



“Better Jobs for the Disabled, Better World for All”



KEPAD (Korea Employment Promotion Agency for the Disabled) is always making efforts to provide high quality services in order for people with disabilities to realize “full participation in society through working” and for employers to accomplish “complete development through employment of people with disabilities”

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page	IN THIS ISSUE
1	Proof of Hope is Here
2	Health Service along with the Disabled ; Kraze Korea
4	Status of Employment of the Disabled Judged by 2007 Employment Rate of the Disabled
6	Special Employment of 25 Severely Disabled Persons as Public Servants

Proof of Hope Is Here

He had to continue new voyage. He had to have a new dream again after suffering a trouble in the middle of serving in the army and finishing a rehabilitation program. He could no longer live in obscurity. Finally he challenged the test to become a teacher after graduating from a college. Hyun-sik Park, who has served as teacher at Sunkwang School in Gwangju for two years, won the first prize in the essay contest for 2008 with his essay, titled “Voyage departed after a long anchorage.

The Ministry of Labor and Korea Employment Promotion Agency for the Disabled (KEPAD) announced the screening result on Aug. 7 of the 2008 contest to improve recognition of the disabled, “Show proof of hope,” that started in June to improve people’s recognition of the disabled and enhance concern about employment of the disabled through appearance of working disabled persons.

In the design category, the first prize went to the poster titled “Beethoven and Edison,” that stresses their unlimited possibility shown in case of discarding prejudice with subjects of the great composer Beethoven who tided over hearing impairments and the great inventor Edison.



- "Beethoven and Edison", the first prize poster -

In the video category, the first award went to the human documentary, "Go over the curtain of darkness," of Sang-jae Lee (1st-grade visually impaired), a clarinet player who is exploring new path after crossing the curtain of darkness and music supervisor of Heart-Heart Chamber Orchestra.

Winners of the first award of "Proof of hope" in each category will receive a prize from minister of labor and 2.5 million won in prize money. Winners of excellent award and encouragement award will get a prize from KEPAD president and prize money. It is the 17th prize essay contest for works to improve recognition of the disabled.

- Source : KEPAD press release on Aug. 7

Health Service Along with the Disabled: Kraze Korea

As the number of people laying stress on health is increasing, the fever of well-being and popularity of organic food are heating up. There is no exception in the hamburger market. In keeping with this trend, Kraze Korea is gaining much love from customers with hamburger made only with organic vegetables.

Kraze Korea is the nation's first indigenous hamburger specialty store. At present, it has 26 branches across the country and a total of 284 workers. Of the total, 25 disabled workers are offering services to customers at shops across the country. Most of them are speech impaired and intellectually disabled persons. They work as washer (washing dishes and arranging a cookroom, etc.) or cook.

“As the fever of well-being is heated up, a growing number of customers are showing keen interest in our hamburger. In return for this, I began to have a sense of duty to take social responsibility. As an initial step, I thought of employing the disabled,” Sang-hoon Shin, vice manager working at the headquarters, explained about the reason to employ the disabled persons.

At that time, KEPAD visited Kraze Korea and signed an agreement to promote employment of the disabled with the company in 2006. One year after the agreement, Kraze Korea became the best company employing the disabled with the employment rate of the disabled standing at 7.39 percent.

The most difficult thing Kraze Korea was facing in the course of employing disabled workers was to find out talented people. Accordingly, Kraze Korea steadily participated in the job fair organized by KEPAD and gained relevant information. Before employing the disabled, it received service education assistance from KEPAD.

Likewise the non-disabled, the employed disabled undertake a training course during the probationary period ranging from three months to six months. After having one-year experience, they are given a chance to promote to a regular worker. In 2007, a disabled worker was promoted to a regular worker for the first time. Regular employees work for 44 hours on a five-day week. It is sharply contrast to most restaurants preferring non-regular workers, including part-time employees.

“In the past, I worked at a bakery for about six years. Later, I removed to this place for work. As I liked cooking, I garnered a certificate of Western cooking. In June, one year after I began to work here, I got a test and became a regular worker. Effort is important to achieve his or her dream,” said Sang-hyun Ryu, who works as cook at a kitchen.

Eun-ha Kang, trainer of workers, said about the necessary part for disabled workers, “I think disabled workers should have professional consciousness and pride about what they work. It is because both the disabled and non-disabled are members of society alike.

Kraze Korea receives much love from customers with well-being hamburger. Although it just started to employ the disabled, it hopes to become the No. 1 company in terms of employment of the disabled someday.

- Source : the August edition of the industrial monthly magazine,
"The Disabled and Workplace."

Status of Employment of the Disabled Judged by 2007 Employment Rate of the Disabled

According to the analysis result of state, local governments and private companies with more than 50 regular workers on status of employment of the disabled as of the end of 2007, the number of employed disabled persons stood at 89,546 and the employment rate of the disabled was 1.54 percent, an increase of 10,066 persons and 0.17 percentage points, respectively, from 2006. This fact is an encouraging matter but there are still many things to be solved.

*Summary of the mandatory employment duty of the disabled (Article 27 and 29 of the law to promote employment of the disabled and rehabilitate occupation): Under the mandatory employment system of the disabled, the state, local governments and companies with more than 50 regular workers should employ disabled persons up to 5 percent of the newly employed workers until the ratio of the disabled reaches 2 percent of the total workers. Companies with more than 100 regular workers that did not implement the mandatory employment duty should pay surcharge.

Meanwhile, the mandatory employment rate of the disabled will go up to 3 percent for state and local governments from 2009. They have to employ disabled persons up to 6 percent of the newly employed workers until the ratio of the disabled reaches 3 percent of the total workers.

Like mentioned above, the employment rate of the disabled came to 1.54 percent as of the end of 2007, failing far below the mandatory employment rate of 2 percent, even though 17 years have passed since the enactment and implementation of the law to promote employment of the disabled and rehabilitate occupation in January 1990.

Main causes of the failure to meet the mandatory employment duty are expansion of jobs subject to the government's mandatory employment duty to teachers, judges and civilians attached to the military (32%-->84%), and abolition of exclusive cases that were applied to some public institutions and private companies, including those in construction, medical and educational service sectors.

However, the implementation degree of the mandatory employment duty of the disabled is improving gradually. Among 87 state and provincial governments, 33 institutions failed to keep the employment duty, a decrease of four from the previous year. Meanwhile, five institutions, including the Ministry of Patriots and Veterans Affairs and National Human Rights Commission of Korea, posted more than 3 percent in the employment rate of the disabled.

Among 250 public institutions and 20,125 private companies, 10,928 failed to satisfy the employment duty, a drop of 152 from a year ago. However, 20 public institutions, including Korail Track, Korea Internet Safety Commission and National Chorus of Korea, posted more than 3 percent in the employment rate of the disabled. In particular, 7,195 private companies, 35.8 percent of the total, did not employ even two disabled workers, a decrease of 319 from the previous year. Meanwhile, the employment rate of severely disabled persons was 17.9 percent (16,066 persons), off 0.4 percentage points from the previous year. It indicates that the phenomenon of preferring slightly disabled persons to severely disabled persons is deepening further.

Considering this problem, the Ministry of Labor and KEPAD are pushing ahead with reforming the mandatory employment system to expand the employment of severely disabled persons. Through the introduction of the subsidiary-type standard workplace system, a multiple employment model for severely disabled persons of large companies, in January 2008, it established a subsidiary-type standard workplace of POSCO, called "Poswith," for the first time in Korea.

Beginning next year, state and local governments have to employ disabled persons up to 6 percent of the newly employed workers until the ratio of the disabled reaches 3 percent of the total workers. Accordingly, the Ministry of Labor will map out a plan to

expand employment of the disabled in the public sector, which will include issuance of an order to government agencies failing to meet the 2 percent rate to change employment plan, inclusion of the employment rate of the disabled in the management contract of heads of public institutions that failed to meet the mandatory employment rate, and encouraging teachers' colleges to allow special entry of the disabled.

The Ministry of Labor projects to push for the plan through negotiations with relevant government agencies, including the Ministry of Education, Science and Technology. In keeping with this, KEPAD will continuously stage a campaign to sign "an agreement to promote employment of the disabled" and a "campaign to achieve the 2% employment rate at an earlier date" to encourage large companies to expand employment of disabled workers.

It is also planning to create an environment where enterprises voluntarily employ the disabled through tailor-made training program suitable for corporate demands, expansion of education on improving recognition of the disabled by corporate owners and workers, and findings & spread of employment best models.

- Source : the August edition of the industrial monthly magazine,
"The Disabled and Workplace."

Special Employment of 25 Severely Disabled Persons as Public Servants

The Ministry of Public Administration and Security (MOPAS) said on Aug. 26 that it will carry out a special employment plan exclusively for severely disabled persons in an attempt to expand chances for severely disabled persons suffering from fragile employment condition to become public servants.

The ministry said, "At present, the government is employing disabled persons up to a certain ratio of the total number of public servants to be employed. However, the employment ratio of severely disabled persons is very low. Accordingly, the ministry has decided to conduct a special employment program exclusively for severely disabled persons for the first time."

Under the MOPAS plan to employ severely disabled persons, each ministry will carry out a survey on jobs suitable for severely disabled persons in advance and select the disabled with proper career and qualifications. According to the demand survey result, 21 government agencies, including the Ministry of Strategy and Finance and the Defense Acquisition Program Administration requested employment of the total of 25 severely disabled persons. MOPAS plans to receive applications for three days from Sept. 22-24 and finish the selection procedures within this year after having document screening procedure and interview.

To help severely disabled persons who were selected through the special employment program this time carry out their job smoothly, MOPAS will grasp convenient facilities necessary for their working, including assistive technological equipment. It will also provide the employed disabled persons with a variety of assistance programs, including a program to improve job skill and on-the-spot practice before appointing them to a post, as well as chances to meet with their co-workers.

MOPAS said, "The ministry hopes this assistance step will greatly contribute to realizing actual right to equality of the disabled and expand chances for severely disabled persons to become government officials, while improving their quality of living."

-Source : an article in the Aug. 26 edition of Ablenews



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