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The Current Situation of Employment of Persons with Internal Organ Impairments and the Tasks to Promote their Employment in Japan and South Korea

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Abstract

Even though the number of persons with internal organ impairments who registered their disabilities is small, it has steadily increased, but their employment rate is still very low; in Japan, the kinds of internal organ impairments had increased since 1967 through 1998; and in South Korea, as the categories of disabilities have been expanded, those of internal organ impairment have been expanded. Even though the kinds of internal organ impairments have been expanded and the population with internal organ impairments has also increased, the studies on internal organ impairments have not been actively carried out. Therefore, this study aimed to find out the tasks to promote the employment of persons with internal organ impairments in Japan and South Korea by analyzing the current situation of their employment and considering the problems in it, since the systems of both countries are similar. As for this study, the pertinent data to the employment of persons with disabilities that had been disclosed by both governments were analyzed and the precedent studies were collected and analyzed to find out its problems and tasks for the promotion of their employment. In the results of analyzing the current situation of the employment of persons with internal organ impairments and its problems in Japan and South Korea, it was found that the tasks have to be undertaken; the creation of diverse jobs that are proper for persons with internal organ impairment

Key words: Internal organ impairment, physical disability, employment of persons with disabilities, the quota system for persons with disabilities

I . Introduction

In modern society, jobs that is the basic condition to live a social life is not only the way to make a living, but also the major means to seek self-realization that enables the members of society to fulfill social and economic roles. By working, people can develop self-esteem and be integrated to a society. Furthermore, working may also draw great changes in motivation, self-assurance and interpersonal relationship of persons with disabilities, improve their self-esteem through the experiences that they have accomplished and may heighten the quality of their life over all (Jong-in Kim, 2011).

Likewise, having a job is meaningful for both persons without disabilities and ones with disabilities who are isolated from society. In this context, giving persons with disabilities the opportunity to work and supporting them is one of the ways to realize social integration.

Advanced countries that perceived how important job is for persons with disabilities have implemented diverse employment policies for persons with disabilities; Germany and France have implemented the mandatory employment quota system for persons with disabilities and, in recent, have taken a lead for the promotion of employment of

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persons with disabilities by employing the disability discrimination act.

Both Japan and South Korea also have implemented the employment policy for persons with disabilities. In Japan, employment policy for persons with disabilities has been developed for the employment of veterans with disabilities after the World War II, since the Employment Security Act was enacted in 1947. In 1960, Law for Employment Promotion of Persons with Physical Disabilities was enacted and promulgated. In the Law for Employment Promotion, etc., of the Disabled that were amended in 1992, the categories for the employment system for persons with disabilities were expanded to include not only physical disabilities, but also intellectual and mental disabilities and the systems including employment quota system for persons with disabilities, employment levy system and vocational rehabilitation were prescribed. In South Korea, the employment system for persons with disabilities also has been established to secure the livelihood and jobs of veterans who gained disabilities from World War II and the Korean War. The improvement of the welfare of persons with disabilities has attracted the attention of society, as the number of veterans with disabilities has decreased after wars, the number of persons with acquired disabilities has increased due to the industrialization and the UN declared the rights of persons with disabilities. In 1990, the Law for Employment Promotion, etc., of Persons with Disabilities was enacted and promulgated; this law was developed to the Act on Employment Promotion and Vocation Rehabilitation for Disabled Persons in 2000 emphasizing the vocational rehabilitation. The employment system of South Korea for persons with disabilities has been affected by that of Japan, which results in much similarity between them.

However, so far, the vocational rehabilitation of persons with disabilities has been considered as a difficult task due to the short history of vocational rehabilitation in South Korea, negative awareness of persons with disabilities, the lack of the number of persons with disabilities who are competitive in labor market, unorganized rehabilitation policy, etc.(Gyeong-Hee Byeon, 2000)

Even though the registered population of persons with internal organ impairments is small among the population with disabilities, it has steadily increased, but their employment rate is low. The kinds of internal organ impairments have been expanded from 1967 through 1998 in Japan and from 2003 in South Korea when the categories of disabilities were expanded. Likewise, in spite of the expansion of the kinds of internal organ impairments and the increase of the number of persons with internal organ impairments, the studies on them have not been actively carried out. In particular, the studies on the employment of persons with internal organ impairments can be hardly found.

Therefore, this study aimed to find out the tasks to promote the employment of persons with internal organ impairments in Japan and South Korea by analyzing the current situation of their employment and considering the problems in it, since the systems of both countries are similar. Unfortunately cross-national analysis to find out problems through the comparison between two countries has not been conducted, because it was impossible to directly compare the employment data of two countries; the methods of two countries to derive the employment data of persons with internal organ impairments were different. However, as the awareness of the problems of internal organ impairments is low and studies on their employments are rare, this study that attempts to understand the employment of persons with internal organ impairment and to derive tasks to solve the problems in their employments by comparing the systems of Japan and South Korea may be considered as creative and unique one.

II . The Definition and the Current Situation of Internal Organ Impairment in Japan and South Korea

World Health Organization (WHO) defined that internal organ impairments are functional disorders that occur in the internal organs including heart, respiratory system, liver and intestines, urinary tract, stomach, etc.

1. The Definition of Internal Organ Impairment of Japan and South Korea

(1) The Definition of Internal Organ Impairment of Japan

In Japan, the Act on Persons with Physical Disabilities prescribes that internal organ impairments include cardiac disorders, renal disorders, respiratory disorders, bladder and rectal disorders, small intestinal disorders and HIV (Human Immunodeficiency Virus)

1) Cardiac Disorder

According to the Act on Persons with Physical Disabilities, cardiac disorders refers that daily activities are limited by the disabilities due to the disorders of heart such as ① arrhythmia, ② heart disease, and ③ myocardial infarction

2) Renal Disorder

Renal failure refers to the state that homeostasis of body fluids cannot be maintained due to the disorders of kidney. Comparing with normal kidney function, approximately 25-30% kidney function may cause renal insufficiency and 10% kidney function may cause uremia and require dialysis and kidney transplant. Renal insufficiency may develop acute renal failure or chronic renal failure.

3) Respiratory Disorder

Human beings maintain their lives by inhaling oxygen in the air through respiration and by eliminating carbon dioxide from body that is produced by chemical combustions in each tissue of body. When dysfunction occurs during the exchange of gas, respiratory dysfunction can be developed. Act on Persons with Physical Disabilities stipulates that respiratory disorder refers to the functional disorder that is chronically continued for a long term and it can be determined by the index or index of partial pressure of arterial oxygen and a sphere of action.

4) Bladder or Rectal Disorder

Several solutions may be tried by making stoma, which refers to new opening to permit the passage of waste, when new anus in the abdominal wall by changing urinary tract is made due to bladder disease, some part of intestinal canal due to enteric disease needs to be amputated or feces cannot be eliminated due to the problem of intestinal canal. Persons with a stoma can be registered as ones with disabilities regardless of where they have a stoma in their body. Persons without a stoma can also be registered as ones with disabilities when ones have severe disorders of Voiding Dysfunction due to anorectal surgery or artificial bladder and severe elimination disorders due to colostomy and gastroenterocolostomy.

5) Small Intestinal Disorder

When one cannot take sufficient nutrition through oral feeding and one requires the amputation of small intestine due to inborn or acquired causes, he or she can be registered as one with disabilities.

6) HIV(Human Immunodeficiency Virus)

HIV(Human Immunodeficiency Virus) causes severe immunological incompetence with destructing white blood cells that is responsible for immunologic function and being multiplied for several years or dozens years. Since the late 1990's, in Japan, people with HIV can keep their career thanks to the medicine and outpatient treatment that have been developed to prevent HIV from being multiplied, which is different from the era of 1980's when there was no cure and the situation of other developing countries whose people cannot be treated.

(2) Disability Rating of Internal Organ Impairment in Japan

As shown in Table 1, internal organ impairments except HIV can be rated to 1, 3 and 4 classes.

Table 1. The Types and Classes of Internal Organ Impairments

Types of Disabilities	Classes					
	1st	2nd	3rd	4th	5th	6 th
Cardiac Disorder		-			-	-
Renal Disorder		-			-	-
Respiratory Disorder		-			-	-
Bladder or Rectal Disorder		-			-	-
Small Intestinal Disorder		-			-	-
HIV(Human Immunodeficiency Virus)					-	-

(3) The Definition of Internal Organ Impairment in South Korea

Pursuant to The Act on Welfare for Disabled Persons, the internal organ impairments are classified into the impairments of kidney, heart, respiratory organ, liver and colostomy· cystostomy and epilepsy.

1) Renal Disorders

Renal disorder refers to the state of chronic renal failure that hemodialysis or peritoneal dialysis is required due to malfunction of kidney or the disorders of kidney severely limit daily activities. When kidney cannot function properly due to the chronic renal failure that is caused by kidney diseases including chronic glomerulonephritis, diabetic nephropathies, hypertensive glomerulosclerosis, kidney cannot eliminate body wastes. In South Korea, diabetic nephropathies holds 34% of kidney diseases and patients with endstage renal failure have increased. Patients with endstage renal failure cannot be treated through conservative treatment and require hemodialysis, peritoneal dialysis or a kidney transplant.

2) Cardiac Disorder

A heart is the driving force of blood circulation of human beings and animals and the pulmonary surface is the lateral surface of the heart, which is directed toward the lungs; the heart has to pump bloods around body by repeating systole and diastole. Cardiac disorder refers to the state that daily activities are severely limited by disabilities that are caused by functional insufficiency of heart, for example, difficulty breathing, heart failure and angina; that is, the impairment of heart such as heart valve defect and thyrocarditis or the disorders of blood pressure such as peripheral arterial obstructive disease, post-thrombotic syndrome or high blood pressure can cause cardiac disorders.

3) Liver Disorder

Liver disorder refers to the state that daily activities are severely limited by the disorders of liver function that are caused by chronic malfunctions of liver and the complications that were developed by those malfunctions. Its symptoms include fatigue, vomiting, lack of appetite, indigestion, loss of weight, darkened urine and jaundice. Cirrhosis of the liver is mostly caused by chronic infections of non-A and non-B hepatitis viruses and hyperingestion of alcohol.

4) Respiratory Disorder

Respiratory disorder refers to the state that daily activities are severely limited by the disorders of respiratory function that are caused by chronic malfunctions of respiratory system such as lung and bronchial tubes. Cold or sudden chilly wind may cause bronchitis. Chronic bronchitis is mostly caused by smoking and is also developed by yellow sand phenomenon, air pollution, repetitive infections of bronchitis, gas that is released from work places, genetic causes, etc.

5) Colostomy· Cystostomy

Colostomy· cystostomy disorder refers to the state that daily activities are severely limited by the procedures of colostomy (artificial anus) and cystostomy (artificial bladder) due to the disorders of evacuation function of body wastes. It is mostly developed by inborn or acquired causes including malignant tumors such as rectal cancer and colorectal cancer that hold over 95% and it is not usual but, may be developed by intestinal tuberculosis, Crohn's Disease, megacolon, spine malformation and aprocia. Cystostomy is mostly used due to bladder cancer and it is not usual, but due to the paralysis of automatic nerves of bladder caused by vesical tuberculosis or bladder neck contracture.

6) Epilepsy

Persons with epilepsy require other's assistance, because daily activities or social life are severely limited by the brain disorder. Its causes are classified into idiopathic, cryptogenic and symptomatic epilepsies; idiopathic epilepsy refers that causes are unknown and it shows constitutional or genetic tendency; cryptogenic epilepsy refers that causes are not determined, even though it is predicted as symptomatic epilepsy; and symptomatic epilepsy refers to the state that it is determined or strongly suspected that it is caused by central nervous system diseases.

(4) Disability Rating of Internal Organ Impairment in South Korea

Renal disorder can be rated to 2 and 5 classes, respiratory disorder and liver disorder can be rated to 1, 2 and 3 classes, Colostomy· Cystostomy can be rated to 2, 3, 4 and 5 classes and epilepsy can be rated to 2, 3 and 4 classes.

Table 2. The Types and Classes of Internal Organ Impairments

Types of Disabilities	Classes					
	1st	2nd	3rd	4th	5th	6 th
Renal Disorder	-		-	-		-
Cardiac Disorder				-	-	-
Respiratory Disorder				-	-	-
Colostomy· Cystostomy	-					-
Liver Disorder				-	-	-
Epilepsy	-				-	-

2. Current Situation of Internal Organ Impairments in Japan and South Korea

(1) Current Situation of Internal Organ Impairment in Japan

In 2006, the population with physical disabilities is estimated at 3,483,000 in Japan; persons with internal organ impairments hold one third (1,070,000) of the population. According to Table 3, the percentage of the population with internal organ impairments has increased.

Table 3. The Change in the Population with Physical Disabilities

Year	Total	Persons with Visual Impairment	Persons with Hearing Impairment or Speech Disorder	Persons with Physical Disabilities	Persons with Internal Organ Impairments	Persons with Multiple Disabilities
1955	785	179	130	476	—	—
1960	829	202	141	486	—	44
1965	1,048	234	204	610	—	215
1970	1,314	250	235	763	66	121
1975	1,977	336	317	1,127	197	150
1980	2,413	307	354	1,460	292	156
1991	2,722	353	358	1,553	458	121
1996	2,933	305	350	1,657	621	179
2001	3,245	301	346	1,749	849	175
2006	3,483	310	343	1,760	1,070	310
Percentage (Unit: %)						
1955	100.0	22.8	16.6	60.6	—	—
1960	100.0	24.4	17.0	58.6	—	5.3
1965	100.0	22.3	19.5	58.2	—	20.5
1970	100.0	19.0	17.9	58.1	5.0	9.2
1975	100.0	17.0	16.0	57.0	10.0	7.6
1980	100.0	12.7	14.7	60.5	12.1	6.5
1991	100.0	13.0	13.2	57.1	16.8	4.4
1996	100.0	10.4	11.9	56.5	21.2	6.1
2001	100.0	9.3	10.7	53.9	26.2	5.4
2006	100.0	8.9	9.8	50.5	30.7	8.9
Comparison with the Data of Previous Period (Unit: %)						
1955	153.3	147.9	130.0	163.6	—	—
1960	105.6	112.8	108.5	102.1	—	—
1965	126.4	115.8	144.7	125.5	—	488.6
1970	125.4	106.8	115.2	125.1	—	56.3
1975	150.5	134.4	134.9	147.7	298.5	124.0
1980	122.1	91.4	111.7	129.5	148.2	104.0
1991	112.8	115.0	101.1	106.4	156.8	77.6
1996	107.8	86.4	97.8	106.7	135.6	147.9
2001	110.6	98.7	98.9	105.6	136.7	97.8
2006	107.3	103.0	99.1	100.6	126.0	177.1

Ministry of Health, Labour and Welfare, Survey on Children and Persons with Physical Disabilities (2006)

Looking at the population with internal organ impairments by age, the group of 70 and over held 568,000, which was the biggest, and the groups of 65 to 69 and 50 to 59 were ranked next. It was found that 993,000 out of total 1,070,000 were 50 and over years old.

Table 4. The Number of Persons with Physical Disabilities by the Types of Disabilities and Age
(Unit: thousand persons)

Types of Disabilities	Total	Age								
		18/19	20 to 29	30 to 39	40 to 49	50 to 59	60 to 64	65 to 69	70 and over	Unknown
Visual Impairment	310	1	5	12	21	46	33	33	153	6
Hearing Impairment· Speech Disorder	343	2	7	18	20	24	33	34	198	7
Physical Disabilities	1,760	7	44	63	101	256	197	220	857	16
Internal Organ Impairments	1,070	3	8	20	40	145	130	150	568	8
Multiple Disabilities	310	5	9	8	14	31	36	36	167	3

Ministry of Health, Labour and Welfare, Survey on Children and Persons with Physical Disabilities (2006)

(2) The Current Situation of Internal Organ Impairments in South Korea

In 2010, the registered persons with disabilities were 2,517,312 and among them, the persons with internal organ impairments were 116,875, which was relatively lower than those of Japan. In South Korea, because the categories of disabilities were expanded in 2000 and then in 2003, the entire types of internal organ impairments were included in the categories of disabilities, the population with internal organ impairments does not seem to be distinguishably high, but it has steadily increased.

Table 5. Number of Registered Persons with Disabilities by Year and the Types of Disabilities
(Unit: %, person)

	2000	2002	2004	2006	2008	2010
Number of Persons with Disabilities (Rate of Increase)	958,196 (37.4)	1,294,254 (14.1)	1,610,994 (10.8)	1,967,326 (9.9)	2,246,965 (6.7)	2,517,312 (3.6)
Registered Population (Percentage)	47,733 (2.0)	48,230 (2.7)	48,584 (3.3)	48,992 (4.0)	49,540 (4.5)	50,516 (5.0)
Physical Disabilities	606,422	754,651	883,296	1,049,396	1,191,013	1,337,722
Brain Injury	33,126	91,998	142,804	195,253	232,389	261,746
Visual Impairment	90,997	135,704	170,107	196,507	228,126	249,259
Hearing Impairment·Speech Disorder	87,387	123,823	155,382	205,155	238,560	277,610
Intellectual Disabilities	86,796	103,640	119,297	137,596	146,898	161,249
Autism	1,514	4,014	7,704	10,926	12,94	14,888
Mental Disorder	23,559	39,494	54,333	75,058	86,624	95,821
Facial Disfigurement	-	-	1,175	1,863	2,474	2,142
Renal Disorder	23,427	32,094	38,634	44,571	50,732	57,864
Cardiac Disorder	4,971	8,836	11,768	13,739	14,984	12,551
Respiratory Disorder	-	-	8,072	13,035	14,968	15,920
Liver Disorder	-	-	4,114	5,875	6,337	7,696
Colostomy·Cystostomy	-	-	8,182	10,461	11,740	13,072
Epilepsy	-	-	5,180	7,891	9,166	9,772

Korea Employment Agency for the Disabled, Employment Development Institute, 2011 Disability Statistics

- 1) The rate of increase is calculated as compared with the number of persons with disabilities who registered in the previous year. Percentage (%) refers to the ratio of the registered number of residents to the registered number of persons with disabilities.
- 2) The unit of registered population is thousand persons.
- 3) The expansions of the categories of disabilities: 5 categories → 10 categories (January, 2000) → 15 categories (July, 2003)
- 4) The changes of the terms that refer to the types of disabilities (February, 2008): mental retardation → intellectual disabilities, developmental disorders → autistic disorder

According to the Table 6, persons with disabilities were more likely to belong to the groups of 50 to 64 and 65 and over. It was found that 75.6% of persons with colostomy·cystostomy belonged to the group of 65 and over and 62.8% of persons with liver disorder belonged to the group of 50 to 64. .

Table 6. Persons with Disabilities by Age

(Unit: %, person)

Age	Renal Disorder	Cardiac Disorder	Respiratory Disorder	Liver Disorder	Colostomy Cystostomy	Epilepsy
0 to 17	0.4	13.3	1.1	0.7	0.0	0.0
18 to 29	6.1	4.1	0.0	0.0	0.0	9.7
30 to 39	5.4	0.0	0.0	6.8	0.0	15.2
40 to 49	27.6	12.8	1.8	21.3	0.8	24.5
50 to 64	36.3	30.5	38.5	62.8	23.6	38.7
65 and over	24.2	39.2	58.6	8.4	75.6	11.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
National Estimation	58,500	18,508	19,249	9,289	16,705	14,572

Ministry of Health and Welfare, Korea Institute for Health and Social Affairs, 2011 Disabilities Survey

III. The Employment of Internal Organ Impairments in Japan and South Korea

1. The Employment of Internal Organ Impairments in Japan

The employment of persons with internal organ impairments was analyzed based on the data of 2006 Survey on Children and Persons with Physical Disabilities, which was released in March, 2008 by Ministry of Health, Labour and Welfare. As for the employment of persons with disabilities by the types of disabilities, 972(74%) out of 1,310 persons with internal organ impairments are unemployed and only 289 persons with internal organ impairments are employed.

Table 7. The Employment of Persons with Disabilities by the Types of Disabilities

(Unit: %, person)

	Total	Employed Persons	Unemployed Persons	No Response
Total	4,263(100.0)	871(20.4)	3,206(75.2)	186(4.4)
Visual Impairment	379(100.0)	81(21.4)	278(73.4)	20(5.3)
Hearing Impairment· Speech Disorder	420(100.0)	87(20.7)	304(72.4)	29(6.9)
Physical Disabilities	2,154(100.0)	414(19.2)	1652(76.7)	88(4.1)
Internal Organ Impairments	1,310(100.0)	289(22.1)	972(74.2)	49(3.7)

*() - Percentage

Ministry of Health, Labour and Welfare, Survey on Children and Persons with Physical Disabilities (2006)

108 out of 289 persons with internal organ impairments were working as full-time workers and 75 persons were self-employed.

Table 8. The Types of Employment of Persons with Disabilities by the Types of Disabilities
(Unit: %, person)

	Total	Visual Impairment	Hearing Impairment: Speech Disorder	Physical Disabilities	Internal Organ Impairments
Total	871(100.0)	81(100.0)	87(100.0)	414(100.0)	289(100.0)
Self-Employed	220(25.3)	35(43.2)	15(17.2)	95(22.9)	75(26.0)
Family Workers	62(7.1)	6(7.4)	6(6.9)	29(7.0)	21(7.3)
Executives of Company and Organizations	100(11.5)	4(4.9)	16(18.4)	51(12.3)	29(10.0)
Full-time Workers	304(34.9)	19(23.5)	34(39.1)	143(34.5)	108(37.4)
Temporary/Day Laborer	43(4.9)	6(7.4)	3(3.4)	23(5.6)	11(3.8)
Work at home	15(1.7)	1(1.2)	2(2.3)	9(2.2)	3(1.0)
Welfare employment	10(1.1)	1(1.2)	-(-)	7(1.7)	2(0.7)
Local Workshop	9(1.0)	1(1.2)	1(1.1)	6(1.4)	1(0.3)
Others	43(4.9)	5(6.2)	3(3.4)	22(5.3)	13(4.5)
No Response	65(7.5)	3(3.7)	7(8.0)	29(7.0)	6(9.0)

* () - Percentage

Ministry of Health, Labour and Welfare, 2006 Survey on Children and Persons with Physical Disabilities

Among the 289 employed persons with internal organ impairments, 49 persons with internal organ impairments were office workers, 39 persons were service workers and 29 persons were working for farming, forestry and fishing industries.

Table 9. The Employment of Persons with Disabilities by Occupations
(Unit: %, person)

Occupation	Total	Visual Impairments	Hearing Impairment: Speech Disorder	Physical Disabilities	Internal Organ Impairments
Total	871(100.0)	81(100.0)	87(100.0)	414(100.0)	289(100.0)
Farming · Forestry · Fishing	87(10.0)	7(8.6)	6(6.9)	45(10.9)	29(10.0)
Office	140(16.1)	6(7.4)	13(14.9)	72(17.4)	49(17.0)
Management	47(5.4)	2(2.5)	2(2.3)	24(5.8)	19(6.6)
Sales	54(6.2)	2(2.5)	3(3.4)	28(6.8)	21(7.3)
Massage	27(3.1)	24(29.6)	-(-)	2(0.5)	1(0.3)
Professionals, Engineer	124(14.2)	9(11.1)	14(16.1)	55(13.3)	46(15.5)
Service	102(11.7)	5(6.2)	5(5.8)	53(12.8)	39(13.5)
Manufacturing, Labor	86(9.9)	6(7.4)	19(21.8)	39(9.4)	22(7.6)
Others	100(11.5)	12(14.8)	15(17.2)	45(10.9)	28(9.7)
No Response	104(11.9)	8(9.9)	10(11.5)	51(12.3)	35(12.1)

* () - Distribution Ratio

Ministry of Health, Labour and Welfare (2006), Survey on Persons with Physical Disability

As for the income of 289 employed persons with internal organ impairments, 41 employed persons with internal organ impairments belonged to the group of 70,000 yen to 110,000 yen, which was the biggest group among age groups, 34 belonged to the group of 300,000 yen to 500,000 yen and 29 belonged to the group of 190,000 yen to 230,000.

Table 10. The Income of Employed Persons with Disabilities by the Types of Disabilities

(Unit: %, person)

Income (yen)	Total	Visual Impairment	Hearing Impairment Speech Disorder	Physical Disabilities	Internal Organ Impairments
Total	871(100.0)	81(100.0)	87(100.0)	414(100.0)	289(100.0)
Under 30,000	61(7.0)	8(9.9)	3(3.4)	30(7.2)	20(6.9)
30,000 to under 70,000	78(9.0)	11(13.6)	9(10.3)	34(8.2)	24(8.3)
70,000 to under 110,000	121(13.9)	7(8.6)	14(16.1)	59(14.3)	41(14.2)
110,000 to under 150,000	59(6.8)	2(2.5)	12(13.8)	28(6.8)	17(5.9)
150,000 to under 190,000	61(7.0)	7(8.6)	8(9.2)	25(6.0)	21(7.3)
190,000 to under 230,000	80(9.2)	6(7.4)	6(6.9)	39(9.4)	29(10.0)
230,000 to under 250,000	10(1.1)	1(1.2)	-(-)	5(1.2)	4(1.4)
250,000 to under 300,000	40(4.6)	2(2.5)	6(6.9)	20(4.8)	12(4.2)
300,000 to under 500,000	96(11.0)	6(7.4)	3(3.4)	53(12.8)	34(11.8)
500,000 and over	71(8.3)	6(7.4)	2(2.3)	37(8.9)	27(9.3)
No Response	193(22.2)	25(30.9)	24(27.6)	84(20.3)	60(20.8)

* () Percentage

Ministry of Health, Labour and Welfare, 2006 Survey on Children and Persons with Physical Disabilities

2. Current Situation of Internal Organ Impairments in South Korea

The employment of persons with internal organ impairments was analyzed based on the data of 2011 Disabilities Survey by Korea Institute for Health and Social Affairs of Ministry of Health and Welfare. Disabilities Survey was conducted not for disability categories, but for each type of disabilities. Therefore, in this study, only the disabilities that belong to the category of internal organ impairments were dealt with.

As for the employment of persons with disabilities by the types of disabilities, 30,056 out of 31,568 persons with internal organ impairments are employed and 1,530 persons with internal organ impairments are unemployed.

Table 11. The Employed Population and Employment Rate by the Types of Disabilities

(Unit: %, person)

		Renal Disorder	Cardiac Disorder	Respiratory Disorder	Liver Disorder	Epilepsy	Colostomy Cystostomy
Population over 15 years old		58,284	16,041	19,043	9,223	16,705	14,572
Economically Active Population	Total	11,954	8,360	1,193	3,396	3,499	3,184
	Employment	11,703	7,575	1,193	3,396	3,005	3,184
	Unemployment	251	785	0	0	494	0
Economically Inactive Population		46,330	7,681	17,850	5,827	13,206	11,388
Economic Activity Rate		20.51	52.12	62.6	36.82	20.95	21.85
Employment Rate		97.90	90.61	100	100	85.88	100
Unemployment Rate		2.10	9.39	0	0	14.12	0
The percentage of Employed Population to Population		20.08	47.22	6.26	36.82	17.99	21.85

Ministry of Health and Welfare, Korea Institute for Health and Social Affairs, 2011 Disabilities Survey

Persons with internal organ impairments tend to work as temporary workers (29.6%), and next are likely to work as full-time workers (28.5%) and self-employed workers with employees (19.9%).

Table 12. The Types of Employment of Persons with Internal Organ Impairments

(Unit: %, person)

	Renal Disorder	Cardiac Disorder	Respiratory Disorder	Liver Disorder	Epilepsy	Colostomy Cystostomy
Full-time Worker	43.8	26.1	29.6	46.9	21.5	3.1
Temporary Worker	2.3	48.0	39.1	18.5	47.7	22.5
Day Laborer	11.5	1.1	-	-	14.4	37.5
Self-employed workers with Employees	8.3	-	-	1.9	-	13.1
Self-employed without Employees	25.5	20.1	31.3	2.3	16.4	23.8
Unpaid Family Worker	4.6	4.6	-	4.4	-	-
Total	100.0	100.0	100.0	100.0	100.0	100.0
National Estimation	11,702	7,576	119	3,395	3,184	3,006

Ministry of Health and Welfare, Korea Institute for Health and Social Affairs, 2011 Disabilities Survey

Persons with internal organ impairments are more likely to be working as workers of elementary occupations (28%), service workers and professionals in descending order.

Table 13. The Employment of Persons with Disabilities by Occupations

(Unit: %, person)

Occupations	Renal Disorder	Cardiac Disorder	Respiratory Disorder	Liver Disorder	Epilepsy	Colostomy Cystostomy
Managers	2.3	0.0	0.0	7.7	00	41
Professionals	27.9	22.0	14.4	9.9	17.5	0.0
Clerks	16.7	18.6	0.0	11.5	18.9	19.6
Service Workers	7.9	10.3	0.0	38.2	26.1	0.0
Sales Workers	17.2	0.0	0.0	14.1	7.9	6.6
Agricultural, Forestry & Fishing Workers	1.2	24.7	16.8	10.9	0.0	17.2
Technicians & Associate Professionals	7.7	4.1	0.0	0.0	0.0	9.1
Plant, Machine Operators & Assemblers	11.2	0.0	0.0	0.0	6.8	3.1
Elementary Occupations	7.9	20.3	68.7	7.7	23.0	40.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
National Estimation	11,703	7,576	1,193	3,397	3,185	3,006

Ministry of Health and Welfare, Korea Institute for Health and Social Affairs, 2011 Disabilities Survey

The highest amounts of monthly average wage of persons with internal organ impairments by the types of internal organ impairments are as follows; that of persons with renal disorder is 1,960,000 won, that of persons with cardiac disorders is 1,890,000 won and that of persons with epilepsy is 1,170,000 won.

Table 14. The Income of Employed Persons with Disabilities by the Types of Disabilities

(Unit: 10,000 won)

	Renal Disorder	Cardiac Disorder	Respiratory Disorder	Liver Disorder	Epilepsy	Colostomy Cystostomy
2011	189	100	99	196	117	86
2008	147	97	86	235	66	84
2005	153	74	81	176	43	124

Ministry of Health and Welfare, Korea Institute for Health and Social Affairs, 2011 Disabilities Survey

IV. The Tasks to Promote the Employment of Persons with Internal Organ Impairment in Japan and South Korea

In Japan, persons with cardiac disorder, renal disorder, respiratory disorder, bladder and rectal disorder, small intestinal disorder and HIV(Human Immunodeficiency Virus) are classified into persons with internal organ impairments and in South Korea, persons with renal disorder, cardiac disorder, liver disorder, respiratory disorder, colostomy·cystostomy and epilepsy are classified into those with internal organ impairments.

As for the age group, in Japan, in 2006, persons with internal organ impairments held one third (1,070,000) of entire persons with disabilities and the age group of 70 and over was the largest and in South Korea, the age group of 50 to 64(116,875) was the biggest; in both Japan and South Korea, the number of persons with internal organ impairments has increased.

As for the employment of persons with internal organ impairments, in Japan, among the total number of 1,310 thousand persons with internal organ impairments, the number of employed persons with internal organ impairments is 289 thousand persons and that of unemployed persons with internal organ impairments is 927 thousand persons; in South Korea, the number of employed persons with internal organ impairments is 30,056 and that of unemployed persons with internal organ impairments is 1,530.

When comparing Japan and South Korea, persons with internal organ impairments in South Korea are more likely to be working than those in Japan. However, while persons with internal organ impairments in Japan are working as full-time workers, those in South Korea are working as temporary workers; as for the kinds of occupation, while, in Japan, persons with internal organ impairments who are working as office workers are the most, in South Korea, those who have elementary occupations are the most; as for the amount of income, in Japan, persons with internal organ impairments who earn 70,000 to 110,000 yen are the most and in South Korea, persons with internal organ impairments are earning monthly average wage of 1,310,000 won.

Because persons with internal organ impairments need time and medical cost and struggle with economic difficulties, they tend to be interested in working. However, because they cannot get medical support easily while they are working, they cannot readily begin to work. To solve these problems, the awareness of internal organ impairments needs to be improved, the programs to help vocational rehabilitation needs to be established and the continuous supports need to be given to persons with internal organ impairments.

The tasks to promote the employment of persons with internal organ impairments in Japan and South Korea in the future are as follows:

First, diverse jobs and vocational rehabilitation programs that are tailored to persons with internal organ impairments need to be prepared.

The types of jobs that persons with internal organ impairments can be hired are limited due to the characteristics of internal organ impairments and they need to avoid the jobs that demand unreasonable workload. Diverse jobs that provide diverse work conditions such as working at home and part-time jobs need to be created. Moreover, in both Japan and South Korea, the percentage of persons with internal organ impairments who are 50 and over was the highest. However, the jobs that are open to persons with internal organ impairments who are 50 and over are extremely limited. Therefore, the types of jobs and training that are tailored to persons with internal organ impairments who are 50 and over need to be developed.

Second, support services before and after employment for persons with internal organ impairments need to be reinforced.

As mentioned above, persons with internal organ impairments need to be medically examined regularly. If they found a job after sharing sufficient data with medical team and career advisers, their turnover rate would decreased. After persons with internal organ impairments begin to work, the work environment that they can safely work needs to be established, which is the part that needs the support of the government.

Third, the programs to support the business start-up need to be developed.

In both Japan and South Korea, the percentage of self-employed workers was high, which means that persons with internal organ impairments prefer to start up business. Moreover, because for persons with internal organ impairments who have difficulty in finding jobs, business start-up can be a positive alternative, the training and funding need to be provided to them.

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