

A Study on Planning the Employment Promotion System for Persons with Disabilities from the Perspective of QOL in South Korea

– The Analysis and Consideration on the Act on Employment Promotion and Vocational Rehabilitation for Disabled Persons with WHOQOL-

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1. Introduction

Lehman · Ward · Linn et al.(1982) suggested that the economic independence, i.e., the employment of persons with disabilities, is a significant factor to affects QOL, even though there are diverse factors to help in improving their QOL. Konno and Simoda(2006) indicated that having a job enables persons with disabilities to participate in society and simultaneously to live an independent life; thus, having a job is essential for persons with disabilities to live independently and provides the basis that the QOL of persons with disabilities can be improved. Namely it can be said that living an independent life or participating in society is a critical factor to improve the QOL of persons with disabilities.

In South Korea, the efforts to promote the employment of persons with disabilities have been made and therein lies the mandatory employment system. However, while political judgment, economic situation, public opinions and overseas examples heretofore have had the influence to form the standards and judgments for planning the systems and policies for persons with disabilities, either their QOL or the employment system for persons with disabilities has not been considered as an important factor.

Therefore, this study aimed to present the tasks for designing the employment promotion system for persons with disabilities from the perspective of the improvement of QOL of persons with disabilities by analyzing the employment promotion system for persons with disabilities based on the Act on Employment Promotion and Vocational Rehabilitation for Disabled Persons(hereinafter referred to as the Act).

2. Methods

For this study, the contents of the Act were divided into four categories, i.e., purpose, duties, the measures for employers and the measures for persons with disabilities, and the contrastive analysis of six domains of WHOQOL has been carried out; physical domain(domain 1), psychological domain(domain 2), level of independence(domain 3), social relationship(domain 4), environment(domain 5) and spirituality/religion/personal belief(domain 6). Since the information on the Act from the Ministry of Employment and Labor was not sufficient, the results of analyzing precedent studies on the Act have been added.

3. Results

In results of analyzing the employment promotion system for persons with disabilities with WHOQOL, the four categories of purpose, philosophy and duties, the measures for employers and the measures for persons with disabilities fell into Domain 4(social relationship), the contents of the Act are mostly related to Domain 3(the level of independence), domain 4(social relationship) and domain 5(environment) among the six domains of WHOQOL; there were no contents that are related to domain 1(physical domain), domain 2(psychological domain) and domain 6(spirituality/religion/personal belief).

[Table 1] The Domains of WHOQOL and their Facets

Domains of WHOQOL and the facets incorporated within domains		The Articles in the Act on Employment Promotion and Vocational Rehabilitation for Disabled Persons that correspond to each domain.
Domain 1 Physical Domain	Pain and discomfort Energy and fatigue Sexual activity Sleep and rest Sensory function	· N/A
Domain 2 Psychological Domain	Work capacity Thinking memory and concentration Self-esteem Bodily image and appearance Negative feeling	· N/A
Domain3 Level of Independence	Mobility	· N/A
	Activities of daily living	· Purpose (Article 1)
	Dependence on medical substances and medical aids	· N/A
	Dependence on non-medical substances (alcohol, tobacco, drugs...)	
	Community capacity	· Other measures for employers (Article 12)
Domain4 Social Relationship	Work capacity	· Purpose(Article 1) · Measures for disabled persons(from Article 7 to 12)
	Personal relationship	· N/A
	Practical social support Activities as provider/support	· Purpose(Article 1) · Duties (From Article 3 to Article 5) · Mandatory employment system(Article 27 and 28) · Levy system (Article 33) · Other measures for employers (Article 7, 8, 20, 21, 24, 25, and 26) · Measures for disabled persons (From Article 9 to 12)
Domain5 Environment	Physical safety and security	· Duties(From Article 3 to 5) · Other measures for employers (Article 20 and 21)
	Home environment	· N/A
	Work satisfaction	· Measures for disabled persons (From Article 10 to 12)
	Financial resources	· N/A
	Health and social care ; accessibility and quality	· Measures for disabled persons (Article 10)
	Opportunities for acquiring new inform and quality	· Measures for disabled persons (Article 10)
	Participation and opportunities for recreation/leisure activities Physical environment ; Transport	· N/A
Domain6 Spirituality/Religion/Personal Belief		· N/A

There was no Article on the Act that matches with mobility and physical environment (transport) of domain 3(level of independence) and domain 5(environment), but the mobility and physical environment(transport) is critically concerned with the employment of persons with disabilities. The facets of domain 1(physical domain) were not included in any articles of the Act, either. As to the physical domain, the labor environment including medical supports and proper working hours for the maintenance of physical health of persons with disabilities needs to be prepared not to give them physical pains. Therefore, the facets of physical domain need to be reflected to the Act.

The facets of domain 2(psychological domain) were not included in the Act. The efforts to explore the psychological factors of persons with disabilities in the rehabilitation process help them motivated to rehabilitation; that is, the psychological and social rehabilitation become the basis of all the rehabilitation process (KIM Dong - Hyun, 1996). As to the domain 6(spirituality/religion/personal belief), the Act should play the role of the labor law for persons with disabilities and the clause that "No one must be treated unfairly on the basis of the religion in the workplace" to guarantee the freedom of religion needs to be stipulated in the Act.

4. Considerations

The Act on Employment Promotion and Vocational Rehabilitation for Disabled Persons should contribute to promote their employment and to guarantee their human right and the right to work. Based on this Act, employment promotion system for persons with disabilities needs to be designed from the perspective of QOL in the future.

5. References

- [1] Lehman, A.F. · Ward, N.C. · Linn L.S (1982) Chronic Mental Patients: The Quality of Life Issue、 American Journal of Psychiatry,139, 1271-1276.
- [2] Korea Employment Agency for the Disabled <https://www.kead.or.kr>