



Women's Employment Policy Was Announced

■ Noteworthy Issue

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- The ministry of Employment and Labour, jointly with the Ministry of Gender Equality and Family, the Ministry of Strategy and Finance, the Ministry of Small and Medium Venture Business, Ministry of Science and ICT, announced 'women's employment policy' with an objective of more decent jobs for women.
- As a roadmap for women's employment policy of the Moon administration, this serves as 'the Sixth Basic Plan on Equal Employment and Work-Life Balance 2018-2022.' This policy mainly consists of three pillars: (i) non-discriminative working environment; (ii) prevention of women's career break; (iii) reemployment of career-interrupted women.
 - ▶ The Act on Equal Employment will cover a small workplace with less than five employees. A supervisor will be assigned to focus on eliminating any gender-discriminative practices in employment.
 - ▶ To prevent women from being career-interrupted, childcare leave can be taken during pregnancy; paternity leave is expanded; and public daycare centers at workplace will be established.
 - ▶ More opportunities for decent jobs will be made to those who seek reemployment after a career break.
 - ▶ Main policies:
 - Improvement in gender-discriminative practices in employment
 - Support of pregnant employees
 - Promotion of men's involvement in childcare
 - Promotion of a reduction of working hours during the childcare period and more substitute employees

- Stronger support of part-time employees' childbirth and childcare
 - More daycare centers at workplace
 - Support of reemployment after a career break
- Source: Press release from the Ministry of Employment and Labor, December 26, 2017

■ Key Current Issues

⦿ The Second Basic Plan on Gender Equality Was Established

- Main tasks:
 - ▶ Dissemination of awareness and perception of gender equality
 - ▶ Guarantee of an opportunity and rights to work equally
 - ▶ Greater women's representation and participation
 - ▶ Enabling environment for work-life balance
 - ▶ Elimination of violence against women and promotion of women's health
 - ▶ Stronger institutional system for implementing gender equality policies
- Source : Briefing from the Ministry of Gender Equality and Family, December 21, 2017

⦿ Major Changes in Policies on Women, Family, and the Youth in 2018

- The website, saeil.mogef.go.kr, was launched to help career-interrupted women resume their economic activities.
- 'The Five-Year Plan for Increasing Women's Representation in Public Sector 2018-2022' will be implemented.
- Source : Press release from the Ministry of Gender Equality and Family, December 26, 2017

- ◉ **Explanation of the Disputed Terms in the 2nd Basic Plan on Gender Equality**
 - The Ministry of Gender Equality and Family stated its position on recent disputes over a few terms on gender equality in Korean.
 - Source : Press release from the Ministry of Gender Equality and Family, December 18, 2017

- ◉ **2017 Work-Life Balance Indicators Were Presented**
 - Awareness of people on work-life balance and the number of companies which adopt the work-life balance policies have increased.
 - The number of male childcare leave takers in 2016 was 7,616 persons, which has increased from the previous year.
 - Source : Press release from the Statistics Korea, December 15, 2017

- ◉ **The Results of the 2017 Social Survey Were Released (Family & Household, Population, Health, Education, Culture & leisure)**
 - (Family & Household) Changes in relationships among family members; daycare service users by the mother's status of employment.
 - ▶ Dual-income parents tend to get support more from the mother's family than the father's family side.
 - ▶ The percentage of children with working moms at a daycare center is on the rise.
 - Source : Press release from the Statistics Korea, December 12, 2017

- ◉ **The Local Area Labor Force Survey: Women's Employment with Kids in the First Half 2017**
 - As the number of children is higher, the percentage of the mothers' employment is lower.
 - Source : Press release from the Statistics Korea, December 7, 2017

⦿ **The 3rd Plan on Mid and Long-Term Childcare 2018-2022 Was Announced for Stronger Social Responsibility in Childcare**

- The number of national/public daycare centers will be increased by 40% through diversified strategies such as daycare centers in apartment complexes.
- The percentage of establishment of a daycare center in workplace will be increased to over 90%.
- New daycare center teachers will be trained under the department-based system as kindergarten teachers are.
- Source : Press release from the Ministry of Health and Welfare, December 27, 2017

⦿ **Fathers Help Childcare? No! Fathers Do it Together? Yes! Fathers' Childcare according to the Big Data**

- The Ministry of Health and Welfare announced the results of the analysis of 830 thousand cases about fathers' childcare in major social big data (Naver Blog & Cafe, Daum Cafe, Naver News) for the recent three years (Jan 1, 2015 – September 1, 2017) (Keywords: father's childcare, father's childcare diary, father's role, sole childcare, father's month, father's childcare leave).
- Source : The Ministry of Health and Welfare, December 21, 2017

⦿ **30 Childcare Workers with Child Abuse Crime Records Were Detected**

- The Ministry of Health and Welfare, the Ministry of Education, the Ministry of Culture, Sports and Tourism, the Ministry of Gender Equality and Family, and the Ministry of Land, Infrastructure and Transport investigated approximately two million people working in 310,828 child-related organizations from September 2016 to July this year. A total of 30 persons with child abuse crime records were detected, and the ministries took administrative measures such as dismissal.
- Source : The Ministry of Health and Welfare, December 27, 2017