

The Analysis of Standard Workplaces for the Disabled for Their Promotion

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Limitation of quota system

- Although the Quota system showed visible outcome, then severe PWD still left behind.

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Adapting the Legal Apparatus: Amendment of the Act in 2000

- Definition of persons with severe disabilities
- Expanding the scope of employment system : supported employment etc.
- National survey on actual employment status of people with disabilities
- Obligation of the governments to employ people with disabilities

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Employment Following Amendment of the Act

- Expansion of a range of businesses under mandatory employment obligation in private sector (businesses with 300 fulltime workers → 50 full-time workers)
- Rate of exceptional application by type of business, job is abolished
- Mandatory employment rate is increased
 - Private sector : 2% → 3.1% (2019)
 - Public sector : 2% → 3.4% (2019)

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The Employment Policy for People with Severe Disabilities

Reducing levy rate, giving additional allowance for employer hiring severe disabled

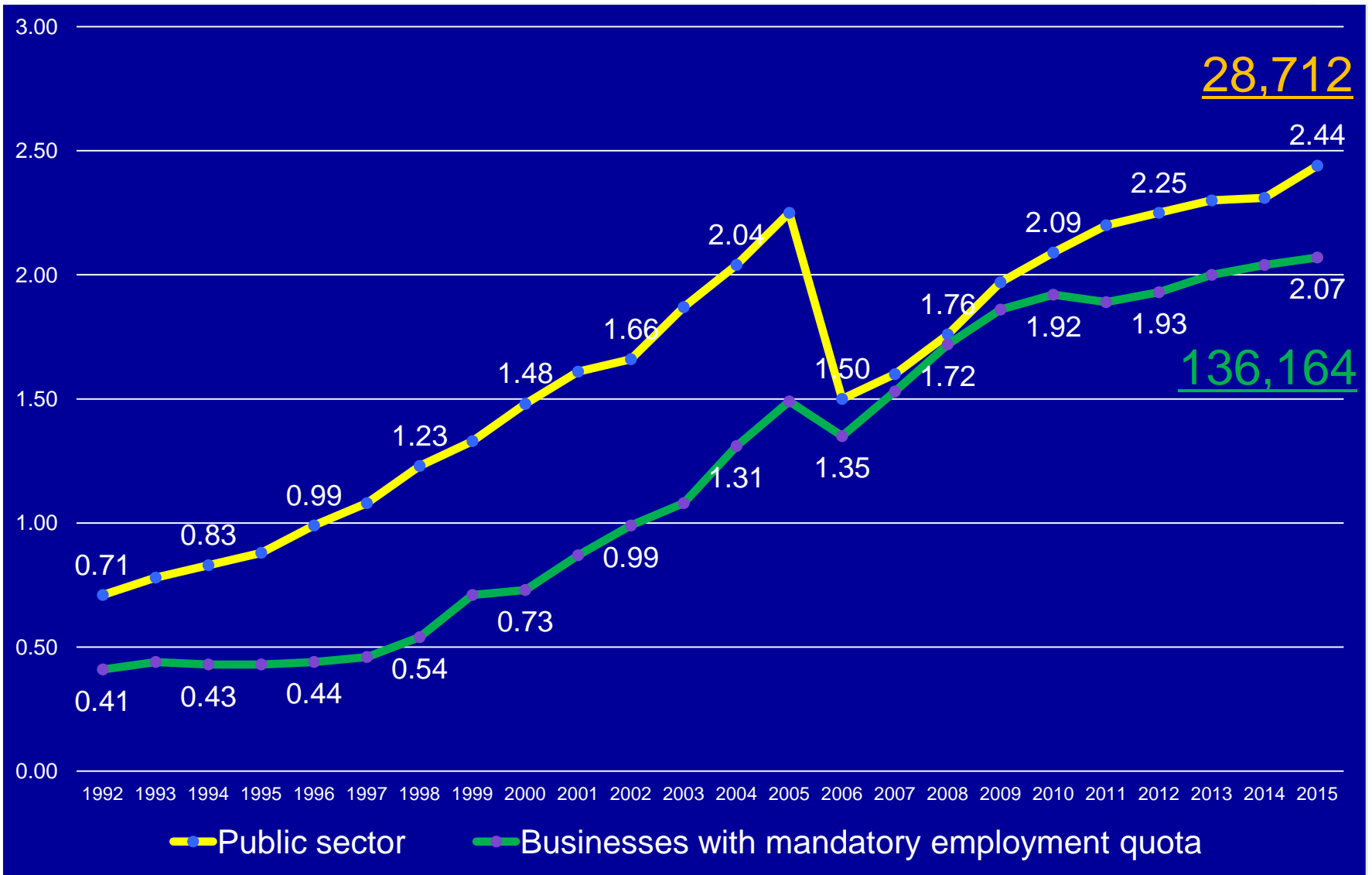
Double counter

Standard workplace

Supported employment

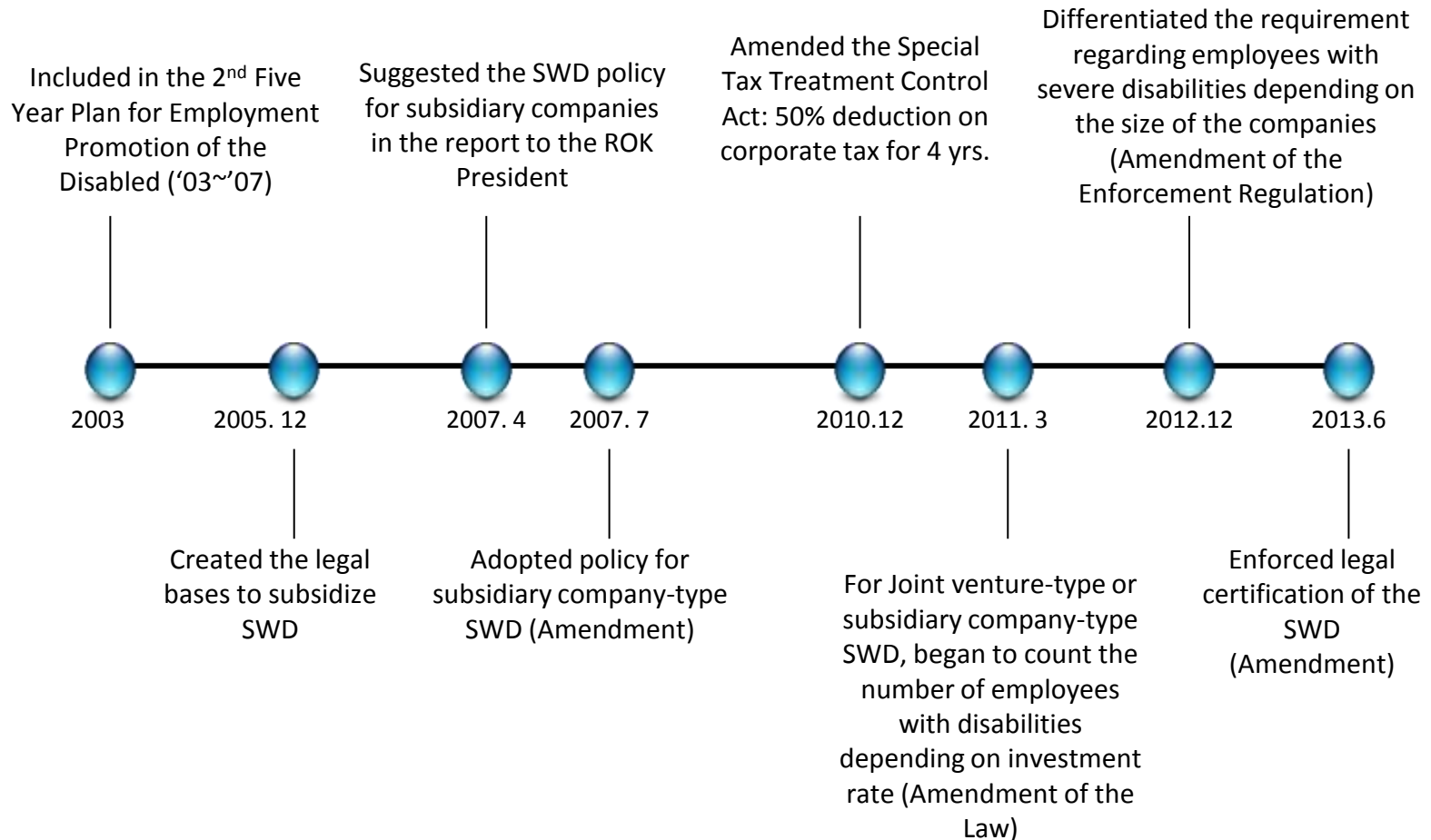
Personal assistance and Assistive technology

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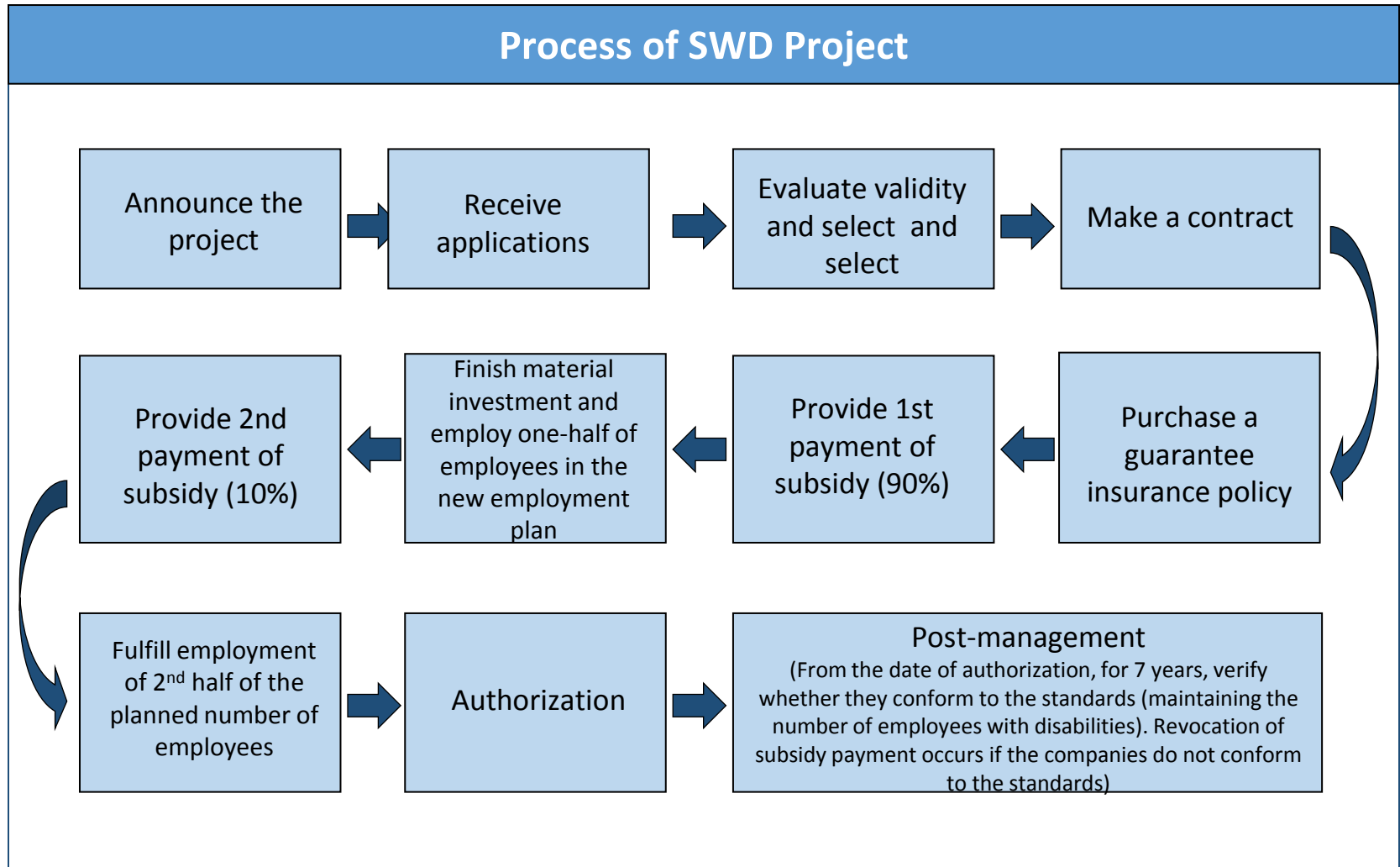


Policy of the Standard workplaces for the Disabled(SWD)

Progress of the SWD Policy



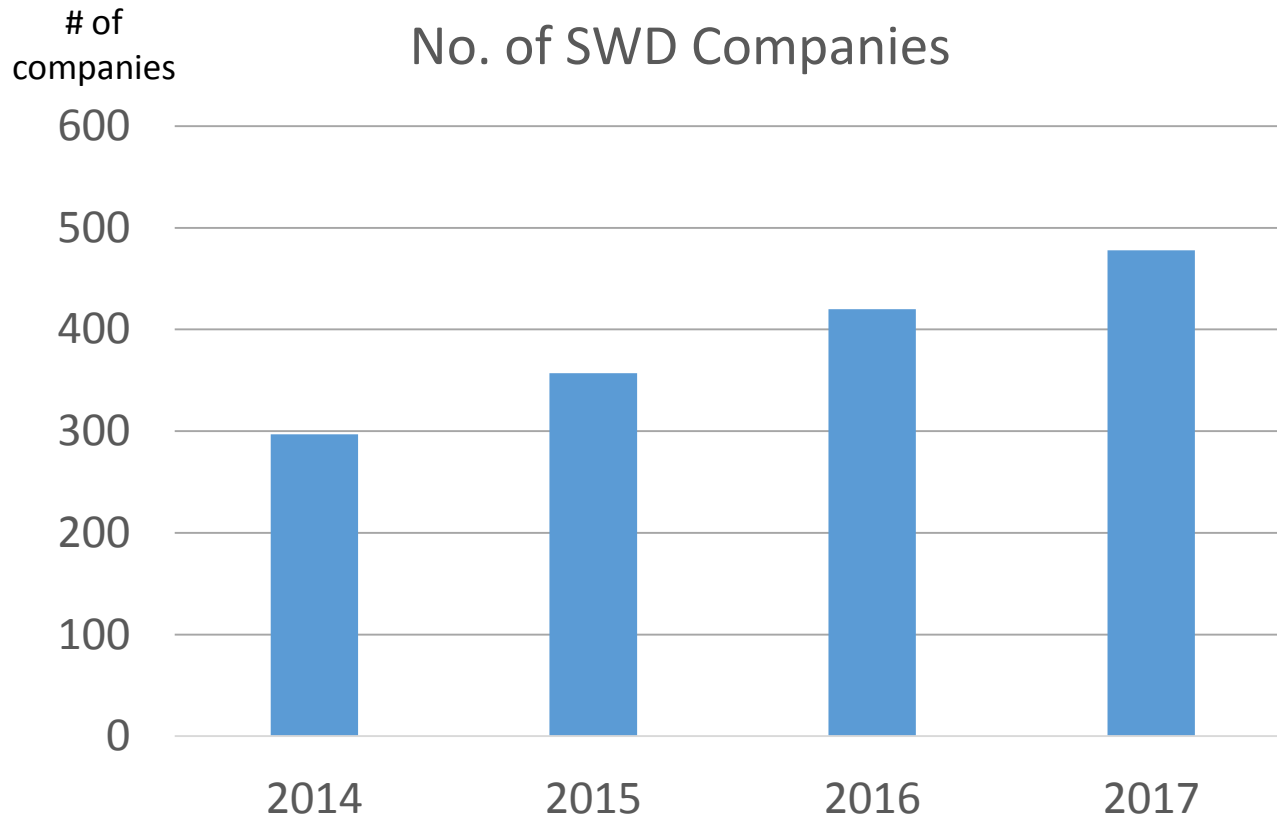
About Standard Workplace for the Disabled (SWD)



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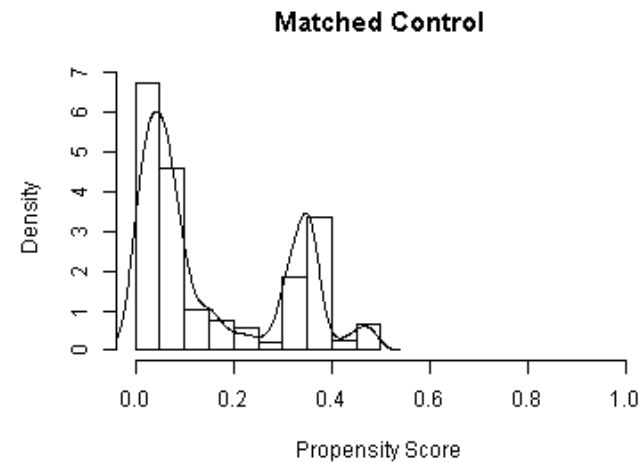
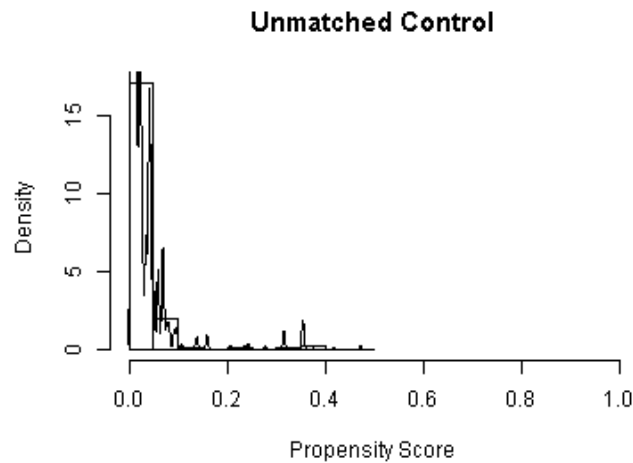
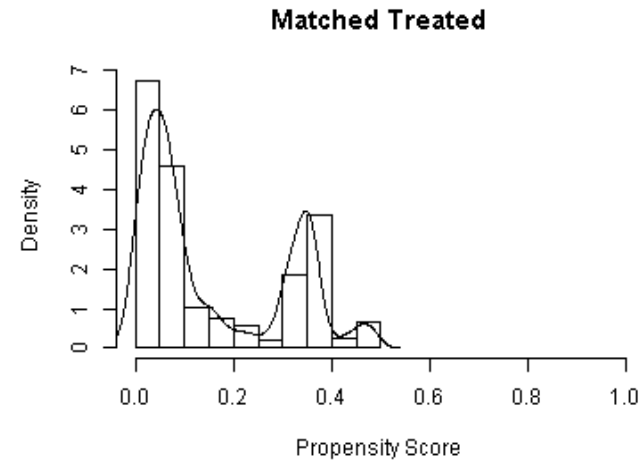
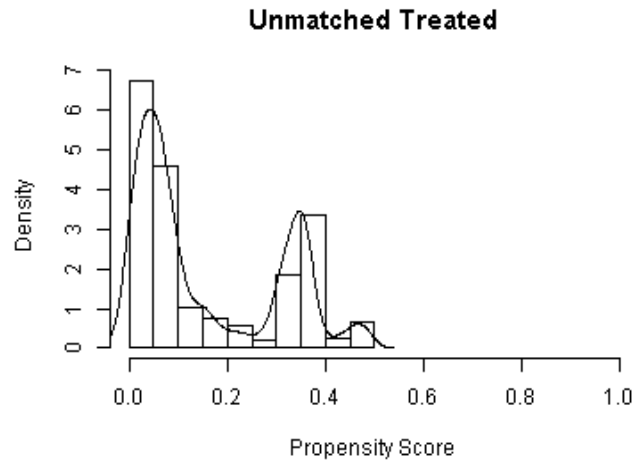
Number of SWD Companies

Number of subsidized and certified SWD companies



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Propensity Score Matching



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Dependent variable: Total employees with disabilities

- The total employees with disabilities will increase by 6.6%.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	61.433	3.304		18.596	.000
std	18.698	2.094	.077	8.929	.000
seoul	15.938	2.251	.066	7.081	.000
MANU	-8.270	2.538	-.034	-3.258	.001
UTILITY	12.169	3.156	.042	3.856	.000
labor	-30.266	2.714	-.119	-11.152	.000
service	-11.647	3.810	-.032	-3.057	.002

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Dependent variable: female with disabilities

- The rate of female with disabilities will increase by 23.7%

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14.164	.813		17.416	.000
std	14.608	.516	.237	28.337	.000
seoul	2.247	.554	.036	4.056	.000
MANU	-7.695	.625	-.125	-12.316	.000
UTILITY	4.101	.777	.055	5.279	.000
labor	-3.870	.668	-.059	-5.792	.000
service	2.474	.938	.027	2.637	.008

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Dependent variable: Severe disabilities

- The rate of people with severe disabilities will increase by 28.2%.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	14.631	1.448		10.105	.000
std	30.880	.918	.282	33.645	.000
seoul	4.362	.986	.040	4.422	.000
MANU	-6.745	1.112	-.062	-6.064	.000
UTILITY	11.330	1.383	.086	8.191	.000
labor	-.542	1.190	-.005	-.455	.649
service	-3.640	1.670	-.022	-2.179	.029

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Dependent variable: Developmental disabilities

- The rate of people with developmental disabilities with increase by 19.6%.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.115	.013		9.045	.000
std	.192	.008	.196	23.915	.000
seoul	-.024	.009	-.025	-2.811	.005
MANU	.019	.010	.019	1.906	.057
UTILITY	-.086	.012	-.073	-7.070	.000
labor	.307	.010	.296	29.502	.000
service	.077	.015	.053	5.265	.000

Thank you!