



Research and Survey on the Job Seekers with Disabilities (Research Report No. 153) Summary

[Keywords]

Survey on the actual situation of job seekers with disabilities, reasonable accommodation, desired working conditions, use of support agencies, disability disclosure, Survey on the Employment Situation of Persons with Disabilities

[Points for Practical Purpose]

- This report should be used as a basic resource for examining vocational rehabilitation policies and support based on the actual situation of job seekers with disabilities.
- Reasonable accommodation required by job seekers with disabilities, desired working conditions, recognition of challenges recognized by the establishment and the status of provision of reasonable accommodation, etc. should be referred to in the support for job seekers with disabilities and their employers.
- This report includes the results of a detailed survey on the actual situation of job seekers with disabilities by type of disability.

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NATIONAL INSTITUTE OF VOCATIONAL REHABILITATION

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2. Research period

FY 2018 to 2019

3. Composition of the research report

Introduction (Background and purpose of research)

Chapter 1 Survey on the actual situation of job seekers with disabilities

Chapter 2 Analysis of data from the survey on the actual situation of job seekers with disabilities

Chapter 3 Secondary analysis on data from the FY 2018 Survey on the Employment Situation of Persons with Disabilities

Chapter 4 Discussion and summary

Citation

Reference

4. Background and purpose of research

(1) Background

According to the Ministry of Health, Labour and Welfare's "FY 2018 Job Placement Situation, etc. of Persons with Disabilities," at public employment security office (Hello Work), the numbers of new job applications, active job applications, and the number of persons who found employment have been increasing year by year. Over the past decade, the number of new job applications and the number of persons who found employment have increased significantly, by about 1.8 and 2.3 times, respectively.

There are reports on the actual situation of job seekers with disabilities, which are limited to persons with mental disability. On the other hand, no nationwide survey of job seekers with disabilities has been reported in recent years.

Furthermore, it is required to develop an environment where people with disabilities can continue to work in a safe and stable manner according to their realities and wishes. In order to improve employment issues for persons with disabilities, it is necessary to clarify what kind of reasonable accommodation, working conditions, etc. are desired by job seekers with disabilities in the workplace. Regarding reasonable accommodation in the workplace, it is also essential to examine not only the job seekers' side, but also how the receiving establishment recognizes the challenges and provides reasonable accommodation.

(2) Objective

The purpose of this research and survey is to conduct a broad survey on the actual situation of job seekers with disabilities who applied for a new job at Hello Work, and to contribute to the planning and development of measures based on an accurate understanding of the realities.

In addition, in order to examine the conditions of how well the establishment that employs job seekers with disabilities recognizes the challenges and provides reasonable accommodation in the workplace, we conducted a secondary analysis of the data from the FY 2018 Survey on the Employment Situation of Persons with Disabilities conducted by the Ministry of Health, Labour and Welfare. We also made use of the results of the Survey on the Actual Situation of Job Seekers with Disabilities to examine the current conditions of employment of persons with disabilities.

5. Research Method

(1) Survey on the actual situation of job seekers with disabilities

This survey was conducted by Hello Work staff who provided job counseling to job seekers with disabilities newly applying for employment at Hello Work, and then entered the case information obtained from the counseling into the prescribed questionnaire in the following two separate stages. The questionnaire was collected through prefectural labor bureaus and the Ministry of Health, Labour and Welfare in the following two separate stages. We collected survey data for 4,962 job seekers with disabilities (excluding personal information) from 417 Hello Work locations in 47 prefectures nationwide.

a. First survey: Situation of job seekers

The survey was completed for persons with disabilities (including those who have not been issued a certificate of disabilities) who applied for a new job between June 1 and June 30, 2018, by filling out a questionnaire regarding their basic information (27 items), previous job status (22 items), and desired working conditions (19 items) as of that month. The completed questionnaire files were collected in July of the same year.

b. Second survey: Employment status of job seekers in the first survey

The status of employment (25 items) obtained by the end of December 2018 for the first survey subjects was entered into the questionnaire. The questionnaire files entered were collected in January 2019.

(2) Secondary analysis on data from the FY 2018 Survey on the Employment Situation of Persons with Disabilities

In order to clarify the challenges recognized by establishments that employ job seekers with disabilities and the status of provision of reasonable accommodation in the workplace, a secondary analysis was conducted using data (6,181 responding establishments) from the FY 2018 Survey on the Employment Situation of Persons with Disabilities conducted by the Ministry of Health, Labour and Welfare among establishments (approximately 9,200 establishments randomly selected from the private sector employing five or more permanent workers).

6. Summarized results of the study

(1) Survey on the actual situation of job seekers with disabilities

Of the data compiled in this survey, in addition to the basic information on disability status, we have identified the following as important for the development of an environment in which people with disabilities can continue to work in a safe and stable manner in accordance with their wishes. For this purpose, we analyzed and discussed the data to clarify the characteristics of all disabilities and disability (type) with respect to the necessary accommodation in the workplace, the working conditions and other

important factors for employment, the use of support agencies, and the disability disclosure.

a. Disability situation

The disability status of the job seekers in the survey was divided into physical disability, intellectual disability, mental disability, developmental disability, and other disabilities, and then summarized as multiple disabilities double-counted (cases of multiple disabilities are counted for each of the applicable disability), no multiple disabilities (only a single disability), and multiple disabilities as shown in Table 1.

Table 1 Disability situation

Name of disability	Multiple disabilities double-counted	No multiple disabilities
Physical disability	29.0%	27.4%
Intellectual disability	13.1%	11.4%
Mental disability	47.4%	42.4%
Developmental disability	12.9%	9.1%
Other disabilities	4.0%	3.2%
Multiple disabilities		6.4%

* Multiple disabilities: 2 or more of the 5 disabilities in the table

This survey revealed the situation of developmental disabilities and multiple disabilities unreported in the Ministry of Health, Labour and Welfare's "FY 2018 Job Placement Situation, etc. of Persons with Disabilities" as below.

- Developmental disability accounts for 12.9% of the total, including multiple disabilities double-counted, while no-multiple disabilities accounts for 9.1%, of which the overwhelming majority close to 70% (68.6%) are those with a diagnosis of autism, Asperger's syndrome, or pervasive developmental disability (ASD).
- Multiple disabilities accounted for 6.4% of the total, of which multiple disabilities of mental disability and developmental disability accounted for 47.9%, about half of the total. In terms of job seekers with developmental disabilities, approximately one in four (24.2%) have multiple disabilities with mental disorder.

In recent years, the number of job seekers with mental disabilities has increased significantly, and by type of mental disability (disease), the following results were found.

- Mood disorder accounted for the majority (51.2%), compared to the survey results of the "Research and Survey on the Actual Situation of Job Seekers with Mental Disability" reported in 2012 (34.1% for mood disorder), and there is a clear increase in job seekers with mood disorder.

b. Use of support agencies

While 40.4% of the respondents answered that they had used support agencies at the time they applied for a job, the following was revealed by the type of disability.

- Respondents with intellectual disability (64.5%), developmental disability (59.8%), mental disability (44.9%), other disabilities (23.5%), and physical disability (19.3%) indicated that they had access to support agencies. The results of the χ^2 test and residual analysis revealed that the use of support agencies was significantly higher for intellectual disability, developmental disability, and mental disability, while physical disability and other disabilities were significantly less likely to use them.

- In terms of employment status (employment/non-employment) by the use of support agencies, the results of the χ^2 test confirmed that those who used support agencies were significantly more likely to be employed.

c. Disability disclosure

Among all job seekers, 75.2% of them disclosed their disability at the time of job application, while 87.3% disclosed their disability at the time of employment and 12.7% did not disclose it.

In order to determine if there are differences by disability in the selection rates of response items for the desired disability disclosure and the post-employment disability disclosure, a χ^2 test and residual analysis were conducted and the following was found.

- Both physical disability and intellectual disability are significantly more likely to be disclosed at the time of job application and at the time of employment.

- Mental disability and other disabilities are significantly less likely to be disclosed at the time of job application and at the time of employment.

d. Reasonable accommodation

The χ^2 test and residual analysis were conducted to determine whether there were differences in the selection rates for the items of necessary accommodation in the workplace and the items of accommodation obtained after employment by disability¹, physical disability type², and mental disability/developmental disability³.

As a result, the required reasonable accommodation differs according to each disability, which naturally reflects the characteristics of each disability. Table 2 shows the representative items of accommodation that are required for each disability. Representative accommodation items were defined as those with a selection rate of 20% or more and were found to be significantly high at the 5% level in the data analysis by disability and by physical disability type.

¹ "By disability" is categorized as a physical disability, intellectual disability, mental disability, developmental disability, and other disabilities.

² The "types of physical disabilities" were categorized by visual disability, hearing and language disorder, physical-motor disability, and internal disabilities.

³ The "types of mental and developmental disabilities" were classified into mood disorders, schizophrenia, epilepsy, higher brain dysfunction, ASD (autism, Asperger's syndrome, and pervasive developmental disability), and ADHD (attention-deficit/hyperactivity disorder).

Table 2 Typical accommodations needed in the workplace by disability

Name of disability		[Desired] Required accommodation item (selection rate)	[Employment] Workplace accommodations item (selection rate)
Physical disability	Visual disability	Placement in a job where they can demonstrate their abilities (43.2%)	(No items were judged to be significantly more at the 5% level)
		Accommodation for mobility (21.6%)	
	Hearing / language disorder	Means of facilitating communication in the workplace and assignment of a support person (50.0%)	(No items were judged to be significantly more at the 5% level)
	Physical motor disability	Placement in a job where they can demonstrate their abilities (37.1%)	Placement in a job where they can demonstrate their abilities (41.3%)
	Internal disabilities	Employment management considerations, such as ensuring hospital visiting hours and medication management (48.4%)	Employment management considerations, such as ensuring hospital visiting hours and medication management (43.8%)
Make it easier to take a day off when not feeling well (44.5%)		Make it easier to take a day off when not feeling well (36.3%)	
	Accommodation for working hours, such as shortened working hours (23.5%)		
Intellectual disability		Placement in a job where they can demonstrate their abilities (49.5%)	Placement in a job where they can demonstrate their abilities (50.4%)
		Means of facilitating communication in the workplace and assignment of a support person (37.3%)	Means of facilitating communication in the workplace and assignment of a support person (33.6%)
		Accommodation for simplification of work (33.8%)	Accommodation for simplification of work (35.3%)
		Assignment of staff to assist them in the performance of their duties and to advise them and others around them (28.4%)	Assignment of staff to assist them in the performance of their duties and to advise them and others around them (23.5%)
			Regular consultations with supervisors and professional staff (20.2%)
Mental disability		Make it easier to take a day off when not feeling well (54.0%)	Make it easier to take a day off when not feeling well (50.5%)
		Accommodation for hospital visiting hours, medication management and other employment management considerations (37.1%)	Accommodation for hospital visiting hours, medication management and other employment management considerations (38.6%)
		Accommodation for working hours, such as shortened working hours (28.8%)	Accommodation for working hours, such as shortened working hours (27.0%)
Developmental disability		Placement in a job where they can demonstrate their abilities (47.0%)	Placement in a job where they can demonstrate their abilities (48.9%)
		Means of facilitating communication in the workplace and assignment of a support person (39.8%)	Means of facilitating communication in the workplace and assignment of a support person (43.5%)
		Assignment of staff to assist them in the performance of their duties and to advise them and others around them (24.9%)	Assignment of staff to assist them in the performance of their duties and to advise them and others around them (34.8%)
		Accommodation for simplification of work (22.2%)	Accommodation for simplification of work (33.7%)
		Regular consultations with supervisors and professional staff (20.7%)	Regular consultations with supervisors and professional staff (25.0%)
Other disabilities	Accommodation of hospital visiting hours, medication management and other employment management considerations (48.9%)	(No items were judged to be significantly more at the 5% level)	

* The shaded part indicates the common accommodation items in both columns.

Note: In order to exclude the effects of multiple disabilities from other disabilities, we analysed data for cases with a single disability only in the case of "by disability," while those for cases with a single disability type only in the case of physical disability.

e. Desired working conditions and other important factors for employment

Table 3 shows the selection rates of the desired working conditions and other important factors for employment of job seekers with disabilities and the reasons for their decision to work in the descending order.

- The most common response was "job type/job description," which was given importance by 60% to 70% of the respondents. This result is generally the same for each disability, and the most important factor for job seekers is the job description.
- The next most important employment factor was "understanding for disability/accommodation," which was found to be important by about 30-40% of all respondents.

Table 3 Relationship between the desired working conditions and other important factors for employment and the reasons for deciding to work

[Desired] Working conditions and other important factors for employment		[Employment] Reasons for deciding to work	
1 Job type/job description	65.2%	1 Job type/job description	71.5%
2 Understanding for disability/accommodation	43.2%	2 Understanding for disability/accommodation	30.7%
3 Working hours	33.7%	3 Continued employment support Type A	26.6%
4 Commuting time and mode of commuting	23.6%	4 Working hours	25.7%
5 Working days	23.4%	5 Commuting time and means of commuting	23.0%
6 Wages	21.2%	6 Working days	16.0%
7 Continued employment support Type A	6.8%	7 Wages	12.7%
8 Being a full-time employee	5.6%	8 Being a full-time employee	6.9%
9 Being a special subsidiary	0.6%	9 Being a special subsidiary	1.6%

(2) Secondary analysis on data from the FY 2018 Survey on the Employment Situation of Persons with Disabilities

To clarify the challenges recognized by establishments regarding the employment of persons with disabilities and the status of provision of the reasonable accommodation in their workplace, we provided a secondary analysis and discussion of the FY 2018 Survey on the Employment Situation of Persons with Disabilities conducted by the Ministry of Health, Labour and Welfare.

a. Challenges recognized by establishments

The percentage of establishments that were aware of the challenges of hiring people with disabilities was (regardless of whether persons with disabilities were actually employed or not) in the following order: mental disability > intellectual disability > developmental disability > physical disability. It was found that the most recognized challenges by establishments were when employing people with mental disability.

As for the details of challenges by establishments, the results of the FY 2018 Survey on the Employment Situation of Persons with Disabilities reported that the selection rate of "Is there a suitable job in the company?" was the highest regardless of the type of disability. However, in a secondary analysis, we studied the challenges recognized by disability by limiting to establishments that responded that they recognize "challenges regardless of any type of disability." As a result, it was confirmed that there was no difference in the tendency depending on the actual employment of persons with disabilities. Also, more than 40% of the non-employer group, regardless of the type of disability, selected "we don't have the vision or know-how to employ people with disabilities. These can be the main challenge commonly recognized to all disabilities.

b. Availability of reasonable accommodation in the workplace

The percentage of establishments that provide accommodation to the employees with disabilities was found as follows: physical disability > mental disability > intellectual disability > developmental disability. Particularly, less than half of establishments provide accommodations for people with developmental

disabilities, highlighting the fact that it is difficult to provide accommodations for persons with developmental disabilities. Many establishments responded that they do not have the vision or know how to employ people with developmental disabilities, which indicates that the number of workplaces that understand and provide necessary accommodations is limited at present.

As reported in the results of the FY 2018 Survey on the Employment Situation of Persons with Disabilities, there were relatively large numbers of accommodations related to working hours, hospital visits, medication, and personnel management. The secondary analysis was limited to establishments that responded that they provide "accommodation" to persons with disabilities of all types, and compared the availability of accommodation by disability by statistical analysis to identify representative accommodation items by disability (Table 4). Representative accommodation items were defined as those with a selection rate of 20% or more and a significant difference at the 5% level in the data analysis by disability. However, if a significant difference was found between each of the disability categories, it was considered a representative challenge item for the disability that showed the highest selection rate.

As for developmental disability, work hours, job description, hospital visits, medication, etc. were recognized as the items of accommodation with a selection rate of 20% or more; however, no items corresponding to the above-mentioned representative accommodation items were recognized in the data analysis by disability. This result may reflect the fact that many establishments lack the vision and know-how to employ persons with developmental disability as described above, and it is thus difficult to recognize the importance of accommodation according to the characteristics of developmental disability.

Table 4 Representative accommodation items by disability

Name of disability	Accommodation items	Selection rate
Physical disability	Accommodation for working hours, such as shortened working hours	51.5%
	Accommodation for employment management, such as hospital visits and medication management	50.7%
	Accommodation for personnel management such as reassignment	48.0%
	Placement in a job where they can demonstrate their abilities	47.9%
	Accommodation to make it easier to take time off, allow for breaks during work, etc.	43.3%
	Ensuring a consultation and support system for health care and other issues in the workplace	36.0%
	Improvement of facilities and equipment to facilitate travel and work in the workplace	28.4%
	Accommodation for commuting such as parking and housing	27.1%
Intellectual disability	Accommodation for working hours, such as shortened working hours	50.0%
	Placement in a job where they can demonstrate their abilities	46.6%
	Easy-to-understand instructions on work practices	43.3%
	Accommodation of job description such as simplification of processes	42.1%
	Assignment of staff to assist in work execution	31.7%
	Ensuring a system of cooperation and support with external organizations (e.g., related institutions)	27.1%
Mental disability	Accommodation for working hours, such as shortened working hours	52.8%
	Accommodation for employment management, such as hospital visits and medication management	49.8%
	Placement in a job where they can demonstrate their abilities	46.8%
	Accommodation for personnel management such as reassignment	45.6%
	Ensuring a consultation and support system for health care and other issues in the workplace	35.6%
	Ensuring a system of cooperation and support with external organizations (e.g., related organizations)	27.5%
Developmental disability	N/A	

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7. Related research outcomes

A study on the employment conditions, etc., to promote employment of persons with mental disabilities, Research Report No. 95, 2010

Research and Survey on the Actual Situation of Job Seekers with Mental Disability (research and survey), Material Series No. 70, 2012

Research on Employment Status of Persons with Disabilities, Research Report No. 137, 2017