.0%) / 17.5%(16.9%)</b>	
	Status of change	Shortened 25 persons (32 persons) Lengthened 18 persons (21 persons)	Status of change	Shortened 26 persons (23 persons) Lengthened 12 persons (23 persons)
(4) The number of days off	<b>70.4%(69.2%) / 24.9%(26.9%)</b>		<b>60.0%(64.3%) / 31.1%(28.7%)</b>	
(5) Amount of salary	<b>75.5%(78.3%) / 21.0%(20.3%)</b>		<b>71.7%(68.8%) / 21.9%(23.9%)</b>	
	Status of change	Salary classification is up 32 persons (30 persons) Salary classification is down 17 persons (28 persons)	Status of change	Salary classification is up 29 persons (25 persons) Salary classification is down 19 persons (40 persons)

##### 3 Events during 2 years

(1) Life event	- Top 3 according to frequency		- Top 3 according to frequency	
	- Moving 32 persons		- Hospital admission of family members 28 persons	
	- Resignation from job by parent 16 persons		- Death of family members 24 persons	
	- Hospital admission of family members 15 persons		- Hospital admission of oneself 14 persons	
(2) Events relating to job	- Top 3 according to frequency		- Top 3 according to frequency	
	- Salary increased 93 persons		- Transfer of superior 90 persons	
	- Transfer of superior 78 persons		- Salary increased 52 persons	
	- Rearrangement 47 persons		- Rearrangement 48 persons	

(Note) Status between the first and second survey is indicated in parentheses **With change** **No change**

**a. Processes in the two years of survey on the working life of young people with disabilities**

As for the status of work, around 80% had no changes in "type of employment," "job contents," "working hours," "holidays," "salary (section)." This rate is the same with that in the first and second survey. Moreover, according to types of disabilities, the percentages of change are rather high among the Mental Disability in "type of employment," among the Intellectual Disability and Mental Disability in "job contents," "working hours," "holidays," and among the Internal Disabilities and Mental Disability in "salary (section)." There were differences among types of disabilities. As for the events at work, the percentages of "salary rise," "reassignment," etc., are high. As for reassignment, we need to pay attention that it has both positive and negative sides because we could find reassignment as a career formation and "leave of absence."

**b. Processes in the two years of survey on the working life of middle and aged people with disabilities**

The percentage of people who changed their employment status was 10.2% between the first and second survey, as opposed to 14.7% between the second and third survey. The major change was from full-time to unemployment, which was high among the Physical motor Disability; change from part-time to support program for continuation of work was high among the Intellectual disability. Among 11 persons who were not employed in the second survey, 7 were still not employed in the third survey. As for employment conditions, "Change" in job contents was 18.3%; many of them moved to "office job." "Change" in working hours was 17.4%, and the percentage of shortened time was higher than that of extended time (among the Intellectual Disability and Mental Disability). Change in holidays was about 30%, and its increasing/decreasing trends countervailed. There was a change in about 20% of salary section, and the percentage to upward change was higher than that to downward change.

As for life events during this period, "hospital admission" occurred more than 10% among the Internal Disabilities, Physical motor Disability, Mental Disability, and the percentage has increased from the previous response percentage. In terms of the response trend of those "reassigned," the response percentage was high in full-time employee for type of employment and in Hearing Disability, Mental Disability, Internal Disabilities, and Physical motor Disability for types of disabilities. About 50% had no change in the overall job satisfaction comparing the surveys implemented after and before reassignment. However, we could find trends in lower order items that satisfaction levels rise in "job contents" and "work environment," and fall in "salary" and "human relationship." On the other hand, the percentage of persons who replied "salary rise" was higher among the Intellectual disability, Mental Disability, Physical motor Disability by types of disabilities. Though it was 27% among full-time employees, it was also 23.1% among part-time workers, which is a small difference. The percentage of people who replied "salary rise" was high among those who worked in "service business meeting people" and "service business in cleaning." The job satisfaction of persons who replied "salary rise" is overall on the rise. Among lower order items, the increase rate of the satisfaction level was especially high in "human relationship."

As a social background that has a great influence on "retirement process" which is a theme specific to the survey on the working life of middle and aged people with disabilities, Partial Amendment to Act on Stabilization of Employment of Elderly People came into force during the third survey (April 2013) by which the retirement of applicants can be postponed. Along with this enforcement, more persons regard "65 years old" as "Legally employable age," but less people think "I want to work after my retirement" compared to the previous survey. And more people think "I want to retire before my retiring age." Though this trend is common among all age categories, people under 55 years old have a higher percentage than those aged 55 years or over (refer to table 2). Therefore, it implies that this Amendment has greater influence on those who have time until their retirements than those who are close to their retirement. Some measures are required inside and outside of companies for the uneasiness of persons who are not sure whether they can work until their postponed retirement age.

**Table 2 Timing to quit/continue working by generation**

(Person)

		Before retiring age	Until retiring age	After retiring age	Others	No reply	Total
Aged under 55 years at the time of survey	The first survey	36	55	27	6	15	139
		25.9%	39.6%	19.4%	4.3%	10.8%	100.0%
	The second survey	35	49	22	6	14	126
		27.8%	38.9%	17.5%	4.8%	11.1%	100.0%
	The third survey	33	38	13	4	23	111
		29.7%	34.2%	11.7%	3.6%	20.7%	100.0%
Aged 55 years or over at the time of survey	The first survey		1	1		1	3
			33.3%	33.3%		33.3%	100.0%
	The second survey	4	7	4		2	17
		23.5%	41.2%	23.5%		11.8%	100.0%
	The third survey	10	16	4	1	7	38
		26.3%	42.1%	10.5%	2.6%	18.4%	100.0%

**c. Analysis of status of each aspect in working life cycle**

Through the 3 surveys on the working life of young people with disabilities, the number of people with the changes between "With employment contract" and "Without employment contract" are the following: 23 people between the first and second survey, and 29 people between the second and third survey. Therefore, about 10% of 266 persons who replied to all the 3 surveys had changes concerning the presence or absence of employment contract. Even if the status turns to "Without employment contract," there are not a few cases of people returning to "With employment contract." This shows that the status of "Without employment contract" is not fixed as far as the 3 surveys up to now are concerned. In the change between "With employment contract" and "Without employment contract," the rate of cases in which the status changed from "With employment contract" to "Without employment contract" is higher than the rate of all cases in spite of "Salary rise." As for the reasons for separation, two out of every three people had their personal reasons and 70% of them were of poor health. Therefore, we should pay attention to the influence of health on stable working life cycle. On the other hand, in the re-employment from "Without employment contract" to "With employment contract," many people used support institutions such as Public Employment Security Offices.

Employment events which showed higher rates than overall trend were (though the actual number is small) "Leave of absence" and "Salary decrease" in the phase from "Without employment contract" to "With employment contract" in the survey on the working life of middle and aged people with disabilities. In the re-employment, which is frequent in people in their 40s, salary tends to decrease and the response rates of "Satisfied" were low and those of "Unsatisfied" were high in almost all items concerning the job satisfaction. On the other hand, the job satisfaction of the previous workplace of those who became from "With employment contract" to "Without employment contract" was comparatively high in "Working conditions" and "Work environment" and rather low in "Human relationships." Reasons for separation of those who became "Without employment contract" from "With employment contract" are "Personal reasons (40%)," and "Business owners' reasons (30%)." Among "Personal reasons," the number of reasons related to "Physical strength or physical conditions" increased in the third survey. Most of people consider using the support by Public Employment Security Office for their job-hunting. 30% of applicants think that "I want to be employed as soon as possible, and 40% think that "I want to find a job which is suitable to me spending enough time." To the questions on types of employment to look for in the future, 5 out of 8 people replied that they want to work only as full-time employees. Only 1 out of 5 people who replied that they want to

work only as Support program office for continuation of work.

#### d. Analysis according to type of employment of those who continue employment

In the continuation of the same employment type in the survey on the working life of young people with disabilities, the following items have the higher rates of response: Among those who continue full-time work, "Marriage," "Childbirth" etc., in life events, "Rearrangement," "Promotion," "Salary rise," etc., in employment events. People who continue part-time work show the tendency in these items, which is not largely different from the overall trend. On the other hand, they have higher job satisfaction and a clear will to continue their employment compared to those who continue their full-time employment.

People who continue their full-time employment without changes in their type of employment in the survey on the working life of middle and aged people with disabilities, the rate of salary category changes is rather high, and the change rate to decrease is higher than that to increase. On the other hand, people who continue part-time employment have low rate of changes in their salary categories. The rates of people who "want to continue the current job" are high among those who continue full-time employment and part-time employment compared to the overall rate. At the same time, the rate of people who continue their part-time employment have a higher tendency to reply, "I want to do another job." As for job satisfaction, people who continue their full-time employment tend to reply, "Neutral response." However, as to people who continue part-time employment, not many of them gave neutral response but are divided into satisfied group and unsatisfied group.

In both surveys on the working life of young people with disabilities and on the working life of middle and aged people with disabilities, the satisfaction level of those who continue their part-time employment is higher than that of those who continue their full-time employment. Though persons who continue their full-time employment have more advantages such as "Rearrangement," "Promotion," "Salary rise," etc., as employment events, their satisfaction level is lower than that of those who continue their part-time employment. We should keep paying attention to the background of this matter. For example, there may be a difference between the levels of demands.

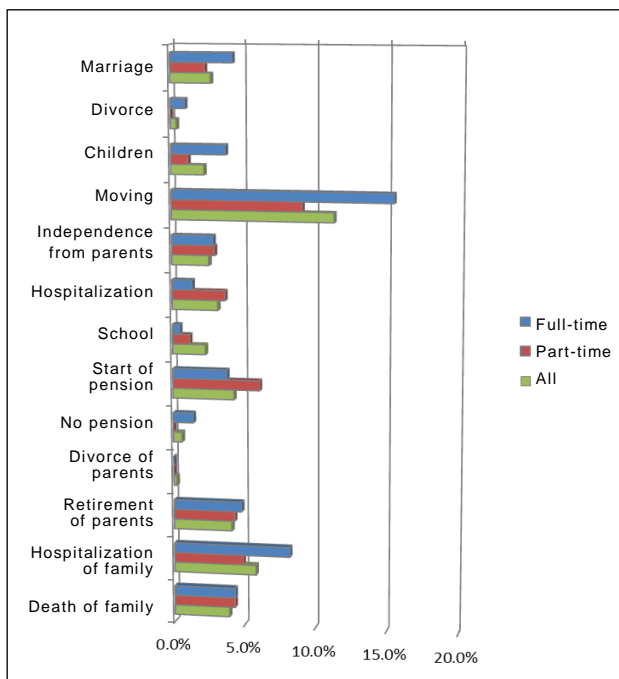


Figure 1 Life event  
(Survey on young persons)

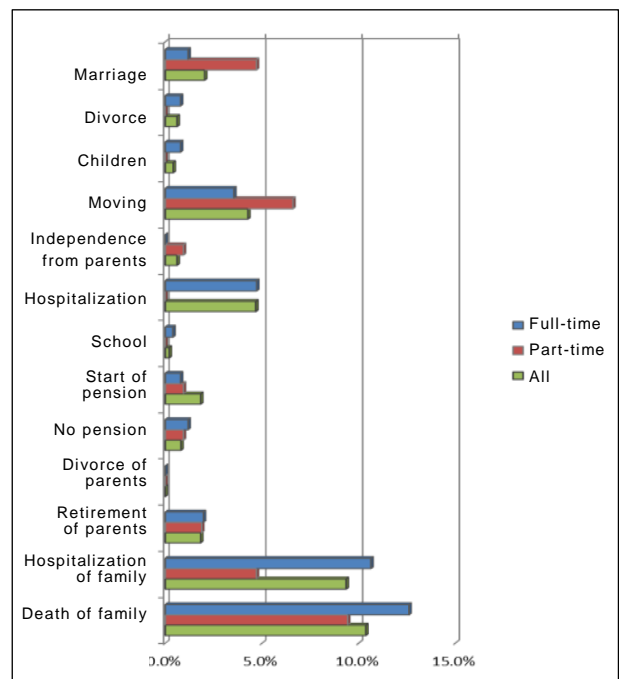


Figure 2 Life event  
(Survey on middle and aged persons)

### e. Summary according to age

It is an important task of this research to draw an outline how working life cycle changes through the course of career. Until the third survey, only 4 years have been covered and a longitudinal analysis through the course of career has not yet been performed. However, we tried to summarize the occurrence rate by generation (namely, in what rate does each item occurs in which generation as far as events in working life are concerned), using data from the second and third survey (data of 1,284 people concerning life events, and 1,155 people concerning employment events).

As for the occurrence rate of each item by generation, "Salary rise" is between 30 and 50 %, and "Rearrangement" is about 20%. These items occurred at a higher rate than other events across almost all generations, while other items occurred at the rate of 10% or less, respectively. "Promotion" is at peak in the 40s, and "No supporter" is at peak in the 30s. This shows that people became independent from the position of being supported. Moreover, a "Change to full-time employee" occurs in around 2% of people between their 20s and 30s. This rate is higher than that of other generations. "Changing jobs" and "Leave of absence" occur between 3% and 5% across almost all generations.

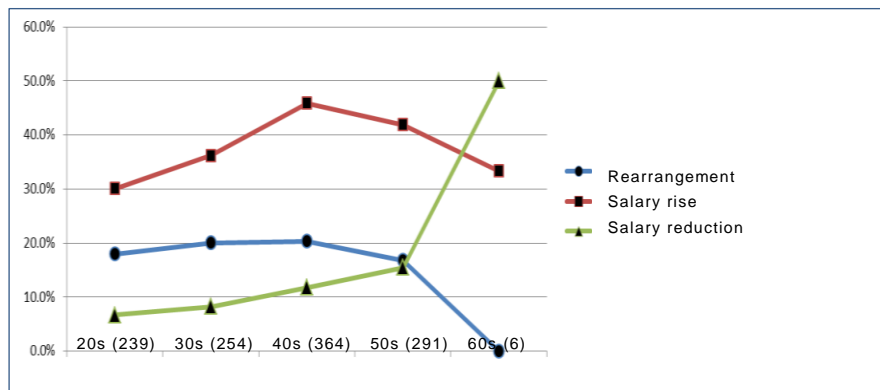


Figure 3 Employment events (1)

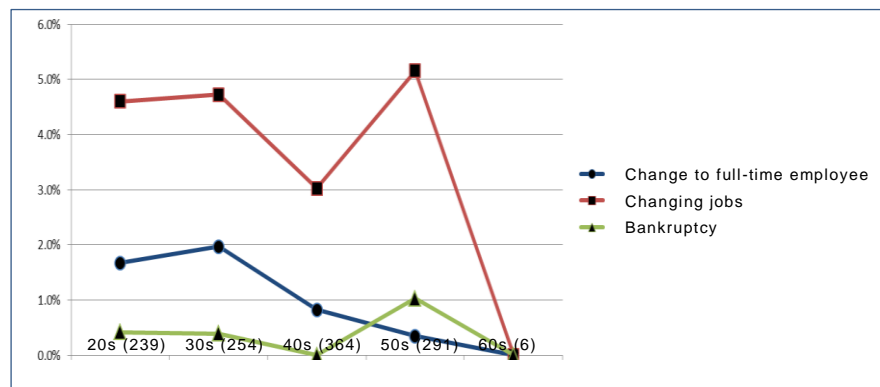


Figure 4 Employment events (2)

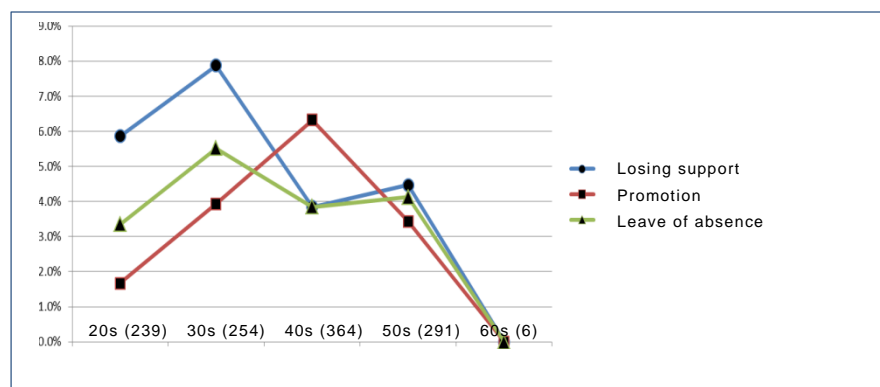


Figure 5 Employment events (3)