Employment Programs for Older Workers and Persons with Disabilities of Korea

Dr. Sang Hyon Lee
Research Fellow
Korea Employment Information Service
Introduction of Korea

Population: 50 Million
Employment rate: 61.0%, 26.5 Million
Unemployment rate: 3.6% (2016. 9)
GDP per Capital: 28,000 USD
Life expectancy: 82.4(2014)
Combined birth rate: 1.24% (2015)
Proportion of the elderly population which is defined as people aged 65 and over among OECD countries from 1970 to 2014.
Employment rate of 55-64 in 2014 among OECD countries

Turkey, Greece, Slovenia, South Africa, Hungary, Poland, Luxembourg, Belgium, Spain, Slovak Republic, Austria, Italy, France, Portugal, Ireland, Czech Republic, Mexico, OECD Total, Finland, Netherlands, Canada, G7, United Kingdom, United States, Australia, Denmark, Spain, Chile, Israel, Germany, Korea.
Employment Policy for the aged

1) Establishment and implementation of basic plan to promote employment of the aged
   - 2nd 5 year plan (2012-2016)

2) Peak wage system
   - Subsidy for the company which introduced peak wage system since 2006

<table>
<thead>
<tr>
<th>Year</th>
<th>No. Companies</th>
<th>No. Employee</th>
<th>Subsidy(M USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>189</td>
<td>1,869</td>
<td>7.8</td>
</tr>
<tr>
<td>2011</td>
<td>212</td>
<td>2,843</td>
<td>8.6</td>
</tr>
<tr>
<td>2012</td>
<td>233</td>
<td>2,377</td>
<td>9.7</td>
</tr>
<tr>
<td>2013</td>
<td>255</td>
<td>2,367</td>
<td>9.9</td>
</tr>
<tr>
<td>2014</td>
<td>299</td>
<td>2,712</td>
<td>12.4</td>
</tr>
</tbody>
</table>

- 2013 17.0% of companies with more than 100 employees introduced
Employment Policy for the aged

4) Subsidies for extended employment of the aged over the retirement age
- Subsidy 7,938 companies with 78,971 employee in 2014, which is decreased comparing to 2014 since condition changed less than 300 employee

<table>
<thead>
<tr>
<th>Year</th>
<th>No. Employee</th>
<th>Subsidy(M USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>187,752</td>
<td>39.8</td>
</tr>
<tr>
<td>2012</td>
<td>210,161</td>
<td>49.9</td>
</tr>
<tr>
<td>2013</td>
<td>215,954</td>
<td>57.8</td>
</tr>
<tr>
<td>2014</td>
<td>78,971</td>
<td>31.1</td>
</tr>
</tbody>
</table>

6) Job placement services for aged: 53 Senior Citizen Talent Banks

<table>
<thead>
<tr>
<th>Year</th>
<th>Job Openings</th>
<th>Job Seekers</th>
<th>Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>94,143</td>
<td>104,474</td>
<td>126,710</td>
</tr>
<tr>
<td>2012</td>
<td>88,432</td>
<td>93,959</td>
<td>117,571</td>
</tr>
<tr>
<td>2013</td>
<td>156,020</td>
<td>147,571</td>
<td>176,577</td>
</tr>
<tr>
<td>2014</td>
<td>195,916</td>
<td>167,199</td>
<td>221,229</td>
</tr>
</tbody>
</table>
7) Support for internship program of the middle-aged: unemployed people aged 50 or over
- 800 USD/mts for 4 month, 7,734 interns, in 2014
In order to create programs that meet various needs of jobseekers, “group counseling program” was created and provided since 2001.

The content of the program includes activities to encourage their willingness to work, improve abilities for self-development and resume preparation.

- Job Success (unemployed), Alla (Neet), WIND (Female Marital Immigrants), Hi (high school), CAP+, Job Hope, Married Women, V-TAP, Silver, and Happy Job (Prisoner)’
Silver Success
A Journey for four days

1st day
Meeting

2nd day
Learning

3rd day
Practicing

4th day
Empowerment

- Silver Success for the aged
- 12-15 participants and 6 hours per day for 4 days
Day 1. Meeting

- First meeting
- Introduction of program and counselor
- View for 100 years old life
- Pre-tests
- Introduction of participants
- Life time curve
- The history of my dream
- End of meeting
Life Curve

주요 이벤트:
- 첫 아들 출산
- 중학교 입학
- 결혼
- 비용기술 배움
- 두째 딸 출산
- 맛 취직
- 성실 프로그램교육 및 취업
- 자녀 결혼 및 출산
- 골절상으로 병원입원
- 경제적 사정으로 인해 고등학교 진학포기
- 아버지 위암으로 돌아가심

연령별 분석:
- 10대
- 20대
- 30대
- 40대
- 50대
- 60대
- 70대
- 80대
- 90대
Day2. Learning

- Self health check
- Find my strength (value, aptitude, skill, personality)
- Learning labor market for the aged
- Healthy excise
- Introduction of my dream jobs
- Understanding job center services
- Know how for job searching
- Understanding job searching success factors
Day3. Practicing

- Finding successful resume
- Practice resume writing
- Resume clinic
- Understanding job interview
- Making my bright image
- Practicing mock-interview
Day 4. Empowerment

- Healthy excise
- Managing emotion
- Communication with the youth
- Development of job searching plan
- Finding problems
- Sharing job searching plan
- Writing agreement letter for me
- Ending
### Registered Disabled

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Registered Disabled</td>
<td>2,519,241</td>
<td>2,511,159</td>
<td>2,501,112</td>
<td>2,494,460</td>
</tr>
<tr>
<td>% of Population</td>
<td>5.0</td>
<td>4.9</td>
<td>4.9</td>
<td>4.9</td>
</tr>
</tbody>
</table>

### Employment

<table>
<thead>
<tr>
<th></th>
<th>Workforce Participation Rate</th>
<th>Unemployment Rate</th>
<th>Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Population</td>
<td>63.0</td>
<td>3.6</td>
<td>60.8</td>
</tr>
<tr>
<td>Disabled</td>
<td>39.6</td>
<td>6.6</td>
<td>37.0</td>
</tr>
</tbody>
</table>
Supporting for disabilities

1) Employment quota for disabilities
   - Increased employment quota 2.7% with more than 50 employee in 2014, Government 3% in 2010
   - 27,488 companies and organizations, 158,388 disabilities, 2.54%
   - Central government 3.26%

2) Support for employment of severe disabilities
   - Placement of supporters for employment of severe disabilities; 528 supporters for 769 severely disabled workers in 2014
   - Trial employment 379 workers in 2014
   - Friendly workplace environment 2.8 M USD, loan 18.5 M USD
   - Standard workplace for severe disabilities; 169 workplace, 3,117 severely disabled workers
3) Free machine and equipment for disabled workers
   - 2,214 workplaces, 4,670 disabled, 6,848 work-aid machine and equipment

4) Target specific training and training for types of disabilities
   - TSP 731 employed, 94.7% of employment rate in 2014
   - TTD 292 employed, 87.7% of employment rate in 2014

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<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target Specific Training</td>
<td>777</td>
<td>839</td>
<td>962</td>
<td>772</td>
</tr>
<tr>
<td>Training for types of disability</td>
<td>381</td>
<td>339</td>
<td>352</td>
<td>332</td>
</tr>
</tbody>
</table>
3) Mindset change program for employer on disabilities
- Since 2015 26,926 employers and HR managers participated
- online e-learning 23,632
Thank you