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Consideration of Career-Adaptive RISK Management of the Handicapped in KOREA

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Abstract

The handicapped are in poorer health conditions than others in the world. In addition, they tend to have lower level of academic achievement and participation rate in economic activities and higher poverty rate. This is partially because the handicapped ends up experiencing the barrier in the service that most of people have been enjoying so far including health, education, transportation, and career adaptation as well as information.

Such difficulty tends to be more outstanding in neglected groups.

Issues in career adaptation among the handicapped in Korea have been dealt with in welfare among victims in the world just like western countries in the beginning. Hereupon, the handicapped employment policies have been established and operated in Korea for the first time for the handicapped with wound from Korean War. Afterwards, they have been developed into protective means, protective career employment, and competitive employment for the handicapped.

However, issues of career adaptation of the handicapped in Korea have been much concerned from pressure on protection of rights and interests of the handicapped in international society in the 1980s and effort from the handicapped. According to such trend, 'welfare act for mentally and physically handicapped people' has been enacted in Korea making the handicapped as subjects for legal rights and preparing for foundation for the development of the handicapped welfare. However, it has been systematically considered as to how to manage the risk in career adaptation among the handicapped in Korea with the necessity of research for how to adapt in career in the perspective of the handicapped and manage the risk of mal-adjustment.

1) Most of causes for the disability are not from personal factors but from traffic accidents, industrial disaster, war, disease, and environmental issues. Due to many of the handicapped in ages that are available with economic activities, employment of the handicapped is the important issue. In other words, it is required to recognize this as an issue for the entire society and make people recognize how no one is free from disability. It is required to come up with the belief for how employment and adjustment of the handicapped at work are not to be entirely taken care of by family members but also important obligations to be solved by the government and society at some degree.

2) It is required to maximize the utilization of human resources overcoming the crisis of career adaptation of the handicapped, improving their life quality from productive participation, and contributing to expand the national output.

3) Besides the income, career adaptation must be able to improve recognition on human dignity and social integration, bring about personal and social profit, and completely developing talents and capacity of the handicapped with enhanced human dignity and social integration.

4) Due to the improvement of health and medical rehabilitation service for maintaining and extending the life and increased cases of chronic disease, the emergence of disability is in increasing rate for the next tens of years. It is also required to systemize and regularly implement education for the crisis in career adaptation according to the level of the handicapped and have them react in case of the crisis of career adaptation.

Hereupon, this study is expected to understand the risk management of career adaptation of the handicapped in Korea, learn how to cope with them, and protect them from the risk.

1. Introduction

Issues of career adaptation of the handicapped in Korea have been much concerned from pressure on protection of rights and interests of the handicapped in international society in the 1980s and effort from the handicapped[1]. According to such trend, 'welfare act for mentally and physically handicapped people' has been enacted in Korea making the handicapped as subjects for legal rights and preparing for foundation for the development of the handicapped welfare. However, there have not been many researches in how to overcome the risk management of maladjustment. Hereupon, this study is intended to systematically consider as to how to manage the risk in career adaptation among the handicapped in Korea[2].

In order to achieve the higher level and long lasting development in huge scale as the gist of new millennium development goal in 2015, it is required to reinforce the capacity of the handicapped, provide high quality education and appropriate job for the handicapped, and remove the obstacles that prevent the handicapped from voicing out their opinions to participate in society[3]. Hereupon, effort has been exerted to improve the life of the handicapped in the global disability report suggested by WHO and to develop innovative policies and programs to promote the agreement for rights of the handicapped from UN[4]. This has promoted the understanding of the handicapped to the level of human rights in Korea and placed high priority in them. However, the handicapped is in poor conditions in terms of employment. For example, loss of opportunity for education, training, and financial support has become the reason for them to be excluded in the employment, and this has become characteristics of recognition from employers or work place against the disability and the handicapped[5]. This has become maladjustment of the handicapped in career and made them exposed to the crisis of career maladjustment.

Education and training are important in high quality job and career adaptation. However, young handicapped people tend not to have an opportunity for accessing to regular education and adjusting to the career. Therefore, gap in the education level between the handicapped and others has become more serious issue. In the perspective of the handicapped, environmental factors that make it difficult to physically access to the choice of career are still existent. Therefore, more studies on the factors that influence on risk management of career adaptation are required.

2. Characteristics of Employment of the Handicapped

According to the investigation of employment of the handicapped, 79.8% of subjects in the test turned out to be unemployed or housewives in case of female handicapped people. Hereupon, most of the handicapped turned out not to participate in the economic activities. According to the types of career of employed handicapped people, there are simple labor work, service areas, and sales. This represents that the handicapped became mostly employed in simple labor work, service areas, and sales field. According to the percentage of types of jobs except for the unemployed and housewives, simple labor work constituted 40.7% followed by 18.5% for service areas, and 14.1% for sales. Therefore, 73.3% of the handicapped turned out to be employed in aforementioned three fields[6].

Compared to them, the handicapped in more stable positions such as specialties, technicians, public workers, and high-rank employees or managers constituted only 15.5%. Therefore, it shows how most of the handicapped is in economically unstable conditions.

There is fewer number of the handicapped than others and also of female handicapped people than male handicapped people who

participates in economic activities. Compared to how participation rate of regular women in economic activity was 50.1%, the one for handicapped women turned out to be 25.5%. In addition, participation rate of handicapped men in economic activity turned out to be 48.8%. Hereupon, the participation rate of handicapped women was about half of the one of handicapped men. According to the proportion of employed handicapped people compared to the entire population, handicapped men who were employed among the population of age of 15 or above turned out to be 43.5%. However, the proportion of handicapped women who were employed turned out to be 20.2%. Hence, employment rate of the handicapped is much lower than others without disability. Especially, the participation rate of handicapped women in economic activity was very low[7].

3. Employment and Adjustment of the Handicapped

According to the types of employment form of the handicapped, the proportion of unpaid family members and self-employed people turned out to be the highest. However, as for employment form, the proportion of regular employees and self-employed people turned out to be high. They turned out to be in the order of unpaid family members (24.1%), self-employed people (22.5%), day-to-day workers (21.7%), and temporary laborers (11.7%). The proportion of regular employees was the highest as 41.5% followed by self-employed people (25.4%), day-to-day workers (16.2%), and temporary laborers (12.3%).

Misunderstanding of work capacity of the handicapped tends to bring about the crisis of career adjustment of the handicapped[8]. There is misbelief as to how the handicapped are less productive compared to others without disability as well as ignorance and biased thought on adjustment of the work for promoting employment. Such misunderstanding has been widely diffused to the handicapped and their family members as well as employers without disability[9].

Some of the handicapped tend to have lower expectation on their ability to be employed and not to make an attempt for employment. As they are isolated from the society, the handicapped are limited to access to social network including friends or family members[10]. The biggest obstacle for the handicapped to open their business is insufficient opportunity to access to the fund. Considering how the handicapped mostly do not have security ability, there are many cases where they are exposed to difficult situations. Many of the potential loan providing institutions regard the handicapped as high-risk group. Hereupon, the handicapped are unable to fund for investment in the credit market[11].

When hiring the handicapped, they tend to be paid less than others without disability. One of the reasons for why the handicapped tended to hesitate in finding the appropriate career development depending on the severity of disability is that 'there is no appropriate type of job for them.' In order to develop the appropriate type of job for the handicapped, it is required to consider types and degree of disability, investigate their unique desire system, develop career for them, and relieve the limit in selection for the job. If preferring self-employed type, it is required to expand financial support for the handicapped to open their business more easily and develop the types of job specifically designed for the handicapped. In addition, it is required to come up with plans so that the handicapped can freely move to outside. Especially, it is recommended to prepare for widely used measures on the right of mobility for the handicapped and prepare for instruments[12]. For example, it is required to consider adopting transportation means for the handicapped while developing jobs for them if they find it difficult to commute due to severe disability. In addition, there is a need to come up with supplementary devices or financial support so that the handicapped can conveniently lead lives without burden. Helping the handicapped hired for financial support requires for experts to serve a role of instructors, consultants, psychologists, promoters, advisers, coaches, and friends. Vari-

ous consultation strategies, techniques, theoretical education, and human service training are required to be developed to successfully adopt aforementioned roles.

4. Conclusion

This study is intended to analyze the factors shown in the career adjustment among the handicapped in Korea and suggest the direction to overcome them. In order to overcome the risk of career adaptation among the handicapped, it is required to consider the types of employment and access with effective policies on them.

1) Many of the reasons for the disability are not from personal factors or genes but from traffic accidents, industrial disaster, war, disease, or environment issues. Due to many of the handicapped in the age where they are able to participate in economic activities, employment of the handicapped is important. In other words, it is required to recognize this as an issue of the entire society and have them identify how no one is free from disability. It is required to come up with the belief for how employment and adjustment of the handicapped at work are not to be entirely taken care of by family members but also important obligations to be solved by the government and society at some degree.

2) It is required to improve the quality of lives and contribute to expand the national output by maximizing the utilization of human resources and overcome the risk of career adaptation of the handicapped for productive participation in economic activities.

3) Besides the income, career adaptation must be able to improve recognition on human dignity and social integration, bring about personal and social profit, and completely developing talents and capacity of the handicapped with enhanced human dignity and social integration.

4) Due to the improvement of health and medical rehabilitation service for maintaining and extending the life and increased cases of chronic disease, the emergence of disability is in increasing rate for the next tens of years. It is also required to systemize and regularly

implement education for the crisis in career adaptation according to the level of the handicapped and have them react in case of the crisis of career adaptation.

Hereupon, this study is expected to understand the risk management of career adaptation of the handicapped in Korea, learn how to cope with them, and protect them from the risk.

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