

## Abstract

# Legislative Evaluation of the Act on Promotion of Economic Activities of Career-Interrupted Women, Etc.

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As a legislative evaluation of the Act on Promotion of Economic Activities of Career-Interrupted Women, Etc. (the "Act on Career-Interrupted Women" for short), this study aims to prepare an alternative for this law to have optimal norms. To this end, the study consists of the following: ① examination of changes in the legislative environment, largely divided into changes in demographic structure, changes in the structure of the labor market, and changes in the women's awareness of marriage and employment, ② review of the legislative history of the Act on Career-Interrupted Women, its legal system, and actual status of application of the law, ③ examination of the performances and

limitations of the Act on Career-Interrupted Women using a Delphi survey, and ④ suggestions for a full amendment to the Act on Career-Interrupted Women based on the results of the study.

Based on the results, this study suggests a full amendment to the law as follows: the name "the Act on Promotion of Economic Activities of Career-Interrupted Women, Etc." be changed to "the Act on Prevention of Women's Career Interruption and Promotion of their Economic Activities." The main contents of the amendment include: ① The purpose of this Act is to contribute to the sustainable growth of the national economy by laying the foundation for preventing women's career interruption and by supporting and promoting their economic activities(proposal for Article 1).

② Economically active women shall be included in the definition of "career-interrupted women, etc." and a new provision on the definition of "prevention of career interruption" established(proposal for Article 2). ③ prevention of women's career interruption shall be included in the responsibilities of the State and others(proposal for Article 3). ④ The Minister of Gender Equality and Family and the Minister of Employment and Labor shall jointly formulate a master plan for the prevention of women's career interruption and the promotion of their economic activities. When they prepare the master plan, they should include the following in the plan: basic goals and implementation directions of the policy, the methods and periods of implementing the major measures, the funds required for implementing the policy, the size of the funds, and ways to procure and operate the funds, and ways to improve related laws and systems(proposal for Article 4). ⑤ The Minister of Gender Equality and Family shall form a "Policy Council for Promotion of Women's Economic Activities" to efficiently formulate and implement the

master plan and the implementation plan(proposal for Article 6-2).

⑥ The Minister of Gender Equality and Family shall use the result of the survey of actual status as basic data for establishing policies by reflecting the result in the master plan and the implementation plan(proposal for Article 7). ⑦ The Minister of Gender Equality and Family shall annually publish a white paper on women's labor, including the actual status of women's pay, occupation types, and employment types(proposal for Article 7-2). ⑧ The Minister of Gender Equality and Family shall prepare and support measures for connecting the internship employment support for women and their employment(proposal for Article 11). ⑨ The Minister of Gender Equality and Family and the Minister of Employment and Labor shall jointly provide support for economically active women to maintain and develop their careers in order to lay the foundation for preventing a career interruption, and shall implement projects to enhance women's vocational awareness as well as social and cultural awareness to prevent a career interruption and to create a culture at workplace that has no gender-based discrimination(proposal for Article 12). ⑩ Career-Interrupted Women Supporting Centers shall be changed to the Supporting Centers for Women's Economic Activities(proposal for Article 13). ⑪ The central supporting center for career-interrupted women shall be changed to the Central Supporting Center for Women's Economic Activities and shall include the survey of the working conditions of the supporting center employees in the function of the center(proposal for Article 13-2).

**Key words:** Act on Promotion of Economic Activities of Career-Interrupted Women, Etc., Career Interruption, Women Employment Policies