

**Thematic Session  
Disability**

**Proposing Value Model for Jobs of Persons with  
Severe Disabilities beyond Labors Centering around  
Capability, Rehabilitation, and Productivity**

**: Based on public jobs personalized for persons with severe  
disabilities centering around their right  
(hereinafter referred to as right-based public jobs)**

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The budget plan for 2024 announced by the Ministry of Economy and Finance in August 2023 provides us with an opportunity.

In income and employment sector, the government set its goal to 'expanding employment package scheme, promoting private sector employment and creating jobs for the vulnerable by adopting early employment allowance'. Under its banner, the section stipulates 'raising pension for persons with disabilities (from maximum KRW 403,000 to 414,000 a month), increasing the number of beneficiaries for employment incentives, expanding standard work place for the disabled, increasing jobs (from 30,000 to 32,000), and expanding support for employment. In terms of income and employment of persons with disabilities, there have been some calls for the government to expand budget, however, most of the government-led initiatives remain just passive involvement. In this regard, we have to look at how much consideration is given to participation of persons with severe disabilities in jobs within the policy trends.

Therefore, I would like to suggest the necessity of practical supporting system that takes into account the status of economic activities of persons with severe disabilities. As of the first half of 2022, the economic index of persons with disabilities indicates that the rate of 'economic activities' and 'employment' is lower than those of total population while unemployment rate is higher. Especially, the rate of economic activities and employment for persons with severe disabilities is just half of those of persons with mild disabilities. Compared to total population, the figures are less than a third of those of total population. However, the policy trend of the current government has failed reflecting the reality. Moreover, the Article 7.1 of the Act on Minimum Wage determines that the subjects are excluded from the application of the act as 'persons with remarkably low capability of working due to mental or physical disabilities', which legally allows discrimination against persons with disabilities.

It was revealed that 9,005 people were the case in point and they received less than KRW 400,000 monthly on average as of 2020. It means that the yardstick by the policies related to capability, rehabilitation and productivity has driven persons with severe disabilities to the edge of our society. The government suggested that it would implement a scheme to support the transition of workers who were excluded from minimum wage system, which could lead to inevitable concerns that workers of

severe disabilities could be excluded from the minimum wage system again. Even now many workers with disabilities are working in SMEs and involved in the labor market under the irregular contract on low wage. The current development provides the evidence that the government established the policy process focusing only on job providers. Now, it requires to expand personalized jobs and primary employment support system focusing on the jobs that persons with severe disabilities could perform. Thus, I would like to propose to highlight the following three values based on right-based public jobs.

We have to integrate 'right-based jobs' into a system, in pursuit of recognizing it as the right of persons with severe disabilities and ensuring the government to implement it as its obligation. In so doing, the public sector has to take the lead in supporting 'primary support system for persons with severe disabilities.

Also, it requires to expand and apply the discourse of Creation of Values jobs. We have to get away from labor categorization concentration on existing capability-rehabilitation-productivity while presenting certain formats of labors that could pursue to increase contact with society through labors and prove the life of persons with severe disabilities.

Lastly, we have to expand personalized jobs to ensure persons with severe disabilities could find matched jobs to their degree and type of disabilities. Also, it requires to reform legal system as an institutional means to provide the ground of policy implementation and strengthen obligation of public sector. Therefore, I would like to suggest that we need to legislate [The Special Act on supporting public jobs to guarantee the labor right of persons with severe disabilities and promote employment of them]. We have ushered in the era of the Fourth Industrial Revolution. With that new era, we have faced with the era of aging and demographic cliff. In diverse communities, we could directly feel even labors without disabilities are losing their space to work. It is just the first sign that there is a growing number of existences regarded with low productivity and they are taking a larger portion of total population. In this regard, the right-based public jobs could set some precedented case beyond the type of labors. With the new movement, I expect that we could be recorded as an exemplary policy that provide support primarily to persons with severe disabilities, the most vulnerable in the labor market. Now is the time to adopt an alternative to ensure the type of labor to expand further in the public sector.