



## **The research and study on the working life cycle of people with disabilities (The Second Stage)**

**–The Second survey on the working life of young people with disabilities (In 2010)  
The second survey on the working life of middle and aged people with disabilities (In 2011)–**

**(Research Report No.106) Summary**

### **【Key words】**

panel survey, working life cycle, career formation

### **【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. This report summarizes processes, status of continuance and changes during the period from the first survey to the second survey, which have been carried out before 2011.

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## **2. Research period**

2010 to 2011

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

Preface: Purpose, method and process of the survey

Part 1: Result of the second survey on the working life of young persons with disabilities

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

Chapter 2: Answers to the new questions in the second survey

Chapter 3: Analysis of events relating to work happened in the period between the first and the second survey

Chapter 4: Consideration

Part 2: Result of the second survey on the working life of middle and aged persons with disabilities

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

Chapter 2: Answers to the new questions in the second survey

Chapter 3: Analysis of events relating to work happened in the period between the first and the second survey

Chapter 4: Consideration

The final chapter: Conclusion of the second survey and future challenges

Appendix

## **4. Background and purpose**

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 fiscal 2008-2023, targeting workers with physical disabilities including visual, hearing, physical motor and internal disabilities, and intellectual or mental disabilities. 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 persons 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 persons with disabilities, which investigates processes such as maintenance and improvement of their working life after gaining experience in working. We conducted the second surveys on the working life of young persons with disabilities and that of middle and aged persons 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. Research Contents

### (1) Survey contents

Figure 1 shows the structure of a questionnaire sheet. We added new questions about family conditions, life events, work-related events, life in the community and health status in the second survey.

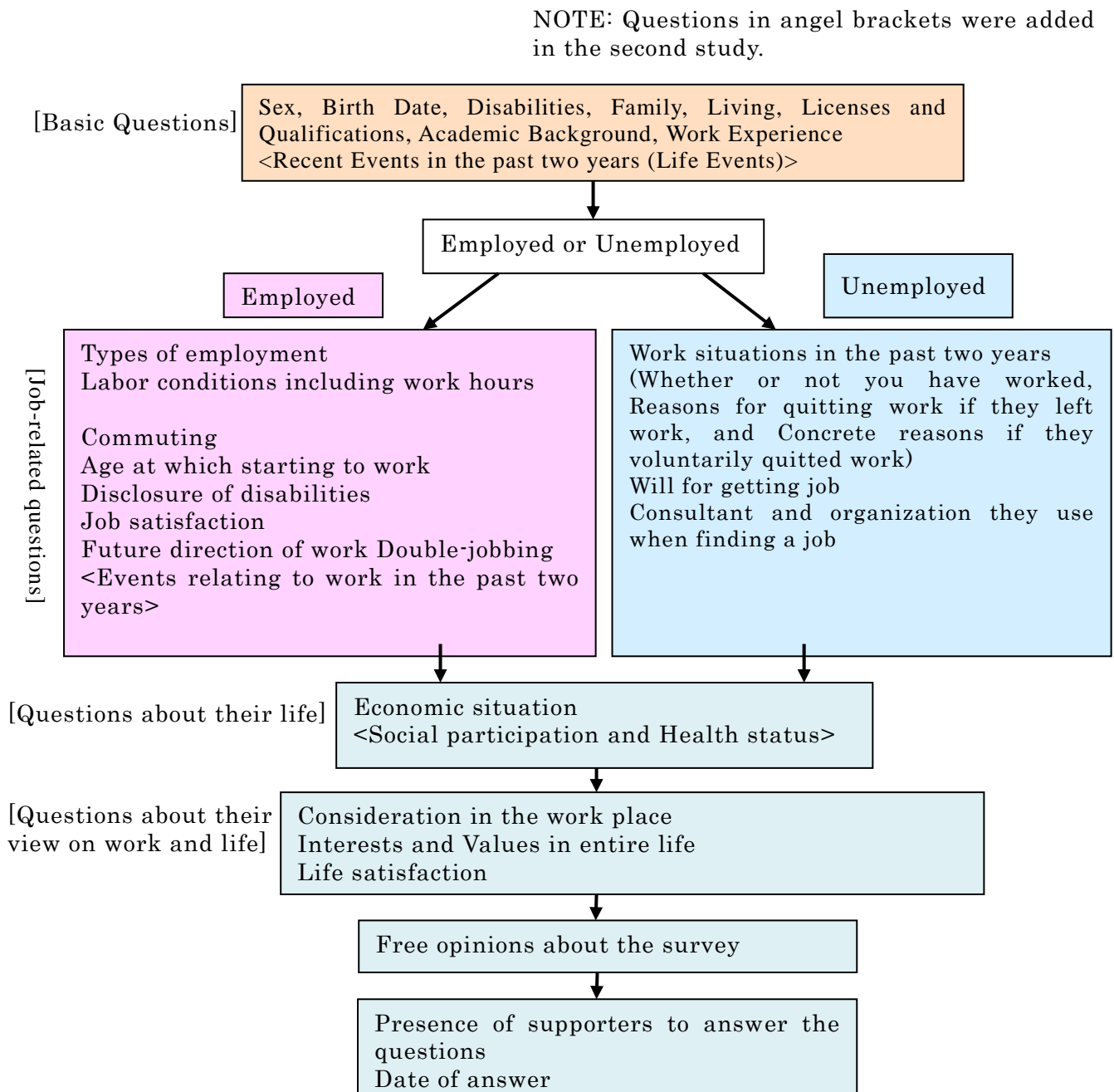


Figure1 Flow of questions and answers

### (2) Implementation status of survey

The response rate is 72.0% in the second survey on the working life of young persons with disabilities

and 61.2% in that of middle and aged persons with disabilities. Both rates declined compared to the first surveys.

The result of the first surveys revealed that the participants were under relatively steady employment. However, because the global financial crisis in fall 2008 and the Tohoku earthquake and tsunami in March 2011 happened during the period of the first to second survey, we cannot ignore effects of big business fluctuation on work environment for workers with disabilities. On the other hand, a number of the law amendments and legal supports as employment measures for individuals with disabilities were adopted before and after the surveys from fiscal 2008 to 2011. Given these situations, we need to take into account the social background to analyze the difference between the first and the second surveys.

### **(3) Result of the survey on the working life of young persons with disabilities Survey**

#### **a. Process of between the first and the second survey - continuance and change-**

On the whole, 80-90% of respondents remained in the same conditions of disabilities as those in the previous survey. 70-80% retained employment even in the period of the historic economic downturn. Thirteen respondents (11 of them have intellectual disabilities) had their types of employment changed from full-time to part-time and seven from part-time to full-time. By types of disabilities, 58 with intellectual disabilities worked more than 30 hours per week in the first survey and 16 of them had their working hours reduced to less than 20 hours, or between 20 and 30 hours.

#### **b. Life events**

During the period of the second survey, 6.8% of respondents began to receive a disability pension, 12.4% moved and 5.3% got married. Few people had their types of employment changed in accordance with life events. 23 began to receive a disability pension and 15 of them reached the age at which they can receive a pension during the survey period. However, some at the age 23 and over that began to receive a disability pension had a progression of his/her disability, had salary dropped or took a leave absence from work.

#### **c. Work-related events**

34.4% of respondents received salary raise, which was the most common answer. In other section, most common answers of those respondents were having mental disabilities, receiving 250,000-400,000 or 130,000-250,000 yen for monthly salary after tax, 36-40 and 41-45 years old, working at large companies, full-time employees with service or desk work. The second most common answer was reassigned, which was 19.5%. Among such people, internal disabilities was the most common answer in the type of disabilities, sales or desk work in the type of jobs and 7 to 8 years in the length of employment.

Among 33 that said they hoped to get another job in the first survey, 9 (27.3%) have changed their job in the second survey, meeting their wishes. Most of them were physically disabled. Analyzing such career change of persons with physical disabilities, these they have moved to another job as a process

of career development, the numbers of people who hoped to maintain a present job and disclosed his/her disabilities to most people were increased. On the other hand, changes in working conditions before and after the job change were so various that there was no steady trend. In addition, the number of people who got more job satisfaction was almost as much as those who got less job satisfaction.

**d. Usage status of consultant and organization when in trouble**

When in trouble in aspects including job, finance, health, and community life, they generally consulted with close family members and acquaintances, and hardly utilize employment support centers. The respondent rate that they consulted about job trouble with their mother was 47.4% and it was higher than bosses and colleagues, which was 42.2%.

**(4) Result of the survey on the working life of middle and aged persons with disabilities**

**a. Processes between the first and second survey - continuance and change -**

88.4% of all (88.8% of full-time employees and 91.0% of part-time employees) had no change in their types of employment, while the percentage of those who had changes was 10.2% (30 people). In the first survey, 21 of 30 who had a change were full-time employees. In the second survey, 5 of them became part-time workers, 4 became self-employed, 3 started to work under social welfare scheme and 7 become unemployed.

**b. Life events**

Regarding life events during the two years, the following answers were the most common: someone in their family died (11.5%) or was hospitalized for one month and over due to illness or an accident (8.0%). This reflects typical challenges of life cycle that such generation might have regardless of presence of disability. No respondent who has experienced such events had their types of employment changed and their employment may be continuing. To know how they deal with the problems such as family health, we analyzed a family structure of the respondents who answered someone in a family was hospitalized for one month and over due to illness or an accident. We found many of them live with their family members, such as a partner, adult children and parents, which implies that work including nursing is not burden on a particular family member.

**c. Work-related events**

The most common answers referring to work-related events were 27.1% of salary raise, 21.9% of being reassigned and 26.0% of transfer of a boss. The percentage of respondents who were reassigned was the highest among mental, internal or physical motor disabilities, younger age, full-time employees, service job and 21 years or over in employment compared to other options. 28.1% of respondents got less job satisfaction and 24.6% got more job satisfaction. The number of respondents that answered they got salary rise is high among persons with mental disabilities, in younger age, full-time employees, service jobs, and cleaning and clothes cleaning. 13 of them (4.5%) answered that

they got promoted, alleging the aggravation of symptoms, aging or the burden of their job. They called for company's attentions such as to adjust working hour and off in accordance with physical energy and condition (33.3%) and they tended to demand that companies understand disabilities and individuals with disabilities (46.1%) and improve salaries(38.5%).

#### **d. Usage status of consultant and organization when in trouble**

Regarding consultants they used when in job trouble, bosses and colleagues was the highest 37.2%, followed by spouse 20.1%, acquaintances and friends 19.8% and mother 19.1%. When in financial trouble, the percentage of respondents who did not use any consultant was the highest, which was 50.2%. In community activities, the rank is in descending order, spouse 35.8%, mother 32.1%, acquaintances and friends 28.3%. In health, hospitals and clinics ranked highest, which was 38.9%, followed by 36.5% of mother and then 33.4% of spouse. The respondents having mental disabilities were more likely to utilize Employment and Life Support centers for their job, community activity and health support compared to persons with other disabilities. On the other hand, many respondents with intellectual disabilities consulted with their father or mother in every situation. The fact that family member's illness or family member's death happened in 30% out of all life events leads to concern about consultation after their parents die.

#### **(5) Comparison between survey on the working life of young persons with disabilities and survey on the working life of middle and aged persons with disabilities**

The result of comparison between first survey and second survey is listed in the Table 1. Below we describe the difference of job trend between them.

Compared to survey on the working life of middle and aged persons with disabilities, the percentage of respondents that had their types of employment changed was higher and more employees, especially with intellectual disabilities, worked fewer hours per week in survey on the working life of young persons with disabilities. Also, the number of people whose salary has risen slightly exceeded that of those whose salary has fallen. Among people whose commute time has changed, more people took longer time to commute. The percentages of people who were working at the office where the number of employees increased and people who were working at the office where the number of employees decreased were almost the same.

Compared to survey on the working life of young persons with disabilities, the percentage of people that had their types of employment changed was lower and that of people whose job assignment was changed was higher in survey on the working life of middle and aged persons with disabilities. The number of people having salary fallen surpassed that of those having raised. More people took shorter time to commute than those who took longer time. The percentage of people who were working at the office where the number of employees decreased was higher than that of people who were working at the office where the number of employees increased..

**Table1: Comparison between Survey on the working life of young persons with disabilities and Survey on the working life of middle and aged persons 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 first survey in January 2009 The second survey in July 2010	The first survey in July 2009 The second survey in July 2011
age of respondents	The average age of 31.3	The average age of 49.6
the number of people who answered the first and second surveys	327	293

#### Survey sections

##### 1. Circumstances including disabilities

(1) disability	Change in status of Disability Certificates 98.2% of unchanged, 6 people of changed	Change in status of Disability Certificates 99.3% of unchanged, 2 people of changed
	8 people of severer than Physical Disability Certificates, 3 people of milder grade than Physical Disability Certificates	4 people of severer grade than Physical Disability Certificates, 1 people of milder grade than Physical Disability Certificates
	3 people of severer than Intellectual Disabilities Certificates	the grade of the disability compared to Intellectual Disabilities Certificates is unknown
	2 people of severer than Mental Disabilities Certificates	1 person of severer grade than Mental Disabilities Certificates 1 person of milder grade than Mental Disabilities Certificates
(2) family structure	95.7% of unchanged in marital and children status	92.8% of unchanged in marital and children status
	Change in status of parents 86.6% of unchanged, 13.5% of changed	Change in status of parents 79.5% of unchanged, 20.5% of changed
(3) home environment	Change in housing condition 80.4% of unchanged, 16.5% of changed	Change in housing condition 84.6% of unchanged, 10.9% of changed
	8 people start to live alone, 1 person quits living alone	8 people start to live alone, 4 people quit living alone

##### 2. Employment status

(1) types of employment	82.0% of unchanged, 16.5% of changed	88.4% of unchanged, 10.2% of changed
(2) types of tasks	81.5% of unchanged, 14.3% of changed	77.2% of unchanged, 18.0% of changed
(3) working hours	77.3% of unchanged, 18.5% of changed	75.0% of unchanged, 16.9% of changed
	of those who have change, 32 people work shorter time, 21 people work longer time	of those who have change, 23 each people work shorter and longer time
(4) the number of days off	69.2% of unchanged, 26.9% of changed	64.3% of unchanged, 28.7% of changed
(5) the section of salary	78.3% of unchanged, 20.3% of changed	68.8% of unchanged, 23.9% of changed
	of those who have change 30 people got more, 28 people got less	of those who have change 25 people got more, 40 people got less
(6) commute time	74.8% of unchanged, 20.6% of changed	76.5% of unchanged, 18.8% of changed
	of those who have change 38 people take longer time, 21 people take longer time	of those who have change 19 people take longer time, 32 people take longer time
(7) scale of the employee number	71.7% of unchanged, 19.2% of changed	73.5% of unchanged, 17.3% of changed
	of those who have change 28 people's companies got larger, 27 people's companies got fewer	of those who have change 15 people's companies got larger, 32 people's companies got fewer
(8) state of disclosure of disabilities	69.2% of unchanged, 22.4% of changed	64.7% of unchanged, 25.0% of changed
	of those who have change 34 people used to explain for most people and now explain for just some, 5 people used to explain, but not any more, 3 people did not explain, but explain now	of those who have change 25 people used to explain for most people and now explain for just some, 6 people used to explain, but not anymore, 8 people did not explain, but explain now

##### 3. New questions from the second survey

(1) marital and divorced status	15.6% of married 3.5% of divorced	42.7% of married 8.3% of divorced
(2) having children or not	6.5% of having children	36.9% of having children
(3) school where he/she going now	17 people go to school 4 people go to ability development school 5 people go to university or two-year college	3 people go to school 1 person goes miscellaneous school, 1 goes graduate college, 1 goes other school
(4)life events	the most common life events (top 3)	the most common life events (top 3)
	42 people moved	36 people whose family member died
	23 people began to a receive disability pension	25 people whose family member was hospitalized
	18 people whose family member was hospitalized	15 people was hospitalized
(5)events relating to job	18 people got married	
	the most common events (top 3)	the most common events (top 3)
	106 people got paid more*	78 people got paid more*
	60 people were reassigned	75 people whose bossed were reassigned
	24 people god pay cut*	63 people were reassigned

\*These answers are considered as events of their jobs. They do not accord with the changes in classifications of salary during the period subject to the survey.



## **(6) Future Challenges**

The future challenges that need examination and analysis to continue the longitudinal study using a panel research method are given as follows:

### **a. Long-term understanding of the process of continuity and changes**

Although the second survey revealed that many people have been under the same circumstances in their life and only a few people have experienced changes, this happened just in the past two years and is a part of future long-term process. Thus, this can be a sign of prolonged process. We need to carefully keep attention to changes in the future, observing whether this changing and continuing state in the last two years will stay or another situation will occur. Based on the challenges, support needs should be examined.

### **b. Understanding of support needs**

1. To offer effective information for administrative measures and employment management at office, we need actions such as learning a person's process for a long period after he/she change jobs and understanding what cares were taken for people who need support and how it turned out after such cares.
2. We need to understand, tally and analyze consultants and organizations in more detail by analyzing presence of difference in usage of consultation organization between survey on the working life of young persons with disabilities and survey on the working life of middle and aged persons with disabilities, what organization they use, when they use such organization, and how we should enhance administrative services, as well as what types of services and how often organizations offer their service.
3. To reveal support needs, we will attempt to learn the difference between workers with disabilities and those without disabilities. Moreover, although the percentage of people who have a spouse or who are a full-time employee is higher in this survey than that of whole persons with disabilities, we will analyze and evaluate the influence that such family structure or types of employment has on answers of other questions by using results of various previous researches for references.

### **c. Analyzing survey results from a standpoint of career development**

Various events happen in work life. In the second survey, there was a 20-30% change in answers with respect to types of employment or working conditions, such as classification of salary amounts. Also, many respondents answered they were reassigned, or got a raise or a decline in salary. We will trace these movements on a long-term basis in terms of the improvement of quality of occupational life and career development, not as just changes in the two years.

Beside above, we need to study relationship between consideration in the work place and the actual condition at work, the influence of aging and progression of disabilities, the difference by type of disabilities, the difference between young adults and middle-aged and senior adults, and the effect of changes in social situation.