
**Policy Agenda to resolving difficulties factors for
young women's employment**

Minjung Kang
Seon-mee Shin

Lately, it is difficult to find out policies specialized on young women though a variety of policies being implemented, as youth unemployment problem getting worse. In this study, we disclose that young women have trouble on finding employment differently from young men, focusing on young women, and suggest policies to settle difficulties factors. To do this, we categorize a pre-transition stage of the labor market, a transition stage of the labor market and a post-transition stage of the labor market, and analyze the problems at each stage and propose the policy agenda specified to resolve issues.

Problems at the stage of the labor market pre-transition are that firstly, female students are intensively distributed at a major of study of lower-employment

rate, secondly, what the most representative is that programs considering young women's characteristics are scarce. Problems at the labor market transition stage are difficulties of residential independence, a deviation of a youth employment-support project and evasion of female recruiting from companies. Problems at the stage of post-transition of the labor market are that firstly, entering and transferring to low-quality jobs, secondly, the hardship of keeping employment by the career-break, and thirdly, tough corporate cultures for a woman to withstand.

we deduct some policy agendas to resolve each issue. At the stage of the pre-transition of the labor market, firstly, policy demands for female youths at the university career development centers for the creative economy are reflected. To do this, we proposed to offer operating guides on programs enforcing job-skills, training opportunities and to take part in a female expert to the university career development centers for the creative economy's promotion system. Secondly, we need to enhance the job-seeking support for female students to the field of major vulnerable to employment. For that, based on manpower requirement according to the major, we proposed to adjust a entrance quota for universities, reinforce a career training, include natural sciences college graduates in recipients of the field of major vulnerable to employment and add job-support for female students to supporting policies for women's in science and engineering and technology.

At the stage of the labor market transition, firstly, residential supports for female youth inhabiting the rural area need to be expanded. For that, we suggested expanding government's business target for the house-support, providing either female quota or priorities by a fixed ratio to the house-support projects of the government, and making a business of the house-support for female youth inhabiting the rural area. Secondly, we need to resolve a deviation of the youth employment-support project. For this, we proposed enforcement and expansion of the local-talent employment of the public institution, and both outcome and

demand analysis by region and sex regarding the youth employment-support project. Thirdly, we need to improve the effectiveness of the Affirmative Action, we propose to include, then, new hiring status of female workers and status of female workers by type of employment in the Affirmative Action index.

At the stage of the post-transition labor market, Firstly, we made a proposal to improve systems on the substitute workers for supporting careers for youths. Accordingly, we proposed the assurance-methods seeking of the substitute worker-pool utilizing a internship system, businesses to stack up the substitute worker 's career by connecting local governments and intra-regional companies and consulting-supports for rearrangement of one's task by employing substitute workers. Secondly, we need to reinforce both a employment equity consulting function and a labor supervisor. For this, we proposed operating budgetary extension of the employment equity consulting center of the private organization, compulsory honorary equal employment inspector system, the reinforcement of the employment equity consulting center's function and the enforcement of both the department on a labor inspection and professional personnels in every regional labor administration. Finally, we could be likely to prevent career-breaks of young women after both supports and cultures for the work & life balance need to be fundamentally extended.