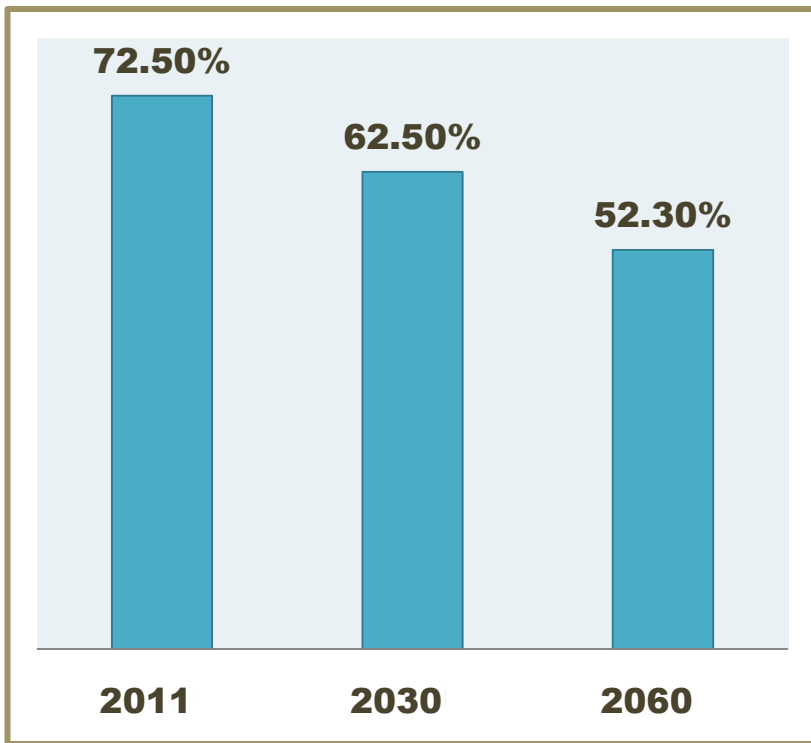


Empowering Women to Boost Economic Growth Rate

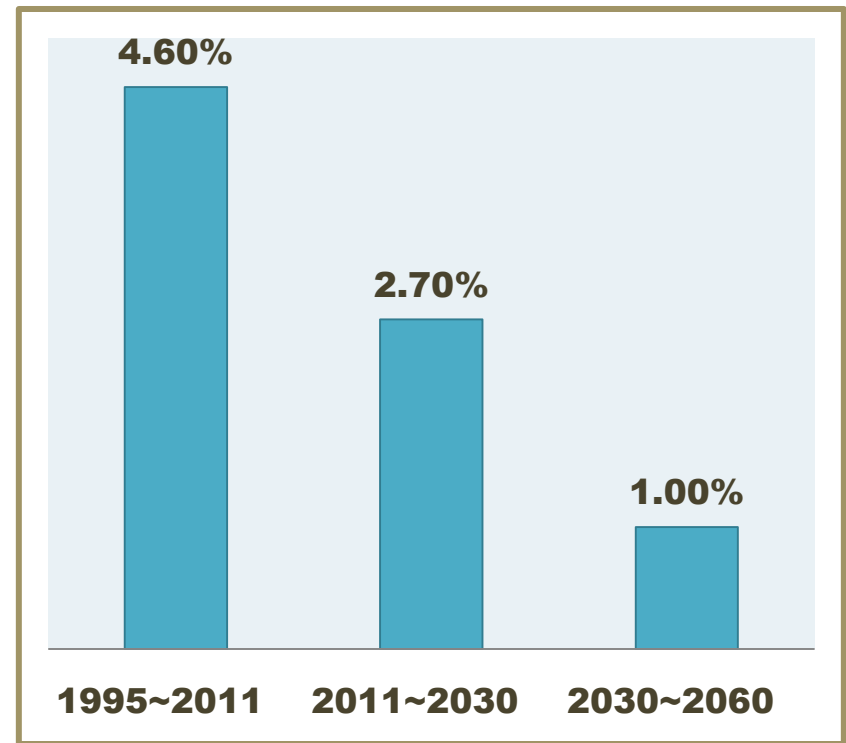
Decrease in Economic Growth Rate



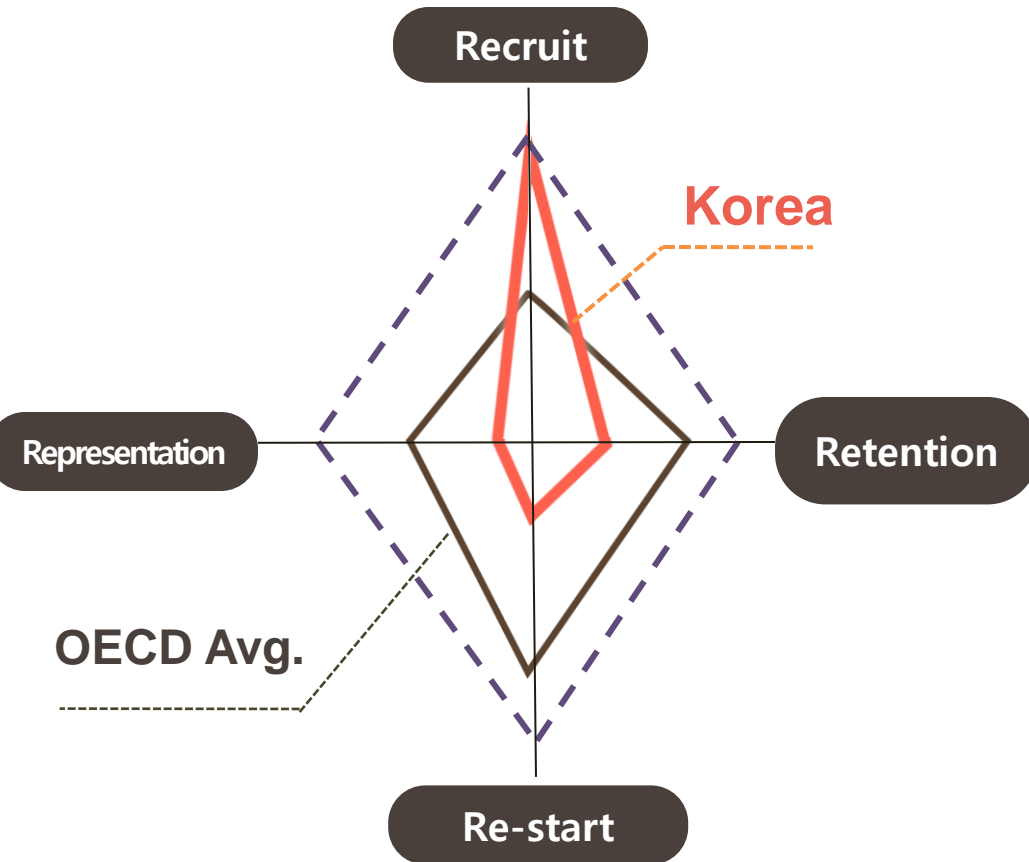
Percentage of Prime Age Worker in Total Population



Expected Growth Rate of Korean Economy

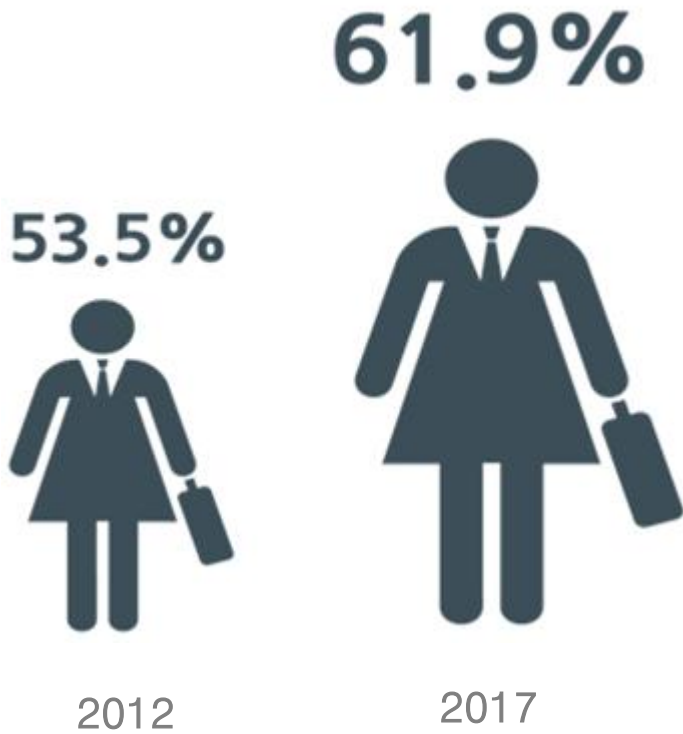


Women's Economic Participation through Lifecycle

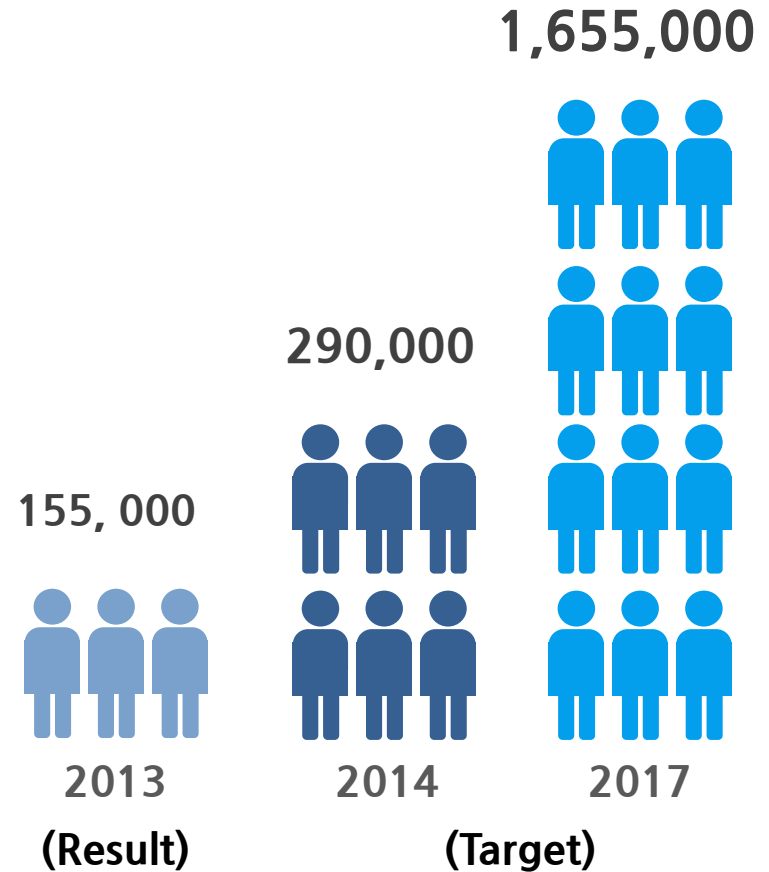


- Fair Entry to Labor Market
- Forced to Leave at the Point of Childbirth
- Limited Reemployment Opportunities
- Few Women in Decision-Making Positions

Achieving "70%" Employment Rate : Calls for Increasing Female Economic Participation



Female Employment Rate

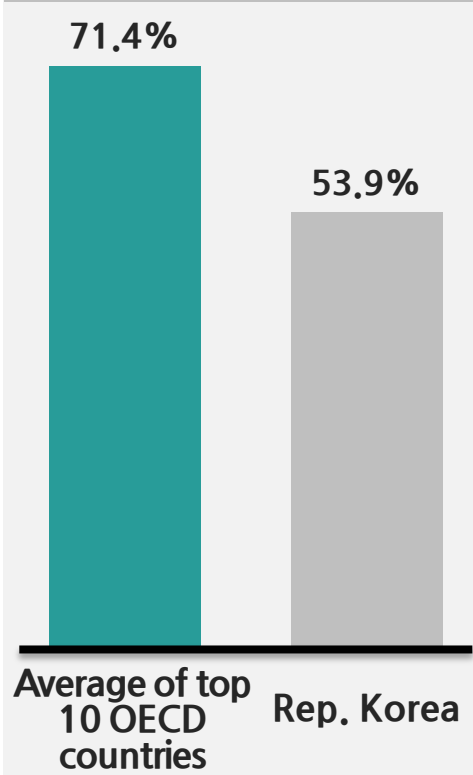


New Female Employment

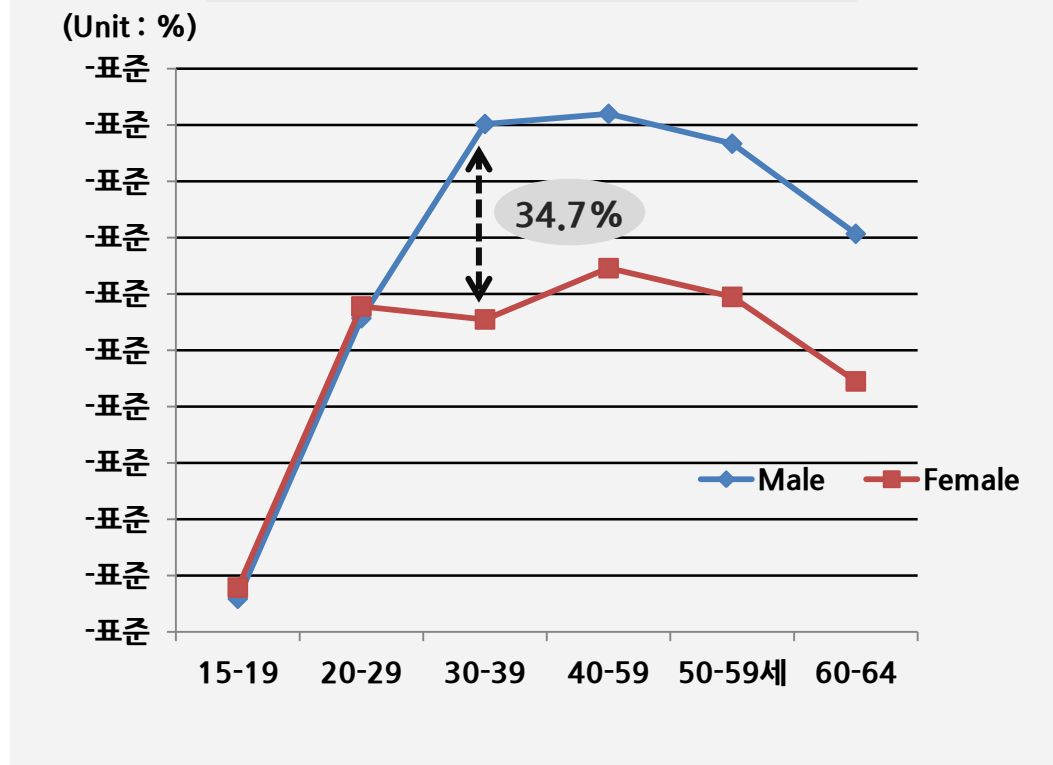
Current Status of Women's Employment



Comparing Female Employment Rate



Comparing Male and Female Employment Rate

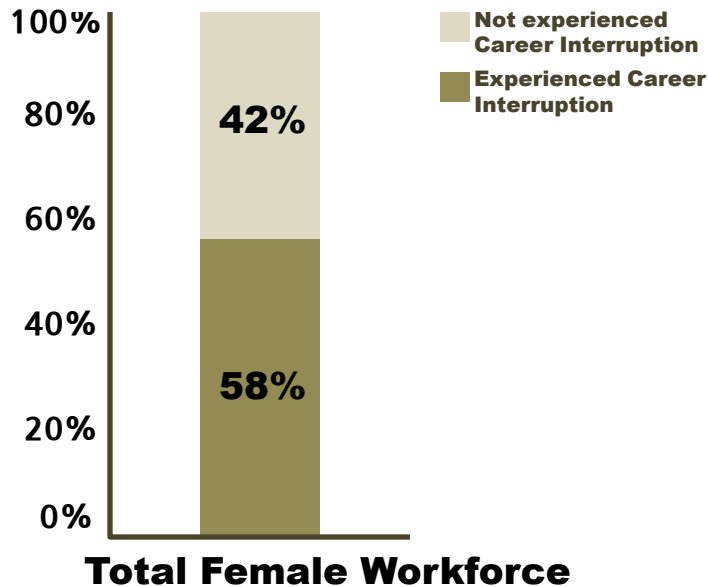


Career break in Women in their 30s due to birth and childcare

Survey on Career Interruption (2013)

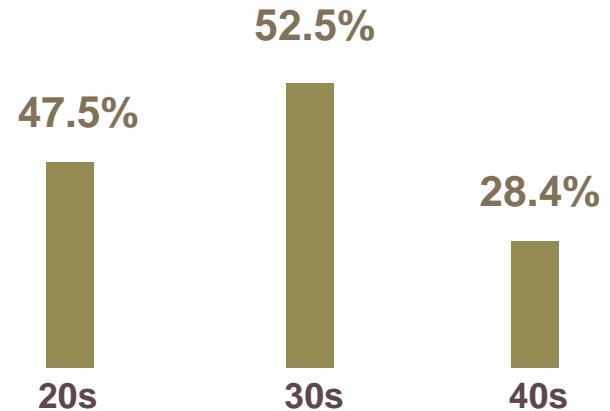
Career Interruption Ratio **58%**

Biggest reason for leaving work (30s)
: pregnancy, childbirth, and childcare
(52.5%)



Career Interruption Ratio

- * Not employed again after leaving work: 1 in 3
- * Left work again after reemployment: 1 in 3

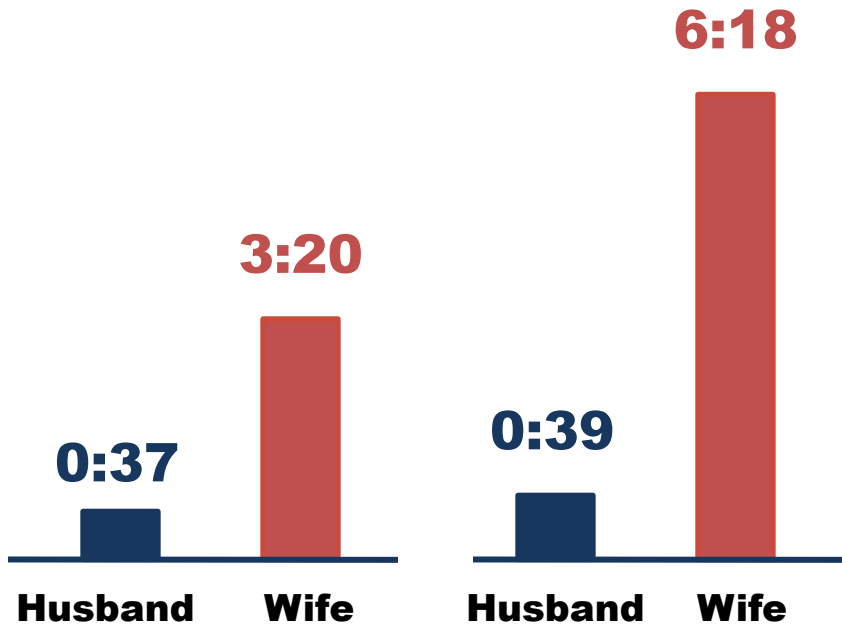


Major Reason for Interruption (by age group)

Long Working Hours and Household Labor



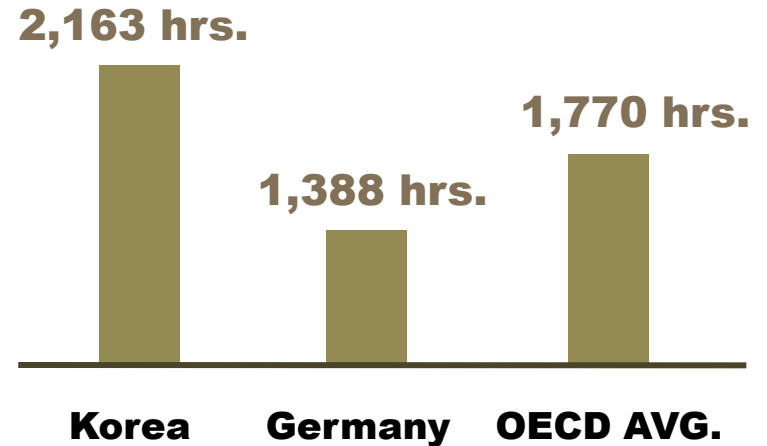
Heavy Burden of Household Labor on Women



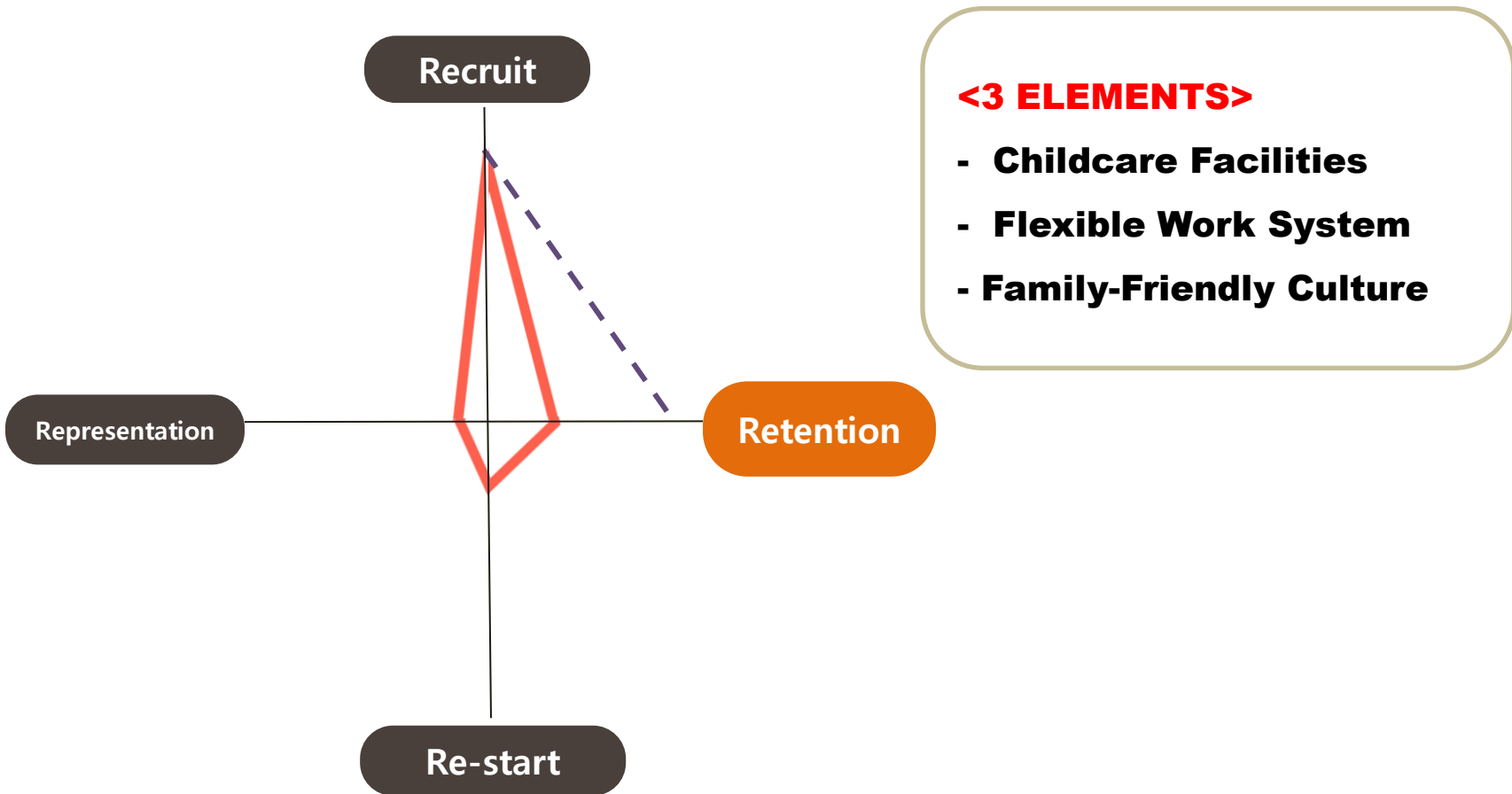
Doble-income households

Single-incom households

Culture of Working Long Hours



annual average of working hours : one of the lowest among OECD members



Childcare Facilities

Quality Improvement

- **Online Wait List System**
- **Childcare Center Evaluation & Certification Requirement**
- **Publish Detailed Childcare Center Info**

Service Expansion

- **Childcare Service Revision : Priority given to working mothers**
- **Progressive Expansion : All-day baby care center**

Increase In-house childcare centers

- **Subsidies for construction**
- **Subsidies for childcare giver(teachers)**
- **Support for Building Common Childcare Centers for SMEs**

Quality Flexible Hour Work Opportunities

Voluntary Participation

800,000 KRW
(50% of wage)

<Labor Cost Subsidy >

Enhanced Working Condition

4 major insurances,
minimum wage,
basic working condition

**National Pension
Employment Insurance**

<Social Insurances Subsidy>

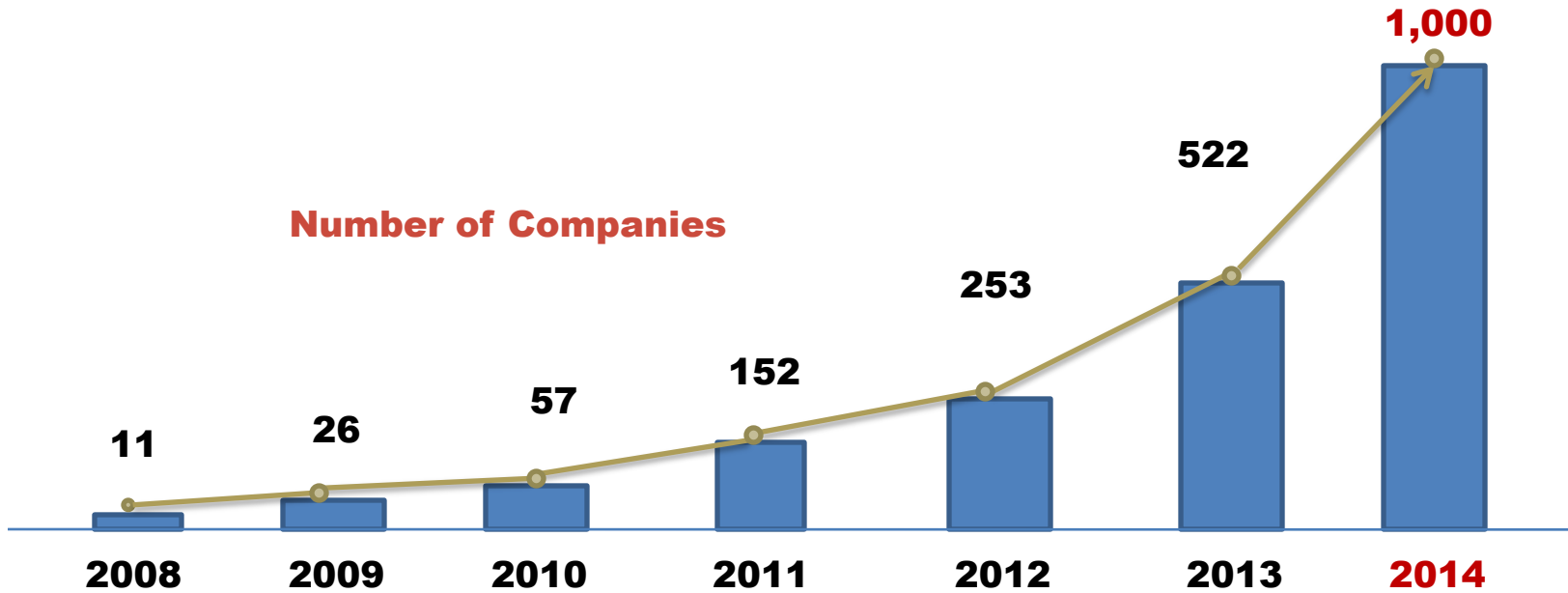
Equal Treatment

Prohibit irrational
discriminatory treatments:
wage, working condition,
etc.

10,000,000 KRW

<Consulting Expenses Subsidy>

Family-Friendly Company Certification



2.5 Trillion KRW budget of government project participation: extra points for evaluation

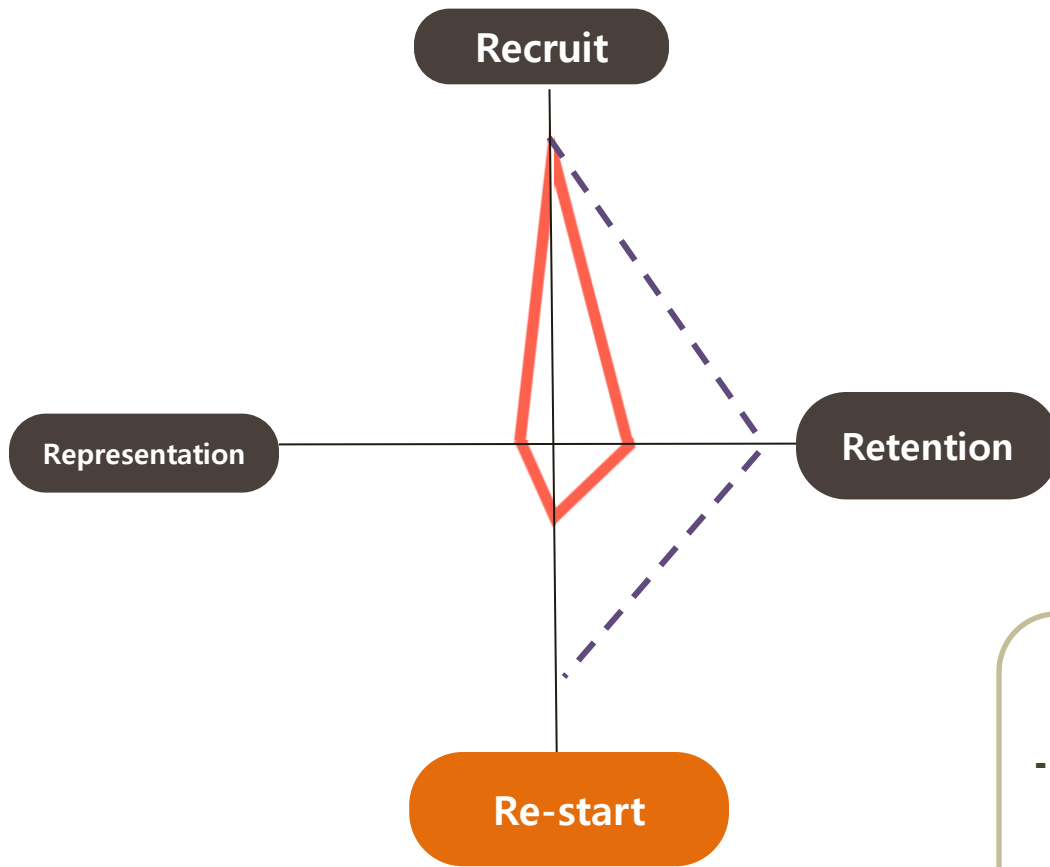
< Government Project Participation >

Interest Benefits for Family-Friendliness Certified SMEs (1~1.5%)

<Interest Benefits>

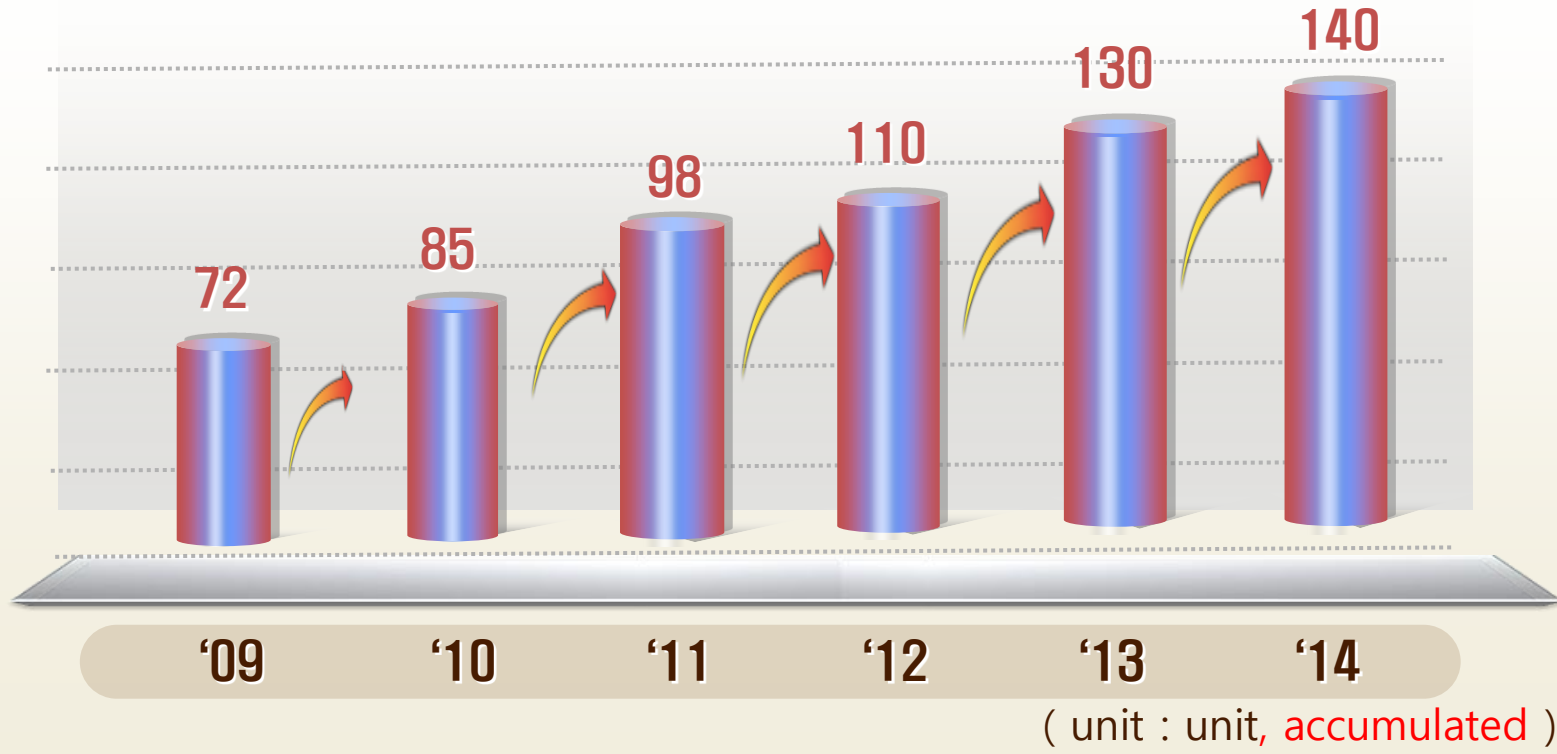
Family-Friendliness Certification Voluntary Disclosure

< Disclosure at Korea Exchange >

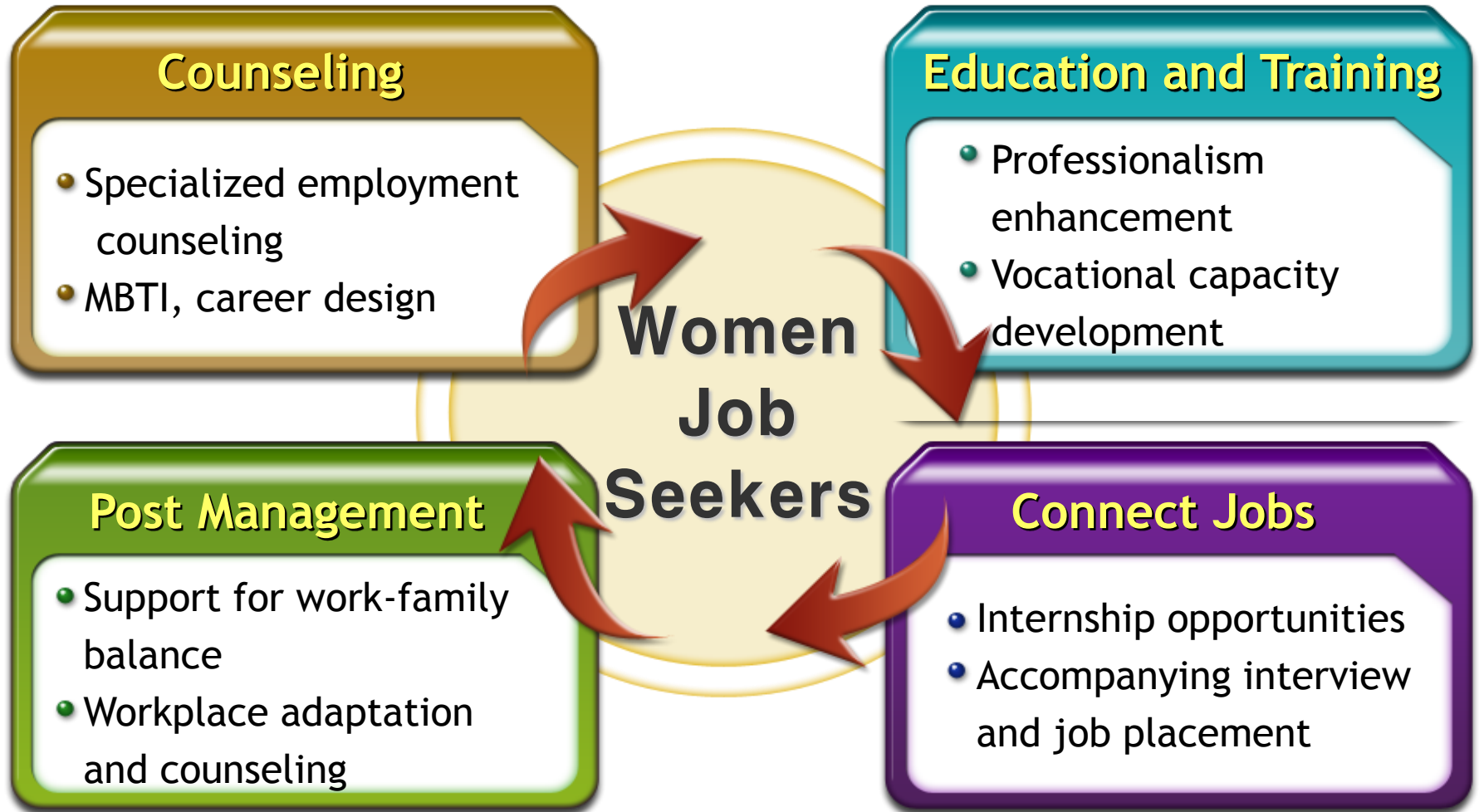


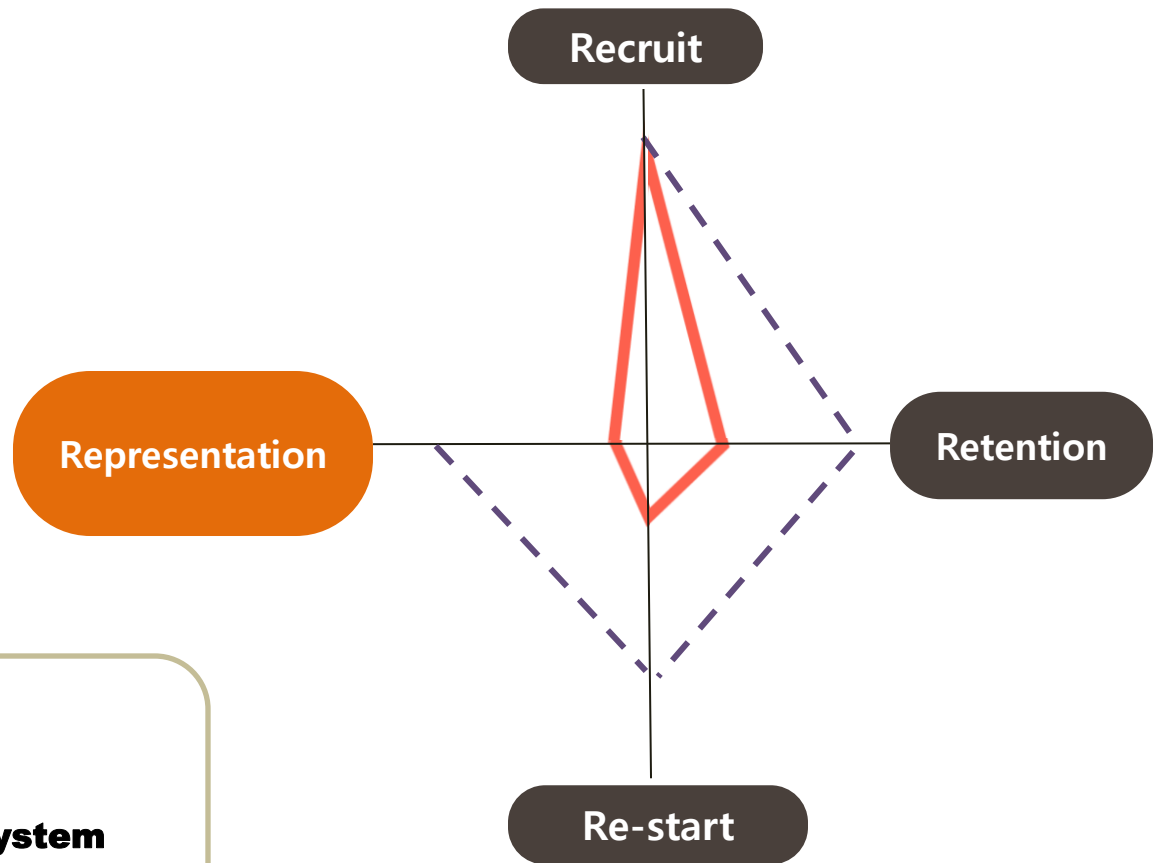
**- Re-start Center:
Support for Job Searching**

expansion of Re-start Centers('09~'14)



Total reemployment supporting service



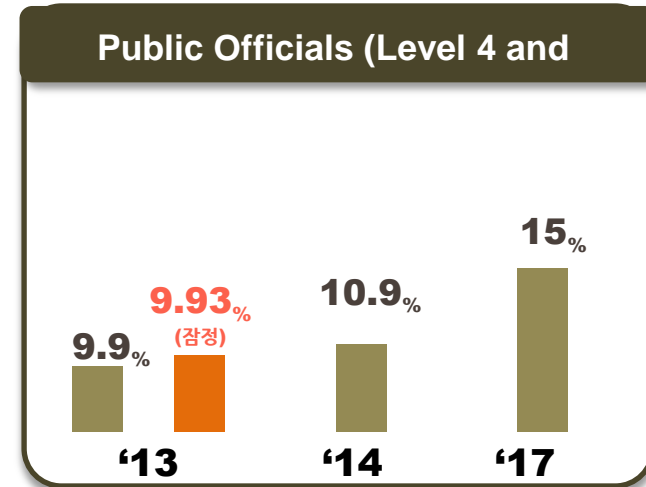
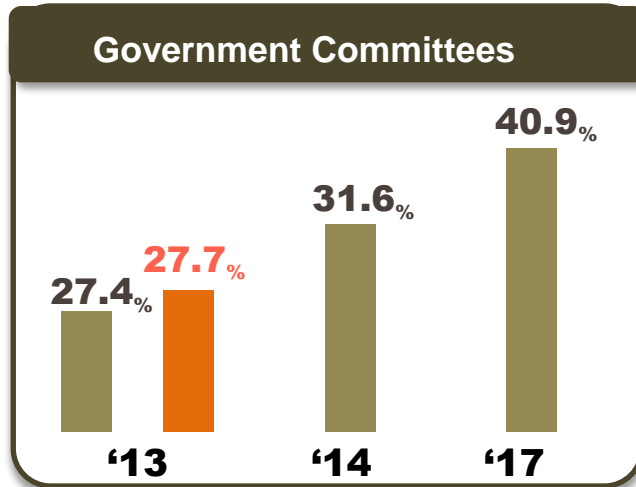


- **Increase women's representation: Target system**

Enhancing Women's Representation

Plan and Implementation Review for Promoting Women's Representation

Target Achieved



Public

- Establish expansion plan for increasing female managers (Set annual target)

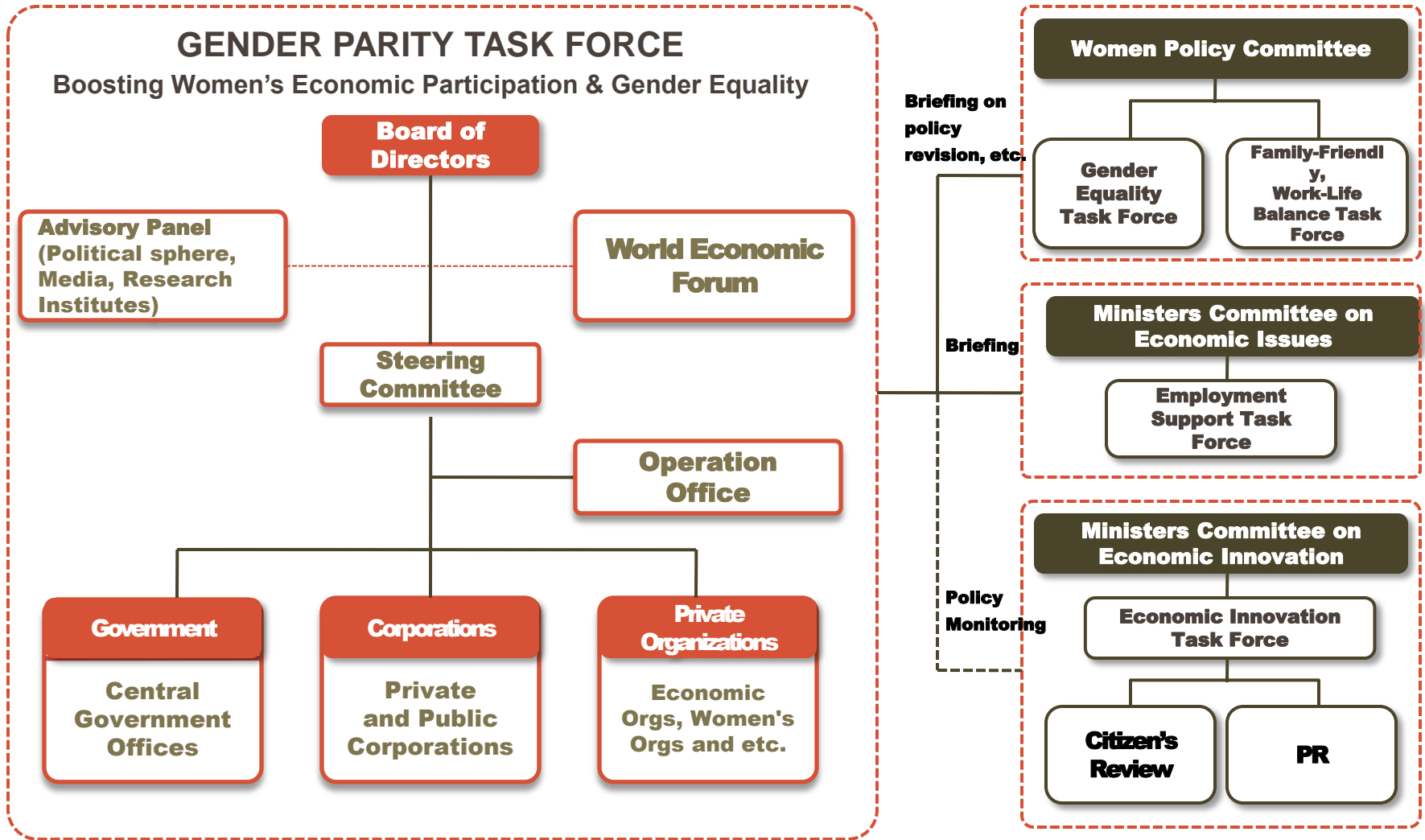
- Review plans & incorporate in the management evaluation

- Publish Male-Female Ratio of each executive level

Private

- Publish Male-Female Ratio of each executive level (Korea Exchange listed companies)

Tapping Women Workforce & Gender Parity Task Force



Change Where Women Can Experience by 2017



2014

2017

Women still at work

- Career break with lack of childcare facilities
- Company dinner for father, housework and childcare for mother



- Enough child care facilities to meet the demands
- Use of parental leave by fathers

Women with Career break

- Standardized vocational training
- Burdened by full time work because of childcare



- Vocational training catered to one's specialty and experience
- Enter the job market by flexible part time jobs

Work Culture

- Overwork and company dinner
- Women feeling helpless from the glass ceiling



- Getting of work on time, spending dinner time with family
- More talented female CEOs and managers

Thank you