Korean Journal of Social Welfare, Vol. 57, No. 2, 2005. 5, pp. 297-320.

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유 동 철

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. , , , . 7% 12,700,301 - 96.8 . . . .

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. – – . (2000) 1999 85% , 85.7%

* 2003 (KRF-2003-003-B00182). .

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2000 28.4%
(2000 6) 4.2% 6.8 ,
183 7 43.1% 79 2 . ,

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2000
32.5% 28.8%, 13.8%,
15.2%, 4.7% . , , ,
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(Mank, O'Neill and Jensen, 1998; Apter, 1992; Knobbe et al., 1995; ▪ , 1998).

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(benefits) (costs)
. – (cost-benefit analysis)

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37 .

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, (Americans with Disabilities Act, 1990) (Rehabilitation Act, 1973)

, 50%

, 200 (Equal Employment Opportunity Commission, 1991). Blanck(2000) 500

, 72% , 17% 100 , 10% 500 500 1,000 1% . JAN(Job Accommodation Network) 2/3 500 2/3 5,000 (Blank, 2000).

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(Disability-on the agenda, 1995)

50 (1 4.75) ,

60 (1 200) ,

670 (1 6,000)

780 .

3 8 5 11 3 3

4 1 2 .

10% (Disability-0n the Agenda, 1995: 10).

(Baldwin, 2000)

. SIPP(Survey of Income and Program Participation)

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646,901

265 668,326 122

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(negative coefficient)

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(Oaxaca) .

(Joseph Kwok, 2003)

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(Hill and Wehman, 1983) 1983 4

– 53 62

9 . 1978 1986 9 214

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178 260 1.5

(Hill and Wehman, 1989).

(Conley) 8% 3.5~4.5

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3.5~5 (Conley, 1965; , 1996

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(, 1997: 19). –

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. (Joseph Kwok, 2003)

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(, 2004) .

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(, 2003) .

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(Structured Questionnaire)

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(Oaxaca, 1973)

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≪식 1≫ $Prob_i = f(X, Z, \mu)$

X , Z

μ . .

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P_n , ,

. ,

$\widehat{P_d} = P_n(\overline{X_d})$. P_n , $\widehat{P}_d$

, $\overline{X}_d$. ,

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≪식 2≫ $P_n - P_d = (P_n - \widehat{P}_d) + (\widehat{P}_d - P_d)$

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X ,

$$W = \alpha + bX + \varepsilon$$

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일반인의 평균 임금: $\overline{W}_n = a_n + b_n \overline{X}_n$

장애인의 평균 임금: $\overline{W}_d = a_d + b_d \overline{X}_d$

≪ 3≫ .

≪식 3≫ $\overline{W}_n - \overline{W}_d = (a_n - a_d) + b_{n(} \overline{X}_n - \overline{X}_d) + \overline{X}_d (b_n - b_d)$

(R) (U) (E) (C)

a, b , $\overline{X_n}$, $\overline{X}_d$,

$\overline{W}_n$ $\overline{W}_d$

≪ 3≫ R . , U

, C

(,

) . E

.

, ≪ 3≫ (E)

(*C*) (U) .

,

(*C*) .

a_n ,

a_d , b_n , b_d , . ,

$W_n = a_n + b_n X_n + e_n$ $W_d = a_d + b_d X_d + e_d$ $\hat{a}_n$, $\hat{a}_d$,

$\hat{b}_n$, $\hat{b}_d$.

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$\overline{W}_n$, ,

. ,

$\widehat{W}_d = W_n(\overline{X}_d)$. W_n , $\overline{W}_n$, $\widehat{W}_d$

, $\overline{X}_d$

. , .

$$\overline{W}_n - \overline{W}_d = (\overline{W}_n - \widehat{W}_d) + (\widehat{W}_d - \overline{W}_d)$$

, $\overline{W}_n - \widehat{W}_d$

$$\overline{W}_n - \widehat{W}_d = (\hat{a}_n + \hat{b}_n \overline{X}_n - \hat{a}_n + \hat{b}_n \overline{X}_d) = \hat{b}_n(\overline{X}_n - \overline{X}_d)$$

.

$\widehat{W}_d - \overline{W}_d$

$$\widehat{W}_d - \overline{W}_d = (\hat{a}_n + \hat{b}_n \overline{X}_d - \hat{a}_d + \hat{b}_d \overline{X}_d) = (\hat{a}_n - \hat{a}_d) + (\hat{b}_n - \hat{b}_d)\overline{X}_d$$

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≪ 5≫ .

≪식 5≫ $B_e = B_{ae} + B_{aw} + \mu$

여기서 B_e = 차별이 해소되어 장애인이 얻게 되는 취업 관련 총편익
B_{ae} = 차별이 해소되어 추가로 고용된 장애인이 얻는 소득
B_{aw} = 차별이 해소되어 기존에 고용된 장애인들이 추가로 얻는 소득
μ = 계량화할 수 없는 편익

, ,

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≪ 5≫ . ,

(B_{ae}) .

(E_a)

(W_{nd}) . 12 1 .

≪ 6≫ .

≪식 6≫ $B_{ae} = \sum_{t=1}^{n} \frac{E_a \times W_{nd} \times 12}{(1+r)^t}$

여기서 E_a = 차별이 해소되어 추가로 고용될 장애인 수
W_{nd} = 차별이 없는 장애인근로자의 월평균임금
r = 할인율
n = 평균 재직년수

7% .

. 2001 6.39% 2002
7.55% 7% .
(2000) 30 .
, (E_a)
.

17.3%p ,
5.3%p, 12.0%p
(, 2004).

< 3> .
11.5%p(66.6%) ,
5.8%p(33.4%)
.
5.8%p .

< 3> ( )
(: %)

	0.1154(66.62)	-0.0050(9.46)	-0.1104(91.77)
	0.0578(33.37)	-0.0478(90.50)	-0.0099(8.23)
	0.1732(100)	-0.0528(100)	-0.1203(100)

: (2004)

636,654 (, 2001)
5.8% .
36,925 .
(E_a) 36,925 .
(W_{nd}) .

32.7%
67.3%
(, 2004).
, 2002 1,880,389 (, 2003). 2000
792,000 . (2001
6.39%, 2002 7.55%) 2002 906,225 . 2002
974,164 .
67.3% 974,164 * 0.673 655,612
. 1,561,837
(W_{nd}).
1,561,837 (W_{nd}) 36,925

(E_a) , 57,794
. 12 1 693,528 . 2002 1
.

≪ 6≫

≪식 6≫ $B_{ae} = \sum_{t=1}^{n} \frac{E_a \times W_{nd} \times 12}{(1+r)^t} \fallingdotseq$ 8,606,017백만원

.

(B_{aw})

.

. ($W_{nd} - W_d$)

. E_d

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($W_{nd} - W_d$) ,
. 12 1 . ≪ 7≫ .

≪식 7≫ $B_{aw} = \sum_{t=1}^{n} \frac{E_d \times (W_{nd} - W_d) \times 12}{(1+r)^t}$

여기서 E_d = 기존에 고용되어 있는 장애인 수
W_{nd} = 차별받지 않는 장애인 근로자의 월평균임금
W_d = 차별받는 장애인 근로자의 월평균임금
r = 할인율
n = 평균 잔여 재직년수(15)[1)]

(, 2001: 41) 455,729
(E_d) . 2002 906,225 (W_d) ,
655,612 ($W_{nd} - W_d$)
. ≪ 7≫ ,

1) 15 . 30
15 15 .

≪식 7≫ $B_{aw} = \sum_{t=1}^{n} \frac{E_d \times (W_{nd} - W_d) \times 12}{(1+r)^t} \fallingdotseq$ 77,847,745백만원

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. 2004 1

50 100

. < 4>

57,602 .

< 4> 2004

(: ,)

	300	200~299	100~199	50~99	50 ~299
	1,995	1,672	5,581	14,072	21,325
	2,535,009	479,927	739,987	1,196,491	2,416,405
	1,977,928	374,343	577,190	933,263	1,884,796
	38,569	7,489	11,544	18,665	37,698

: (2004).

, < 5> . 2002 27,429

. 2002 27,429

36,925 64,354 .

57,602 . , 2%

.

< 5>

(: , , %)

				(%)	
1991	2,427,302	26,071	10,461	0.43	15,609
1992	2,432,231	38,959	10,735	0.44	28,224
1993	2,294,250	34,639	11,024	0.48	33,615
1994	2,371,904	46,153	11,406	0.48	34,747
1995	2,529,815	49,299	12,147	0.48	37,152
1996	2,573,710	50,306	13,111	0.51	37,159
1997	2,546,410	49,484	13,634	0.54	35,850
1998	2,229,501	43,645	14,038	0.63	29,607
1999	2,230,987	44,283	21,431	0.96	22,852
2000	2,251,698	44,975	22,775	1.01	22,200
2001	2,252,416	44,059	26,174	1.16	17,885
2002	2,317,179	45,326	27,429	1.18	17,897

: , .

< 6> . 2002 893 .

2002 893 .

30 1,108,127 .

< 6>

(: ,)

	2000		2001		2002	
	-	62,888,546	1,687	72,080,881	1,698	89,345,105

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2000

13.7% 2.6% 5 (, 2001: 39)
. 2002
(, , ,)
204,000 (, 2002). 36,925
7,532.7
1 90,392.4 .
, [2] 11 (, 2002) 36,925
.[3] . 1,846
1 22,152 .
30
1,396,563 .

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20% .
693,528 (B_{ae}) 20% 138,705
. 30 1,721,203 .

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1 2,121.4 ,

1 6.63 .

1 258.8 .

≪ 8≫

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.[4]

≪식 8≫ $C_e = \sum_{t=1}^{n} \frac{E_a \times C_a}{(1+r)^t}$

여기서 E_a = 차별이 해소되어 추가로 고용될 장애인 수
C_a = 장애인 근로자 1인당 소요되는 연간 평균 특별비용
r = 할인율
n = 평균 재직년수

36,925 (E_a) 1

258.8 (C_a) 1

94,646 . ≪ 8≫ 30

118,824 .

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.[5]

4) 1

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11,111 (, 2004).

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< 7> .

< 7>

(:)

		3,565 2,683 1,968	8,171
(2)		240 350 350 200 400	1,540
		1,400	1,400
		11,111	11,111

WHO 10%

10% 1,111

. 30 13,785 .

2) -

– < 8> .

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		8,607,017		
		1,108,127		118,824
		3,117,766		13,785
		12,832,910		132,609

: 2002 .

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.

(NPV)

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.

$$NPV = \sum_{t=t_0}^{T} \frac{B_t - C_t}{(1+r)^t},$$

여기서 t_0=사업의 개시시점, T=사업의 완료시점
B_t=시점 t에서의 편익, C_t=시점 t에서의 비용

< 8> 12,700,301 .

- (B/C ratio)

– . ,

. .

$$B/C\ ratio = \frac{\sum_{t=t_0}^{T} B_t/(1+r)^t}{\sum_{t=t_0}^{T} C_t/(1+r)^t},$$

< 8> – 96.8 .

(sensitivity analyais)

– (risk)

(uncertainty) .

.

(, 1986).

.

6% 8% <

9> . – .

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< 9>

	(:)	–
6%	14,086,804	96.8
7%	12,700,301	96.8
8%	11,521,112	96.8

5.

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7% 12,700,301

– 96.8 .

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. 2004. “ · ”. 『 』 56(2): 121-144.
. 1986. “ - ”. 『 』 10(8).
. 1996. “ ?: ”. 『 』 8: 1-40.
. 1997. 『 - 』. : .
. 2003. 『 』.
. 2001. 『2000 』. , .
. 2002. “2003 · ”.
. 2000. “ : ”.
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· . 1998. “ ”. 『 』 14(2).
. 2000. 『 』. : .
. 2003. “ ”.
. 1996. 『 』. .
. 2000. 『1999 』.

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The Potential Cost - Benefit Analysis on the Disability Discrimination Act in Korea

Yu, Dong - Chul
(Dong-eui University)

This study was attempted to give aids in making 'the Disability Discrimination Act' by estimating the potential Cost-Benefit in case that the discrimination on the disabled is removed. The potential benefits from this Disability Discrimination Act are calculated considering the income increase of the people with disabilities from additional employment for them and the decrease of employment levies and the public assistance benefits. The potential cost was made focusing on the following 2 expenses- the extra expenditures that the owners of companies had to invest from the employment of the disabled and the managing expenses for correcting discrimination organizations.

As the result of this estimation, the potential net present value under the 7% discount rate is very high as 12,700,301 million won and the cost-benefit ratio is also great as 96.8. The consequence of the sensitive analysis in changing the discount rate also does not have great changes. As the result of these estimating results, it is known that when the discrimination is solved by the 'Disability Discrimination Act', the pure benefit of our society will become tremendous. After all, it could be said that the need for 'the Disability Discrimination Act' is emphasized and should be emphasized.

Key words: persons with disabilities, disability discrimination act, cost-benefit analysis

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