

Policies Related to the Act on Disability Employment Promotion and Vocational Rehabilitation

The purpose of 「The Act on Disability Employment Promotion and Vocational Rehabilitation」 is to promote the employment and vocational rehabilitation of people with disabilities, so that they can access an occupation that is suited to their abilities.

! Duty of the National and Local Autonomous Entity to Hire the Disabled

- The heads of national and local autonomous entities should hire more than 3.4% of disabled people as affiliated civil officials.
- Article 27 of 「The Act on Disability Employment Promotion and Vocational Rehabilitation」

! Duty of Employers to Hire the Disabled

- Employers employing more than 50 regular employees per month, must hire people with disabilities by at least 3.1% of the total number of employees.
- Article 25 of 「The Act on Disability Employment Promotion and Vocational Rehabilitation Enforcement Ordinance」

! Report and Payment of Disability Employment Levy

- The disability employment levy must be paid if an employer who is obligated to hire disabled people (an employer employing more than 100 workers on average per month) hires disabled people below the stipulated employment rate.
- Article 33 of 「The Act on Disability Employment Promotion and Vocational Rehabilitation」
- (Basic Levy Amount) Fines from 1,048,000 KRW to up to 1,745,150 KRW may be applied depending on the number of the underemployed disabled.

! Provision of Disability Employment Subsidies

- Employers exceeding the mandatory employment rate for the disabled may receive disability employment subsidies.

Men with Mild Disability	Women with Mild Disability	Men with Severe Disability	Women with Severe Disability
300,000 KRW	400,000 KRW	500,000 KRW	600,000 KRW

※ After comparing the unit payment amount and 60% of monthly wage, the lower amount to be paid

Vocational Field Development and Employment Cases

? People with developmental disability, 'Convenience Store Staff'

- In the year 2017, more than 130 people with developmental disabilities were employed at convenience stores in Korea, performing tasks such as product display, transportation, inspection, and maintenance of the cleanliness of stores, except for performing cashier jobs.



? People with hearing disability, 'Nail Artists'

- A specialist who not only cleans and manages the hands and nails, but also puts pictures or shapes on the nails.
- Currently, many companies employ nail artists who are deaf or hard of hearing in order to promote the welfare of their employees in the company's rest rooms and facilities



? Women with disabilities, 'Product Information Analyst'

- Many women with disabilities are active in the e-commerce industry, such as online shopping malls of large corporations, who collect and analyze product information such as price and sales conditions in real time.



? Working as a 'hotelier', at a five-star hotel with 10 million foreign visitors

- This individual is responsible for performing the services provide by the hotel such as room guidance, food and beverage service, and room service in the hotel.
- The KEAD selected the five-star hotels managed by a large corporation, linked with local autonomous entities and succeeded in the development and creation of the job 'hotelier' in connection with the local government.
- Of the 174 hotels in Seoul, 49 five-star hotels participated to facilitate the employment of disabled people. Over 100 disabled hoteliers were hired by the Busan City Five-star Hotel Conclusion Agreement.



※ If you are interested in more cases of vocational field and employment cases you can find out more at the website of the KEAD > EDI Report > Research Material (<http://edi.kead.or.kr>)

KEAD's Support System

1. Service for the Disabled

- ! **Employment Support Service**
 - Systematically helps people with disabilities, from preparing for employment to adaptation after employment.
- ! **Assistive Technology Device Support**
 - Supports assistive technology devices that match the type of disability and work characteristics.
- ! **Personal Assistance Service**
 - Supports people with severe disabilities with incidental work at the workplace
- ! **Integrated Employment Support Services**
 - Systematically helps companies prepare the process from hiring the disabled to managing them.

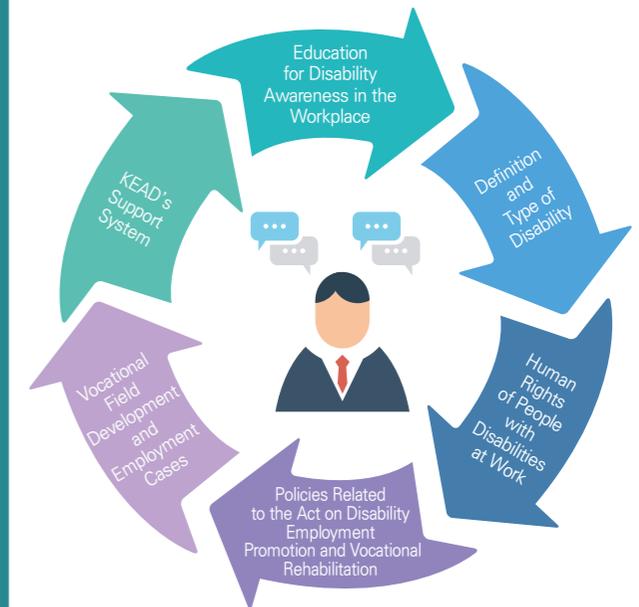
2. Competency Development Support

- ! **Vocational Competency Development Training Support**
 - Provides vocational training services through KEAD and privatetraining institutions.
- ! **Provide Customized Training Services**
 - Like with people with disabilities suitable for companies through establishing an agreement on the employment of the disabled with companies and on site practice-based vocational training.

3. Service for Corporate

- ! **Select Exemplary Entrepreneurs in Hiring People with Disabilities**
 - Select and encourage entrepreneurs who take the lead to hiring people with disabilities
- ! **Improving Employment Environment for the Disabled**
 - Improves the environment so that companies can hire people with disabilities.
- ! **Support Establishment of Standard Workplace for the Disabled**
 - Provides a variety of benefits by appointing a standard workplace for the disabled each year which hire a large number of employees with disabilities.
- ! **Support Establishment of Subsidiary-Type Standard Workplace for the Disabled**
 - Provides various benefits when the subsidiary is established for the purpose of hiring the disabled
- ! **Support for BF (Barrier Free) Certification**
 - Helps to create a safe and convenient living environment.

Information about the Education for Disability Awareness in the Workplace



Korea Employment Agency for the Disabled

☎1588-1519

Education for Disability Awareness in the Workplace

Starting on May 29th 2018, education for disability awareness in the workplace has been strengthened by becoming legally mandatory education.

! Relevant Laws

- In accordance to Article 5-2(education for disability awareness in the workplace) and Article 86(penalty) of 「The Act on Disability Employment Promotion and Vocational Rehabilitation」,
 - Any employer which has not provided education to raise awareness or which has not maintained education data for the most recent three years or a head of an institution in charge of the education for improving awareness about the disabled,
 - will be charged with fines of up to 3 million KRW.

! Subjects for Education and Frequency

- All employers and workers must receive teaching once a year for at least one hour.

! Education Method

- Employers can use educational material provided by the Minister of Employment and Labor directly,
- Or, they can consign education to an institution designated by the Minister of Employment and Labor (Institution for Education for Disability Awareness).
- The employer and the head of the institution for the education for disability awareness should keep the evidence of education for three years.

! Education Content

- The definition of disability and the types of disabilities to be understood
- The human rights of people with disabilities at work, prohibition of discrimination against people with disabilities and the guarantee of legitimate accommodations
- Laws and institutions related to employment promotion and the vocational rehabilitation for the disabled
- In addition, other matters necessary to improve awareness about people with disabilities

Definition and Type of Disability / Detailed Types of Disabilities and Etiquettes

A person with disability(PWD) is defined as ‘a person with substantial restriction(s) in his or her work life over a long period of time due to physical or mental disability’(The Act on Disability Employment Promotion and Vocational Rehabilitation, Article 2)

! 88.1% of 2.67 million people with disabilities have acquired disabilities. (Disabled Condition Survey 2017, Ministry of Health and Welfare)

Physical Disability		
	External Body Functional Disorder	Etiquette
Physical Disorder	Amputations, joint disorders, dysfunction disorders, deformities, spinal cord disorders	When preparing for an interview or meeting, it is necessary to consider accessibility for people with disabilities.
CVA Disorder	Multiple disorders due to brain damage	If unable to understand what is spoken, ask to speak again.
Visual Disorder	Visual disturbance, visual field deficit disorder	When guided into a new place or an unfamiliar environment, explain surroundings and related situations.
Hearing Disorder	Hearing disorder, equilibrium dysfunction	Not all deaf are capable of sign language. It is necessary to check what kind of communication is appropriate (speaking, writing)
Language Disorder	Language disorder, voice disorder, speech disorder	The speed of communication of people with language disorder is often not as fast as the non-disabled. When we talk, look at the face, maintain eyes contact and pay attention to the dialogue.
Facial Disorder	Facial malformation, disorder by sinking, or hypertrophy of the facial area.	There are many who wear long sleeves, hats, or gloves even in the summer because of uncomfortable surroundings. Do not force the removal any of these items.
	Internal Organ Disorder	Etiquette
Renal Disorder	Being on dialysis or having a kidney transplanted.	For renal disordered people with kidney dialysis, provide them with consideration for the dialysis time and place.
Heart Disorder	Heart function abnormality that severely limits daily and social life.	Prohibit any extreme exercise or activity that will add pressure to their heart.
Hepatopathy	Chronic / severe liver dysfunction that severely limits daily and social life.	It is advisable to take care that their work does not cause overwork leading to the lack of sleep.
Respiratory Disorder	Chronic / severe respiratory dysfunction that severely limits daily and social life	Avoid working environments with dry air, irritating gases, or sudden temperature changes
Intestinal & Urrorhea Disorder	Disability in urination and defecation functions that severely limits daily and social life	It is necessary to have a prior discussion about whether the workplace requires frequent garment changes, and if this is done publicly or privately
Epilepsy Disorder	Cerebral nerve cell disorder due to epilepsy that severely limits daily and social life	Ensure regular meal breaks and opportunities to take medication.
Mental Disability		
	Developmental Disorder	Etiquette
Intellectual Disorder	When the IQ and Social Familiarity Index is below 70.	Even if their cognitive abilities are low, you need to respect the will of the person with intellectual disabilities because they can know and express their own desires. In addition, age-appropriate titles are to be used for them. Do not talk down to them.
Autistic Disorder	Language, physical expression, self-regulation, and social adaptation disorders that severely limit daily and social life	They may be anxious about unfamiliar places, strangers, and unpredictable situations. Sufficient explanation or rehearsal is required in advance.
	Mental Disorder	Etiquette
Mental Disorder	Schizophrenia, schizoaffective disorder, bipolar affective disorder, repetitive depressive disorder	Create an atmosphere where they can take medication naturally even while working. A short break in the middle helps.
Act on the Honorable Treatment of and Support for Persons, etc. of Distinguished Service to the State		Injury Grade 1~7

Human Rights of People with Disabilities at Work



! Human rights of people with disabilities at work, and the prohibition of discrimination against people with disabilities.

- Korea legislated 「The Act on the Prohibition of Discrimination against Persons with Disabilities, Remedies against Infringement of their Rights」
 - The law prohibits discrimination against people with disabilities in various areas, protects human rights and provides appropriate accommodations to create equal working conditions for people with disabilities.
 - It also prohibits discrimination against those who are helping PWD as well as PWD and prohibits interference with the legitimate use of assistance dogs and assistive devices for the disabled.

! Legitimate Accommodation

Act on the Prohibition of Discrimination against PWD, Remedies against Infringement of their Rights imposes the obligation to provide appropriate accommodations for the disabled on employers

■ Installation or the modification of facilities and equipment

- The disabled workers should have access to the buildings and facilities on an equal level with non-disabled workers.

■ Job Adjustment

- To prevent the disabled workers' difficulties with working due to their disabilities, job adjustments, such as job restructuring, schedule changes and relocation are needed.

■ Human Support

- Personal assistance and work instructors are assigned to assist severely disabled workers who have work abilities, but have difficulty in carrying out their secondary tasks due to their disabilities to adapt to the work environment.

■ System Improvement

- When needed, the interview or test method can be changed.
- Workplace policies must be changed and adjusted to provide legitimate accommodations to a point that it is not overburdened.