

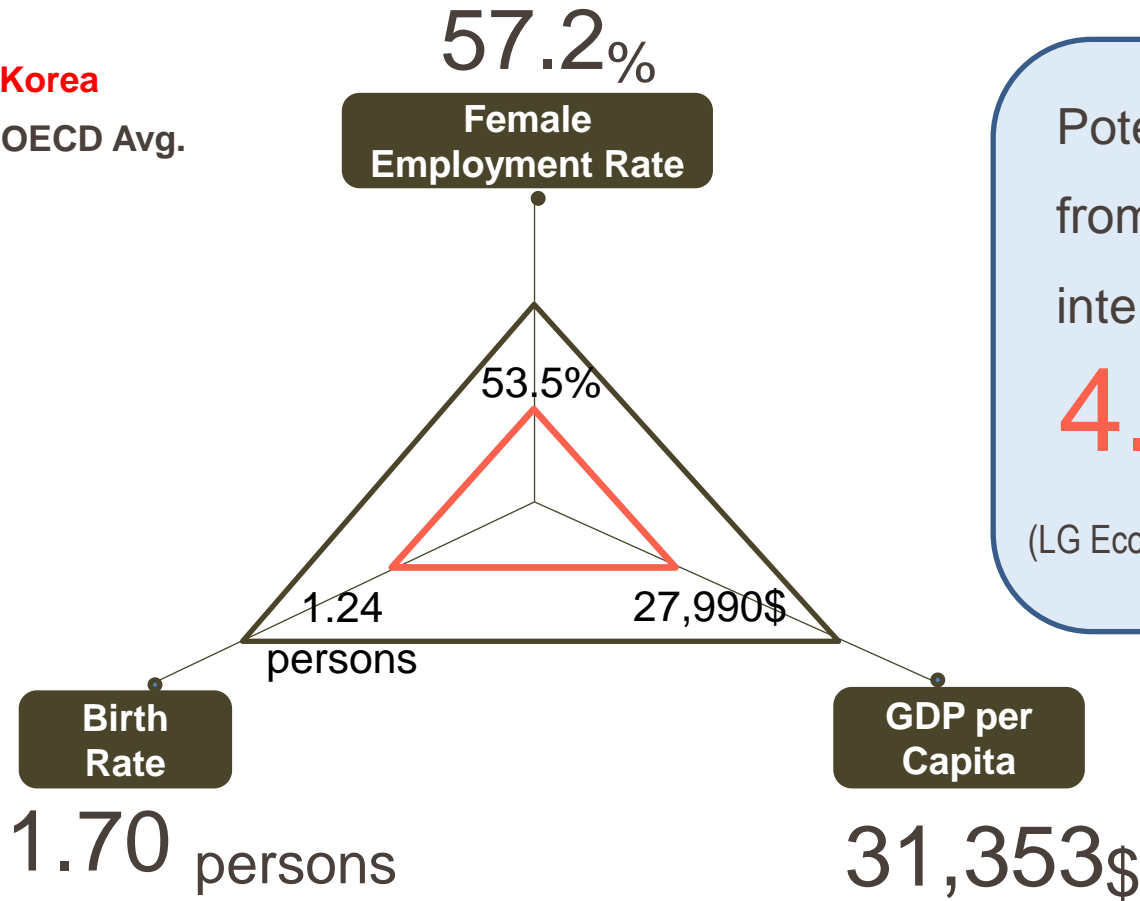
# **“Women and Growth Potential”**

**Kim Heejung**

**Minister of Gender equality and Family**

# Strong Correlations: Female Employment Rate, GDP, and Birth Rate

**— Korea**  
**— OECD Avg.**



Potential economic loss from women's career interruption

**4.9%** in GDP

(LG Economic Research Institute, 2013)

\*Female Employment Rate, and GDP : Based on 2012  
Birth rate : Based on 2011

# Female Labor Force Participation: Driving Force to Sustainable Development



## Labor Force Participation



**10% Increase in labor force population by 2030**

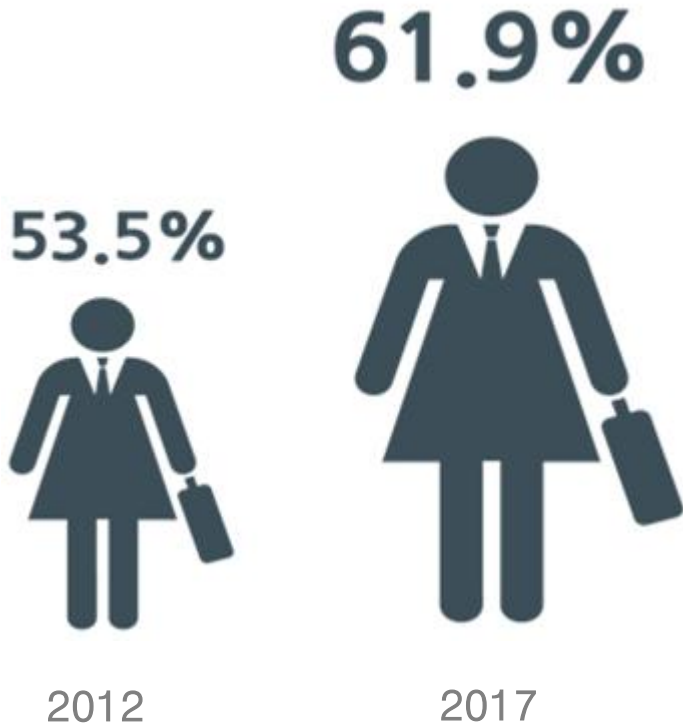
\* Source: Closing Gender Gap: Act Now (OECD, 2012)

**Increase in GDP:**

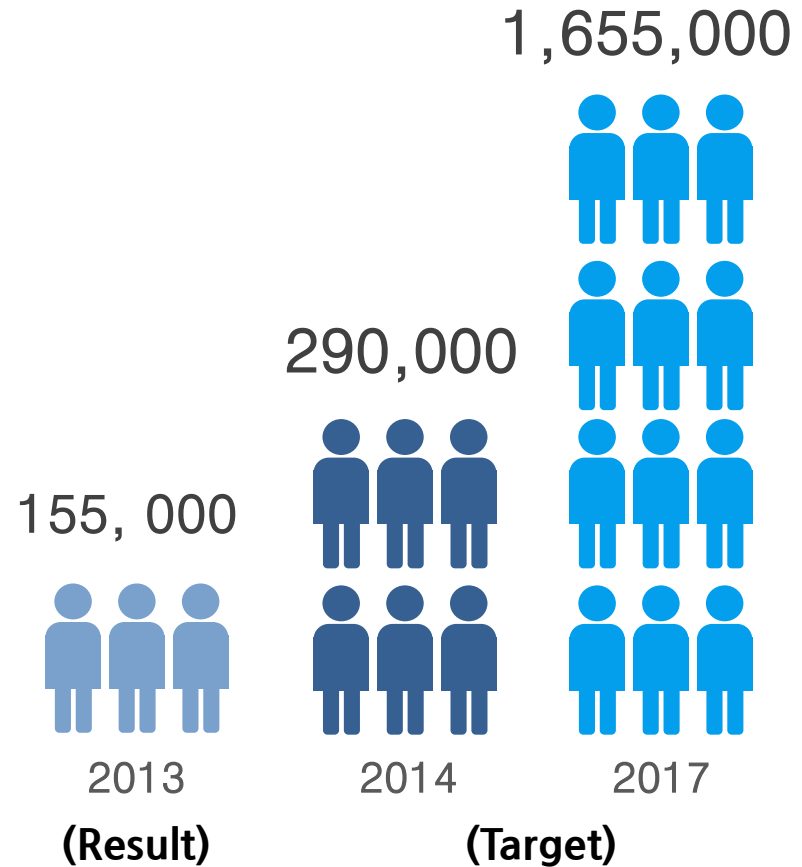
**US 5%, Japan 9%, UAE 12%, Egypt 34%**

\* Source: Women, Work, and the Economy (IMF, 2013)

# Total Employment Rate Target

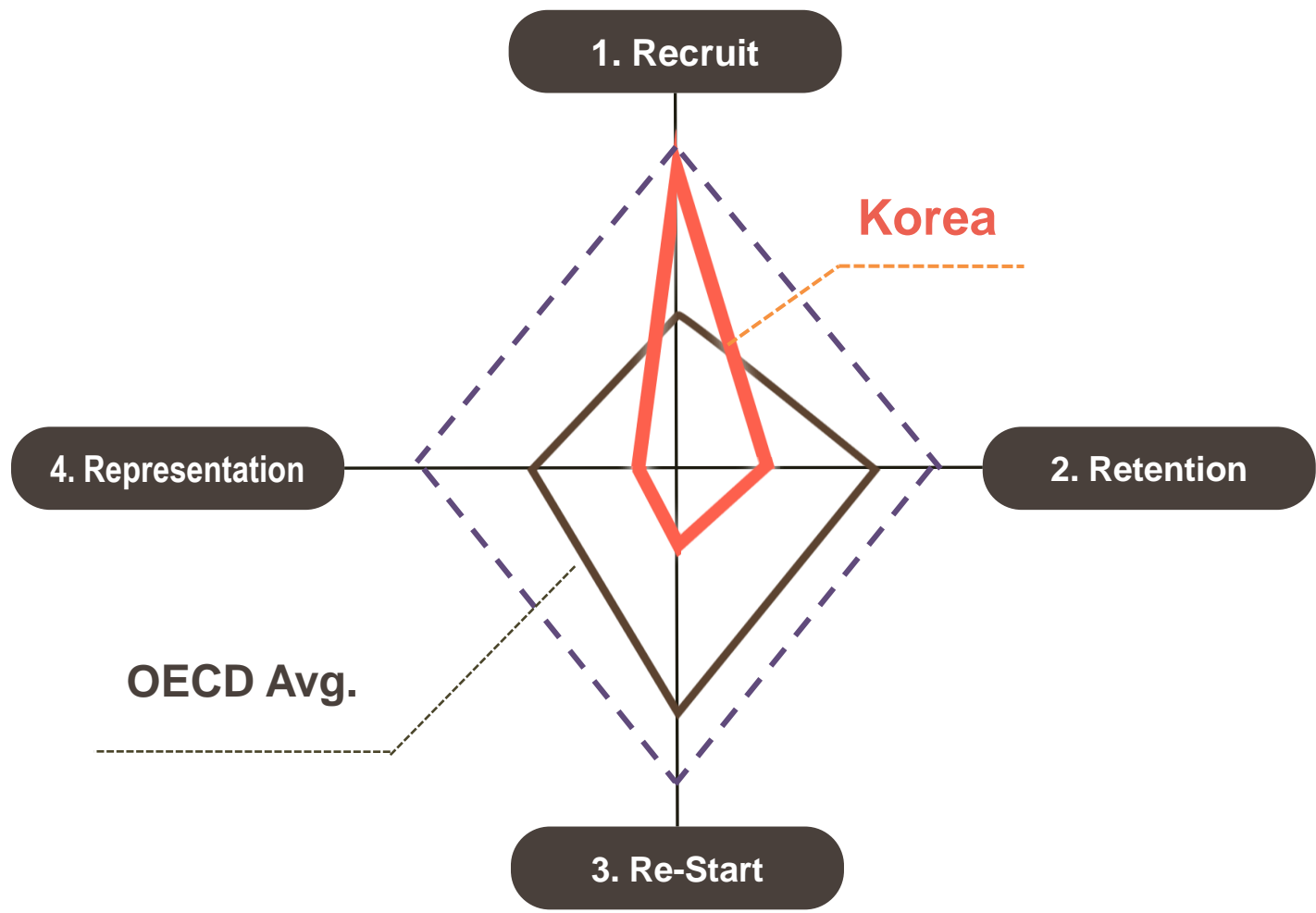


**Female Employment Rate**



**New Female Employment**

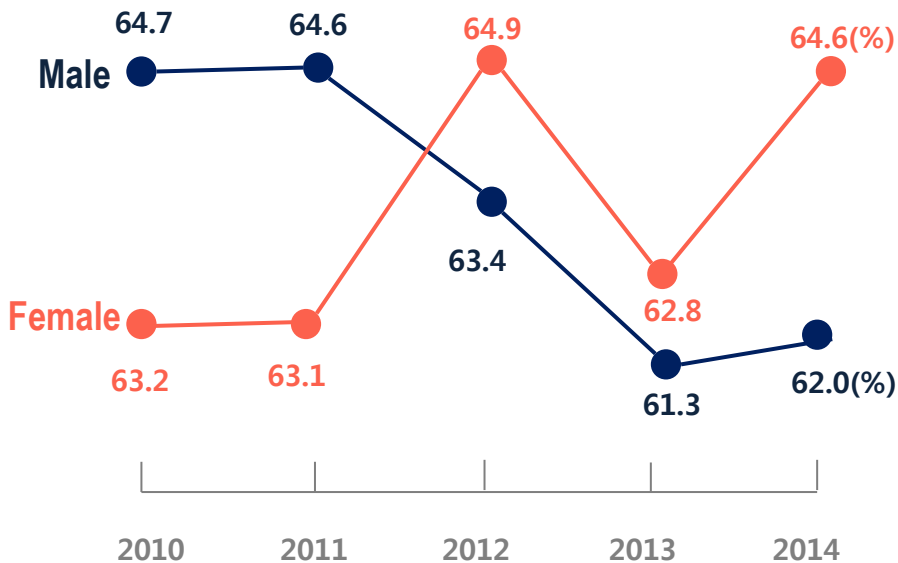
# Status on Labor Force Participation of Women According to Their Life-cycle (4Rs)



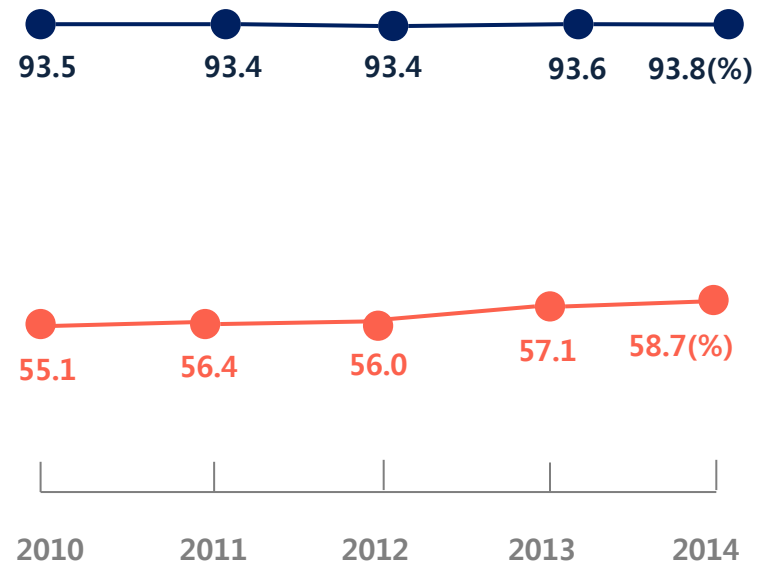
# Recruit: Job Market, Women's Rise and Illusion



## Labor Force Participation Rate in 20s



## Labor Force Participation Rate in 30s

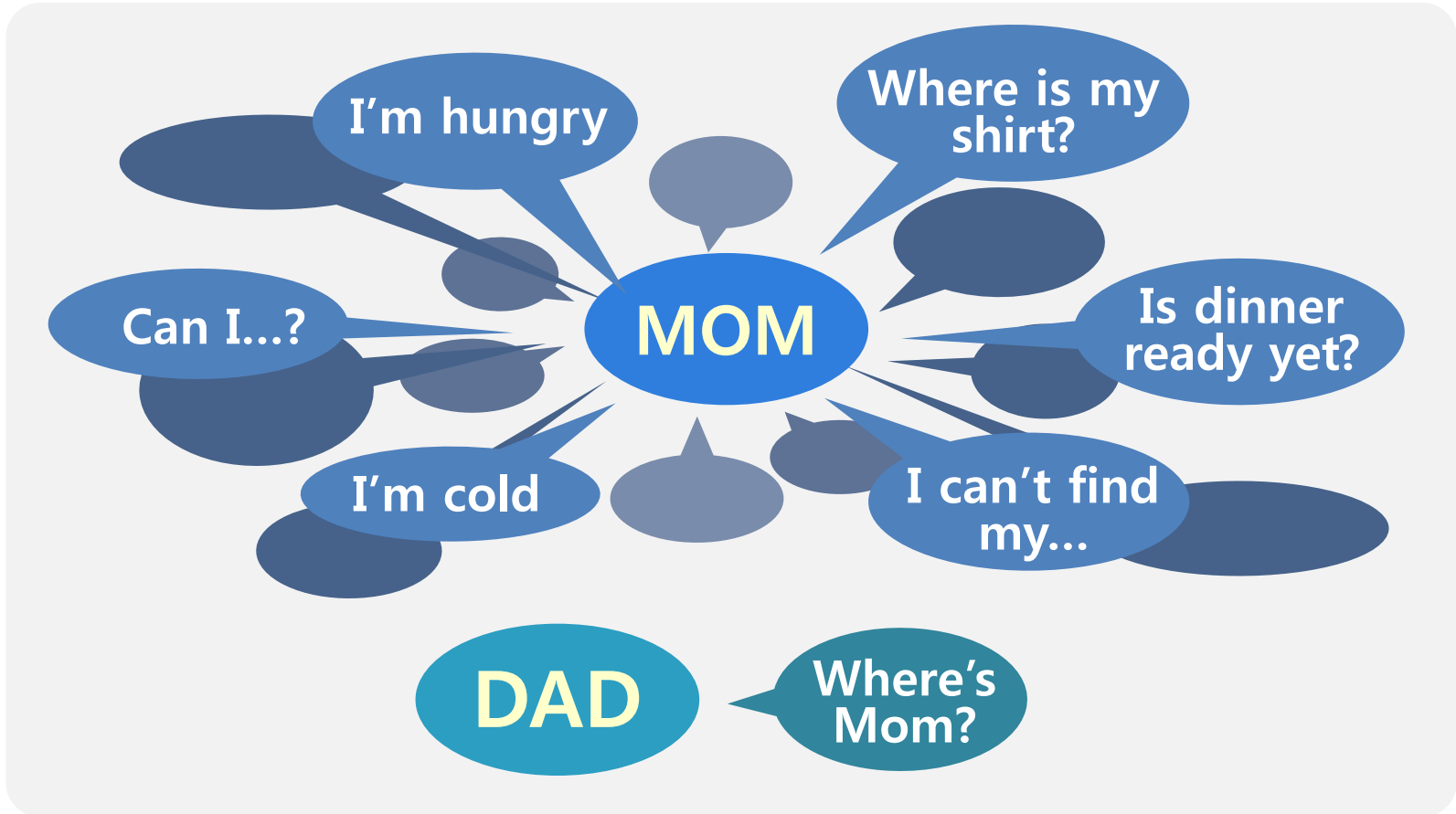


### Gender Wage Gap

Monthly Salary: Female **1,705,000 won** vs Male **2,664,000 won**  
 Women are at 64% Level of Men

(Statistics from the Ministry of Employment and Labor, 2013)

# Retention: The Role of Mom and Dad at Home



**90% of Working Moms**

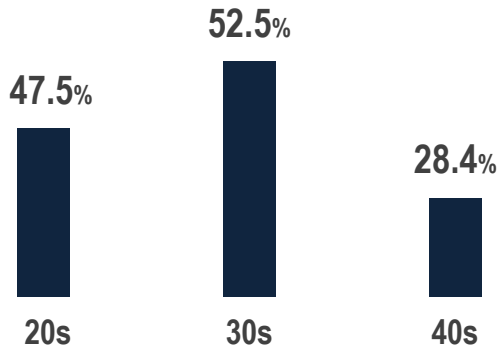
**“Painful to Balance Work and Family Life”**

(Working Moms' Misery Index, 2014)

# Retention: Major Reasons for Career Interruption

## Major Reasons for Career Interruption for Women in 30s

**52.5%** is from Pregnancy, Childbirth, and Childcare



Career Interruption due to Pregnancy, Childbirth and Childcare

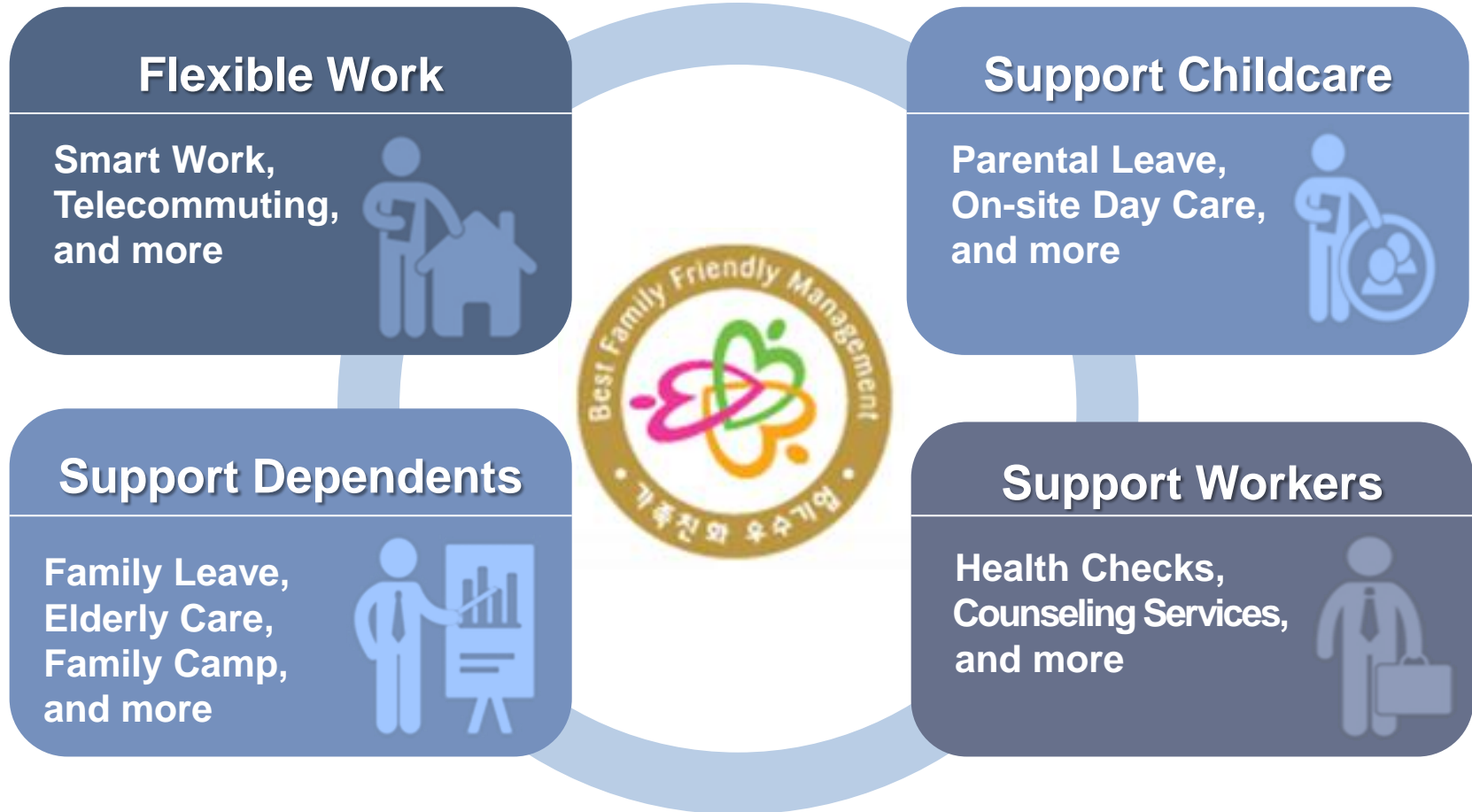


Income Difference

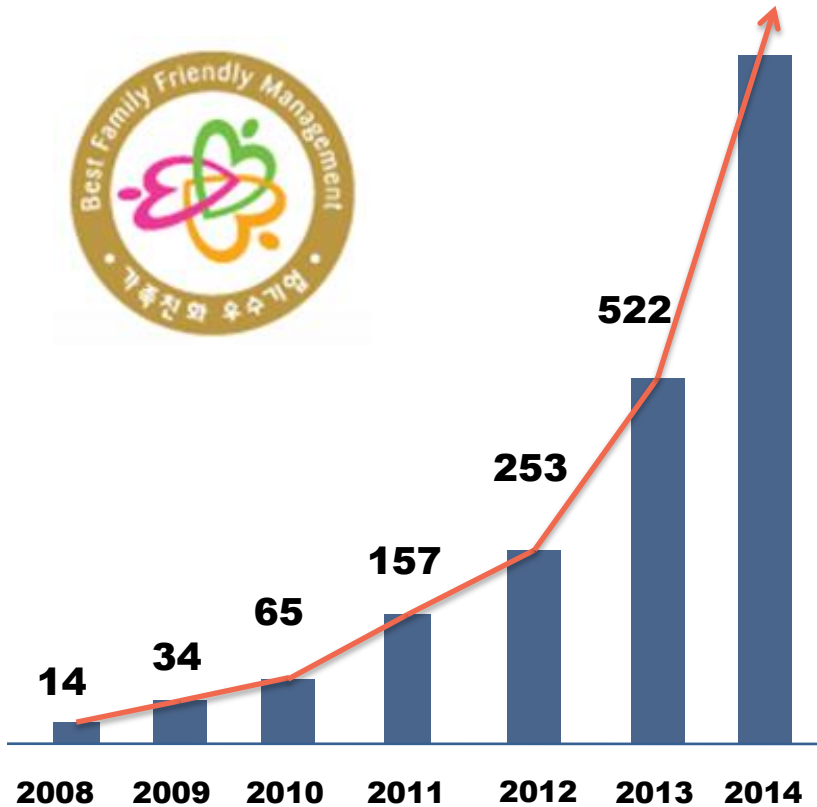
\* 2013 Survey on Career Interruption



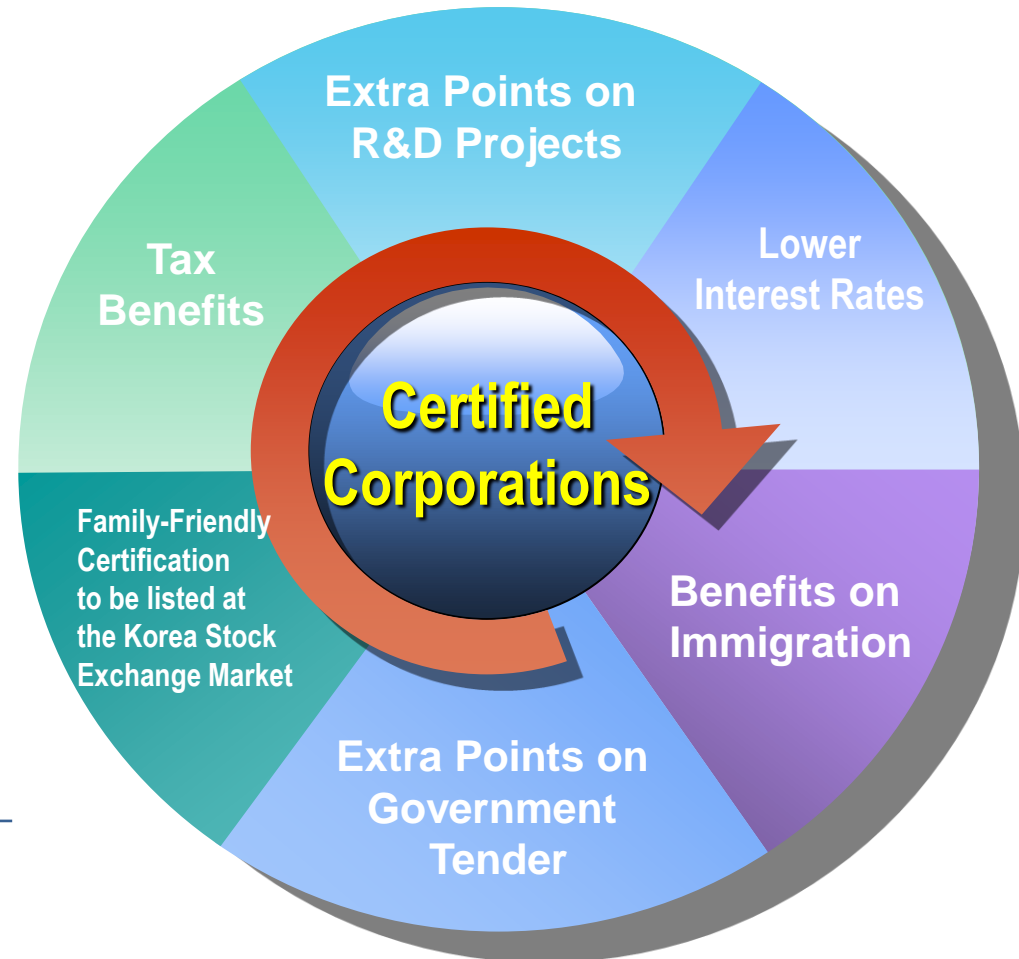
# Retention: Family-Friendly Corporation Certification



# Retention: Increasing the Number of Family-Friendly Corporations



Number of Corporations Received the Family-Friendly Corporation Certification



Incentives for Family-Friendly Corporations

# Retention: Expanding Family-Friendly Management

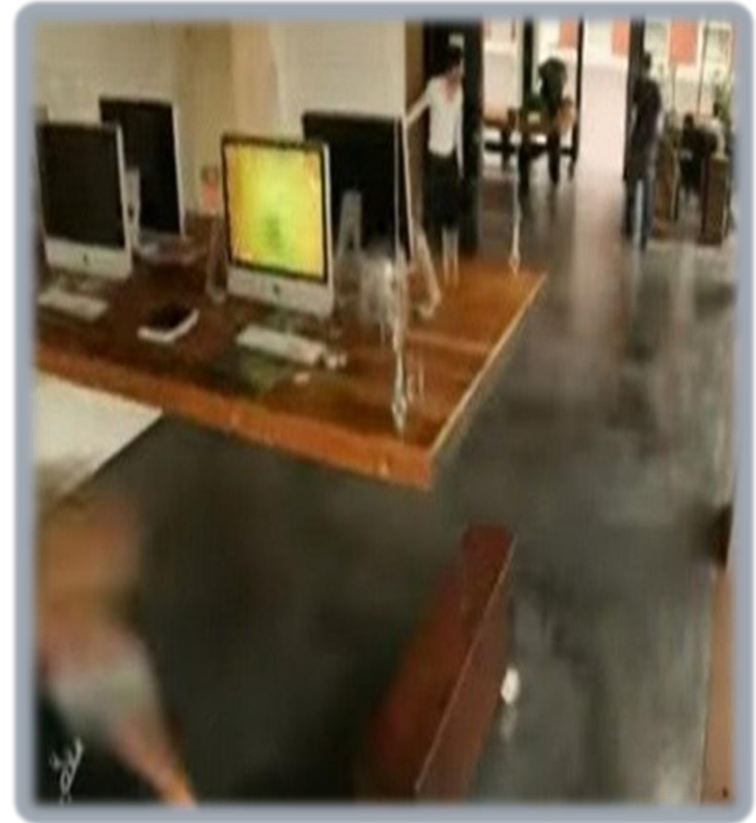
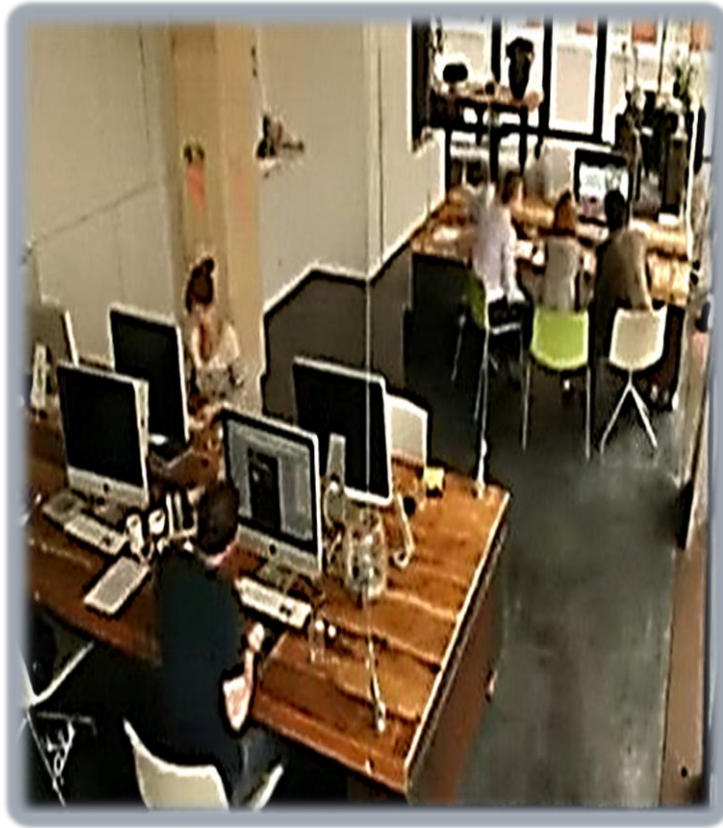
## Family Day (Every Wed.)



“Get off work on time at least once a week to have **quality family time**”

# Retention: Expanding Family-Friendly Management

## Disappearing office aims to increase Work-life balance



**Amsterdam based Design Studio "Heldergroen"**

## Father's Month(From Oct.)

<Increase Parental Leave Wage>

**First Parental Leave** | Supports 40% | 1~12 Months

**Second Parental Leave** | 100% | 1 Months | Supports 40% | 2~12 Months



**Encourage Fathers to Use Parental Leave**

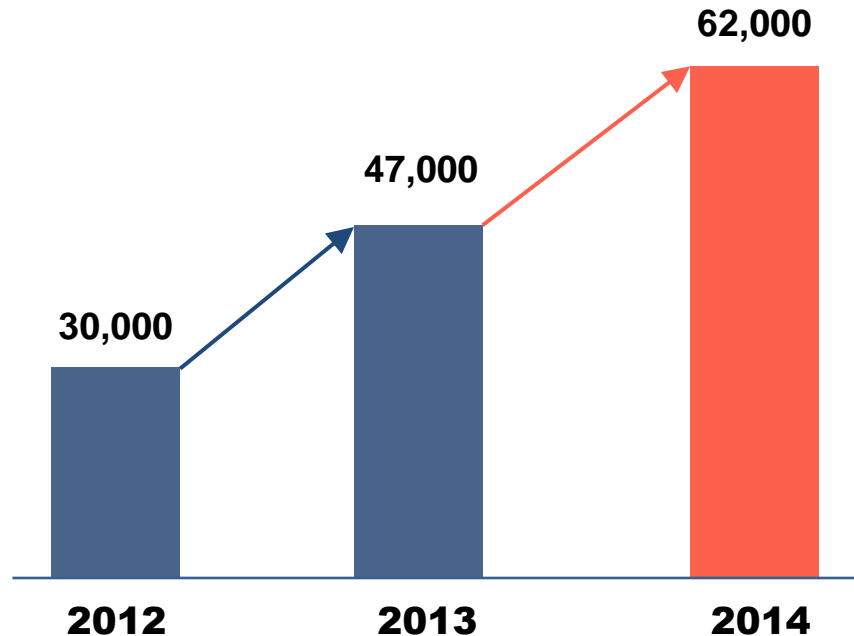
# From the first step...



# Retention: Promoting Childcare Services

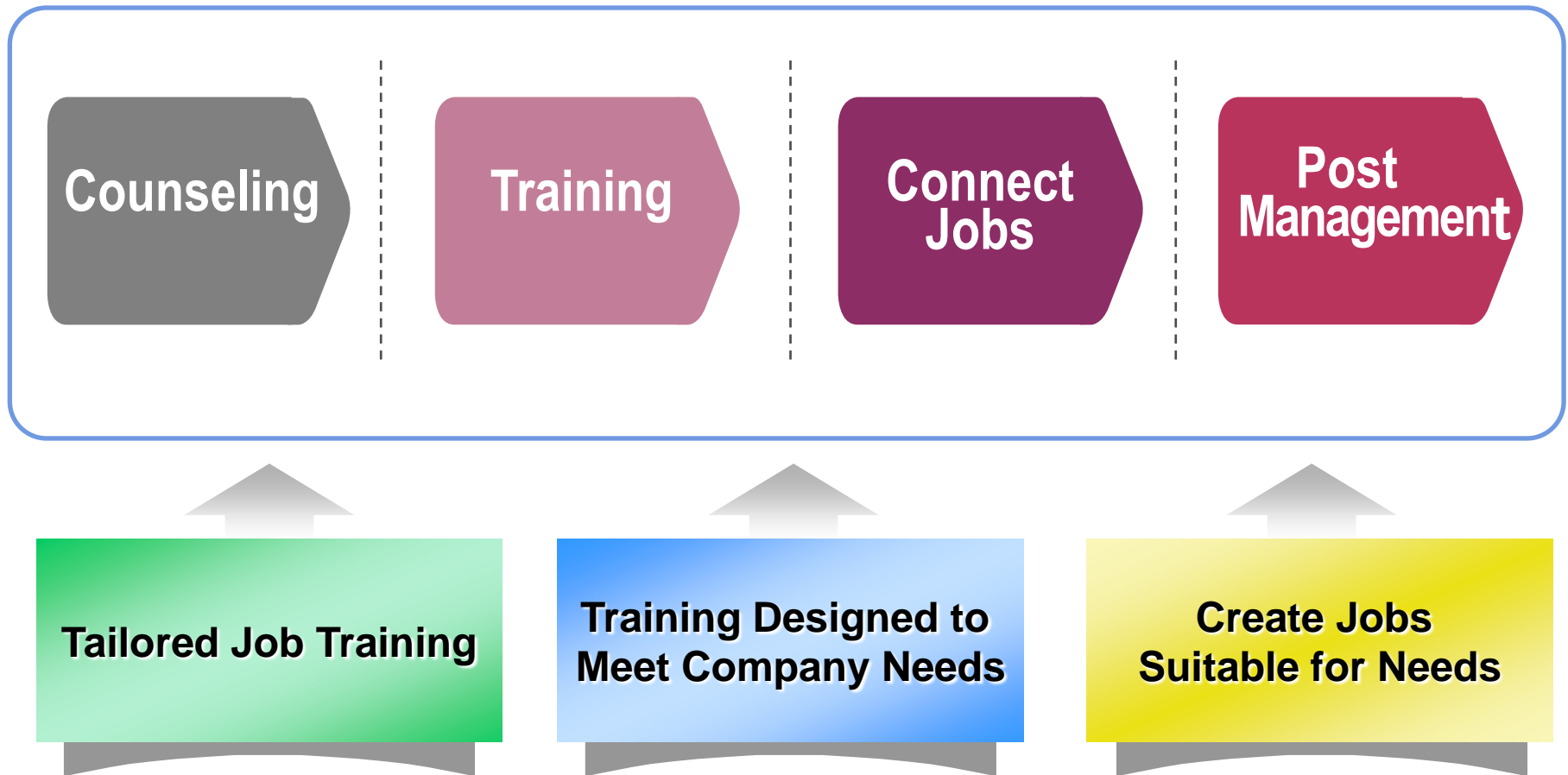
## ‘What is the in-house childcare services?’

To provide visiting childcare service for the families with infants and children aged between 3 months to 12 years with working parents and working single parent families so as to lessen the burden of fostering children



Number of Households Using the Service

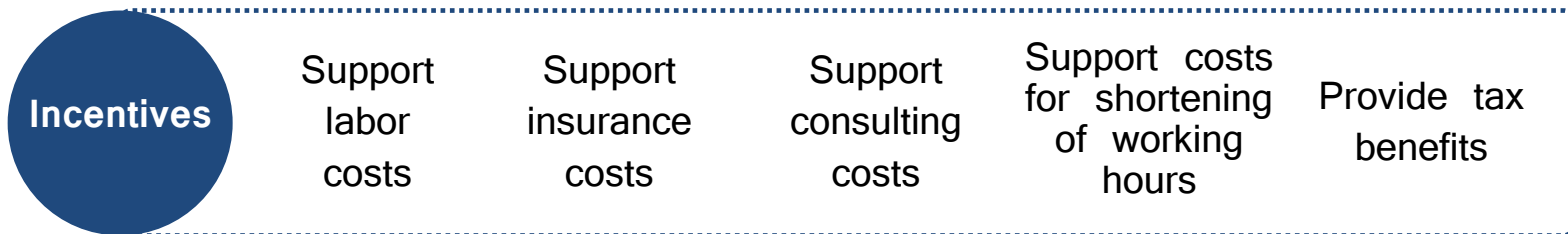
# Re-start: Enhancing Women's Reemployment Support Centers





# Re-Start: Flexible Part-time System

- Expand incentives to corporations when they hire flexible part-time workers
- Hire flexible part-time workers in public sectors
- Simultaneously institute flexible part-time and shortening of working hours during the period of infant care
- Prevent disadvantages for workers when switching to flexible part-time system throughout their life-cycle

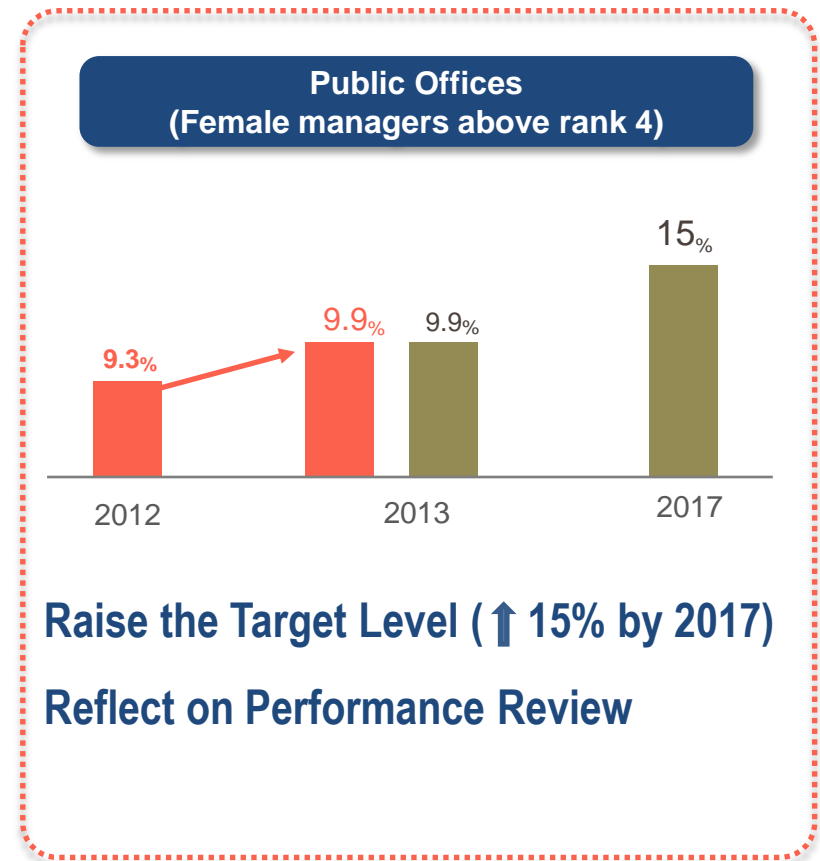


# Representation: Enhancing Women's Representation

Corporations with two or more women in the corporate board are ahead of the sector's average financial performance.

Source: Women as a Valuable Asset (McKinsey&Company, 2012)

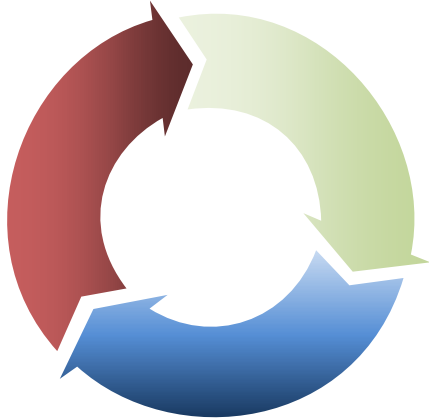
— Result — Target



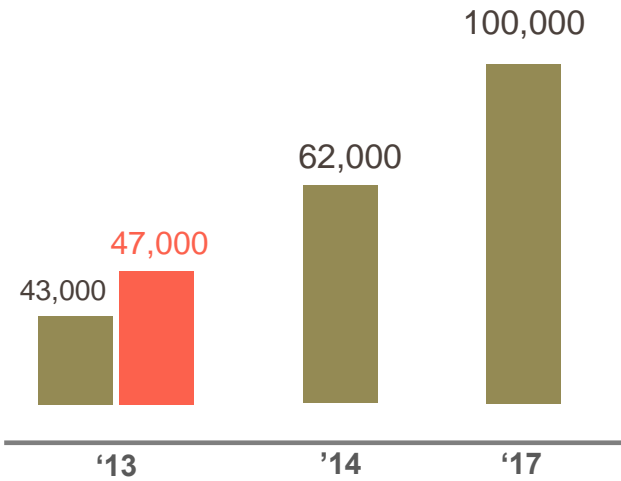
# Representation: Cultivating Female Labor Force



## Recommendations (Government Committee, Public Office, Public Corporation)

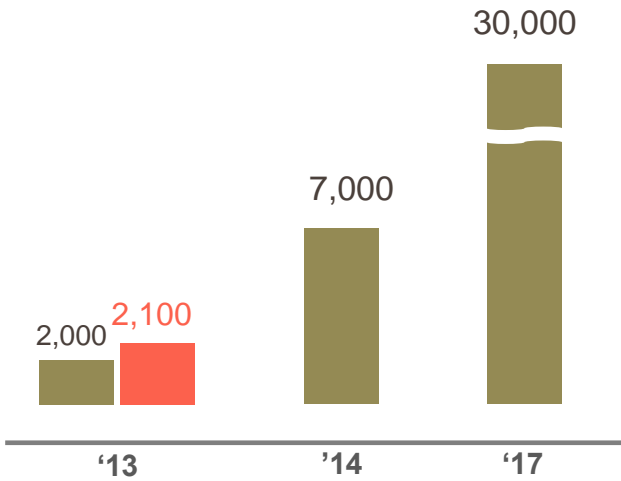


### Female Talent DB (Accrue)



Recruit female talents from diverse fields  
without blind spots

### Academy for Promising



Provide program to cultivate female leaders

Men or Women, Grown-ups or Children, We all have differences.  
We must all embrace these differences and work together.  
The Ministry of Gender Equality and Family respects the differences of  
each members of our society and we will work together to  
Harmonious and Gender-equal Society



Never Lead differences to discrimination! **“Let’s Go Together”**