



These contents are distributed by Korea Employment Agency for Persons with Disabilities to help employers conduct 'the Education for Disability Awareness in the Workplace'.

They cannot be used commercially and for any other purpose without our permission.

If you have any further questions, please contact us via 1588-1519.





“ You can see outstanding individuals once you clear away your prejudice. ”

Employment of persons with disabilities!

Contents

1. Disability, know it (Definition of disability)	
▪ Knowing the definition of disability correctly	04
▪ The right way to address	11
2. Disability, understand it (Understanding types of disability)	
▪ Understanding each type of disability	13
3. Disability, respect it (Human right of persons with disability within workplace, Prohibition of discrimination against persons with disabilities and providing justifiable convenience)	
▪ Human rights of persons with disabilities	40
▪ Prohibition of discrimination against persons with disabilities and providing justifiable convenience	42
▪ Act on promotion of convenience for persons with disabilities and etc. and convenient facilities	52
4. Disability, working together (Disability employment promotion and vocational rehabilitation Act and systems on the employment promotion and vocational rehabilitation for persons with disabilities)	
▪ Employment and unemployment rate for persons with disabilities	58
▪ Act on the employment promotion and vocational rehabilitation for persons with disabilities	60
▪ Korea's policy about employment of persons with disabilities	63
▪ Business owner support system	66
▪ Persons with disabilities support system	68
▪ Act on security and support of rights of persons with developmental disabilities	70
5. Disability, see it in a new point of view	
▪ Good examples of employment of persons with disabilities	73
▪ Examples of vocational field development	88



Korea Employment Agency for Persons with Disabilities

Disability, know it

Definition of disability





Welfare of persons with disabilities act

People with disabilities are those whose **daily** and **social lives** have been considerably restricted for a long period time due to their physical or mental disabilities



employment promotion and vocational rehabilitation of persons with disabilities act

People with disabilities are those with Considerable restrictions in their **vocational lives** for a long period time due to their physical or mental disabilities



Knowing the definition of disability correctly



“ **Persons with disabilities** include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. ”

_ Convention on Rights of Persons with Disabilities Article 1



*Disability?
Persons with disabilities?*

**Reflect the social
model's point of
view**

“ Recognizing that disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others. ”

_ Convention on Rights of Persons with Disabilities Article 전문 (e) 항

Changes in social perception of disability



International Organization
for Standardization (ISO)

New York city's symbol

passive

'changes in social perception'

active

dynamic





Disability sensitivity

Recognize and interpret
various things that you experience
in daily lives
in people with disabilities' perspectives

Psychosocial empathy

through which you predict
what effects will have and
you will join to solve
problematic situations





Registered people with
disabilities in Korea

2.62 million

about **5%** of the population

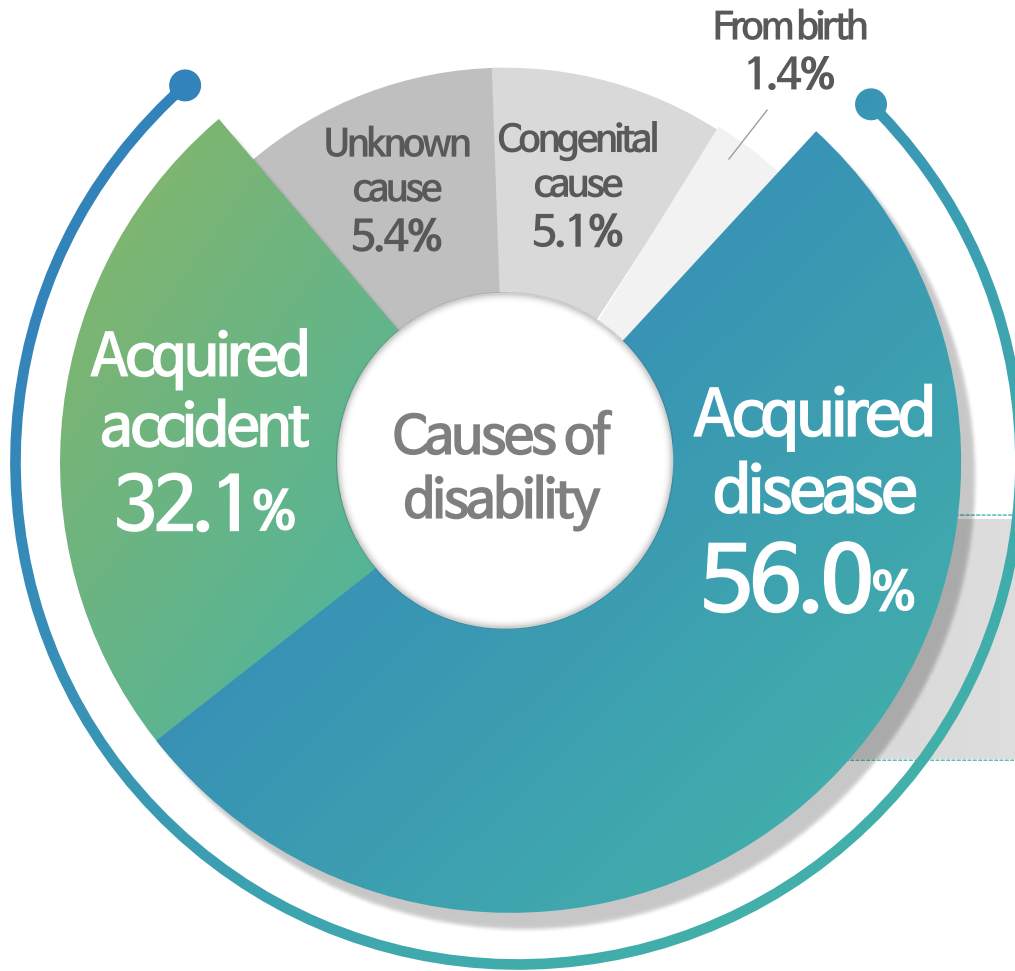


1 out of 6 families



※source: Ministry of Health and Welfare(Current status of registered people with disabilities/ As of Dec. 2017)

Disability, it is not somebody else's business



Among causes of disability

**Acquired factor
88.1%**

Nobody is free from **possibility** of becoming a **person with disability**

The basic of relationship, addressing them correctly



People who has disabilities?

People who do not have disabilities?



Korea Employment Agency for Persons with Disabilities

Disability, understand it

Understanding different types of disability





**Physical
disability**



**Mental
disability**





Physical disability

External disorder

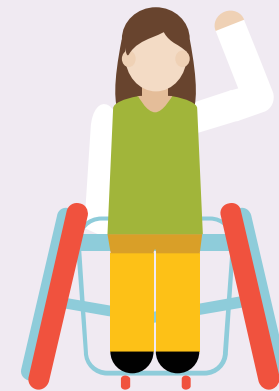
- Physical disabilities
- Hearing impairments
- Brain lesions
- Language disabilities
- Visual impairments
- Facial disfigurement

Internal disorder

- Renal impairments
- Respiratory impairments
- Cardiac impairments
- Intestinal / Urinary fistula
- Hepatic impairments
- Epilepsy disorders

Mental disability

- Intellectual disabilities
- Autistic disorders
- Mental disorders





Examples of occupations with 15 different types of disability

- 01 → Physical disabilities
 - 02 → Brain lesions
 - 03 → Visual impairments
 - 04 → Hearing impairments
 - 05 → Language disabilities
 - 06 → Intellectual disabilities
 - 07 → Autistic disorders
 - 08 → Mental disorders
 - 09 → Renal impairments
 - 10 → Cardiac impairments
 - 11 → Respiratory impairments
 - 12 → Hepatic impairments
 - 13 → Facial disfigurement
 - 14 → Intestinal / Urinary fistula
 - 15 → Epilepsy disorders
-



“

Describes **disability that experiences discomforts in torso and limbs**
Area of employment is expanding with development
in rehabilitation and assisting equipment

”

Limbless disability

Arthropathy

Physical dysfunction

Dysmorphic disorder



46.7% of total number of people with disabilities in 2019

※source: Ministry of Health and Welfare (Current status of registered people with disabilities/ As of Dec. 2017)



Consider accessibility

- ✓ Low raised spots and stairs can also be big obstacles! Check for interview/meeting locations with consideration
- ✓ Be cautious of wet floors
- ✓ Leave 'accessible parking' space empty



Assisting equipment required

- ✓ Arrange space for wheelchairs
- ✓ Do not use or move assisting equipment without consents



Check for their own intention

- ✓ Always ask for their intentions first, when help is needed
- ✓ Hold the elevator doors
- ✓ Sports activities are possible depending on cases ! Ask for activities that can be done together during events

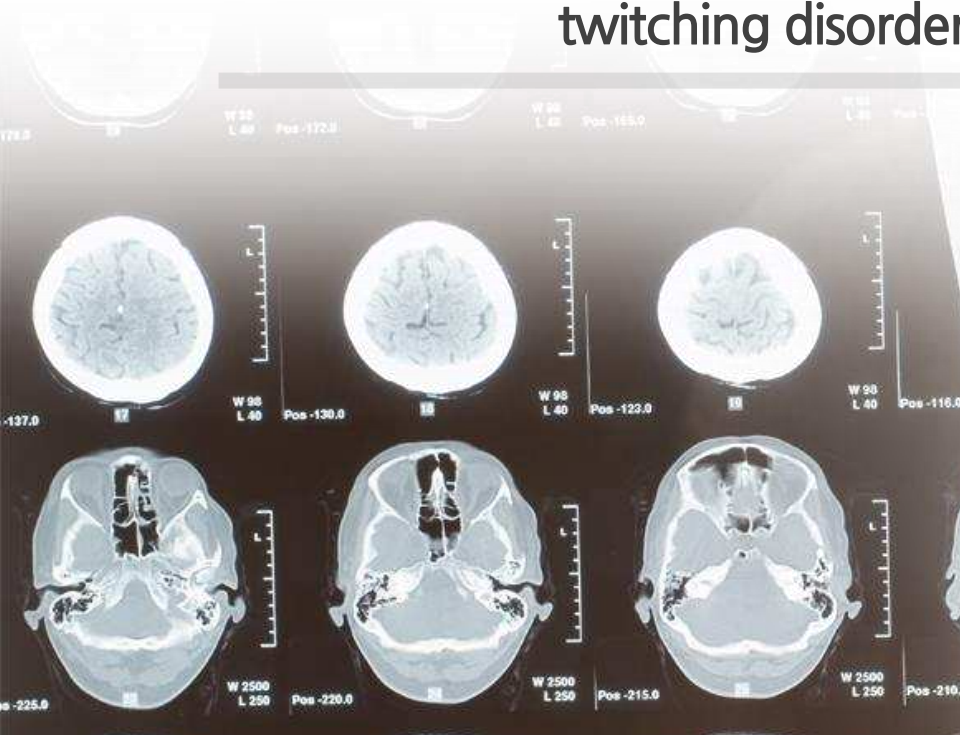




“

Paralysis due to brain disorder, restricted everyday life, employment in various occupations is possible if tremor and twitching disorders are considered

”



Stroke

Cerebral palsy

Brain trauma

It is often accompanied by language disabilities but **it is nothing to do with** their intellectual ability





For smooth communication

If it is difficult to understand,
ask for one more time

Can you please say one more time?



To live together

When fell down

Ask what kind of help is needed first

When walking together

Pace out walking speed

When offering drinks

Ask first before putting a straw
in the drink for them

To enhance job performance

Check for assisting equipment that is
required for work and provide them



“

Disability caused by visual impairments due to contract, glaucoma and entering of foreign substances
People with complete loss of vision are rare, most of them can differentiate light and shade and shapes

”



Possible to carry out various jobs with help of assisting equipment



Explain in details

When starting a conversation or in meetings

Let them know who you are

When you bump into them when passing by/on the way

Greet when they come nearer

When guiding to unfamiliar places

Explain the surroundings and circumstances



Help figure out facilities

- Help to figure out building layout and facilities step by step
- When relocating them, ask for their understanding and explain
- If the cafeteria layout is complicated, help with food distribution
- Explain food orders in clockwise



To make sure there are no difficulties when moving

- It is safe to either completely open or close the gate
- Explain in details when giving them locations
ex) 2 steps forward, 1 meter ahead and etc.
- When walking together, hold their arm from the other side of the walking stick

Hearing impairments



“

Disability that makes the person impossible to hear or difficult to differentiate as there is **damage in the route where sound is transferred to the brain**

”



Sign
language

Hearing
aid

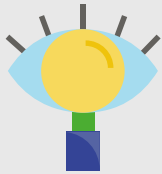
Conversa
tion by
writing

Oral
method

[Various ways to communicate]



When having conversations



Note

- All people with hearing impairments do sign languages? No!
Check for the way to communicate first
- Starting conversation with drawing their attentions
- Shape your mouth and pronounce precisely while looking into their eyes, Repeat if necessary



Conversation

- Actively use facial expressions and body languages
- Even if there is a sign language interpreter present, look at the person with hearing impairment while having conversation
- When having conversation with many people, share the contents briefly by explaining to them

When carrying out jobs

Giving instructions for work



Demonstrate or explain in writing

Meeting



Give chances to talk and check in the middle

Office life



Arrange for visual devices
– Put 'In use' sign on bath doors and etc.



“

Disability that has difficulties in communicating while listening and talking to others due to improper functioning of the vocal and speech mechanism

”

Vocal disability



Articulation
(pronunciation)
disability



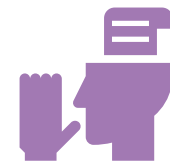
Fluency disorder
(stammering)

Damaged language center



Aphasia

Developmental stage symptoms



Developmental
speech impairment

Language disability **is nothing to do with** the intellect and vocational capabilities



Cautions required when having conversations

- Pay full attention as the rate of conversation is slow
- Show signs of listening by nodding and etc.
- Wait until the person finishes talking



Use means of communication other than phone calls

- Make use of other methods to communicate such as fax, email, messengers and etc.





“

Cases of **IQ 70 and under** with insufficient or incomplete development of intellectual ability, causing reduced living abilities

”



Appropriate education

Repetitive training



Respect
personality

Even with lower cognitive ability,
still know the desires and can
express Do not talk down



Need to respect
their opinions!



Repetition is
important



Work instructions

Repeat several
times through
demonstration



Work regulations

Explain work hours,
dress codes,
and rules repeatedly



Consider the
degree of
understanding



Use easy
expressions



One direction
at a time!



“

Disability with **difficulties in social interaction** and **communications** where avoid eye contacts or shows trait of wanting to maintain the same status

”



Repeat
a specific
action

Deficiency in
interaction

Obsession in
single thing

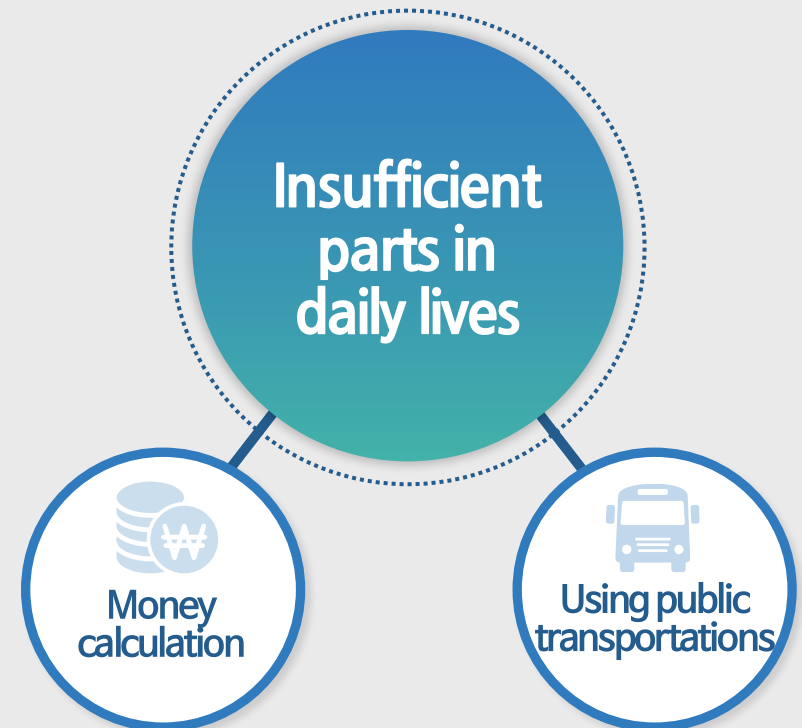
Sufficient explanation and preliminary exercise required



[Lower the anxiety]



[Help with daily lives]





“ Restrictions in emotion control, behaviors, thinking skills due to continuous schizophrenia, schizoid, affective disorders, bipolar disorder and repetitive depressive disorder ”



Schizophrenia

Depression

Bipolar disorder



Take medication



Stress control



Create atmosphere for medication during work

Adjust working hours for work

Hospital visits and etc.




Consideration with taking medication

Place their seats near employees who they can consult about their worries at work

Psychiatric drugs cause thirst


Provide environment for drinking even if food and drinks are prohibited




Arrange for someone who can help



“ Dysfunction of kidneys which filters body wastes in blood and make urine ”



Chronic renal failure
.....
Hemodialysis,
peritoneal dialysis
required



**Cases of kidney
transplants**

Give consideration to work environment



- Be considerate about times and locations of kidney dialysis

On average 2 to 3
dialysis per week

Takes 4 hrs for
each dialysis

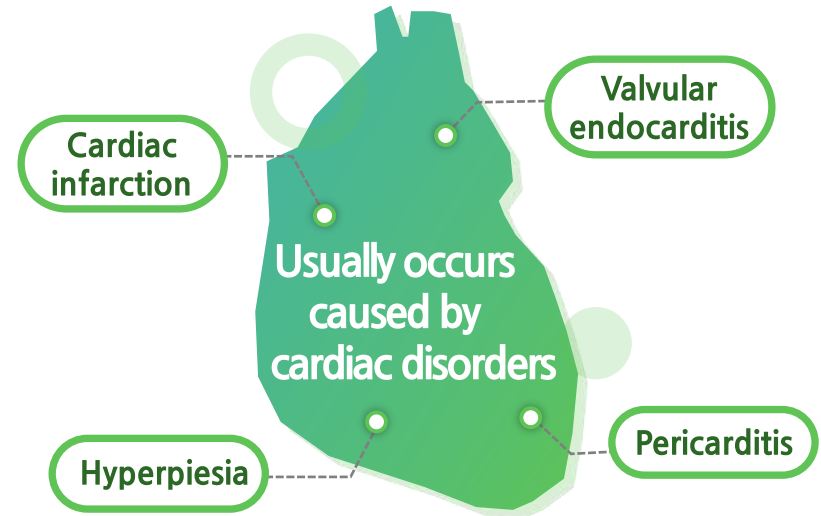
- Request for salt free meals for diet control

Be cautious about physical activities

- To make sure there is no pressure on wrist which you get hemodialysis, avoid lifting heavy items
- Be cautious not to hold or push wrists for hemodialysis or abdomens for peritoneal dialysis



“ Cases where there are restrictions in daily lives from heart failures such as cardiac insufficiency and angina or cases with heart transplants ”



Must not strain the heart



- Refrain from excessive sports or activities that could strain the heart



- Avoid food with high salt and sugar for company dinner and lunch

Be careful with these behaviors



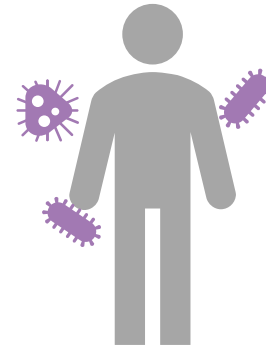
Do not recommend excessive drinking and smoking as they strain the heart



“

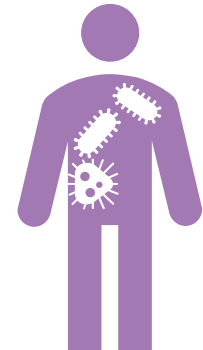
Disorder that has considerable amount of difficulties in daily lives due to chronic dysfunction of lungs, bronchitis and respiratory organs

”



External factors

Exposed to smoking, bacterial infections and etc.



Internal factors

Malfunction in inflammation and immune system

Create pleasant environments



- Avoid dry environments, pungent gas and work environments with sharp temperature changes



- Do not smoke when you are with them or recommend smoking

Excessive work is dangerous



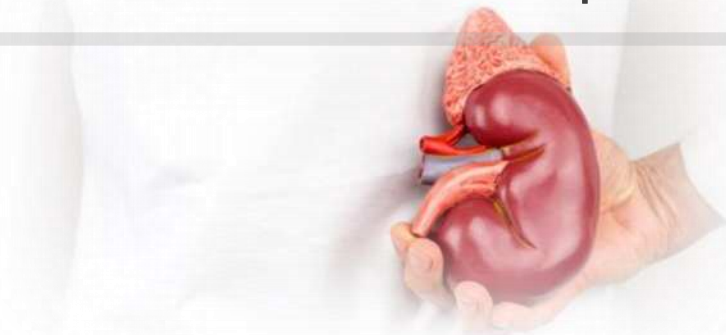
- Avoid assigning tasks with high labor intensity or that involves lots of movements



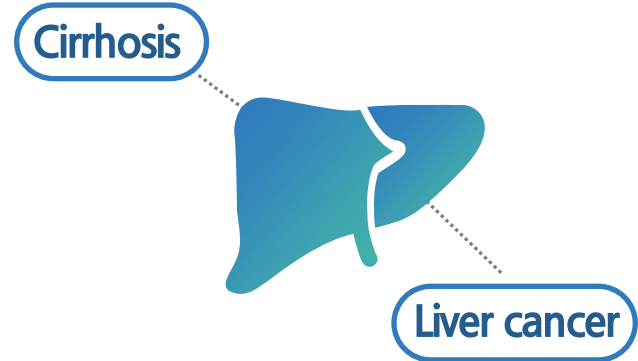
- When you hear wheezing (wheezing sound) be considerate by asking if they are tired and need to rest



“ Cases where dysfunction persists despite active treatments for chronic hepatic diseases such as cirrhosis and liver cancer or cases with liver transplants ”



‘scar’ is formed due to worsened damage of liver cells



Usually occurs from chronic liver diseases

Avoid overworking and lack of sleep



- Be considerate not to cause overwork or lack of sleep due to work



- If symptoms of jaundice show, do not avoid and address them naturally

Be cautious during company dinners



- Alcoholic drinks are prohibited so do not offer them



- Help so that they can have meals with low sodium



“ Disfigurement where scar, pigmentation, hyperplasia, dent or loss of tissues still remain after sufficient treatment on parts they are casually exposed ”



Disease

Capillary malformation, hemangioma, neurofibromatosis and etc.



Accident

Various causes including burns and car accidents

Considerations are required

Disfigurement cause by burns



- Refrain from actions that make them remove hats or gloves against their wills even in hot summer



- Be considerate so they can work where there is good air conditioning as humidity and temperature can have great effect

Do not offer alcoholic drinks



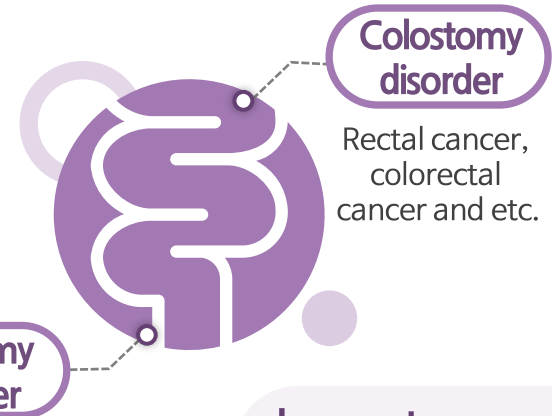
Do not offer alcoholic drinks forcibly as they may cause pigmentation on scars



“

Disability where the person feels considerable difficulties in daily lives from colostomy and urostomy that was caused by evacuation disorders or urinary dysfunction

”



In most cases, occur as diseases

Treat them naturally



- If one need undress, discuss about this in advance



- Even if gas discharges frequently during work, understand as natures of disorder and act naturally

Avoid stimulating food



- When choosing lunch menu, avoid tough fibrous food and stimulating food



- Do not offer cigarettes or alcoholic drinks as they impose great effects on disorder



“ Temporary dysfunction of cerebrum where various symptoms such as unconsciousness and difficulties in physical activities, arise in a short period time ”



Epilepsy in childhood

Cerebral hypoxia, cerebral trauma, spasm and etc.

Epilepsy

Brain injury, tumor, cerebrovascular disease and etc.

Provide comfortable work environment



- Be considerate for their regular meal times and medication



- Consider working hours so that seizure does not occur by lack of sleep



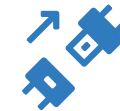
- Adjust job tasks so that they do not drive or work in high places or in front of dangerous machineries

Be calm when seizure occurs

When seizure occurs



Remove anything that can be dangerous



Take off glasses, ties and belts and unbutton



Keep the airway open

Disability, respect it

Human right for persons with disabilities at work

Prohibition of discrimination against persons with disabilities and providing justifiable convenience



What is human rights for persons with disabilities?



Many countries around the world emphasize that **disability problem** is **human rights problem**

Most of people with
disabilities have

**Experienced
inequality**

employment,
education and etc.

**Their dignity
damaged easily**

violence, abuse,
prejudice and etc.

**Difficulties to get
recognition about
autonomy**

Facility accommodation
and etc.

* International action plan on persons with disabilities (1982), Convention on rights of the child (1989), Standard rules for equal opportunities of persons with disabilities (1993) and etc.

What is human rights for persons with disabilities?



Therefore **‘UN Convention on Rights of Persons with Disabilities’** defines the human rights for persons with disabilities most clearly and in details



UN Convention on Rights of Persons with Disabilities Article 3 General Principles

General principles are applied to overall articles of CRPD

- 01 Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons
- 02 Non-discrimination
- 03 Full and effective participation and inclusion in society
- 04 Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
- 05 Equality of opportunity
- 06 Accessibility
- 07 Equality between men and women
- 08 Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities

Countries who ratified the UN convention
have obligation for legislation and appropriate administrative actions





In 2008 Korea has processed the first legislation on prohibition of disability discrimination

Law regarding prohibition of disability discrimination and relief of rights

- #1 Provision and use of employment, education, goods and services
- #2 Judicial and administrative procedures and services and political rights
- #3 Maternal and paternal rights, sex(性) and etc.
- #4 Family·Home·welfare facilities ,
- #5 Force not to discriminate against persons with disabilities in 6 areas including rights of health
- #6 It was first legalized in April, 2008.
- #7 Prohibition disability discrimination law prohibits any discrimination with disability reasons in every living territories and effectively save the rights of people who were discriminated against disability
- #8 The purpose is to implement values and dignity as human beings through complete social participation and realization of equal rights.

Prohibit
restriction,
exclusion,
Segregation
and refusal

1. Act on Prohibition of Discrimination against persons with disabilities



Guarantee **participation** and **equal rights** in every aspects of life

Act on Prohibition of Discrimination against persons with disabilities

1. Act on Prohibition of Discrimination against persons with disabilities



Provide justifiable convenience

Recruitment·Employment



Provide information

- **Recruitment information / Job opening** are available to access equally
 - **Application / other forms** can be written by themselves



Location

- Provide a location where it is **accessible** by persons with disabilities as well

1. Act on Prohibition of Discrimination against persons with disabilities



Provide justifiable convenience

Recruitment·Employment



Accessibility to work area

- Possible to **enter** and **move** around in wheelchairs
- **Suitable** for using bathrooms



Communication and job performance

- Provide **equal** information access route
 - **work guidelines / detailed work procedures** that are perceivable
- Install assisting equipment and facilities, provide a reader and etc.

1. Act on Prohibition of Discrimination against persons with disabilities



Provide justifiable convenience

Recruitment·Employment



Training·Exercise

- Provide accessible **place for training, materials and support personnel**
- Provide necessary **assisting resort**



Examination·Evaluation

- Provide appropriate **assisting resort, manpower**
- Manage **evaluation method and time and the level of difficulties** in consideration of characteristics



Job·Policy·Adjust work arrangement

- **Adjust time and schedule** for rehabilitation and treatments
- Possible to **adjust workplace policies** to offer convenience

1. Act on Prohibition of Discrimination against persons with disabilities



Example of employment discrimination 1

Example of employment

“Everyone who meets requirements will take interviews” on job postings



Eliminated during document screening with reasons of having severe disabilities

Decision by National Human Rights Commission of Korea

Compliance of regulations and training for recruiting personnel

Add detailed job description when there are job openings

Applicants with disabilities determine their capacities for work by themselves

1. Act on Prohibition of Discrimination against persons with disabilities



Example of employment discrimination 2



Grade 7 taxation civil servant
written test incident

During accounting exam where people usually take memos while solving problems



Refused to provide convenience of ghostwriting memos for the person with brain lesions who cannot use hands freely

Decision by
National Human Rights Commission of Korea

Allowed ghostwriting memos for the person with disability who cannot use hands freely

Instructed the proctor about contents and method of memo ghostwriting

Improvement in provision of convenience according to degree of disabilities and the traits of the exam being taken in the future

1. Act on Prohibition of Discrimination against persons with disabilities



Example of employment discrimination 3

Incident of performance evaluation of a teacher with grade 2 disability

A teacher with disability have used 6 days 7 hours and 50 minutes of sick leave for rehabilitation treatment

Due to exceeding 5 days in tardiness, early leave, sick leave and annual leave, getting **0 point** in school contribution category at teacher performance evaluation

Decision by
National Human Rights Commission of Korea

If there is disadvantage from using sick leaves, it can be regarded as disability discrimination

Strengthen guidance and supervision so this does not happen again

Considering taking sick leaves as neglect of duties is discrimination against women and persons with disabilities

1. Act on Prohibition of Discrimination against persons with disabilities



Example of employment discrimination 4

Incident where convenience is not provided to a teacher with 1st degree disability

Difficulties arose while preparing for classes and commutes, so requested for personal assistance and assisting technology device



Did not provide for a reason that there is no legal basis and budget

Decision by
National Human Rights Commission of Korea

For smooth job execution, advice to provide a personal assistance and assisting technology device

‘Justifiable convenience’ is means and measures to help people with disabilities so that they participate in the same activity

1. Act on Prohibition of Discrimination against persons with disabilities



Prohibition of discrimination and remedy for rights



What if
**'human rights' and
'basic freedoms'**
of persons with
disabilities are violated?

Apply for the
remedy

File a petition at National Human Rights
Commission of Korea

Corrective action recommendation from NHRC and
NHRC give notice to the ministry of justice

If fail to implement corrective action, the ministry of
justice's corrective order will be made

*If disobey the corrective order, penalty of
less than 30 million KRW may be imposed*

Report to
Grievance
Handling
Committee

'Grievance handling committee' should be
established for business hiring
more than 30 employees

- Report verbally or in writing
- Take actions and notify result within 10 days

「Law on employee participation and promotion enhancement」
Article 26 and 28

2. Act on assurance of promoting convenience for persons with disabilities, the aged, pregnant women, and etc.



What is law regarding assurance of convenience promotion?

Basic principle

Install facilities to ensure minimum moving distances when using public buildings and facilities

shortest distance as much as possible

Installation standard

When constructing a new building and altering main parts with building permits, mandatory installation for building over certain size

Extension

Reconstruction

Rebuilding

Construction



2. Act on assurance of promoting convenience for persons with disabilities, the aged, pregnant women, and etc.



What are convenient facilities?

“

Convenient facilities are facilities not only for persons with disabilities but also for those who use them safely and conveniently

『Act on guarantee of promotion of convenience of persons with disabilities, the aged, pregnant women, etc.』 Article 2

”



“**Convenient facilities**” are facilities and equipment needed for easy access to information and convenient use of facilities and travel for **persons with disabilities and others** to live ordinary life



“**Persons with disabilities and others**” represent people who have difficulties travelling, using facilities and accessing information.

2. Act on assurance of promoting convenience for persons with disabilities, the aged, pregnant women, and etc.



Types of convenient facilities

Raised block
Inducing and guiding facilities
Alarm and fire escape equipment

Entrance (gate) Corridor
Stairs or elevators

**Sanitary
facility**

**Guiding
facility**

**Connection
facility**

**Interior
facility**

**Other
facility**

Restroom
(closet bowl, urinal, basin)
Bathroom showers ·
changing room

Access road to main entrance
Accessible parking lot
Remove high difference
of floor-level at the gate

room · bedroom, seat · cubicle
front desk · worktable,
Ticket booth · service stand ·
vending machine

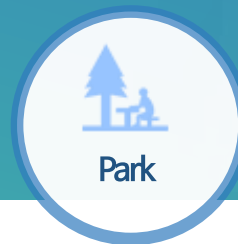
2. Act on assurance of promoting convenience for persons with disabilities, the aged, pregnant women, and etc.



Business related to convenient facilities

To make anyone can conveniently use anywhere!

Certification system for obstacle free living environment (Barrier Free)



Park



Public building



Apartment building



Communication facility

Subject

Structures for certification of individual facility
(public building, public use facility)

Grade

Excellent grade 90 pts and above
Good grade 80~90pts
General grade 70~80pts

Application

Preliminary certification

Application :
planning stage

Main certification

Application :
Completion stage

Validation date

Preliminary certification : 1 year
Main certification: 5 years
※Possible to renew later on

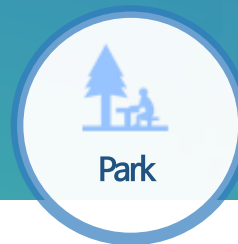
2. Act on assurance of promoting convenience for persons with disabilities, the aged, pregnant women, and etc.



Business related to convenient facilities

To make anyone can conveniently use anywhere!

Certification system for obstacle free living environment (Barrier Free)



Park



Public building



Apartment building



Communication facility



Accessible toilet



Raised block



Seats and cubicles



Handrail



Access road

Korea Employment Agency for Persons with Disabilities

Disability, working together

Law and System Related to Employment
Promotion and Vocational Rehabilitation of
Persons with Disabilities

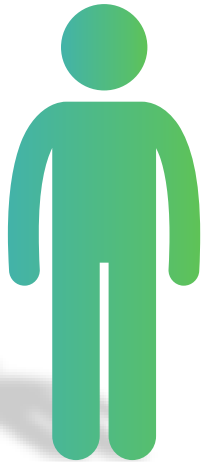


Making workplaces where anyone can work



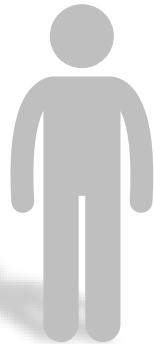
Unemployment rate in 2018

6.3%



Disabled
population

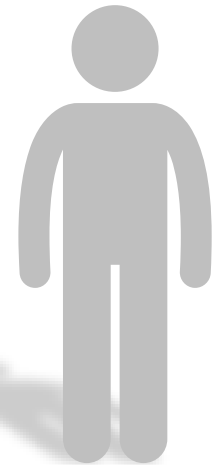
4.0%



Total
population

Employment rate in 2018

61.5%

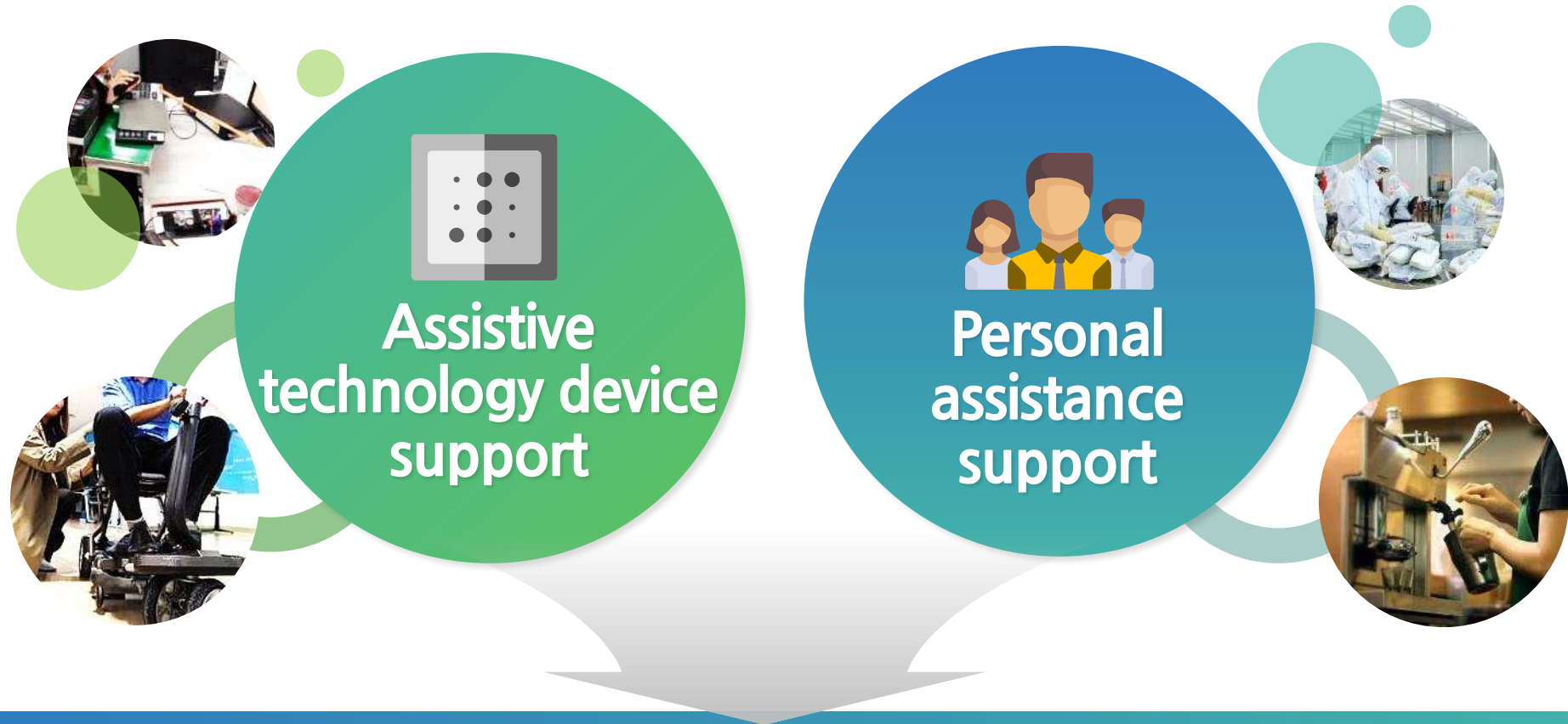


Total
population

34.9%



Disabled
population



Support subsidiary work for persons with severe disabilities

Employment Promotion and Vocational Rehabilitation Act



In 1990's

Employment Promotion Act
enacted

1990. 1. - Ministry of employment and labor

In 2000's

Revised into Employment
promotion and Vocational
Rehabilitation of Persons with
Disabilities Act



The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Article 1 (Object)

The purpose of this Act is to facilitate the employment promotion and vocational rehabilitation of persons with disabilities so that they may be able to enjoy their lives with human dignity through vocation lives fit for their abilities.

※source: Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities



The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Guarantee the right to life and the right to work

Aware of social responsibility of corporates, government, other organizations

Act on Employment Promotion and Vocational Rehabilitation of Persons with Disabilities

Realize their rights to stand on their own feet

Self realization for persons with disabilities

Work experience and wages, living ordinary life





1. Employment Promotion and Vocational Rehabilitation Act

‘ Korea’s employment policy for persons with disabilities? ’

Obligatory employment quota of persons with disabilities system

According to the Act on Employment Promotion and Vocational Rehabilitation of Persons with Disabilities, certain percentage of employees must be persons with disabilities

If the employment quota of persons with disabilities does not meet

employment levy imposed



The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Active employment system, Obligatory disabled employment quota

National government ·
local governments · public
institutions and etc.

Obligatory
employment rate

3.4%

Private business with
more than 50 employees

Obligatory
employment rate

3.1%

『Disability Employment Promotion and Vocational Rehabilitation Act』 Article 25, 27 and 28-2



The rights of the persons with disabilities

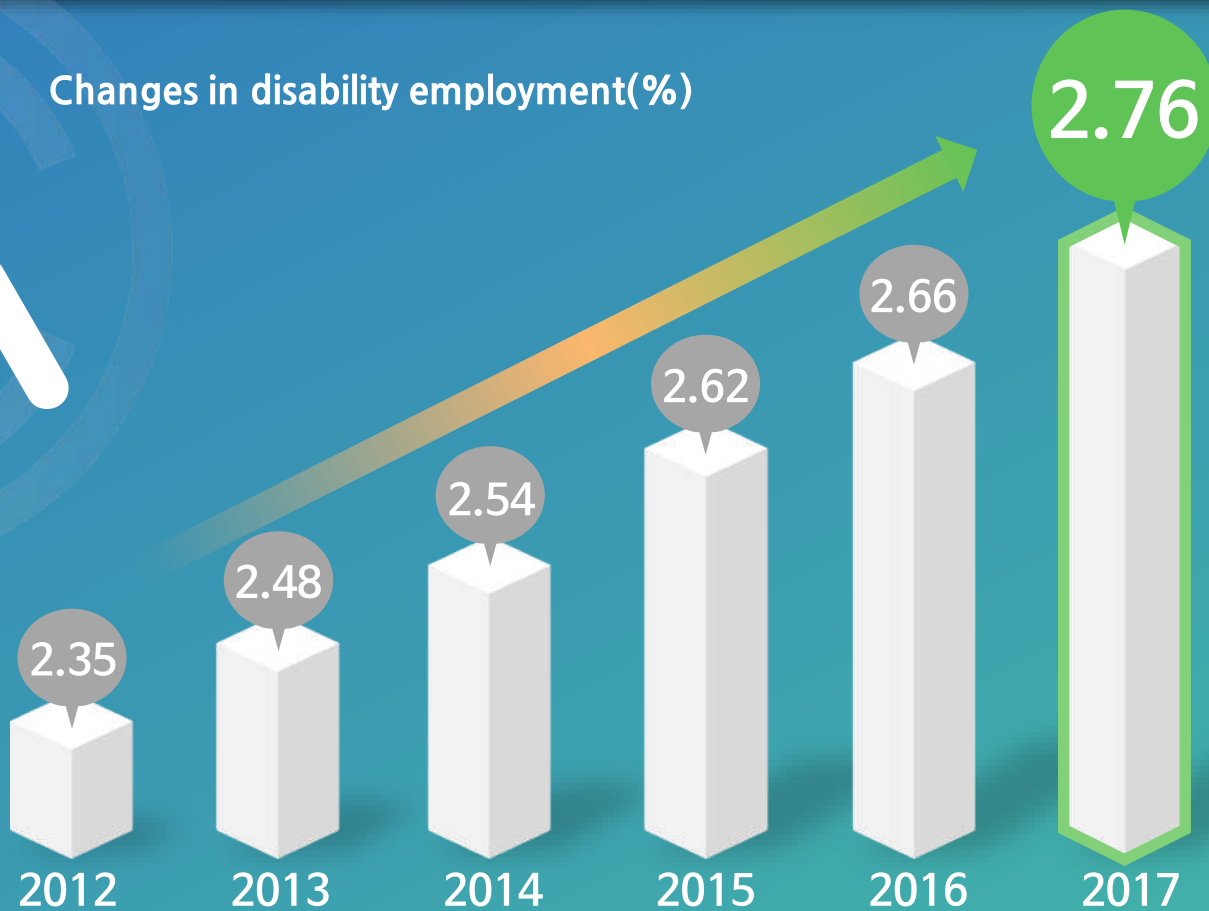


1. Employment Promotion and Vocational Rehabilitation Act

Active employment system, Mandatory employment of persons with disabilities



Changes in disability employment(%)



The rights of the persons with disabilities

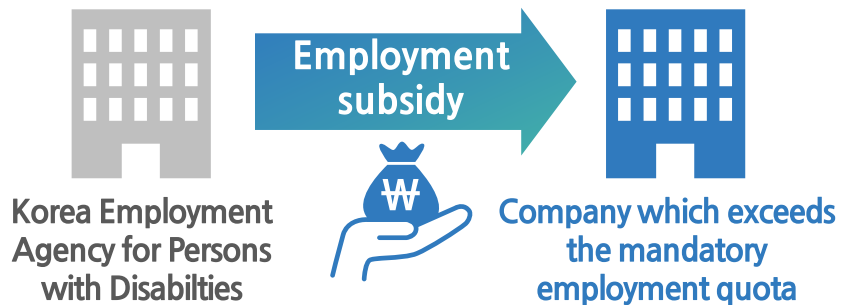


1. Employment Promotion and Vocational Rehabilitation Act

Business owner support

What benefits are there when you hire persons with disabilities?

Give subsidy for employment of persons with disabilities



Unit cost of subsidy payment

Classification	Men with mild disabilities	Women with mild disabilities	Men with severe disabilities	Women with severe disabilities
Unit cost	300K KRW	450K KRW	600K KRW	800K KRW

* Pay the smaller amount between unit cost and 60% of monthly wage

Employment environment improvement support

Employment facility·Equipment support

- Purchase commuter van
- Work equipment needed when working from home



- Work facilities, convenient facilities and additional facilities

Employment facility financing



The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Business owner support

What benefits are there when you hire persons with disabilities?

Assistive technology device and employment management cost



Assistive technology device

Computer for persons with hearing disabilities
Speech amplifier
Customized assistive technology device

Employment management cost

Personal assistance arrangement cost support

Standard workplace for persons with disabilities certification



Facilities installation and improvement support



Preferential purchasing of produced goods



Tax reduction

The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Persons with disabilities support system
You can get support if you want to work!

Employment referral support

Introduce to different business according to abilities

Enhance abilities through vocational training

Job placement and site visits

After employment, adaptation and career development support



Persons with severe disabilities employment support

Pre training
Post placement



[Pre placement
Post training]



Persons with disabilities

Training preparation cost, daily expense, casualties insurance



Business owners

Training subsidy, personal assistance placement

Employment success package /Internship for persons with severe disabilities

Employment success package for persons with disabilities



Integrated employment support program which provide professional services by stage

Internship for persons with severe disabilities



Provide internship opportunities for people with severe disabilities, enhance vocational ability /Convert into permanent employee

The rights of the persons with disabilities



1. Employment Promotion and Vocational Rehabilitation Act

Persons with disabilities support system

You can get support if you want to work!

Employment success packaged for persons with disabilities

People with disabilities in the age between 18 and 69 who want to get employed

Stage 1

Counselling and employment planning



Stage 2

Vocational competency improvement



Stage 3

Intensive job referral

Provide personal assistance



Help subsidiary tasks for people with disabilities

Commute support

Taking notes

Read documents

Sign language interpretation

Customized training and competency improvement support

KEAD

Agreement



Business owner

Carry out training, priority employment

Obligatory assignment of professional life counselor for people with disabilities



20 and more disabled employees at all times

Vocational guide for the disabled

Vocational adaptation training

Job competency improvement training

Adaptation guide after employment



2. Act on security and support of rights of persons with developmental disabilities



Persons with developmental disabilities



Vulnerable in every social aspects compared to other persons with disabilities



2. Act on security and support of rights of persons with developmental disabilities



Korea Employment Agency for Persons with Disabilities

Disability, look at it differently

Good examples of employment of
persons with disabilities



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



JEJUair

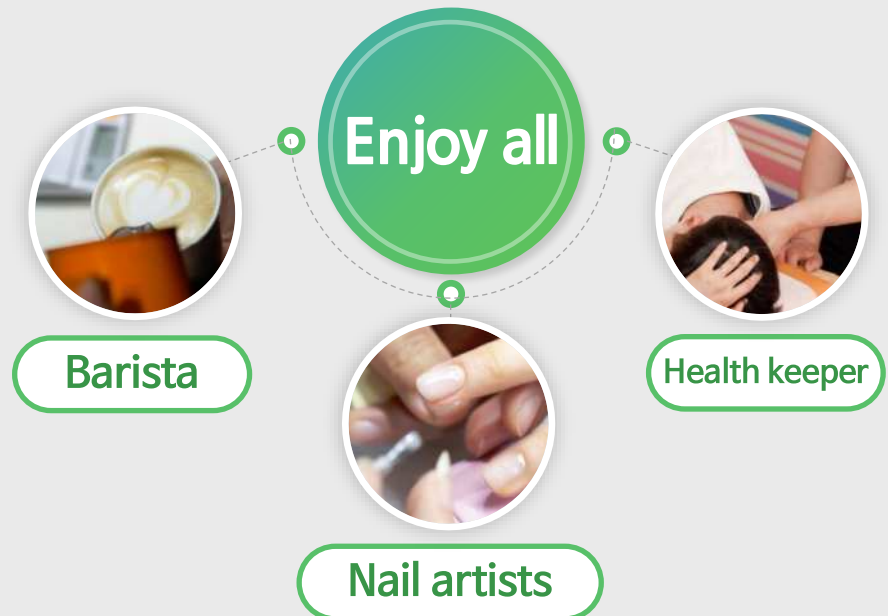
Jeju Air Co., Ltd.

“

For the first time for Korean airline companies, they established **Subsidiary company's standard workplace for persons with disabilities**

”

Founded 'Enjoy all' where convenient services are provide for both internal and external employees



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



JEJUair

Jeju Air Co., Ltd.

Job analysis

Establish standard workplace

Carryout customized training

Employment

Adaptation guide after employment

Customized training are carried out at Ilsan Vocational Competency Development Institute

Application Interview Recruit

Basic knowledge training
1~3 months

Fluent communication is possible with residing sign language interpreter



Recruit person is capable of sign languages as a manager

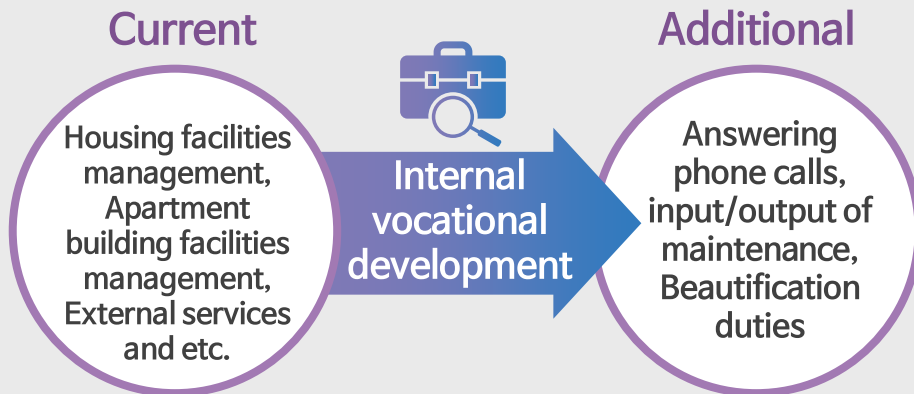
Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



“ Multifamily housing management with persons with disabilities through **internal vocational development** ”

Employ, after finding additional duties within internal jobs and not current duties, that can be carried out by persons with disabilities.



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



Every employees can be a guide to improving awareness for persons with disabilities

Clients refused employment of persons with disabilities  Explain persons with disabilities do not have low job competencies
Education

Consider aptitude and vocational suitability of persons with disabilities

Persons with mild disabilities

Arrange for jobs at external business sites

Persons with severe disabilities

Arrange for jobs at headquarters

Searching for jobs

Application process

Improve awareness of persons with disabilities

Establish standard workplace

Expand employment of people with severe disabilities



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



“

Workplace where the threshold to employment of persons with disabilities has been lowered through **customized job search**

”

Recommend placement of employees with disabilities to different departments, after self evaluation of the job



Department of administration

Placement of persons with physical disabilities



Allocate jobs according to competencies



Department of medical assistant

Placement of persons with developmental disabilities

Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



Select suitable job

Employment and environment improvement

Additional task development

Customized training

Expand employment

Barrier free where there is no barrier

Barrier Free
Excellency certification



Approved Barrier Free, where persons with disabilities were taken into account from the planning stage

Customized personnel training at Changwon customized training center

Provide various courses that match hospital's demands



Sociality training



Life within organization



vocational training

Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



“ ‘Single elderly carer’ for elderly people with disabilities Establishment of employment and welfare at the same time ”

Provide new jobs for elderly people with disabilities who are comparably vulnerable in employment/job market



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



Survey and reflection of opinions from current business department



- ✓ Satisfaction rate of current employment of persons with disabilities
- ✓ Things to consider when hiring people with disabilities

Inquire human resources demands

Survey current business departments

Special recruitment of persons with disabilities, Expand priority employment of persons with severe disabilities

Limitations in employment of people with disabilities through open recruitment



Special recruitment

Recruitment screening by different degrees of disability

Employment

Expand employment

Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



h·well
국민건강보험



job investigation and development

Review employment process bylaw

Simplified recruitment process

Employment

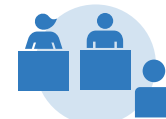
Facility check and employment management

“ Increases chances of entering public institutions through numerous institutions joining forces together ”

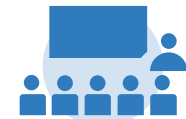
Systematic cooperation to create substantial high quality jobs

Recruitment of talented young persons with disabilities

Not just relying on job opening notices but recruit talented young persons with disability in person



Job fair for persons with disabilities



University job fairs

Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



“ **Good company for persons with disabilities to work with stable jobs** ”

Employment of persons with disabilities through Shinsegae Group's win-win job fair

By working together with industrial complex and local associations for disabled, enhance employment rate at each branch



Total employees with disabilities
883perspns
(As of December, 2018)

emart

Emart Co., Ltd.



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



Review the plan to utilize job tasks with consideration of disability natures

Search continuously for new job tasks



'online packer' for persons with developmental disability



Expand jobs for persons with disability at professional brands

* online packer: carry out tasks of sorting and packing goods while delivering online orders to consumers

Adopted mentoring program, 'Nanumjigi'

Person who works together at the worksite do the mentoring



Difficulties arisen when working



Individual counseling

Job development and recruit

Carry out customized training

Employment

Adaption guidance after employment

Expand job development

emart

Emart Co., Ltd.

emart

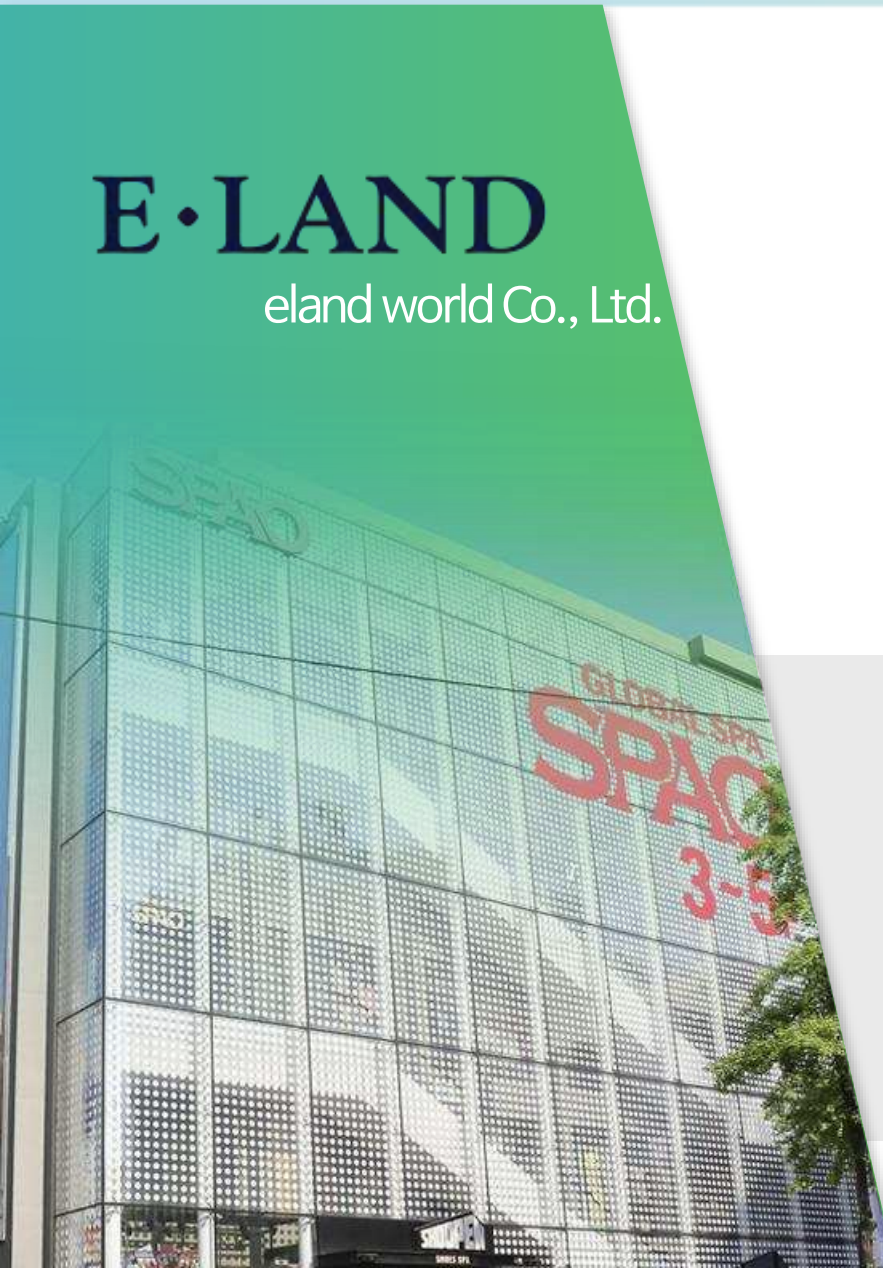
Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



E·LAND

eland world Co., Ltd.

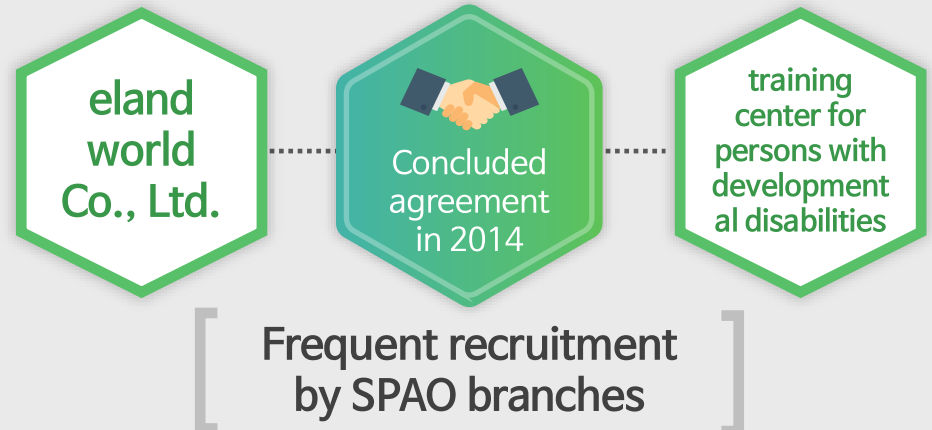


“

The first Korean native SPA brand to employ persons with developmental disabilities

”

Consistently employed persons with developmental disabilities after concluding an agreement with the training center for persons with developmental disabilities



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



E·LAND

eland world Co., Ltd.

job investigation and development

Customized training at training center

Employment

Expand employment

Additional employment and job development

Carry out training courses at various level of difficulties at training center for persons with developmental disabilities

Basic Intense Professional

Carry out 5 month course of job training at various levels difficulty

Reduce working hours, Expand employment of persons with disabilities

In order to maximize work efficiency of persons with developmental disabilities



Reduce working hours to 4 to 5 hours



Expand additional employment of persons with disabilities

Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



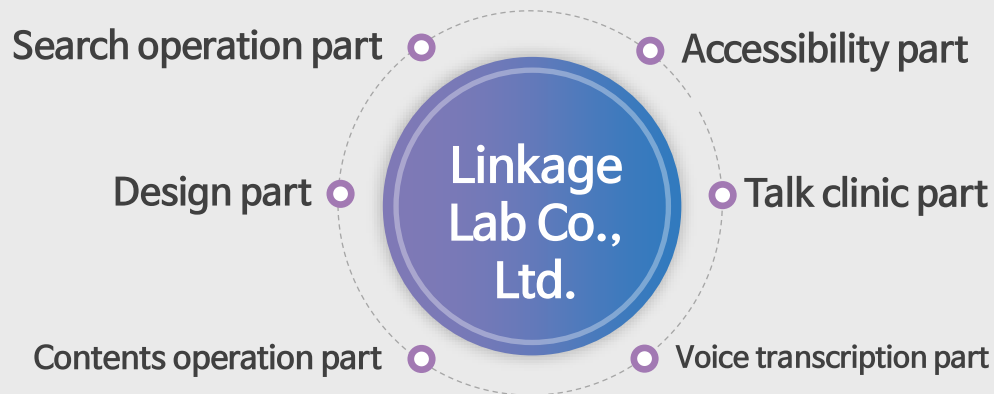
“ **Disability, connect to another opportunity through IT work** ”

Kakao has founded company's standard workplace, Linkage Lab Co., Ltd. in order to provide more IT jobs to people with disabilities

Linkage Lab

a kakao company

Linkage Lab Co., Ltd.



Persons with disabilities, how are they working?

Good examples of employment of persons with disabilities



Entry of persons with disability into IT field through vocational development of voice transcription job

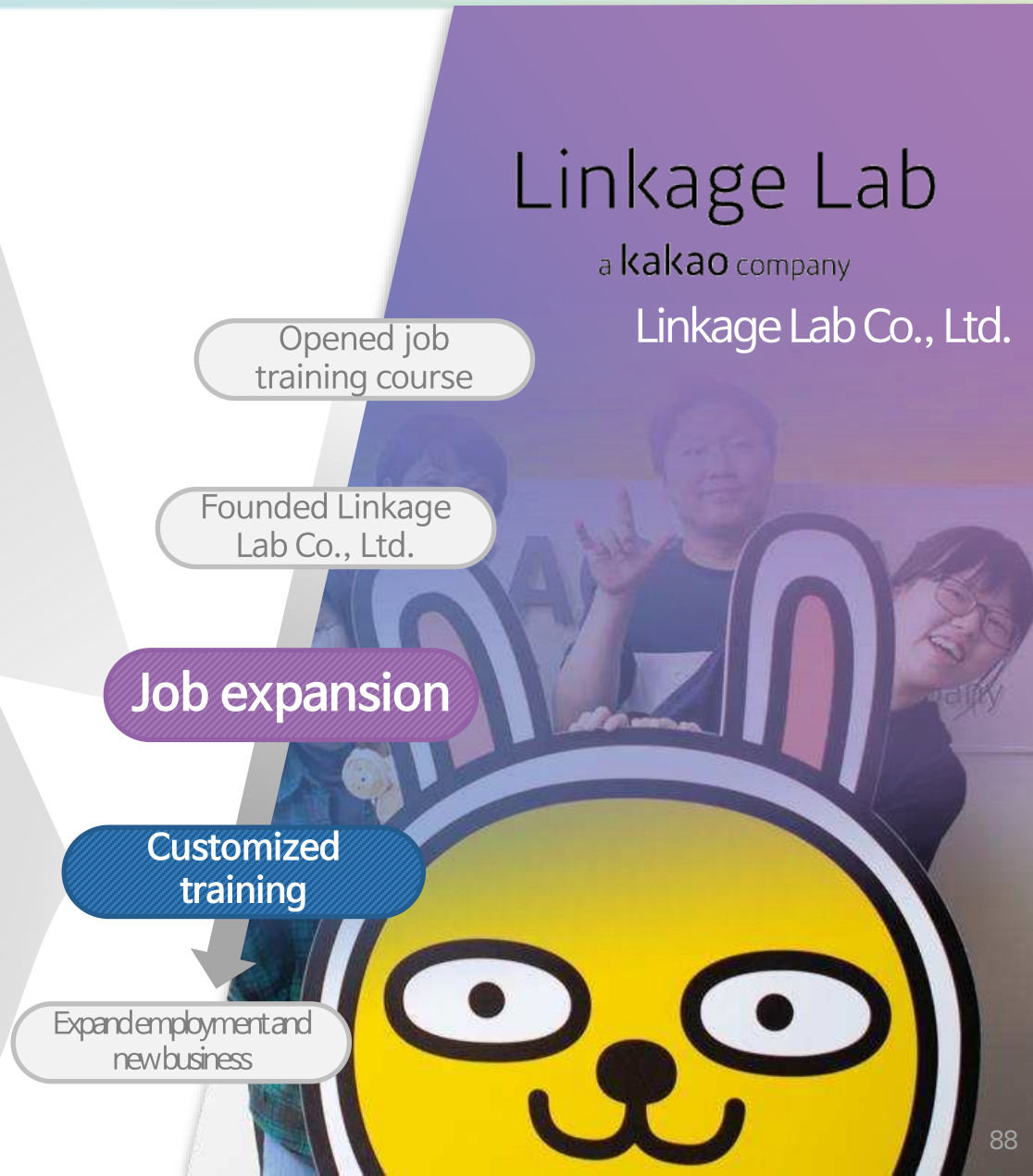
 **Voice transcription job** Job that transcribes sounds

Find work for people with developmental disabilities with computer skills for tasks that require repetition and concentration

Carry out customized training through Seoul training center for persons with developmental disabilities

Carry out mainly with beginning level work

 **Personality training**  **General administrative work**  **Customized training**
Converting into texts after listening to news





Silver care manager

Over 70% of disability population is **older-aged persons with disabilities!**
Caring for people at similar ages or elderly people

Make phone calls to
single elderlies

Single elderly visit services
(someone to talk to and travel assistance)

New job area

For older people with
disabilities of ages 50
and above

Support with living environment
improvement for single elderlies

Liaise with social welfare
services for single elderlies



Prevent social welfare problems and
Develop new vocational areas for elderly people with disabilities

Silver care manager, how are they working?



Performance and project in future

Social welfare

Prevent social problems such as unattended deaths



Employment of neglected class of people

Create jobs for elderly people with disabilities

When expand into specialized jobs for elderly people with disabilities, more than 1 million jobs will be created



Handmade shoe makers

Numerous people with hearing impairments who have worked at shoe making companies 30 years ago
Re-employed successfully, using previous experience!



Take foot measurements of clients



Goods inspection
Packaging



Leather cutting



Sewing

Handmade shoe makers, how are they working?



“ Numerous people with hearing impairments and physical disabilities are working at **customized shoe makers for persons with disabilities** ”



AGIO

| Performance and importance



Provide re-employment opportunities for elderly people with hearing impairments, to work as professional technician

30 years ago, one of the jobs that many persons with hearing impairments and dexterity have made into



Training, new recruits and startup opportunities for young people with disabilities who have interests in shoe making



Tea master

Tea related job expertise

who understands tea and delivers the best value using it

Tea master

Tea related comprehensive job expertise who understands feature, meanings, history and cultures about tea
(Runs tea house)

Tea blender

Develop new teas by using herbs and spices
(new menu development)

Tea sommelier

Distinguish and examine scent and taste of teas
(makes teas, recommend tea drinks)

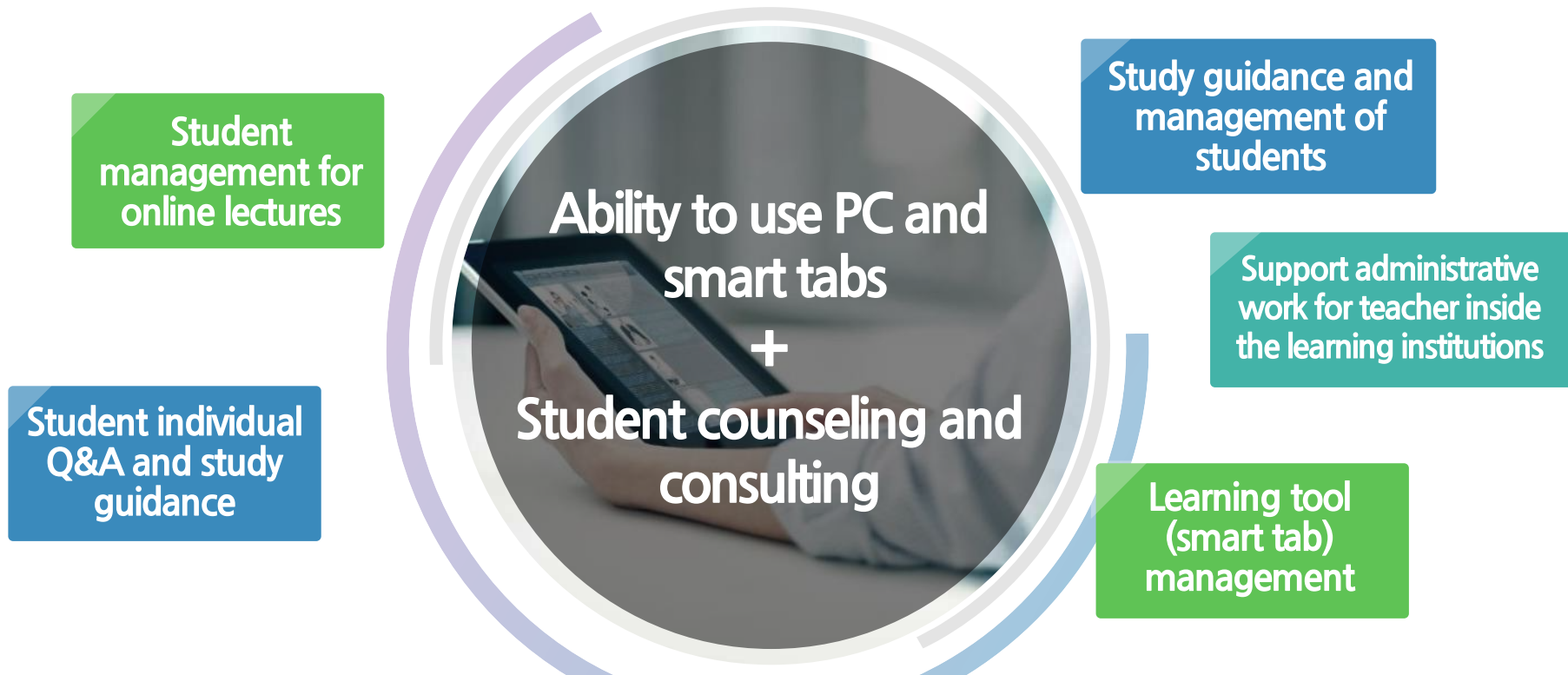
Tea educator

Operate children's education program using tea as subject





New jobs for persons with disabilities in education industry field, including e-learning



Suitable for women with disabilities who tend to have delicate and detailed management capacity

e-learning consultants, how are they working?



Performance and project in future

- Developed new vocational area for women with disabilities, especially those with career breaks
 - can work from home, job experiences + child caring experience can both be applied
- First case of job development for women with disabilities in e-learning and offline education field (learning institutions)
- Customized training required to enhance job competency of the job seeker



Bicycle mechanic



- **Interest in work that involves assembling and disassembling**
- **Independent use of public transportation** since workplace changes daily
- **Hand dexterity and hand eye coordination** to handle bicycle parts
- **Cognitive ability** to understand bicycle repair process

Fixing wheels



Wheel disassemble



Tube removal and replacement



Put air in



Install the wheel

* Highest job frequency

Bicycle mechanics, how are they working?



Working at 'Suwon children's bike repair center' as a member of ream and bike co-op*

* Carry out business regarding residents' rights and interests and promotion of welfares, Social co-op by providing jobs for vulnerable social group



3 weeks of onsite training by making use of supported employment



Consistent employment management with allocated job managers



The first step to realization of
corporate's social value

“**Employment of persons
with disabilities**”

There is a way if we work together



Thank you

