

**The Status of Training and Employment Policies and Practices for
People with Disabilities in The Republic of Korea**

DRAFT

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Table of Contents

Table of Contents	iii
--------------------------------	------------

Part One: Country Overview	1
---	----------

1.1 Introduction	1
1.2 Geography	1
1.3 Population	2
1.4 Government and general development plans	3
1.5 Economy	3
1.6 Labour markets	4

Part Two: People with Disabilities—Definitions, Data and Situation 7	
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2.1 Definitions of disability.....	7
2.2 Disability classification systems	7
2.3 Sources of disability information and statistics.....	8
2.4 On-the-job injuries.....	13
2.5 Environmental factors affecting full participation.....	14
2.6 Social factors affecting full participation	15
2.7 Disabled Persons' Organizations	16

Part Three: Legislation, Policies and Institutional Structures	18
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3.1 International policies adopted	18
3.2 National Legislation.....	18
3.3 Disability policies and regulations	26
3.4 Evaluation and review of policies	29
3.5 Institutional structures	30
3.6 Other implementing organizations	32

Part Four: Education, Vocational training Self-employment and Employment Services for People with Disabilities	33
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4.1 Education System	33
4.2 Educational opportunities for people with disabilities.....	34
4.3 Mainstream vocational training system	35
4.4 Mainstream vocational training opportunities for people with disabilities.....	36
4.5 Segregated vocational training opportunities for people with disabilities	37
4.6 Self-help and peer vocational training opportunities for people with disabilities	41
4.7 Mainstream employment services.....	42
4.8 Mainstream employment-service opportunities for people with disabilities.....	42
4.9 Special employment and employment-support services for people with disabilities .	42
4.10 Mainstream support for self-employment and income generation	44
4.11 Mainstream support for self-employment and income generation for people with disabilities	44
4.12 Self-employment and income-generation support services for people with disabilities	44
4.13 Poverty alleviation	45

4.14	Staff training for vocational rehabilitation	46
4.15	Barriers and gaps	47
Part Five: Employment Opportunities for People with Disabilities		49
5.1	Open employment opportunities for people with disabilities	49
5.2	Employment opportunities for people with disabilities in protected work environments 50	
5.3	Self-employment opportunities for people with disabilities	51
5.4	Other segregated or protected employment opportunities for people with disabilities 52	
5.5	Barriers and gaps	52
Part Six: Employment-promotion Activities Involving Social Partners		53
6.1	Government or NGO employment-promotion activities directed at employers	53
6.2	Government or NGO employment-promotion activities directed at trade unions or workers' organizations	53
6.3	Employer, trade union or workers' organization employment-promotion activities ...	53
Part Seven: Summary and Future Directions		54
7.1	Looking back over the past decade 1993-2002	54
7.2	Looking forward	56
7.3	In-country plans and recommendations	58
References		59
Appendix One		61
Appendix Two		62
About the Author		63

Part One: Country Overview

1.1 Introduction

Korea is a nation of Morning Calm. In 1945, the Korean people celebrated their national independence and liberation. However, the occupation of a divided Korea by the United Nations (UN) and the Soviet Union frustrated the efforts of Koreans to establish an independent government. The ideological confrontation between the South and the North inevitably gave rise to a tense military confrontation and resulted in the Korean War between 1950 and 1953 (www.korea.net). After 3 years of the Korean War, an armistice agreement between the U. N. and North Korean Government was reached on July 29, 1953.

Since recovering from the War, human and natural resources of the nation have been efficiently organized, and the economy has rapidly grown. Since Korea embarked on economic development in earnest in 1962, its economy has grown at one of the fastest paces in the world. As a result, Korea has emerged as a middle-income, fast-industrializing country. The 2001 Human Development Report ranked Korea 27 of 162 nations with a Human Development Index of 0.876. With Korea's history and the complete demolition of industrial facilities and assets during the Korean War, the Government's primary objective for national development has been to eliminate absolute poverty through sustained and rapid economic growth. In the thirty-five years between 1960 and 1995, the economy grew at an average annual rate of nearly 9 percent. Nominal per capita GNP during this period jumped from \$82 dollars in 1962 to \$10,548 dollars in 1995, while real per capita GNP increased nearly 8.9 times. The living standards of the Korean people have substantially improved owing to the rapid economic growth during the past couple of decades.

The Koreans are one ethnic family and speak only one language. The Korean alphabet, called Han-gul, was invented in the 15th century by a group of scholars under the supervision of King Sejong who ruled during the Joseon Dynasty. The Korean people are believed to have descended from several Mongolian tribes that migrated onto the Korean Peninsula from Central Asia.

1.2 Geography

The total area of Korean peninsula is 222,154 square kilometers and extends southward from the northeast part of the Asian continent. The peninsula shares its northern borders with China and Russia. South Korea, the Republic of Korea, possesses 99,373 square kilometers of the total land mass and about 70 per cent of the land is mountainous. Korea is slightly larger than Hungary or Portugal and a little smaller than Iceland. Korea enjoys four seasons and variety of different weather types. Located in the East Asian monsoon belt, the peninsula has hot, humid summers and long, dry, cold winters. Spring and autumn are rather short, and temperatures range from a low of -15 degrees Celsius (5 degrees Fahrenheit) in winter to a high of 34.7degrees Celsius (94.5degrees Fahrenheit) in summer.

Korea consists of seven metropolitan cities and nine provinces, and the urbanization rate reached 86.2 per cent in 2000. The urban population increased to about 82 percent in 2000, up from 74.4 percent in 1990 as shown in the table below.

Table 1.1: Urbanization trend

Year	1960	1970	1980	1990	1995	2000
Urban population rate (%)	28.0	41.1	57.3	74.4	78.5	86.2

Source: Ministry of Environment, 1997

1.3 Population

The total population of South Korea is 47.6 million in 2002 with the annual growth rate of 0.89 per cent, a density of 455 persons per square kilometer. A notable trend in the population structure shows that it is getting increasingly older.

Table 1.2: Total population and growth rate

Year	Total(person)	Growth rate (%)	Males	Females	Gender composition
2002	47,639,618	0.627	23,983,838	23,655,780	101.4

Source : Korea National Statistical office, gender composition is the ratio of male population per 100 women

The life expectancy at birth was 73.5 years as of 1995 and child mortality before the age of four was 12.1 per 1,000 births in 1994. Korea National Statistical Office reports that the population rate over age of 65 to total population reaches 7.3 per cent in 2002 (www.nso.go.kr). The divorce rate in 2001 marked a 6.7 occurrence every 1,000 persons.

Table 1.3: Annual population growth rate by gender (unit: thousand persons, per cent)

Year	Population			Sex ratio (M vs F)	Growth rate
	Total	Males (%)	Females (%)		
1997	45,991	23,170 (50.4)	22,821 (49.6)	101.5	0.98
1998	46,430	23,396 (50.4)	23,033 (49.6)	101.6	0.95
1999	46,858	23,617 (50.4)	23,241 (49.6)	101.6	0.92
2000	47,275	23,831 (50.4)	23,443 (49.6)	101.7	0.89
2001	47,676	24,038 (50.4)	23,638 (49.6)	107.7	0.85

Source: Korea National Statistical office, <www.uso.go.kr>

Table 1.4: Life expectancy at birth (unit: years)

	1991	1995	1997
Total	71.72	73.53	74.39
Males	67.74	69.57	70.56
Females	75.92	77.41	78.12

Source : Korea National Statistical office
<www.uso.go.kr>

Table 1.5: Population growth by age group (unit: thousand persons, %)

Year	Age Group		
	0 – 14	15 – 64	65 over
1995	10,537	31,900	2,657
1998	10,217	33,162	3,051
1999	10,203	33,452	3,204
2000	10,233	33,671	3,371
2001	10,282	33,851	3,543

Source: Korea National Statistical office <www.uso.go.kr>

Freedom of religion is guaranteed by the Constitution, and many of the world's major religions are active in the Republic of Korea.

1.4 Government and general development plans

With the inauguration of Kim, Dae-Jung as the 15th president of Korea on February 25, 1998, the true era of government of the people began. This was the first peaceful and democratic transition of power from a ruling party to an opposition party in Korean history (www.korea.net).

The Korean Constitution sets forth the separation of executive, legislative and judicial powers and prescribes a presidential system for the executive branch, and Legislative authority which is vested in the 299-seat, uni-cameral National Assembly. Traditionally, the country has been ruled by a strong central Government, although local Government reforms in January of 1995 gave greater autonomy to municipalities and provinces. The President of the Republic, elected directly by the population for a single, five-year term, chairs the State Council (Cabinet), appoints the Prime Minister and the Chief of Justice, and is commander-in-chief of the armed forces.

1.5 Economy

Korea's economic growth was initially led by labor-intensive light industries, especially textiles. The light industries were steadily replaced by the heavy and chemical industries that have come to account for over half of the nation's total manufacturing output. Korea also produces a wide range of industrial machinery and equipment. The nation's shipbuilding and auto manufacturing industries have reached their peak, while its electronics industry is the leading growth sector and is an increasingly important generator of foreign exchange. Korea is ranked the largest auto manufacturer in the world, with a production of nearly 3 million vehicles annually. Other principal industrial products include cement, processed foods, plywood, chemical fertilizers, footwear, clothing, ceramics, glass, nonferrous metals, and farm implement, and recently the information technology (IT) industry.

Table 1.6: Korean economic indicators, 1970-2000

Indicators/year	1970	1980	1990	1995	2000
GNP (billion dollars)	8.1	62.8	253.6	352.0	457.4
Per capita GNP (current dollars)	253	1,597	5,883	10,548	9,628
Annual growth rate (%)	8.8	-2.7	9.5	8.9	5.5
Unemployment rate (%)	4.4	5.2	2.4	2.0	4.1

Source: The Bank of Korea, National Account, annual
National Statistical Office, Major Statistics of Korea Economy, annual

Venture businesses, the newest sector of the economy, have suddenly emerged as a new engine of economic growth. By the first half of 2000, the number of these types of companies was 22,887. These new companies exported US\$21 billion in goods and services during the first half of 1998, and \$US30 billion just two years later. An estimated 350,000 jobs have already been created by the more than 10,000 venture businesses founded between 1998 and 2000. Furthermore, governmental initiatives have been focusing on the market-driven economic system and the construction of the nation's digital infrastructure looking toward the beginning of twenty-first century.

However, the Government has been paying close attention to developing the nation's human resources putting priority on promoting "productive welfare", which means helping vulnerable citizens while increasing their and has been paying close attention to developing the nation's human productivity. In keeping with the policy of productive welfare, the governmental measures to support the jobless are focusing on providing part-time jobs in public works projects, vocational training programs, or places them as interns, which in turn helps them find new jobs. The vocational training programs emphasized (information technology: IT) training to produce qualified professionals for the knowledge-based economy. Therefore, the structure of labour market changed dramatically as shown in the next paragraph. A law prohibiting gender discrimination in employment also went into effect in February of 1999. Between 1998 and 2001, the intervention of the International Monetary Fund (IMF) was remarkable. Financial restructuring efforts have led to the elimination of lots of work places for people with disabilities.

1.6 Labour markets

In 2001, the nation's workforce totaled 22,181,000. Of these 21,362 were working and resulted in the unemployment rate of 3.7 per cent.

**Table 1.7: Population by labour force status
(unit: thousand persons, %)**

	Population 15 years and over*	Economically active population			Economically active participation	Unemployment rate
		Total	Employed	Unemployed		
1999	35,795	21,634	20,281	1,353	60.5	6.3
2000	36,139	21,950	21,061	889	60.7	4.1

Note: Excludes soldiers, auxiliary police, defense corps, prisoners, foreigners
Source : National Statistical Office

Table 1.8: National labour force by gender (March 2002)
(unit: thousand, %)

Population over 15 year	Economically active population	Males	Females	Workers	Non-work	Unemployment rate
36,382	21,763	12,813	8,950	20,728	1,035	4.8 %

Source: www.nso.go.kr

Table 1.9: Employed persons by industry
(unit: thousand persons, per cent)

	1995	2000	Percent change 1999-2000
Total	20,432	21,061	3.8
Agriculture, forestry & fishery	2,534	2,288	-2.6
Mining & gas industry	4,824	4,262	5.9
Manufacturing	4,797	4,244	5.9
Social overhead capital & other services	13,074	14,511	4.4
Construction	1,905	1,583	7.2
Wholesale and retail, hotels & restaurants	5,378	5,943	3.8
Electricity, transport, storage, finance	1,859	2,055	3.5
Business, personal, public service & other	3,933	4,930	4.5

Source : National Statistical Office

Table 1.10: Employment Status of Male and Female Workers in 1995
(unit: 1,000 Persons, per cent)

Working status	Males		Females	
	Number	Proportion	Number	Proportion
Self-employed	4,081	33.6	1,611	19.6
Family worker	196	1.6	1,754	21.3
Employee	7,877	64.8	4,859	59.1
Regular	6,892	56.7	4,043	49.2
Daily	985	8.1	816	9.9
Total	12,153	100.0	8,224	100.0

Source: National Statistical Office, Annual Report on the Economically Active Population Survey, 1990, 1996.

The number of employed persons in June 2002, when compared with that of last year, increased by 526,000 persons (2.4 percent), continuing its steady upward trend since June 1999(0.5 percent). Noticeable increases were found in business, personal & public service with 330,000 persons (6.0 percent), and construction with 167,000 persons (10.2 percent). Whereas, those engaged in agriculture, forestry & fishery and manufacturing decreased by 117,000 persons (-4.7 percent) and 16,000 persons (-0.4 percent) respectively.

According to the results of Labor Force Survey in June 2002, the number of unemployed persons decreased by 50,000 persons to 611,000 persons. The unemployment rate also fell by 0.2 percent point to 2.7 percent in June 2002 from 2.9 percent in May 2002. Seasonally adjusted unemployment rate also fell by 0.1 percent point to 3.0 percent in June 2002.

Table 1.11: Unemployment trends

	2001	2002					
	June	Jan	Feb	Mar	Apr	May	June
Unemployed persons	745	819	802	769	707	661	611
Unemployment rate	(3.3)	(3.7)	(3.7)	(3.4)	(3.1)	(2.9)	(2.7)
Seasonally adjusted unemployment rate	3.6	3.2	2.8	2.9	3.1	3.1	3.0

Source: <www.nso.go.kr>

The number of employed persons in June 2002 increased by 51,000 persons (0.2 percent) to 22,274,000 persons compared with that of the previous month. Employment rose in all sectors of industries except manufacturing (-29,000 persons). Noticeable increases were found in wholesale & retail trade, restaurants & hotels (31,000 persons) and business, personal & public service (25,000 persons) among other industries. As for the employment conditions by age group, employment rose in most of age groups except teens (-21,000 persons) and twenties (-75,000 persons). Remarkable rises in employment were found among the age groups of 50-59 (52,000 persons) and 30-39 (39,000 persons). Rise in employment among the age group 50-59 was mainly attributed to construction, while decreases of employment among those in their twenties mostly occurred in manufacturing.

About 330,000 people with unstable jobs, including temporary or part-time workers, were allowed to participate in the self-support programs in 2001. As an incentive for the unemployed to look for work, earned income tax exemption will be provided in full scale starting from 2003. A pilot project will be introduced first to 36,000 households in 16 cities, counties, and districts across the country.

In 2002 the Republic of Korea and Japan hosted the 2002 FIFA World Cup Games. Korean people enjoyed celebrating the historical achievement of the Korean national team which advanced to the semifinal round in the 2002 World Cup Games and to repay the passionate, voluntary support of all the Korean people, a national festival was held 2th of July 2002. Ten Korean cities hosted the 2002 FIFA World Cup Games and were holding their own unique cultural event to inaugurate the resident opening game. Other statistics are shown in the table below.

Table 1.12: Other national statistics

Visitors (thousands) in 1999	Working hours per. Week in 1999	Gross domestic product (us \$ billion) 2000	Growth rate of real GDP (%) 2000	Exports (us \$ billion) 2000	Imports (us \$ billion) 2000
54,721	49.3	457.4	8.8	172.3	160.5

Source: <www.visitkorea.or.kr>, <www.korea.net>

Part Two: People with Disabilities—Definitions, Data and Situation

2.1 Definitions of disability

According to the Act on Employment Promotion and Vocational Rehabilitation for the Disabled (Act No. 4219, Jan. 13, 1990, Amended 1995, 2000, 2001), the terms used shall be defined as follows:

The disabled means those who because of physical or mental handicap, are subject to considerable restriction in their working life for a long time.

Korea adopted the medical model of defining legal disabilities, emphasizing the biological origin of disability. The Welfare Law for the Mentally and Physically Handicapped (WLMPH) was enacted in 1981, and its President Decree in 1982 was the first legislation defining legal disabilities for social policy in Korea.

2.2 Disability classification systems

The Welfare Law for the Mentally and Physically Handicapped (WLMPH) and its President Decree in 1982 included legal disability category divided into four different types and six severity grades from the first grade (most severe) to the sixth grade (least severe). They are physical, visual, hearing-speech, and mental retardation. This category remained in place until amendments were made in 2000. The main reason for this trend may be found in the Government's efforts to reduce societal and economic costs for the implementation of disability policies in Korea.

The Welfare Law on Disabled Person (WLDP) enacted December 30, 1989 does not recognize some mildly disabled persons or those who suffer some types of mental illness or other internal disorders as being disabled. People with psychiatric disabilities and learning disabilities were also excluded from disability categories of the WLMPH, Special Education Promotion Law (SEPL) and the Employment Promotion Law for People with Disabilities (EPLPD) of 1990.

The number of people with psychiatric disabilities was estimated to be about 1,454,000 in 1993. They suffer from prolonged neglect, alienation, indifference, prejudice, and discrimination (Rhi, 1995). The Korean Government originally formed the basis of policy development for citizens with non-psychiatric disabilities, as demonstrated by the revision of the Welfare Law on Disabled Person (WLDP) and the EPLPD of 1990. From the year of 1981, when the WLMPH was enacted, to 1995, few changes have been made regarding the legal scope and definition of disability.

In 1999 through the Amendments of Welfare Law for the Mentally and Physically Handicapped (WLMPH) of 1981, the scope of legal disability was expanded. Primary classification system relies on this welfare law.

Through the enlargement of disability category in the year 2000, internal organ disabilities and mental diseases were included, as well as establishing the following ten disabilities:

- Physical disability (1 to 6 class)

- Brain lesion (1 to 6 class), diagnosis based on walk and ADL
- Visual (1 to 6 class)
- Hearing (2 to 6 class)
- Language (3 to 4 class)
- Mental retardation (1 to 3 class)
- Developmental (1 to 3 class)
- Mental (1 to 3 class), diagnosis based on schizophrenia, bi-polar mood disorder, and repetitive depression
- Kidney (2 and 5 class)
- Heart (1 to 3 class)

The legal classification of disability has steadily been expanding (Lee and Park, 1999). Steps were also taken to expand the category of disability to cover those who suffer from facial deformity and epilepsy in 2002.

To foster more effective welfare measures for persons with disabilities, the Government started a registration system for the disabled in November 1988, and the registration rate is 68.6 per cent of the number estimated by the national survey in 2000. The registration of disabled persons was first required in 1991 by revising WLMPH. Government services are provided only to those disabled persons who are registered. Another classification exists for industrial injuries. This is outlined below:

Table 2.1: Disability levels of industrial injury

Level of Disability	Contents
Level One (329 days of average wage)	1. total blind on two eyes
	2. permanent loss of speech and chewing
	3. permanent disability of nerve system or mental ability
	4. permanent disability on organs thoracic and abdominal regions
	5. loss of two arms above elbow
	6. permanent loss of functions of two arms
	7. above knee disarticulation of two legs
	8. permanent loss of functions of two legs
Level 14 (55 days of average wage)	1. partial impairment on eyelid or eyelash of one eye
	2. prostheses of 3 + teeth
	3. palm-sized scar on arms
	4. palm-sized scar on legs
	5. dysfunction of fifth finger
	6. partial loss of finger bones except thumb and second finger
	7. dysfunction of finger joint except thumb and second finger
	8. dysfunction of 1 or 2 toes of one leg except third toe
	9. nervous system dysfunction on local areas
	10. male with scar on face
	11. hard of hearing of one ear from the distance of 1 + meter

Source: Healthy Society, Research, Group (2000). Disability Levels of Industrial Injury, <<http://members.namo.co.kr>>

2.3 Sources of disability information and statistics

Significant changes have been made in the quality of life for people with disabilities in the past years, along with the economic turmoil. The IMF has imposed on this country.

Major sources of information on disability in Korea are:

- Korean Institute for Health and Social Affairs (KIHSA) surveys every 5 years

(commissioned by Ministry of Health and Welfare)

- Government registry of persons with disabilities in Ministry of Health and Welfare

The Korea Institute for Health and Social Affairs (KIHSA) was commissioned by the Ministry of Health and Welfare to conduct a survey on the current status of the disabled. This survey has been conducted every five years since 1980. This research has looked at grasping basic needs, such as population according to disability type, gender, age, economic situation, income and education level, and, consequently, secured policy materials. The objectives of this survey are (1) to estimate the disability population, (2) to find out demographic characteristics of disabled persons, and (3) to identify the need of disabled people. The results of this survey are to be used as basic data in formulating and implementing short and long-term national policies for the welfare of the disabled.

According to the sample survey conducted by the Korea Institute for Health and Social Affairs (KIHSA) in 2000 (See tables 2-2 through 2-8), the total number of persons with disabilities in Korea was estimated at 1,449,000 with an appearance rate of 30.9 per 1,000 persons. The statistics below show survey results from Korea Institute for Health and Social Affairs (KIHSA). This sample survey used a sample of 140 thousand people from 40 thousand families in 299 different geographic areas across the nation, along with 78 thousand persons who lived in 847 welfare facilities and other residential facilities. These survey results are often regarded as not so reliable, although many study reports refer to and cite them.

The Korea Population and Health Research Institute the ex-KIHSA, reported the national prevalent rate of disability to be 2.06 or 2.3 per cent, approximating a million people with disabilities around early 1980s in the country.

Table 2.2: Estimated disabled persons by type of disability 1990-2000 (unit: thousand persons)

Classification	Total	Physical	Brain lesion	Visual	Hearing and speech	Mental retardation	Developmental (Autism)	Mental	Kidney	Heart
1990	956	458	-	186	241	-	-	71	-	-
1995	1,053	704	-	75	193	-	-	81	-	-
2000	1,449	605	223	182	176	109	13	72	25	44

Source : KIHSA, National Survey of the Disabled Persons, 1990, 1995, 2000

Table 2.3: The cause of disability for the disabled persons living at home by type of disability in the Year 2000 (unit: per cent)

Classification	Total	Physical	Brain lesion	Visual	Hearing	Speech	M e n t a l retardation	Kidney	Heart
Congenital	4.4	1.7	2.5	3.4	6.0	14.3	23.8	4.3	3.4
At birth	2.3	0.6	4.1	1.1	1.4	10.5	12.2	0.0	0.8
Acquired	89.4	96.3	91.6	92.2	84.7	61.4	44.8	93.6	95.8
Unknown	3.9	1.4	1.8	3.3	7.8	13.8	19.2	2.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source : Korea Institute for Health and Social Affairs, National Survey of the Disabled Persons

Table 2.4: Disabled persons living at home by sex and age (unit: per cent and persons)

Classification	Total	Physical	Brain lesion	Visual	Hearing	Speech	Mental retardation	Developmental (Autism)	Mental	Kidney	Heart
Male	61.7	67.5	56.8	60.4	54.7	65.9	61.5	79.1	50.7	54.1	45.5
Female	38.3	32.5	43.2	39.6	45.3	34.1	38.5	20.9	49.3	45.9	54.5
0-9 year	2.8	0.7	3.4	1.7	1.0	5.3	16.3	42.5	-	-	2.8
10-19 year	4.1	1.7	3.0	3.2	1.7	13.3	21.7	50.7	1.4	-	1.4
20-29 year	6.4	4.9	4.0	5.4	6.3	13.1	21.6	6.8	10.2	4.8	1.8
30-39 year	13.2	16.7	5.0	8.6	6.1	13.2	22.1	-	34.9	21.8	2.9
40-49 year	16.7	21.6	8.4	14.5	14.2	14.2	12.0	-	27.9	16.2	13.7
50-59 year	16.6	18.0	16.8	22.3	11.2	16.2	3.6	-	15.8	22.3	21.9
60-69 year	20.0	20.0	30.6	22.0	18.9	13.2	1.2	-	5.9	20.7	27.5
70 + year	20.3	16.3	28.8	22.3	40.6	11.5	1.5	-	3.9	14.2	27.9
Total	1,398,177	597,852	220,965	180,402	146,431	26,634	93,528	13,274	50,069	25,149	43,873

Source : KIHSA, National Survey of the Disabled Persons, 2000.

Table 2.5: Appearance rate of disabled persons by sex and age (unit: person, per cent)

Classification	1990		1995		2000	
	Appearance rate	Estimated number	Appearance rate	Estimated number	Appearance rate	Estimate number
Total	2.23	937,224	2.37	1,028,837	3.09	1,449,496
Physically	1.08	451,985	1.40	608,760	1.19	556,861
Brain lesion	-	--	-	-	0.23	109,866
Visually	0.40 ¹⁾	168,969	0.13	57,541	0.35	163,309
Hearing	0.25	103,920	0.26	111,461	0.23	109,503
Speech	0.05	21,713	0.05	22,264	0.03	12,956
Mental retardation	0.08	31,590	0.07	32,069	0.12	57,780
Developmental (Autism)	-	-	-	-	0.01	4,626
Mentally	-	-	-	-	0.14	64,953
Kidney	-	-	-	-	0.05	21,685
Heart	-	-	-	-	0.08	36,221
Complex	0.38	159,047	0.45	196,742	0.66	311,736

Source: Korea Institute for Health and Social Affairs, National Survey of the Disabled Persons

As a nation becomes more industrialized, the incidence of disability rises. In 1995 there were approximately 1.05 million persons with disability, composing 2.35 per cent of the total population with an increase rate of 0.13 per cent over 1985. The number of disabled persons estimated had changed as shown in the table below. Now, the disability population is approaching 2 million.

Table 2.6: Past changes in the population of the disabled (with 1,000 persons)

	1985	1990	1995	2000
Number (Population) of the disabled	915	956	1,053	1,449
Percent (%)	2.22	2.31	2.35	3.09

Source: Survey on the current status of the disabled, Korea Institute for Health and Social Affairs (1995), Korea Institute for population and Health (1985)

The population of home-stay disabled persons is 1,029,000, while those who are accommodated at institutions number 24,000 persons in 1995.

Table 2.7: Changes of estimated number of persons with disability (unit: person)

Disability type	1995	2000
Physical	704,087	605,127
Brain lesion		223,246
Visual	74,825	181,881
Hearing	155,631	148,707
Language	37,416	26,871
Mental retardation	81,509	108,678
Developmental		13,481
Psychiatric		71,797
Kidney failure		25,284
Heart defect		44,424
Total	1,053,468	1,449,496

Source: Survey on the current status of the disabled, KIHSa 1995, 2000

Table 2.8: Percentage of Economically active persons with disabilities involved in different careers

Classification	Total	Physically	Brain lesion	Visually
Specialist, high-ranking official, manager	0.9	1.4	0.2	1.2
Technicians and associate professionals	1.3	1.7	0.3	3.0
Clerical	1.7	2.5	0.3	1.9
Service, Sales	7.4	8.5	1.7	17.2
Agriculture, fishing	9.4	11.4	1.9	8.1
Technical Service	4.0	5.9	1.0	4.6
Machine operator	2.2	4.0	0.3	1.4
Simple laborer	8.3	9.7	2.2	8.1
Student	2.1	1.2	1.7	2.2
Housewife	10.0	10.5	9.8	8.4
No occupation	52.6	43.2	80.5	43.9
Total	99.9	100	99.9	100
Total estimated numbers	1,333,173	591,168	209,880	175,744

Source: Survey on the current status of the disabled, KIHSa, 2000

Table 2.9: Comparison of occupational areas (unit: per cent)

Area	Legislative officer	Management Professional	Craft work para-professional	Office work	Service/ sales	Agriculture fishery	Technical engineer	Machinery assembler	Day labor	Total
Disabled	0.3	2.4	3.6	4.8	21.0	25.6	11.7	6.5	23.4	100
Non-disabled	2.3	5.2	11.1	11.2	23.9	10.2	12.9	10.6	12.5	100

Source: KIHSa, 2000

A national registry of persons with disabilities also exists and is another source of information (See tables 2.10 through 2.13) The population of people with disabilities that are included in policy considerations has been continually increasing. For example, the number of workers who suffered from industrial accidents has been increasing, while in 2000 alone, a total of 291,702 traffic accidents occurred in Korea, resulting in 427,451 injuries and 10,644 fatalities. More than 300,000 people have been injured in traffic accidents every year in Korea since 1989. The equivalent number are also injured at work each year.

**Table 2.10: Total disabled persons estimated and registered
(unit: person, per cent)**

Classification	Total	Physically disabled	Brain Lesion	Visually disabled	Hearing & speech	Mental Retardation	Developmental (Autism)	Mentally disabled	Kidney	Heart
Estimated (2000)	1,449,496	605,127	223,246	181,881	175,578	108,678	13,481	71,797	25,284	44,424
Ratio (%)	100	41.7	15.4	12.6	12.1	7.5	0.9	5.0	1.7	3.1
Registered (2002)	1,217,837	719,526	78,813	126,248	115,502	99,953	3,190	36,196	30,350	8,059
Ratio (%)	100	59.5	6.2	10.3	9.4	8.2	0.3	2.9	2.5	0.7
Ratio (%)	100	59.1	6.5	10.4	9.5	8.2	0.2	3.0	2.5	0.6

Note: Appearance rate : 3.09 % * 46,909,255 persons in June 2000 (chi-square value=78,71, p<.001)

**Table 2.11: Disabled persons registered by disability class in March 2002
(unit: person)**

	Class						Total
	(1 is Most severe)			(6 is Least Severe)			
Gender	1	2	3	4	5	6	
Male	76,625	148,140	162,951	121,175	129,381	167,573	805,845
Female	50,116	92,883	71,561	50,131	54,210	53,725	372,626
Total	126,741	241,023	234,512	171,306	183,591	221,298	1,178,471
Per cent(%)	10.8	20.4	19.9	14.5	15.6	18.8	100

Source : MOHW, Disabled Person's Policy Division.

The number of registered persons with disabilities has been increasing (see table 2.12).

**Table 2.12: Disabled persons registered by type of disability in March 2002
(unit: person)**

Classification	Physical disability	Brain lesion	Visual disability	Hearing & speech	Mental Retardation	Developmental	Mental Disability	Kidney	Heart	Total
Male	507,353	43,996	81,432	68,709	60,609	2,406	20,336	16,366	4,638	805,845
Female	194,212	28,467	40,054	42,411	36,890	578	14,196	12,808	3,010	372,626
Total	701,565	72,463	121,486	111,120	97,499	2,984	34,532	29,174	7,648	1,178,471

Source : MOHW, Disabled Person's Policy Division.

Table 2.13: Registered disabled persons by year (unit: person, per cent)

	Total	Physical	Visual	Hearing and Speech	Mental	Others
1990	200,372	125,267	14,698	28,721	31,686	-
1995	324,860	220,723	21,488	36,655	45,994	-
1998	527,250	371,328	34,548	52,501	68,873	-
1999	697,513	502,647	46,957	67,890	80,019	-
2000	958,196	606,422	90,997	87,387	86,793	86,597
Percent	100.0	63.3	9.5	9.1	9.1	9.0

Source: MOHW, Disabled Person's Policy Division.

2.4 On-the-job injuries

The number of workers who suffered from industrial accidents has been increasing. The number of workers across the nation who suffered from industrial accidents in 2001 was 10,001,628. Of these, 19,906 became legally disabled (Ministry of Labor, Yearly Labor Statistics, 1995). In 1994, there were 7,273,000 workers from 172,871 firms covered by industrial accident compensation insurance, which accounted for 46.8 per cent of the nation's total workforce. The benefits paid by Industrial Accident Compensation Insurance are medical care benefits, funeral benefits, injury compensation benefits, and special assistance, but it lacks vocational rehabilitation considerations. The overall return to work rates is 37 per cent.

Table 2.14: Industrial injuries as of 31 May 2002 (unit: firm, person)

Firms	Workers	Injury	Injury rate	Death(person)
923,390	10,543,592	32,264	0.31%	1,039

Source: <www.molab.go.kr/sec>

Table 2.15: Industrial injury by industrial area

	Total	Mining	Manufacturing	Construction	Electric, Gas, Water services	Transportation, Communication	Others
Workers	10,543,592	17,986	2,856,763	2,577,670	48,068	658,801	4,384,304
Injury	32,264	568	13,905	7,223	61	2,104	8,403
Death	1,039	180	270	244	8	77	260
Injury rate	0.31	3.16	0.49	0.28	0.13	0.32	0.19

Source: <www.molab.go.kr/sec>

Table 2.16: Statistics of industrial injury in 1999

Year	Accident (person, %)	Increase rate (%)	Severe injury (severity rate)	Increase Rate (%)	Death (person)	Increase rate (%)
1998	59,296		2.29		2,212	
1999	55,405 (0.74)	0.06	2.11	-0.18	2,291	3.57

Source : Lee and Kang, 2002, p. 123

Table 2.17: Cause of death by industrial accidents in 1999

Cause	Number of cases	Rate (%)
Fall	360	44.67
Clash & collapse	133	16.50
Electric shock	92	11.41
Flying	76	9.43

Source: <www.molab.go.kr/sec>

Table 2.18: Industrial injury by type of business

Type of Injury	Type of Business	No. of Increased Cases	Rate (%)
Injured	Construction	-2,206	-16.75
	Transportation warehousing Telecommunication	-247	-4.98
Death	Construction	-67	-10.31
	Transportation warehousing Telecommunication	-23	-8.52
	Mining	74	22.09
	Manufacturing	18	3.33

Source: Lee and Kang, 2002, p. 124

2.5 Environmental factors affecting full participation

Often, the structure of legislation, the social system, and the services models in Korea have been based on false assumptions of people with disabilities as being morally deficient. People who are "marginalized" naturally become less functional in society, resulting in low income, less education, and lack of other resources. As a consequence of less functioning, people with disabilities experience economic, educational, and social victimization. Such institutionalized discrimination and prejudice prevents people with disabilities from diverse social roles, especially in areas such as having access to the labor market (Lee, 1995).

Therefore, it is paramount to develop more understanding of societal responses of disability to assist disability legislation and other related laws. Disability policy might be a sphere of political actions and decisions made on the grounds of shared values in society. Traditional public attitudes toward people with disabilities in Korea are reflective of prejudice and discrimination, and can be characterized by disdain and contempt regarding the objective respect and by the sense of inferiority and low self-esteem regarding the subjective respect. These tendencies of the most negative attitude level, repulsion, have been understood as originating from the feeling of homogeneity among its members of society, replacement of frustration, directivity of universal human being, and traditional in sufficient welfare systems

predominant in the Korea society (Lee, 1995).

Around the end of the nineteenth century, the introduction of Christianity influenced the establishment of new educational systems, acceptance of scientific knowledge, the urge for industrial development, recognition of human rights, and the democratic ideology, while the advancement of public transportation had influenced the partial abolishment of superstition ubiquitous all over the country. Active interactions and exchanges of information among people who lived in different geographic areas enabled them to think and be have rationally. Disability policies in the Korean society, unfortunately, have received the least attention of all minority groups, due on federal Government policies which put high priority on national economic development and competition. Therefore, disability policies have been developed slowly and have received little attention from the Government and the general public (Lee, 1995).

However, the attitude of general public has been greatly changing after the Paralympics in 1988, which is the special Olympic games held in Seoul. The games also marked a watershed in Korea for people with disabilities, allowing them to participate in new and exciting activities and raising their awareness of own self-worth and ability to be self-reliant. The ministry of Health and Social Welfare enacted and put into effect the Rules on Disabled person Convenience Facility Installation Standards in 1995. The law is intended to guarantee accessibility for persons with disabilities.

In order to improve transportation services for people with disabilities and achieve welfare transportation, various systems and services have been introduced and provided, for the purpose of improving public transportation accommodation for people with disabilities, increasing car-related support for their personal use, and providing door-to-door services for people with severe disabilities.

2.6 Social factors affecting full participation

The public awareness toward disability issues in Korea drastically changed entering 1980's. Efforts were made to promote people with disabilities voluntary participation in the community as it was seen they were being neglected. The Paralympics, a special Olympic Games, held in 1988, brought the issue of disabilities to forefront in Korea. This was a turning point for the disabled community in Korea. As a result, many residential facilities, which had provided only custodial care, became the institutions for rehabilitation. Residential facilities were forced to change into rehabilitation facilities by the Government, and accommodating efforts were made in buildings and tourism areas. The "Disabled Person First Campaign" has been conducting through national and local broadcasting stations by governmental and non-governmental organizations since 1996, for the purpose of enhancing public awareness towards people with disabilities. Such changes led to the enactment of the WLMPH later renamed the Welfare Law for the Disabled (WLD) in 1989.

In 1997 a conference for the Asian and Pacific Decade of Disabled Persons, 1993-2002, was held, and seminars for improving awareness towards people with disabilities in mass media have been being held since 2000. Disability-related programs have been televised through state-run and private broadcasting stations, and after monitoring disability-related reports in mass media, they have been requested to correct inappropriate expressions.

Through the enactment of the Convenience Promotion Law for the Disabled, the Elderly, and Pregnant Women (1997), facilities and equipment became available for persons with disabilities in public buildings and institutions; and it requires to elimination of mobile barriers in buildings. Since this legislation, wheelchair users have been shown in streets and other public accommodations. Through consultation with the Ministry of Construction and Transportation, laws on the protection of the disabled people's rights to move have been improving. The Welfare Law for Disabled Persons amended in 1999 also established sign language captions in broadcasting. In this context, enterprises, companies, industrial sectors, and other business sectors have psychological images toward employment of people with disabilities and should be strong advocators, sponsors, and friends of worker with various disabilities, not opponents.

2.7 Disabled Persons' Organizations

Self-help organizations have continually been increasing in numbers. These organizations are expected to take the role of a consumer protection group in Korea. Monitoring and evaluating the rights of the people with disabilities, the quality and availability of welfare services, and the public awareness and concepts of people with disabilities are important issues addressed by these groups.

As a coordinating body representing organization of/for people with disabilities in Korea, the Korea Differently Abled Federation was established in 1999 and has since been playing a role in research, information provision, education, and exchange in the local area as a national organization.

Another self-help organization, Korea Differently Abled Women's United was organized in 2000 and implemented programs to develop the potential leadership of women and girls with disabilities. Organizations of/for people with disabilities are conducting peer counseling and empowerment programs, and currently the central Government supports these programs.

The role and function of the disability related organizations have increasingly become a major subject of discussion in Korea. A total of 15 organizations have been officially registered with the Korea Council of Disabled Person Welfare Groups: 13 are under the Ministry of Health and Welfare, one under the Ministry of Labor, one under the Ministry of Education. The Council initially started with 4 membership organizations in 1996, and now has 15 organizations.

These organizations lack flexibility in taking action because they are too narrowly focused on exclusiveness and differentiation from other organizations. Most organizations provide disabled people with training and employment programs in their own disability area. Non-profit voluntary organizations providing these services can get service budgets from the central Government only after approving.

Table 2.19: Membership organizations

Name	Foundation	Name	Foundation
Visually Disabled Persons' Association	5. 1. 1981	Association of the Deaf	8. 30. 1980
Association of Persons with Physical Disabilities	7. 15. 1989	Association for the Mentally Retarded	7. 4. 1968
Society for the Cerebral Palsied	10. 16. 1978	Parents Society for the Disabled	7. 29. 1986
Association of the Welfare Institutes for the Disabled	5. 30. 1983	Society for Rehabilitation of the Disabled	12. 4. 1970
Research Institute of the Differently Abled Rights	12. 14. 1994	Differently Abled Federation	4. 9. 1999
Orthotics and Prosthetics Association	8. 28. 1975	Jahaeng Association	7. 4. 1968
Society for the Physical Disabled	10. 21. 1981	Association of the Welfare Center for the Disabled	5. 25. 2000
Differently Abled Women United	10. 5. 2000		

Currently there are more than 50 organizations of/for persons with disabilities, and 17 of these organizations are under the auspice of Ministry of Health and Welfare.

Part Three: Legislation, Policies and Institutional Structures

3.1 International policies adopted

Decision of the Asia Pacific Region in the Economic and Social Commission for Asia and the Pacific (ESCAP) General Meeting held in Peking in 1992 influenced responsibilities of the Korean administrators for an endeavor to ameliorate the predicament of citizens with disabilities for 10 years. The UN Summit Conference on Social Development held in March of 1995 in Denmark also provided great hope to people with disabilities in Korea. The core theme, brought and discussed by 182 national leaders of 185 membership countries from all over the world, was human security. Therefore, the UN revealed that the in international interest is involved with pursuing quality of life for the individual human being. The President of the Republic of Korea addressed the "globalization" of quality of life and promised to pay close attention to securing a decent living for the neglected social classes (Lee, 1995).

Korea is a member involved in the decision process of Decade of Disabled Person in Asia Pacific Region and signed on the resolution of "Agenda for Action for Asian Pacific Decade of Disabled Person" on December of 1992. This and other international instruments delineated the way to define the rights of persons with disabilities (Lee, 1993). The Korean Government also ratified ILO Convention NO. 159 on 20 June 1983, and put into force in 20th of June, 1985.

3.2 National Legislation

The Constitution of the Republic of Korea, established in 1948, introduced the concept of welfare for people with disabilities by proclaiming basic human rights for all members of society. This was deeply rooted in Western ideology. Chapter Two of the Constitution included regulations about all the rights for liberty, freedom and living. Section 19 of the Constitution regulates the federal Government's obligation to protect its citizens by means of laws which provide limited measures to maintain decent livings due to age or the loss of capabilities to work.

The five major laws on disability in Korea are:

1. the Promotion of Special Education Act (PSEA) 1977,
2. the Welfare Law on Disabled Persons, 1989, 2000 (formerly known as Welfare Law for the Mentally and Physically Handicapped or WLMPH 1981)
3. the Employment Promotion Law for People with Disabilities (EPLPD) 1990,
4. Barrier-free legislation for Persons with Disabilities, 1994 and
5. the Convenience Promotion Law for the Disabled, the Elderly and Pregnant Women 1997.

Table 3.1: Chronology of disability-related law enactment in Korea

Law	Date of enactment and
Promotion of Special Education Act (PSEA)	Dec. 31, 1977
Welfare Law for the Mentally and Physically Handicapped (WLMPH)	June 5, 1981
President's Welfare Committee for Persons with Disabilities organized	Sep. 5, 1988
WLMPH was revised extensively and renamed Welfare Law on Disabled Persons (WLDP)	Dec. 30, 1989
Central Welfare Committee for Persons with Disabilities was organized.	Sep. 17, 1991
Welfare Law for the Disabled Amendment	Jan. 1, 2000
Employment Promotion Law for People with Disabilities (EPLPD)	Jan. 13, 1990
Employment Promotion Law for People with Disabilities (EPLPD) was revised to Act on Employment Promotion and Vocational Rehabilitation for the Disabled	Jan. 12, 2000
Barrier-free Legislation for Persons with Disabilities was enacted	Dec. 30, 1994
Convenience Promotion Law for the Disabled, the Elderly and Pregnant Women 1997	Apr. 10, 1997

Promotion of Special Education Act (PSEA) 1977

Korea enacted the Promotion of Special Education Act (PSEA) in 1977 which was the first legal frame work established in Korea for the education and the welfare of persons with disabilities. The Education Decree and Enforcement Regulations were enacted the following year. This Act set forth the broad basis for promotion of special education. The PSEA was revised in 1987 to provide free education to disabled persons who attend national, public, and private special educational institutes. In 1994, this act was again revised more broadly, making expansions of mandatory and free education with mandatory elementary and middle school education, earlier detection of disability in children, preparation for earlier special education, creation of environments for integrated education and expansion of itinerant education and education by dispatched teachers. This all strengthened vocational education.

Further revision of PSEA in 1977 renamed the 'Special Education Act' helped prepare for integrated education, optimum investment to local Governments, and establishment of an education welfare institute management system to monitor disabled persons over their entire life times, and ensure smooth transition from school to work. PSEA also signified a turning point for the development of rehabilitation programs in Korea, mandating free public education for students with disabilities.

Welfare Law on Disabled Persons, 1989, 2000 (formerly known as Welfare Law for the Mentally and Physically Handicapped or WLMPH)

The purpose of WLMPH is to promote disabled persons' welfare through duties and provisions necessary for rehabilitation and care for persons with disabilities and for prevention of disability.

Amendment of WLDP included the following goals: (1) Expand the criteria of disability; (2) Establish the Agency for research and development in certain areas, such as access issues, and for management of national welfare funds. (3) Issues allowance to the disabled; (4) Issue in child rearing allowances; (5) Increased the amount of living expenses for the disabled; (6) Changed the scope of assistive devices to broader rehabilitation equipment such as hearing aids; (7) Encouraged the community to support facilities such as group homes for independent living and gave financial assistance to the ones operated by the private sector;

(8) Took measures to stop discrimination against the disabled females through the provision of initiatives to create self-help organizations; and (9) Set up a guidelines for guide dogs.

Article 8 of WLDP proclaims that first, nobody can discriminate and be discriminated in all areas of political, economical, social and cultural living based on disability. Second, nobody can look or insult persons with disability based on disability in Korea.

The basic philosophy of Korean disability legislation is based on the "Declaration of Human Rights of People with Disabilities", adopted from the 30th session of the United Nations General Assembly in 1975. There were also fewer than 10 research articles found concerning vocational education or rehabilitation of people with disabilities before the 1980s. However, the structure of Korean society has changed greatly due to the industrialization of the 1960s and 1970s. In the 1970s and early 1980s people with disabilities encountered tremendous resistance of neighbor residents in the case of the establishment of rehabilitation facilities and institutions. Pressure by the domestic democratic movements and international disability policies in 1980s made it possible for people with disabilities to express their needs and wants for a decent livings and work, and vocational training for workers injured in industrial accidents has been provided since 1983.

Major changes made in welfare legislation are shown in the table below.

Table 3.2: Major amendments in welfare legislation by year

1981	1989	1999
32 Articles	8 Chapters, 58 Articles	8 Chapters, 80 Articles
Nomination of guidance workers in local Government	The Welfare Policy Committee for Disabled Persons	Welfare Coordination Committee for Disabled Persons
Establishment of welfare facilities	Prevention efforts of disability and medical rehabilitation	Prohibition of Discrimination
Employment promotion efforts	Disability awareness and welfare measures	Promotion of convenience and accessibility
Distribution of prostheses and orthoses	Support of self-help organization	Tax deduction and training assistance devices and welfare manpower

Based upon this legislation, central and municipal Governments are required the effort to promote employment opportunities of persons with disabilities. Welfare Policy Committee for Disabled Persons as a direct advisory body to the president. The Committee, which was comprised of 19 members including 11 vice-ministers of the central Government, representatives of organizations of the disabled and professionals, was responsible to formulate comprehensive measures of the disabled. The original purpose of the Committee was to formulate short and long-term plans of welfare for the disabled, make recommendations on policy measures and promote cooperation between agencies related to disability issues. The Committee, however, failed to bring substantial activity and positive results. The Committee had neither its formal organization office nor staff. The Committee had not been invested neither with enough authority and budget nor with secretarial staff as recommended by the ESCAD Asian and Pacific Decade for the Disabled Agenda for Action.

*Act on Employment Promotion and Vocational Rehabilitation for the Disabled (formerly known as Employment Promotion Law for People with Disabilities-EPLPD)
Act No. 4219, Jan. 13, 1990, Amended 1995, 2000, 2001.*

EPLPD was enacted in 1990. This Act was reenacted as Act on Employment promotion and Vocational Rehabilitation for the Disabled Persons in January 2000. According to the law, companies with 300 employees or more must fill at least 2 per cent of positions with disabled workers. The Government has established public vocational training centers for the disabled. By enacting the Act on Employment Promotion and Vocational Rehabilitation for the Disabled in 2000, a foundation has been laid to enhance vocational ability of the disabled, the Employment Development Center opened in January 2000. In addition, a plan is being proceeded to establish six training institutions dedicated to the disabled.

The terms used in this Act shall be defined as follows:

1. The disabled means those who because of physical or mental handicap, are subject to considerable restriction in their working life for a long time, as more fully defined in the Presidential Decree .

All laws in Korea are implemented with a presidential decree. This decree regulates implementation of its policy goals.

Under Articles 7 and 8 of the Act, the Ministry of Labor formulated its vocational training policy for people with disabilities, and on January 1 of 1991, the responsibility for overseeing the Ilsan Comprehensive Vocational Training Center for the Disabled, was transferred to the Korea Employment Promotion Agency for the Disabled. The Ministry also formulates and implements vocational training policy under which certified private vocational training institutes are provided subsidies from the Government.

Article 7 (Consultation or Cooperation with the Ministry of Education and Human Resources Development and the Ministry of Health and Welfare)

Article 8 of the Act regulates; (1) The Minister of Labour shall endeavor to promote measures of vocational training for promoting employment of the disabled. (2) The Minister of Labour shall, when deemed necessary, carry out the adjustment training for disabled job applicants for the purpose of enabling them to adapt more readily to working environment suitable for their ability and in such cases training allowances may be supplied to the disabled undergoing adjustment training. (3) The matters necessary for the running of institutes conducting vocational and adjustment training, and others, shall be determined by Presidential Decree.

Article 10 (Job Adjustment Training)

(1) The Minister of Labor, and the Minister of Health and Welfare may implement work adjustment training for the disabled to help them adjust to their job environments, when the Ministers deem it necessary to enable the disabled to manage working life suitable for their future aspiration, aptitude, and capability.

(2) The Minister of Labor, and the Minister of Health and Welfare may determine, when they deem it necessary to effectively carry out the work adjustment training pursuant to paragraph (1), the training standards.

(3) The Minister of Labor, and the Minister of Health and Welfare may provide a loan or subsidy to persons who intend to establish and operate work adjustment training facility or

the training courses to develop and enhance vocational competency of the disabled for the expenses(including training expenses) involved.

(4) The Minister of Labor, and the Minister of Health and Welfare may subsidize the disabled for their training allowance when they take work adjustment training at the job adaptation training facilities.

(5) Necessary matters on the criteria of loan and subsidy, and criteria for training allowance payment pursuant to paragraphs 3 and 4 shall be determined by the Presidential Decree.

Article is of the Presidential Decree regulates job preparation training, training facilities, and training plans.

Article 13 (Sheltered Employment)

The national and local Governments shall provide a specific working environment for the disabled having difficulty working in normal working conditions, and provide a sheltered employment to enable the disabled to work in the specific working environment.

Article 15 (Linkages between Job Placement Services, etc.)

(1) The Minister of Labor shall promote effective linkage between rehabilitation program implementation institutions through exchange of their information on job seekers and job providers and the disabled workers to expand job opportunities of the disabled, and seek measures to establish electronic job placement network for the integrated services by the Korea Employment Promotion Agency for the Disabled pursuant to Article 36.

(2) The Minister of Labor shall seek linkage with the employment security services pursuant to subparagraph 1 of Article 4 of the Employment Security Act when taking measures such as establishment of electronic job placement network pursuant to paragraph (1).

Article 16 (Support for Self-Employed Disabled)

(1) The Minister of Labor may provide the disabled who intend to be self-employed with the loan, etc., for the start-up funds.

(2) Necessary matters on criteria of loan pursuant to paragraph (1) shall be determined by the Ordinance of the Ministry of Labor.

Under Article 37 of the Act, businesses which employ a number of disabled workers in excess of the standard quota may receive government allowances: Financial supports including allowances and incentives that are provided for purposes of operating funds needed for employment of disabled, the purchase of equipment for the disabled, and payment of wages to the disabled.

Under Article 38 of the Employment Promotion Act, businesses which fail to meet the standard employment quota for the employment of disabled persons (2 per cent of full time employees) become subject to imposition of levy. Businesses companies failing to hire disabled persons required should pay levy.

Article 47 of the Act stipulates that the Employment Promotion Fund shall be raised through contributions from the Government and those businesses that are subject to mandatory employment of disabled. The fund is designated to be used to finance the operations of the Agency and to provide subsidies and incentives to businesses employing more disabled persons than required by law, among other things. This Act was put into effect in 1992. The levy fines go into this fund.

Article 59 (Establishment of Fund for Employment Promotion and Vocational Rehabilitation of the Disabled)

Article 60 (Resources of the Fund)

(1) The Fund shall obtain its resources as enumerated in each following subparagraph.

1. Contributions or donations from the Government or non-government persons
2. Liability, additional liability and liability arrears pursuant to Articles 27 and 28
3. Profits generated from operation of the Fund and other income of the Agency
4. Borrowings pursuant to Article 50

(2) The Government shall calculate the contribution amount pursuant to subparagraph 1 of paragraph (1) and reflect it in its annual expenditures for every fiscal year,

Article 61 (Use of the Fund)

The Fund shall be used to pay for expenses provided in each following subparagraph.

1. Expenses needed to carry out the business of the Agency;
2. Subsidy for hiring the disabled pursuant to Article 26;
3. Expenses needed for investigation and research on employment promotion and vocational rehabilitation policy of the disabled;
4. Provision of loan and subsidy for expenses needed for job guidance, job adaptation training, vocational competency development training, job placement, or establishment and repair of facilities and equipment for the employment of disabled;
5. Provision of loan and subsidy for the necessary expenses to persons who carry out job guidance, job placement, post-employment adaptation guidance;
6. Training costs and allowances for those who carry out job adaptation training and vocational competency development training for the disabled and the disabled themselves.
7. Loan to self-employed disabled for their start-up funds and loan to disabled workers for their stable working life;
8. Expenses needed to place consultants for the working life of the disabled by employers;
9. Other expenses required for the businesses determined by the Presidential Decree for employment promotion and vocational rehabilitation of the disabled, and expenses accessory for implementation of works of subparagraphs 1 to 8.

Barrier-free legislation for Persons with Disabilities 1994

The Ministry of Health Social Welfare enacted and put into effect the Rules on Disabled Persons Convenience Facilities and Facility Installation standards in 1995. Before the law was enacted, convenience facilities for disabled persons had been installed in accordance with the construction Act, Parking Lot Act Urban Park Act, and the Rules on Standards for Urban planning Facilities.

The Convenience Promotion Law for the Disabled, the Elderly and Pregnant Women 1997

This Law was enacted to secure social access for disabled persons, including older persons and pregnant women, and not only to physical facilities, but also to legal facilities. This Act went into effect in 1998 and provides for technical, financial and tax support for the installation of access facilities. Full implementation is planned by the end of 2002.

Other laws on employment and training include:

Equal Employment Act, Act No. 3989

Basic Workers Welfare Act, Act No. 6510

Industrial Accident Compensation Insurance Act 1994
The Basic Social Security Act of 1995
The Basic Law for Information Promotion of 1995
Vocational Training Basic Law in 1976
National Welfare Pension Act, 1973

Equal Employment Act, Act No. 3989, Dec. 4, 1987, Amended by Act No. 4126, Apr. 1, 1989, 1995, 1999, and, wholly amended by Act No. 6508, August 14, 2001.

Article 1 (Purpose)

The purpose of this Act is to realize the gender equality in employment in compliance with the idea of equality in the Constitution by ensuring equal opportunity and treatment for men and women in employment.

Section II of this Act contains Prohibition and Prevention of Sexual Harassment at Work.

Basic Workers Welfare Act, Act No. 6510, August 14, 2001, contains Chapter VI: Support for Workers Welfare Facilities, etc.

Chapter VII, Workers Welfare Promotion Fund, regulates that the Minister of Labor shall establish the Workers Welfare Promotion Fund.

Article 48 (Raising the Fund)

(1) The Fund shall be composed of the following assets:

1. Contributions by the Government;
2. Cash, goods and other property contributed by one other than the Government;
3. Money transferred from other funds;
4. Borrowings under paragraph (2);
5. Fees for guarantee, amount of indemnity and loss under Article 23, 25 and 26;
6. Capital created by issuing the lottery under Article 53;
7. Property of the Employee Welfare Fund reverted to the Fund according to the by-laws in case of dissolution of the Employee Welfare Fund established pursuant to the Employee Welfare Fund Act;
8. Donations by an employer or an employers' association;
9. Capital created pursuant to Article 28-2 of the Basic Employment Policy Act;
10. Profits generated from the operation of the Fund; and
11. Other revenues.

*Industrial Accident Compensation Insurance Act, Act No. 4826, December 22, 1994
Amended by Act No. 4826, Aug. 28, 1997, 1999, 1999.*

Chapter III

Labor Welfare Corporation

Article 13 (Establishment of Korea Labor Welfare Corporation)

Article 42 (Disability Benefits)

(1) Disability Benefits shall be provided to a worker who has a disability after receiving medical care due to injuries or diseases suffered during work.

(2) The disability benefits shall be the disability compensation annuity or lump sum disability compensation as set forth in the annexed Table 1, depending on the grade of disability, but the criteria of the disability grades shall be determined by the Presidential Decree.

(3) The disability compensation annuity or lump sum disability compensation as referred to in paragraph (2) shall be paid according to the choice of the beneficiary: Provided, That any

worker in the disability grade, who has entirely lost his working force, as prescribed by the Presidential Decree, shall receive the disability compensation annuity.

(4) Despite the provision in paragraph (3), when it is difficult to pay the disability benefits in annuity as determined by Presidential Decree, the benefits shall be paid in lump sum disability compensation.

(5) The amount of the disability compensation annuity for the first one or two years may be paid in advance upon request of the beneficiary: Provided, That the worker as referred to in the proviso of paragraph (3) may receive in advance the amount of such annuity for the first one to four years.

The Basic Social Security Act of 1995

This Act provided training allowances for self-reliance. In Korea, however the history of modern social security dates only to the first Social Security Law which was enacted in 1963. As of the end of 1995, the number of people covered by the national pension system was 7,257,000. In order to achieve social integration of people with disabilities through full social participation and equality, the Charter for the Human Rights of Disabled Persons was established in 1998. Through the enactment of the National Basic Livelihood Security Act in 1999, the livelihood protection system at the simple safeguard level has been converted into welfare policies to strengthen national responsibility.

There are only declarative statements of vocational rehabilitation provisions in the laws above.

The Basic Law for Information Promotion

The law on solving the digital divide and information accessibility policies has also been enacted. The Basic Law for Information Promotion was enacted in August 1995, and revised in December 1998. Paragraph 2 of Article 16 stipulates the expressed obligation of Government to provide universal services and the universal design. Specifically, Article 2 states the term “universal service” means basic electric telecommunication services which are available at reasonable prices for any user at any time. The Decree for Implementing the Construction Act was amended to insure a minimum access to roads and built-environments.

Vocational Training Basic Law in 1976

This law focuses on training high school graduates and non-employed youths for manufacturing industries, contributing to industrialize the nation. Types of general vocational training systems can be summarized in the table 4.6 in section 4.3 below.

National Welfare Pension Act

This Act was enacted in 1973, but was postponed because of the economic crisis stemming from the worldwide oil shock. The four major components of the social security system are:

- the national pension system,
- medical insurance system,
- industrial accident compensation insurance system, and
- unemployment insurance system.

Along with a series of postponements, the National Welfare Pension Act went through a large-scale revision to become the National Pension Act that came into effect since January 1,

1988.

3.3 Disability policies and regulations

The Korea Government drew up the “Five-year Welfare Development plan for the Disabled persons” in 1997, and planned to complete construction of the basic framework of welfare policy for the disabled till 2002. In 2002, the Government has been preparing for another “Five-year plan.”

Korea has made great progress, in a relatively short period of time developing and executing policies and programs for people with disabilities.

On the occasion of the designation of the International Year of Disabled Persons, the Welfare Law for the Mentally and Physically Handicapped (WLMPH) was established and the revision of the Vocational Stabilizing Act (VSA) and the establishment of a Rehabilitation Division in the Ministry of Health and Social Affairs were achieved in 1981 (Kang & Jung, 1991). The revised VSA requires Government responsibilities to promote and expand employment opportunities only for people with physical disabilities. The WLMPH regulated the subsidizing of funds for counseling, evaluation, on-the-job training, and job placement services for people with disabilities to the Korean Society for Rehabilitation of the Disabled (KSRD). It also created the expansion of rehabilitation medicine, establishment of university departments regarding vocational rehabilitation, and international exchange programs (Lee, 1995).

The Vocational Stabilizing Act Amendments in 1981 authorized job placement services for persons with disabilities by the ministry of Labor.

In December 1989, the Welfare Law for the Disabled was revised drastically and the Employment Promotion Act was put into force. With the enactment of the EPLPD in 1990, the competitive employment policy of the disabled finally came into effect. However, many people were critical that the Welfare Law for the Disabled of 1989 and the Employment Promotion Act of 1990 were based on paternalistic attitudes and designate subordinate roles for people with disabilities. Through the amendment of Act on Employment Promotion and Vocational Rehabilitation for the Disabled in 2000, previously EPLPD of 1990, the system and services for people with severe disabilities have been strengthened. However, the paternalism and subordinate roles have not been addressed in the 2000 amendment.

According to a National Five-Year Plan for the Expansion of Accommodations (2000-2004) which was established in 1999 by the Ministry of Health and Welfare, Division of Rehabilitation support, promotes the social participation and welfare of the disabled, the elderly, etc., all buildings and institutions used by the public will be furnished with facilities and equipment available for disabled persons

**Table 3.4: Physical aids services for the disabled with low income in 2000
(unit: each)**

Classification	Total	Audio Watch	Captioning recorder
2 0 0 0	8,661	5,654	3,007

Source : MOHW, Disabled Person's Rehabilitation Division.

Note : These aids were issued to visual, hearing and speech disabilities from Oct. 1999

Furthermore, other aids that are more representative of needs for persons with disabilities wanting to work such as commuting cars have been provided by Korea since 1992. Employment Promotion Agenda for the Disabled (KEPAD). At this point in time, sign language interpreters at work sites are available by KEPAD.

In 1997, a Five-Year Plan set up the Welfare Development for Disabled Persons (1998-2002), in cooperation with the concerned ministries, such as Ministry of Health and Welfare, Ministry of Labor, and Ministry of Education, was formulated to establish welfare policies for disabled persons and to review the fulfillment of them every year. This Five Year Plan (1998-2002) expanded vocational rehabilitation programs and sheltered workshops. The personnel involved in planning this plan is composed of professionals, representatives of self-help organizations, and government officials.

Five Year Plan for Employment of the Disabled was set by the initiative of the Division of Employment for the Disabled, 1998 through 2002 (Choi, 2000/Autumn). This plan has five specific goals based on two basic areas of vocational rehabilitation and outside environment of the disabled:

- 1) Enlargement of skillful manpower through the diversification of technical training
- 2) Reinforcement of support system for the improvement of employment conditions of companies and firms.
- 3) Cultivation of livelihood stability of disabled workers
- 4) Provision of systematic vocational services
- 5) Increase of public relations and social awareness

Table 3.5: History of Workers' Compensation system in Korea

Date	Legislation	Contents
7.17.1948	The Constitution	Section 17: Right to Work
		Section 18: Right to Labor & Equal Benefit
5.10.1953	The Labor Act	Social security services for individual workers
		Medical benefits, Income benefits for lost wages, Disability benefits, Burial benefits
		Section 8: No Individual Responsibility for Injury
6.9.1964	Workers' Compensation Act	Compulsory act
		Minors and manufacturers
		Employer Payment
		Medical benefits, Income benefits, Disability benefits, Death benefits for family, Burial benefits
12.12.1977	The Act of Korea Labor Welfare Center	Foundation for Korea Labor Welfare Center
12.12.1994	Workers Compensation Act Amendment	Foundation for Korea Labor Welfare Corporation (KLWC)
5.1.1995	Workers Compensation Act Amendment	Korea Labor Welfare Corporation opened
3.1.1997	Workers Compensation Act Amendment	Ansan and Kwangju Rehabilitation Training Center opened
7.1.2000	Workers Compensation Act Amendments	·Covers one-person business
		·Nursing benefits, Senior benefits, Aftereffect care benefits

Source : Lee and Kang, 2000, p.117

Government services were expanded to persons with psychiatric disabilities and other internal disabilities such as kidney failures, by revising Act on Employment Promotion and Vocational Rehabilitation for the Disabled in 2000, previously the EPLPD.

The Government has been continuously eliminating social and physical barriers and has made access easier for persons with disabilities to participate in social activities. The Government also introduced the promotion Law for the Disabled, the Elderly and pregnant Women in April 1997 for the benefit of people with disabilities to improve their accessibility and to bring about their unrestricted social mobility and free access to information. Under the Act, the installation of barrier-free facilities for roads, parks, public buildings and facilities, means of transportation and communication equipment is compulsory. Also the Government is subsidizing the private sector installation of barrier-free facilities by providing financial and technological benefits and tax breaks.

The Korean Congress enacted the Employment Promotion Law for People with Disabilities (EPLPD) in 1990, requiring employers who employ more than 300 employees and public establishments to maintain 2 percent of their workforce by hiring people with disabilities. In ensuing years, people with disabilities are still observed to suffer from lower participation in the labour market, higher rate of unemployment, and lower wages (Uh, 1997).

EPLPD has a strong levy system. Money raised by the levy system goes to the Vocational Rehabilitation Fund in order to conduct the business of promoting employment and to operate vocational rehabilitation institutes and programs, such as vocational evaluation centers. It is expected that the funds raised from the monetary penalties to be imposed on those who do not meet the obligatory employment quota will reach 600 million US dollar by 2002 (Lee, 1998). The public funds raised by KEPAD have been the source of many disputes among disability organizations and their leaders. A couple of them have recently been trying to relocate KEPAD into the Ministry of Health and Welfare from the Ministry of Labor.

The Government has been conducting information campaign to counter social prejudice against persons with disabilities and helping the disabled develop their self-reliance so that they can become active members of society.

The incidence of disability can be reduced by strengthening the maternal and child health care systems and by early detection and treatment of disability producing sickness and injuries. A management system for maternal and child health care has been implemented. Infants and adolescents are vaccinated on a periodic basis.

The Government sets the medical examination for inborn metabolic disorders for all babies within three days following birth (eight cases of Hypothyroidism and three cases of R.K.U have been identified through this examination).

The Amendment of 2000 Workers' Compensation Act has several meaningful changes and additions (Korea Labor and Welfare Corporation, 2000). First, 88,000 business and 1,650,000 employees are covered by enlargement of benefits to over-one-employee business. Second, the new nursing benefits help many people with severe disabilities receive high quality care. Third, the medical costs for aftereffects are decreased thanks to the aftereffects care benefits. Although they had received all the compensation money, they are also eligible for these benefits. The persons covered are who have back injury, head trauma, and myelitis resulted from fractures. Besides, payment of income benefits has changed from quarter to monthly

system so the injured and families could more systematically manage home economics.

Table 3.6: The major contents of 2000 Workers' Compensation Act Amendment

Contents	1998	2000
Coverage	5 + employees	·1 + employees (includes employers who are also workers)
Nursing benefits		·People with Levels 1 to 2 Disabilities ·Permanent Care : \$ 12/day ·Temporary Care : \$ 14/day
Aftereffects care benefits		·Spinal cord injury ·Head trauma ·Myelitis resulted from fractures ·After Compensation Finished ·Diagnoses, Tests, Medicines, Physical Therapies
Payment method of income benefits	Paid quarterly	·Paid monthly

Table 3.7: Type of compensations

Type	Condition	Payment	Remarks
Medical benefits	·4 + days care due to injury or illness	·Hospitalization at Medical Centers ·Cash	·Diagnosis ·medicine ·prosthesis ·surgery, etc ·Nursing care ·transportation ·special treatment
Income benefits	·4 + days care due to injury or illness		·70 per cent of average wage to replace wage loss by KLWC
	·4-days care		·By employer
Disability benefits	·Disabled due to injury or illness	·Pensions/lump sum (according to 1-14 Disability Levels)	·Level 1 (329 days) ·Level 14 (55 days)
Incurable injury/disease benefits	·Diagnosed incurable after 2-year medical care	·Pensions (according to 1-3 Incurable injury/disease Levels) ·Not eligible for Income benefits	·Level 1 (90.1% of average wage) ·Level 2 (79.7% of average wage) ·Level 3 (70.4% of average wage)
Death benefits	·Death/presumed death related to work	·Pensions	·1 person : 52% of annual income ·2 persons : 57% ·3 persons : 62% ·4 persons : 67%
Burial benefits		·120 days of average wage	

Source : Lee and Kang, 2000, p.121

The five-year plan mentioned above deals with vocational services for persons with disabilities.

3.4 Evaluation and review of policies

The Domestic Review Meeting for the Asian Pacific Decade of Disabled Persons (the 9th RI Korea Rehabilitation Conference) was held in 2001. Government officials, rehabilitation experts, workers in disability-related agencies, and disabled persons attended. The A/P Review Report in Korea, including a collection of treatises, was published to use as a fundamental basis of the country reports submitted to the ESCAP Final Review Meeting of

A/P Decade in October 2002.

Recent legislation requires disabled persons and a representative of their families to be included in observing committee members of rehabilitation community centers since 1999, which is the institutional system to increase their substantial involvement in the entire process addressing disability-related problems services. It also requires disabled people to be included and conducted as obligatory regulations in administrative regulations of 93 rehabilitation community centers and 211 residential facilities for people with disabilities, for the purpose of reflecting opinions of people with disabilities in their program planning and evaluation process.

For this period of time, almost 65 billion US dollar have been spent from the government budgets, but the impact is in doubt. Accessibility legislation achieved and improved physical environments greatly as shown in the table below.

3.5 Institutional structures

The main elements of the institutional structure for delivering services and implementing the plan are:

- Ministry of Health and Welfare, rehabilitation Division, Disability Policy Division,
- KEPAD
- Ministry of Labour,
- Central Welfare Committee

The concept and program of rehabilitation of the disabled in a modern sense were introduced to Korea during due to the Korea War. In 1953, the Korean Government converted a wounded veterans recuperation home in Tong-nae, Busan, into the National Rehabilitation Center with the assistance of United Nations Korea Reconstruction Agency (UNKRA). They provided treatment and medical evaluation of disabled veterans, development, manufacturing, and distribution of up-to-date assistive devices and prosthesis; and vocational training and placement.

The United Nations designated 1981 as the International Year of Disabled People (IYDP) in attempting to place people with disabilities in the center of world attention, and invited the world community to renew and reaffirm its concern about the present condition and the future of people with disabilities in Korea (Kang, 1994). This is a turning point that the Korean Government took some active stances.

A resolution of the Thirty-eight World Health Organization (WHO) Assembly in 1985 called on Member States to increase opportunities for the participation of people with disabilities in community life to expand training and jobs, and to remove physical and legal barriers. WHO's cooperation with Member States on the Western Pacific Region has helped Korean administrators in the strengthening of national capacities in rehabilitation programme planning and management and the training of rehabilitation personnel. For example, the first Community-Based Rehabilitation (CBR) programs, which were recommended by WHO, were introduced and provided in 1985 by the KSRD with the financial support of the Ministry of Health and Social Affairs. However, the Korean Government discontinued funding for CBR programs a couple of years later. The WHO in 1987 offered the KSRD some funds, \$16,346 US dollars, for a Workshop on the Trend of Korean Welfare Policy for

the Disabled in the 2000s through the Korean Government. Most of the strategies and measures discussed at the workshop were adopted and had significant impact on the current structure of the disability policy in Korea. The most significant change made was the terminology used for the WLMPH in 1981. The Welfare Law for People with Disabilities (WLPD) replaced the WLMPH in 1989 because of the demand from the disability community. The terminology, "the mentally and physically handicapped", used in the WLPD and other related laws, was changed to "people with disabilities", (a "person" first then disabilities). All of these changes were made in this short period of time in which the world community actively pursued diverse human rights (Lee, 1995).

WLMPH established the Rehabilitation Department in 1982 exclusively responsible for the affairs related to the disabled under the Ministry of Health and Welfare, thus establishing a basic official delivery system for the disabled. In June 1997, the Division for Rehabilitation of the disabled, in the Ministry of Health and Welfare, was promoted as a Bureau with two sub-ordinate divisions, Rehabilitation Service Division and Disability Policy Division.

In 1991, the Ministry of Labor established the Department of Employment of the Disabled under the Labor Stabilization Bureau and also established the 'Korea Employment Promotion Agency for the Disabled (KEPAD)' to implement the services defined in ELPD. A number of ministries including the Ministry of Health and Welfare, Ministry of Education, and Ministry of Labor have been responsible for services for disabled persons. Since 1990, two ministries have been responsible for employment of the disabled. The Ministry of Health and Welfare has been responsible for sheltered employment, and the Ministry of Labor has been in charge of regular employment of the disabled. This dual employment management system has given rise to serious inconsistencies in that regular employment of the people with disabilities, which accounts for only a small percentage of all disabled persons employed, most of whom are only mildly disabled, can be supported substantially by the Government under the current law. It is anticipated that public funds and the KEPAD will move into the Ministry of Health and Welfare soon, but nobody foresees what will happen in this area.

To comply with the growing demand of the communities concerned, the Korean Government established the Presidential Committee on Welfare of People with Disabilities (1988-1989) to study and recommend the short-term and long-term comprehensive welfare policies. From these recommendations, the Central Welfare Committee for Disabled Persons was established as an advisory body to the Minister of Health and Welfare under the revised Welfare Act for the Disabled in 1989. The Committee, which was comprised of 19 members including 11 vice-ministers of the central Government, and representatives of organizations of the disabled and professionals, was responsible to formulate comprehensive measures for welfare of the disabled. However, this committee did not have any administrative office and its own budget. The Welfare Policy Committee for Disabled Persons was changed into the Welfare Coordination Committee for Disabled Persons to promote its function, concurrently with the full revision of Welfare Law for Disabled Persons in 2000. The National Coordination Committee, Welfare Policy Committee for Disabled Persons previously, is endowed with the function of coordinating policies for people with disabilities.

The Korea Institute for Special Education was established in May of 1994 and the Office for Special Education was established within the Ministry of Education in 1996. The Government has been providing itinerant rehabilitation services to promote self-support so that disabled persons at home can perform social activities equal to non-disabled persons. The Korean Society for the Rehabilitation of the Disabled (KSRD) manages the 'Rehabilitation

Information Center', and the Government officially opened it on October 22, 1996. This center has been providing information services for persons with disabilities, their families, and rehabilitation workers.

The Ministries of Health, Welfare and Labor are in charge of formulation of policies and management of related institutions. The KEPAD which is under the auspice of Ministry of Labor and its branches, welfare centers for the disabled, and other related facilities provide direct services which include vocational education and training and guidance on employment.

Welfare centers and sheltered workshops are under Ministry of Health and Welfare, while KEPAD and few vocational training schools are under Ministry of Labor.

In spite of all these efforts, public sector service delivery systems are relatively weak. Branch offices under the Ministry of Labor assign a civil servant to deal with employment counseling within his/her job duties. However, most of the service programs have been prepared and provided by private sectors.

3.6 Other implementing organizations

Below is an explanation of self-help groups from the mid-point of the Asian Pacific Decade:

The Republic of Korea actively supports programmes that are appropriate to each organization and foundation pertaining to the welfare of -disabled persons and with systematic cooperation among ministries. In future, the country plans to expand and strengthen the support for existing organizations to facilitate the activities of self-help organizations of persons with disabilities, and cultivate cooperation among those organizations. The needs of disabled persons will also be reflected in policy measures and their implementation.

Numerous organizations and foundations are active in various fields in trying to improve the quality of disabled persons' lives. Among them, 126 foundations are mainly voluntary organizations helping disabled persons, while others help disabled persons gain employment. All members of organizations and foundations have annual meetings to discuss their programmes.

Responding to the increased needs of disabled persons, the programmes of the organizations and foundations are diverse and include employment, rehabilitation, medical care, education and training, arts and culture, leisure and sports, family support, incentives and allowances. Central and local Governments provide support for organizations and foundations to ensure that they carry out their programmes successfully.

There is a branch of Disabled People's International in Korea and the Korea Society for Rehabilitation of Persons with Disabilities is an influential group. There is also a Korea Association of Persons with Physical Disabilities. In terms of disability policies, there are no particular roles and functions of employers and trade unions on policy-making boards.

KEPAD is also involved in providing subsidies to self-help organizations for job placement and referral services. Government supports selective NGOs.

Part Four: Education, Vocational training Self-employment and Employment Services for People with Disabilities

4.1 Education System

The education system of Korea consists of six-years at elementary school, three-years at middle school, three-years at high school and four-years at college or university with graduate courses leading to Ph. D. degrees. There are also two-year junior colleges and vocational colleges.

Table 4.1: Summary of school (2002) (unit: thousand)

	School	Students	Students per teacher
Kindergartens	8,494	545	19.5
Elementary school	5,267	4,020	28.7
Middle school	2,731	1,861	20.1
High school	1,957	2,071	19.9
Junior school	158	913	78.0
Collage & Universities	172	1,686	39.5

Source : Ministry of Education, Korean Education Development Institute

The percentage of elementary school graduates advancing to middle school was 99.1 percent in 1996 with total enrollment of 2,739,983. The total of high school enrollment in 1996 stood at 2,243,307.

Table 4.2: School enrollment ratio (percent)

	1999	2000
Kindergartens	37.3	38.1
Elementary school	95.3	94.1
Higher school enrollment ratio		
Elementary → Middle	99.9	99.9
Middle → High	99.4	99.5
High → Higher*	66.6	68.0
From general high schools	84.5	83.9
From vocational high schools	38.5	42.0

Source : Ministry of Education, Korean Educational Development Institute

(*Including junior colleges, colleges and universities)

The gender distribution of higher grade indicates that 36.7% of the total students are female, and there are 336 institutions that offer tertiary education in Korea today. They include 164 colleges and universities with 1,735,887 students and 152 junior vocational colleges with a total enrollment of 642,697 students. About 80 percent of these institutions are private (Korea Research Meeting for A/P Decade, 1997). There are no significant differences between urban and rural areas in school quality.

4.2 Educational opportunities for people with disabilities

Most disabled children are enrolled in regular schools. But for the disabled children who cannot adapt themselves effectively to the environment, the Government operates 129 special schools and 6,429 (3,825 in general schools) special classes, where 50,852 disabled students are being educated in 2000. More recent figures in general special education are summarized as in table 4.3 below.

Table 4.3: Summary of special education

Year	No. of pre-school class (students)	No. of special school (students)	No. of special class in regular school (student)	No. of teacher	No. of high school graduate	No. of students who enter
1992	103(786)	103(19,904)	3,280(28,231)	6,003	-	
2001	267(1,481)	134(22,899)	3,846(26,815)	8,569	547(27.18%)	

Source: Jung, Jung, & Yoon 92002). P. 175

As of April of 1997, there were 22,789 student enrolled in special schools. Of the 114 special schools, three were national schools, 36 were public schools, and the remaining 75 (66 per cent of all special schools) were private schools. National schools are budgeted by the central Government, while public and private schools are budgeted by the local Government and fees mainly. The number of disabled children enrolled in special classes at regular schools was 25,300, which represented 34.8 per cent of all children with mild disability.

Table 4.4: Special schools by type of disability

Disability type	National	Public	Private	Total	* Ratio of consigned education (%)
Visually Impaired	1	2	9	12	61.2
Auditory Impaired	1	4	14	19	72.0
Mental Retardation	1	25	37	63	55.6
Physically Handicapped	-	5	11	16	62.9
Emotionally Disturbed	-	-	4	4	96.8
Total	3	36	75	114	60.7

Note: Ratio of consigned education refers to Government-subsidized education undertaken by private educational institutes as per Promotion of Special Education Act, Article 7

Korea's special education system is expected to concentrate its effort on finding effective strategies for the educational integration and strengthening educational services for pre- and post-school children, such as early special education and transitional education.

Those children who are not enrolled in special education programs are either accommodated in welfare facilities such as rehabilitation institutes or attend regular classes at regular school where the individual capabilities and difficulties of the children are not taken into consideration.

Integrated education opportunities for children and youth with disabilities has greatly been expanded. In order to promote the educational outcomes of children and youth with disabilities effectively, teaching aids, assistive devices, and facilities for them have been provided accordingly. In order to increase the educational effects of children with disabilities, teaching methods and materials have been used adaptively. The Ministry of Education &

Human Resources Development and all other related agencies have been deleting content and prejudiced items which prevents the loss of disabled persons' dignity in teaching materials and aids used for educational use and include the contents of their integration in the mainstream community living.

Integrated education can be defined as any education services prepared and provided by regular school settings and home-visiting education programs. The promotion of special Education Act amendment 1994 regulates integrated education by requiring the superintendents of regular schools to accept education needs of disabled students and the establishment of convenient facilities and special education classes.

Expanding opportunities for disabled persons to pursue higher education is a task of great importance. In 1994, the Ministry of Education introduced a new system under which those applicants with disability who satisfy specific standards may be admitted in addition to ordinary admission quota to universities and junior colleges. 18 universities granted special admittance to 118 students with disability in 1996, and the number of university increased to 28 in 1997. There were 1,600 extra-admission in 1998. Furthermore, establishment of a national rehabilitation junior college in 2002 allowed disabled persons to pursue higher education.

4.3 Mainstream vocational training system

In 1998, Ministry of Labor provided 320 thousand people who are unemployed with diverse vocational training programs such as employment promotion training, private training programs subsidized by central Government are also available for house wives and persons with disabilities.

Vocational Training Basic Law in 1976 focuses on training high school graduates and non-employed youths for manufacturing industries, contributing to industrialize the nation. Types of general vocational training systems can be summarized in table 4.5.

Table 4.5: General vocational training system

Law	Main training	Training organization	
Vocational Training Basic Law 1976	Training based on Standards total 503 Institutes	Public Sector institutes and 95 agencies	·Ministry of Justice ·Local Government ·Technical colleges ·Chamber of Commerce ·KEPAD
		237 TWI programs	Companies hiring more than 1,000 workers
		Accredited training agencies, 171 programs	
Employment Insurance Law 1995	OJT by employers		
	Educational training	Education/Training Agency	
		College/universities	
	Certified vocational training institutes		
Employment Policy Basic Law in 1993	Employment promotion training	Private training agencies	

Note: TWI is an in-service training provided by employers

4.4 Mainstream vocational training opportunities for people with disabilities

Main streaming vocational training approaches have been revealed not so effective so far due to the lack of support systems and the lack of public awareness. Most persons with disabilities in mainstream programs have mild physical or mental disabilities.

Table 4.6: Main streaming vocational training by training area and school in 1999 (unit: person)

Institute(total trainees)	Number of participants by area
Seoul Jungsoo Technical College (161)	Printing skill(1), Information technology(2), OA(2), Electronic(2), Computer machinery(1), Industrial equipment & facility (1), Design(1)
Kyungki Vocational Training Institute (374)	Computer aid drawing (3)
Handok Busan Technical College (540)	Lathe(4), technical Machinery(4), Press molding (2), Projection molding (1), Electronic welding(2), Electric construction (2), Special welding(1), Electric construction(1),
Busan Training Institute (140)	System control(1), Information management(1), Computer aid machine equipment(1), Information technology & management(2)
Deagu Technical College (561)	Environment management skill(2), Material technology (1), Electronic technology (1)
Textile Technical College (467)	Textile Design(3), Textile production technology(1)
Gumi Technical College (357)	Information technical(2), Electronic technology(3), Electronic & computer(1), OA(1)
Kyungbuk Vocational Technical College (410)	Precision machinery(1), Industrial Electronics(2), Electronic control(2), Automobile service(1), Industrial design(3)
Pohang Vocational Technical College (330)	Electronic machinery(1), Production process(1), Industrial electronics(1), Electronic welding(1)
Kimcheon Vocational Technical College (335)	Construction & remodeling(1), Industrial equipment(1), Electronic control(1)
Youngjoo Vocational Technical College (300)	CNC Lathe(3), Special welding(1), Computer –aid industrial design(4), Industrial electronics(1)
Incheon Technical College (1,232)	Machine design(2), Material engineering (1), Electronics(1), Electronic(1), OA(1)
Incheon Vocational Training Institute (408)	Industrial machinery(1), OA(2), Computer-aid drawing(2), Electronic calculator(1), Machine drawing(2)
Jeonnam Vocational Technical College(290)	Industrial Electronic(4), OA(1), Construction arrangement(1), Electric work (3),Furniture production(1), Automobile complete(1), Precision machine(1), Construction & remodeling (1)
Suncheon Vocational Technical College(380)	Production process(7), Machining center(1), Electric welding(8), Plumbing (1), Electric power & electronics(5), Indoor design(2),
Cheju Vocational Technical College(190)	Industrial electronics(5), Automobile complete(3), Industrial design(3)
Gwangju Vocational Training Institute(374)	Machinery electronics(2), Information management(2), Machine drawing(3)
Gwangju Technical College(411)	Electronic technical(1)

However, integrated vocational training models are very flexible and market-oriented. Therefore, they should be highly recommended and given first priority.

4.5 Segregated vocational training opportunities for people with disabilities

More than 1,000 persons with disabilities have been trained at segregated vocational training institutes each year since 1997. Most persons with disabilities in segregated vocational training centres have mild or moderate disabilities.

Information on mainstream vocational training services related to rural/urban and gender variables are not available at this point in time. School teachers are trained in 4-year colleges and universities accredited by Ministry of Education and Human Resources.

**Table 4.7: Separated vocational training by type of institute in 1998
(unit: person, %)**

Type	Number of trainees	drop-out	drop-out rate (%)
Public sector	209	20	9.7
Special school	554	39	7.0
Designated training facilities	294	56	19
Rehabilitation facility & agency	303	35	11.6
Total	1,360	150	11.0

**Table 4.8: Institutions for the disabled and their residents by institution type
(unit: establishment & person)**

Year	The vocational rehabilitation institution for the disabled					
	Total		Vocational training institute		Sheltered workshop	
	Facilities	Residents	Facilities	Residents	Facilities	Residents
1990	6	217	-	-	6	217
1995	8	419	-	-	8	419
1998	158	576	148	2,906	10	576
1999	163	4,467	150	3,730	13	737
2000	172	5,023	157	4,288	15	735

Note: Vocational training facilities focus on skill training while sheltered workshops focus on work.

The Government is expanding the scope of operation of welfare institutions in order to provide better vocational, medical, and social rehabilitation for the severely disabled. Welfare institutes for persons with disabilities have been good resources for promoting vocational training opportunities.

Table 4.9: Status of Welfare Institutions in 1999 (unit: establishment, person)

	Type of Institution	Number of Institution	Number of Persons in Institutions
Residential Institutions	Physically Disabled	39	3,296
	Mentally Retarded	61	5,841
	Visually Impaired	11	676
	Auditory-linguistic impaired	14	913
	Medical care	70	6,448
	Sub Total	195	17,174
Non-residential Institutions	Welfare center	62	-
	Special rehab hospital	15	-
	Day care center	35	-
	Short-term care center	4	
	Group-home	16	
	Sports center	11	
	Mobile service center	16	
	Sign language center	16	
	Vocational rehab institute	172	
	Sub Total	347	
	Total	542	17,174

Residential institutions provide person with disabilities with room and board, while non-residential facilities do not.

Welfare institutions for persons with disabilities have also been good places for vocational training. Most Vocational rehabilitation institutes provide services related to counseling, evaluation, work adjustment, and supported employment.

Table 4.10: Facilities for persons with disabilities and their residents

Year/Classification	The welfare institution for Disabilities					
	Total		Physically disabled		Visually disabled	
	Facilities	Residents	Facilities	Residents	Facilities	Residents
1990	118	12,759	34	3,424	11	948
1995	166	14,421	34	3,012	11	657
1998	182	16,142	37	3,109	10	622
1999	188	16,823	37	3,198	10	627
2000	195	17,215	39	3,769	11	675

Table 4.11: Designated training institute by MOLAB in 2000 (unit: institute, person)

Total	Public	Special education school	Private			Vocational rehabilitation facility
			Recognized	Welfare center	Massage center	
101	51	20	9	7	5	9
1,730	447	486	305	411	30	80 trainees

Ministry of Labour (MOLAB) has been responsible for training persons with disabilities, and the number of trainees has been dramatically increasing as shown in the table below.

Table 4.12: Outcomes of vocational training (unit: organization)

Year	1995	1996	1997	1998	1999
number of org.	1	25	61	85	98
number of person	224	660	1,019	1,420	1,799

In addition, Ministry of Labour also has a plan to establish four additional comprehensive vocational training centers and two specialized training centers for the visually disabled and for the mentally retarded in different geographic areas of the nation by the year 2003.

Comprehensive vocational training arecenters are available to person with any type of disability, while specialized training are available only specific type of disabled persons.

In 1987, the Sungbundo Vocational Rehabilitation Center and Notredame Educational Institute were established in Kwangju, Kyonggi Province and Incheon respectively. They specialized in vocational rehabilitation for the disabled. These institutes offered courses on cloisonne work, drafting, pottery, computers, electrical work, jewelry making, gold and silversmith, metal crafts, home fashion, weaving, embroidery, baking, and information processing.

After the establishment of the KEPAD in 1991, the Ilsan Vocational Institute for the Disabled was opened. This institution trained about 150 persons with disabilities each year in the areas of printing, OS, and etc.

The statistical record of the national program of vocational rehabilitation in Korea is impressive. Over the last year vocational rehabilitation facilities in Korea have been significantly growing. Trends in the vocational rehabilitation program between 1981 and 1998 can be summarized in the table below. There are 177 residential welfare facilities for disabled persons nationwide, as shown in the below table. The facilities can accommodate a total of 15,240 persons.

**Table 4.13: Welfare facilities for the people with disability
(Number of facilities/number of disabled persons accommodated)**

Year	Physically impaired	Mentally disturbed	Visually impaired	Hearing/ speech impaired	Facilities for the severely disabled	Workshops	Total
1981	24/2,725	26/2,784	9/573	12/902	2/162	-	73/7,146
1996	33/3,192	51/5,437	11/645	14/949	57/4687	7/330	177/15,240

Source: <www.mohw.Go.kr/English/index.html>

The central Government endeavors to expand welfare institutions and improve the quality of their services to provide comprehensive protection for persons with severe and/or multiple disabilities. The Government is also expanding income maintenance programs for persons with disabilities by providing welfare allowance and reducing taxes and fees. These welfare centers are basically entitled to custodial care and often provide person with severe disability educational services.

Welfare centers are typical non-residential institutions for the rehabilitation of persons with disabilities to foster the development of self-supporting status.

Table 4.14: Facilities for persons with disabilities and their residents, by characteristics

Classification	No. of facilities	Admissions		Discharges				
		Referrals	No relatives	Total relatives	Employed	Transfer	Deaths	Others
1985	90	871	1,932	794	151	339	150	435
1990	118	1,341	1,157	488	273	526	126	354
1995	174	581	1,356	218	254	268	128	165
1998	192	1,302	585	504	144	223	170	108
1999	188	1,365	966	508	112	483	218	124
2000	195	1,517	995	484	160	349	306	153

Table 4.15: One-year Vocational training at rehabilitation centers for the industrial injured

Rehabilitation Center	Type of training	Contents	Certification
Ansan	Textile	·Needle Work ·Textile Design	·Technical Certification of Textile Design
		·Laundry	·Technical Certification of Laundry
	Printing	·Electronic Publication · T e c h n i c i a n Certification Course	·Computer Graphics Technician ·Electric Publication Technician
		·Editing	·Printing Technician
		·Computer Design ·Outdoor Sign Design	·Technical Certification of Sign Painting ·Computer Graphics Technician
	Jewelry Design	·Jewelry work ·Metal Casting	·Jewelry Design Technician ·Metal Casting Technician
Kwangju	Textile	·Needle Work ·Textile Design ·Pattern Design	·Technical Certification of Textile Design
	Laundry	·Laundry	·Technical Certification of Laundry
	Commercial Art	·General ·Computerized	·Technical Certification of Laundry
	Boiler	·Boiler ·Gas	·High-density Gas Technician

Source : Ansan and Kwangju Rehabilitation Center (2000)

These centers were established under Workers Compensation Act Amendment 1997. Until 2002, workers compensation legislation has been focusing on momentary compensation of persons with industrial disabilities. Recently, Korea Labor Welfare Corporation hired dozens of rehabilitation counselors.

4.6 Self-help and peer vocational training opportunities for people with disabilities

The Government establishes many kinds of public rehabilitation institution to foster the development of persons with disabilities toward self-supporting status. As public rehabilitation institutions, there are:

- Welfare Center,
- Special Hospital for Rehabilitation,
- Day Care Center,
- Short-term Care Center,
- Group Home,
- Sport Center,
- Service Center by Car and
- Sign Language Interpretation Center.

The functions of public rehabilitation institutions include rehabilitation counseling, therapy, training, social surveys, general rehabilitation services and social action, etc. Recently, independent living movements have been active among persons with significant disabilities, such as cerebral palsy. However, only a few self-help organizations, such as Jeongnip polio center, provide peer counseling services.

4.7 Mainstream employment services

There are 126 employment stabilization service centers (ESSC) as of 2000. ESSC were established in 1998 to give effective services “One-Stop Service”, thereby joining Employment Insurance Service Centers and Occupational Stabilization Centers. The Ministry of Labor has plans to increase the number of these centers in the future for easy accessibility. There are also seven human resource banks to give specialized and specific services for more skilled or educated workers in seven big cities. There are also 16 “day-employment” service centers for day laborers such as construction workers.

4.8 Mainstream employment-service opportunities for people with disabilities

Article 7 of EPLPD regulates vocational guidance services for the disabled, Article 8 vocational training, Article 9 follow-up services after employment. Ministry of Labour and KEPAD together placed great numbers of people with disabilities in the labour market shown in the table below.

Table 4.16: Number of job placement/development (unit: person)

Year	1995	1996	1997	1998	1999
Offering a job	11,418	12,089	10,896	9,179	14,889
Seeking work	7,443	8,185	8,585	14,140	25,831
Job placement Or referral	10,134	11,944	13,537	17,437	21,468
Getting a job	3,247	4,222	5,041	6,467	9,894

Source: KEPAD annual

Placements are done jointly between MOL and KEPA, which have a well-organized referral system.

For the mainstream employment services for persons with disabilities, the Government designated duties for disabled job seekers to 56 job placement offices under the Ministry of Labor, in the nation.

Table 4.17: Designated vocational training institute and facilities

Name	Number
Training facilities	8
Special school (transitional program)	20
Welfare center	16
Massage clinic	5
Total	49

4.9 Special employment and employment-support services for people with disabilities

The following are the main kinds of institutes that play the role of career counselors, vocational evaluation, work adjustment, job development, job placement, supported employment, and follow-up, as shown in the below table. Services are focused on placement in open employment.

Table 4.18: Major roles played by each type of institute

Organization	Major roles
Vocational rehabilitation center	Career counseling, vocational evaluation, work adjustment training, job development and placement, supported employment, follow-up
Specialized evaluation center	Comprehensive vocational evaluation, development and standardization of evaluation instruments, referral
Vocational rehabilitation facilities	Career counseling, preliminary vocational evaluation, work adjustment training, sheltered employment, transitional and follow-up services, job development & placement
Self-help organization	Career counseling, job development and placement, net-working, public relation and awareness, marketing of sheltered products.

Vocational rehabilitation center and specialized evaluation center are mainly subsidized by the Vocational Rehabilitation fund, while vocational rehabilitation facilities and self-help organizations are mainly subsidized by the general government budget.

In the private sector, there are various organizations, groups, and facilities that render vocational rehabilitation services for the disabled. At the end of 1996, there were 27 centers in operation nationwide, providing counseling, guidance, medical, and vocational rehabilitation services (as shown in the below table).

Table 4.19: Services offered at 79 comprehensive welfare centers for the disabled

Name of section	Services rendered
Counseling and guidance section	Comprehensive counseling, psychological evaluation, matters concerning evaluation and counseling on how to give guidance, community and resource development program.
Social education section	Use of braces, independent living skills training, and matters concerning sports and recreational activities, social and education all service, and matters concerning operation of libraries
Vocational rehabilitation section	Functional training and skills training, employment services and follow-up service after employment, management of workshops and development of new jobs

Table 4.20: Number of organizations utilizing Vocational Rehabilitation Fund in 2002

Type		Number	Percent(%)	
Vocational rehabilitation centers		35	25.8	
Specialized evaluation centers		4	2.9	
Vocational Rehabilitation Facilities	Work activity	22	48.5	16.1
	Vocational training	8		5.9
	Sheltered work	36		26.5
Self-help organizations		31	22.8	
Total		136	100.0	

The National Rehabilitation Center was also established in October, 1986. The functions of the Center include counseling, medical rehabilitation, job training, research and study. The Center has also constructed the National Rehabilitation Medical Center. The Medical Center has a plan to meet the growing need for specialized medical rehabilitation treatment of the

handicapped and technically qualified personnel. It was opened in April, 1994.

Seoul Counseling center against Sexual Violence of Women with Disabilities opened 15 March 2001 to promote rights of women with disabilities.

Theories and methodologies of supported employment in the field of rehabilitation in Korea were introduced around the year of 1992. Since this period, educational materials concerning supported employment were gradually exposed to the rehabilitation workers. The initial effort to practice supported employment models for people with disabilities was attempted in 1994 by a couple of practitioners working for two rehabilitation centers in Seoul as a part of their adult rehabilitation programs. This effort was successful and was immediately recognized by other practitioners. Many rehabilitation centers developed and operated supported employment programs based on the unique figures of each center and community after 1994.

All the rehabilitation programs are provided by private sectors.

4.10 Mainstream support for self-employment and income generation

Government agencies often provide loans and other financial services to support for self-employment and income generation among general public.

The Ministry of Labour in Korea increased small merchant support centers from 30 in 1999 to 50 in the year 2000, financial support has been extended to accommodate for the weak loan collateral capacity of small merchants. The Ministry of Science and Technology has also contributed to the project by conducting evaluations on technology of venture firms. Establishments to assist women in establishing businesses have been set up in seven places, including Seoul, to provide courses on start-up methods for businesses. Business services such as strengthening competitiveness of firms by women and provision of management advice is also under way. Support is even given for costs in acquiring a certification of foreign standards and in applying for patents of overseas industrial property rights. (Ministry of Labour website: www.molab.go.kr)

Self-employment initiatives have also been an important policy of Ministry of Labor. In 2000 the Government set a target of 2,500 persons to provide self-employment opportunities among the non-employed at the national budget of approximately 0.1 billion US dollar. The interest rate of this service was 7.5 per cent each year.

4.11 Mainstream support for self-employment and income generation for people with disabilities

To reduce the economic hardship of the disabled and their families, the Government has developed various measures that enable persons with disabilities to support themselves. The Government provided 76,899 low-income persons with disabilities with disability allowance in 2001.

4.12 Self-employment and income-generation support services for people with disabilities

KEPAD provides a few projects to support for self-employment and income generation among persons with disabilities. KEPAD has been responsible for the promotion of employment for persons with disabilities, and implementing several important projects as follows since 1992(Ahn, 2000/Autumn).

Examples of loan services for workers with disabilities:

- transportation purchase loan
- livelihood stability loan
- loan for small business and self-employment

Table 4.21: Budget by project in 1999

Category	Number	Budget(US\$)
Betterment of employment conditions and environment	101 firms, 1 welfare company	1.1 million
	742 firms(3,376 persons)	0.49 million
Loan services for workers with disabilities	2,153 persons	1.67 million
	1,141 persons	1.17 million
Subsidy to self-help organization et. For job placement and referral services.	38 organization(2000)	not available

4.13 Poverty alleviation

The national pension program was expanded into the urban areas as of April 1999, and the number of members was increased from 7.84 million in 1997 to 16.28 million in 2001. A total of 770,000 people are currently receiving a special retirement pension. The coverage of the health insurance was expanded to prenatal examination and aid device for the handicapped. The period of payment was also extended to 365 days. The workers hired by the businesses with less than five employees are also admitted to the insurance as a group as of July 2001. There were 380,000 of these workers in total. Both unemployment and workmen's accident compensation insurance were expanded to all work places as of October 1998 and July 2000.

To reduce the economic hardship of the disabled and their families, the Government has developed various measures that enable persons with disabilities to support themselves. The Government 93,251 low-income disabled persons with medical aid, bearing all medical expenses. The Government also provides loans for self-support, education aid, appliances aid and non-budgetary measures for reducing the economic burden, such as deduction of tax, discount of fee for public facilities, etc.

To improve of welfare services for the elderly, disabled, and other vulnerable groups of the society, a retirement pension program for the low-income people of 65 or over was introduced as of July 1998. The number of Potential Recipient was Increased from 265,000 in 1997 to 580,000 in 2001. The disabled allowance for the low-income handicapped people was also expanded. The number of Potential Recipient was Increased from 42,000 in 1997 to 92,000 in 2001.

The National Welfare Pension Act was enacted and promulgated in 1973 with the aim of improving people's livelihood and welfare. Its enforcement, which had been slated for January 1974, however, was postponed because of the economic crisis stemming from the worldwide 1973 oil shock. The National Welfare Pension Act went through a large-scale revision to become the National Pension Act that came into effect since January 1, 1988. At

its initial stage, the National Pension covered only those working in workplaces with more than 10 full-time employees. Since then, the National Pension has been continuously extended to cover workplaces with more than 5 full-time employees (1992), farmers & fishermen (July 1995), and urban citizens (April 1999), eventually becoming a pension scheme for the whole general public.

The self-reliance support programs which began to be implemented with the start of the National Basic Livelihood Security Law on 1 October 2000 aim not only to guarantee the basic livelihood for the poor by the Government but also oblige those able to work to be responsible for their own lives through enhancement of their job skills, thus realizing productive welfare. Recipients of Minimum Living Expenses were increased from 370,000 won in 1997 to 1.49 million won in 2001. Average amount of monthly subsidy was increased from 138,000 won per person in 1997 to 204,000 won in 2001.

In the case of Disability or Survivor Pension, there is no requirement of minimum Insured period and pension benefits may be paid in the event of disability or death during one's Insured period. In addition, Divided Pension was introduced to provide income protection for non-income earning spouses (mainly housewives) who are not mandatorily covered under the Scheme. Also, there is no age limit for a female spouse among those who can receive Survivor Pension benefits.

4.14 Staff training for vocational rehabilitation

In Korea, studies in 1996 (Kim, Jun, Park, Lee, & Jung) showed the existence of 254 rehabilitation facilities and, 5,140 persons who were not well specialized. These numbers excluded the 140 sheltered workshops and 13 branches of the KEPAD. Although they are called 'rehabilitation' facilities, many of them provide only custodial services for people with severe disabilities.

Two major approaches to providing education and training for rehabilitation professionals are pre-employment programs and post-employment programs (O'Brien, 1994). Post-employment training can be achieved through government, and professional organizations, such as the National Rehabilitation Center (NRC). Non-government professional organizations can also play very significant roles in providing continuing education and post-employment training.

The Employment Promotion Law for People with Disabilities established in 1990 regulates the designation of 'vocational life counselors' for companies required to hire people with disabilities. The designated employees, namely 'vocational life counselors' play the role of vocational rehabilitation counselors. However, this creates critical problems in the system as 'vocational life counselors' are employed solely by entrepreneurs and Government and professional organization do not have any influence or control over them. 'Vocational life counselors' receive only 70 hours of in-service training with a curriculum of 48 lecture hours. Trainees are simply being exposed to information. This type of training is not enough for effective learning (Friend, 1996).

Education should be accomplished through two-way communications and immediate and appropriate feedback from their peers and instructors. Exchanging points of view and perceptions is necessary in order to integrate their personal experience into theories they are

taught. The KEPAD is responsible for training the 'vocational life counselors'. From 1991 to 1996 KEPAD was responsible for training 483 people.

Without adequately trained vocational rehabilitation personnel and coordination among rehabilitation professionals and agencies, the outcome of a variety of effects in many levels of society will continue to be disappointing (Kang, 1994). This is important in recognizing that the quality of vocational rehabilitation services relies heavily on the quality of personnel who deliver the services (Lee, 1998). A national survey of rehabilitation facilities conducted in 1996 by Kim et al. showed a rehabilitation staff-client ratio of 1-30 as well as under 8-hour working conditions (Kim et al., 1996). It is projected that Korea will continue to experience a shortage of trained vocational rehabilitation personnel. Due to the rapid growth and improved vocational rehabilitation service delivery during the past two decades, manpower shortages began to occur in several rehabilitation facilities. At present, a total of 14,910 persons with disabilities are housed in 170 government-approved residential facilities, and other 10,000 disabled persons are housed in other non-approved facilities. In spite of the large number of facilities, there is a lack of specialized services for people with disabilities with special needs (Lee & Park, 1999).

However, it was shown that there was a lack of coordination among 'vocational life counselors' themselves and rehabilitation administrators. As pointed out, 'vocational life counselors' are not included within the vocational rehabilitation service delivery system of Korea. Furthermore, there has been a lack of proper communication and exchange of information between professionals in the field of rehabilitation in Korea. Complicating matters are the personnel of the KEPAD, who are in charge of the planning and implementation of the 'vocational life counselors' training programs. They are not well trained in vocational rehabilitation that poses a major problem.

Curriculum and educational materials are not well developed or refined yet. There are currently four undergraduate training programs for vocational rehabilitation personnel, the most recent one having been established in 1997. Approximately 220 counselors who graduated from these programs are currently working at a variety of work places across the country, such as welfare centers and rehabilitation facilities.

It is a relatively recent development that the universities in Korea offer programs for training vocational rehabilitation personnel

4.15 Barriers and gaps

Vocational training for the disabled has not yet been made widely available. Only 2 per cent of all disabled people have completed any kind of vocational training. However, of those disabled aged 15 to 29 years old excluding those who were enrolled in school, 42 per cent wanted to receive vocational training.

In spite of the dramatic expansion of vocational rehabilitation services and programs, important issues such as quality of services, public awareness, consumer participation, and program effectiveness still remain. Major reasons for the ineffectiveness of current rehabilitation programs resulted from the rapid growth of the program, insufficient training of persons with disabilities, lack of information, inappropriate evaluation activities, and fragility of consumer security.

There is a lack of coordination among various agencies. This private sector delivery system has been exposed to a number of problems. The use of linkage and professional rehabilitation services are often unavailable.

Part Five: Employment Opportunities for People with Disabilities

5.1 Open employment opportunities for people with disabilities

Although recent economic instability in Korea characterized by high unemployment rates among people with disabilities, Korea is solely dependent on the means of the quota system which is regulated by the EPLPD, to encourage open employment. (Lee, 1998).

The Ministry of Labor has been responsible for fulfilling the 2 per cent quota system among companies that employ more than 300 employees. The public sector employs 3,591 persons with disabilities as of January 2000, recording a 1.33 per cent employment rate approximately. The private sector employs 17,840 persons with disabilities December 1999, recording a 0.9 per cent employment rate approximately. The Korea Employment Promotion Agency for the Disabled (KEPAD) was established in 1992 by the law. KEPAD works for the betterment of employment conditions and environment including subsidizing employers for job accommodation and providing low-interest loans, conditional financing, and employment subsidies. This agency provided approximately 1,400 persons with diverse disabilities with job placement services each month in 2001. More recent data are shown in table 5-1 below.

Table 5.1: Employment rate of persons with disabilities in 2001

Category	No. of employer	No. of workers	No. of quotas	No. of employed person disabled	Employed Rate(%)
Public sectors	84	274,488	5,490	4,420	1.61
private sectors	1,995	1,977,928	38,569	21,754	1.10
Total	2,079	2,252,416	44,059	26,174	1.16

The Korean Government adopted a punishment-oriented quota scheme, the EPLPD, rather than an incentive-oriented one. The policy to improve competitive employment opportunities among people with disabilities in Korea uses the quota system, which is regulated by the EPLPD. Unfortunately the law has not been faithfully followed by either government sectors nor private sectors, although the law mandated funds and grants to the businesses who have no obligation of employment but hire people with disabilities (Lee, 1998).

This quota system has been effective and increased employment opportunities only among people with mild disabilities. Jobs provided to people with disabilities through the quota have been characterized by low-pay, low skills, and less privileges. This is released by KEPAD. According to the Ministry of Labour (2002), hiring rates in the government and private sectors are 1.48 per cent and 0.95 per cent respectively, short of the 2 per cent mandatory hiring rate. Over 60 billion won subsidies have been provided to employers and 40.5 billion won working stabilization funds have been awarded. The public sectors however are not obligated to pay the fines due to not fulfilling the quota (Lee, 1998).

5.2 Employment opportunities for people with disabilities in protected work environments

The Samyuk Institute for the Disabled Children opened in 1979 the first sheltered workshop for the disabled children in Korea. The Ministry of Health and Welfare was in charge of the sheltered workshops annexed to some 70 welfare facilities for the disabled until 1981, after which the WLMPH was established thus become the responsibility of the state. With the enactment of the WLMPH in 1981 in commemoration of the International Year of the Disabled, the basis was laid for policy for sheltered employment of the severely disabled, who face great difficulty in finding regular employment. In 1986, the Ministry of Health and Welfare formulated a plan to establish and operate sheltered workshops with a view to expanding employment opportunities for the seriously disabled who could otherwise rarely expect to find ordinary jobs. Under the plan, 22 sheltered workshops were established to provide jobs to some 600 disabled persons.

The Ministry of Health and Welfare had built 165 such sheltered workshops in 1992. The management of 95 per cent of these 165 sheltered workshops had been commissioned to private organizations, and 75.6 per cent of these are also placed in residential facilities.

Sheltered workshops are facilities where disabled persons pursue rehabilitation by receiving physical and mental therapy through work. Through work facilities for the disabled; disabled persons receive physical and psychological therapy through vocational training or seek financial and social independence through work. Private companies hiring more persons with disabilities than those required by quotas are provided with special incentives by KEPAD.

The purpose of work facilities is to help those disabled persons who are capable of productive work but who nevertheless cannot find employment at regular work places. There are many work facilities established and operate in cooperation with many enterprises. Chung-nip Electronics and Mukunghwa Tongsan in Suwon, for example, are both operated by Samsung Electronics.

Comprehensive welfare centers for people with disabilities across the country, provide types of vocational rehabilitation programs. Many other organizations and individuals operate small workshops where people with severe disabilities and these who need urgent intensive vocational rehabilitation services can train. But only a small portion of them are served by sheltered workshop programs or supported employment provisions(Lee, 1995)

The Ministry of Health and Welfare has been increasing vocational rehabilitation facilities from 70 registered sheltered workshops in 1981 to 162 registered institutes in 2000. These institutes include sheltered workshops, pre-vocational training centers, vocational evaluation centers and work activities centers. They provided services to 4,081 persons with disabilities in 1999. There were 128 sheltered workshops serving 2,713 persons with disabilities in 1995. In 2002 currently, there are four vocational evaluation centers across the nation. These different statistics are due to the recategorization of the facilities and institutes by laws and regulations.

Table 5.2: Vocational rehabilitation service providers (unit: institute)

Type Source of budget	Vocational rehabilitation center	Vocational evaluation center	Vocational rehabilitation facilities				Self-help organization	Shops for goods and products
			Work Activity	Vocation training	Sheltered workshop	Work facilities		
Government budget	-	-	38	10	129	17	-	10
Vocational rehabilitation fund	35	4	23	9	41	-	30	-
	35	4	61	19	170	17	30	10

Source : Ministry of Health and Welfare, 2002

Persons with disabilities who work at the work facilities get wages more than the minimum wage decided by the Government. Therefore, they are more functional in terms of productivity compared to those at sheltered workshops.

In 1982, the Ministry of Health and Welfare began to build new work places. The management of 95 per cent of these has been commissioned by private organizations, and 75.6 per cent of these are also placed in residential facilities. The purpose of these facilities is to provide both physical and mental rehabilitation therapy through work and to promote financial and social independence of persons with disabilities by providing employment. These new work places include, work activity centers, work facilities, and vocational rehabilitation centers.

In 1993, the Seoul Community Rehabilitation Center opened "Sungji Industry", a sheltered workshop for those with developmental disabilities in the local community. This was the first sheltered workshop established and operated by parents of the disabled in Korea.

Sheltered workshops are facilities where disabled persons pursue rehabilitation by receiving physical and mental therapy through work, while work facilities are places where persons with disabilities receive physical and psychology therapy through vocational training or seek financial and social independence through work. In this context, the national budget for rehabilitation and welfare of people with disabilities has increased more than 300 fold within the last two decades if inflation is not considered.

5.3 Self-employment opportunities for people with disabilities

Most of all, employment opportunities should be open and competitive employment oriented, not sheltered workshops. However, persons with disabilities are still experiencing limited employment opportunities. Support for self-help organizations should be expanded by any means possible e.g. independent living center. The social integration of people with disabilities should be promoted through constructing the linkage and cooperation system between organizations of/for people with disabilities. Recently, parents groups and associations have been established. These self-help organizations are active in setting up sheltered workshops and other type of work places.

Opportunities for self-employment are open to persons with disabilities, but they experience a lack of resources.

5.4 Other segregated or protected employment opportunities for people with disabilities

To secure employment opportunities for persons with visual disabilities, the Korean society reserved the occupation of massage since 1974. Other partially reserved occupations for persons with visual disabilities include acupuncture, moxibustion, and fortune-telling. 1,720 persons with visual impairments are licensed in February 2000.

Theories and methodologies of supported employment in the field of rehabilitation in Korea were introduced around the year of 1992. Since this period, educational materials concerning supported employment were gradually exposed to the field practitioners in a fragmentary way. Most journal articles published in early 1993 deal with basic concepts, principles, models, and procedures. The initial effort to practice supported employment models for people with disabilities was attempted in 1994 by a couple of practitioners working for two rehabilitation centers in Seoul as a part of their adult rehabilitation programs. This effort was successful and was immediately recognized by other practitioners. Many rehabilitation centers developed and operated supported employment programs according to their own desires, based on the characteristics of each center and community after 1994. Therefore, there are some variations and differences among the programs in their quantitative and qualitative aspects. These programs ultimately have a common goal of improving the quality of life for persons with severe disabilities based on social integration and on the job training, although they appear different.

5.5 Barriers and gaps

The quota system in Korea has the following issues. (1) The policy applies only to those large enterprises with more than 300 full time employees (Little work exists there that the disabled are qualified to perform), (2) Basic programs for successful creation of jobs, such as vocational evaluation, work adjustment training, and vocational training, have not yet been actively carried out, (3) It only affects persons with mild or moderate disability who account for only a very small percentage of the disabled population.

More serious problems observed are high turnover rates (more than 50 per cent within a year) among workers with disabilities. It is the right time to revise the EPLPD. We need advanced policies to ensure better employment opportunities among people with disabilities. The quota system tends to interfere and result in negative side effects such as the increment of offenders who try to get monetary gains from the employer incentives prepared and provided by KEPAD. There is also negative image attached to fines and levies to employers who do not fulfill the quotas required.

The government-support system to subsidize sheltered employment for seriously disabled persons, who account for 80 per cent of all economically active aged people with disabilities, is extremely inadequate. The Government pays only minimal budgets of personal and overhead costs.

There is a big gender gap between men and women job-placed by KEPAD, showing job placement numbers of 3,661 men vs. 1,332 women, and 2,161 men vs. 897 women employed. Future policy directions should and would be the development of women labour force in the area of disability.

Part Six: Employment-promotion Activities Involving Social Partners

The National Human Rights Committee was established on 24th May, 2001 by enacting the National Human Rights Committee Act (No. 6481). This organization aims at protecting basic human rights, conducting research on the actual condition of people with social-disadvantaged including persons with disabilities, and the exchange and cooperation with human rights agencies in the world.

6.1 Government or NGO employment-promotion activities directed at employers

KSRD provides awareness-raising programs with the cooperation of mass media. The Government has designated September of every year as the month for employment promotion of the disabled and has had events to promote employment and skill completion for the disabled, including public awareness and giving awards to those who have contributed to employment promotion. (Ministry of Labour Report, 2002)

6.2 Government or NGO employment-promotion activities directed at trade unions or workers' organizations

The Korea Society for Rehabilitation of persons with Disabilities, a non-profit voluntary organization has been providing initiatives designed for raising awareness of employment of people with disabilities since 2001 based on the vocational rehabilitation funds.

6.3 Employer, trade union or workers' organization employment-promotion activities

The Korea Welfare Promotion Association for the Disabled (KOWPAD) created Ssangyong Gomdoori scholarship and awards dozens of disabled students each year since 1996.

Part Seven: Summary and Future Directions

7.1 Looking back over the past decade 1993-2002

Table 7.1: Summary of targets for Asian Pacific Decade 1993-2002

UNESCAP Target (1993-2002)		Current situation
1	To make accessible mainstream training programmes and to revise entry requirements and eligibility criteria where necessary, so that people with disabilities can participate in them, with due attention to gender equity and the participation of disabled persons from low-income and poor families.	Since 1996 Ministry of Labour has been initiating support projects to promote mainstreaming training opportunities for persons with disabilities.
2	To develop and strengthen curricula and support services (for example, physically accessible training sites and equipment, Braille text, sign language interpreters and trainers' aides) to enable persons with disabilities to participate fully in all pre-vocational and vocational training and apprenticeship programmes leading to gainful employment and self-employment in rural and urban areas.	KEPAD has been carrying out several projects to improve vocational capacities of persons with disabilities by subsidizing budgets for trainers and job accommodation.
3	To set national targets for the placement and promotion of the employment of persons with disabilities in the public and private sectors and to formulate a government policy to promote the achievement of these targets (such as through a mandatory quota scheme, employer incentives, focused awareness-raising campaigns targeted at employers and employees, and technical support to employers).	Through the quota system, employment opportunities of persons with disabilities in the private and public sectors have been greatly improved at least regarding the numbers. The Government set up 5 per cent quota from 2 per cent in case of new recruitment for lower level civil servants. However, there is no clear guidelines and targets regarding their job promotion.
4	To establish a collaborative body, including representatives of the public and private sectors, disabled people's organizations and other NGOs, to compile, on an ongoing basis, information on new employment and self-employment opportunities in the formal and informal sectors, as well as to provide training in skills relevant to these opportunities and discontinue training in skills that are obsolete.	Collaborative bodies have not been established yet.
5	To establish and fulfil annual training and job placement targets that are gender-equitable for people with disabilities, for joint action by all ministries (for example, those responsible for employment, human resources development, rural development), government development programmes, as well as employers' and workers' organizations and organizations of people with disabilities.	Some efforts were made for self-help organizations for persons with disabilities.
6	To provide appropriate training and employment opportunities for people with extensive disabilities and those who require a supportive environment (through, for example, the establishment of production centres, the provision of support services and assistive devices for self-employment and supported employment and, where necessary, arrangement of accommodation).	The numbers of sheltered workshops have been greatly increased, and KEPAD has been active to provide support services for self-employment and supported employment.
7	To introduce measures to ensure the equitable participation of persons with disabilities in all rural and urban schemes for poverty alleviation, income-generation in the formal and informal sectors, and the promotion of self-employment.	KEPAD programs and Ministry of Labour carries on "the 5 Year Plan" for the promotion of employment of persons with disabilities.
8	To introduce and undertake effective implementation of a national scheme for entrepreneurial skills development (including identification of business opportunities, development of a business plan, management and bookkeeping skills); support services to marketing and production; and access to interest-free or low-interest loans.	Under the auspice of Ministry of Health and Welfare 7 Exhibition and marketing centers opened.
9	To identify disabled people in order to place them in jobs or to assist them in self-employment in rural and urban areas, through appropriate public and private agencies (including employment placement services) and NGOs.	KEPAD and its branch offices have been doing a couple of projects regarding self-employment.
10	To use funds to promote training and employment opportunities for people with disabilities (for example, through adaptation of the environment, provision of support services and assistive devices) to benefit people with extensive disabilities as well.	KEPAD and its branch offices, as well as vocational rehabilitation centers subsidized by Ministry of Health and Welfare, use vocational rehabilitation funds for training and employment.

11	To protect the rights of disabled workers in all laws, policies and collective agreements relating to employment (including provisions on recruitment, promotion, dismissal and retrenchment).	
12	To identify and commission appropriate institutions to carry out research studies in the areas of ergonomics, workplace adaptations, safety devices and other topics relevant to the training and employment of disabled persons in the context of Asian and Pacific developing and least developed countries and areas, to encourage innovations, and to identify research topics in consultation with service providers, user groups and the collaborative body for the identification of new work opportunities, and other relevant agencies.	Some efforts in the G-7 Project Ministry of Health and Welfare and Korea Orthopedics and Rehabilitation Engineering Center (KOREC) of Ministry of Labor established in 1994 have been doing research studies.
13	To establish a monitoring and evaluation mechanism, with the active participation of representatives of disabled persons, to ensure that legislation relating to training and employment is effectively enforced, that policy is effectively implemented and that the relevant Decade targets are achieved.	
14	To establish an international clearing house to identify, gather and disseminate information on existing employment-related equipment and facilities for people with disabilities, as well as similar clearing houses at national, regional, state, provincial and district levels.	KSRD has been providing information through Internet.

Accessible mainstream training programs for people with disabilities have been steadily increasing since 1996. Ministry of Labour initiated support programs to subsidize mainstreaming vocational training agencies and facilities, and the number of program participants has been increasing. Drop-out rates of these mainstreaming systems were revealed much lower than those in segregated systems.

Since the International Year of Disabled People in 1981, rehabilitation facilities and programs have also been tremendously increasing due to the initiative by the central Government as shown in the table below. Within the past 5 years, the government budget has more than doubled. This is a big change when considering the 2.4 per cent inflation rate and the Government Budget growth rates which were between 9 per cent and 14.5 per cent during the same period.

The past period of the UN Decade of the Disabled 1983-1992 has been important and productive for disability legislation in Korea. and Seoul Symposium of Rehabilitation Action Network for Asia and the Pacific held in 1993 brought up the discussion for the principles, objectives, and goals set by the UN Decade of Disabled Persons and World Programme for Action. From 1989 to 1992 the Government has revised 32 related laws to restrict qualifications of taking certain positions based on disabilities. Following the Seoul Paralympics Games of 1988, the Korean Employment Promotion Agency for the Disabled (KEPAD) was established in 1990 by the EPLPD, under the Government sponsorship to implement the law. The biggest gain by the EPLPD has been in the public sector. For the past five years, the Korean Government has provided government jobs for people with disabilities (Lee, 1995).

Table 7.2: Government budget changes for people with disabilities (unit: million won, per cent)

Year	1996	1997	1998	1999	2000	2001	2002
Budget (won)	67,360	93,843	103,569	112,642	147,631	178,618	226,690
Increase (%)	12.3	39.3	10.4	8.8	31.1	21.0	26.9

The RI Asia & Pacific Regional Conference and the Campaign '97 in 1997 were held by

NGO (Korean Society for Rehabilitation of Persons with Disabilities) in cooperation with RI and RNN. In 1997, the UN ESCAP Meeting of Senior Officials was held in Seoul by the Korean Government to mark the mid-point of the Asian and Pacific Decade of Disabled Persons (1993-2002).

The Korean Government and NGOs have actively participated in various meetings and conferences related to the Asian and Pacific Decade of Disabled Persons.

The National Welfare Committee for the Disabled was established in 1996, but did not have formal office.

Civil Rights Committee was organized a couple of years ago and opened its office end of last year.

7.2 Looking forward

Although Korean society attempted to shape the goal of alleviating disabled persons burdens, their needs have not yet been fulfilled sufficiently. Since the International Year of Disabled Persons in 1981, diverse rehabilitation measures have been devised and provided to people with disabilities. However, there still exists a big gap between rehabilitation service providers and the consumers. For example, even though Korean Congress enacted "the Employment Promotion Law for People with Disabilities(EPLPD)" in 1990 which requires employers who employ more than 300 employees to have 2 percent of their workforce people with disabilities. People with disabilities have been observed to suffer from low participation in the labor market (Uh, 1997).

Vocational training and employment opportunities should be focused on persons with most severe disabilities. Employment opportunities should be given to persons with severe disabilities who are seeking self-help activities, such as peer counseling and independent living services. Integrated vocational training models should be recommended and given a first priority. Most of all, employment opportunities should be open or competitive employment oriented, not sheltered workshops. However, public sector training programs are far behind from those in the private sector.

Material well-being among persons with significant disabilities have been jeopardized, and economic gaps between the poor and the rich have been getting bigger.

The following are suggested for fulfilling responsibilities of the Government and professionals themselves.

1. Leadership and Government responsibility

It is time to provide leadership for the field in Korea. Therefore the development of the consistency of standards and structures for the professionalism of rehabilitation personnel is of utmost urgency. In the near future, more than 1 per cent of the total population (450,000 people) should eventually have access to general vocational rehabilitation services due to the extension of the legal categories of disabilities and other important factors. Along with rapid changes in industries and labor markets, vocational rehabilitation services will contribute significantly to the growth of the national economy and productivity, as well as human dignity.

Government responsibilities and initiatives for providing responsible measures for the employment of people with disabilities and their quality of life are also essential in Korea.

Early intervention programs which actively involve the families of children with disabilities and their community should be introduced and expanded in both rural and urban areas. Schools should introduce curricula for all children including children and youth with disabilities. Schools should conduct appropriate transition education from secondary level to post-school, pre-vocational, tertiary education, and the employment level.

The disability allowance should be realized imminently to guarantee the stabilization of livelihood for people with severe disabilities. They should also be eligible for the basic livelihood security as well as vocational training.

2. Networking

Networking among rehabilitation professionals, persons with disabilities, employers, and rehabilitation organizations increases experience exchange, public awareness, facility resource allocation, cooperation, training opportunities, knowledge-based decision making and appropriate utilization of research.

In order to operate organizations for people with disabilities effectively, develop and evaluate professional programs, and activate linkage between organizations of/people with disabilities, education opportunities should be increased and supported.

Another Asian and Pacific Decade of Disabled Persons should be proclaimed after the current Decade and its action plan should be established for the continuous development of welfare for people with disabilities in the Asia and Pacific region.

After the Asian and Pacific Decade of Disabled Persons a 10 Year Plan for Welfare of People with Disabilities (such as the Korean Decade of Persons with Disabilities) should be set up according to the actual conditions of each country.

The information and materials of policies and programs on disability between GOs and NGOs in the Asia and Pacific region should be shared and exchanged more actively.

As the Asian and Pacific Decade of Disabled Persons(1993-2002) finishes, plans for improving welfare for people with disabilities in Korea, and their "Agenda for Action" should be established, and reviewed by meetings held every year.

3. Community involvement

Although perception and interest in persons with disabilities has dramatically changed since Seoul Paralympics in 1998, the general public should become much more aware of disabilities and other related issues.

4. Small program focus

Vocational rehabilitation facilities should become smaller because of the loss of personal identity threatening most individuals stagnating in large uniform institutions which also do not usually provide rehabilitation services. Even in the smaller organizations rehabilitation professionals are sometimes less supportive of the client's identity than they could be.

In order to meet the needs of people with mental or developmental disabilities and promote their empowerment, various programs should be developed and conducted.

5. Environment

Facilities for people with disabilities in city and building planning should be generalized to include public facilities for the weak in mobility such as the elderly, children, pregnant women, etc. as well as disabled persons.

In order to create a comfortable living environment for all people, pavement environment for pedestrians should be adjusted, curb of entrance at public building should be eliminated, and, finally a barrier-free society could be realized.

Various facilities and equipment should be designed in a universal design available for all people, not only disabled persons, but should be developed considering the characteristics of disabled persons as well.

Employment opportunities should be given to those who are seeking self-help activities for persons with similar disabilities, such as peer counseling and independent living services.

6. Severe disability focus

Vocational training and employment opportunities should be focused on persons with the most severe disabilities.

Measures to facilitate employment of the disabled should focus on persons with severe disabilities so that they can achieve economic independence.

With the 8th Busan FESPIC Games in August, 2002 public awareness programs should be initiated in cooperation with the Government and NGOs.

7. Others

Laws and institutions should be adjusted to encompass the special needs of women and girls with disabilities and a body taking full charge of their problems should be established for those concrete actions.

Various tax reduction enlargements for income tax, donation tax, car tax for people with disabilities and discounts of public charges for such utilities as telephone fees, are required for disabled people. Economical burden alleviation policies, such as the enlargement of value-added tax exemption in technical aids exemption and distribution of items enlargement of technical aids in medical insurance and medical aid should be implemented.

7.3 In-country plans and recommendations

The Government has been preparing a “New Five-year plan for persons with Disabilities (2003-2207)”. This plan contains more advanced strategies and measures to improve the welfare status for persons with disabilities. However, rehabilitation legislation is urgent.

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Appendix One

Improvements in Architectural Environments in Korea

Facilities of convenience achieved in 2000 through accessibility legislation of 1997

Facilities for convenience of the disabled			Total	Elements of route			Elements of buildings		
				Accessible route	Parking lot	Removal of the vertical barrier	Entrances (Doors)	Corridors	Stairs, elevators and platform lifts
Name	Facilities	Rate(%)							
Schools	11,759	45.8	35,618	7,296	1,730	5,087	8,708	8,219	2,554
			77,802	11,708	9,271	11,759	11,759	11,759	9,787
School for the Handicapped	117	69.1	710	97	52	90	98	94	77
			1,027	112	83	115	115	113	103
Educational facilities	1,406	47.8	4,230	893	188	563	1,194	774	433
			8,846	1,389	1,042	1,406	1,406	1,119	1,102
Libraries	337	61.6	1,586	260	164	237	294	255	115
			2,575	334	285	337	337	324	322
Sports facilities	897	69.9	1,871	647	-	545	679	-	-
			2,675	882	-	897	896	-	-
Public office Facilities	2,599	46.1	12,898	2,003	1,522	1,887	2,316	1,918	908
			27,973	2,583	2,464	2,599	2,599	2,478	2,417
General office Facilities	13,820	41.8	36,681	7,719	2,199	4,959	10,797	5,547	4,109
			87,739	13,738	11,330	13,820	13,820	10,716	10,596
Hotel	767	51.3	3,526	536	429	446	626	575	428
			6,868	765	743	767	767	767	761
Inn	2,312	33.7	3,896	1,182	-	724	1,346	-	-
			11,553	2,305	-	2,312	2,312	-	-
Sales facilities	1,643	55.4	6,021	1,255	392	989	1,364	1,019	691
			10,868	1,632	1,362	1,643	1,643	1,512	1,499
Assembly facilities	1,285	52.9	4,920	859	384	684	1,101	943	416
			9,302	1,280	1,130	1,285	1,285	1,213	1,043

Appendix Two

Government budgets for accessibility in 2000 (unit: US \$, million)

Name	Budget	Major activity
Parliament	0.14	Guide pavement, cube, Braille guidance
Supreme Court	0.87	- 24 Courts, 56 registry offices · guide pavements
Constitutional Court	0.013	- Braille blocks
Central Election Committee	0.2	- election training institute, 11 cities/provinces, 14 cities/counties/wards · wheelchair-lift, ramp, toilet et.
Ministry of Government Administration & Home Affairs	0.16	- headquarter, central education center, administrative training institute · wheelchair-lift, ramp, toilet, elevator et.
Ministry of Culture & Tourism	0.17	- culture institute(parking, toilet, ramp et.)
Ministry of Health & Welfare	0.72	- institutes for the old(33 units) - institutes for the disabled(70 units)
Ministry of Labour	0.08	- Busan Office Hall(elevator for the disabled, 1 group)
Ministry of Patriots & Veterans Affairs	0.12	- branch hall(23 units) · entrance, ramp, braille guidance, toilet et.
National Tax Service	1.07	- taxation office(107 units) · cube, ramp, elevator, toilet et.
Korea Customs Service	0.45	- customs house/branch office(30 units) · toilet, entrance et.
Public Procurement Service	0.03	- branch hall/office(4 units) · toilet, ramp et.
National Police Agency	0.94	- police station(22 units) · wheelchair-lift, Braille guidance, Braille blocks, ramp et.
Cultural Properties Administration	0.27	- Hyun-Chung temple administration office · lift, Braille blocks, guidance, ramp et.
Total	5.23	

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