

**Thematic Session
Disability**

**Current Status and Development Path
of the Government's Employment Policy
for the Persons with Disabilities**

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1. Current Status of Korea's Employment Policy for Persons with Disabilities

The employment policies for persons with disabilities in Korea began with the introduction of the 'mandatory employment of persons with disabilities in 1990. Moreover, with the enactment of the Act of the Employment Promotion and Vocational Rehabilitation of Persons with Disability, the Korea Employment Agency for Persons with Disabilities (KEAD) was launched in a bid to specially support the employment of persons with disabilities.

The KEAD has been taking a pivotal role in implementing and supervising overall projects related to the employment of persons with disabilities especially stipulated in the amended act. Also, it has carried out various projects to ensure persons with disabilities to lead a decent life through jobs matched with their capabilities. The most representative projects are as follows.

2. Project status of the KEDA

Obligation of employer	For persons with disabilities	For employer
. Obligation to hire persons with disabilities	. Job matching service	. Subsidy to encourage to hire persons with disabilities
. Plan and report on implementation of employment of persons with disabilities	. Support for employment of persons with severe disabilities	. Support to establish standardized work place
. Report on and pay for the levy for the disabled employment	. Support package for successful employment of persons with disabilities	. Support for the costs of hiring persons with disabilities
. Conduct education to improve awareness on persons with disabilities in work place	. Internship for persons with severe disabilities	. Support for assistants for persons with disabilities at work place
. Obligation to designate a counselor on working life of persons with disabilities	. Support for the transition of persons with disabilities to work place	. Support center for workers with disabilities
	. Support to hire students with disabilities	. Support for commuting costs for persons with severe disabilities
	. Assessment of vocational skills	. Support and loan for facilities and equipment
	. Development of vocational skills for persons with disabilities	. Support for assistive technology devices

3. In conclusion

In 1990, at a time when the Korea Employment Agency for Persons with Disabilities was founded, the employment rate of persons with disabilities of companies under mandatory employment system was a meager 0.43% or around 10,000 workers with disabilities. At the end of December 2022, however, the employment rate of persons with disabilities has surged up to 291% in private sector, and 2.93% in public sector, almost 7 times increase in total.

According to a survey on 'the company status of the employment of persons with disabilities' by the agency, 68.6% responded they were satisfied with hiring persons with disabilities. Also, 75% said that they were especially satisfied with the working attitude of workers with disabilities. In other words, 3 out of 4 of HR division staff highly recognize the attitudes of workers with disabilities in work place.

Furthermore, in terms of promotional effectiveness, 77.4% of HR staff in 500 companies with more than 50 employees across the nation said they were satisfied with hiring persons with disabilities. The results are compared to the ones of the first survey that showed 71.1% of satisfaction rate. Given that, it could be interpreted there are a growing number of HR staff satisfied with hiring persons with disabilities.

The more persons with disabilities experiencing employment, the higher re-employment rate. As such, it is expected that disability policies and 33 years of know-hows of the agency would help more persons with disabilities become a decent member of our society with their economic activities and escape from poverty.