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Review ARTICLE

The Current State and Tasks of Employment Policy for Persons with Disabilities in Korea

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ABSTRACT

The purpose of this study is to present the task of the employment policy for individuals with disabilities through the analysis of the current situation of employment policy for people with disabilities and the application cases of local governments in Korea. The Ministry of Health and Welfare, as well as the Ministry of Employment and Labor, have collaborated to design an employment policy for person with disabilities. Recently, several central administrative departments including the Ministry of Education, the Ministry of Agriculture, Food and Rural Affairs, the Ministry of SMEs and Startups, and the Ministry of Culture, Sports, and Tourism have implemented employment policies for people with disabilities directly or indirectly. Based on the results of this study, the policy directions for persons with disabilities were presented to invigorate employment and economic activity.

<Key-words>

Employment policy in Korea, changes in the disabled population, invigorating vocational rehabilitation

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I. Introduction

1. Changes in the disabled population and characteristics of the disability employment policy

Korean official disabled population is currently estimated by the disabled person registered administratively, and the hiring policy and welfare policy have been promoted for the registered disabled person. The Ministry of Health and Welfare, as well as the Ministry of Employment and Labor, have collaborated to design an employment policy for person with disabilities. Recently, several central administrative departments including the Ministry of Education, the Ministry of Agriculture, Food and Rural Affairs, the Ministry of SMEs and Startups, and the Ministry of Culture, Sports, and Tourism have implemented employment policies for people with disabilities directly or indirectly. This study presents the current state and tasks of the central government's employment policy for person with disabilities in 2021 and examines the application cases of related local governments.

The research results of the Korea Employment Agency for the Disabled in 2020 demonstrate that two implications are derived by predicting the trend based on changes in the disabled population with registered disabled people¹⁾.

First, from the standpoint of employment policy and labor force, one of the biggest characteristics of the change in the disabled population is that “disabled workers” have reduced rapidly. Due to intervention policy, the number of registered disabled people has not increased much in recent years, and the registered disabled people are senior in most cases. Also, the increase in the number of people with mild disabilities is mostly occurring in seniors. The number of persons with disabilities aged 15 to 64, who are engaged in economic activity, has decreased significantly. The tiny increase of the disabled population consists of severely handicapped people such as young people with developmental disabilities. These changes show only a few disabled people can work from the existing standpoint or be subject to the existing disability employment policy, and the number of them is reducing. Therefore, it is suggested that the standard and notion of disability employment policy and service should be examined. For instance, a similar change is found in the case of Jeonju city, which is highly interested in hiring people with disabilities. Due to the strengthening of mandatory employment of individuals with disabilities, the employment of people with disabilities in the private sector, as well as the public sector, expanded. As a result of expansion, disabled people with appropriate abilities can choose jobs and a job offer from a company is increasing more than the disabled people who seek their jobs. Moreover, if vocational training is necessary based on vocational evaluation among the disabled employments, related information is provided to them by associating with Jeonju Customized Training Center, Jeonbuk Development Disabled Training Center, and Jeollabukdo Disabled Welfare Center Vocational Training Team. Also, they provide a training opportunity for severely handicapped people living in Jeonju city in connection with Happy Houses, Life Protection Workshops, and Jeollabukdo Disabled People's

Protection Workshops located in Jeonju City and Wanju County²⁾. Therefore, it is important to expand the customized vocational training infrastructure for the improvement of disabled vocational ability, considering the demand of the companies that want to hire people with disabilities.

Based on the information on July 2020, Employment Agency for the Disabled operates 5 Vocational Competency Development Center, 7 Customized Training Center, 13 Developmental Disability Training Centers, and 53 commissioned training centers for people with disabilities. Compared to the early institution of compulsory employment system for persons with disabilities, the improvement of the training institutions for people with disabilities is impressive. The increase in accessibility by region and the expansion of customized training centers under the demand for industrial training were the appropriate response to the needs of consumers.

Reflecting the increasing trend of developmental disabilities people under the age of 30, the expansion of the developmental disability training center to the whole country was also a suitable response to the characteristics of the change of people with disabilities. According to the study by the Korea Employment Agency for the Disabled, due to the expansion of vocational training infrastructure, the employment rate of training graduates is higher than 90%¹⁾.

Second, people with disabilities are divided into two groups. One group is small-scale low-age severely handicapped groups focusing on developmental disabilities. The other group is large-scale elderly mildly handicapped groups focusing on physical disability, hearing, brain lesions, and vision. The two groups have distinct population characteristics, employment characteristics, and service needs. Based on it, detailed personalized policy development and effective resource allocation, not the simple and uniform policy, are the vital policy tasks. With these changes of the era, the employment policy for the severely handicapped and the elderly, and mildly disabled should be included in Jeonju Disability employment policy. For the severely handicapped employment policy, it is necessary to establish a labor market policy associated with the Jeonbuk Developmental Disability Training Center of the Employment Agency for the Disabled. In the employment policy for the elderly and mildly disabled, policy measure should be prepared through the active use of the Ministry of Health and Welfare's job program for people with disabilities.

In 2021, as the main task, the central government's employment policy for the disabled has set up a customized employment policy for the developmentally disabled and a policy for the employment of the elderly with disabilities by aging. As employment policy was oriented by type of disability after the government's special employment policy for the developmentally disabled, the further considering policy is that customized employment policy such as the audiovisual disabled and the mentally disabled will be established in the future.

To begin with, in the central government's employment policy for people with developmental disabilities, first, it promotes the expansion of vocational training

preparation courses³⁾. Through preparation courses in the developmentally disabled training center, it provides self-reliance skills training, vocational exploration, vocational interest education, and vocational literacy education. It is a support for severely disabled people who are unable to enter the vocational training course due to a lack of cognitive and communication skills. In the case of Jeonju city, they should actively utilize the Jeonbuk Training Center for the Developmentally Disabled. Second, for reinforcing the method of developmental disability support employment project, it plans to provide sufficient training opportunities considering the characteristics of the developmentally disabled people who take a long time to adapt to the workplace. In other words, the training period for employment stabilization is 7 weeks but can be extended up to 1 year considering the characteristics of disability based on case analysis meetings and evaluation. The training process for job advisors and labor support for developmental disabilities is expanded. Third, from the perspective of a consumer, the government is trying the overall reorganization of job coach, work instructor, and labor supporter so that they can receive human support services for people with disabilities. A labor supporter is an external employee appointed to perform ancillary duties due to a disability of the severely disabled who possesses the ability to perform core tasks, and help the disabled in the smooth performance of their duties. A job coach is an internal and external employee who supports job guidance, workplace adaptation, and emotional management during, on-the-job training of supported employment programs, and post-employment adjustment. A work instructor refers to the person who leads the work by appointing internal staff to help the severely disabled adapt to the working environment.

Second, as part of the government's policy for the elderly with disabilities, the government provides intensive service by selecting strategic agencies (100 places) to expand jobs for the disabled, focusing on public institutions and local small and medium-sized enterprises. They develop mobile game monitors, job managers, and hospital assistants as senior specialist positions in conjunction with financial support jobs and related organizations. Also, they offer appropriate training and employment services. As an example of job provision for the elderly, the Daegu Metropolitan City Office of Education hired 13 elderly disabled people as a sanitation worker in 2018 through a job fair organized by Daegu Metropolitan City and the Daegu Social Welfare Center Association. In 2019, the Korea Land and Housing Corporation established 'A helper for the elderly who are alone,' as a specialist facility for the elder disabled, and hired 64 individuals with disabilities³⁾.

The purpose of this study is to present the task of the employment policy for individuals with disabilities through the analysis of the current situation of employment policy for people with disabilities and the application cases of local governments. Based on the results of this study, the policy directions for persons with disabilities were presented to invigorate employment and economic activity.

2. Research Method

In order to find out the current status of employment policy for individual with disabilities, the results of previous studies were analyzed and arranged in a literature review method from December 2020 to March 2021. Existing research results such as the mandatory employment quota system, invigoration of vocational training, and project associated with disabled employment of the central administrative department were reviewed.

Furthermore, on January 14, 2021, a focus group interview was conducted with seven vocational rehabilitation professionals concerning the employment project and policy for people with disabilities. Through these results, the current status of employment, infrastructure problems, and future employment directions for individual with disabilities were presented.

II. The Ministry of Health and Welfare Employment Policy for Persons with Disabilities

The Ministry of Health and Welfare is the main department of the disabled policy, and they implement a job policy for people with disabilities, one of the government's financial support jobs. Also, the vocational rehabilitation project for individuals with disabilities is the core of their employment policy for the severely disabled.

1. Invigorating vocational rehabilitation facilities for people with disabilities

Vocational rehabilitation facilities for persons with disabilities are divided into three types based on the working ability of disabled workers: vocational adjustment training facilities, sheltered workshops, and occupational facilities. To invigorate vocational rehabilitation projects, strengthening vocational training in vocational rehabilitation facilities is needed. Especially, job function improvement training and social adjustment training are significant. Supporting rehabilitation professionals and developing vocational training programs are necessary to invigorate the project. The study of the Employment Agency for the Disabled in 2018 showed that as the priority for effective vocational training operation, vocational rehabilitation facility had the highest percentage of respondents who answered, 'Vocational training professional support' (51.7%). Particularly, more than half of workers in the occupational facility (55.0%) and the sheltered workshop (53.2%) answered that vocational training professionals are the most needed. On the other hand, disabled employees responded that 'development of effective vocational training' (36.2%) is necessary on a preferential basis. However, in the case of disabled employees who receive more than the minimum wage at occupational facilities, the percentage of respondents who responded to "securing a budget for more vocational training" (55.6%) was higher. As a program that needs to be strengthened for vocational activities for people with disabilities, 'Current Job Function Improvement Training'

(49.3%) was the most necessary for a vocational rehabilitation facility, and the opinions of people with disabilities were analyzed in various ways. Disabled employees, who receive more than the minimum wage at occupational facilities, responded that they need "hobby and leisure activity" (55.6%) more than "social adjustment training" (11.1%). On the other hand, those who received less than minimum wage in the sheltered workshop answered that they need "social adjustment training" (37.5%)⁴⁾.

Improving the business performance infrastructure is a necessary precondition for expanding the disabled employment policy to the private sector. To produce private jobs for people with disabilities, the policy, which broadens social-economic organization from the center of social welfare institutions to the new business execution institution, is necessary. In the case of including social-economic organization as a support infrastructure for disabled jobs, there are labor-integrated social enterprises and social cooperatives. For instance, utilizing direct support policy such as labor cost support, professional manpower support, and tax benefits preferred by a company is possible by using the (preliminary) social enterprise designation system of the Ministry of Health and Welfare and the metropolitan local governments for the institutional purpose of promoting employment of vulnerable groups such as persons with disabilities, and the Ministry of Employment and Labor's social enterprise certification system. In the case of vocational rehabilitation for individuals with disabilities, such as sheltered workshops, the (preliminary) social enterprise system has been actively used.

Development of new items based on the change of era and financial support for innovation of the existing business (R&D) is the core of the policy to invigorate sheltered workshops. Also, new facility equipment must be built to improve productivity and competitiveness of sheltered workshops, and public and private resources must be developed. As a resemble system, the socio-economic era, including social enterprises (central government and local government), supports enterprise development expense for the sustainable development of business.

2. Development of occupational category and job suitable for people with disabilities

For the development of occupational category and job suitable for individuals with disabilities, this study examined cases that have been recognized as successful employment projects. Typical examples of job creation for people with severe disabilities in Korea include BEAR.BETTER., Donggu Bat, and LEEWHO vocational rehabilitation facility for persons with disabilities, Happiness More, Seton Vocational Rehabilitation Center, Test Works, Calm Taxi and NVisions. They develop occupations that can utilize the characteristics of individuals with severe disabilities, improve product service quality, and diversify the business fields to maintain employment through continuous growth of the company and business stability. The employment cases for the disabled with special features in each industry have increased, and support for strengthening their ability to perform their duties has expanded¹⁾.

BEAR.BETTER. hired more than 240 employees with a developmental disability, and develop jobs suitable for the characteristics of the developmental disability. Then, they provide services such as printing services, coffee beans roasting, baking, and garland. They also invest in equipment and facility to have competitive power for quality. Donggu Bat produces eco-friendly items such as natural soap, dishwashing soap, and bath bombs, and hired about 20 employees with developmental disabilities. LEEWHO Vocational rehabilitation facility for the disabled specializes in the laundry industry by hiring people with a developmental disability and provides laundry service to the vulnerable class through 'Relatable laundry service' with Incheon city. Happiness More is established as a standard workplace for people with disabilities of SK Hynix. They conduct special clothing manufacturing and laundry business and maintain a 98% employment retention rate for persons with disabilities through job analysis and preliminary problem solving. Through baking and producing & selling organic snack, the Seton Vocational Rehabilitation Center supports job creation and employment maintenance for individuals with disabilities. Test Works takes the advantages: concentration of the autistic disabled and visual sensitivity of people with hearing loss. Then, they develop customized jobs for AI data, automation, and software testing, and provide inclusive employment opportunities. Calm Taxi proposes a new job to the deaf in the distribution center. Through the provision of auxiliary engineering devices, software, application, and service education, they create a working environment adjusted to hearing-impaired taxi drivers. NVisions reduces social prejudice through an exhibition such as "conversation in the dark." They hired a visually impaired as a web test engineer to provide expert advice on improving the accessibility of Naver. Through the disabled employment, Naver operated a cafe and cafeteria. With these activities, NVisions contributes to the expansion of disabled employment.

The disabled job program has tried various job projects to produce and distribute disabled-friendly jobs⁵⁾. The types of business are classified into three categories: general employment (full-time/part-time), welfare jobs (participation type/special education-welfare linkage type), and specialized jobs (visually disabled massage dispatch project/care worker assistant job for people with developmental disabilities). Every year, the major business operator, the Korea Disabled People's Development Institute, implements a pilot project to develop a new business well. General employment is available to the disabled who are 18 years old or older. It not only educates vocational skills for the transition to the general labor market, but also guarantees income. The office type of general employment includes administrative assistants, exclusive charged administrative assistants, welfare service support agent, and vocational rehabilitation facility support agent (limited to part-time system). In the case of exclusive charged administrative assistants, they selected people who can perform basic office automation tasks (documents writing, data management, etc.). For disabled who have difficulty in employment, Welfare jobs support job experience to expand vocational life and social participation by developing and distributing various jobs. It is divided into participation

type and special education-welfare type based on the participants. Participating type is for the disabled over 18 years of age, and registered in the Welfare Act for People with Disabilities. The special education welfare type is for the student who are enrolled in special education-welfare major. Most of the jobs in welfare are work assistant and repetitive. Office assistance, librarian assistance, postal classification, and infant care are the detailed works. Specialized jobs are classified according to the type of disability, and there are blind massager dispatch projects and care worker assistant job for people with developmental disabilities. The blind massage dispatch project is a job in which unemployed blind people with massage qualifications provide massage service to the elderly who use senior welfare center. Assistant job for care worker with developmental disability support the overall work of care worker.

III. Ministry of Employment and Labor Employment Policy for Persons with Disabilities

The Disability Employment Policy of the Ministry of Employment and Labor is examined by the mandatory employment quota system, standard workplace for people with disabilities, disabled employment support and vocational training policy.

1. Mandatory employment quota system

The mandatory employment quota system is a policy in which employers must hire disabled from 5/100 of the total number of workers to the rate determined by the president. In 2021, the subjects to employment duty are business owners that hire more than 50 full-time workers in the state, local governments. Their mandatory employment ratio is 3.4% for the public institution and 3.1% for the private owner. By 2022, the mandatory employment ratio of the public institution will be revised up to 3.6%. If a company that has 100 or more employees does not reach the mandatory employment ratio, it should pay an employment levy.

Concerning the mandatory employment system, existing research presents two policy tasks⁶⁾. It is urged to prepare a plan to comply with the mandatory employment rate of public institutions. First of all, the research proposes to secure the capacity for hiring disabled, as a system improvement to comply with the achievement of disabled employment obligations. For example, the Jeonju City Employment Ordinance for Disabled Persons in Jeonbuk set a 5% disabled employment rate as a goal. They stipulate that the city and affiliated institutions should find and implement the policy necessary to create jobs for people with severe disabilities (Article 6). However, except for one of the nine public institutions affiliated with Jeonju City, institutions have not complied with the obligation to hire individuals with disabilities. Several previous studies suggest the following resolutions to increase the mandatory employment quota ratio for individuals with disabilities. Firstly, job development and job placement should be made in

consideration of types of business and disability. Pre-employment programs for enhancing personality and socialization of people with disabilities should be activated¹²⁾. In order to reduce negative perception on the employment of people with disabilities, the programs of improving recognition toward the people with disabilities and promoting the program of supporting the employers should be made¹³⁾. Finally, it is suggested to expand the scope of mandatory employment businesses and to raise the mandatory employment rate for direct employment of persons with disabilities⁶⁾.

Second, it proposes to establish a professional support system to help employment tasks for the disabled in public institutions. To expand the employment of people with disabilities in public institutions, the obligation and responsibility should be reinforced and more specialized support for the implementation of the responsibilities of public institutions is needed. For example, the public carbon convergence technology institute in Jeonju city's new personnel management rule, which grants additional points to disabled applicants in the 'employee recruitment test.' Likewise, through in-depth interviews, it was found that public institutions have made practical efforts to expand employment of individuals with disabilities. By 2021, Jeonju City strengthened the 'consideration for the socially disadvantaged' indicator among management evaluation indicators of affiliated organizations, so that the employment rate (performance) of people with disabilities will be directly reflected. Strengthening indicator was inspiring and seems very effective in hiring the disabled in public institutions. It is expected that public institutions will expand efforts to increase the employment obligation rate by hiring disabled in the future. As in the in-depth interview, it is necessary to find the right job applicant or to develop professional support for new jobs. However, still some institutions do not have the necessity or method to implement the employment obligations for people with disabilities, and do not know the way of hiring disabled. Therefore, continuous exchange and professional support between public employment service organizations and public institutions are emphasized.

With continuous exchange and support, employment services for securing the disabled manpower needed by public institutions and organizational harmony of disabled employees could be provided. To expand the employment of people with disabilities, professional personnel dedicated to specific tasks such as employment of the disabled in public institutions are essential.

As an example of job expansion projects for the disabled with private companies, it will be possible to review the development of the Smart Farm industry. Recently, Smart Farm for young people with developmental disabilities was established in Yeosu City through a joint investment between the local government and a private company. In the cases such as LG Paju, SK Hynix, Cheongju, it is necessary to create a large number of jobs and policy decisions are required at the level of attempt⁶⁾.

The additional policy proposal regarding the mandatory employment of individuals with disabilities is to prepare an employment policy for the disabled by reflecting the trend of

strengthening social value management of public institutions. In national affairs, the content of social value is concentrated on the operation of public institutions. Accordingly, from 2017, the Ministry of Strategy and Finance's management evaluation of public institutions included the 'social value' section in the main evaluation. In the 2020 management evaluation indicator, the 'social value realization' received 22 points, including non-measures (15 points) and measures (7 points). It means that the social value section took about half of the proportion in the evaluation indicator system for the entire management, including the internal management section such as management strategy and organizational personnel. Accordingly, the performance of social value implementation in all public institutions including public corporations can have an absolute influence on the overall management performance. Among 13 detailed articles in the Social Value Basic Act proposed by the National Assembly, only five articles are considered in the management evaluation of public institutions.

2. Invigoration of the standard workplace for people with disabilities

The standard workplace for the disabled creates stable jobs and establishes a foundation for social integration for severely handicapped people who have difficulty in vocational activities in the competitive labor market. Also, it provides a friendly (physical and emotional) environment for the disabled by presenting standards for working environment centered on the disabled. To be certified as a standard workplace for persons with disabilities, more than 10 disabled people and 30% of the disabled (different application of obligations to hire persons with severe disabilities according to the number of regular workers) shall be employed. Institution has the convenience facilities under the 'Act on the Promotion of Convenience for the Disabled, the Elderly, and Pregnant Women,' and pay the minimum wage to the disabled employment under Article 5 of the 'Minimum Wage Act.' There are 391 standard workplaces for the disabled that were established and supported to provide stable jobs for people with disabilities. Among them, 25 have been established and operated in Jeollabuk-do, and 10 of them are in Jeonju City. There are 6 general standard workplaces for individuals with disabilities and 4 standard workplaces for subsidiaries. Also, there are 6 manufacturing industries, 1 restaurant and retail business, and 3 service industries. The expansion of the standard workplace for the disabled is a main project of the Ministry of Employment and Labor's employment policy for people with disabilities in 2021, and aims to expand 90 locations.

The standard workplace for people with disabilities is divided into two: general standard workplace and subsidiary standard workplace. Since 2019, type of social economy enterprise standard workplaces and consortium standard workplaces for persons with disabilities have been introduced and operated. The standard workplace for individuals with disabilities fosters stable jobs for severely handicapped people who have difficulty in vocational activities in the competitive labor market. Also, it creates a foundation of social integration and suggests work environment standards focused on

people with disabilities. Using these steps, the standard workplace for persons with disabilities builds a social (physical and emotional) environment for the severely disabled. The standard workplace for persons with disabilities indicates a workplace which is certified by the Corporation by satisfying the criteria of standard workplace for the disabled according to Article 3 of the Enforcement Regulation of the Employment Promotion and Vocational Rehabilitation Act for the Disabled. As an example of fostering base companies centered on subsidiary disabled standard workplaces, large scale subsidiary disabled standard workplaces invested by major company such as LG Chem, LG Household & Health Care Co., Ltd., and SK Hynix Co., Ltd. are located in Chungbuk. The subsidiary standard workplace for individuals with disabilities, which is invested by large corporations, is a good opportunity for the disabled who are looking for stable and safe quality jobs. Among local governments across the country, Chungcheongbukdo (Chungbuk) has the highest population ratio of developmentally disabled people. Also, the number of people evaluated for developmental disabilities has rapidly increased in the public corporation Chungbuk branch. Due to these problems, it was urgent to prepare a countermeasure such as discovering job seekers with developmental disabilities. In Chungbuk, they found the jobs of severely handicapped people and proposed it such as office workers, barista workers, car wash workers, parking management workers, production workers, laundry workers, and sewing workers. As the relocation of public institutions to the Chungbuk has been promoted (especially, health and medical institutions), the fact that the number of jobs for persons with disabilities has increased in the health medical field can be a major consideration⁷⁾. In February 2021, Yonsei University signed an agreement with the Korea Employment Agency for the Disabled to establish a subsidiary standard workplace for the Disabled.

As a consortium exemplary case, the Purme Foundation established the first consortium disability standard workplace in Korea with local governments and public institutions: it is a farm where people with developmental disabilities can work happily and dream of self-reliance. As of May 2021, 26 people with developmental disabilities are working. Purme Social Farm is a smart farm where people with disabilities can work easily and safely. Beyond the work, Purme Yeosu Farm, which will raise mushrooms and tomatoes, researches and develops farming programs for vocational rehabilitation of severely handicapped people. Also, they have been seeking a way to become an exemplary win-win model with the local community by processing and selling local agricultural products. The Purme Foundation plans to expand the social farm nationwide, starting with Yeosu.

3. Support for employment of the disabled and invigoration of vocational training

The employment success package for disabled working support is a professional employment support program that provides phased integrating services to support successful employment and job adjustment to people with disabilities. To support the employment of individuals with disabilities, the employment success package project of

people with disabilities employment such as counseling, vocational training, and employment arrangement should be actively utilized. (The employment success package aims to target the low-income class, except for certain class and young people since it is integrated into the national employment support system from 2020. Based on the working characteristic of low-income family, the program was divided into package I type and package II type. Type I targets recipients of livelihood benefits, general low-income family, and specific class (including people with disabilities). Type II targets young people and middle-aged and elderly people).

The first stage of the employment success package is to establish a specialized employment path individually by identifying the professional aptitude and preference of the participants. The second stage is to promote work motivation and employment capacity based on the first stage of the individual employment support plan (IAP). The third stage intensively arranges employment of the participants to enter the labor market smoothly. The final follow-up management is a stage to encourage the unemployed participants, who have completed the 3rd stage of the employment success package, to find a job by providing job opening information. For employed disabled, they help them to adapt to the workplace and induce to serve for a long time. The Ministry of Employment and Labor commissioned the disabled to Employment Agency for the Disabled (EAD), and EAD started the employment success package project in 2014. Since 2017, it has been in progress as a project of EAD.

In the results of the 2019 employment success package project, the total number of participants is 8,181 (severe 4,325, 53%), and 2,497 disabled succeeded in employment through the first, second, and third stages, which is 30.5% of the total number of participants. The age of participants was 20-29 years old (30.7%) and 50-59 years old (18.6%). The types of disabilities were physical disabilities (31%), intellectual disabilities (28.7%), and visual impairment (10.5%). To reinforce the employment success package project for people with disabilities, the diversification of the second stage capacity building process is emphasized because it provides limited vocational training opportunity and capacity-building processes. Specialized programs based on the individual needs of individuals with disabilities. and maintenance of the support system is required⁸⁾.

In employment policy for people with disabilities, vocational training should guarantee the continuous employment of persons with disabilities, and the infrastructure, which reflects the characteristics of the labor ability of individuals with disabilities, should be established or expanded. To invigorate vocational training for people with disabilities, the central government plans to expand customized training courses for people with sensory impairments such as blind and deaf. Information accessibility consulting is considered a program for the blind. It is a process of training professional manpower to build and develop a convenient information access environment through education on information accessibility technology and standard guidelines. Related employment areas include web accessibility user evaluation personnel/professional evaluation personnel, accessibility

consultants, web publishers, web developers, web planners, and information accessibility diagnostic evaluation companies. For the deaf, CAD/CAM and electronic devices have been considered. The CAD/CAM fosters product & component design and production capability using CAD programs and 3D printers. Related employment areas include equipment industry parts manufacturers, automobile manufacturers, ship industry parts producers, and semiconductor manufacturers. The electronic device process enhances the ability to manufacture, operate, repair, and maintenance of electronic devices. The employment field is electronic equipment manufacturing enterprise, semiconductor product company, automobiles, airplanes, and ship manufacturers³⁾.

The government has established customized vocational training courses for people with sensory disabilities such as blind and deaf. As vocational training institutes for the blind in Korea, there are the Special School for the blind, the massage training center attached to the Korean Massacre Association, the Welfare Center for the blind, and the Ilsan Vocational Training Center for the Disabled. In the blind school and the massage training center, they teach massage as a major course. However, only in Hanbit Blind School, they nurture musicians through music majors. The Ilsan Vocational Training Center operates the accessibility job training course. Among the 15 welfare centers for the blind nationwide, 10 welfare centers conduct vocational training, and 5 welfare centers do not have vocational training courses. In the fourth industrial revolution, demand for human resources with technology in artificial intelligence, the Internet of Things, big data, mobile & cloud will increase. Employment Agency for the Disabled proposes mobile application development work as the most accessible technology for the blind⁵⁾.

IV. Project associated with disabled employment of the central administrative department

In addition to the Ministry of Health and Welfare and the Ministry of Employment and Labor, the project of the various central administrative departments such as the Education Department has been progressed associated with disabled employment

1. Project associated with disabled employment of the Ministry of Education

The Ministry of Education strengthens the linkage between the lifelong education system and disabled employment. The Ministry of Education is building a community-based lifelong education system. They expand lifelong education city for people with disabilities (5 in 2020 to 15 in 2021) for the establishment of lifelong education based on region and strengthen job connection through it. The main plan is to improve the operation of lifelong education city for individuals with disabilities by such as strengthening performance management to expand the connection between lifelong education city for persons with disabilities and local community jobs in 2021. In 2020, Gwangmyeong city in Gyeonggi, operated a lifelong education job course such as acquiring certifications and

job placement, which supports the vocational capacity of people with disabilities. In the same year, Korea National Institute for Special Education of the Ministry of Education established and operated a 'Lifelong Education City for the Disabled' project to expand opportunity for disabled lifelong education in five regions, including Gwangmyeong and Osan in Gyeonggi. The purpose of this project is to make it convenient for people with disabilities to participate in lifelong education in the community by establishing a network to support lifelong education for individuals with disabilities among public and private institutions, welfare facilities for the disabled, and educational institutions in the region. For Gwangmyeong in Gyeonggi, lifelong education is being carried out in seven areas including lifelong job education and vocational ability improvement education. In 2020, 18 subjects of education, including Gwangmyeong Disabled Family Support Center, provide 33 educational programs.

2. Project associated with the Ministry of Culture, Sports and Tourism

Associated with the Ministry of Culture, Sports and Tourism project, new items for people with disabilities should be considered. Typically, first, the job of cultural and artistic activities should be developed, such as the culture and arts related to Hanok Village. It is necessary to prepare a new job development plan for persons with disabilities in the field of culture and arts by referring to the creative activity support policy and the employment support law on the support of cultural arts activity for the disabled artists enacted on June 9, 2020 and implemented on December 10, 2020. Among the cultural and artistic activity scheduled to be introduced in 2021, job manuals will be provided focusing on the current choir activity. Not only music, but also performance, and art have to develop new items for people with disabilities in other cultural arts fields.

As new jobs in 2021 related to fostering professional disabled artists, the government is promoting a disabled art performance hall to invigorate professional arts activity of people with disabilities. The government will expand the employment of persons with disabilities through the establishment of a disabled art group in a private company that is subject to the mandatory employment of individuals with disabilities. They will support the employment of professional personnel such as disabled artists (122 people). The Ministry of Culture, Sports and Tourism is also planning to educate content personnel for people with disabilities, which is one of the promising business in the future (the annual transaction amount of Naver Webtoon in 2020 is 820 million dollars, which is 36.6% higher than the previous year (600 million dollars). Adding to nurturing creative talents focused on the webtoon (510 people in 2021) and expanding online webtoon educational contents (new 5 types in 2021, sign language provided), they are planning to establish a cartoon-related career and vocational education for people with disabilities, such as special schools. In the field of physical culture, it is planning to expand employment and manpower training support for stable social re-participation of retired disabled athletes to create jobs for persons with disabilities⁹⁾.

3. Project associated with the Ministry of Agriculture, Food and Rural Affairs

The policy plan associated with the Ministry of Agriculture, Food and Rural Affairs is as follows. First, it attempts to find agriculture jobs for people with disabilities in the primary industry and the sixth industry. The primary industry is the agricultural field, and the sixth industry creates new values and jobs by converging the primary agriculture industry with the secondary processing industry and the service industry. Both industries diversify the occupational areas of people with severe disabilities. For example, crop cultivation technology of plants and animals can be used in urban areas as a form of urban farmer and urban beekeeping, so it can explore various jobs in the primary industry. Second, it provides vocational education programs through social agriculture. By using social farms to provide an opportunity for the development of various vocational skills for people with disabilities in the agro-food field, it is possible to utilize the related projects of the Ministry of Agriculture and Food in 2021. Social agriculture is an activity that provides care, education, and jobs to the socially disadvantaged such as people with disabilities and the elderly through agriculture. Social farm implements agricultural activity programs like crop cultivation and props production (30 places in 2020). There are a total of 16 farms that operate programs for persons with disabilities, and 260 people have been participating. Social agriculture activity minimizes obstacles necessary for vocational ability development, and it includes psychological rehabilitation, interpersonal relationship improvement, and physical ability improvement. The central government plans to support exemplary social farms to systematically develop vocational skills by having the training courses including training teachers and programs. If the farm is selected as a training course for a vocational rehabilitation institution for people with disabilities by the Ministry of Labor, the training fee (average \$5.8 to \$6.7 per hour) and allowance for participants (monthly \$265) are supported³⁾.

Social farms will be expanded from 13 cities/provinces (28 cities/ districts / boroughs) and 30 locations in 2020 to 14 cities/provinces (45 cities/ districts / boroughs) and 60 locations in 2021. Social farms receive subsidies of \$60,000 per year (70% from the state, 30% from local expenses) for up to 5 years for social farming activity operating expenses, network construction expenses, and facility improvement expenses. Through agricultural activities, social farms provide services such as care, education, and employment for the socially disadvantaged, the disabled, and the elderly. The newly selected social farms in 2021 have 22 places where the greatest number of disabled works together. Various socially disadvantaged people including the elderly, out-of-school youth, multicultural families, and those who want to return to farming and rural areas will participate too.

4. Project associated with the Ministry of SMEs and Startups

There is a plan to expand the employment of people with disabilities through disability-related company supported by the Ministry of SMEs and Startups. A disability-related company indicates a company owned or managed by a disabled person, and the percentage

of disabled people among regular workers in the company is 30% or more. A disabled person should be registered as a company CEO. However, if there are multiple company CEO (co-representatives), the number of shares owned by disabled CEO should be the same or greater than the number of shares owned by a non-disabled co-representative, and the company should have been registered by people with disabilities. Also, cooperatives (excluding social cooperatives and associations) that are owned and managed by people with disabilities can be certified by the disability-related company. There is no special support project or budget for the research and development of the disability-related company. The only project is to support prototype production, but it is difficult to identify it as research and development support. To engage in economic activity in a disability-related company, corporate innovation activity is more important than anything else. For this innovation, expanding the role and function of the support organization and establishing a legal basis for R&D support is urged¹⁰.

Since 2020, the Ministry of SMEs and Startups has implemented a project to build specialized workplaces for people with developmental disabilities. It is a project that builds and operates specialized workplaces to support practical start-ups such as education, production and management experience, and establishment space. It was made to provide stable jobs and economic financial independence for people with developmental disabilities and their families. The General Support Center for the Disabled is in charge of business operation. In 2020, workplaces were established in two regions: Andong-si, Gyeongbuk, and Gwangsan-gu, Gwangju. In 2021, a specialized workplace will be built in three local governments: Jeju Island, Chungcheongnam-do, and Taean-gun, Chungcheongnam-do. A total of 18.5 million dollars will be provided to the selected local governments for five years, including 11 million dollars for construction costs and 7.5 million dollars for operating costs. Jeju Island plans to build a Shiitake Mushroom Smart Farm on 2,68m² in Araidong of Jeju city and connect it with Nara Market and NACF. Chungcheongnamdo will build a specialized workplace that produces local special products such as chestnut and strawberry by utilizing surrounding land and new building of the South Disabled Welfare Center in Gyeryong-myeon, Gongju-si, Chungnam. Taean-gun in Chungcheongnamdo, plans to support fostering agricultural technicians with a smart farm. In the smart farm, people with disabilities can raise and dry white mucosa larvae on the 2,800 m² sites of the Artificial Intelligence Convergence Industry Promotion Agency in Dalsan-ri, Nam-myeon¹¹.

V. Discussion

Despite its relatively short history, the employment policy for people with disabilities has shown remarkable growth in Korea. However, the employment of individual with disabilities still shows several limitations compared to the employment rates and quality

of individual without disabilities. In order to solve these problems, macro-infrastructure expansion for the employment of person with disability, specific vocational policies for people with developmental disabilities, and active career development policies by private companies are required.

First, it is crucial to establish a public-private governance system to promote employment of people with disabilities. Through the governance system for the employment policy, cooperative activities between public and private organizations working with the same goal of employing the disabled will be achievable. To enable integrated case management for the employment of individual with disabilities, the governance system should involve all public and private organizations related to the employment of person with disabilities, such as the Korea Employment Agency for the Disabled, the local Employment Team for individual with disabilities, the Welfare Center for the Disabled, Vocational Rehabilitation Facilities, and Organizations for people with disabilities. The governance system could serve as an employment information platform for people with disabilities, not only providing information regarding employment services to the disabled who want to work, but also providing employment information.

Second, specific employment policies for people with developmental disabilities are required. First of all, as an employment policy for people with developmental disabilities, it is vital to provide sufficient training period for job stability and active support from job coaches. In other words, it is essential to offer additional professional support and redesign the vocational training period at vocational rehabilitation facilities and job sites where numerous people with developmental disabilities are employed.

Third, policies to increase employments for individuals with disabilities using private companies should be encouraged. The employment of people with disabilities requires the active participation of the private sector as much as the strong role of the government. Employment policies should be established in consideration of private companies' demands and ESG social contribution activities. The government should develop customized employments for private companies and create innovative jobs for individuals with disabilities.

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