

표지면지
세계경제연구원
국제회의 자료집 외

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모시는 글

여성인력 활용에 관한 국제회의에 초대합니다.

우리나라의 여성인력 활용도는 OECD 회원국 평균에 비해 훨씬 낮은 수준에 있습니다. 심지어 일본의 여성인력 활용도에도 뒤처지는 수준에 있습니다. 여성인력 활용도 제고를 위한 특별한 정책적인 노력이 있어야 함은 두말할 필요도 없겠습니다.

이에 세계경제연구원과 독일 콘라드 아데나워 재단 그리고 한국여성경제인협회는 12월 1일(월) 여성인력 활용에 관한 국제회의를 공동 개최합니다. 여성가족부장관, 고용노동부장관을 비롯한 정부 고위정책담당자들과 국내외 전문가들이 참여하여 여성인력 활용에 관한 국제비교분석과 함께 정책적 대응방안에 관한 심도 있는 논의를 펼치게 될 것입니다.

부디 많은 참여와 관심 부탁드립니다.

2014년 12월

세계경제연구원
이사장
사공 일

독일 콘라드 아데나워 재단
한국 사무소 소장
Norbert ESCHBORN

한국여성경제인협회
회장
이민재

Invitation

We are pleased to invite you to an international conference on enhancing women's role in the Korean economy.

Korean women's participation rate in the labor market is far lagging behind the average rate of OECD countries. It is even lower than that of Japan.

In view of this, the Institute for Global Economics (IGE), together with the Konrad-Adenauer-Stiftung (KAS) and the Korean Women Entrepreneurs Association (KWEA), has organized an international conference, "Women and Growth Potential."

Senior government policy makers, including the Minister of Gender Equality and Family and the Minister of Employment and Labor, and experts from Korea and abroad will join the conference to discuss policy options for enhancing women's role in the Korean economy.

We cordially invite you to join us and exchange views in this timely conference.

December 2014

Il SAKONG
Chairman & CEO
IGE

Norbert ESCHBORN
Representative
KAS

Minjai LEE
President
KWEA

프로그램

2014년 12월 1일 월요일

08:30-09:00	등록
09:00-09:10	<p>개회사</p> <p>사공 일 세계경제연구원 이사장</p> <p>축사</p> <p>Norbert ESCHBORN 독일 콘라드 아데나워 재단 한국 사무소 소장</p>
09:10-09:30	<p>기조연설</p> <p>김희정 여성가족부 장관</p>
09:30-11:00	<p>사회</p> <p>김준경 한국개발연구원 원장</p> <p>발표</p> <p>이명선 한국여성정책연구원 원장</p> <p>Joyce MSUYA 세계은행그룹 한국사무소 소장</p> <p>토론</p> <p>배규식 한국노동연구원 노사·사회정책연구본부장</p> <p>남윤호 중앙선데이 편집국장</p> <p>Amy JACKSON 주한미국상공회의소 대표</p>
11:00-11:10	Break
11:00-12:30	<p>사회</p> <p>이명선 한국여성정책연구원 원장</p> <p>특별발표</p> <p>“한국경제와 여성 기업가의 역할”</p> <p>이민재 한국여성경제인협회 원장</p> <p>발표</p> <p>박현숙 여성가족부 여성정책국장</p> <p>Cyn-Young PARK 아시아개발은행 차석 이코노미스트</p> <p>토론</p> <p>배규식 한국노동연구원 노사·사회정책연구본부장</p> <p>김용성 한국개발연구원 인적자원정책연구부장</p> <p>Barbara ZOLLMANN 한독상공회의소 사무총장</p>
12:30~14:00	<p>오찬사</p> <p>이기권 고용노동부 장관</p>

세션 1
한국과 주요국의
여성인력 활용

세션 2
여성인력 활용
제고를 위한
정책 방향

Program

Monday, Dec 1, 2014

08:30-09:00	Registration
09:00-09:10	<p>Opening Remarks Il SAKONG Chairman, Institute for Global Economics (IGE)</p> <p>Congratulatory Remarks Norbert ESCHBORN Representative, Konrad-Adenauer-Stiftung (KAS)</p>
09:10-09:30	<p>Keynote Speech Heejung KIM Minister of Gender Equality and Family</p>
09:30-11:00	<p>Moderator Joon-Kyung KIM President, Korea Development Institute</p> <p>Session 1 Current State of Women in the Labor Market in Korea and Major Countries</p> <p>Presenters Myung-Sun LEE President, Korean Women's Development Institute Joyce MSUYA Special Representative, World Bank Group Office</p> <p>Discussants Kiu Sik BAE Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute Yoonho NAHM Managing Editor, JoongAng Sunday Amy JACKSON President, American Chamber of Commerce in Korea</p>
11:00-11:10	Break
11:00-12:30	<p>Moderator Myung-Sun LEE President, Korean Women's Development Institute</p> <p>Special Presentation <i>"Korean Economy and the Role of Women Entrepreneurs"</i> Minjai LEE President, Korean Women Entrepreneurs Association</p> <p>Presenters Hyun-Suk PARK Director-General, Women's Policy Bureau, Ministry of Gender Equality and Family Cyn-Young PARK Assistant Chief Economist, Asian Development Bank</p> <p>Discussants Kiu Sik BAE Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute Yongseong KIM Director and Vice President, Korea Development Institute Barbara ZOLLMANN Secretary General, Korean-German Chamber of Commerce and Industry</p>
12:30-14:00	<p>Luncheon Speech Ki-kweon LEE Minister of Employment and Labor</p>

CVs of Speakers

사공 일 세계경제연구원(IGE) 이사장
(전 재무부 장관)

□ 경 력

- 1983-1987 대통령경제수석비서관
- 1987-1988 재무부 장관
- 2008-2009 대통령 경제특별보좌관 및 국가경쟁력 강화위원장
- 2009-2011 대통령직속 G20 정상회의준비위원장
- 2009-2012 제27대 한국무역협회 회장
- 1993-현재 세계경제연구원 이사장



□ 학 력

- 1964 서울대학교 상과대학교 학사
- 1966 미국 UCLA 석사
- 1969 미국 UCLA 박사

□ 상 훈

- 1990 청조근정훈장
- 2012 국민훈장 무궁화장
- 1987 중화민국 대수경성훈장
- 1986 벨기에 국왕 왕관대관장
- 1983 국민훈장 모란장

IL SAKONG

Chairman and CEO, Institute for Global Economics (IGE)
(Former Minister of Finance)



Dr. SaKong is the founder and Chairman & CEO of the Institute for Global Economics (IGE), a private non-profit research institute based in Seoul since 1993. He also serves as advisor to the JoongAng Media Group.

In the 1980s, he served in the government of the Republic of Korea as Minister of Finance (1987-88), Senior Secretary to the President for Economic Affairs (1983-87), Senior Counselor to the Minister of Economic Planning Board (1982) and Senior Economist of the Council on Economic & Scientific Affairs for the President (1979-80).

More recently, Dr. SaKong, as the Chairman of the Presidential Committee for the G20 Summit, led the Korean government's endeavor for the Seoul G20 Summit in 2010.

Dr. SaKong also served as Special Economic Adviser to the President from March 2008 to April 2009 and headed the Presidential Council on National Competitiveness from March 2008 to January 2009. The Council had the primary objective of enhancing Korea's national competitiveness and economic growth potential through necessary structural adjustments. During 2000-02, he served the Korean government as Ambassador for International Economy and Trade. Previously, he spent nearly 10 years (1973-82) at the Korea Development Institute (KDI) which is the leading economic think tank for the Korean government. He was President of the Korea Institute for Industrial Economics & Trade (KIET), another leading national economic think tank in Korea (1982).

He has received various honors and prizes, including the Korean government's highest Order of Public Service Merit, "Blue Stripes (1990)", the Korean

government's highest Order of Civil Merit, "Mugunghwa Medal" (2012) and the 2nd highest order of Civil Merit, "Moran Medal" (1983), the Republic of China's Order of the Brilliant Star with Grand Cordon (1987), the Kingdom of Belgium's Order of the Crown (1986), Korea University's Grand Prize for Distinguished Policy Makers (2002) and the Korean Association of Translators & Interpreters' Speaker of the Year Award (2009).

Dr. SaKong graduated from Seoul National University (1964) and received his MBA (1966) and Ph.D. (1969) from the University of California at Los Angeles. He taught economics at New York University (1969-73) and Sheffield University (1971-72).

김희정 여성가족부 장관



김희정 여성가족부 장관은 현역 국회의원인 장관으로서 2014년 7월 입각했다. 재선 국회의원(17대·19대 국회, 부산 연제구)으로 17대 총선 당시 대한민국 최연소 여성 국회의원으로 당선되었다.

김 장관은 국회 여성가족위원회 간사, 아동·여성대상 성폭력 대책 특별위원회 간사, 교육문화체육관광위원회 간사와 새누리당 정책위원회 부의장, 원내부대표, 디지털정당위원회 위원장을 역임했다. 이명박 정부 당시 청와대 대변인으로 활동하였으며, IT에 정통하여 한국인터넷진흥원

초대원장으로 일하기도 했다.

김 장관은 연세대학교 대학원에서 정치학 박사과정을 수료하고, 연세대학교 행정대학원 겸임교수 및 부산대학교 산학협력단 초빙교수로 활동했다.

2012년 국회 아동·여성대상 성폭력 대책 특별위원회 법안심사소위원장을 맡아 성범죄 관련 법률을 전반적으로 손질하여 성범죄에 대한 친고죄 폐지, 아동·청소년 대상 성범죄 처벌 강화 등이 이루어졌다.

또한, 2013년 국회 여성가족위원회 위원으로 활동하면서 국내의 일본군 위안부 피해자 기록물을 유네스코 기록유산으로 등재하는 것을 제안하여 지금 추진중에 있다.

김희정 장관은 여성가족부장관 취임 후 ‘일-가정 양립 문화’를 증진하는 일에 주력하고 있다.

Heejung KIM

Minister of Gender Equality and Family

Currently serving as an assembly member, Hee-jung Kim was sworn in as the Minister of Gender Equality and Family of the Republic of Korea in July 2014. As a two-time lawmaker representing Yeonje-gu, Busan, in the 17th and the 19th National Assembly, she entered politics as the youngest female member of the Assembly in Korean history.



Prior to her term at MOGEF, she served as a Vice Chairperson of the National Assembly Gender Equality and Family Committee, a Vice Chairperson for the Special Committee for Violence against Children and Women of the National Assembly, and a Vice Chairperson of Education, Culture, Sports, and Tourism Committee. She also served as a Vice Chairperson for the Saenuri Party Policy Committee, a Vice Floor Leader, and a Chairperson for Digital Political Party Committee. In addition, she worked as a Spokesperson of Cheong Wa Dae, The President's Office, during the Lee Myung-bak Administration. She is recognized for her specialty in the IT industry. She served as the first Head President of a public agency, Korea Internet and Security Agency (KISA).

Minister Kim completed the course of a Doctorate in Political Science from Yonsei University. She worked as an Adjunct Professor at the Graduate School of Public Administration at Yonsei University and also as a Visiting Professor at the Institute for Research and Industry Cooperation at Pusan National University.

As a Vice Chairperson for the Special Committee for Violence against Children and Women of the National Assembly in 2012, she worked extensively on amending sex offense laws to revise and strengthen the punishment for sex offenders on violence against children and woman and to abolish offense subject to complaint.

When she served as a Vice Chairperson of the National Assembly Gender Equality and Family Committee in 2013, she proposed to pursue registering comfort women victim related documents to be preserved as UNESCO records and now this is under the process.

As the Minister of Gender Equality and Family of the Republic of Korea, she is striving to advance work-life balance.

이기권 고용노동부 장관

□ 경 력

- 2014.07- 고용노동부 제 5대 장관
- 2012.08-2014.07 한국기술교육대학교 총장
- 2011.06-2012.06 고용노동부 차관
- 2011.03-2011.06 경제사회발전노사정위원회 상임위원
- 2010.08-2011.03 대통령실 고용노사비서관
- 2009.05-2010.08 서울지방노동위원회 위원장
- 2008.03-2009.05 노동부 근로기준국장
- 2007.01-2008.02 노동부 고용정책관
- 2006.06- 2007.01 노동부 감사관
- 2005.09-2006.06 노동부 광주지방노동청장
- 2004.08-2005.09 노동부 홍보관리관
- 1982.03-2003.07 노사조정과장, 고용정책과장, 행정관리담당관, 청와대행정관, 총무과장, 노사정위 운영국장 등
- 1981.9 제 25회 행정고시 합격



□ 학 력

- 2005 중앙대학교 대학원 정책학 (행정학 박사)
- 1983 서울대학교 행정대학원 행정학 (석사)
- 1981 중앙대학교 행정학과 졸업
- 1977 광주고등학교 졸업

□ 상 훈

- 2013 황조근정훈장
- 1991 근정포장

Ki-kweon LEE

Minister of Employment and Labor



Professional Career

- Minister of Employment and Labor (5th) (Jul 2014- Present)
- President of KOREATECH (Korea University of Technology and Education) (Aug 2012- Jul 2014)
- Vice Minister of Employment and Labor (Jun 2011- Jun 2012)
- Standing Commissioner, Economic and Social Development Commission (Mar 2011-Jun 2011)
- Secretary to the President for Employment and Labor (Aug 2010-Mar 2011)
- Chairperson, Seoul Regional Labor Relations Commission (May 2009-Aug 2010)
- Director General, Labor Standards Bureau, MOL (Mar 2008-May 2009)
- Director General, Employment Policy Bureau, MOL (Jan 2007- Feb 2008)
- Inspector General, MOL (Jun 2006-Jan 2007)
- Commissioner General, Gwangju Labor Office (Sep 2005 ~ Jun 2006)
- Public Relations Officer, MOL (Aug 2004 ~ Sep 2005)
- Director, Labor Relations Management Division, MOL Director, Employment Policy Division, MOL Director, Administration Management Division, MOL Director, General Affairs Division, MOL Director General, Operational Management Division, Tripartite Commission Deputy Director, Chung Wa Dae (Blue House) (Mar 1982 ~ Jul 2003)
- Passed the 25th Senior Entrance Examination for Administrative Service (1981)

Education

- Ph.D, Public Administration in Joong Ang University (1999-2005)
- M.A, Public Administration in Seoul National University (1981-1983)
- B.A, Public Administration in Joong Ang University (1977-1981)

노르베르트 에쉬보른
콘라드 아데나워 재단 한국사무소 소장

노르베르트 에쉬보른 박사는 1963년 독일 비스바덴에서 태어났으며, 독일 콘라드 아데나워 재단 한국사무소 소장으로 2011년 10월부터 재직 중이다. 1997년부터 콘라드 아데나워 재단에서 근무를 시작했으며, 태국 방콕 사무소에서 2001년까지, 인도네시아와 동티모르를 관할하는 자카르타 사무소에서 2006년까지 근무했다. 2006년 8월부터 2011년 7월까지 에쉬보른 박사는 독일 베를린 본부에서 평가부 부장으로 재직했다.



에쉬보른 박사는 독일 마인츠 요하네스 구텐베르크 대학교에서 정치학 석사 및 박사학위를 받았다. 독일과 아시아 신문에서 언론인으로써 다양한 경험을 쌓았고, 독일 연방의회 기민당 (CDU/CSU) 원내부대표 보좌관으로 근무했다.

또한 에쉬보른 박사는 ASEAN 국가들의 개발전략, EU-ASEAN관계, 독일 정당재단이 개발정책에 미치는 영향과 역할, 태국의 정치체제, 1990년 이후 태국과 인도네시아의 정치, 법제 개편과정에 관한 견해를 표명한 다양한 논문과 서적을 발간했다.

Norbert ESCHBORN

Resident Representative, Konrad-Adenauer-Stiftung, Korea Office



Dr. Norbert Eschborn, born 1963 in Wiesbaden/Germany, has been serving as Head of the Korea Representative office of the German Konrad-Adenauer-Stiftung (KAS) in Seoul since October 2011. He joined the foundation in 1997 and was based in Bangkok as Resident Representative to Thailand until 2001 and until 2006 in Jakarta, responsible for Indonesia and East Timor. Between August 2006 and July 2011, Dr. Eschborn was Head of the evaluation division at KAS headquarters in

Berlin, Germany.

He is a graduate of Johannes Gutenberg University, Mainz, Germany, where he earned an M.A. and a Ph.D. in Political Science. He has extensive journalistic experience with German and Asian newspapers and gained his first political experience during his position as private secretary to the deputy whip of the Christian Democratic party (CDU/CSU) in the German parliament, the Bundestag.

His publications include articles and books regarding the development strategies of ASEAN states, the EU-ASEAN relations, the role and impact of German political foundations in development policy, the political system of Thailand, individual aspects with reference to the political and legal reform processes in Thailand and Indonesia since the 1990s and current political issues on the Korean peninsula.

김준경
한국개발연구원(KDI) 원장 겸
KDI 국제정책대학원 총장

김준경 원장은 KDI 부원장 및 KDI 국제정책대학원 교수직을 역임하였다. 김 원장은 개발교육연구실을 창설하여 한국의 경제발전경험을 체계적으로 정리하는 KSP (Knowledge Sharing Program) 사례연구사업을 총괄 추진하였으며, 그 결과물은 개발도상국 정책자문의 유용한 기반으로서 활용되고 있다. 김 원장은 대통령실 경제수석실 재정경제 2비서관(금융비서관)을 역임하였으며, 국무조정실 금융감독혁신 TF 민간위원장으로도 활동하였으며, 대통령 자문기구인 정책기획위원회 전문위원직도 수행하였다.



김 원장은 미국 버지니아 폴리테크닉 주립대학교 조교수, 콜롬비아, 하와이대학교 초빙교수로 활동한 바 있으며, 세계은행이 주관한 “동아시아의 기적” 프로젝트에 한국의 대표 연구자로 참여하여 한국의 산업화 과정에서의 금융정책의 역할을 분석·정리하였다. 김 원장의 주요 연구주제로는 한국의 금융감독, 기업지배구조, 1997년 외환위기의 원인, 2008년 세계금융위기에 대한 대처방안, 협동조합금융기관을 포함한 비은행 금융기관의 역할 등을 들 수 있다. 최근 김 원장은 1960년대 후반 한국의 세정 개혁, 1970년대의 새마을운동 및 포용적 금융발전이 한국의 경제사회발전에 미친 영향 등에 대해서도 깊이 연구하였다. 김 원장은 서울대학교 자연과학대학 계산통계학과를 졸업하고, 미국 UC San Diego에서 경제학 박사학위를 취득하였다.

Joon-Kyung KIM

President, Korea Development Institute (KDI)



Dr. Joon-Kyung Kim is currently the President of the Korea Development Institute (KDI) and the KDI School of Public Policy and Management. Previously, Dr. Kim was the Senior Vice President of KDI and a Professor at the KDI School. He established the Development Research and Learning Network at KDI where he oversaw research and knowledge sharing initiatives on Korea's development experience. Dr. Kim has held senior policymaking positions in government, serving in the President's Office of Economic Affairs for Financial Policy. He was a co-chair of the Financial Supervision Reform Committee and a member of the Presidential Economic Policy Advisory Council.

Dr. Kim had held teaching positions at Virginia Tech, Columbia University and University of Hawaii at Manoa. He was also a consultant at the World Bank and contributed in the preparation of "The East Asian Miracle." His research and policy work cover a wide range of issues including Korea's financial supervision, corporate governance, causes and effects of the 1997 financial crisis, and non-banking financial institutions and cooperative financial institutions. Dr. Kim's recent studies examine the impact of tax administration reform, rural development policy and the *Saemaul* Movement, and financial development and inclusion, on Korea's economic and social development. He has a B.S. in Computer Science and Statistics from Seoul National University and a Ph.D. in Economics from the University of California at San Diego.

이명선 한국여성정책연구원 원장

□ 경 력

- 1991.3-현재 이화여자대학교 보건관리학과 교수
- 2014.9-현재 한국여성정책연구원 원장
- 2012.7-2014.7 대통령소속 규제개혁위원회 위원
- 2013.9-현재 여성가족부 정책자문위원회 위원
- 2013.5-현재 안전행정부 자체평가위원회 위원
- 2014.5-현재 고용노동부 직업훈련혁신 및
심사평가위원회 위원
- 2011.12-현재 한국학교·지역보건교육학회 회장



□ 학 력

- 1977.3-1981.2 이화여자대학교 보건교육과 학사
- 1981.3-1983.2 연세대학교 대학원 보건학과 석사
- 1986.9-1989.8 연세대학교 대학원 보건학과 박사
- 2003.3-2004.2 University of Georgia 연구교수
- 2012.9.2013.2 Johns Hopkins University 연구교수

□ 상 훈

- 2012.4 보건복지부장관상
- 2012.11 선진교통안전대상
- 2006.10 선진교통문화대상

Myung-Sun LEE

President, Korean Women's Development Institute



Professional Career

- President, Korean Women's Development Institute (Sep 2014-Sep 2017)
- Dept of Health Education & Management, College of Health Sciences, Ewha Womans University, Seoul, Korea
- Professor (Tenured since 2003)
- Associate Professor (Mar 1997-2002)
- Assistant Professor (Mar 1991-1996)

Education

- Postdoctoral Research Fellow, University of Georgia, USA (2003)
- Ph.D. (Public Health), Yonsei University, Korea (1989)
- M.S. (Public Health), Yonsei University, Korea (1983)
- B.S. (Health Education), Ewha Womans University, Korea (1981)

Memberships

- President, The Korean Society For School Health Education (since Jan 2012)
- President, The Korean Council for University Health Management Education (Dec 2010-Dec 2011)
- Executive Member, Korean Public Health Association (Jan 2012-Dec 2014)

Joyce MSUYA

Special Representative, World Bank Group Office

Joyce Msuya has been with the World Bank Group for 16 years. Her experience within the Bank Group spans over public and private sector assignments in strategy (corporate, regional, country, sectoral), lending/investment operations, analytical work, and partnerships in Africa, Latin America and Asia regions.



At the World Bank Group, Joyce started her career in Health sector lending operations, then moved on to Development Economics Vice Presidency, worked on Private Sector Development (at the International Finance Corporation) and the World Bank Institute (WBI) covering East Asia and the Pacific, whilst based in the World Bank office in Beijing, China. Prior to joining the World Bank Group, Joyce worked at the University of British Columbia in Canada and in Tanzania on various public and private sectors assignments.

Joyce has authored and published a number of articles in the health sector including in peer-reviewed journals as well as a background paper for the 2004 World Development Report (WDR), *Making Services Work for Poor People*. In addition, she has served as invited guest speaker at various institutions including the Carter Center (in Atlanta, USA), Tsinghua University and Peking University (in China).

Joyce has degrees from Strathclyde University, Scotland; University of Ottawa, Canada; Executive General Management Certificate from Harvard Business School (USA); and a Public Health Certificate from Johns Hopkins University

**배규식 한국노동연구원 선임연구위원 및
노사·사회정책연구본부장**



□ 경 력

- 2013-2014 경제사회발전 노사정위원회 활동(임금근로시간 특위위원, 동시장구조개선특위 전문가)
- 2014.2-4 국회 환경노동위원회 전문위원 활동
- 2010.1-2014.10 경기지방노동위원회 공익위원
- 2009.10-12 일본노동정책연구연수기구(JILPT) 초빙연구원
- 2009.1-9 중국 인민대학교 노동인사학원 초빙교수

□ 학 력

- 2000 영국 Warwick대학교 경영대학, 산업경영학 박사
- 1996 영국 Warwick대학교 경영대학, 노사관계 석사
- 1992 서울대 공과대학 전기과 학사

□ 저 서

근로시간(장시간 노동, 노동시간과 교대제, 시간제 근로, 노동시간과 일생활균형), 노사관계, 노동조합, 중국 노동연구, 자동차운수업의 노동 등에 관한 연구 다수

Kiu Sik BAE

Director-General, Labor Relations and Social Policy
Research Division, Korea Labor Institute

Professional Career

- Senior Research Fellow, Director for Industrial Relations and Social Policies Research Department (Aug 2011-currently)
- Expert member representing public interests at The Tripartite Commission for Economic and Social Developments (2014)
- The Committee on Wage and Working Hours (2014)
- The Special Committee for Reform of the Labor Market Structure (2014)
- Public Interest Member of Gyunggi Regional Labor Relations Committee (2011-2014)
- Visiting Fellow to Japan Institute of Labor Policy and Training (Oct 2009-Dec 2009)
- Visiting Professor to Renmin University, Beijing (Jan 2009-Sep 2009)



Education

- Ph.D. (Industrial and Business Studies), the University of Warwick (2000)
- M.A. (Industrial Relations), University of Warwick, UK (1996)
- B.A. (Electrical Engineering), Seoul National University (1992)

Publications

(1) Books and Reports

- Employment Relations in South Korea, 2014: Palgrave
- Working Time and Work-Life Balance, 2013: Korea Labor Institute
- Shift Work and Working Time, Dec 2012: Korea Labor Institute
- Part-Time Work in Korea, Compared with Part-Time Work in Other Countries, Mar 2011: Korea Labor Institute

- Long Working Hours and their Reductions I, Dec 2011: Korea Labor Institute
- Working Time Flexibility and its Improvements, Dec 2010: Korea Labor Institute
- Studies on Industrial Bargaining and Collective Agreements in Europe (co-authored), May 2008: Korea Labor Institute
- Changes in Korean Industrial Relations System and Future Prospects: Special Focus on Trade Unions and Labor Movement, Apr 2008: Korea Labor Institute

(2) Articles and Conference Presentations

- High Performance Work Practices and Employee Voice: A Comparison of Japanese and Korean Workers, Jan 2011: Industrial Relations
- Diverging Flexible Production Systems in Korea (co-authored with other two researchers), A paper presented at International Industrial Relations Association, Sydney, Australia, 27 Aug 2009 (In English)
- Employment Relations in the Korean Manufacturing SMEs. A paper presented at the *Asian Regional Congress of IIRA* (International Industrial Relations Association), Delhi, India, 20th Apr 2007 (In English)

(All publications written in Korean, if in English not specified)

남윤호 중앙 SUNDAY 편집국장

□ 경 력

- 1988.11 중앙일보 입사
- 1993.7 중앙일보 경제부 기자
- 1999.3 중앙일보 도쿄특파원
- 2009.1 중앙일보 금융증권부장
- 2010.1 중앙일보 경제부장
- 2011.11 중앙일보 정치부장
- 2013.1 중앙일보 논설위원
- 2013.12 중앙일보 중앙 SUNDAY 편집국장



□ 학 력

- 1985.2 서울대학교 정치학과 졸업

Yoonho NAHM

Managing Editor, JoongAng Sunday



Professional Career

- Economic News Desk, JoongAng Ilbo (1988)
- Correspondent , Tokyo (1998-2003)
- Economic News Desk Head (2009-2010)
- Political News Desk Head (2011-2012)
- Editorial Writer (2013)
- Managing Editor of JoongAng Sunday (2014-Present)

Education

- B.A. (Political Science), Seoul National University (1985)
- M.A. (Public Administration), Graduate School of Public Administration, Seoul National University (1987)
- Visiting Fellow, Graduate School of Business, Hosei University (1996)

에이미 잭슨 주한미국상공회의소 대표

□ 경 력

- 2009.9-현재 주한미국상공회의소 (AMCHAM) 대표
2005.11-2009.7 C&M International (CMI) 이사
- 한미 FTA 협상 관련, 주한미국상공회의소와 미 제약
회사협회(PhRMA) 등 한미 주요 협회 및 단체에 자문 제공
1998.3-2005.10 미 무역대표부 (USTR) 부차관보
- 2002-2005 한국총괄-미 국무부, 재무부 상무부 특허청
등의 합동팀을 이끌고 양자회담 주도
- 1998-2002 일본 총괄
- 민관 합동팀을 이끌며 대일무역 정책기조 작성 및 협상 주도
1990.7-1998.3 미항공우주국 (NASA) 팀장
1995.9-1997.9 맨스필드 재단 펠로우



□ 사회단체 경력

- 2009.11-현재 서울시 외국투자자문 위원회 부위원장 (2014.10.2)
2009.12-현재 풀브라이트 재단 이사
2010.1-현재 한미협회 이사
2011.6-현재 USO (United Service Organization) 자문위원
2012.11-현재 서울대학교 경영전문대학원 고문
2013.5-현재 외국투자자문단 (2009.11 (구)인베스트코리아 자문위원회)
2009.11-2013.2 국가브랜드위원회 국제자문위원
2010.11-2013.6 2013 평창동계스페셜 올림픽 세계대회 조직위원회 위원
2010.12-2013.3 2012 여수세계박람회 조직위원회 위원

□ 상 훈

- 2013.10.28 서울명예시민 수여
2012.11.1 대한민국 산업포상 수상

Amy JACKSON

President, AMCHAM Korea



Ms. Amy Jackson joined the American Chamber of Commerce in Korea (AMCHAM Korea) as its President on August 31, 2009. In this position, she is responsible for managing the day-to-day operation and activities of the Chamber.

In recognition of her efforts in promoting mutually cooperative economic relations between the Republic of Korea and the United States, Ms. Jackson was awarded an Industrial Service Medal by President Lee Myung-bak on November 1, 2012. She was appointed as an honorary citizen of Seoul on October 28, 2013.

Ms. Jackson was formerly a Director at C&M International (CMI), an international trade and investment consulting firm based in Washington D.C. During her tenure at CMI Ms. Jackson assisted U.S. corporate clients in addressing priority market access issues in Asia, with a particular focus on Korea and the U.S.-Korea Free Trade Agreement (FTA) negotiations.

From 2002-2005, Ms. Jackson served as the Deputy Assistant U.S. Trade Representative for Korea. In this position, she was responsible for the development and implementation of U.S. trade policy toward Korea, including preliminary work in support of the launch of a U.S.-Korea FTA. From 1998-2002, Ms. Jackson was the Director of Japanese Affairs for the Office of the U. S. Trade Representative, during which time she negotiated and oversaw implementation of agreements related to insurance, autos, and telecommunications.

Prior to moving to USTR, Ms. Jackson worked at the National Aeronautics and Space Administration (NASA) for eight years where she was the lead negotiator on behalf of the United States for numerous U.S.-Japan space agreements.

Ms. Jackson is fluent in Japanese, and in 1995, was selected for the Mansfield

Fellowship program through which she lived in Japan and worked for a member of the Japanese Diet and in the Japanese space agency.

Ms. Jackson has a Masters degree in International Relations from the Johns Hopkins University School of Advanced International Studies and a Bachelors degree in Government from Pomona College. Ms. Jackson is married with two children.

Ms. Jackson is engaged in numerous civic activities in Seoul, including:

- Vice Chairwoman of the Seoul's Foreign Investment Advisory Council (FIAC)
- Advisor for the Foreign Investment Advisory Council (formerly known as 'Invest Korea Advisory Council')
- Fulbright Commission Board
- Advisory Council Member for United Service Organizations (USO)
- Board Member of Korean - American Association (KAA)
- Member of the Advisory Board of Seoul National University Business School
- The International Advisory Group of the Presidential Council on Nation Branding (PCNB) (Nov. 2009 ~ Feb. 2013)
- Member of the PyeongChang 2013 Special Olympics World Winter Games Organizing Committee (Nov. 2010 ~ Jun. 2013)
- Member of the Expo 2010 Yeosu Korea Organizing Committee (Dec. 2010 ~ Mar. 2013)

이민재 한국여성경제인협회 회장



□ 경 력

- 2013.1-현재 한국여성경제인협회 회장,
(재)여성기업종합지원센터 이사장
- 2013.1-현재 기획재정부 세제발전심의위원회 위원
기획재정부 FTA국내대책심의위원회 위원
관세청 자체평가위원회 위원
중소기업청 금융지원위원회 위원
안전행정부 기부심사위원회위원
- 2014 인천아시아경기대회 조직위원회 위원
중소기업진흥공간 경영선진화 자문위원회 위원
산업통상자원부 부품소재발전위원회 위원

- 2012.6-현재 파르나스(주) 사외이사
- 2009.2 전 수입업협회 연수위원장
- 2009.7 전 민주평화통일 제 14기 자문위원
- 2009.2-현재 한국무역협회 부회장
- 2006.2 전 마포구상공회 회장
- 2004.7-현재 (주)엠스 상호변경
- 2004.3 전 수입업협회 부회장
- 2002.1 전 중견기업연합회 부회장
- 1999.3 전 대한무역투자진흥공사 사외이사(4년 연임)
- 1987.9- 광림무역상사 창업

□ 학 력

- 1963.2 서울여자상업고등학교 졸업
- 1997.8 연세대학교 최고위과정 수료
- 2001.9 서강대학교 언론대학원 PI 최고위과정 수료

2003.6 이화여자대학교 여성최고지도자과정 수료
2004.12 서울대학교 GLP 국제대학원과정 수료

□ 상 훈

2010.11 적십자회원유공장 동백포장증
2005.11 산업포장 대통령상 수상
2005.1 적십자회원유공장 은상포장증
2014.7 국민훈장 동백장

Minjai LEE

President, Korean Women Entrepreneurs Association



Professional Career

- Member, Trade Policy Coordination Committee, Ministry of Strategy and Finance (Jan 2013)
- Member, Tax Policy Developmental Committee, Ministry of Strategy and Finance (Jan 2013)
- Outside director, Parnas Corp. (June 2012)
- Consultant, National Unification Advisory Council (Jul 2009)
- Training director, Korea Importers Association (Feb 2009)
- Vice President, Korea International Trade Association (Feb 2009)
- Member, Standing Committee, Korean Red Cross (Nov 2005)
- Executive Vice President, Mapo-gu Chamber of Commerce & Industry (Mar 2004)
- Outside director, Korea Trade-Investment Promotion Agency (Mar 1999)
- CEO, M.Son Corp. (Jul 2004)
- CEO, Kwanglim Trading Corp. (Sep 1987)

Education

- Advanced Management Program (Finance), Graduate School of Yonsei Univ. (Aug 1997)
- Advanced Management Program (Global Management), Sejong Univ. (Dec 2000)
- Advanced Management Program (President Identity), Graduate School of Mass Communication, Sogang Univ. (Sep 2001)
- Advanced Leadership Program Society, Ewha Womans Univ. (Jun 2003)
- Global Leadership Program, Graduate School of Int' l Studies, Seoul National Univ. (Dec 2004)

Certification·Awards

- Appreciation Plaque, Korea Importers Association (Feb 1997)
- Citation, Mapo District Tax Office (Mar 2004)
- Certificate of KRC Blood Donor Silver Medal, Korean Red Cross (Jan 2005)
- Citation, Korea Chamber of Commerce & Industry (Mar 2005)
- The Presidential Award, Ministry of Commerce, Industry and Energy (Nov 2005)
- Best Practice Award for the Disabled, Think the Disabled First (Dec 2005)

박현숙 여성가족부 여성정책국장



박현숙 국장은 여성가족부 경력단절여성지원과장, 청소년정책과장을 역임하였다. 박 국장은 2013년 5월부터 현재까지 여성정책국장으로서 여성의 경력단절 예방과 경력단절여성의 재취업 지원 정책 등 여성고용 정책 전반을 총괄하여 추진하고 있다.

Hyun-Suk PARK

Director-General, Women's Policy Bureau,
Ministry of Gender Equality and Family

Hyun-Suk Park is currently the Director of Women's Policy Bureau. Previously, she was the director of the Career-Interrupted Women's Economic Promotion Division and Youth Policy Division. Park, Director is responsible for women's employment policies, including prevention of career interruption and re-employment for career-interrupted women.



Cyn-Young PARK

Assistant Chief Economist, Asian Development Bank



Cyn-Young Park is Assistant Chief Economist and Director of the Economic Analysis and Operations Support Division in the Economics Research Department of the Asian Development Bank (ADB). In her current capacity, she manages a team of economists to assess socio-economic benefits of the ADB programs and projects and provide country diagnostic studies for effective ADB support to its developing member countries. During her progressive career within ADB, she has been a main author and contributor to ADB's major publications including *Asian Development Outlook* (ADB's flagship publication), *Asia Capital Markets Monitor*, *Asia Economic Monitor*, and *Asia Bond Monitor*. She has also participated in various global and regional forums including the G20 Development Working Group, Association of Southeast Asian Nations (ASEAN), ASEAN+3, Asia-Pacific Economic Cooperation (APEC), and Asia-Europe Meeting (ASEM). She has written and lectured extensively about the Asian economy and financial markets. Her research has been published in *Journal of Banking and Finance*, *The Journal of the Japanese and International Economies*, *Asia-Pacific Economic Literature*, *China & World Economy*, and *The World Economy* among many others.

Prior to joining the ADB, she served as Economist (1999-2002) at the Organisation for Economic Cooperation and Development (OECD), where she contributed to the OECD Economic Outlook. She received her Ph.D. in Economics from Columbia University. She holds a bachelor degree in International Economics from Seoul National University.

**김용성 한국개발연구원(KDI)
인적자원정책연구부장**

□ 경 력

- 2012. 3. - 현재 KDI 재정사회정책연구부 연구위원
KDI 국제정책대학원 겸임 교수
- 2010 - 현재 한국노동경제학회 이사
- 2010. 1. - 2012. 2 KDI 공공투자관리센터 공공투자정책실 실장
- 2010. 1 - 2012. 2 기획재정부 재정사업평가 자문위원회
- 2009 - 현재 한국재정학회 이사
- 2009 - 현재 보건복지부 중앙생활보장위원회 산하 전문위원회
- 2002. 3. - 2010. 1. KDI 연구위원
- 1998. 1 - 2002. 2 Institute for Social Resarch 연구위원



□ 학 력

- 1992 - 1999 University of Michigan 경제학 박사
- 1990 - 1992 University of Denver 경제학 석사
- 1984 - 1989 서울대학교 경제학 학사

Yongseong KIM

Vice President and Director, Department of Human Resource Development Policy, Korea Development Institute (KDI)



Dr. Yongseong Kim is a senior research fellow serving as a Vice President and Director of the Department of Human Resource Development Policy, Korea Development Institute (KDI). He has worked as expert advisors in the Korean government committees on the education, social policies and the national budgets. He has been based at KDI since 2002 where he has studied public policy issues on the labor market and income distribution of Korea. He has also extensively written evaluation reports on government programs in various fields.

Dr. Kim had done research at the NSF funded Panel Study of Income Dynamics (PSID), Institute for Social Research in U.S.A and is currently working on the issues on education and skills. He received a B.A. in Economics at Seoul National University and a Ph.D. in Economics from University of Michigan, Ann Arbor.

바바라 출만 한독상공회의소 사무총장

2014년 1월 바바라 출만 (Barbara Zollmann)은 한독상공회의소 사무총장 및 케이지씨씨아이디이 인터내셔널 유한회사 사장에 임명되었다.

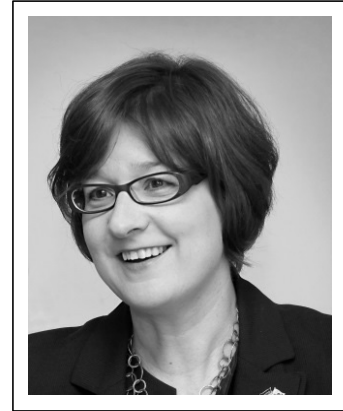
출만 사무총장은 서울 소재 한독협회(KDG) 명예 이사, Hamburg 소재 동아시아재단(OAV) 자문위원과 Frankfurt 소재 한독경제협회(DKW) 이사를 역임하고 있다.

2009년부터 2013년까지 출만 사무총장은 베를린 소재 독일연방상공회의소 (DIHK)의 유럽 및 북남미 지역 협력 담당이사를 지냈으며, 2013년 3월부터 12월까지 한독상공회의소 임시사무총장을 역임했다.

2001년부터 2008년까지 주미 시카고 독일상공회의소 이사로 근무했으며, 2006년부터는 부사무총장 및 이사회 임원으로 재직했다.

1997년부터 2001년까지 독일Koblenz상공회의소회장 보좌관을 지냈으며, Koblenz에서 활동하는 Mittelrhein 청년회의소(Junior Chamber Mittelrhein) 소장을 지냈다.

출만 사무총장은 독일 및 미국에서 수학했으며 경제학 학위(1996년) 및 비즈니스 컨설팅 석사학위(2012년)를 취득했다. 경제학 학위 취득 후 본, 브뤼셀 및 요하네스 버그에서 독일연방상의 연수 및 교육프로그램을 수료했다.



Barbara ZOLLMANN

Secretary General & Executive Director
Korean-German Chamber of Commerce and Industry (KGCCI)



Barbara Zollmann took up the post as Secretary General & Executive Director of the Korean-German Chamber of Commerce and Industry (KGCCI) as well as President & CEO of KGCCI's subsidiary KGCCI DE international Ltd. in January 2014.

Additionally, Ms. Zollmann holds the honorary positions of Vice President of the Korean-German Society (KDG) in Seoul, Member of the Advisory Board of the German Asia-Pacific Business Association (OAV) in Hamburg and Board Member of the German-Korean Business Association (DKW) in Frankfurt.

From 2009 to 2013 Ms. Zollmann was Director - Coordination of German Bi-National Chambers Abroad (AHK) for North America, Latin America, and Western Europe - at the Association of German Chambers of Industry and Commerce (DIHK) in Berlin. In 2013 she was dispatched to Korea where she assumed the position of Secretary General ad interim of the Korean-German Chamber of Commerce and Industry (AHK Korea) between March and December 2013.

From 2001 to 2008 Ms. Zollmann worked at the German American Chamber of Commerce of the Midwest (GACCoM, Chicago), first as Director of the Consulting Department and later, as of 2006, as Vice President and Secretary of the Board of GACCoM. From 1997 to 2001 Ms. Zollmann was employed as Personal Aide to the Managing Director of the Koblenz Chamber of Commerce and Industry. Moreover, she took on the position of Managing Director of Junior Chamber Mittelrhein (WJM).

Ms. Zollmann is a graduate economist (1996) and holds a Master degree in Business Consulting (2012). She has pursued her studies in Germany and the

USA. Following her studies in Economics she was selected as a trainee at the Association of German Chambers of Industry and Commerce, among others in Bonn, Dortmund, Brussels and Johannesburg, and since then has been continuing her career in the German Chamber Network.

Opening Remarks

IL SAKONG

Chairman, Institutue for Global Economics

Memo

Memo

Memo

Memo

Memo

Memo

Congratulatory Remarks

Norbert ESCHBORN

Resident Representative, Konrad-Adenauer-Stiftung, Korea Office

Congratulatory Remarks

When it comes to women's role to improve the world Nobel Peace Prize Laureate Aung San Su Kyi's quote is famous: "The education and empowerment of women throughout the world cannot fail to result in a more caring, tolerant, just and peaceful life for all." I would like to add "and in a more prosperous world for all".

Almost every employer with a significant share of women among the employees will confirm that the female workforce contributes to entrepreneurial success through discipline, perseverance, creativity, responsibility and integrity. Those are not exclusively female qualities, but females display them to a very high extent.

Every employer of women in Korea – and KAS employs 100% women in our Korea office! – will have experienced that female employees are especially dedicated to their task and will do everything to improve performance and results including their personal skills on a permanent level.

In 2012 in my own country, Germany, 71.5 per cent of women aged between 20 and 64 were in work, meaning that the government's 73 per cent target was almost achieved. There is, however, still a huge reservoir of untapped potential both in terms of working time and in terms of the percentage of women in work. Almost half of women work part-time although this is not what they want according to the Ministry of Labor and Social Affairs. Many women would like to work more. To make it easier for women to return to working life, the German government is planning to introduce the right to return to full-time work.

In 2012 in Germany a total of 71 per cent of mothers of under-18-year-old children worked. In 2006 this figure was still almost 7 per cent lower. Young mothers today work more hours a week than they did in years gone by. They are benefitting from the fact that it is easier today to reconcile professional and family commitments. The German government is continuing its efforts here, expanding the number of day-care places and all-day schools.

In Korea, in contrast, it remains a highly interesting question of political urgency to analyze why this country according to competent observers such as the

Institute for Global Economics (IGE) lags behind regarding the women's participation rate in the labor market in comparison with other OECD countries. Most probably the root causes of the problem are manifold and deserve careful individual evaluation.

However, it is expected that appropriate solutions will include strategies which aim at a gradual change of core values regarding women's roles in the Korean society. In the 21st century no meaningful economy can afford the exclusion of female creativity in developing new products and exploring new markets. Here lies a fundamental challenge for every Korean administration in the coming decades.

On behalf of the Konrad-Adenauer-Stiftung e.v. (KAS) of Germany I would like to congratulate our partners IGE and the Korean Women Entrepreneurs Association on the occasion of this timely and important conference. Hopefully it will provide answers to key questions for the future of Korean society.

Dr. Norbert Eschborn
Resident Representative
Konrad-Adenauer-Stiftung (KAS)

Keynote Speech

Heejung KIM

Minister of Gender Equality and Family

Memo

Memo

Memo

Memo

Memo

Memo

Session 1

**Current State of Women in the Labor
Market in Korea and Major Countries**

Moderator

Joon-Kyung KIM

President, Korea Development Institute

Presenters

Myung-Sun LEE

President, Korean Women's Development Institute

Joyce MSUYA

Special Representative, World Bank Group Office

Discussants

Kiu Sik BAE

Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute

Yoonho NAHM

Managing Editor, JoongAng Sunday

Amy JACKSON

President, American Chamber of Commerce in Korea

Presenter

Employment of Women in Korea Challenges and Tasks

Myung-Sun LEE

President, Korean Women's Development Institute



Employment of Women in Korea Challenge and Tasks

Myung-Sun Lee
KWDI President

2014. 12.1.



한국여성정책연구원
Korean Women's Development Institute

Presenter Myung-Sun LEE



- > President, Korean Women's Development Institute (KWDI)
- > Professor, Ewha Women's University School of Health Education and Management
- > Member, the Presidential Regulatory Reform Committee
- > Member, Policy Advisory Committee for the Ministry of Gender Equality and Family
- > Member, the Evaluation Committee for the Ministry of Security and Public Administration
- > Member, the Curriculum Council of the Ministry of Education
- > President, the Korean Society for School and Community Health Education
- > President-elect, the Korean Association for Crisis and Emergency Management

Content

- I The Importance of Employment of Women
- II The Current Status of Employment of Women
- III Improving the Nation's Growth Potential by Employment of Women

1. The Importance of Employment of Women

Women's Employment and its contribution towards national competitiveness

01 Strengthening household's sources of income, 02 Contribute towards improving productivity by utilizing women with high productivity, 03 Herald companies' work culture by WLB



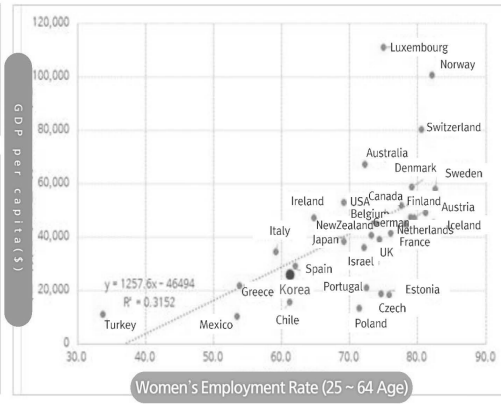
1. The Importance of Employment of Women

Women's Employment Rate and Economic Growth Rate in OECD countries

▣ In the case of major development countries, women's employment and economic growth go hand-in-hand



▣ Major developed countries exhibit the joint growth of women's employment rate and GDP per capita



Source: OECD Statistics

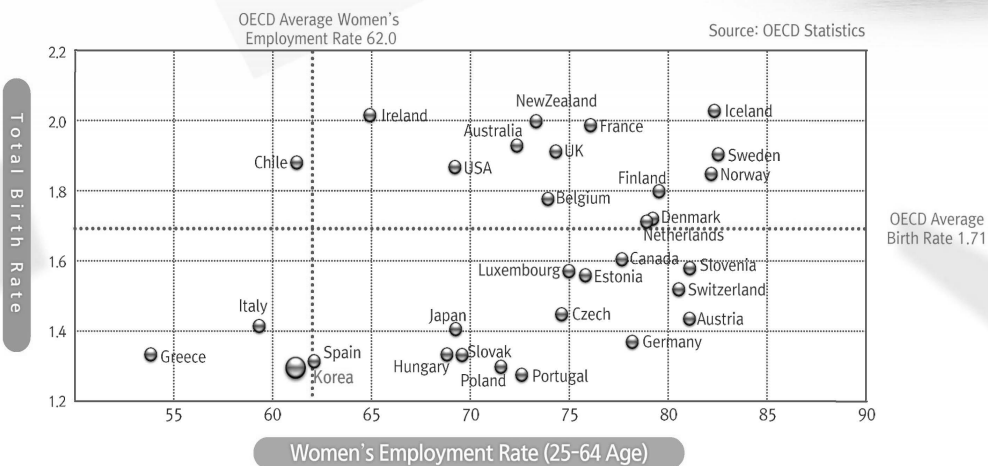


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1. The Importance of Employment of Women

Women's Employment and Birth Rate in OECD Countries

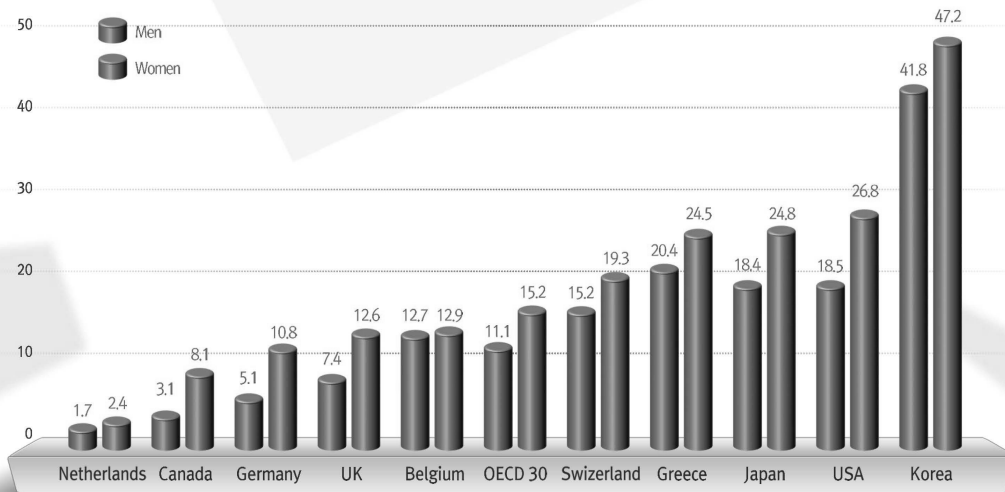
▣ Compared to the major developed countries, Korea demonstrates low women's employment and birth rate



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1. The Importance of Employment of Women

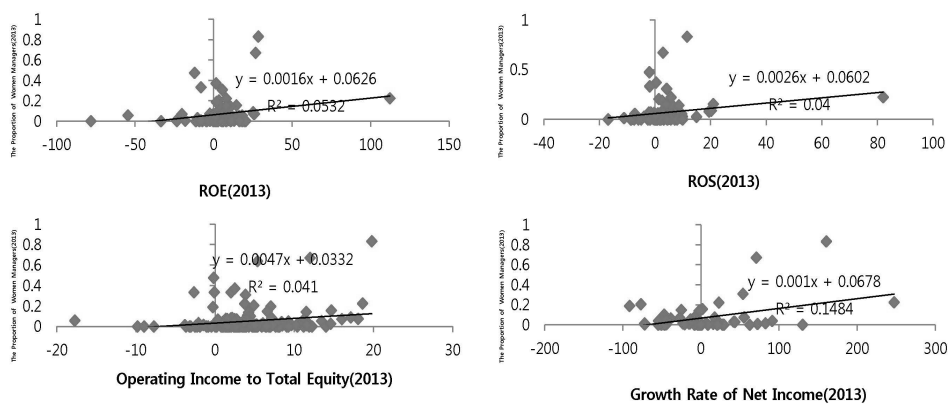
The poverty rate among population above the age of 65 in major OECD countries



Source: OECD, Pensions at a Glance 2011

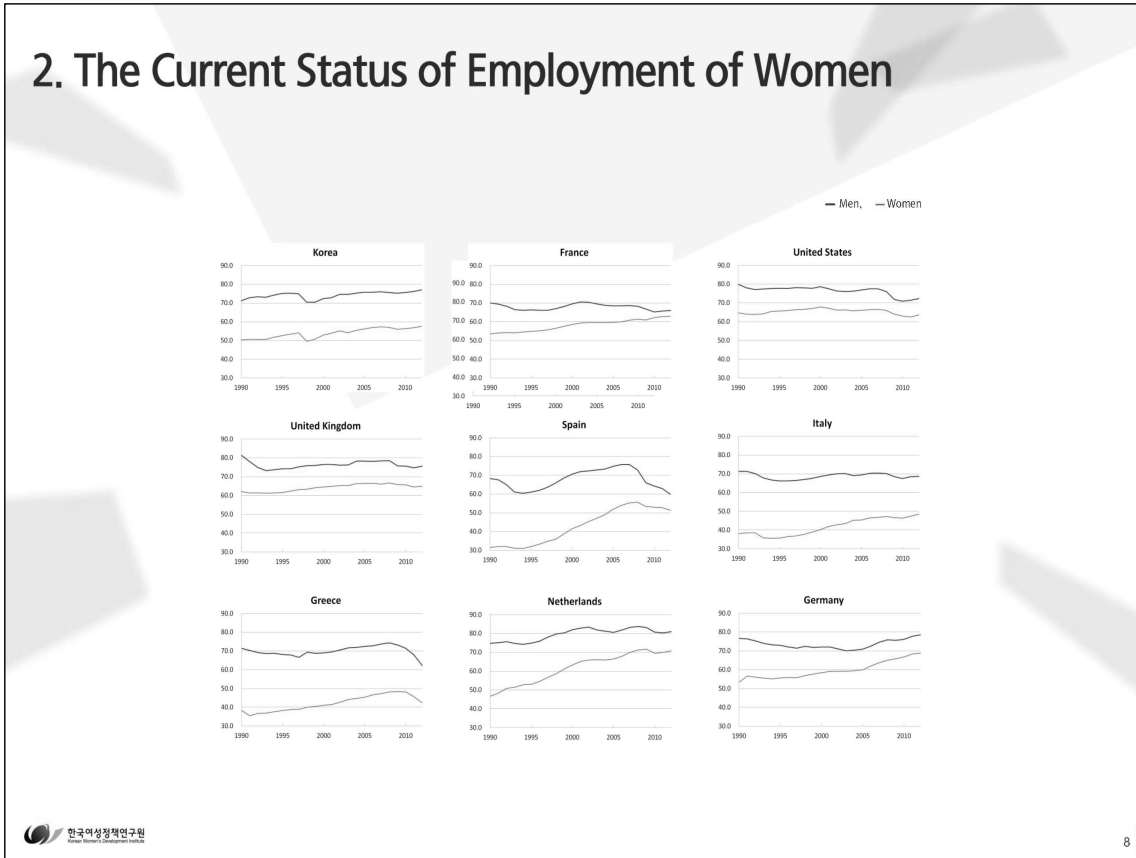
1. The Importance of Employment of Women

The correlation between the number of female managers and corporates' financial performance (2013)



Source: Kang Min Jung (2014)

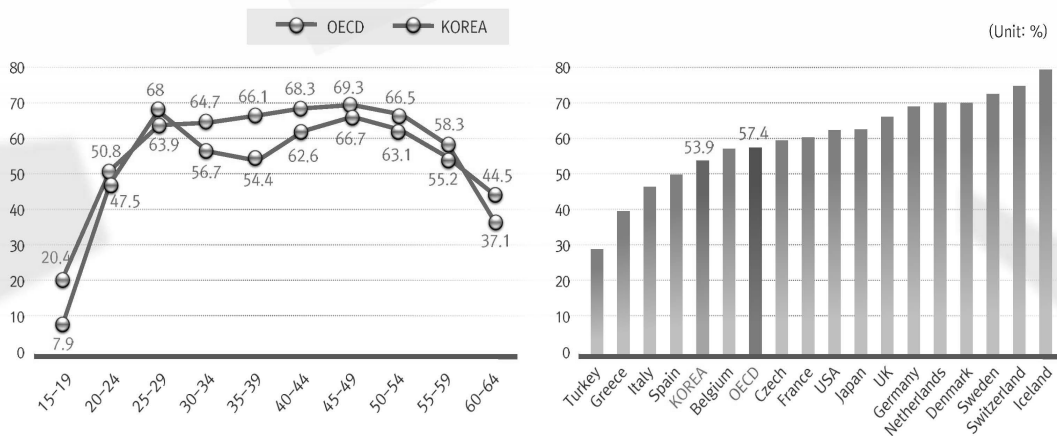
2. The Current Status of Employment of Women



2. The Current Status of Employment of Women

The scale and structure of Women's employment in Korea

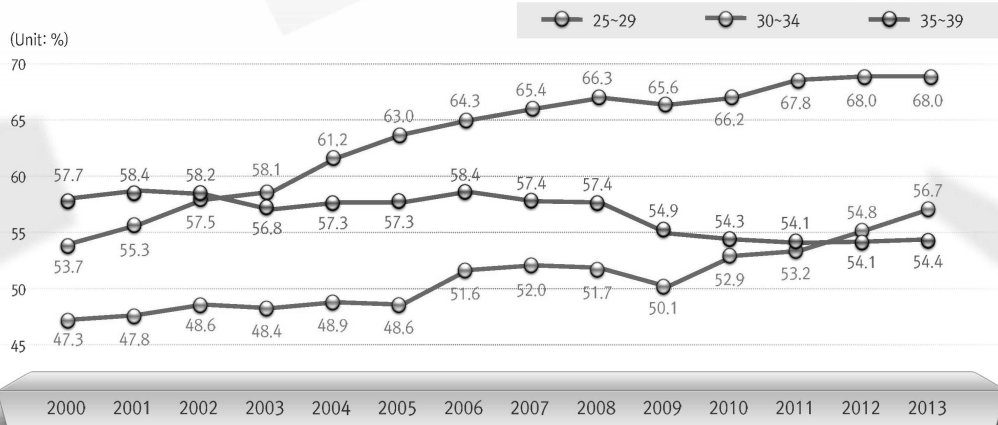
■ Demonstrates overall low women's employment rate and severe career interruption



2. The Current Status of Employment of Women

Women's employment structure according to age in Korea

- Demonstrates high employment rate in young and unmarried age group, low women's employment rate in child-rearing age group
- The phenomenon due to the increase in delayed childbearing
(The average age of women with children in pre-school age is 36.47)



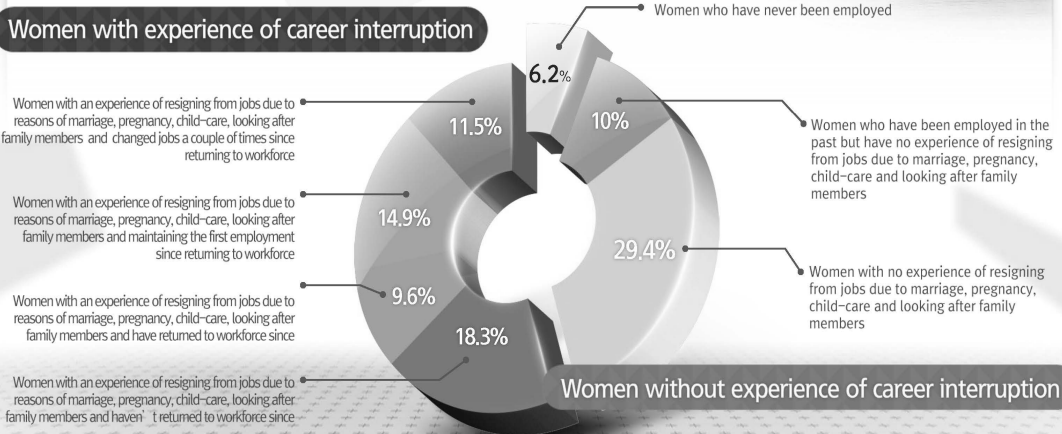
한국여성정책연구원

10

2. The Current Status of Employment of Women

The career interruption of Women in Korea : Not a personal choice but a structural problem

- 54.3% of married women have experienced career interruption
- Only 39.4% without the experience of career interruption



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2. The Current Status of Employment of Women

Women with career interruption reaches roughly 2,140,000, exceeds 20% of married women

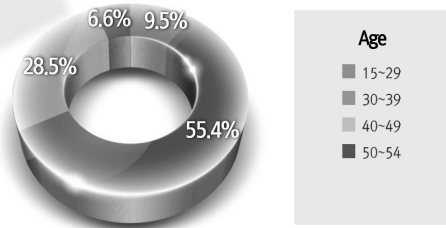
▣ The scale and proportion of married women with career interruption and who still remain unemployed is large and high

Women in her 30s was the age group with the highest number of career interrupted women.
The average period of career interruption:
Above 10 years – below 20 years was 26.2%, Above 5 years – Below 10 years was 23.0%

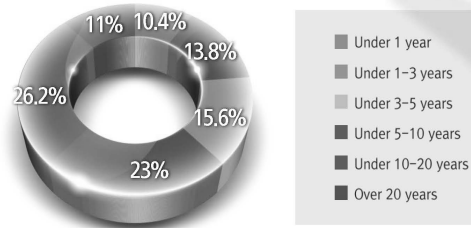
(Unit: 1,000 Persons, %)

Category	2011	2012	2013	2014
Married women between the age of 15~54 (A)	9,866	9,747	9,713	9,561
Unemployed women B (Rate)	4,084(41.4)	4,049(41.5)	4,063(41.8)	3,894(40.7)
Career-interrupted Women C (Rate)	1,900(19.3)	1,978(20.3)	1,955(20.1)	2,139(22.4)

Career Interrupted Women



The Duration of Career Interruption



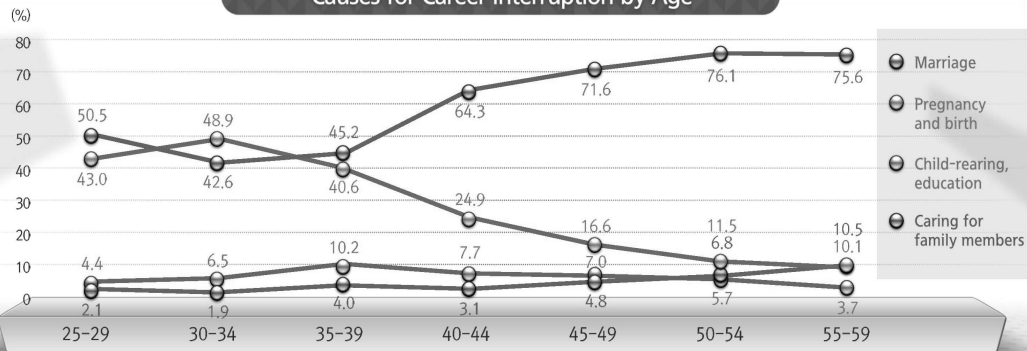
2. The Current Status of Employment of Women

The main causes for career interruption was marriage, pregnancy and child-care

▣ Marriage is the predominant cause for career interruption, however, it accompanies the generation effect. The recent trend shows career interruption occurs the most with pregnancy and child-birth period

- Marriage → Pregnancy → Child birth → Child-rearing should be seen as an continuous extension of events that occur in women's life-cycle, not a separate event.

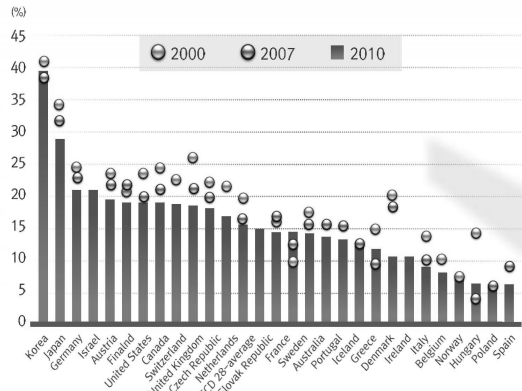
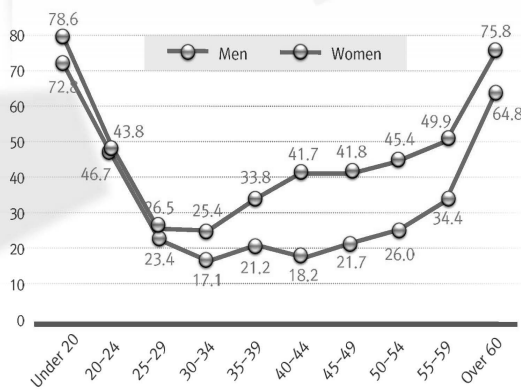
Causes for Career Interruption by Age



2. The Current Status of Employment of Women

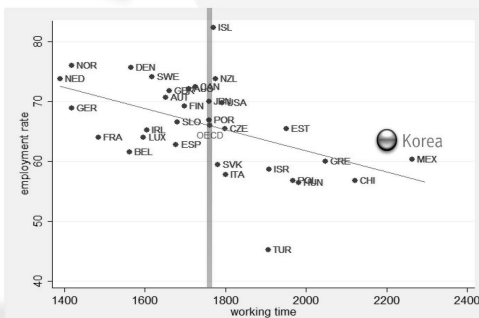
Greater ratio of women in temporary employment, gender wage gap remains wide

- Higher ratio of women in temporary employment and concentration in temporary employment becomes apparent according to women's life cycle
- Korea is the country with the largest gender wage gap; however, the improvement is sluggish



2. The Current Status of Employment of Women

Employment rate and working hours



Source : KDI, 2013 (Based on 2011)

	Employees working over 40 hours	Female employees working over 40 hours	Full-time employment
Netherlands	32.3	11.6	51.7
France	34.5	23.6	80.9
UK	46.0	27.4	70.1
Germany	51.9	34.4	72.6
Sweden	57.6	43.7	74.2
Japan	64.1	46.1	64.1
USA	73.3	64.0	73.3
Korea	82.0	74.9	82.0

Source: OECD Statistical database; Min-ki Hong(2012)

Average working hours



KOREA : 2,193 hours

OECD Countries : 1,776 hours

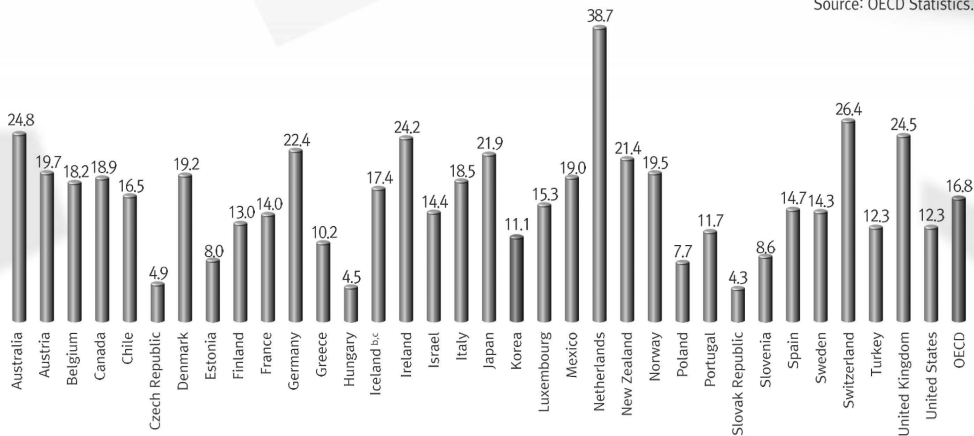
Difficult to achieve balance between work and life due to long working hours

2. The Current Status of Employment of Women

The Proportion of Part-time employment in OECD countries(2013)

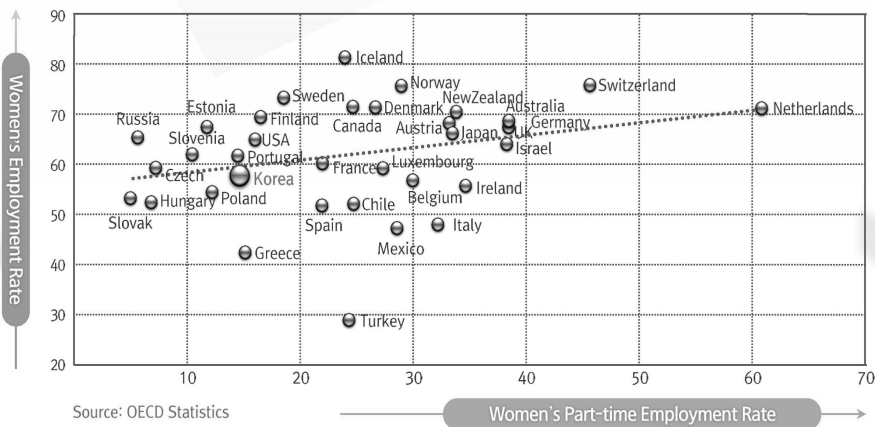
- Compared to the major developed countries, Korea's proportion of part-time employment implemented stands at 11.1%, which implies that the part-time employment is not effectively used(OECD average 16.8%).

Source: OECD Statistics.



2. The Current Status of Employment of Women

The correlation between the women's employment rate and the women's part-time employment rate in OECD countries(2013)

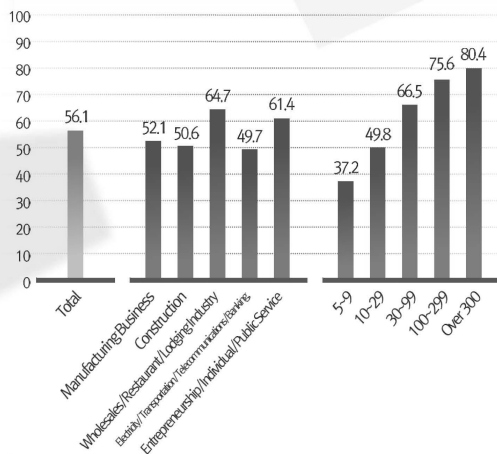


Source: OECD Statistics

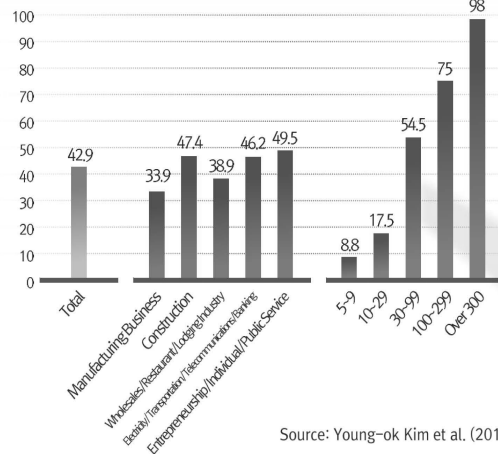
2. The Current Status of Employment of Women

- Ensuring the usage of 90-day maternity leave before and after giving birth is applicable to all women employee regardless of their employment type

The business types that provided 90 day maternity leave (Unit: %)



The business types that allow maternity leave to both regular and temporary workers (Unit: %)



Source: Young-ok Kim et al. (2013)

2. The Current Status of Employment of Women

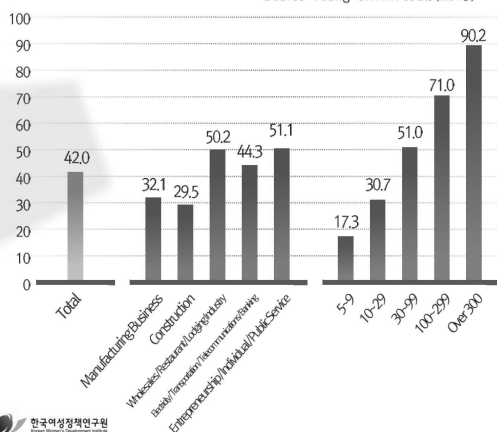
- Establishing an environment that allows parental leave and shortened working hours during child-rearing period for all business types

- Increasing the usage of paternal leave (Currently constitutes 3.3% of the total number of employees on parental leave)

- Establishing employment-friendly child-rearing mechanisms to increase women's employment rate in child-rearing period

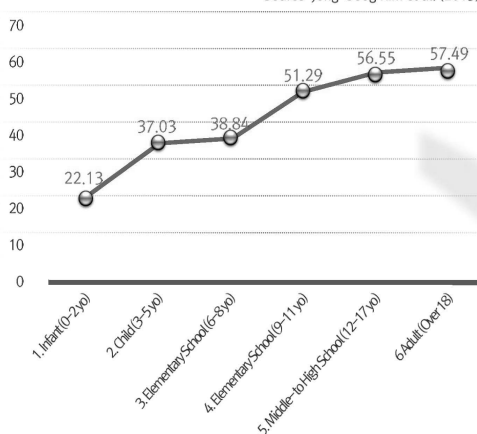
The ratio of business types with parental leave policy (Unit: %)

Source: Young-ok Kim et al. (2013)



The employment rate of women according to the youngest child's age (Unit: %)

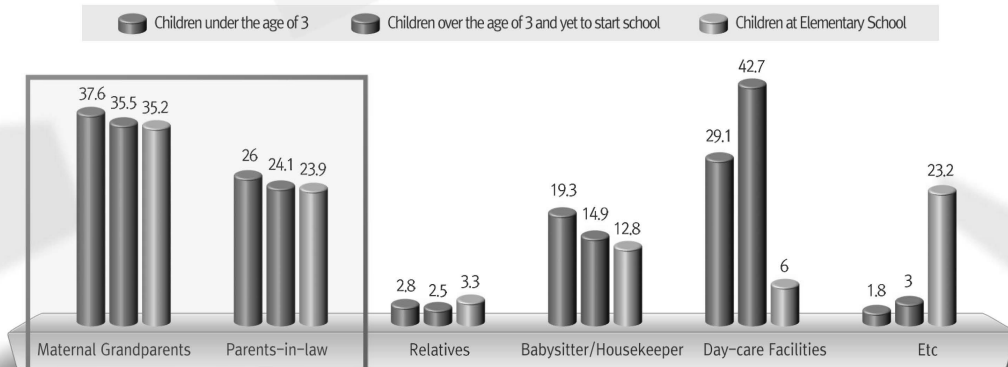
Source: Jong-Soog Kim et al. (2013)



2. The Current Status of Employment of Women

Child-rearing

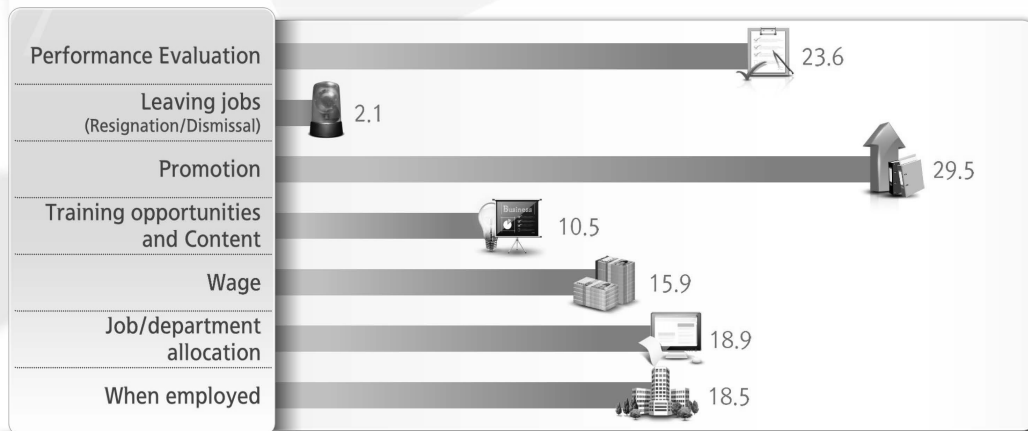
- Relying on grandparents for child-rearing reaches above 50%
- Shows higher tendency to depend on maternal grandparents to provide care for children under the age of 3 (37.6%) and children in elementary school (35.2%), while children over the age of 3 day-care (42.7%) were sent to day-care facilities



Source: Jong-Soog Kim et al. (2013)

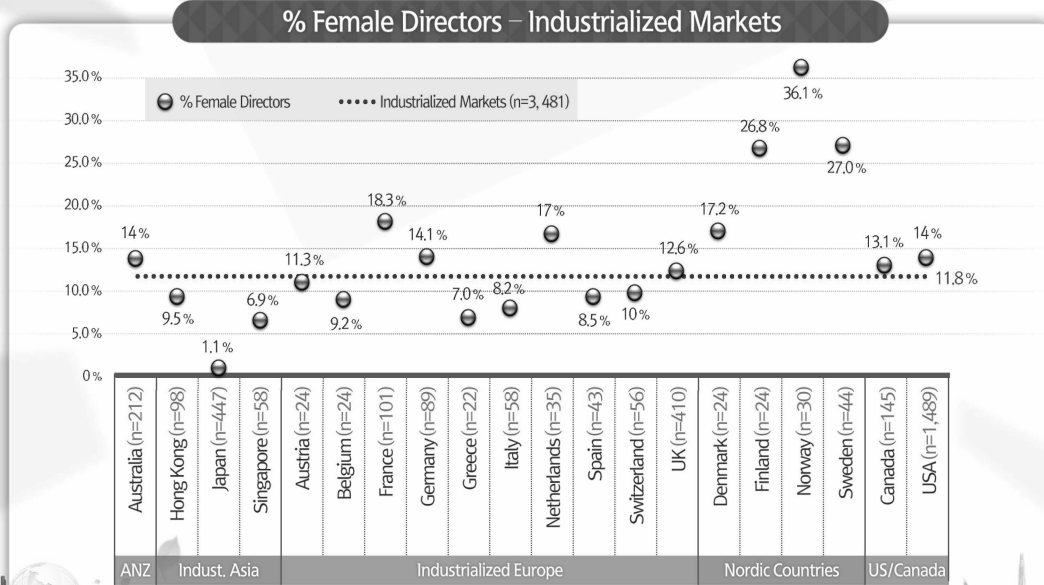
2. The Current Status of Employment of Women

- Stage-by-stage discrimination during personnel management
→ Work towards alleviating discrimination
- Very serious discrimination in promotion, discrimination occurs during performance assessment



Source: Jong-Soog Kim et al. (2013)

2. The Current Status of Employment of Women



2. The Current Status of Employment of Women

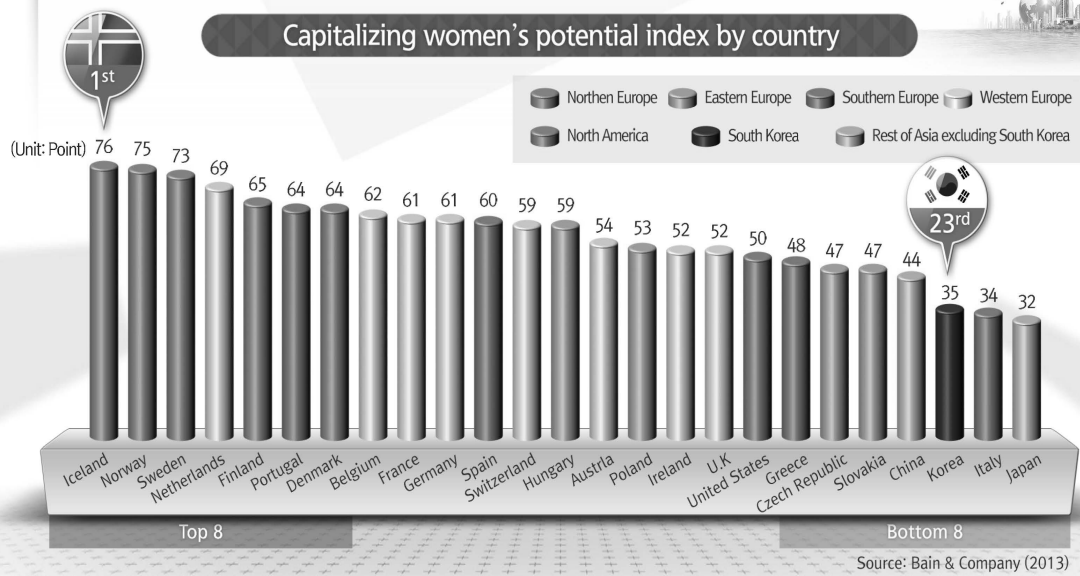
Losses along the corporate pipeline

	University graduates	Entry-level professionals	Mid-to-senior management	Executive committee	CEO	Board
China	50	55	21	9	1	8
India	42	29	9	3	<1	5
Japan	49	45	11	1	<1	2
S. Korea	48	40	6	2	<1	1
Singapore	49	50	20	15	8	7
Malaysia	57	53	11	N/A	5	6
Indonesia	57	47	20	N/A	5	6
Australia	57	45	N/A	12	3	13
Taiwan	49	44	18	9	1	8
Hong Kong	54	52	23	11	2	9

SOURCE: Mckinsey proprietary database, 2011; government publications; literature search

3. Improving the Nation's Growth Potential by Employment of Women

▣ A comprehensive assessment of capitalizing women's potential index by country : Korea is ranked 23rd out of 25 countries



3. Improving the Nation's Growth Potential by Employment of Women

I Improving Women's Employment according to their life cycle



- > Enhancing fairness when entering into the labor market in youth employment : Promote women's employment in quality jobs.
- > Strengthening maternity protection : Shortening working hours during pregnancy, expand maternity leave before and after giving birth, alleviate blind spot for maternity protection.
- > Establish work-family reconciliation and a gender-equal child-rearing environment: Alleviate long working-hours, stimulate parental leave.
- > Strengthening re-employment assistance mechanisms for women with career-interruption.

3. Improving the Nation's Growth Potential by Employment of Women

II

Establishing a Labor Market Environment



- > Increase flexibility : Proliferating Flexible Work System and Flexitime.
- > Alleviating wage gap according to gender, strengthening assistance according to business and employment types to improve the working environment for female temporary employees.
- > Strengthening assistance mechanisms for female socially vulnerable group by linking employment and welfare.
- > Affirmative action to expand employment of women in diverse fields of work.

3. Improving the Nation's Growth Potential by Employment of Women

III

Establishing Social Infrastructure



- > Implementing employee-friendly care policy: Strengthening child-care assistance for working women (Expanding the accessibility of child-care service for double-income families, improving the quality of care policy, strengthening financial assistance policy to subsidize the cost of care without undermining potential employees' desire to seek employment).
- > Double-income family friendly tax system, financial assistance, strengthening social policies.
- > Strengthening legal mechanism to overcome gender discrimination and glass ceiling: Eliminating gender discrimination in utilizing female human resources in companies, establish a proactive national policy on training middle managers, quota system to increase female executives.
- > Strengthening career guidance to increase diversification of women's career paths



Thank you

Presenter

Women and Growth Potential: Global Experiences and Lessons

Joyce MSUYA

Special Representative, World Bank Group Office



Women and Growth Potential: *Global Experiences and Lessons*

Joyce Msuya
Special Representative, Republic of Korea
World Bank Group Korea Office

December 1, 2014

Outline



- **Women & Growth : Why does it matter?**
- **The Global Context** : the current state of women participation
- **Examples: OECD/other countries**
- **Key Drivers behind the Success**
- **Conclusion**

Why does it matter?



Women's Economic Empowerment:

- ▶ Defined as a capacity of women to participate in, contribute to and benefit from growth processes in ways which recognize the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth (Eyben et al., 2008).
- ▶ Increases women's access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and market information.
- ▶ Central to Economic Growth and Development ("**When women do better, economies do better**")....Christine Lagarde, January, 2013).

Facts:

Women Participation in Growth



A 2012 OECD Study Findings:

- ▶ Eliminating the gap between male and female participation would create a growth dividend of 12% by 2030
- ▶ Closing the gap by just 50% = a 6% growth boost across the OECD.
- ▶ For the APEC economies included in the analysis, the resulting benefits of a 50% shift increased growth by 3.5 to 9.8%, with Japan and the Republic of Korea having the greatest potential GDP gains amongst this group (Australia, Canada, Japan, USA, RoK and New Zealand).

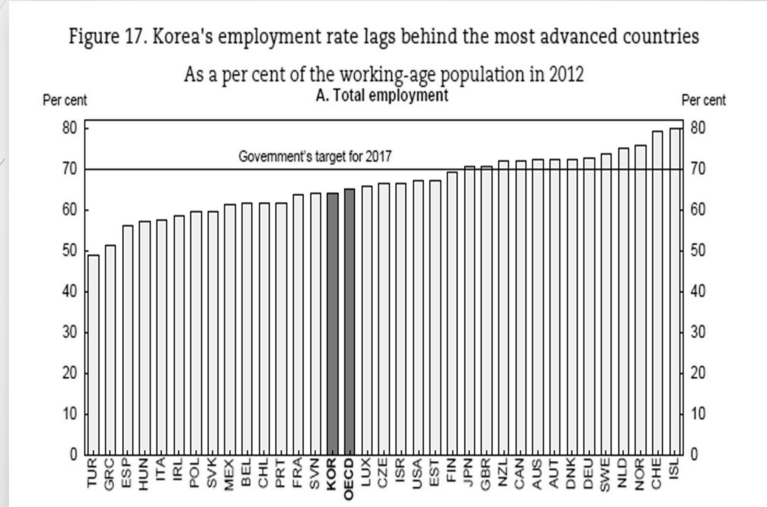
Korea:

- ▶ Government priority: raising the employment rate from 64% of the working – age population to 70% by 2017. Achieving this goal requires breaking down barriers to women in employment and entrepreneurship – critical to mitigate the forecasted aged population.
- ▶ In 2012, female employment at 53.5% of the female working-age population, 10th lowest in the OECD.
- ▶ Low female participation implies under-utilization of human capital: high level of education (64% of women in 25-34 age category had a tertiary education in 2011 – 2nd highest in OECD).

Facts: Women Participation in Growth (2)



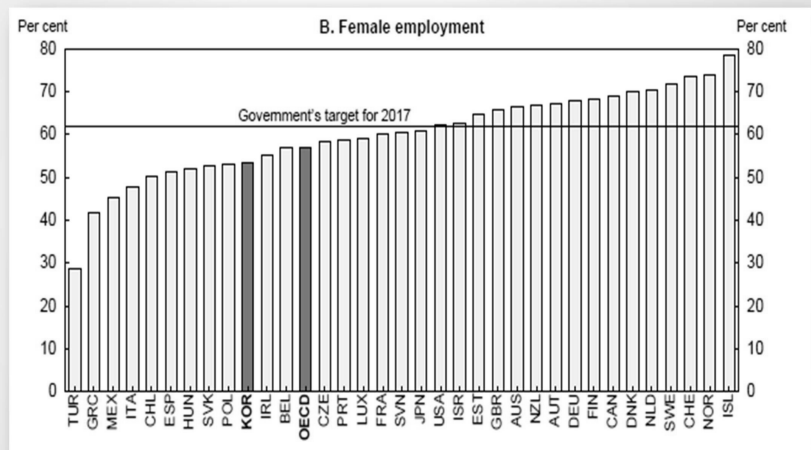
(Source: OECD Employment Outlook 2013)



Facts: Women Participation in Growth (3)



(Source: OECD Employment Outlook 2013)



Country Examples



The 2012 Global Gender Gap Report Findings:

- Among 49 High Income Countries, with Iceland and Nordic Countries leading the way.

Key driving factor – Country Policies in support of work-life balance.

Example 1 - Finland:

- 2nd best on labor force participation and wage equality for similar work.
- Over 42% of parliamentarians and 50% of Ministers are women.
- Highest share of women employed in non-agricultural employment.
- High ability to rise to positions of leadership.
- High share of women on boards of listed companies (14% for Finland, 17% for Sweden, and 37% for Norway).
- Highest ranking on length of paternity coverage.
- A long culture of female inclusion in politics dating back to 1906 (2nd country to introduce right to vote for women).

Country Examples

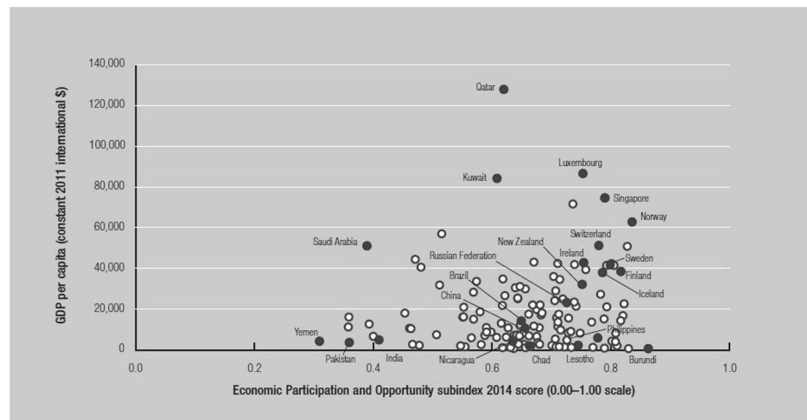


Example 2- France:

- Ranks 16th globally (out of 142 countries in WEF Global Gender Report), 1st time to enter top 20.
- 3rd country overall in % change relative to its score in 2006 (16%) and in 2013 (7%). The rise is largely due to its improvements on the Economic Participation and Political Empowerment indicators.
- Significant improvements in *Educational Attainment* and *Health and Survival gender gaps* survey indicators.
- 2nd best country (after Norway) on share of women on boards of listed companies.

2014 Data: Women Economic Participation (Nordic Countries Leading the way....)

Figure 26: GDP per capita vs Economic Participation and Opportunity subindex 2014



Source: Global Gender Gap Index 2014 and the World Bank's World Development Indicators (WDI) online database, accessed July 2014.

Key Drivers for "Best Performers"....



Pro-Female labor force participation National Policies :

- **Duration and provision of maternity, paternity and shared leave:** e.g. in Asia and the Pacific the average duration of maternity leave is around 18 weeks, with Australia offering over 50 weeks of maternity leave. High variation in countries.
- **Benefits** offered during maternity/paternity leave – usually provided by social security, insurance, the employer or a combination.
- **Childcare assistance:** e.g. in Europe and North America, public daycare with allowance, private daycare with allowance and homecare allowance are offered equally at just over 20% .
- **Taxation System:** In Europe and Central Asia, 59% of countries offer individual taxation, 38% offer individual taxation and income splitting, 10% offer both individual and joint filing. In North America, Canada offers individual taxation and the United States offers individual taxation and income splitting.

Source: WEF 2011-2013 Survey of national policies in 80 countries

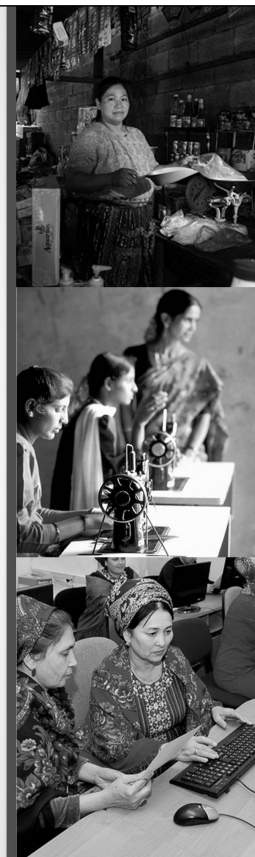
Conclusion



Clearly:

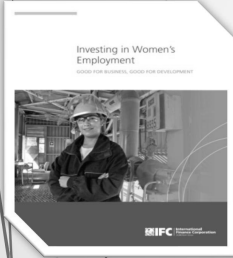
- ▶ Female labor participation is **central** to growth and development – mutual beneficial.
- ▶ It is **possible** to advance and/or sustain this agenda at the country and global level (e.g. Nordic countries, France etc.).
- ▶ Lessons, knowledge and experiences **on the how** to do exist – customization may be necessary.

THANK YOU!



World Bank Group Resources

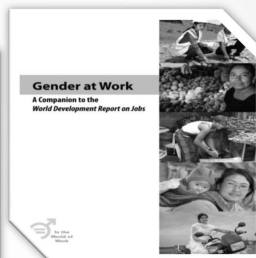
Investing in Women's Employment
ifc.org/gender



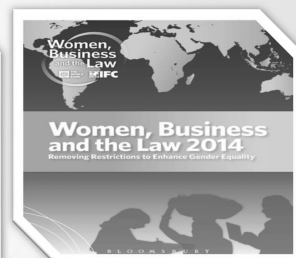
IFC Jobs Study: Findings on Gender
ifc.org/jobcreation



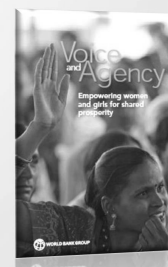
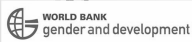
Gender at Work
worldbank.org/gender



Women, Business & the Law
wbl.worldbank.org



Building understanding about what works, and doesn't work, to expand economic opportunities
www.worldbank.org/engender



Discussion

Kiu Sik BAE

Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute

Yoonho NAHM

Managing Editor, JoongAng Sunday

Amy JACKSON

President, American Chamber of Commerce in Korea

“Women and Growth Potential”

Amy Jackson, President, AMCHAM Korea

Korea ranks #1 in the OECD for many things – some very positive, and some unfortunately negative. In the area of promoting women and their growth potential in the Korean economy, two comparative statistics particularly stand out. 1) Koreans work the most hours; and 2) Korean husbands do the least amount of sharing of housework. This shows that Korean working women are truly “superheroes” .

From my perspective, the key to women’ s success in the workplace in any country can be summed up in one word – flexibility. In my view, there are a number of necessary components to this, as listed below. Korea has made progress in several of these areas, but more work needs to be done.

- 1) Jobs must be flexible. This means that there must be flexibility in working hours, and allowances should be made in the workplace for working parents (both moms and dads) to take care of children and/or ageing parents.
- 2) The job market must be flexible. Women need to have the freedom and opportunity to move to new, meaningful positions that best fit their personal needs. These needs may change as their family situations change.
- 3) Society/family must be flexible. For a woman to be successful in the workplace, she needs the support of her family – her husband, her children, her in-laws. In addition, women need to feel that there are embraced for doing something good and constructive when they work, and not vilified within their social networks, their children’ s’ schools or society at large for doing so.

American companies have implemented many successful programs to attract and promote Korean women in their Korean offices. Three members of the AMCHAM Board of Governors are women, and two of those are Korean women. I hope the proactive policies implemented by American companies in Korea can be used as examples of productive ways that opportunities for Korean women in the workplace may be enhanced.

Session 2

**Policies and Strategies for Enhancing
Women Participation**

Moderator

Myung-Sun LEE

President, Korean Women's Development Institute

Special Presentation

Minjai LEE

President, Korean Women Entrepreneurs Association

Presenters

Hyun-Suk PARK

Director-General, Women's Policy Bureau, Ministry of Gender Equality and Family

Cyn-Young PARK

Assistant Chief Economist, Asian Development Bank

Discussants

Kiu Sik BAE

Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute

Yongseong KIM

Director and Vice President, Korea Development Institute

Barbara ZOLLMANN

Secretary General, Korean-German Chamber of Commerce and Industry

Special Presentation

“Korean Economy and the Role of Women Entrepreneurs”

Minjai LEE

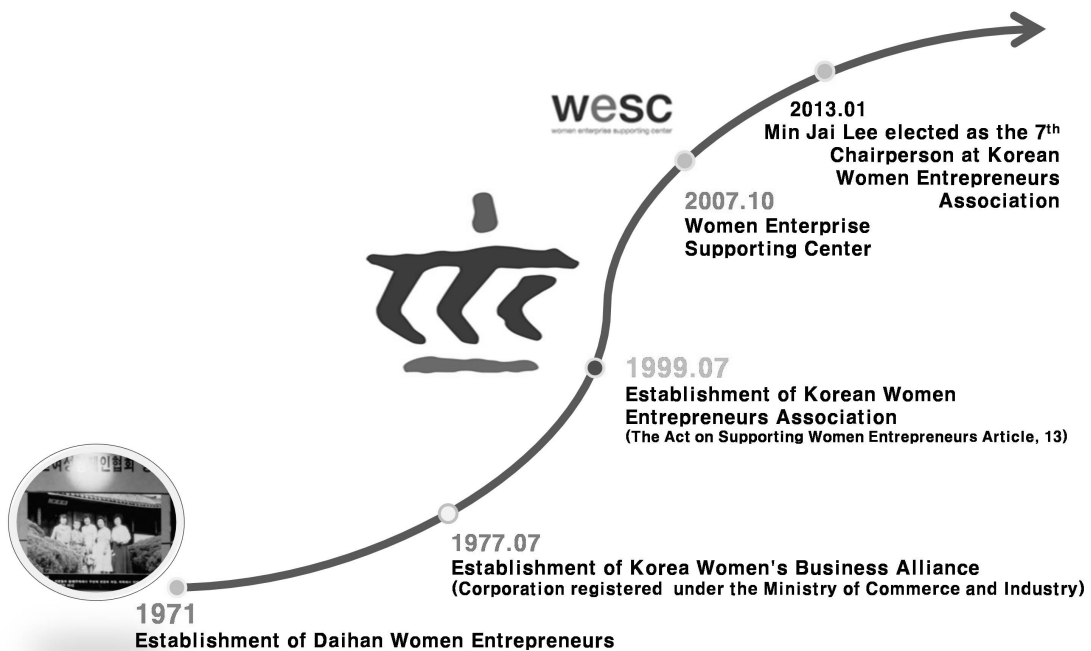
President, Korean Women Entrepreneurs Association

Korean Economy and the Role of Women Entrepreneurs

Korean Women Entrepreneurs Association

Min Jai LEE
President of KWEA

History Of Korean Women Entrepreneurs Association



Government Policy



◎ Public Procurement for Women Enterprises



President Park Geun-Hye

“By improving the public procurement system, the new government tries to grow the proportion of purchasing of product from female-owned businesses.”

Amendment of the Act on Supporting Women Entrepreneurs Article(June 2013)

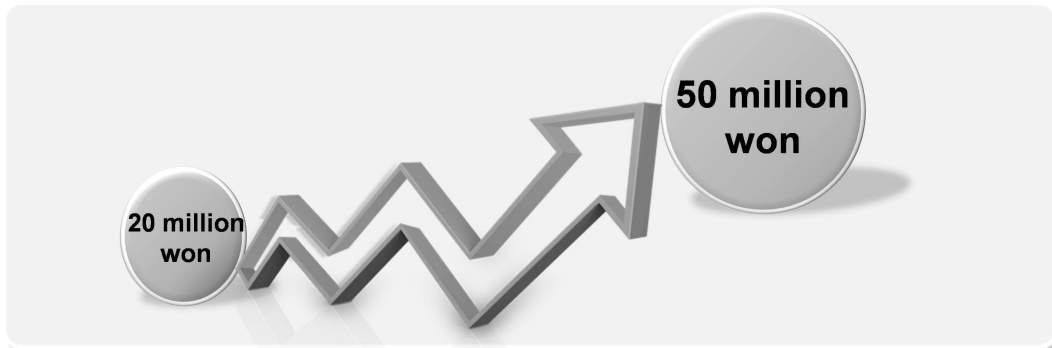
Obligation of public procurement of women business's product/service for more than 5%, construction for more than 3%

Increase of limit for small private contract

Government Policy



◎ Increase of limit for small private contract

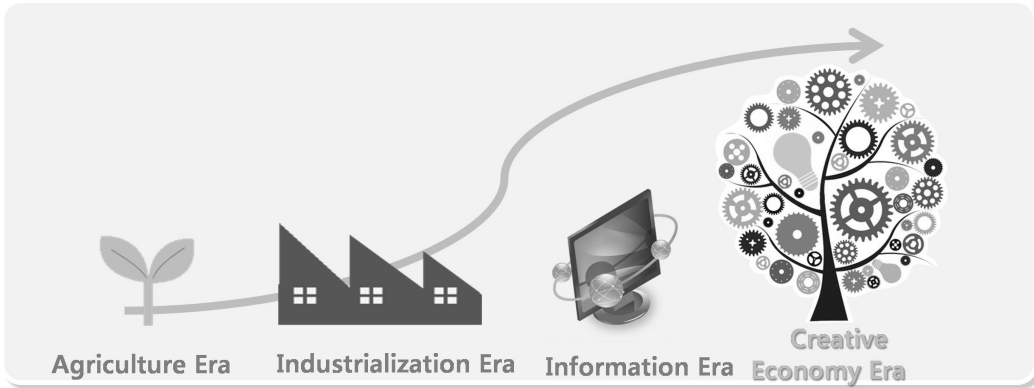


◎ Increase of limit for small private contract to women enterprise products (20 million won → 50 million won)

* Amendment of Enforcement Decree of the Act On Contracts to Which the State is a Party Article, 30 ('13.12.)

* Amendment of Enforcement Decree of the Act On Contracts to Which a Local Government is a Party Article, 30 ('14.11.)

21th Century: An Era for Women



◎ Creative Economy

Creative Economy: A new economy paradigm after industrialization and information eras

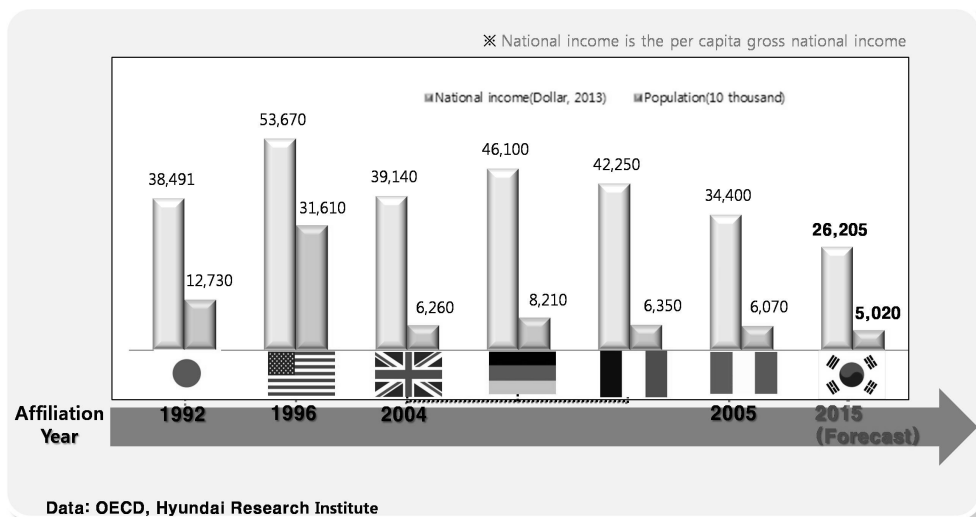
Creativity, Sensitivity(Key word) = Characteristics of female

→ 21C An Era for Women

Korean Economy Issues



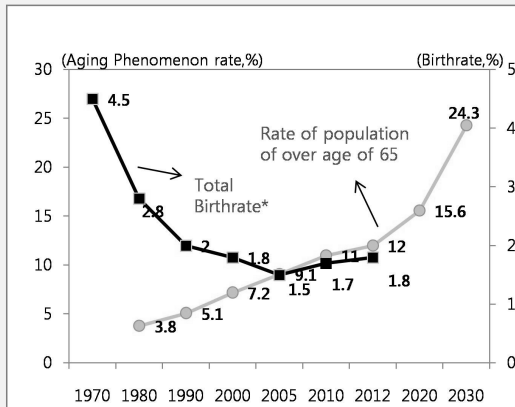
◎ 30-50 Club



Status of Korea Economy

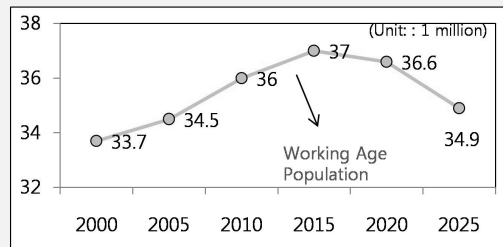


◎ Progression to An Aging Society and Low Birthrate

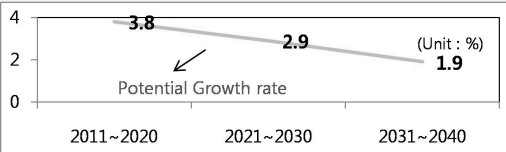


Data: National Statistical Office (2013), Korea Institute for Health and Social Affairs

◎ Working Age Population and Potential Growth Rate



자료 : National Statistical Office(2013)

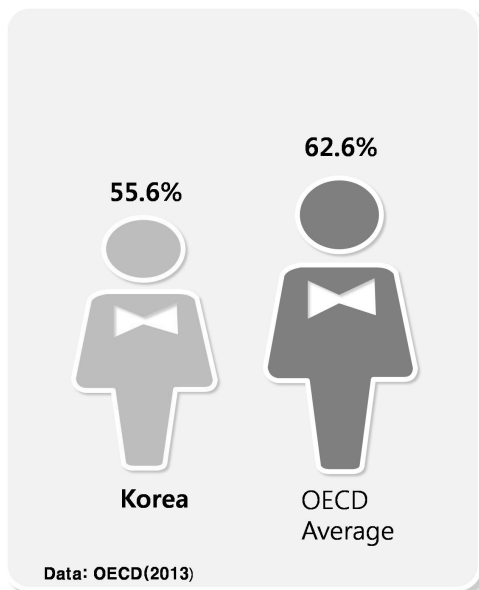


Data: Ministry of Strategy and Finance

Status of Women Enterprises

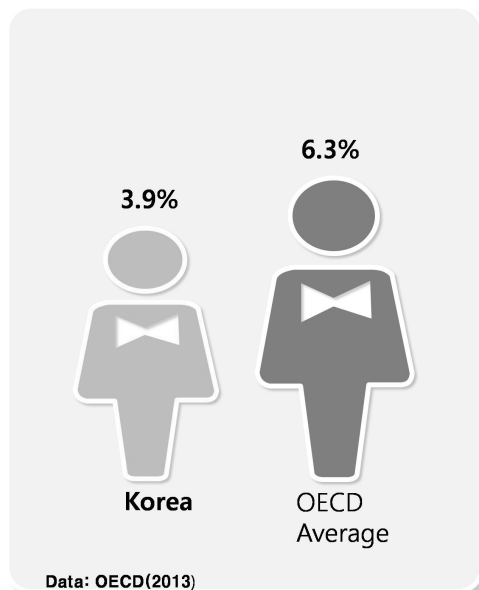


◎ Percentage of Women's Participation in Economic Activities



Data: OECD(2013)

◎ Percentage of Women's Start-up



Data: OECD(2013)

Status of Women Enterprises



◎ Top 3 Challenges: **Marketing, Financing, Manpower**

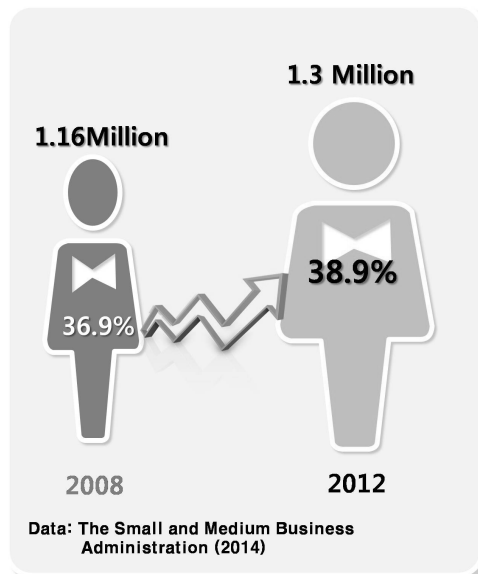
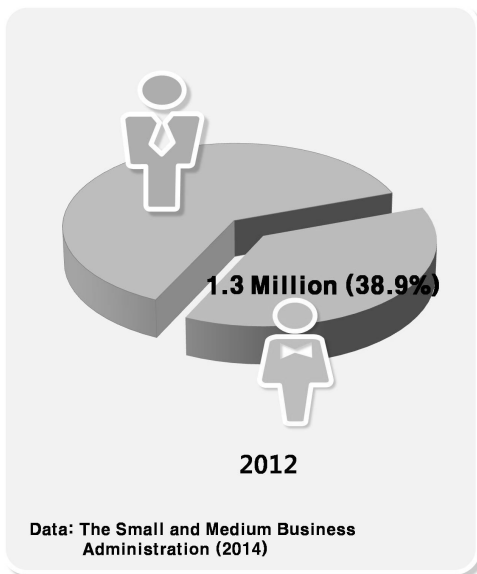
Causes: Business Customs focused on men, Networking, household problems

Status of Women Enterprises



◎ Number of Women Enterprises

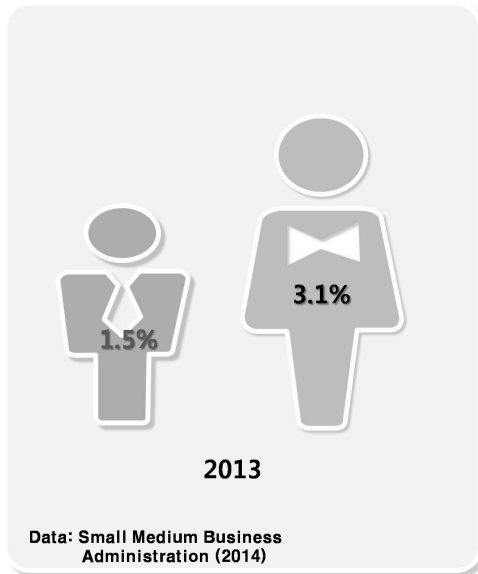
◎ Growth of Number of Women Enterprises



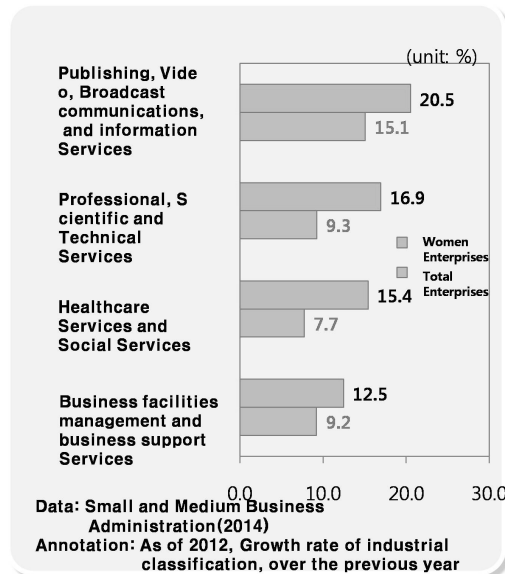
Status of Women Enterprises



◎ Growth rate of Women's Newly Established Enterprises



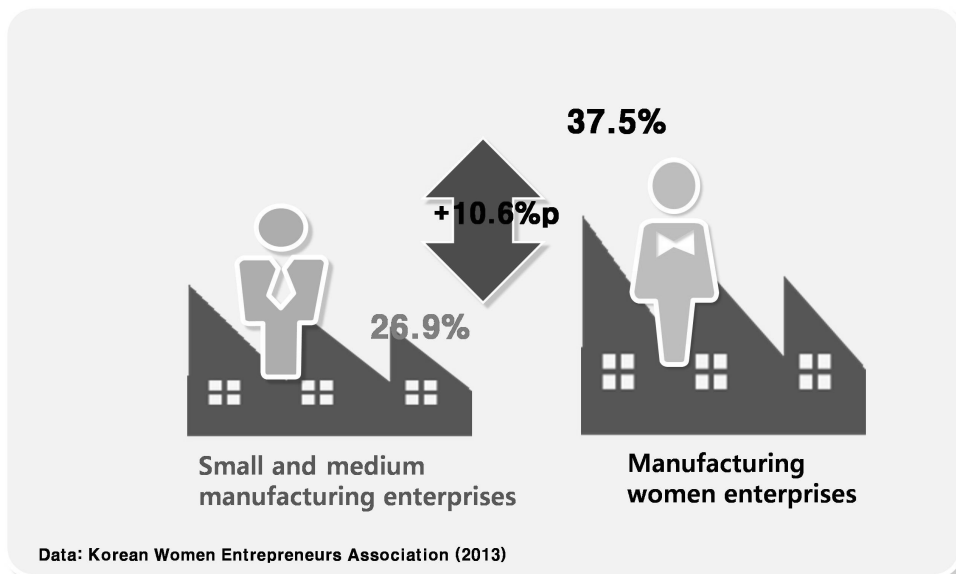
◎ Growth Rate of Creative Economy



Status of Women Enterprises



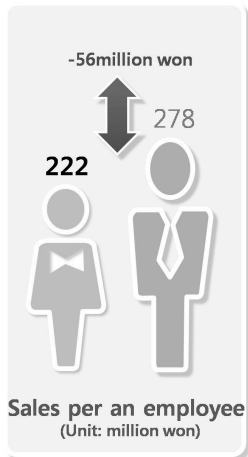
◎ Female employment rate



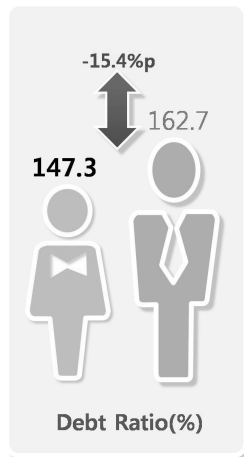
Strengths of Women Enterprises



◎ Productivity



◎ Stability



◎ Profitability



◎ Activity

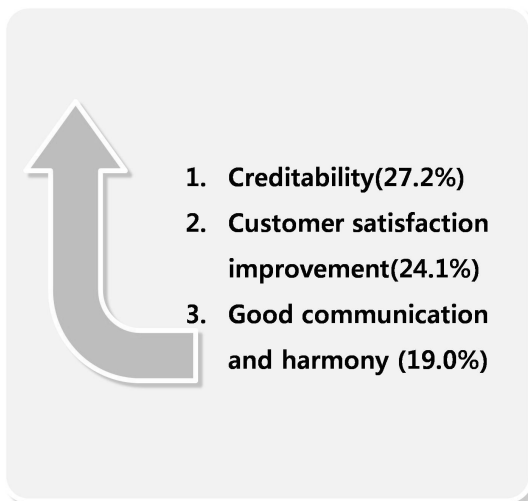


Data: 2013 research on the actual condition of Small or medium sized enterprises and women enterprises

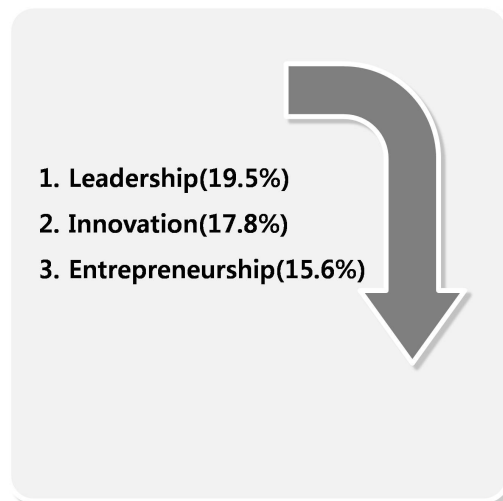
Strengths of Women Enterprises



◎ Strengths of Women Enterprises



◎ Weakness of Women Enterprises



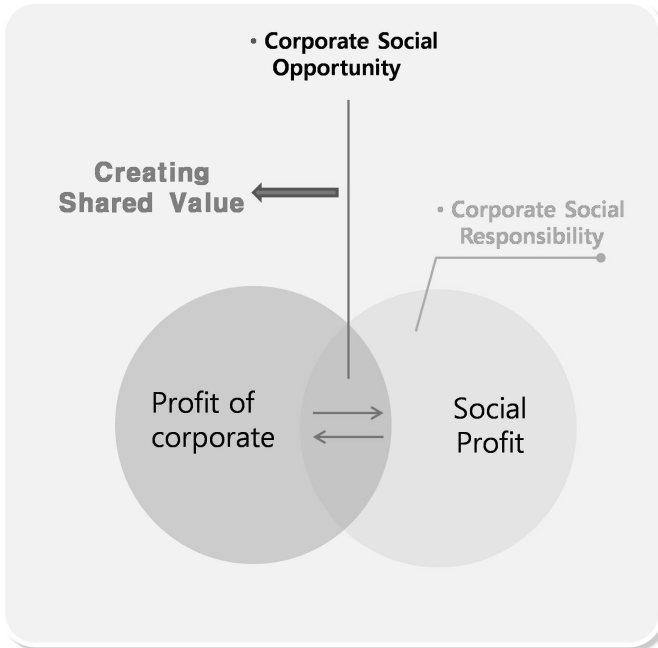
*A survey on 4,680 enterprises

Data: Korean Women Entrepreneurs Association(2013)

Roles of Women Entrepreneurs



2014 Honor Relay Campaign to strengthen Corporate Social Responsibility



Creative Economy and Women Enterprises





THANK YOU

Presenter

Hyun-Suk PARK

Director-General, Women's Policy Bureau, Ministry of Gender Equality and Family

Memo

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Memo

Memo

Memo

Presenter

Policy and Strategies for Enhancing Female Labor Force Participation

Cyn-Young PARK

Assistant Chief Economist, Asian Development Bank

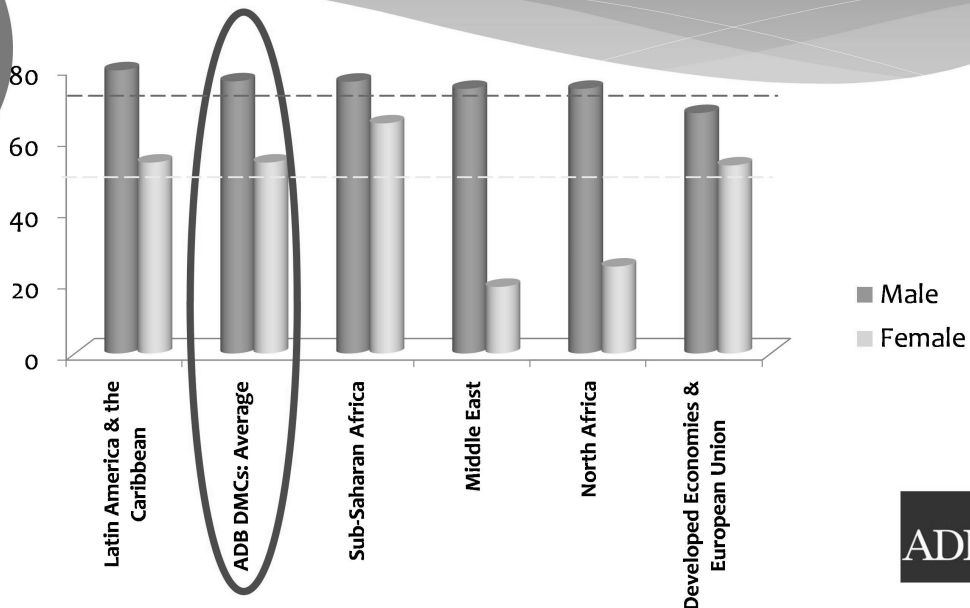
Policy and Strategies for Enhancing Female Labor Force Participation

View from developing Asia

Cyn-Young Park
Assistant Chief Economist
Asian Development Bank

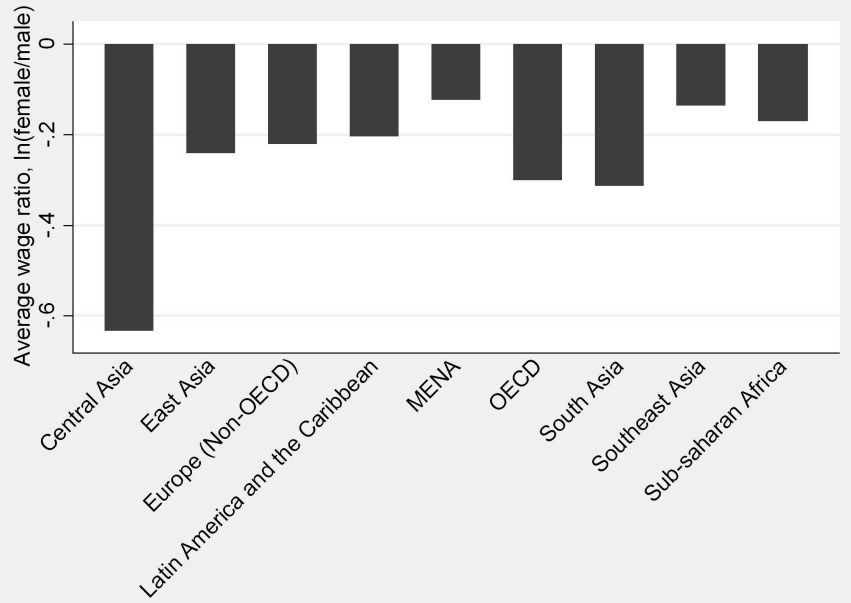
ADB

Variation of FLFP around the World



ADB

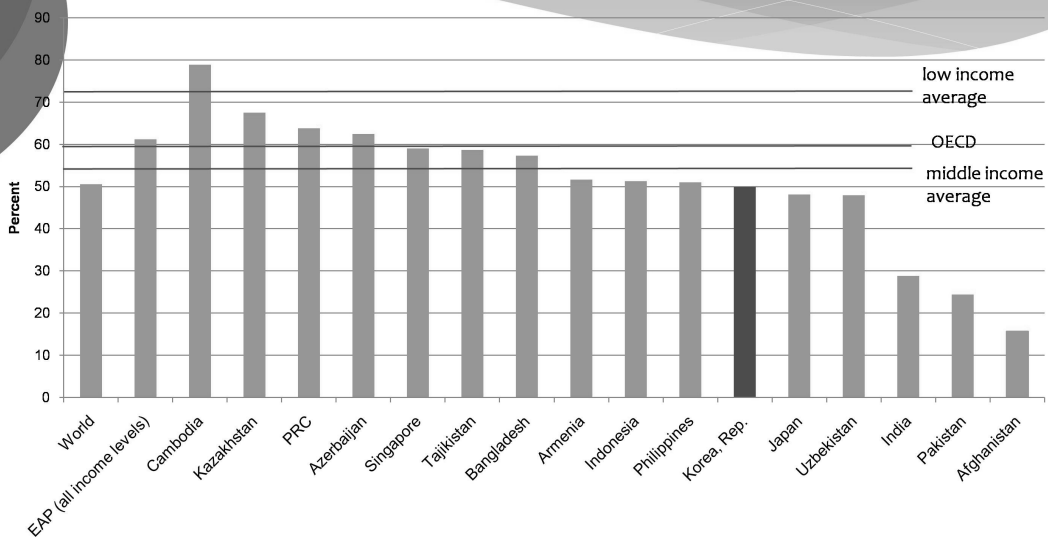
Women are underpaid across regions



ADB

FLFP varies across Asia

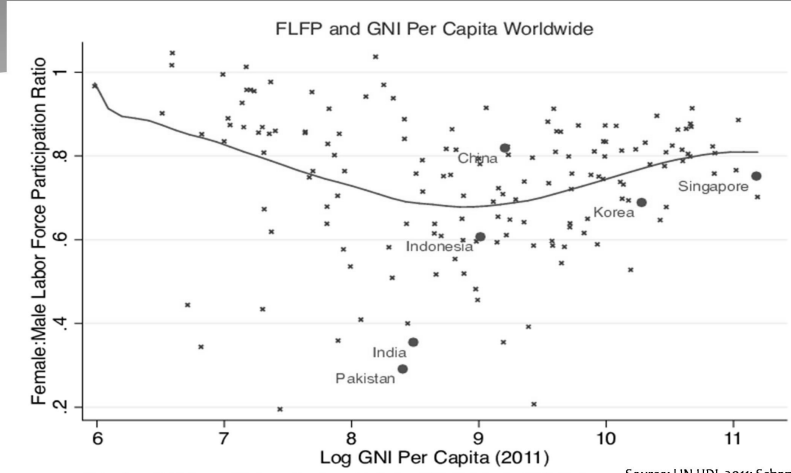
Female Labor Force Participation Rate
(% of female population ages 15+), 2012



Source: World Bank, World Development Indicators (accessed 25 Nov 2014).

4

FLFP and Economic Development

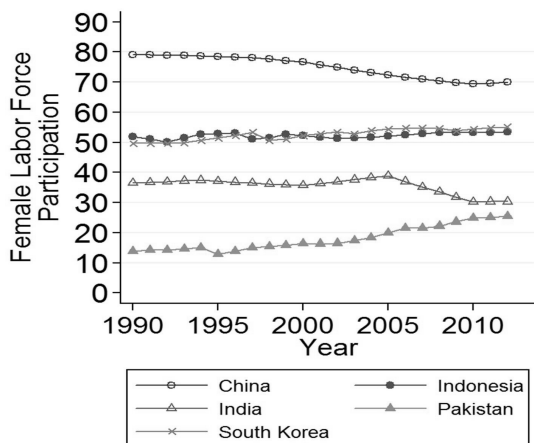


- * Goldin (1995) estimated a U-shaped relationship between growth and FLFP
- * Income effect: necessity and opportunities
- * Some countries also exhibit a within-country income effect (Mammen and Paxson 2000 in India)

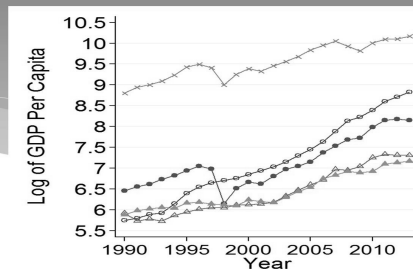


FLFP often stagnate despite ...

FLFP stagnant or falling (except Pakistan)

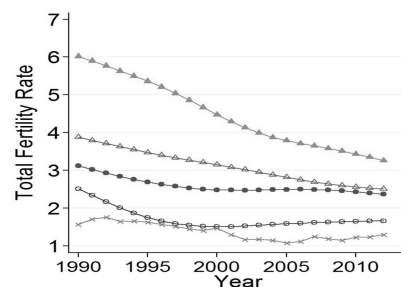


Source: ILO



Source: World Bank

...despite growing economy

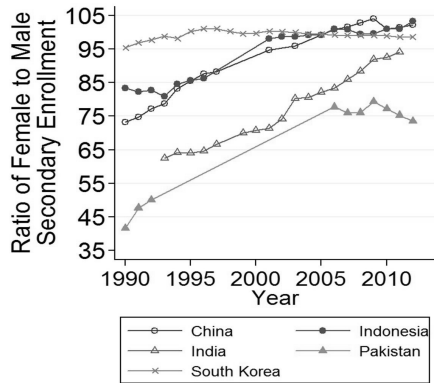


Source: United Nations

...despite falling fertility rates

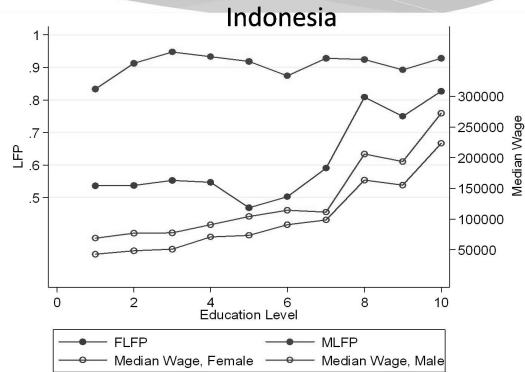
Education does not guarantee high FLFP

Enrollment ratios have increased over the same period of time



Source: UNESCO 1990-2012

Drop-off in FLFP at intermediate education levels (India, Indonesia, Pakistan)



Source: Sakernas 2010

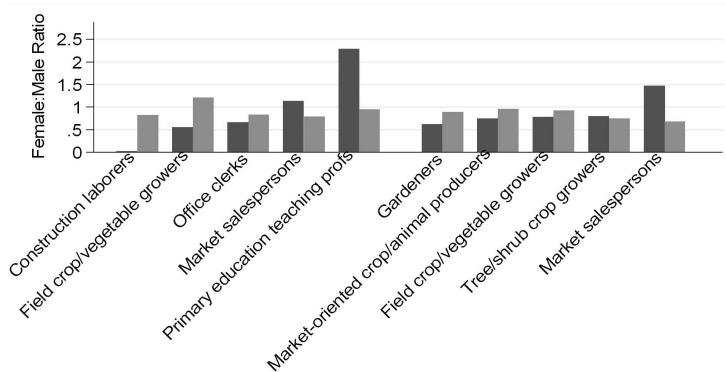
Is dropout caused by a lack of opportunities or a lack of desire to work?



What are the obstacles to FLFP?

- Supply and demand-side constraints result in a gender gap in LFP
- Wage gap & occupational segregation may further deter women from labor force entry

Indonesia



Top 5 Urban Occupations (30% of Urban Jobs)

Top 5 Rural Occupations (59% of Rural Jobs)

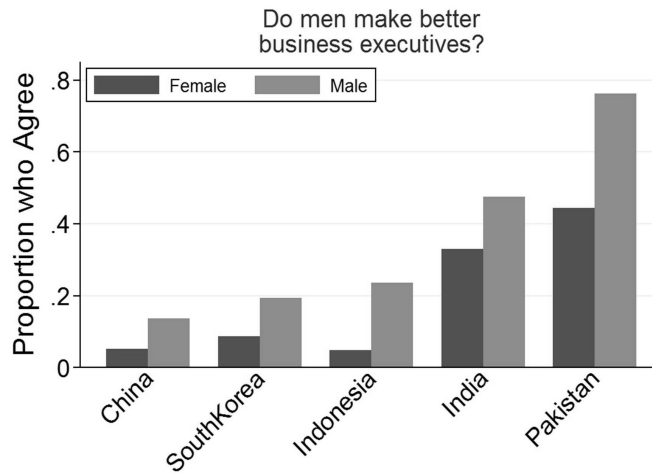
Source: Sakernas 2010; Schaner and Das (2014, draft)

Legend: LFP (Dark Grey), Wage for Wage Workers (Light Grey)



What explains low demand for female labor?

- * A result of limited investment in female human capital
- * But significant residual differences, which are relate to social norms and attitudes



Source: WVS (2004-2014) on business executives; ILO 2012 on FLFP

ADB

A long list of potential factors keeping FLFP low

What deters women from entering work force (and acquiring human capital)

* Supply-side constraints:

- * Limits on Mobility (frictional unemployment)
- * Networks
- * Domestic Responsibilities (part time labor opportunities)

* Demand-side Constraints:

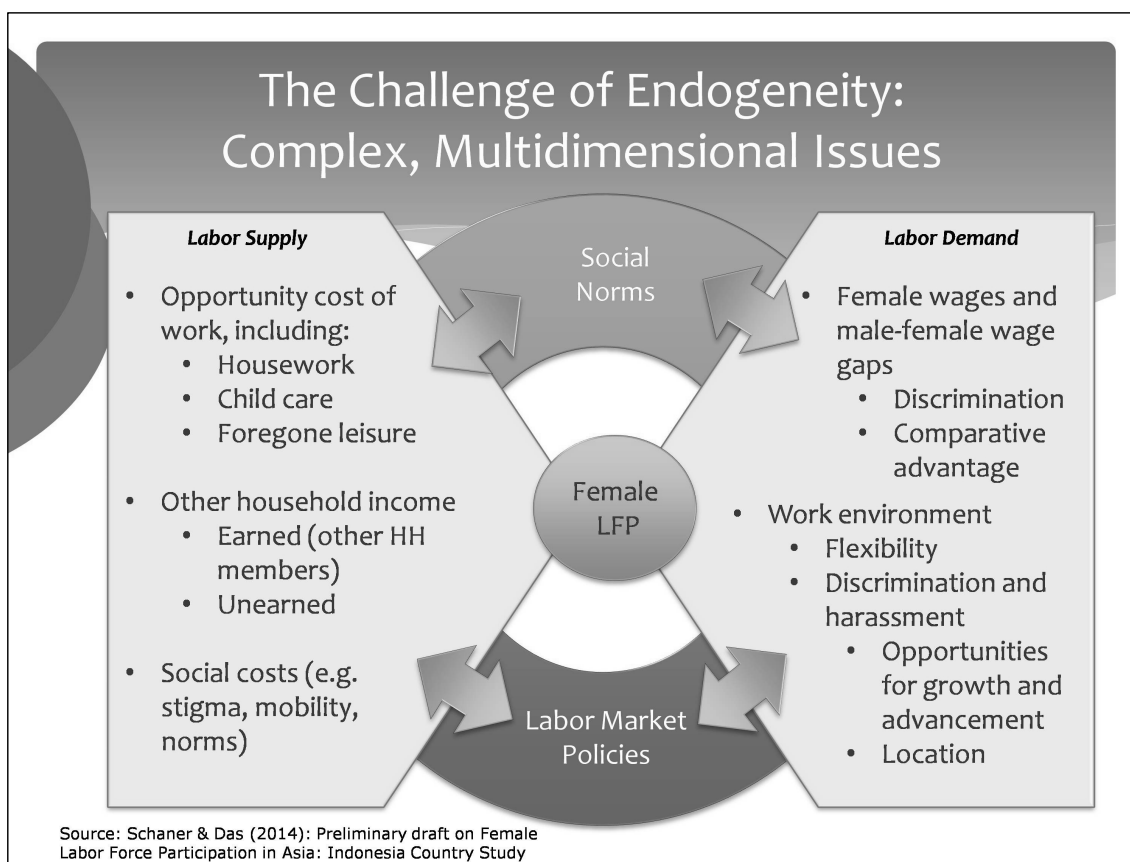
- * Discrimination
- * Shortage of female role models (expectations)

What drives women leave from work

* Supply-side constraints:

- * Lack of flexibility, domestic responsibilities
- * Social norms around marriage and childbearing
- * Safety concerns

ADB



Addressing supply side constraints

Changing economic returns

Increasing female wages:

- * Effect is ambiguous (positive substitution effect on labor supply may be offset by negative income effect)
- * U-shaped FLFP in labor supply

Changing social norms and flexibility arrangements:

- * **Reducing discrimination associated with work**
 - * Increase labor supply (Sivasankaran 2014; Luke and Munshi 2012), but overrepresentation of women in certain home-based jobs (Sudarshan 2014; Sudarshan and Bhattacharya 2009; Rustagi 2009)
- * **Reducing opportunity cost of foregone home production**
- * **Influencing social norms, for example, by promoting role models**
 - * Increase FLFP by getting married late and have fewer number of children (Chong, Duryea, La Ferrara, 2012)

Changing mobility and safety/perceptions of safety

Addressing demand side constraints

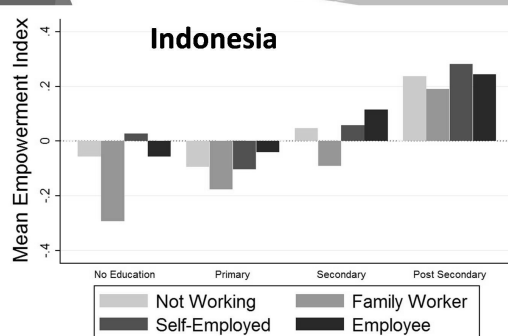
- * **Suppose firms choose whom to hire based entirely on marginal product of workers**
 - Discrimination in wages and hiring leads to misallocation of talent
 - Also leads to lower economic growth

- * **Exogenous increase in hiring women leads to wage growth for women, increase in FLFP**



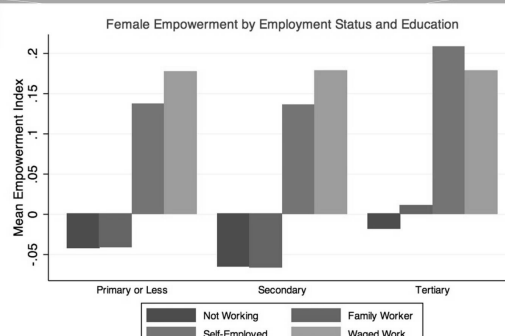
Empowerment and FLFP

- * Empowerment is not necessarily correlated with FLFP, although it appears to be correlated with wage-work



Notes: Includes ever-married women aged 20-49. Source:

Source: Schaner and Das (2014, draft)



Notes: Includes ever-married women aged 15-49. Source: 2005-2006 NFHS.

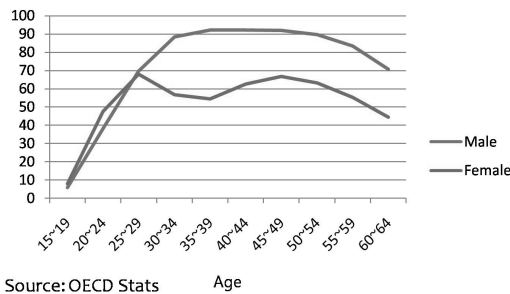
Source: Pande, Fletcher, Moore (2014, draft)

- * Control over assets is correlated with decision-making power, lower dom. violence, improved nutritional outcomes for children
- * Women's empowerment: ability to access constituents of development -- health, education, earning opportunities, rights, and political participation

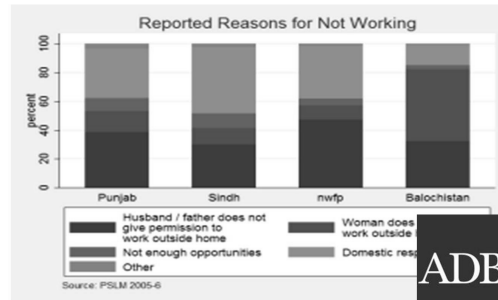
Social Norms and FLFP

- * Social norms result in different outcomes in female labor supply:
 - * Household responsibilities and Child care
 - Dropout after marriage and child-bearing
 - Policies targeting women with child-rearing as a primary activity (rather than housework) may be more effective at promoting labor force re-entry (Kim 2014)
 - * Limited Mobility
 - * Individual v. parental consent for marriage (China)

Korea, Rep.



Pakistan (preliminary)



ADB

High FLFP for Welfare and Growth

- * Structural transformation and FLFP
 - * Traditionally FLFP concentrated in informal and agricultural sector
 - * As economy develops, modern business services requires more FLFP
- * FLFP and Economic Growth
 - * Hsieh: misallocation of talent among white and black men and women reduced productivity in the US since 1960
 - * Kim, Lee, Shin: the hypothetical removal of gender bias would increase per capita income by more than 30% over one generation

ADB

Policies to improve FLFP?

- * Skills and Vocational Training for Women
 - * Sector-specific training allows individuals to transfer to a new occupation. Columbia: Attanasio et al. (2011) found positive results of TVET for disadvantaged youth group increased employment (.068%) and earnings of women (by 19.6 %).
- * Gender Employment Quotas
 - * Quotas could be an effectual and necessary mechanism for encouraging gender equity. Quotas would generate a shock to labor demand for female workers, making more jobs available. Ex. India government introduced gender quotas on corporate board effective 2014.
- * Trade and Openness
 - * China: Chen (2013) found foreign participation and export orientation within the same region and industry significantly encourage female employment and reduce the gender wage gap.

ADB

ADB Research on Gender and Development

- * Aim: improved economic analysis of gender inequality issues in the selected DMCs (PRC, India, Indonesia, the Republic of Korea, and Pakistan) for effective gender policies and strategies
- * Outputs:
 1. Gender inequality measured and analyzed—Simulation to estimate the impact of improved FLFP on potential growth and analysis of opportunity or forgone costs of gender inequality
 2. Priority gender issues identified for selected DMCs for design of appropriate gender policies and strategies
 3. Sharing knowledge on economic analysis for gender development— dissemination workshops, book publication.

ADB

Barriers to labor force participation

Country-specific barriers (Case studies)

- * **India:** FLFP 27%; cultural norms restrict upper caste Hindus, Muslims
- * **Indonesia:** Wage gap reduced but FLFP stagnant for 30 years; labor market discrimination
- * **Pakistan:** Low FLFP outside home; mobility restrictions by men; social, cultural, religious norms; safety; and poor transport facilities
- * **PRC:** M/F 1.2 at birth, high FLFP- internal migration, low fertility; lower paid positions; wages 63% of men; limited access to education

ADB

Current status of gender inequality in Korea

Substantial progress in terms of opportunities in education and employment during its rapid industrialization and development period

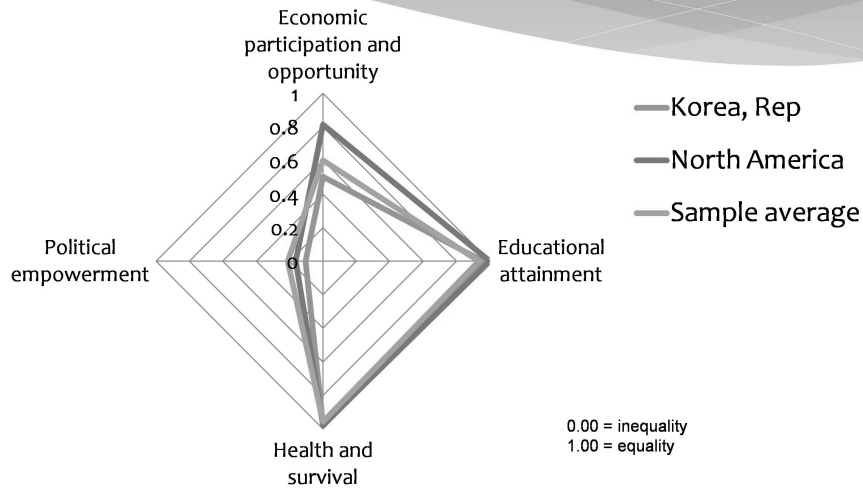
- * Negligible gender gap in enrollment ratios at secondary schools and advancement rates to higher education
- * More significant presence of women in such elite professions as law, medicine, and high-level civil service

Significant gender gap in labor market participation

- * Only 55% of Korean women aged 15-64 are in the labor force, below the OECD average of 65%.
- * The male participation rate of about 77%, close to the OECD average of 79%.

ADB

Global Gender gap index, 2013



Source: The Global Gender Gap Report 2013, World Economic Forum

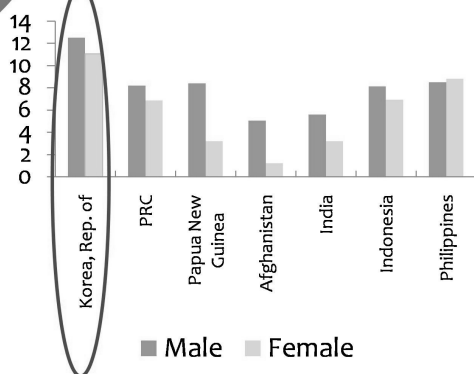
21



Transition from School to Workforce

Girls lose out on education

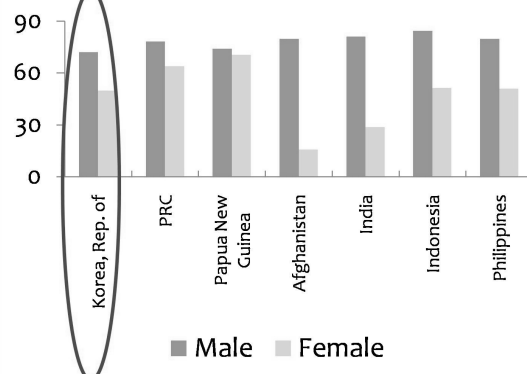
Average years of schooling, 2000-2012



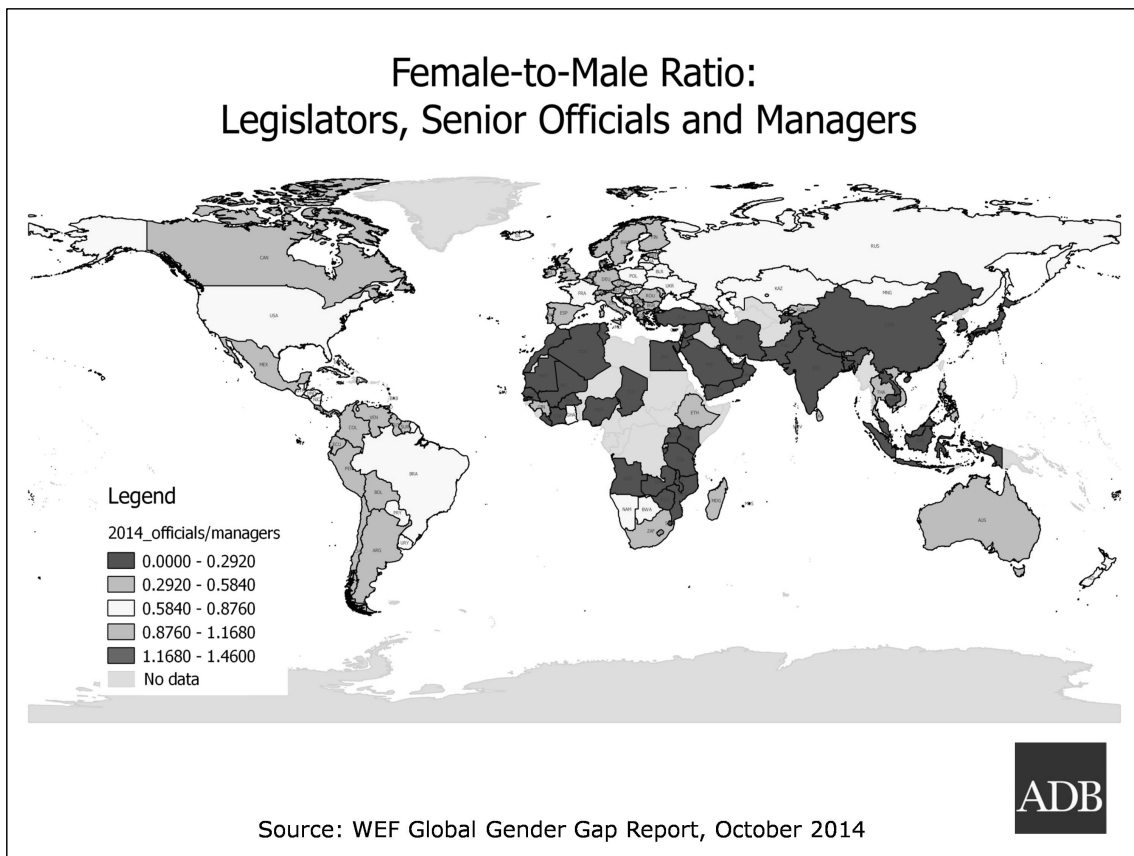
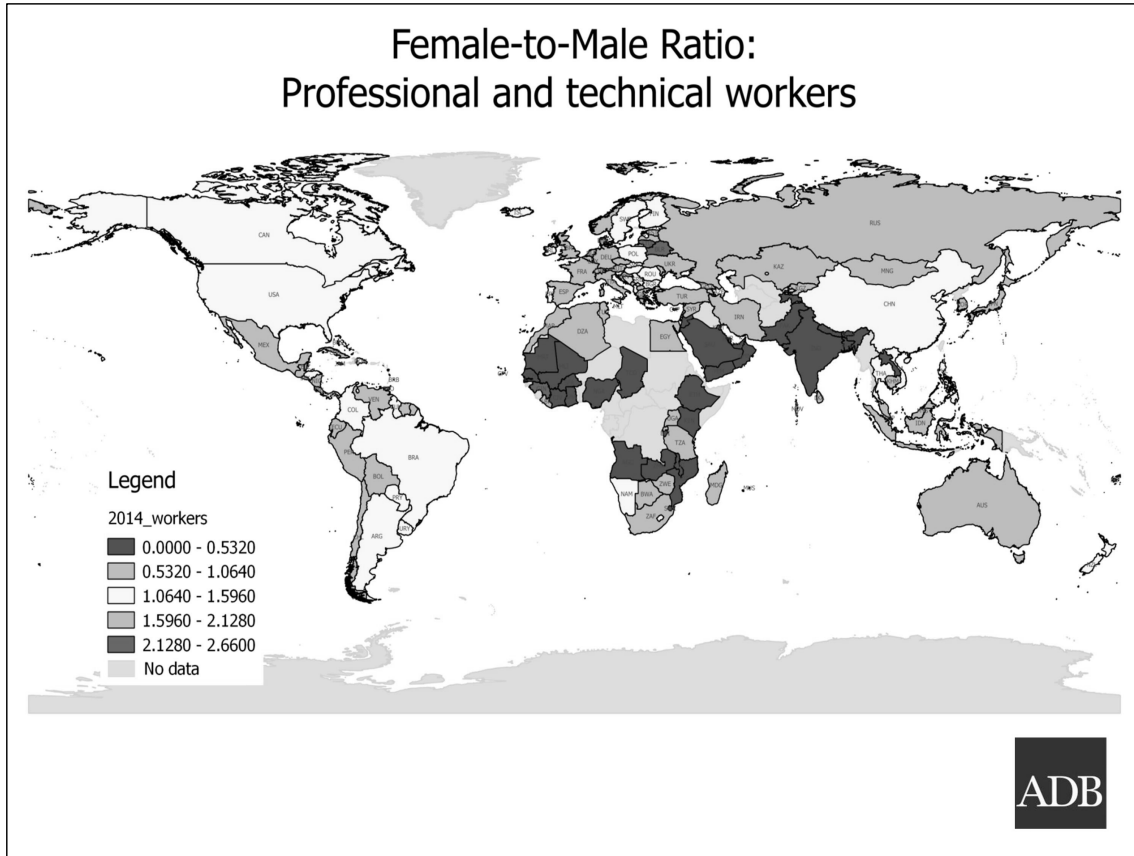
Source: UNDP, Human Development Report 2014

Women left further behind

Labor Force Participation Rate, 2012 (%)



Source: ILO, Key Indicators of the Labor Market, 8th edition



Empirical Methodology and Results of Kim, Lee and Shin (Korea University)

* Methodology

- * Present a model to analyze how gender inequality at home and in the labor market effects female labor force participation and economic growth
- * Calibrate the model to fit Korean data
- * Conduct simulations to measure the output cost of gender inequality, and the impacts of gender-based policies on females' labor market participation and economic growth

* Results

- * With the complete elimination of gender inequality,
 - * increase in female labor force participation
 - * rise in annual per capital growth increases
- * Gender-based policies such as lowering discrimination in the labor market or increasing the time spent by a father on child rearing would be helpful for enhancing growth.

ADB

Income and Wage Effects on Labor Market Participation of Korean Married Women (Jinyoung Kim, Korea University)

- * Key reason for low participation among Korean women is their massive exit from the labor market after marriage.
- * The study estimates the **income** and **wage** effects on married women's participation, especially given their roles in the household (childrearing or housework).
- * Husband's high income generally discourages wife's participation; but the income effect seems to be smaller for women whose main role is childrearing rather than housework because of time-intensive childrearing and difficult substitutability of time with market goods.
- * High wages for women encourage women's participation; this wage effect is larger for women whose main role is childrearing compared to general housework.
- * Maternity leave may be more effective than tax subsidies because the former targets more specifically for women playing a main role in childrearing.

ADB

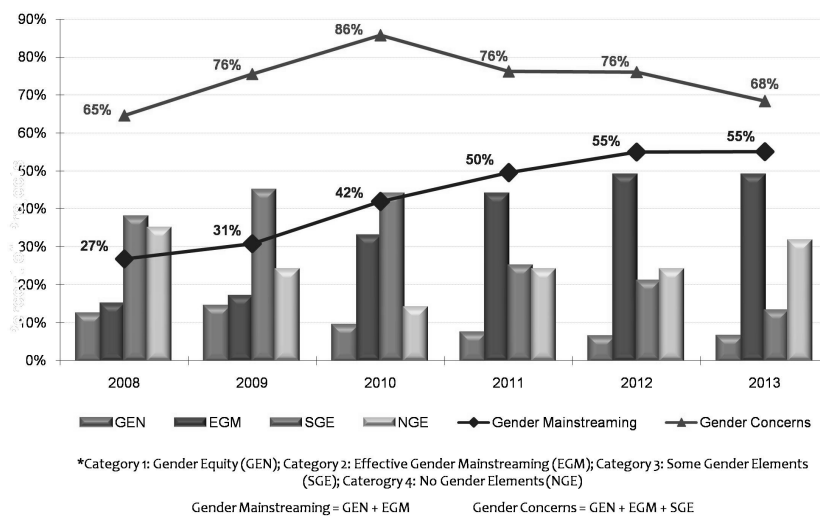
ADB Gender Policy and Guidelines

- * Policy on the Role of Women in Development (WID) in 1985
- * Policy on Gender and Development in May 1998
- * ADB strategy 2020 (2008) includes gender development as one of 5 drivers of change.
- * ADB Gender Guidelines for Gender Mainstreaming (June 2012)
 - * Category I: gender equity as a theme (GEN)
 - * Based on ADB's project classification system
 - * Category II: effective gender mainstreaming (EGM)
 - * Category III: some gender elements (SGE) and
 - * Category IV: no gender elements (NGE)
 - * Based on ADB the gender social development and poverty reduction division

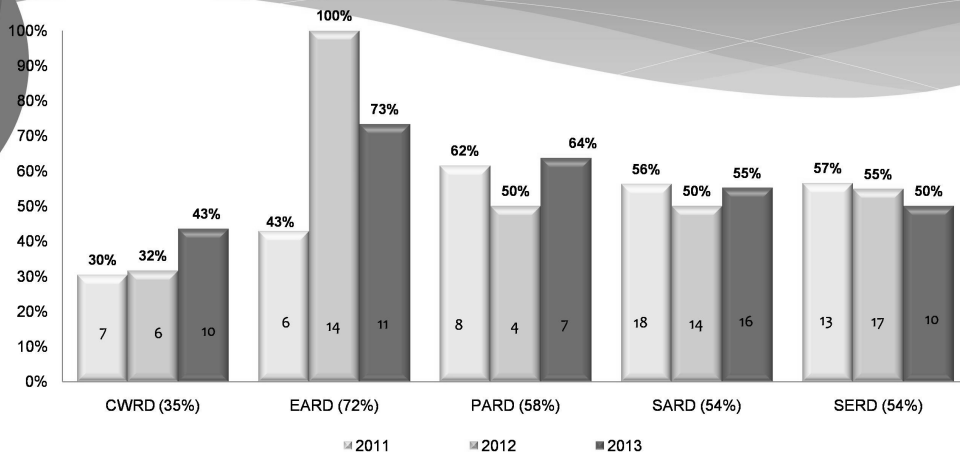


ADB Guidelines for Gender Mainstreaming

Figure 1: ADB Projects Addressing Gender Concerns



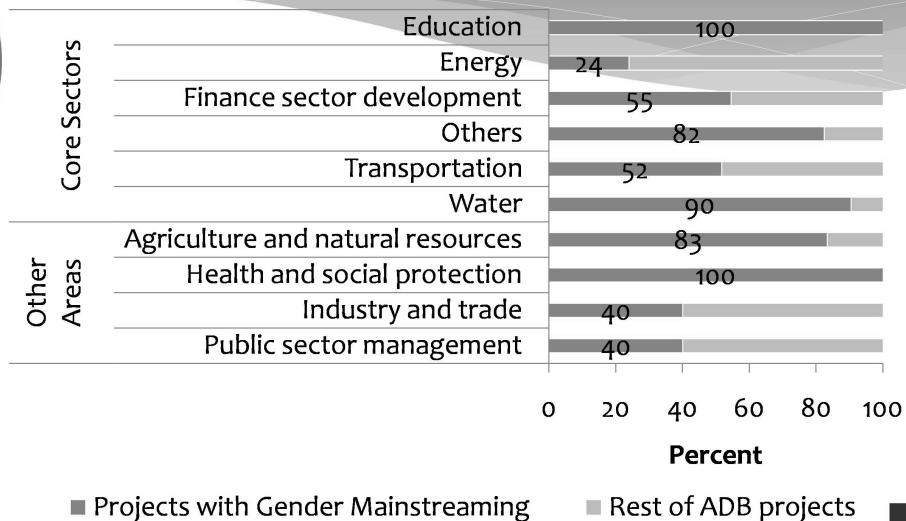
Gender Mainstreaming in all ADB Projects by Region (2011-2013)



Notes:
 1. The number of projects with gender mainstreaming (both GEN and EGM projects) are indicated inside the bar while the percentage equivalent appears on top; and
 2. The numbers in parenthesis () pertain to the 3-year averages ending 2013



Gender Mainstreaming Across Sectors in ADB Projects, % of total, 2013



Recent accomplishments of ADB Gender Equity Community of Practice (CoP)

- * 67% of completed sovereign operations delivered intended gender equality results in 2013 (steady improvement in last 4 years since 49% in 2009).
- * Support for Analytical work on Gender Equity in DMCs
 - * Coverage and analysis of project gender action plan implementation and gender equity results in project completion reports continued to improved.
 - * 3 country gender assessments (for Uzbekistan, Kazakhstan and Timor-Leste);
 - * 6 Gender equity diagnostic of selected sectors and gender equality and the labor market analysis were completed (for Philippines, Cambodia, Kazakhstan, India, Bhutan and Maldives).

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ADB

Thank you

Cyn-Young Park
Assistant Chief Economist
Asian Development Bank

ADB

Discussion

Kiu Sik BAE

Director-General, Labor Relations and Social Policy Research Division, Korea Labor Institute

Yongseong KIM

Director and Vice President, Korea Development Institute

Barbara ZOLLMANN

Secretary General, Korean-German Chamber of Commerce and Industry

Discussion

Bae, Kiu Sik

Senior Research Fellow, Korea Labor Institute

- Policies to enhance women's participation in the labor market, with special focus on workers with family responsibilities who are mostly women
- Policy suggestions to the government and business community

1. Introduction

- 요즘 인기드라마 미생에서 시작. 원래 인기 웹툰이었다가 뒤에 만화로 출간되어 백만 부 이상이 팔림
(Starting from the very popular drama called "Misaeng(Not yet survived). it was contributed as popular webtoon and then published as a very popular million seller Cartoon.)
- 이 드라마는 한국의 전형적인 중견 혹은 대기업에서 신규 대졸자들의 회사생활에 대한 이야기인데, 젊은 층 특히 젊은 대졸자들이 그 드라마가 마친 너무 사실적 이라고 느껴서 공감하는 바가 크기 때문에 그렇게 인기가 있는 것으로 보임.
(The drama pictures a story about firm life of the newly graduated at a typical Korean large(mid-sized) firm and young people, especially young graduates working at mid- to large firms feel that the drama looks real.)
- 개인적으로도 매우 관심 있게 그 드라마를 보고 있고 드라마가 재미도 있으나, 노동과 고용을 전공하는 사람으로서 다른 시각에서 이 드라마를 살펴볼 필요가 있음.
(I personally watched the drama with keen interest. The drama is very interesting but when we look into the drama from a different perspective).

- 이 드라마의 대상이 된 회사는 대졸 신입사원을 포함하여 직원들의 개인적 생활이나 가족생활에 대해서는 그렇게 중요하게 고려하지 않는 것처럼 보이고, 때로는 직원들의 개인적인 인격마저 기업의 필요에 종속시키는 일이 벌어지고 있음. 이런 점에 대해선 젊은 층들이 이 드라마가 한국의 중견기업이나 대기업에서 회사생활의 내부적인 특징들을 잘 묘사하고 있다고 봄.

(the firm within the drama does not think of employees' personal or family life much, and sometimes ignore the personal integrity. Young people feel that it depicts inner characteristics of firm life at mid- and large firms in Korea.)

- 오 과장(이제 오 차장)을 통해서 볼 수 있는 것은 회사 일에 몰두하기 위해서 가족생활을 거의 무시하다시피한 헌신적인 관리자임. 그런 헌신을 기업들은 직원과 관리자들에게 요구하는 것이며, 그렇게 자신을 기업의 업무를 위해 헌신할 수 있는 사람들만이 생존할 수 있다는 것을 보여주는 것이기도 함.

(What is shown through Mr Oh, a section manager was a devoted manager who nearly ignored the family life to commit himself to work of the firm. That has been required of Mr Oh by the firm and the only employee who devoted himself to the work of the firm can survive.)

- 그 회사 생활 안에서 정상적인 8시간 근무는 별로 중요한 고려대상이 되지 못하고, 프로젝트의 완성을 위해 밤새기, 야근, 그리고 개인의 인격권까지도 기업에서 종속시키는 적나라한 모습이 드러나고 있어 우리의 기업문화가 어디까지 가고 있는지를 알 수 있음.

- 우리가 일하면서 살고 있는 기업문화가 이렇진데 여기에서 직장 생활하는 여성들의 임신, 처의 임신, 남편의 육아휴직, 남편의 일생활 균형 등은 거의 고려대상이 되지 않고 있음.

- 미생이 배경이 된 회사에서 여성이 임신, 출산, 육아 때문에 1년간 휴직을 한다면 받아들여질 수 있을까 하는 의심이 들며, 만약 회사가 어쩔 수 없이 받아들인다고 하더라도 아마도 부서를 한가한 곳으로 옮기지 않을까 함.

- 이와 같이 기업문화가 남성 외벌이 모델을 사회적 규범으로 삼고, 개인이나 가족 생활을 고려대상에 넣지 않기 때문에 직장생활을 하는 여성들이 임신, 출산, 육아의 시기에는 직장에서는 눈치를 봐야 하고, 가정에서는 어린 자녀를 믿을 수 없는 곳이나 사람에게 안쓰럽지만 맡겨야 함.
- 이 사이에서 어린 자녀를 둔 직장여성들이 동분서주(juggling)하다가 남편의 직장이 괜찮은 경우 결국은 눈물을 머금고 직장을 그만두어 경력단절 현상이 되고 있음.
- 시댁이나 친정부모가 어린 자녀를 봐 줄 수 있는 운 좋은 경우에는 이들 부모들이 자식들의 육아를 대신하느라 고생을 하지만, 그대로 직장을 그만두지 않고 다닐 수 있음.
- 공무원들은 3년까지 육아휴직을 쓸 수 있으나, 아직도 육아휴직을 쓰려면, 사표를 내도록 강요하거나 직장을 그만두지 않으려면 출산휴가 3개월만을 쓰고 출근해야 하는 아이엄마들이 많은 민간 기업들이 많은 현실은 공무원과 민간부문 사이의 큰 격차를 줄이기 위해서 정부가 더욱 노력할 필요를 말해 주고 있음.
- 여기에서 실마리를 풀면 우리의 여성고용, 노동시장에서의 여성의 지위, 이를 개선하기 위한 다양한 정책, 방안들이 나올 것으로 보임

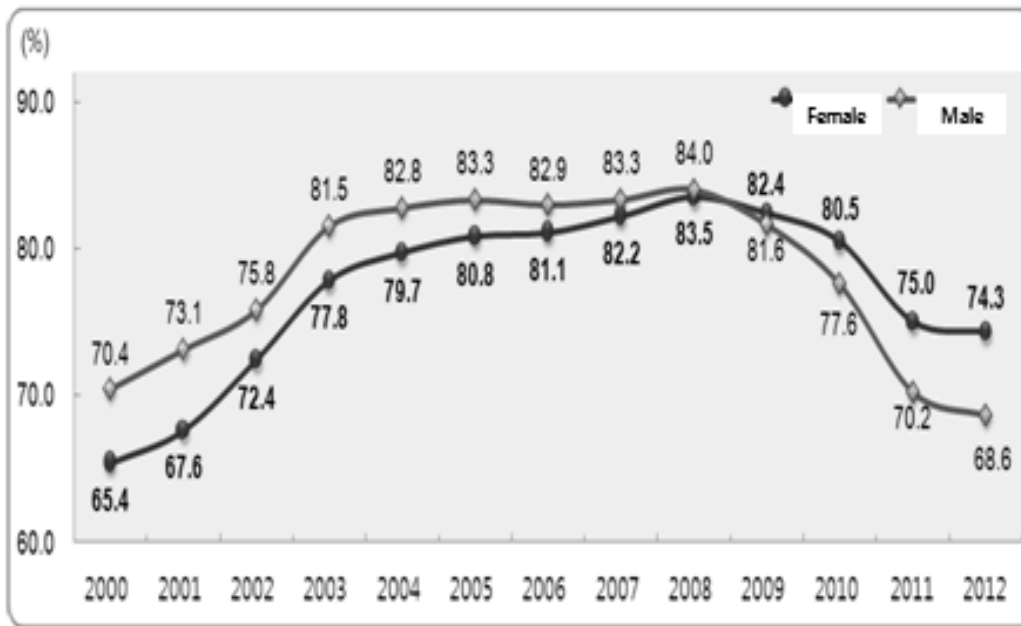
2. 한국 여성들의 교육받은 지위와 고용 상의 지위와의 현격한 차이

- 아래 그림에서 보듯이 한국 젊은 여성들의 지위는 대학진학률, 대학졸업, 대학원 졸업 등에서 오히려 같은 또래의 남성들보다 앞서고 있으며, 저출산의 영향으로 젊은 여성들은 어릴 때부터 같은 또래의 남성과 차별 없이 같은 대우를 받으면서 같은 의식을 갖도록 커왔음.
- 그러나 우리의 고용시스템, 기업의 고용규칙과 인사제도는 여전히 남성 외벌이 중심, 전일제 중심, 일과 가정에 대한 고려가 매우 적은 낡은 시스템과 관행, 문화가 유지되고 있어서 대학을 졸업한 젊은 여성들은 취업시장에서부터 남녀 간의 큰 격차, 차별, 벽 등을 실감하게 되고, 결혼 뒤 가정 내에서의 남녀 가사분업,

그리고 임신, 출산, 육아 과정을 거치면서 육아에 대한 거의 전적인 엄마의 무한 책임, (공공) 접근 가능한 보육시설과 서비스의 불충분, 육아휴직 사용의 곤란, 공급자 중심의 보육서비스, 그리고 기업에서 일과 가정의 양립에 대한 고려가 거의 없거나 불충분한 기업현실에 맞닥뜨리게 됨.

- 어린 자녀를 둔 젊은 여성들은 직장과 가정 사이에서 그야말로 정신없는 전쟁 아닌 전쟁 같은 삶(juggling) 속에 경력단절을 심각하게 고민하는 가운데 개인적 해결책이 없거나, 남편의 별이가 괜찮거나, 육아시설이나 보육서비스의 접근이 어렵거나, 육아휴직 등이 어려운 경우 하던 일을 그만두게 됨.

Rates of man/women going to colleges since 2000



Note: 1. rates of man/women going to college refer to the proportion of students going to colleges out of the high school graduates each year
 2. Colleges includes colleges of both two year and four years.
 3. There are changes in calculating the number of students going to colleges in 2011 from entrants to colleges in Feb. to registered students in April.
 Source: The Ministry of Education, Korea Education Institute, 'Education Statistics Yearbook' each year.

3. 낮은 여성 고용률과 경력단절

- 아래 표는 1995년보다 개선되기는 했으나 OECD 주요국가 가운데 여성 고용률에서 가장 후진적인 한국의 모습, 여전히 남성외별이 모델의 가부장적인 요소가 강하게 남아 있는 한국의 기업문화와 관행, 일과 생활의 균형 실현이 얼마나 멀리 있는가를 말해주고 있음.

Employment Rates(25~54 years old) and International Comparison – low employment rates of women						
	Women 25 to 54			Men 25 to 54		Difference
	1995	2013	increase	1995	2013	2013
Belgium	60.6	74.0	13.6	86.5	84.0	10.0
Canada	69.4	77.9	8.5	83.0	85.1	7.2
Denmark	75.9	79.0	3.1	87.3	85.0	6.0
France	67.5	76.2	8.7	86.8	85.2	9.0
Germany	66.4	78.5	12.1	86.8	87.9	9.4
Japan	63.2	70.8	7.6	95.3	91.7	20.9
Korea	54.9	61.8	6.9	92.7	87.8	26.0
Netherlands	61.3	78.3	17.0	88.2	86.4	8.1
Spain	40.3	61.2	20.9	78.6	70.4	9.2
Sweden	81.1	82.7	1.6	84.0	87.9	5.7
United Kingdom	69.5	75.3	5.8	84.8	86.5	11.2
United States	72.2	69.3	-2.9	87.6	82.8	13.5
OECD average weighted	62.0	66.5	4.5	87.7	84.8	18.3

Source: OECD Employment Outlook 2014. recalculation

Employment rate of Korean women is the lowest and the difference in employment rate between men and women is the largest among OECD countries above, showing the still strong male breadwinner model in Korea

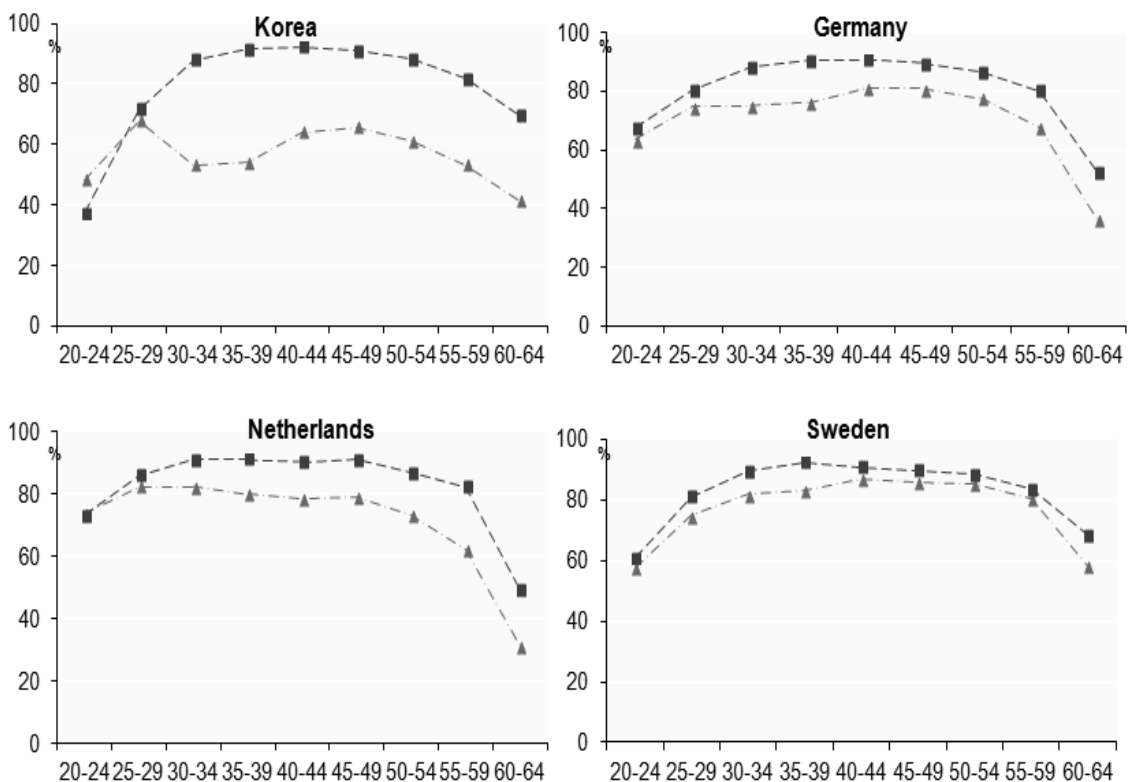
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- 아래 그림은 한국 30대 여성들의 경력단절 현상을 설명하는 소위 M자 커브가 다른 어떤 나라보다 가파르게 꺾이는 현상을 보여주고 있는데. 이 커브에 한국의 낮은 여성 고용률과 여성인력의 활용에 관한 정책적 함의가 들어 있음.
- 한국에서 여성고용과 관련된 정책의 초점은 다른 나라에서 보듯이 30대에 여성 고용률이 낮아지지 않도록 경력단절을 예방하는데 모아져야 하며, 경력단절만

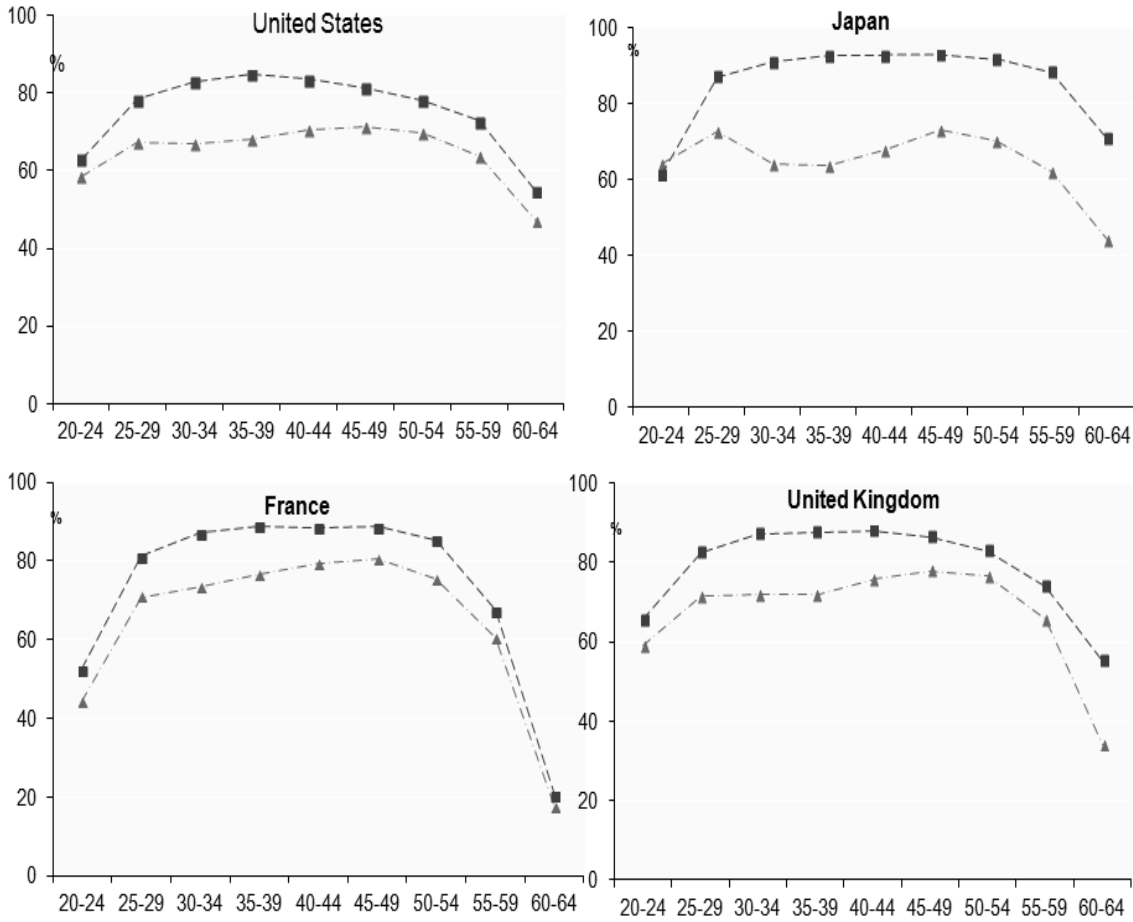
막아도 여성 고용률을 6-7% 올리는 것은 크게 어렵지 않을 것이고 여성들이 경력단절만 되지 않아도 여성고용의 질도 좋아질 것임.

- 아래의 한국의 연령별 여성 고용률 그래프는 40대부터 여성 고용률이 회복되고 있는데, 경력 단절된 여성들이 다시 노동시장에 진입하는 것을 보여주고 있음.
- 그런데 경력 단절된 여성들이 취업할 수 있는 일자리는 소수의 전문직 여성들을 제외하고는 비교적 질이 낮은 노동집약적인 서비스직, 판매직이 대부분이기 때문에, 저소득층의 여성들은 남편 월급이나 다른 가족구성원 월급으로 부족한 가족생계비를 벌기 위해서 이런 일자리에라도 취업을 함.

Employment rates between men and women by age group among the major countries (2011)



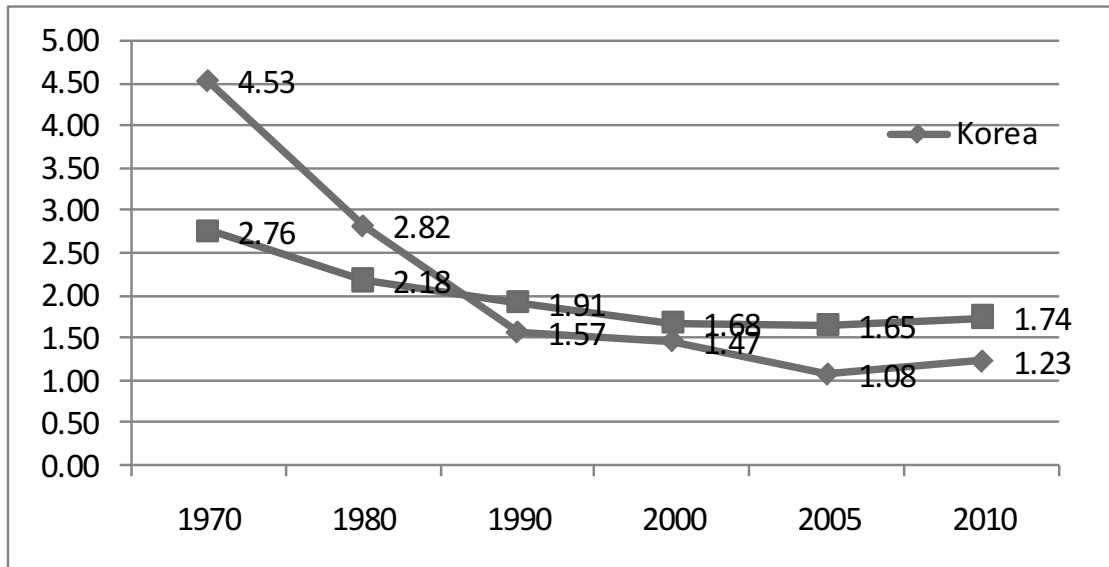
Source: OECD. Dec. 2012. Labour Force Statistics Database



- 그러나 남편들의 소득이 일정한 수준이 되고 자녀교육에 관심이 큰 중산층 여성들은 경력단절 후 재취업하는 일자리의 질이나 임금소득이 일정하게 보장되지 않는 경우 혹은 일과 가정의 양립이 보장되지 않는 경우 자녀들의 교육, 가사에 집중하는 것이 낫을 수 있다는 판단 때문에 노동시장에 나오지 않는 경향이 강함.

4. 여성고용과 저출산률

<figure> Total Fertility rates of Korea



Source: OECD. 2013 OECD Factbook 2012: Economic, Environmental and Social Statistics

- 위 그림에서 보듯이 한국의 저출산율은 OECD국가 중 가장 낮은 수준이며 1990년대 이후 급전직하로 떨어지고 있음을 보여주고 있는데, 주요 선진국들도 출산율이 낮아지는 경향은 공통적이지만, 한국과 같은 초저출산률은 이례적이며, 젊은 여성들의 출산파업이라고도 불림.
- 한국의 저출산율에는 여러 가지 요인이 있겠으나, 육아나 보육에 따른 비용과 노력, 높은 교육비 등 이외에도 한국에서 전문가나 관리자로서 경력을 추구하는 여성들의 경우 때로는 결혼을 하지 않거나, 결혼을 하더라도 출산을 하지 않거나 혹은 출산을 하더라도 한 자녀 이상을 낳지 않는다는 점에서 비롯됨.

5. 기업/기관 오로지 직장문화의 개혁

- 기업이나 기관에서는 물론 직장을 중심으로 생각하고 행동하는 것은 당연하지만, 직장생활을 하는 직원들 모두가 가정, 개인생활이 있다는 점을 보다 중요하게 고

려하고 가정생활, 개인생활을 직장생활과 유사한 비중으로 존중하는 사고와 문화로 개혁될 필요가 있음.

- 직장 내의 장시간 노동도 생산직이나 일부 서비스직이외에 대졸 사무직, 공공기관 사무직의 경우에는 결국 직장 중심의 문화, 직장 오로지 사고의 결과물임.
- 더구나 그 직장문화가 남성 가장 외벌이, 가정에 전업주부라는 사회적, 가정 내 분업모델에 기반을 두고 있으며, 직장에 다니는 남성 혹은 여성은 가정 일은 신경을 쓰지 말아야 하고, 신경을 쓸 필요가 없다는 전제 위에서 출발하고 있음.
- 그렇기 때문에 직장의 바쁜 일이 있는 경우 가정 일은 뒷전으로 밀려나 가족들과 누려야 할 휴일이나 연차휴가조차도 마음대로 쓰지 못하는 경우가 적지 않음.
- 일부 기업이나 기관에서 장시간 노동을 줄이기 위해 연차휴가 모두 소진, 7시 이후 소등이나 컴퓨터시스템 끄기 등의 대책을 내놓고 있으나 여전히 소수의 기업이나 기관에 머물러 있음.
- 우리나라 적지 않은 대기업들도 대졸 신입사원들에게 선진국 이상의 높은 연봉을 제공하지만, 그 대신 밤늦게까지 그리고 일부 휴일까지 일하는 것을 당연시하고 있음.
- 한국 대기업들의 대졸 신입사원들의 월급이, 대기업 중소기업 관계없이, 업종과 관계없이 20만엔 정도에서 출발하는 일본과 비교하면 많기 때문에, 오히려 근무시간을 줄이고 그 대신 대기업들의 신입사원 연봉을 줄이면, 대기업, 중소기업간의 대졸 신입사원 연봉을 줄일 수도 있고 부족한 인력은 대졸 신입사원들을 더 뽑아 부족한 청년일자리 창출에도 매우 긍정적일 것임.

6. 여성 고용률을 높이기 위한 여성고용정책

- 여성 고용률이 낮은 것은 임신, 출산, 육아기 때의 경력단절과 경력단절 후 재취업 시 양질의 일자리가 없기 때문이기 때문에 정책의 우선순위도 먼저 경력단절

예방에 맞추어져야 할 필요가 있으며 이를 위해서는

- ① 공공적인 육아시설의 대폭 확충, 이용하기 편리하고 부담이 크지 않은 육아서비스 이용,
- ② 육아시설(어린이집)의 공급자 중심이 아닌 수요자 중심의 서비스 제공
- ③ 일하는 여성과 전업주부 사이에 육아시설의 서비스 이용지원에서의 차별화 명시
- ④ 임신, 출산, 육아시기에 출산휴가와 육아휴직의 자유로운 일정한 기간 사용의 실질화
- ⑤ 육아의 시기에 경력단절없이 일·생활균형을 할 수 있도록 현재와 같은 출산 후 육아휴직기간과 육아기 근로시간 단축 기간을 합하여 1년이 아니라 좀 더 길게 연장하여 사용할 수 있도록 전일제 정규직의 시간제 정규직으로의 전환을 보다 광범하게 허용할 것.
- ⑥ 아빠들의 육아휴직 사용에 대한 보다 강한 인센티브 부여

- 다음으로 대졸 고학력의 경력단절 여성들을 노동시장에 끌어내기 위해서는 양질의 시간제 일자리를 제공할 수 있도록 해야 할 것임.

- 장시간 노동문화, 전일제 중심의 노동문화 개혁

- 공공부문부터 과감한 시행, 공무원의 3년 육아휴직 허용과 민간부문에서 육아휴직을 불허용하는 상당수 사업체에서의 갭 해소

- EU와 같은 여성임원 할당제 등도 검토 필요

Luncheon Speech

Ki-kweon LEE

Minister of Employment and Labor

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