



# **The Final Report on Effective Implementation of Disability Rights**

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1. *Employment*
2. *Education*

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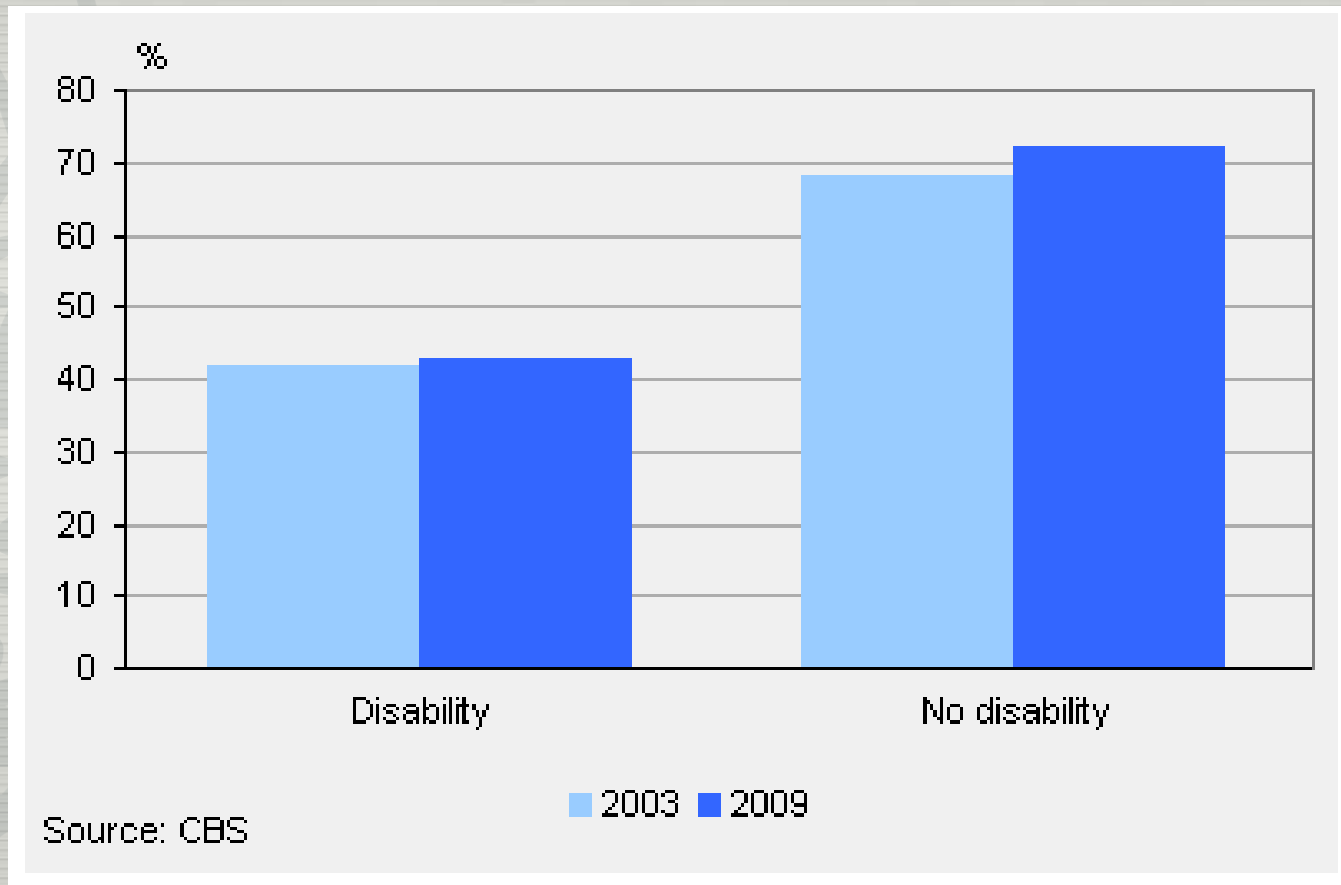
1. *Employment*
2. *Education*

# Employment for People with disabilities in Netherlands

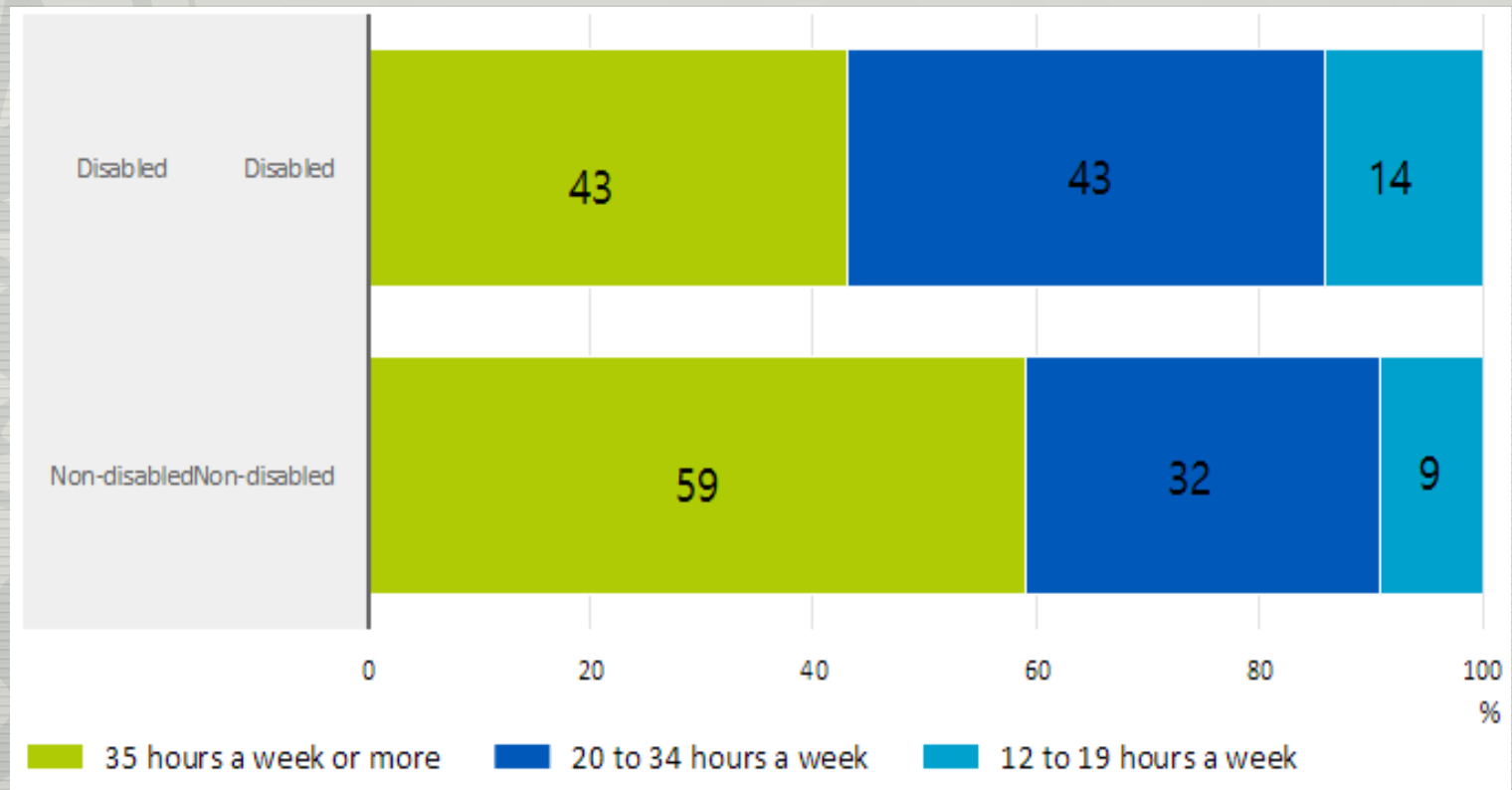
- *1.7 million*

- 15 percent

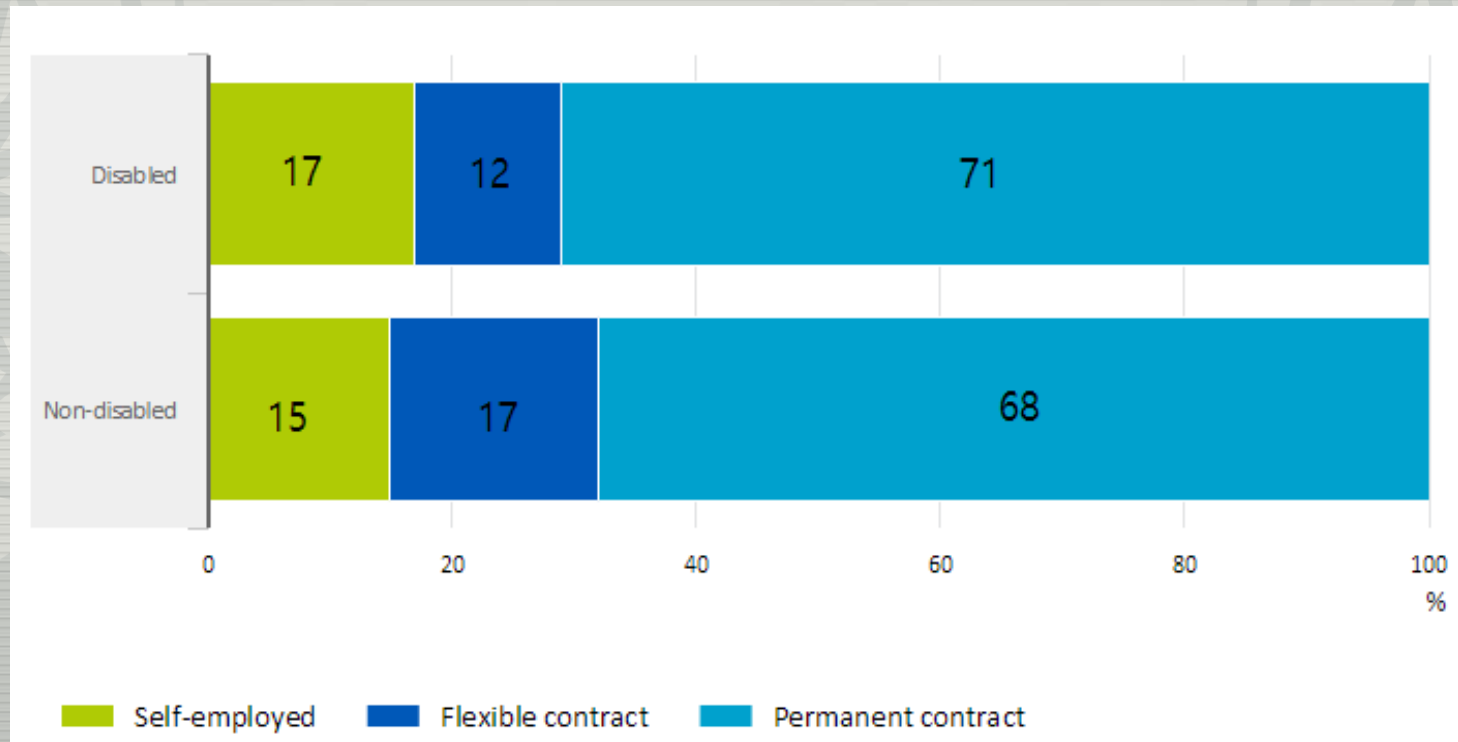
## Employment Rate of 15 to 64 year-olds with / without disability



## Working Hours of 15 to 64 year-olds with / without disability



### Job Position of 15 to 64 year-olds with / without disability

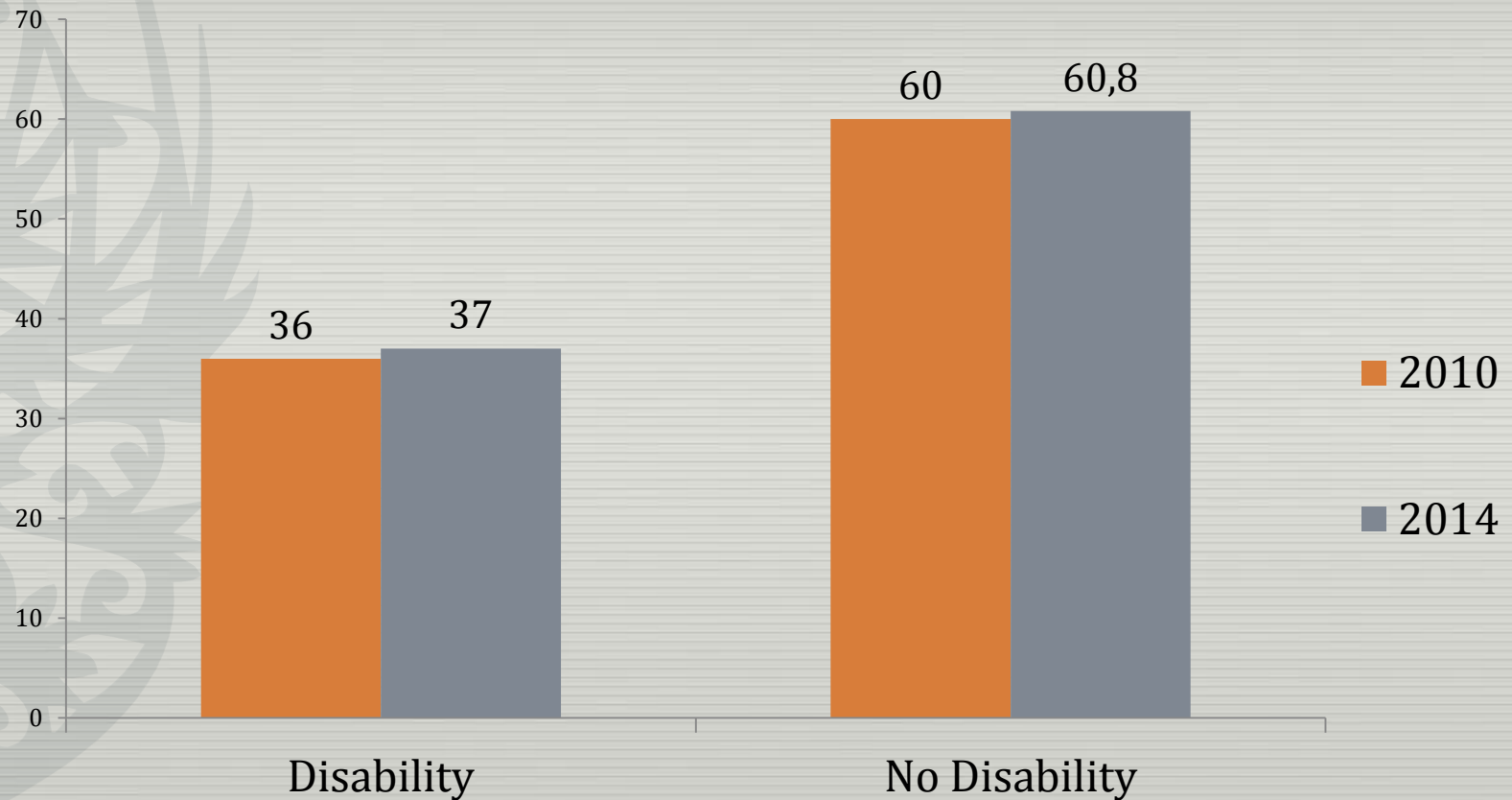


# Employment of People with disabilities in Korea

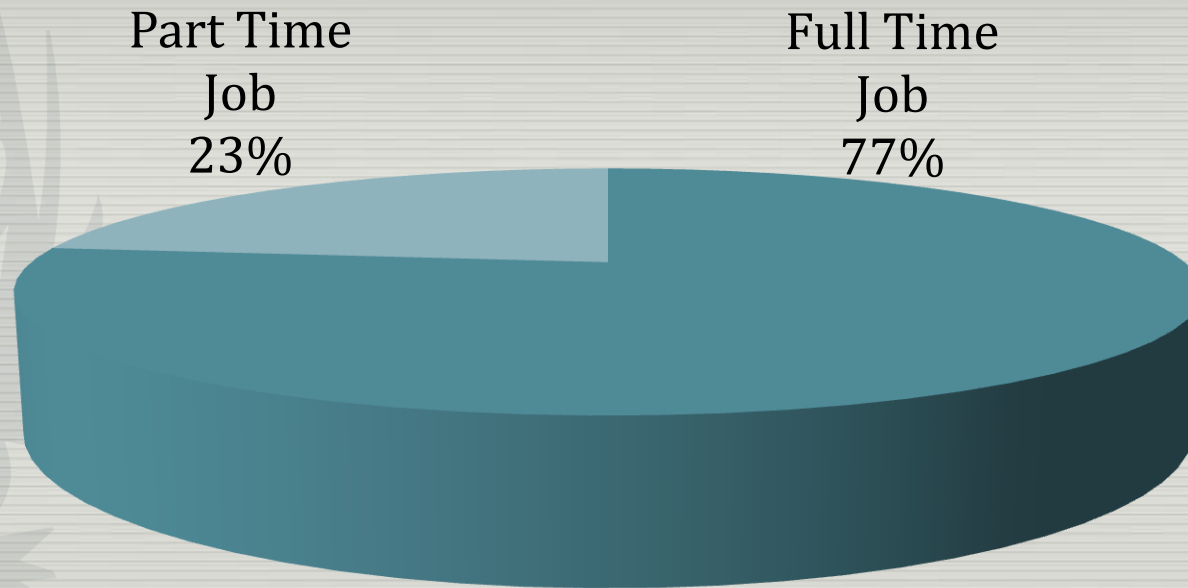
- *2.5 million*
- 5.8 percent



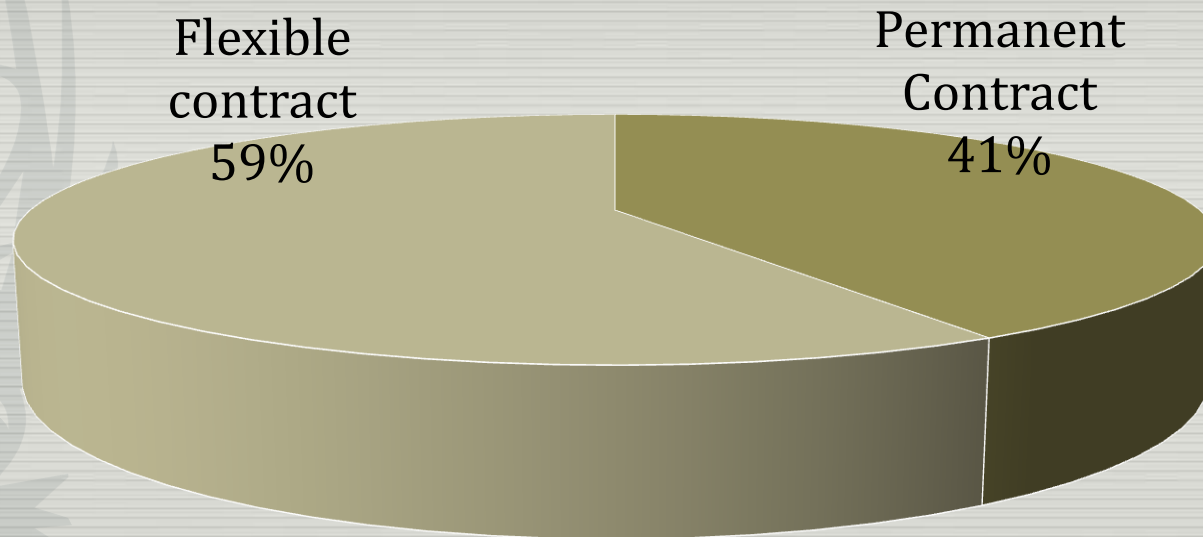
## Employment Rate of 15 to 64 year-olds with / without disability



## Working Hours of 15 to 64 year-olds with disability



## Job Position of 15 to 64 year-olds with disability



# **Major Differences of policies between Netherlands and Korea**

- **Hiring Quota Policy**
- **Disability Concept**
- **Wage Subsidies**

# Employment policy in Korea

## 1. Hiring Quota Scheme

- since 1991, enforced
- Public sector 3%, Private Sector 2.7%
- Financial Penalty

# Employment policy in Netherlands

## 1. Hiring Quota Scheme

- Since 2015, Participation Act enforced
- Employers and government guarantee jobs (100.000 and 25.000 respectively), or quota scheme will be enforced

# Employment policy in Netherlands

## 2. Disability concept

### ▪ Occupational Disability

- a condition in which a worker is unable to perform the functions required to complete a job satisfactorily because of disease or accident.
- Employment and income depends on level of working ability
- Encouraging working through financial incentives



# Employment policy in Korea

## 2. Disability concept

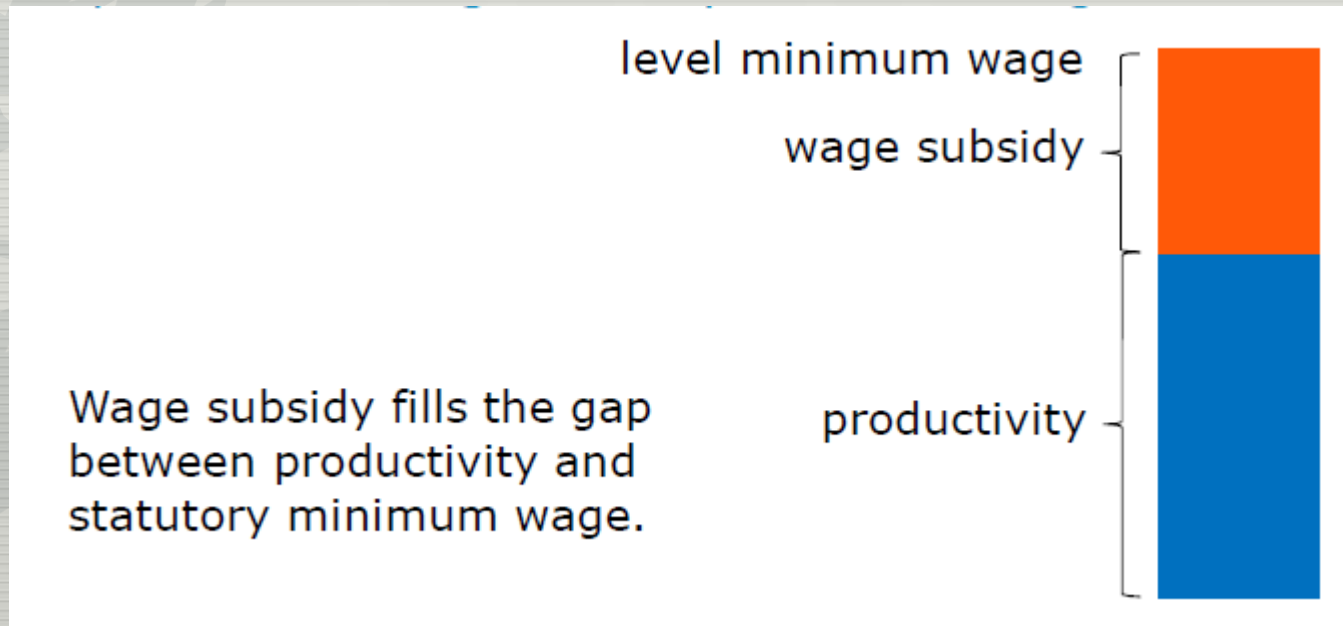
- **Disability Concept based on Medical Model**
  - **Disability Ratings System by Medical Conditions**
  - **Welfare Service System by Medical Conditions**
  - **Imbalance of welfare, Low employment**



# Employment policy in Netherlands

## 3. wage subsidies

- Wage subsidies stimulate employment of people incapable of earning minimum wages



# Employment policy in Korea

## 3. wage subsidies



# Employment policy in Korea

## 3. Wage subsidies

-2014, CRPD recommended that Korean government should take steps to fill the gap between productivity and minimum wage for the people incapable of earning minimum wages .

# Concluding

*From the cases of Netherland,  
despite recently reduction of welfare services,  
these policies make sure sustainable  
employment and make independent living  
possible.*

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1. *Employment*

2. ***Education***

# Education of People with disabilities in Netherlands

- *Separate Special Education*

# Education of People with disabilities in Netherlands

- *Separate Special Education*

- *1920, legally recognized*

- *in the late of 20<sup>th</sup>, concerned*



# Education of People with disabilities in Netherlands

- *Inclusive Education*

- *Act on Expertise Center(2003)*

- *Pupil Bound Budget*

- *Right to Education*



# Situations of access to education

## ◆ **Coalition for Inclusion(2010)**

The number of pupils that receive no education because of their disabilities is estimated in 2,000 to 5,000.

## ◆ **Minister of Education(2012)**

In 2012, over 3,000 pupils are in day care centres instead of schools because they are considered incapable of being educated.

# Situations of access to education

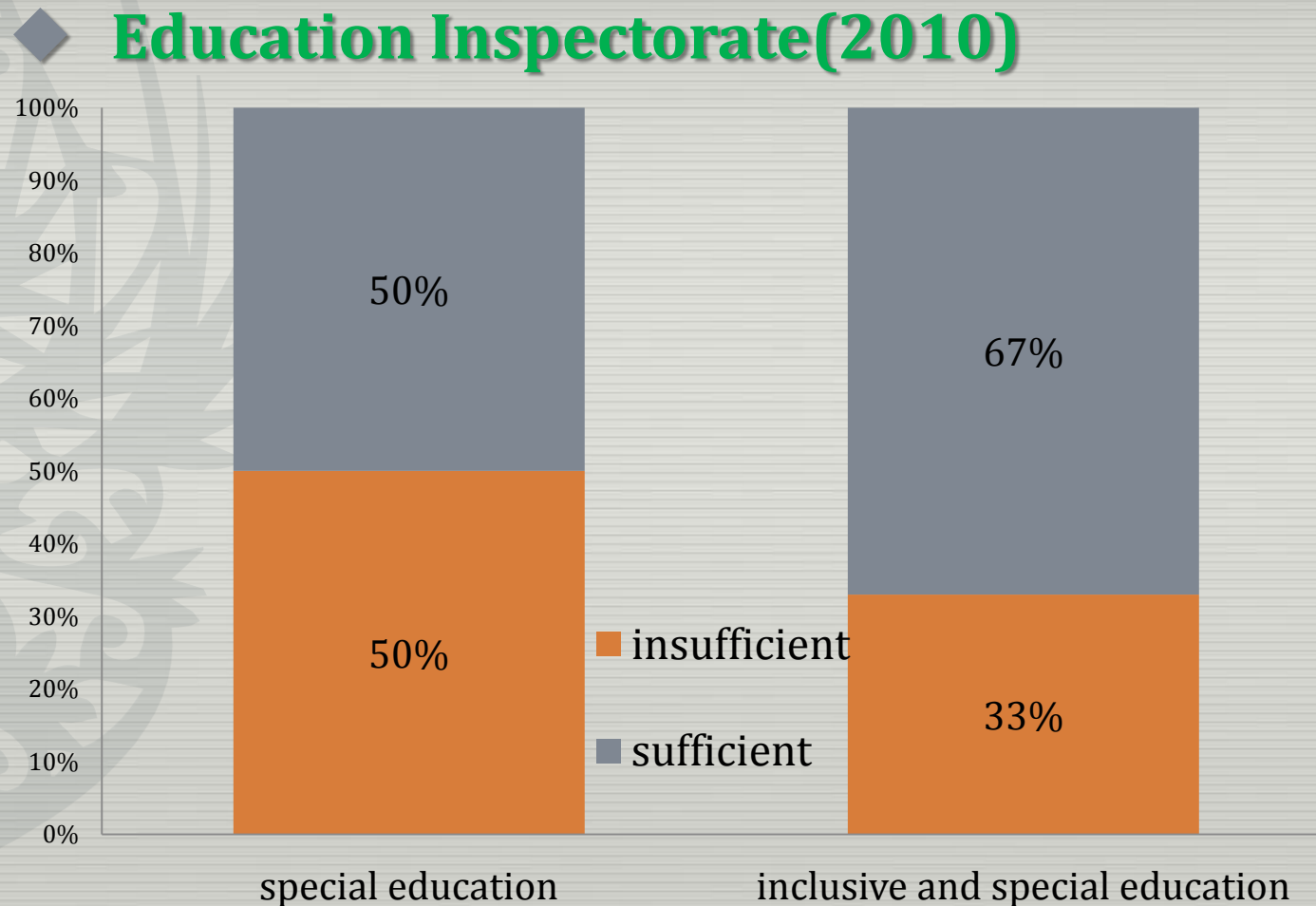
## ◆ **Law Firm Judion(2012)**

Relating to neglecting parents' legal duty to enrol their children to school, parents are acquitted in such cases because judges find that parents face schools that refuse to admit their children with disability.

## ◆ **Dutch Equal Treatment Commission (2012)**

Relating to refusal of admittance to a school. In 7 of the 13 cases the ETC judged that refusal by the school was unjustified.

# Situations on quality of education



# Education of People with disabilities in Netherlands

- *Act on Appropriate Education(2014)*

- *tailor made education*

- *reducing the cost and improving the quality*

- *School Board's responsibility to seek an appropriate place for a student with disability*

# *Evaluations on Act on Appropriate Education(2014)*

- *The Coalition for Inclusion*

- *to endorse appropriate education instead of inclusion may be **contradictory to CRPD***

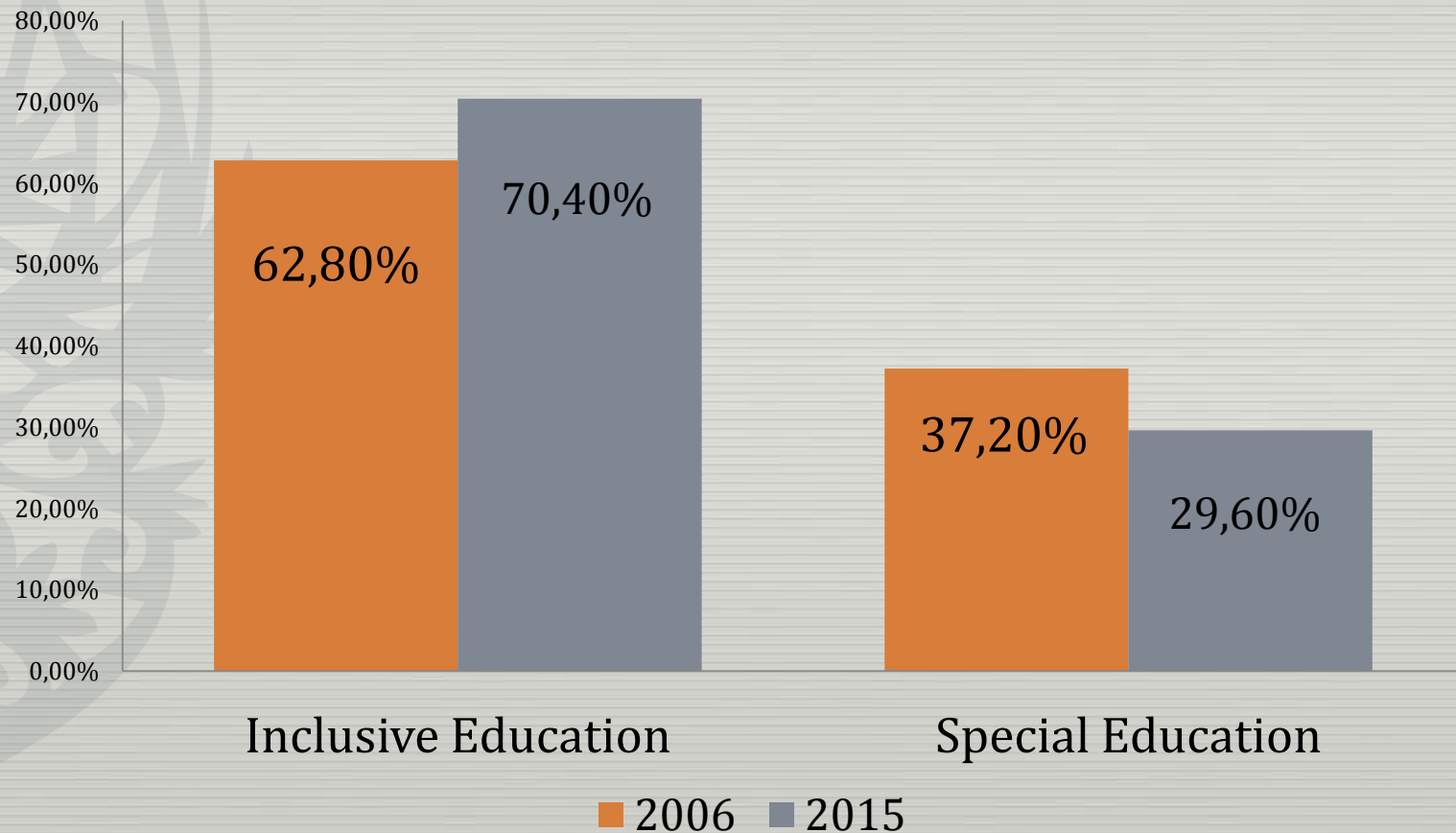
- *The Ieder(in)*

- *supporting government's policy*

# **Education of People with disabilities in Korea**

- **Act on Anti-Discrimination based on Disability(2008)**
  - **Cases of Rejected admission diminished**

## ■ Act on Anti-Discrimination based on Disability(2008)





- ***UN CRPD's Concerns(2014)***

- ***many students with disability in inclusive education come back to special school...***



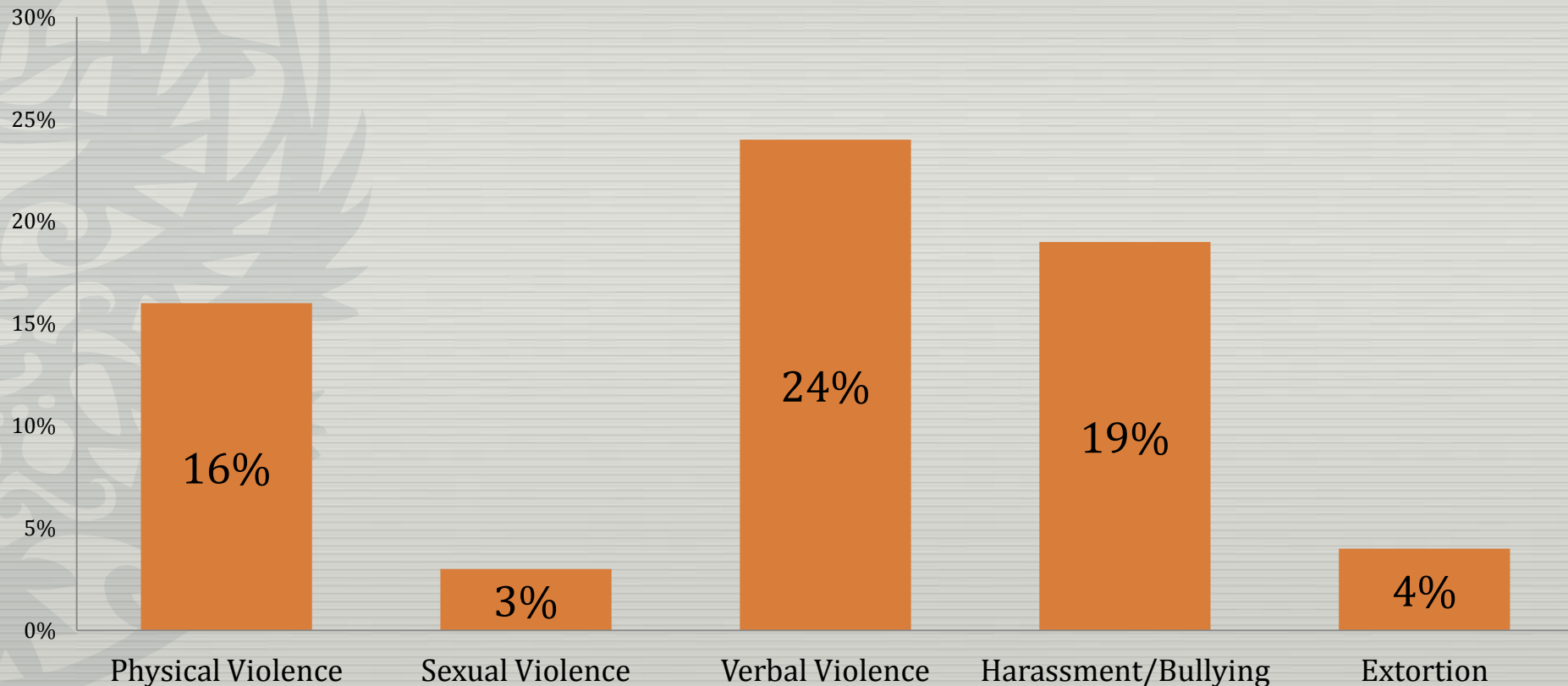
# ■ *Survey of Human Rights Commission in Korea (2014)*

- *Quality of education*
- *Violation of human rights*

# *Quality of Education in inclusive education*



# *Violation of human rights in inclusive education*



# Concluding

## Challenges for Inclusive Education.

- Educational Inclusion
- Environmental Inclusion
- Emotional Inclusion

*Thank you*

