

Gender Issues in Korean Labor Market

Shashi Bala

2008



Present day, labor market favors those, who are not only well qualified but also who dodge according to labor market needs. Quality educational background and adaptability to changing needs of labor market via continuous up gradation of knowledge and skill is the survival need of present day labor market. Darwin's theory of survival of fittest has taken the shape of survival of competitive. Even the highly quality qualified women, which are working on important position, finds it difficult to enter into decision making strategy of the place they are working for. Women still find it hard to reach above the glass ceiling. For the benefit of nation, women should be given the opportunity to re- rejoin the duties in the labor market, after the child birth and childcare leave. Other wise, in near future, there is a likelihood, of decline in marriages and birth rate, if women start taking child birth and child rearing as a punishment to enter the labor market. There is an urgent need for change in mindset and acceptability of women in labor market.

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Preface

Globalization process, has brought along with it, both challenges and benefits to the labor markets across the world. Labor force has also experienced lots of challenges. Present day, labor market favors those, who are not only well qualified but also who dodge according to labor market needs. The market demand changes quickly and, so does the demand for labor force. Quality educational background and adaptability to changing needs of labor market via continuous up gradation of knowledge and skill is the survival need of present day labor market. Manpower, which does not fit into these criteria, is obsolete. Darwin's theory of survival of fittest has taken the shape of survival of competitive. If, one is not competitive, one has to face lots of negative consequences. No doubt, Globalization process, has paved the way for, new Variety of jobs across the world; but only for those who have in-depth knowledge of the subject on which they are working and also, quickly adapting to changing market needs. Manpower, who fails to fit into this framework, needs to be relooked. Especially the female labor force, which gets less opportunity to get quality education, because of existing mindset of the society at large, across the world in many economies. Even the highly quality qualified women, who are working on important position, finds it difficult to enter into decision making strategy of the place they are working for. Women still find it hard to reach above the glass ceiling, I will not call it glass breaking, as I am not in favor of breaking, as breaking always leave behind marks; though slightly visible, but they will always be.

It has now been well established, progress of any nation depends on effective utilization of labor force; males, females and even third gender which we often miss while collecting any statistical data. The present study is the background of the journey, which I would like to start in order to collect primary information, initially in Korea.

In this short duration study, I have collected the secondary literature from various sources like International Labor Office; Korea Labor Institute; Korea National Statistical Office; Ministry of Labor :Korea; Ministry of Gender Equity: Korea; Korea Women Development Institute e.t.c .,in order to have strong background of my future study on this topic.

During my stay at KLI, Seoul, I found, despite so many efforts by government, women not only those, at the top level but even those at the middle and low level, face discrimination in the labor market. There are two, basic reason for this ; first, as I have already mentioned, quality educational background and second, is house hold and particularly child care necessity, forbidden most of the mothers to adapt to the changing needs of the labor market. This, at times result in gap in their labor market carrier; in terms of quality of work, wages and seniority, therefore most of mothers opts for temporary jobs which have flexible timings ,even though, they are vulnerable in nature.

There is strong need for those women who are interested to rejoin the labor market ,particularly after child birth, to be welcome back to labor market ,right back from the position they proceeded for childbirth and child care leave. At times, we move out of our offices to get training or higher education and after attaining training and higher education we rejoin our duties in same or senior position. Similarly, for the benefit of nation, women should be given this opportunity to rejoin the duties in same position at least. Other wise, in near future, there is a likelihood , of decline in marriages and birth rate, if women start taking child birth and child rearing as a punishment to enter the labor market. There is an urgent need for change in mindset and acceptability of women in labor market.

(Shashi Bala)

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Every activity, we do have efforts of many things behind the curtain. In my case, I would like to thank my environment, supreme power. In this on top priority, I would like to thank my natural surrounding and wonderful set of people around me, who helped me experience the gender issues closely.

I am indebted to my infant daughter (Ashwattha) and my growing son (Maitreya), who were always with me, despite distance. For this, thanks are due to modern Technology that helped me connected to my family in India. I thank my Father (Om), Husband (Atul) and Mom in law (Prakshi) for being with me in this and other journeys of my life.

No doubt, I wouldn't, be here without the support of my family, but initial efforts were taken by some one, very judicious and a kind human being ,who has been like a father to me in my office ; My Director, Shri Kanwar Manjit Singh . I thank my Director for providing me this opportunity and his team Ms. Manju and Ms. Sudha for all administrative support provided. I also thank my administrative officer Ms. Sanjukta Ray and her team Ms.Shashi Bajaj, Ms Geetha and Mr.Satayawan for all timely administrative help. Here, I would also like to thank, my then Computer Operator Mr. Pradeep, for all assistance provided.

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GENDER ISSUES IN KOREAN LABOUR MARKET^{*}

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Chapter I

Introduction

Long back I saw an Indian, Hindi movie named *Hum-Tum*.¹ The movie starts with the dialogue; *God, first created this universe, and took rest for some time, then he created the man, he was so happy with himself, that he took rest for some more time, then he committed the biggest blunder; he created a women and from then onwards, neither he could take rest nor we i.e., the boys. Since then, this universe was divided into two parts; that is, the boys and the girls, i.e., me (hum) and you (tum).* This depicts the general mentality of the society, but slowly and gradually, the movie, discusses the pros and the cons of both the genders and accepts towards the end that both the gender are equally important for leading a happy life. It also states that me and you has only one problem, that is me is incomplete without you. I wish this could happen in actual life also. For this we need a universe which gives equal opportunity to all the gender (I would also like to include **third gender**). For this we need up-to-date vehicles (**quality education, society mind set**) which travels smoothly on the road (**labor market**) or via a visa. This could be in accordance to law of comparative advantage, factor endowments or monopolistic competition as we generally discuss in *Theory of International Trade*, where we try to maximize our plus points and minimize our minus points, in order to benefit out of trade. We should steps towards a society free of all kind of discriminations, and then only we can achieve our goal of equality.

Modern technology brings with it enormous benefits and challenges. The benefits and challenges that the modern technology brings with it are discriminatory to both the gender. Even the economies, worldwide that are fairing well have disproportional impact on its workers. As, for running, a family smoothly, in this universe one needs both genders. Similarly for running a society and economy at large one needs equal participation of the genders. World wide we preach gender equality but fails when we come to implementation part. Why? It is a small question but has long answer. The present study tries to explore deep into these issues.

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“Global Employment Trends for Women, 2008 shows there were 1.2 billion women workers around the world in 2007, almost 200 million more than ten years ago. Contradictory, during the same period, the number of unemployed women also grew from 70.2 to 81.6 million. Women at the global level still had a higher likelihood of being unemployed than men. The female unemployment rate stood at 6.4 per cent compared to the male rate of 5.7 per cent. The type of work where women can find employment (in terms of both sector and status), they often earn less than men. But, at the same time: education levels for women around the world continue to increase and gender gaps for certain labor market indicators are decreasing in many regions. The report clearly shows that most regions are making progress in increasing the number of women in decent employment, but that full gender equality in terms of labor market access and conditions of employment has not yet been attained. Economic empowerment for women has a lot to do with their ability or inability to participate in labor markets and with the conditions of employment that the women who do manage to find workforce. There is also growing recognition that labor markets are the key transmission mechanism through which the benefits of growth can be distributed to the poor and disadvantaged groups”.²

“Access to labor markets and, more specifically, to decent employment is thereby crucial in the process towards improving equality between men and women. Decent work for women is also a precondition for economic development since, in the long run, economies cannot afford to ignore an untapped resource such as that which could be offered by female labor. In this context it is interesting to note that the most successful region in terms of economic growth over the last decade, namely East Asia, is one of the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution.”²

Post globalization large numbers of women have entered the labor market. Few women are also holding key and important positions in certain sectors. But, it is also true, that issues like glass ceiling, gender pay gap, sexual harassment, discrimination etc, still exist. The present study is an attempt to find out how workers (especially women) who have opted for careers in present economy progressing?

Objectives

The **specific objectives** of the study were:

- To examine the issue of job security of women workers.
- To examine the slope of upward mobility for career advancement on the part of women workers in the labor market.

In order to examine the issue of job security of women workers; policy related to: sexual discrimination at work place, employment laws, maternity leave, and child care facilities e.t.c were examined.

In order to measure, the slope of upward mobility for career advancement on the part of women workers in the labor market, educational background statistics; certain labor market indicators like employment trend, unemployment trend, labor force participation rate; age at the time of being in labor market; employment trends in industry/occupation/status of work; nature of work; number of hours put in work; and wages were closely examined.

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Area of study

Ezra F. Vogel and David L. Lindauer³ write no nation has made the transition to a fundamentally different pattern of labor relations quickly and easily, without some years of unrest and groping. Britain, the United States, and Japan all went through periods of turmoil accompanied by violence and bloodshed. The same is true for Korea's labor history. What is remarkable is that Korean workers (Male and Female) worked so hard and so effectively to help bring about Korea's economic miracle. Westerners are impressed with how hard Japanese work, but Japanese acknowledge that Koreans, with a "hungrier spirit," worked even harder.³ It is remarkable how quickly Korean workers learned new skills and achieved high levels of performance. There fore Korea is the area selected for study. The another reason for the selection of Korea as a region of study was that the KLI visiting researcher 2008, programme under which this study was conducted , was limited either to India or Korea. Being in Seoul, I was motivated, to undertake study of Korea region.

Justification

The most successful region in terms of economic growth over the last decade, namely East Asia, is also the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution.² Women are working in high positions and are entering new, different, unusual and unconventional jobs and professions, which was initially unheard of. Working women's economic independence has increased but they are still insecure. They are finding themselves in a highly contradictory situation when they have to rise above the glass ceiling.

Scope/ Outcome

The research would help to find out and analyze the problems faced by women workers in modern economy especially for the kind of discrimination women face in labor market. Most importantly the research and analysis would help find solutions to women workers problems and enable increase in their participation and productivity by suggesting changes in the work place and at the policy making level.

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Methodology

The study was primarily based on secondary information available in English language .Documents, reports and other relevant literature from various sources like International Labor Office; Korea Labor Institute; Korea National Statistical Office; Ministry of Labor :Korea; Ministry of Gender Equity: Korea; Korea Women Development Institute e.t.c., were pooled together, to carry out a thorough synthesis of available information. This helped me to gain a better understanding on the key issues pertaining to women working in various sectors, jobs and positions in world and Korea in particular. I also attempted to talk to few women working in Seoul in hotel (when I use to go for lunch), bank (when I use to go to withdrew money), shops (when I use to go to market to purchase glossary).I even got chance to have conversation with few women, in park while going for morning and at times evening walks.

Time Frame

The study was completed within the time framework of three months (10th May 2008-09th August 2008).

Limitation of study

- Language was the main barrier in conducting this study at primary level. This not only restrained me to read most of the literature and data that was published in Korean language but also commuting to people in Korea. Most of the literature that was available in library and on Korean website was published in Korean language. This also restricted me to make my study based on secondary sources, published in English.
- Non availability of statistical package in my computer system was another barrier. I managed with excel only.

Chapter II

Global Labor Market: Emerging Issues Pertaining to Female Workforce

The future is here. It's just not widely distributed yet- William Gibson (1948-), U.S. science fiction novelist in Canada.

“Employment, productivity and poverty reduction” is the title of the World Employment Report 2004-05. Report mentions that creating decent employment opportunities is the best way to take people out of poverty. There is a strong link between productivity and decent work – work that not only provides a sufficient level of income but also ensures social security, good working conditions and a voice at work⁴. Woman often opts out of labor market, after the birth of child, in order to look after their infant. We can infer from this that one of the major reason, for low participation of women, post pregnancy, could be the lack of decent employment condition, especially for women post pregnancy. This could be strongly linked to, creating decent employment opportunities, for women especially, for the working parents of small child.

Worldwide, during the 1993-2003, labor productivity (annexure I) increased by approximately 11 per cent. This was mainly due to the impressive growth in labor productivity of 75percent in East Asia .The GDP growth rate trends during 1993-2003, were not identical with growth in labor productivity. In East Asia, a GDP growth rate was 8.3 per cent annually. Report also mentions *employment creation hinders productivity growth, if the jobs created are not decent and productive, providing an insufficient income for the employees, and making it impossible for them to have an impact on the demand side of the economy*. The case of the Middle East and North Africa reflects why in the longer run, decent employment creation and productivity growths have to go hand in hand with GDP growth. It is only then economic growth may lead to poverty reduction.⁴

During 1993-2003 in East Asia (*The East Asia region comprises China, Democratic People’s Republic of Korea, Hong Kong (China), Macau(China), Mongolia, Republic of Korea, and Taiwan (China).*) economic development has been impressive. An average GDP growth rate was 8.3 per cent annually and this is expected to continue in the future also. It also needs to be mention that this progress was driven mainly by China, the largest economy in the region, and also support from smaller economies such like Mongolia. *The strong growth in the region, however, has not been equally matched by job creation.*

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The unemployment rate was only 3.3 per cent for the region in 2003, a slight increase from the 3.1 per cent rate in 2002. Mongolia is the exception in the region, where registered unemployment has been steadily declining in recent years, from 4.6 per cent in 2000 to 3.4 per cent in 2002, following strong growth in GDP.⁴ Unemployment in Mongolia is likely to be significantly underestimated as a result of low registration of the unemployed.⁵

“Unemployment has continued to climb in China and the Republic of Korea, where echoes of “jobless growth” are being heard. In the Republic of Korea, in particular, this is raising concerns of a “hollowing out” of the manufacturing sector, as labor-intensive industries are facing stiff competition from China where many companies are relocating in order to take advantage of lower labor costs.”⁶

Report also highlights, during this period, China’s manufacturing employment has also decreased considerably side by, as a result of employment releases from state-owned enterprises. The Government of the Republic of Korea has taken measures to address the employment issue through the implementation of the Social Pact for Job Creation.

Labor productivity and regional progress are closely related. *“Labor productivity, in this region increased by 75 per cent, during 1993-2003 giving an annual growth rate of 5.8 per cent. There is a strong productivity growth in the region since 1993 for China, Taiwan (China) and the **Republic of Korea** and to a lesser extent in Hong Kong (China). All economies in the region were on more or less equal growth paths until 1993, at which point China’s productivity growth accelerated at a more rapid pace. More recently, growth has decelerated in Hong Kong (China), Taiwan (China) and **to a lesser extent in the Republic of Korea**, but it has continued to accelerate in China. The strong growth in China’s labor productivity is in part, as a result of the relatively lower initial level of China’s labor productivity in comparison to that in Hong Kong (China), Taiwan (China) and the Republic of Korea – meaning that much of the accelerated growth in China can be attributed to “catching-up” with the other economies in the region. **In 1993, productivity levels in the Republic of Korea and Hong Kong (China) were, respectively, more than five times and almost ten times that of China. In 2003, the difference between the Republic of Korea and China had declined to four times and the difference between China and Hong Kong (China) is now just above six times. Output per person employed in China was US\$4,463 in 1993 and by 2002 it had increased to US\$7,704, meaning that productivity grew by an impressive 6.3 per cent per year over the past decade. Growth in Hong Kong (China), the Republic of Korea and Taiwan (China) during the same period was less per year, at 1.7 per cent for Hong Kong (China), 4.3 per cent for the Republic of Korea and 3.6 per cent for Taiwan (China).**Because of the strong growth in the region and relatively low unemployment rates, East Asia is on track to achieve the Millennium Development Goal of halving the share of people living on less than US\$1 per day by 2015. In fact, China has already achieved the goal. Additionally, because China’s work force represents 95 per cent of the labor force in the region, the region has also halved the number of working poor since 1990. The absolute number of workers unable to lift themselves and their families above the US\$1 a day poverty threshold fell from 242 million in 1990 to 139 million in 2003, a reduction of 43 per cent. If growth continues on its current path it is expected that the region will more than halve the share of US\$1 and 2 a day working poverty by 2015.”⁴*

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The Social Pact for Job Creation in the Republic of Korea

*“The economy of the Republic of Korea has not completely recovered from the financial crisis of the late 1990s. Economic growth has been held back by declining agricultural production and retail services, as well as slowing growth in manufacturing. In 2003, value added in the manufacturing sector increased by 4.8 per cent compared to 6.3 per cent in 2002.”⁷ “At the same time, there has been a constant increase in productivity and real wage levels suggesting some trade-off between productivity and job creation, although the rise in real wages since 1998 has been accompanied by growth in productivity. Labor compensation (which includes hourly direct pay plus employer social insurance expenditures and other labor taxes) has been increasing at a faster pace, which has had an important impact on the industry’s wage competitiveness. Identifying job creation and the advancement of industrial relations as its main priorities, a tripartite commission, comprising workers’ representatives, employers and the Government, designed the Social Pact for Job Creation in February 2004. The Purpose of the pact is to improve the labor situation in the country through tripartite dialogue and to: address the persistent problems of employment insecurity, especially rising youth unemployment; **ease the incorporation of women and old workers into the labor market**; ensure a more cooperative system of industrial relations by specifying the role of each economic participant; provide wage competitiveness while taking into consideration the interests of all parties involved (workers, employers and the Government). The Government of the Republic of Korea sees the Social Pact for Job Creation as an important step towards constructive collaboration between workers, employers and the Government. It is expected that the adoption of labor legislation, clearly defining the rights and responsibilities of all parties involved, will contribute to a better investment climate in the country and will lead to more investments and the creation of job opportunities.”^{8,7,5,9}*

“In economies such as the Republic of Korea where, as a result of the economic development in the past, US\$1 per day poverty is no longer a primary issue, the major concern has been the historical rise in youth unemployment. Recently, more young people have been entering the labor market, but at the same time fewer job opportunities exist because of sluggish job creation.”¹⁰ “Another particular challenge for the Republic of Korea is to address the competitiveness of its manufacturing sector, while fostering growth, productivity improvements and employment expansion in service industries, particularly in retail trade.”⁴

GDP growth continued at a rate of 5.2 per cent worldwide in 2007. This led to a stabilization of global labor markets with more people in Work. More than 45 million jobs were created during 2006 -2007; the majority of jobs were in South Asia. Productivity levels increased more than employment levels. The global unemployment rate remained constant at 6.0 per cent. Overall, employment is expected to increase by around 40 million in 2008. Unemployment could increase by 5 million. This would lead to a slight increase of the unemployment rate to 6.1 per cent in 2008.¹¹ The employment-to-population ratio stood at 61.7 per cent in 2007. The decrease was larger among young people (aged 15 to 24 years). Within this group, the ratio decreased from 50.6 per cent in 1997 to 47.8 per cent in 2007. The increasing proportion of young people in education may, be one of the reason for this decline. But, in some regions, increasing discouragement of young people to participate in labor markets also is important reason.

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Report highlights, ***“the gap between men and women continued, with 49.1 per cent of women of working age employed in 2007 and 74.3 per cent of men. The gender gap in labor force participation is an indication of women’s more limited chances to take part in the world of work. In 2007, 52.5 per cent of all women of working age was either looking for work or working, which is what labor force participation rates measure.*** This was slightly less than ten years ago. This minimal change reflects two diverging trends: an increase in prime-age participation and a decrease in youth participation. The latter results mainly from more women participating in education which should, of course, improve their chances in labor markets. Male participation rates dropped from 80.4 per cent in 1997 to 78.8 percent in 2007. In 2007, the service sector pulled further ahead of agriculture in contributing to employment in the world. The service sector now provides 42.7 per cent of jobs in the world, whereas agriculture accounts for only 34.9 per cent. The industry sector, which had seen a slight downward trend between 1997 and 2003, has continued a rather slow upward trend in more recent years. In 2007, 22.4 per cent of jobs were found in this sector. In 2007, five out of ten people who worked were either contributing family workers or own-account workers. This vulnerable employment ratio was only slightly lower than ten years ago. Not even half of all those employed enjoy the possible security that wage and salary jobs could provide. Taking into account that a wage and salary job in poor regions may still not ensure all the components of a decent job, it becomes understandable that only a minority of working people have a job that is well paid, where their fundamental labor rights are respected, where they have a voice at work and some security in case of job loss. Productivity increased in all regions with the exception of the Middle East. ***East Asia saw the highest relative increase, but also Central & South (non-EU) & CIS Europe saw strong growth. These regions have now reached the level of Latin America & the Caribbean. The gap between the developing regions and the developed world is enormous and continues to grow, even for well-performing regions. At the Millennium Summit in 2000, the international community, under the Leadership of the United Nations, introduced the Millennium Development Goals (MDGs). The first MDG focuses on the eradication of poverty and hunger. A new target was added under MDG in 2006: Reaching full and productive employment and decent work for all, including women and young people.”***¹

“East Asia registered a GDP growth rate of 10.4 per cent in 2007, the strongest annual rate of growth in the last decade. This was the sixth consecutive year with a growth rate above 8 per cent. Total employment in 2007 increased by 7.5 million, 0.9 per cent more compared to the previous year. This increase accounts for 16 per cent of all jobs created in the world in 2007. Employment-to-population ratios stayed at the world’s highest levels in 2007, with 71.9 per cent of all people of working age employed. This ratio was 78.4 per cent for men and 65.2 per cent for women. All ratios continued their downward trend which, given the high levels, does not reflect a threat to growth and development. The decrease is partly the result of higher educational participation, reflected in the fact that the decrease for youth employment-to-population ratios is even higher than for adults. Nevertheless, youth employment-to-population ratios are also the highest in the world, at 63.0 per cent in 2007. East Asia is the only region in the world where Employment-to- population ratios for young women is higher than for young men. The unemployment rate was 3.3 per cent in 2007, the lowest rate observed in any region and in any year between 1997 and 2007. Employment in agriculture in 1997 was 47.9 per cent while in 2007 it was 38.4 percent. During the same period, employment in industry increased from 24.3 to 26.9 per cent and employment in services increased from 27.8 to 34.7 per cent. The move out of agriculture was paralleled with a move out of vulnerable employment. The share of those in vulnerable employment situations out of all people employed decreased by 7.5 percentage points and is now down to 55.7 per cent. The situation changed more for women than men. The share of workers (female), contributing to family work, decreased by 20.7 percentage points. Unfortunately, not all women moved into wage and salary work, but also into own-account work. However, the share of women in wage and salary work is 10.5 percentage points higher than in 1997, at a level of 39.2 per cent. The level for men in this group also increased and was 46.4 per cent in 2007. The labor productivity growth in the region, has been impressive

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and by far the fastest of all regions. Whereas in 1997 an average worker in the Developed Economies & European Union region produced eight times more than a worker in East Asia, in 2007 it was only five times more. The number of people working in East Asia still lives with their families on less than US\$2 a day. It appears that sustained productivity increases have led to income increases and made it possible for families to escape poverty. Where do the challenges for this successful region lie? More and more countries in East Asia are on their way to becoming middle-income economies. The newly created wealth needs to be well managed. Another challenge is to prepare young people for the future through investment in their human capital, as low-cost labor will not continue to be the region's comparable advantage. Furthermore, improvements in other decent work components are not keeping up with economic development.”¹¹

“The world continues to face dramatic changes. Globalization and fast technical progress changes labor markets around the world. Enormous challenges accompany these changes, but there are also great opportunities. The analysis in this *Global Employment Trends* showed that the decent work deficit in the world is still massive.”¹¹ Regions still has a huge untapped labor potential. In some, women do not have a proper chance of participating in labor markets, let's aim for this.

“1.2 billion Women were involved in paid work around the world during 2007. The number of unemployed women was 81.6 million during 2007. Women at the global level still had a higher likelihood of being unemployed than men. The female unemployment rate stood at 6.4 per cent compared to the male rate of 5.7 per cent. (See table 2.1&2.3.) As for women who do find work, they are often confined to work in the less productive sectors of economies and in status groups that carry higher economic risk and a lesser likelihood of meeting the characteristics that define decent work, including access to social protection, basic rights and a voice at work. Also, as a result of the type of work where women can find employment (in terms of both sector and status), they often earn less than men. There are few positive trends in female labor market as well: education levels for women around the world continue to increase and gender gaps for certain labor market indicators are decreasing in many regions. To find which regions are making progress in the economic integration of women and in offering them an equal chance at attaining decent work, this year's *Global Employment Trends for Women* is organized according to nine regional trends analyses. The report shows clearly that most regions are making progress in increasing the number of women in decent employment, but that full gender equality in terms of labor market access and conditions of employment have not yet been attained. Economic empowerment for women has a lot to do with their ability or inability to participate in labor markets and with the conditions of employment that the women who do manage to find work face. The international community stresses more and more the fact that promoting decent work is the only sustainable way out of poverty. In fact, a new target was recently introduced in the Millennium Development Goals calling for “full and productive employment and decent work for all”. There is also growing recognition that labor markets are the key transmission mechanism through which the benefits of growth can be distributed to the poor and disadvantaged groups. Access to labor markets and, more specifically, to decent employment is thereby crucial in the process towards improving equality between men and women. Decent work for women is also a precondition for economic development since, in the long run, economies cannot afford to ignore an untapped resource such as that which could be offered by female labor. In this context it is interesting to note that the most successful region in terms of economic growth over the last decade, namely East Asia, is also the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution. Of course, there are many reasons that drive economic development – making the most of the productive potential of both male and female labor forces is an important one but certainly not the only determinant. The model to aim for is one in which women are able to contribute to growth and, at the same time, profit from this growth as participants in labor markets, keeping in mind that the one does not automatically follow from the other.”²

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In Korea female unemployment ratio stood at 2.6 percent compared to 3.7 percent male unemployment ratio. The trend is more or less same as in East Asia region.

Table: 2.1

Global Labor Market Indicators: 1997 and 2007

| Gender= | Female | | Males | | Total | |
|-------------------------------------|---------|---------|---------|---------|---------|---------|
| Year= | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 |
| Labour force(millions) | 1'071.7 | 1'267.7 | 1'625.0 | 1'895.3 | 2'696.7 | 3'163.0 |
| Employment(millions) | 1'001.6 | 1'186.1 | 1'530.3 | 1'787.0 | 2'531.9 | 2'973.1 |
| Unemployment(millions) | 70.2 | 81.6 | 94.6 | 108.3 | 164.8 | 189.9 |
| Labour force participation rate (%) | 52.9 | 52.5 | 80.4 | 78.8 | 66.7 | 65.6 |
| Employment-to-population ratio (%) | 49.5 | 49.1 | 75.7 | 74.3 | 62.6 | 61.7 |
| Unemployment rate (%) | 6.5 | 6.4 | 5.8 | 5.7 | 6.1 | 6.0 |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary

“If women remain stuck in low-paid, low-productive jobs they will not see the rightful returns of their labor. In short, increased labor force participation of women has great potential as contributions to economic development, but only if the jobs in which women are engaged are decent. Most regions have a long way to go in working towards the economic integration of women and, therefore, a huge potential for economic development remains available to be tapped. Despite the evident challenges involved in achieving gender equality in the world of work the goal remains a worthy one and the challenges well worth taking up. As of now, however, the fact remains that far fewer women participate in labor markets than men. At the global level less than 70 women (66.9) are economically active for every 100 men”.² (See table 2.2.)

The Korean male and female labor force participation rate is close to world trend but far behind East Asia trend. (See table 2.2.) The female labor force participation rate in Korea was 50.2 percent during 2007 while male's labor force participation was 74 percent during this period. If we look at the world figures, female labor force participation rate in Korea is quite close but far behind East Asia labor force participation for females that was 67.1 percent during 2007.

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Table: 2.2
Labor Force Participation Rates: 1997 and 2007,
(The Gender Gap in Economically Active Females per 100 Males: 2007)

| Gender= | Female (LFPR %) | | Male (LPFR %) | | Number of economically active females per 100 economically active males |
|--------------------------------------|-----------------|------|---------------|------|---|
| Year= | 1997 | 2007 | 1997 | 2007 | 2007 |
| World | 52.9 | 52.5 | 80.4 | 78.8 | 66.9 |
| Developed Economies & European Union | 51.3 | 52.7 | 70.8 | 68.2 | 82.0 |
| East Asia | 70.9 | 67.1 | 84.5 | 81.4 | 78.9 |
| Korea | 48.3@ | 50.2 | 75.4@ | 74 | 71.4 |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary

KNSO: @Summary of economically active population by gender (1997/12).¹²

Number of economically active females per 100 economically active males= Number of economically active females/ Number of economically active males*100.

“While one should not assume that all women want to work, it is safe to say that women want to be given the same freedom as men to choose to work if they want to; and if they do choose to work, they should have the same chance of finding decent jobs as men. This report focuses on female labor market trends at the regional level. Regarding global trends, some significant trends were identified in the report:

- Of all people employed in the world, 40 per cent are women. This share has not changed over the last ten years.
- The share of women above the working age (15 years and over in most countries) who are employed (the employment-to-population ratio) was 49.1 per cent in 2007 compared to a male employment-to-population ratio of 74.3 per cent.”² (See table 2.4.)

Table: 2.3
Male and Female Unemployment Rates: 1997 and 2007

| Unemployment rate (%) | | | | |
|--------------------------------------|--------------|------|------------|------|
| Gender | Female total | | Male total | |
| Year | 1997 | 2007 | 1997 | 2007 |
| World | 6.5 | 6.4 | 5.8 | 5.7 |
| Developed Economies & European Union | 8.1 | 6.7 | 6.9 | 6.2 |
| East Asia | 3.1 | 2.7 | 4.2 | 3.8 |
| Korea | 2.8@ | 2.6 | 3.4@ | 3.7 |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary

KNSO: @Summary of economically active population by gender (1997/12).¹²

The table also shows Korean employment to population ratio is in close proximity to world employment to population trend.

- *“Both ratios decreased slightly over the decade. In six out of nine regions, however, female employment-to population ratios increased over the last ten years.*
- *In absolute numbers, worldwide there were equal numbers of women and men above the age of 15 years in 2007 (2.4 billion of each), but among these only 1.2 billion women were employed as opposed to 1.8 billion men.”²*

Table: 2.4
Male and Female Employment- to-Population Ratios: 1997 and 2007

| Employment-to-population ratio (%) | | | | |
|--------------------------------------|--------|------|-------|------|
| Gender | Female | | Male | |
| Year | 1997 | 2007 | 1997 | 2007 |
| World | 49.5 | 49.1 | 75.7 | 74.3 |
| Developed Economies & European Union | 47.2 | 49.1 | 65.9 | 64.0 |
| East Asia | 68.7 | 65.2 | 80.9 | 78.4 |
| Korea | 46.9@ | 48.9 | 72.9@ | 71.3 |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary
@ KNSO: Summary of economically active population by gender (1997/12).¹²

- *“In developed countries a portion of the employment gap can be attributed to the fact that some women freely choose to stay at home because they can afford to not enter the labor market. Yet in some lesser-developed regions of the world, remaining outside of the labor force is not a choice for the majority of women but an obligation; it is likely that women would opt to work in these regions if it became socially acceptable to do so. This of course does not mean that these women remain at home doing nothing; most are heavily engaged in household activities. Regardless, because most female household work continues to be classified as non-economic activity, the women who are thus occupied are classified as outside of the labor force.*
- *Attracting more women into the labor force requires as a first step equal access to education and equal opportunity in gaining the skills necessary to compete in the labor market. More women are gaining access to education, but equality in education is still far from the reality in some regions.*
- *In addition, broadening access for women to employment in an enlarged scope of industries and occupations will be important to enhancing opportunities for them in the labor market. Society’s ability to accept new economic roles for women and the economy’s ability to create the jobs to accommodate them are the key prerequisites to improving labor market outcomes for women, as well as for economic development on the whole.”²*

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Table: 2.5

**Male and Female Employment by Sector (As Share of Total Employment):
1997 and 2007**

| Sectors= | Employment in agriculture (%) | | Employment in industry (%) | | Employment in services (%) | |
|---|-------------------------------|------|----------------------------|------|----------------------------|------|
| | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 |
| Female | | | | | | |
| World | 43.5 | 36.1 | 16.8 | 17.6 | 39.6 | 46.3 |
| Developed Economies & European Union | 5.3 | 3.2 | 16.7 | 12.5 | 78.1 | 84.3 |
| East Asia | 51.9 | 41.0 | 22.8 | 25.5 | 25.3 | 33.5 |
| Male | | | | | | |
| World | 40.0 | 34.0 | 24.0 | 25.6 | 36.1 | 40.4 |
| Developed Economies & European Union | 6.7 | 4.6 | 37.1 | 34.3 | 56.1 | 61.1 |
| East Asia | 44.6 | 36.3 | 25.6 | 28.0 | 29.8 | 35.7 |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary

- “Whereas ten years ago agriculture was still the main employer for women, the services sector now provides the majority of female jobs: out of the total number of employed women in 2007, 36.1 per cent worked in agriculture and 46.3 per cent in services. Male sectoral shares in comparison were 34.0 per cent in agriculture and 40.4 per cent in services. (See table 2.5)
- The poorer the region, the greater the likelihood that women are among the ranks of the contributing family workers or own-account workers. The two statuses together make up the newly defined “vulnerable employment” (annexure I). Female contributing family workers, in particular, are not likely to be economically independent.
- The move away from vulnerable employment into wage and salaried work can be a major step toward economic freedom and self-determination for many women. Economic independence or at least co-determination in resource distribution within the family is highest when women are in wage and salaried work or are employers, lower when they are own-account workers and lowest when they are contributing family workers. The share of women in wage and salaried work grew during the last ten years from 41.8 per cent in 1997 to 46.4 per cent in 2007 whereas the share of vulnerable employment decreased from 56.1 to 51.7 per cent. However, the vulnerable share is still larger for women than for men, especially in the world’s poorest regions. (See table 2.6.)
- The status of women in the world of work has improved, but gains have been slow. While female shares in wage and salaried work versus vulnerable employment are approaching those of men, the sluggish pace of change means that disparities remain significant.”²

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Table: 2.6

Male and Female Status in Employment (As Share of Total Employment):1997 and 2007

| Status in employment= | Wage and salaried workers (%) | | Employers (%) | | Own-account workers (%) | | Contributing family workers (%) | | Vulnerable employment (%) | |
|---|-------------------------------------|------|---------------|------|----------------------------|------|---------------------------------------|------|---------------------------------|------|
| | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 |
| Female | | | | | | | | | | |
| World | 41.8 | 46.4 | 2.1 | 1.8 | 21.6 | 26.9 | 34.5 | 24.9 | 56.1 | 51.7 |
| Developed Economies & European Union | 85.1 | 88.0 | 4.2 | 3.9 | 6.8 | 5.8 | 4.0 | 2.3 | 10.7 | 8.1 |
| East Asia | 28.7 | 39.2 | 1.6 | 0.7 | 25.7 | 36.8 | 44.0 | 23.3 | 69.6 | 60.1 |
| Korea@ | 60.2 | 68.7 | 3.6 | 3.5 | 16.4 | 14.9 | 19.6 | 12.7 | - | - |
| Male | | | | | | | | | | |
| World | 44.9 | 47.9 | 4.3 | 3.4 | 37.2 | 37.4 | 13.5 | 11.3 | 50.7 | 48.7 |
| Developed Economies & European Union | 80.6 | 82.1 | 8.1 | 7.9 | 10.1 | 9.3 | 1.2 | 0.8 | 11.3 | 10.1 |
| East Asia | 38.4 | 46.4 | 3.7 | 1.3 | 39.8 | 40.5 | 18.1 | 11.8 | 57.9 | 52.3 |
| Korea@ | 65.2 | 67.7 | 10.5 | 8.9 | 22.6 | 22.1 | 1.5 | 1.2 | - | - |

Source: Global Employment Trend for Women, 2008.² Note: 2007 data are preliminary

@ KNSO: Employed person by status of workers/by gender=status of workers by gender/total no of workers by gender*100.
Contributing family workers=unpaid family workers in KOREA.¹²

“When undertaking a comparative analysis of labor markets at the global and regional levels, one is restricted by the labor market indicators that are available and comparable across regions. For the analyses undertaken in this report, the main indicators used are employment, unemployment, status in employment and employment by sector. Analyzing the four indicators together clearly shows that policies to enhance women’s chances to participate equally in labor markets are starting to payoff, but the pace with which gaps are closing is slow. Despite some progress in getting women into employment and under more secure statuses, there is no room for complacency.

If more indicators were available to allow one to better judge the quality of employment and other labor market issues, such as decision-making power, balancing work and family life, the glass ceiling, earnings, violence at the workplace, social protection, occupational injuries, credit market access, etc. one would certainly find out more about gender disparities and the harsh realities of many women’s working lives around the world. In short, the economic integration of women, which comes only when labor market barriers are lowered and women are given an equal chance to attain decent work, remains both a necessity for economic development and a worthy goal in its own right.”²

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“The gender gap in economically active females per 100 males continues to be among the smallest in the world in East Asia. Per 100 active men there are 79 women participating in labor markets. (See table 2.2) In addition, the female employment-to-population ratios remained the world’s highest in 2007, with 65.2 per cent of all working-age women employed. (The ratio was 78.4 per cent for men.) (See table 2.3.) The female ratio continued a downward trend over the last ten years. Given that levels remain high, the declining trend does not reflect a threat to growth and development, as it might in other regions. On the contrary, this decrease brings the region closer to the levels in the developed economies where one can assume that women have the highest degree of freedom to choose whether they want to work or not. Also, the decrease is partly the result of increased educational participation. That more young women are opting to stay in school is reflected in the larger decrease in the female youth employment-to-population ratios in comparison to the total. Nevertheless, the female youth employment-to-population ratio is still the highest in the world, at 64.5 per cent in 2007. Also unique to the region is the higher employment-to-population ratios for young women in comparison to young men. The unemployment rate in the region continues to remain at low levels. Overall, it stood at 3.3 per cent in 2007, a level that could be considered full employment. The female rate is even lower at 2.7 per cent in comparison to 3.8 per cent for men. (See table 2.1.) Also, youth unemployment is the lowest in the world, at 5.8 per cent for young women and 7.9 per cent for young men in 2007, continuing a decreasing trend. Obviously, given the quick pace of economic growth in the region and the fact that slow labor force growth rates result in shortages in the supply of labor, finding employment is not difficult for either men or women in East Asia. East Asians are quickly moving away from agriculture as the primary sector of employment and this is even truer for women than for men (although the female share continues to be higher at 41.0 per cent compared to men’s 36.3 per cent). Women are moving to a large extent into the services sector, which has a female share of employment of 33.5 per cent, and to a lesser extent into the industry sector, where the female employment share is 25.5 per cent. There is very little difference in the sectoral shares between the sexes.”² (See table 2.5)

“The move out of agriculture was paralleled with a move away from vulnerable forms of employment, although still as many as 6 out of 10 workers in the region can be classified as vulnerable (60.1 per cent of female workers and 52.3 per cent of male workers). Nonetheless, the shares of employed persons in vulnerable employment situations are decreasing for both sexes (See table 2.6). The share of female contributing family workers decreased by an impressive 20.7 percentage points. Unfortunately, not all women moved into wage and salaried work, but also into own-account work. The female share in this status group is quite high at 36.8 per cent; only in sub-Saharan Africa is the share higher. Still, the share of women in wage and salaried employment increased by an impressive 10.5 percentage points between 1997 and 2007 and now makes up as much as 39.2 per cent of female employment. The level for men in this group also increased and was 46.4 per cent in 2007. In short, there are both positive and negative developments in terms of changing employment statuses in the region: there are shifts away from contributing family work, increasing shares of wage and salaried work, but also increasing shares of own-account work. Overall though, vulnerable employment is decreasing and this is undoubtedly a positive development for the region’s workers, regardless of their sex. Economic prospects for the region are good and some benefits of economic growth are filtering down to workers, as is evident by low unemployment rates and the decreasing share of vulnerable employment. However, there is still room for improvement. The majority of work is vulnerable and the vulnerable employment share for women is higher than for men. Also, if one were to look at other decent work components – those not measurable at the regional and global level – working conditions could be called into question. Average working hours are longer than in other regions and exceed 50 hours per week in some countries; safety and health at work, as well as rights at work have not progressed significantly; and, social dialogue between workers, employers and governments is far from being implemented everywhere.”¹³

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“We do not know whether women suffer more than men when it comes to the quality of employment. But, given that in this region, as throughout the world, family responsibilities are often still mainly a feminine domain, long working hours and other non-decent characteristics of employment can be particularly burdensome to women as they try to find a balance between family and working life.”²

“More than half the women in the world live in countries that have made no progress in gender equity in recent years. This is the main conclusion of the Social Watch 2008 Gender Equity Index (GEI) which, for the first time, shows recent evolution and trends in bridging the gap between men and women in education, the economy and empowerment.”¹⁴

“The GEI 2008 illustrates that the greater equity levels to be found in education are not paralleled by acceptable levels in the economic field nor in the empowerment of women. Political empowerment is the area where most progress has been made in recent years as a result of active policies, yet economic equity shows disparate results, with as many countries regressing as those where there is progress. In education equity is comparatively closer, but the trend for many countries is to regress.”¹⁴

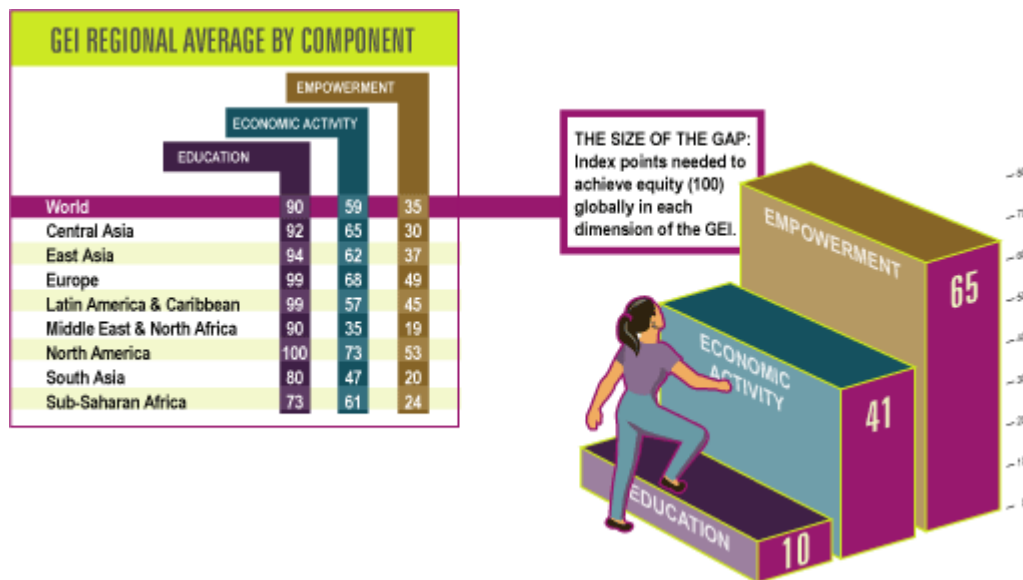
“Difficulties in reaching equity cannot be justified by a lack of resources: the GEI mapping and that of each of its components show that – regardless of income levels – each country can reduce gender disparity through adequate policies.”¹⁴

“While bridging the gender gap with scarce resources is no easy task, the GEI shows that income is not the sole factor explaining equity or the lack of it. Countries with very high per capita incomes, such as Luxembourg or Switzerland, have the same equity level as Mozambique, whose income level is ostensibly lower. On the other hand, countries such as Rwanda, Zambia or Côte d'Ivoire, with similar incomes, show distinct differences in their gender equity rankings. A high income level is not a guarantee for gender equity and a low one is no reason to justify a big gap between men and women.”¹⁴

Figure below (2.1) describes the stairway to gender equity.

Graph: 2.1

The Stairway to Gender Equity



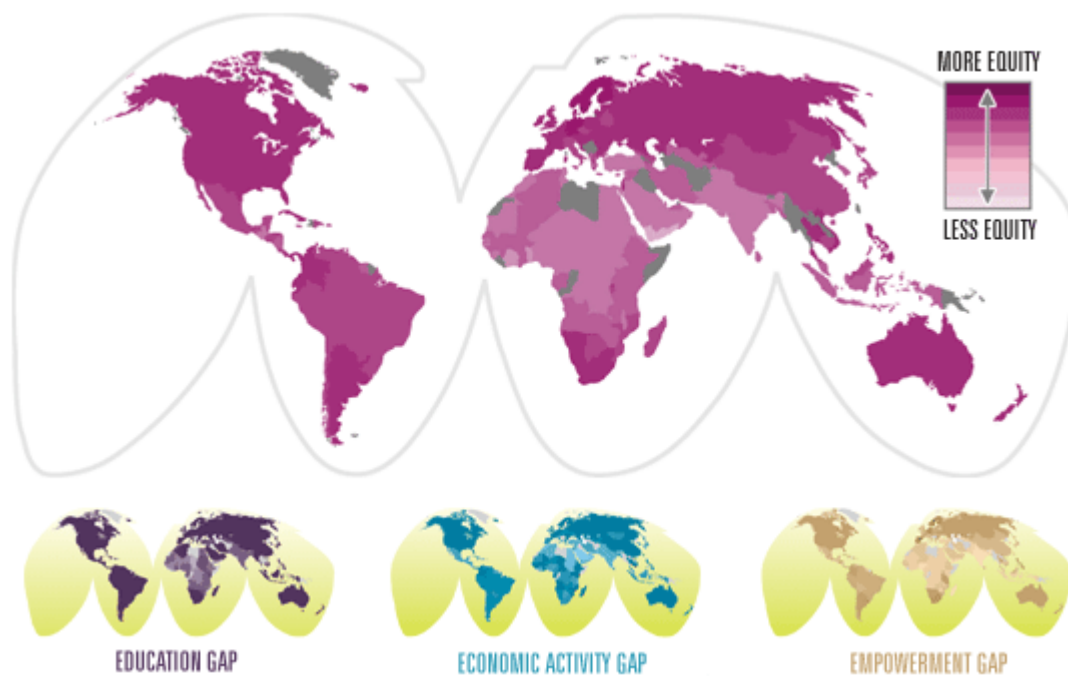
Source: Gender Equity Index, 2008.¹⁴

GEI Values In 2008

The three dimensions included in the GEI are: Economic activity, Empowerment and Education (Details of other nations are depicted in annexure II, III, IV, V, and VI.

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Graph: 2.2



Source: Gender Equity Index 2008.¹⁴

“The step leading to gender equity in education in all countries of the world is not a very big one. Yet, more countries are regressing in education than those making progresses. A larger number of countries show significant progress in economic activity, but the number of those regressing is also considerable and the global trend is therefore unclear. Evolution in empowerment seems promising, since most countries are showing progress, yet this is by far the largest gap to overcome.”¹⁴

Let us see the situation in Republic of Korea as seen in table 2.7. In term of GEI, empowerment, one could see more women working as professional and technical workers, followed by politics, Legislators, government and senior officials jobs. This shows miles to go before rising above **vertical glass ceiling**.

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Table: 2.7**GEI: Empowerment (Korea, Rep.)**

| GEI: Empowerment Component | Selected Indicators | | | |
|-----------------------------------|--|---|---|-------------------------------------|
| | Women in government ministerial level (as % of total) 2005 | Legislators, senior officials and managers (% female) 1999-2005 | Professional and technical workers (% female) | % of seats in Lower or single House |
| Korea, Rep. | 5.6 | 8 | 39 | 13.4 |

Source: Gender Equity Index 2008.¹⁴

If we look at the economic activity indicators of GEI in the table 2.8, we found that the ratio of estimated female to male earned income is 39.8. The economic activity gap was 68 in Korea Rep.

Table: 2.8**GEI: Economic Activity (Korea. Rep)**

| GEI :Economic Activity Component | Selected Indicators | |
|---|---|---|
| | Economic activity rate gap (female rate as % of male rate, aged 15 and older) | Ratio of estimated female to male earned income |
| Korea. Rep. | 68 | 39.8 |

Source: Gender Equity Index 2008.¹⁴

The third measure of GEI is education .In Korea; Rep. It can be seen from table 2.9 that gender gap in tertiary school enrollment is more compare to secondary and primary school enrollment.

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Table: 2.9

GEI: Education (Korea, Rep.)

| GEI Education Component | Selected Indicators | | | | | |
|-------------------------|------------------------------------|---------------------|--|---------------------|---|---------------------|
| | Gender Gap in Primary School Enrol | Last year available | Gender Gap in Secondary School Enrolment | Last year available | Gender Gap in tertiary School Enrolment | Last year available |
| Korea, Rep. | 93.3 | 2002 | 95.6 | 2006 | 63.8 | 2006 |

Source: Gender Equity Index 2008.¹⁴

It needs to mention that Sweden, Finland and Norway continue to have the highest rankings in the 2008 GEI. The variation in Korea, during 2008/2004 was -3.4%.¹⁴ (see table 2.10)

Table: 2.10

Evolution of the GEI: 2008 (Korea, Rep.)

| Country | Variation 2008/2004 (%) |
|--------------------|-------------------------|
| Korea, Rep. | -3.4 |

Source: Gender Equity Index 2008.¹⁴

To conclude we can see GEI values in Korea for education was 84.2, for economic activity it was 53.9, in terms of empowerment it was 23.5 . The GEI was 54 for Korea. Rep., as seen in the table 2.11 below. For other nation it can be seen in annexure II, III, IV, V and VI.

Table: 2.11

GEI: Values in 2008 (Korea, Rep.)

| Country | Education | Eco. Act | Empower. | GEI 2008 |
|--------------------|-----------|----------|----------|-----------|
| Korea, Rep. | 84.2 | 53.9 | 23.5 | 54 |

Source: Gender Equity Index 2008.¹⁴

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“Although conflicting views concerning the nature of globalization and its effects on the labor market around the world have been put forward, it is rather obvious that significant changes have occurred in the labor market during the last ten years.

East Asian countries are not free from these changes and challenges. In fact, it appears that these countries have both benefited and suffered from globalization in general and changes in the labor market in particular. A sequence of financial crises in this region hit the labor market very hard, on one hand, the development of advanced technologies such as ICT have boosted certain economies or sectors. In this sense, it can be said that East Asia has experienced some of the most dynamic labor market changes in the world. Thus, policy challenges in this region are abundant and real -- calling for immediate action. This is particularly important considering the increasing popularity of the pessimistic view that “the Asian crisis has transformed the region’s perspective of globalization from a “tide that lifts all boats” into a “tsunami”, increasing poverty and misery. Despite the urgent call for action, the current knowledge base on which different policy options should be assessed is worryingly limited. While information and data on labor market changes in Eastern Asian countries are available to some extent, little is known about their impacts on individual workers, especially on conditions of employment. Provided that economic globalization is about net benefits (some win and other lose), our understanding is surprisingly poor about the labor market benefits and costs of globalization which are reflected in daily working life for individual workers. It is often the case in the debate that the macro benefits and costs of globalization are concrete and detailed, while those for individual workers are abstract and patchy. In addition, it should be remembered that “the concerns and aspiration of ordinary people”, which tend to be increasingly pessimistic, are shaped by their employment status and working conditions.”¹⁵

“It is clear that without this type of information it would not be possible to evaluate the effects of recent changes in the labor market.”¹⁶ “The world economy has rapidly become digitalized; the ICTs has great impact on the labor market. Changes introduced by ICTs in the labor market are not linear.”¹⁷

“The beneficiary groups of job skill development program are being polarized.”¹⁸

“Women, fall into the category of the underprivileged and are suffering from low wage and employment insecurity.”¹⁹

“Together with childcare facilities, childcare leave is a welfare program aimed at guaranteeing workers with the rights to work and make a living by assisting them to simultaneously work and raise their children and take care of other domestic matters. The number of workers taking advantage of Korea’s childcare leave program is on a steady increase, but the program is not being utilized to its fullest capacity and has many institutional shortcomings compared to similar systems overseas.”²⁰

“Affirmative Action (referred to “AA” hereafter) has been applied to the employment area to aggressively abolish discrimination in the labor market. This system was born out of apprehension that, although direct and flagrant discrimination in the labor market has all but disappeared, employment barriers stemming from indirect, more discreet discrimination still exist. It aims to correct the consequences of past discriminations to completely dismantle the persistent structure of discrimination.”²¹

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*“Korea began implementing AA on March 1, 2006. The Korean AA system differs from that of the United States in that the Korean system is directed toward all public corporations and private businesses of certain size, while the American AA targets businesses with procurement contracts with the government. Thus the Korean government is limited in its capacity to legally impose harsh penalties, such as the termination of procurement contract, against anyone in violation of AA. Nonetheless, there are several aspects similar to the aggressive measures of the United States and Europe – mandating corporations to report their gender employment status, demanding corporations with noticeably few women employees to submit gender-equal employment targets and implementation plans, and evaluating their employment practices one year thereafter. It was originally introduced to overcome long-held discrimination and prejudice against women and give them equal opportunities, but some were concerned about AA turning into another shackle binding corporations and undermining economic efficiency and competitiveness. However, most of these concerns are downplayed, as they often arise from misunderstanding the system itself or are deemed as attempts by the powerful to guard their vested interests.”*²¹

*“Gender-based analysis of employees showed that the proportion of women in business service industry was less than that of overall employment picture, but similar to that of the manufacturing sector. In particular, women take up only 20 ~ 23% of R&D, information processing and communication industries. In the case of business service industry in 2001, half of the employees belonged to special technical jobs, while production technicians suffered a steep decline in numbers”.*²²

*“Korea’s birthrate fell from 6.0 in 1960 to just near the population replacement level of 2.1 in 1984. The birthrate continued its plunge down to 1.47 in 2000, to among the world’s lowest rates of 1.19 in 2003, and finally to 1.08 in 2005. Even when compared to similar cases in the west, Korea’s declining birthrate is expected to bring a greater social shock than similarly falling birthrates did in the west, given that the rate drop is accelerated and the rate has plummeted to the dangerously low level. In recent years a number of studies have examined the factors that cause women to have fewer babies. As for the causes of diminishing birthrate and its continuation, most of these studies cite better education for women, increased participation of women in economic activities, breakdown of families, changes in values concerning marriage, family, and childrearing, and burden of raising children. Here, we see that the studies count women’s economic participation itself as a causal variable of low birthrate. However, it should be considered a constant, rather than a variable, because, given the changes in the overall economic structure and gender roles in a family, it is hard to conceive that women voluntarily choose to take part in economic activities as suggested by some studies. As of late, the key role of women in a family is no longer confined to household chores, but often seen as the main breadwinner. Now it has become necessary to identify women’s economic participation as a basic condition in the matter of childbirth. Under this circumstance, therefore, more detailed studies are called for in such topic as how the labor process and workplace environment affect the birthrate.”*²³

“The employment-population ratio of women has been on a steady increase for the last three decades. In spite of the climb in the rate, however, the employment conditions of Korean female workers are seriously inferior to those of male workers: most female workers are employed in small and medium sized companies; 46.6% of female employees are temporary workers and 23.3% are employed on daily basis, indicating that the employment of female workers is very insecure; only 0.3% of all employed women have management jobs. Such insecurity in female employment greatly affects the health of women workers, resulting in the deterioration of women’s health. In order to protect the maternal rights of women in the childbearing age, the government revised laws related to maternity protection in 2001, extending the maternity leave from 60 days to 90 days and adopting the paid maternity leave

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system. However, as many employed women work temporary jobs in small workplaces and the employment is unstable, the maternity protection system for working women is actually quite shaky and diverse institutions set up by the government are inadequately equipped to protect the maternal rights of working women. There is a need to protect the maternal rights of working women and explores maternity protection systems of Korea and overseas countries. A few important issues and system improvement tasks were discovered following a statistical examination of Korea's maternity leave system and the identification of trends in maternity protection systems of advanced countries. The most important prerequisite is that the maternity leave system should be designed in a way that helps to incorporate women into the labor market in a stable manner, which is the ultimate goal of the system in advanced nations. The biggest shortcomings in the Korean maternity leave system are first, the problems associated with individual employers bearing the responsibility of paying the cash benefits for the leave. The future policy should aim to include in the social insurance program the wages for the whole period of the maternity leave. Second, the current system is unable to satisfactorily fulfill the basic purpose of "maternity protection" because the system does not allow female workers to leave for prenatal care and for miscarriages and stillbirths. Finally, the system naturally presumes that childrearing is women's role and there appears to be absolutely no desire to correct this assumption. The introduction of paternity leave and father's quota in parental leave increases public awareness on gender equality in childrearing."²⁴

"A systematic exploration of part-time work may be used as important basic data in developing an employment type appropriate for women and encouraging women's participation in economic activities, as well as in establishing policies to efficiently nurture and assign female labor force in the mid-to-long term."²⁵

"Technical workforce is a critical factor in a nation's industrial competitiveness, and it is important that they are maintained at the optimum quality and quantity. But Korea, less than 40 years after the start of industrialization, is already faced with shortage and substandard quality of technical workforce. It has been nearly a decade since the government (Ministry of Labor) implemented technical skill promotion policies. But they have so far failed to achieve the intended purpose, as technical jobs suffer deteriorating social standing, and new university students stay away from engineering schools."²⁶

"One of main characteristics of the Korean labor market is complex dual structure. In other words, men account for the upper stratum in job structure, which is characterized as highly productive, stable and well-paid, in contrast to women workers taking up for lower stratum in job structure characterized as low productivity, low wage and low job security. In addition, female workers can be classified into two groups: first, female workers who are young, highly educated, well-paid and second, female workers who are old, at lower level of academic background and low-paid. Gender segregation of jobs resulted into wage gaps and separation of occupations between male and female workers, while providing male workers with economic safety."²⁷

"Since the 1960s, the Korean economy has consistently grown at an annual rate of 8%, thanks to abundant cheap labor and the government's export-oriented policies. Until the early 1970s, Korea was an agrarian society with a large rural population. With successful economic growth, however, the Korean labor market passed the era of unlimited labor supply around 1974-75. Nevertheless, the steady migration of the rural population to urban areas enabled continuous high levels of growth without labor

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shortage problems until 1987. With rapid economic growth, the economically active population significantly grew from 8,230,000 persons in 1963 to 24,216,200 persons in 2007 (economic participation rate: 61.8%). In 2007, the male economic population was 14,124,000 (economic participation rate: 61.8%), while the female counterpart was 10,092,000 (participation rate: 50.2%). The employed population which stood at 7,563,000 persons in 1963 rose to 23,433,000 in 2007. As of the end of 2007, there were 15,970,000 wage workers and 7,463,000 non wage workers (including self-employed and unpaid family workers). Among the total wage workers, permanent workers marked 8,620,000 persons (5.1% increase from a year earlier), temporary workers recorded 5,172,000 persons (0.6% increase from a year earlier) and daily workers totaled 2,178,000 persons (1.2% decrease from the last year).”²⁸

“According to the yearly assessment of national competitiveness which was published in 2007 by the World Economic Forum (WEF), Korea ranked 11th out of the 131 nations observed. In contrast to its strong showing in national competitiveness, Korea was placed at the 97th among the 128 nations observed in terms of the Gender Gap Index (GGI). The unbalanced growth of the Korean economy is also seen in two other indicators: the Human Development Report 2007 showed that Korea was the 26th out of the 157 nations observed in the Gender-related Development Index (GDI), while ranking 64th among the 93 nations observed in the Gender Empowerment Measure (GEM). This disparity in the two indicators implies that female workforce is not either properly appreciated or utilized in the Korean society. Since the enactment of the Equal Employment Act of 1987, apparently discriminatory practices in disfavor of female workers have almost disappeared such as earlier retiring age system, compulsory retirement upon marriage, pregnancy or delivery and the special arrangement for female bank clerks. The biggest burden that working mothers have to shoulder is the responsibility of child care. Apart from the fact that women are prone to non-regular work, the jobs for which women are relatively easily employed are usually low-paid ones, including ‘care work’ in which women are predominant. Although there is an increase in the number of high ranking or highly-paid professional women, there are also a large number of women workers who are paid below the minimum wage. This phenomenon is closely associated with the traditional notion that men are primary bread winners and women are supposed to do the housekeeping work or are, at best, secondary breadwinners.”²⁹

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Chapter III

Gender Equality: Korean Labor Market

*Human development is a process through which people can expand their choices in all aspects of life, including politics, economy, society and culture.*³⁰

The concept of *human development* was introduced for the first time by Human Development Report published by UNDP annually since 1990. Report mentions that the economic growth does not bring happiness to all people. The Reports argued that people could achieve true state of wellbeing if their potentials as human beings are fully developed. The focus on choice in above quotation is prominent because people can live a long and healthy life, be educated, and access resources necessary for a decent standard of living if they enjoy a wide range of choices, human development goals embrace, among other, improving people, welfare, raising their standard of living, protecting the natural environment for the next generation. Human development is deeply rooted in gender equality that stresses empowerment, productivity and sustainability.³¹

*“Economic development does not necessarily ensure improvements in the quality of people’s lives. Economic development is a prerequisite for human development, it is not sufficient by itself and thus efforts to narrow gender differences in all areas of socio-economic and political structures in terms of rights and the chances of self development must accompany. There can be discrepancy in the perspectives on gender equality between national development and human development approaches. While gender equality according to national development approach may be addressed as a way to utilize women’s human resources for national economic development, gender equality according to human development approach is understood as a way to develop the ability of women for its own sake”.*³¹

According to Human Development Report 2003, the Human Development Index (HDI) of the republic of Korea stood at the 30th place out of 175 countries for which the HDI statistics was collected. In term of Gender Empowerment Measure (GEM) Korea stood at 63rd place out of 70 countries for which data was collected. It means that though Korea has made significant progress in human development on the back of economic growth, the status of women somewhere is still a big question mark. It is still searching answers, as it has been well quoted by Korean Human Development Report on Gender, 2005³¹ Korea, traditional Confucian mores and patriarchal social system impacted negatively on human development as a whole. It placed women in subordinate position in relation to their male counterparts in all sphere: *political* (women occupy only a small proportion of parliamentary seats as compared to the international average); *economic* (despite women increasing participation in all aspects of life in Korea) and even *socio-cultural*.

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The human development strategy, “while providing people with opportunities to develop their capacities, must place at its center and as such, give high priority to gender equality since gender equality represent a key stone of human development that stresses sustainable productivity, equality and empowerment of all people”³¹.

UNDP annually publicizes national gender equality ranking based on GDI (gender related development index) and GEM (Gender empowerment measure) as discussed in previous chapter also. GDI represents a modified version of *gender disparity adjusted HDI* in order to quantitatively gauge gender inequality. GDI components include gender differences in terms of life expectancy at birth, adult literacy rate, a combined measurement on primary, secondary and tertiary gross enrollment ratios, and estimated earned income. The rankings of 146 countries were published out of 173 countries in the world. Norway enjoys the highest GDI ranking in the world with its GDI points of 0.945 just 0.059 point short of the perfect scores, 1.000. Women life expectancy in Norway is 81.5 years, six years longer than the males 75.6 years. No adult literacy has been reported, and enrollment ratio is 95 percent for both sexes. Yet when it comes to estimated earned income, women’s is 23,454 dollars, less than men’s estimated earned income of 36,510 dollars. This reflects that the gender differentials conspicuous in the economic sector. Even though the overall environment for human development has deteriorated during the period, the gender gaps have been narrowed and that women’s position in decision-making has improved markedly. GDP, HDI, GDI, and GEM, are closely interrelated. The report mentions economic affluence is a prerequisite in achieving human development. (Correlation between GDP, HDI AND GDI turned out to be highly positive over 0.9). On other hand the correlation between GEM and other indices was found to be relatively low about 0.7, showing that economic development or human development does not necessarily result in women’s empowerment. Therefore, in order for women to obtain stronger decision-making power in core sector, aside from efforts for human development and economic development, national policies specifically designed to empower women are required.³¹

Examining the differences between the levels of gender equality and human development in specific countries, it was found that even though the over all relations between the GDI and GEM were positive, some countries departed from central trend line. Korea had low GEM compared to GDI, which indicates although Korea has achieved certain degree of gender equality in the field of economy, health, education. It still lags in term of women’s empowerment. So is needed to set down policies to achieve this. GEM is less related to the level of a countries economy than GDI. Korea is one of the countries with a low GEM score (63rd) despite its relatively high ranking in HDI, GDI and GDP.

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Korea maintained similar level of HDI and GDI ranks (30th) both of which stood at around the 30th places, indicating that achievements in human development are closely parallel with economic development and vice versa. There is little gap between the gender in terms of human development indicators such as health, education e.t.c. Compare to HDI and GDI, GEM is in the lowest range. This indicates that Korean women are excluded from major decision-making processes in the political and economical sectors although they have been quite active in social sector. The wide difference in GDI and GEM shows that despite a great deal of investment for the development of women's capability, the society failed to reap benefits of the investment. In Korea the gap between GDI and GEM ranks is attributable to the low percentage of women in the parliament, female legislators, senior officials and managers.³¹

Over the past several decades, Korea has made a remarkable progress in the field of women's policies. Enactments of the Women Development Act in 1995 and Equal Employment Act in 1987 signify this.³¹

Women's policy is budding in Korea, the country where 500 years of oppressive history against women had existed. After evolving for 10 years, Women's policy of Korea is breaking out of a strong patriarchal society, and it is now ready to thrive. Korean government had drafted long-term plan to support the role and responsibility of women and every family member at national level. This plan was developed in recognition of growing demand for women's participation in this ever-changing, modern society. The following information details the trends in women's policy of Korea that remains vital and continues to flourish.

The 21st century demands a new paradigm based on feminine perspectives and experiences to lead the rapidly changing society. In response, women's policy not only serves women's interest but develops a stronghold for future's humanistic society. The future of Korean women's policy will build a society based on respect for human, which is what the human race has envisioned.

*"Gender sensitive policies guarantee the equal participation of both genders and integrate the needs and views of men and women and thus aim to prevent unintended gender discrimination and ultimately to contribute to gender equality. Gender sensitive policy making aims to guarantee even distribution of benefits for both men and women by taking into consideration differences in their needs and nature in drafting, implementing and evaluating policies since the lack of such considerations may lead to discriminatory effects due to the differences in policy needs and the lives of two sexes."*³²

The sense of gender equality is gaining grounds in Korean society. Various government policies are drafted to ensure women's economic participation and advancement in the society, so women can perform their best. A nation of hope, Korean women's hope is growing.³²

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When the Korean Government was first established in 1948, all citizens including women were given the suffrage. There also have been some movements during the last half a century to improve women's rights and social status, which included the realization of gender equality through amendment of the patriarchal family law in 1958. Since the declaration of Platform for Action and Strategic Plans for Gender Mainstreaming in the 1995 UN World Conference on Women (Beijing, China), Korea adopted the Women's Development Act (December, 1995) to promote gender equality and women's development in political, economic, social, and cultural spheres. The Women's Development Act requires that a plan which specifies fundamental direction, goals, and source of funding for women's policy must be established every five years. The Act applies to all federal agencies and local governments and annual plans have been established and executed. The First phase of the Basic Plan for Women's Policies (1998~2002) has been successfully completed, and the Second phase of the Basic Plan for Women's Policies (2003~2007) is currently under way. Established in 1988, the Ministry of Political Affairs marked the first government agency to handle women's policy in Korea. Later, the Ministry of Political Affairs was replaced by Presidential Commission on Women's Affairs in 1998 (hereafter called PCWA) under the new People's Government. PCWA's role has been expanded to plan, compile, and mediate women's policy and even bestowed judicial power to reform gender discrimination. In March 2001, the Government Re-organization Act created the Ministry of Gender Equality (MOGE) in place of PCWA to exclusively handle women's policy. MOGE's duties included managing general women's policy related duties (domestic violence, sexual abuse, and sex trafficking prevention) along with existing PCWA duties. In June 2005, childcare management has been added to MOGE's duties. MOGE was later re-organized as Ministry of Gender Equality and Family (MOGEF) to incorporate family policy management in its duties. Currently, MOGEF is working on women's policy with 16 metropolitan and 256 regional government bodies. Six federal agencies with high relevance to women's policy (Ministry of Education and Human Resources Development, Ministry of Health and Welfare, Ministry of Justice, Ministry of Agriculture and Forestry, Ministry of Government Administration and Home Affairs, and Ministry of Labor) and 47 central government agencies have officers in charge of women's policy to execute women's policy.³²

The female labor supply and labor market structure for female workers underwent tremendous changes particularly during last two decades in SOUTH KOREA. It is the key to the sustainable growth of Korea. Hwang and Chang describes the changes in the female labor supply and labor market during this period.³³ They writes during 1960s and 1970s the female labor supply was low skilled migrating from country side into cities. There was huge demand for young and less educated female labor in traditional manufacturing sector. These women were also mentally prepared to get involve in temporary work and worked until they

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found suitable spouse to settle down. But during 1980s this sector contracted and information industry evolved gradually. The supply of female labor was more educated during this period, if we compare this to the 1960s period. There was a shift in nature of work from assembly line to administrative and service sector as women during this period were more ambitious. This was one side of the story on the other side many women faced severe gender discrimination in the labor market as well from the society. The women got an opportunity to attain better education and also became aware of discrimination in labor in market; Subsequently Equal employment act was passed in 1987 mainly to prevent sexual harassment at workplace. Table below 3.1 describes the Korean labor market Indicators. During ten year period, this has definitely progressed. Yet, lot needs to be done, especially for female participation in the labor market.

Table 3. 1

Korean Labor Market Indicators: 1997 and 2007

| S.no | Gender | Female | | Male | | Total | |
|------|---|---------|---------|---------|---------|---------|---------|
| | | 1997/12 | 2007/12 | 1997/12 | 2007/12 | 1997/12 | 2007/12 |
| 1 | Economically active population(1000persons) | 8,727 | 9,945 | 12,827 | 14,048 | 21,554 | 23,993 |
| 2 | Employment(1000persons) | 8,486 | 9,685 | 12,396 | 13,572 | 20,882 | 23,257 |
| 3 | Unemployment(1000persons) | 241 | 260 | 431 | 476 | 672 | 736 |
| 4 | Labor force participation rate (%) | 48.3 | 49.3 | 75.4 | 73.2 | 61.4 | 61 |
| 5 | Unemployment rate (%) | 2.8 | 2.6 | 3.4 | 3.4 | 3.1 | 3.1 |
| 6 | Employment/population ratio (%) | 46.9 | 48 | 72.9 | 70.7 | 59.5 | 59.1 |

Source: KNSO; Summary of economically active population by gender (monthly).¹²

During 1990s the demography of Korea underwent changes, on one hand the fertility rate started declining and other hand witnessed aged population growth. This was good for female workforce as their demand increased. This was the period when law and institutions on women's labor rights were reframed. The infant care act was passed in 1991; the framework act on women development in 1995, and the law ensuring equal opportunity and treatment for men and women in employment act was also amended. In 2001, the ministry of gender equity was created resulting in more awareness on gender equality. The trend for nuclear family and divorce registered increase simultaneously.

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It can be seen from table 3.1 the labor force participation rate for women has increased from 48.3% to 49.3%.while the labor force participation for males has declined from 75.4 to 73.2.This may be due to increase in quantity of women workers in temporary jobs and decline in quantity of males workers in temporary jobs. These needs more in depth study. The unemployment rate for women during ten years 1997-2007 has declined while for males it was constant. The employment to population ratio for women has increased from 46.9% to 48%.for males it has declined from 72.9% to 70.7%during 1997-2007.

On one side there was increase in supply of women in labor market, on other nature of job remained more or less same. On the top of it still the burden of child care and house hold chores still remained heavily on women. Perhaps, this is one of the reasons for sharp decline in birth rate and also delay of marriages among women. The number of women especially married women joined the workforce as labor market demand for service-sector increased. This also needs to be mentioned that the majority of employment was temporary, vulnerable and with no job security. There was qualitative growth of women employment but little on qualitative one .The concept of decent employment was missing. The Asian financial crises of late 1990s had most negative impact on female employment. The labor force participation for women fell from 49.8% to 47.1% during 1997-1998.³³

The rate of female participation in the labor market is a reflection of gender equality. The nature of occupation and job reflects the quality of work women are engaged in. Is it just an extension of household activities? As, we can see in service sector or it is something more is a big question. One thing is clear; the new economy has created opportunity for new kind of jobs in labor market. The work that was unpaid earlier became paid employment with little polish in nature of work. For me equality means equal access to resources, which results in equal opportunity to acquire knowledge and prosecute the same in economy. Rationally, a family requires both genders to run it smoothly. Similarly any country and universe at large requires optimum utilization of its resources to progress. If a women is willing to do a job, she should get the same according to her qualifications as male gets it .If male is willing to take care of child and do house hold chores it should be encouraged and acceptable. If both the couples are in job market there should be policy which encourages equal sharing of work at home also. For equal access to labor market there should be equal access to human resource development. One should be encouraged and motivated to get quality education and training despite once gender. The employment to population ratio for of Korean women is 49.8%, while for Korean men it is 71.8%.During 2008, labor force participation for females was 51.1% and for males 74.4%(see table 3.1).If we compares ten years period 1998-2008 labor force participation for women has increased. But this increase is more in temporary jobs. This increase is in term of quantity not the quality. Table below 3.2 gives decadal picture of Korean labor

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market .During ten years period labor force participation rate for female workers has improved, unemployment rate has also decreased but despite this we still find low employment rate for highly educated women.

Table: 3.2

Korean Labor Market Indicators: 1998 and 2008

| S.no | Gender | Female | | Male | | Total | |
|------|---|---------|---------|---------|---------|---------|---------|
| | | 1998/05 | 2008/05 | 1998/05 | 2008/05 | 1998/05 | 2008/05 |
| 1 | Economically active population(1000persons) | 8,761 | 10,347 | 12,956 | 14,345 | 21,717 | 24,692 |
| 2 | Employment(1000persons) | 8,280 | 10,083 | 11,928 | 13,856 | 20,207 | 23,939 |
| 3 | Unemployment(1000persons) | 481 | 264 | 1,028 | 490 | 1,509 | 753 |
| 4 | Labor force participation rate (%) | 48.1 | 51.1 | 75.8 | 74.4 | 61.5 | 62.4 |
| 5 | Unemployment rate (%) | 5.5 | 2.5 | 7.9 | 3.4 | 6.9 | 3 |
| 6 | Employment/population ratio (%) | 45.4 | 49.8 | 69.8 | 71.8 | 57.3 | 60.5 |

Source: KNSO; Summary of economically active population by gender (monthly).¹²

There is a strong need for improvement in the working conditions, as well as wages via implementing an anti-discrimination policy between men and women, and promote white color professions or jobs that requires expertise.³⁴The economic participation trend among Korean women shows bimodal structure since 1980s that is highest in 20s and 40s.This is because many women in late 20s and early 30s leave paid work for unpaid one like childbirth, childcare. The bimodal structure depicts the distorted aspect of the female labor supply resulting from marriage, family institutions and ensuing division of roles by gender. Such a bimodal structure was observed in the developed nations till 1970s and disappeared from most nations after the 1980s.Korea and Japan are the only two OECD nations that still remain in the shadow of this structure.³³The percentage of women returning to labor market in their early 30s declined in early 2000.This is because of mismatch in educational attainment and demand structure of labor market. There is strong need for policy intervention. There is a need to prevent such career break if any, even if such breaks occurs due to unavoidable situation there should be enough motivation in terms of skill development and rejoining the labor market.

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The pattern of enrollment in educational structure also shows the kind of opportunities future workforce, particularly women get to study. In Korea the higher educational attainment has resulted in increasing participation of women in the labor market.

During 1980 due to decline in primary sector and rapid growth of secondary and tertiary industries the demand for unskilled labor increased in manufacturing sector. This sector was largely dominated by young, with low education level and unskilled female workforce. The traditional manufacturing industries declined in 1990 as new economy stepped in the labor market. This was the period of adaptability to the changes occurring in new economy and so was steep rise in demand for workforce in SOC and service sector. The occupational segregation led to entry of more males in manufacturing and females to service sector. The proportion of female work force declined in manufacturing sector (11.6%) and increased in service sector (21.3%) during 1990s and 2002. These changes were twice for female workforce compare to male workforce. As a result of rapid increased demand for workforce in service sector. It also needs to be mentioned that the increase was more in unskilled jobs (50.2% for women and 26.4% for males) rather than in the skilled jobs that too by married women who preferred white color jobs. Women were found to be concentrated in sales and service sector. Only 9.1% female workers were employed in functional and assembly line work, the corresponding figures for males were 32.7%.

The proportion of women in highly skilled jobs also increased by 3.6% during 1993 and 2002, these job offered high wages and strong job security. But largely women tend to be employed in irregular jobs that are poor in terms of job security and working conditions. Here it will be wrong to assume that women were displaced from regular jobs during economic crisis and there fore migrated into the irregular labor market, but 1990 data shows that 62.4% and 35.5% of female and male wage workers were working in the capacity of irregular workers. This shows non-regularization of labor market had already progressed significantly in Korea even before 1990s.^{35,36} This was mainly due to decline in manufacturing industry and expansion in service industry.³⁷ The question that still remains unanswered is why women concentration is more in non regular type of employment? There are many reasons for this; like increasing participation of women in labor market especially return of married women to labor market, married women have additional responsibility of household in these circumstances even highly educated women tends to move towards the work which has flexible working timing especially if women is entering labor market for the first time after marriage in late 30s and is neither has high skilled qualification and experience, the Korean labor market is quit rigid in this case; secondly the educated women slowly and gradually started preferring to join clerical and administrative jobs compare to manufacturing jobs because of employment flexibility since the late 1980s. Due to increasing office automation there was

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increase in irregular jobs(For irregular administrative employment as well for jobs in sales and services, and there is likelihood that this trend will continue even more).³³ The period 1990- 1997 before the onset of the Asian financial crisis was especially good time for women as relative wages improved rapidly by 1.4%point every year. This is an indication of improvement of women social standing in society, complemented by gender high educational and economic participation. The income differential among the labor group has increased for both the gender throughout the 1990s. These are attributed to the simultaneous increase of both the low-skilled, low-waged cohorts and high-skilled, high-waged cohort. The bipolarization within the female working resulted from the process of qualitative growth and qualitative enhancement of the female labor market in the 1990s.the relative wages of women improved from 66.3% in 1981 to 78.4% in 2001in first deciles. From 45.2% to 63.2% in fifth deciles and from 38.0% to 64.8% growth of nearly twofold in the sometime period, showing that the relative wages of women in upper deciles grew by relatively significant margin. (If wage differentials occur despite wage increases in both the upper and lower ranks simply because the wage growth rate of the upper cohort is faster than that of the lower counterpart. Then the gap has a silver lining to it because it was caused by a more active participation of women in the high skilled, high waged labor sector).³³ The proportion of college/university educated women among the female workforce increased by eight fold from 2.6% in 1980 to 21.9% in 2002, and proportion of professional and semi-professional workers also soared from 3.4% to 14.5% during the same time period. But at the same time irregular employment among women also expanded at a rapid pace, increasing the proportion of temporary and daily workers among wage workers to as much as 66.4% in 2002.³³ The high-paid group and the low-skilled, married worker group are growing at the same time shows the heterogeneous group existing within the female labor pool, posing new challenges for the female labor market-dual structure. This dual structure is directly correlated to career breaks of women.³³ Paternalistic organizational culture, low accessibility of information for women, exclusion from networks, glass ceilings, and corporate culture makes it nearly impossible to manage both household duties and work successfully at the same time are some of the reasons that restrict even highly educated women to reenter labor market, causing serious brain leak in the Korean labor market.³³

Labor policies for women

*Women policy of Korea legislative system mentions Gender requirements are incorporate into National policies to satisfy both genders; **Gender sensitive budget** creates a foundation for women's policy development. As the women's opportunity in government positions increases, women's social status improves. Women's perspectives and needs are fully reflected during government policy legislative process. Women's leadership will establish gender equality in national policy. Supporting women's entrepreneurship to increase women's economic participation; Utilization of women's resource is increased through vocational training and employment services; Gaining competitive edge in science and technology by employing women scientists; Agricultural community becomes an ideal place to live when women of agriculture are nurtured and supported; Improving awareness to eliminate widely spread prostitution in the society; Bringing back happy family through relief and treatment of domestic violence; Minimizing violation of women's rights by providing sexual assault victims protection and relapse prevention program; Improving sexual harassment awareness with preventative education; Expanding childcare support creates the nation where healthy children are raised. Women Immigrants are equal to the indigenous Korean people in all respects; Protecting the rights of everyone... Campaign to prevent sexual harassment against migrant workers; Women's hotline 1366 provides interpretation service to protect foreign women from violence .³⁸*

Following are the Korean laws related to women's policy

Act on the Punishment of Procuring ;Act on the Prevention of Prostitution and Protection of Victims of hereof(2004);Prostitution and Associated Acts(2004); evasion of Political Parties Act(2004); Revision of Political Funds Act(2004); Act to Fostering and Assisting Women in Science(2002); Act to Fostering and Assisting Women in Agriculture and Fishery(2001); Gender Discrimination Prevention and Relief Act(1999); Act on Support of Women-owned Business Enterprises(1999); Act on the Prevention of Domestic Violence and Protection of Victims/Special Act on the Punishment of Domestic Violence(1997); Women's Development Act(1995); Act on the Punishment of Sexual Violence and Protection of Victims Thereof(1994); Infant Care Act(1991); Sexual Equal Employment Act(1987); Woman's Suffrage (1948).³⁸

It was only since the mid 1980sthe labor policies for female workers started expanding in scope to promote female employment, increase job opportunities for women, and support women to co -manage family and work, all in an effort to encourage female participation in both the labor force and the society as a whole. The two main components of the female labor policies were; Equal employment policies and Maternity protection policies.

Under the **equal employment policies**, equal employment act and promotion of female employment and expansion of employment opportunities are worth discussing.

Equal employment act The labor standard act was passed in 1953 which prohibits discrimination against female workers but this was more a formality and lacked proper enforcement. As government was busy trying to maximize the benefit of cheap labor supply. The enactment of the equal employment act was the first step in this direction. Though the practical effect of the act was quite limited as it lacked the means to penalize any violations nor did it have a proper supervising body, despite this, it was very meaningful step

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that changed the policy paradigm on female labor from protection to equality .³⁸ The equal employment act went through its first revision in 1989 provision like equal wages for equal work were fortified and child care leave system was introduced..The act was revised in 1995 to enable either the female worker or her spouse to apply for child care leave, in order to share childcare responsibility equally. This had stronger prohibitions on gender discrimination in the recruiting and hiring processes. The third revision took place in 1999 which included regulating discrimination without a cause or reason. It specified that *applying conditions or requirements that are significantly difficult for one of the sexes to fulfill* constitutes discrimination. Thus, indirect discrimination that systematically discriminated against women, such as the system that granted extra credits to men for their military duties or the new human resource management system, were also subjected to modifications. Efforts were made to prevent sexual harassment at workplace by institutionalizing the necessary provisions and holding the employers accountable for any such harassment in their businesses. The equal employment5 act was once again revised in 2001True concept of gender equality was introduces by introducing *neither men nor women shall be discriminated against. The scope of application was expanded to all businesses with one or more workers.*

Promotion of female employment and expansion of employment opportunities In an effort towards promoting qualitative female employment Basic vocational training act was passed in early 1980s .This increased the intake capacity of female in vocational courses .The temporary preferential treatment was part of equal employment act carried in 1989.Aquota was set for hiring women in civil servant in 1996. (10% of the recruits for level 7 employees, diplomats, and administrative officials must be women) subsequently similar quota was introduced in private enterprise.

Female reemployment promotion subsidy system was introduced to subsidize and motivate employer to take back their female employees who had once left the company due to pregnancy, childbirth, and child care. Further childcare subsidy policy was also incorporated in Female reemployment promotion subsidy.

Under the maternity protection policies; Maternity leave, childcare support, child care leave needs special mentions. The scope of maternity policies should include both biological and social maternity in order to efficiently enable women carry out her social reproductive role and also participate in economic activities. It is like a women participating in unpaid household chores through out her life and managing her house efficiently. It is only during child birth period and in period succeeding she gets support from her family. But slowly and gradually she enters the household chores and also manages the childcare along with family support. Similarly she can manage in labor market with little support in policies. Broadly maternity policies include the policies related to pregnancy and childbirth of female workers and health

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and safety of pregnant women. If we widen it little more it includes appropriate childcare after the birth of infant. It is in this context, it is must to have social maternity included in the framework of maternity policies as also supported by Hwang and Chang.³³

In Korea Maternity policies for working women remained more or less same ever since labor standard act was established in 1953. IT was only in 1987 and 2001 some modification were made in the policy. With the enactment of equal employment act in 1987, the childcare leave system was introduced for the first time, **albeit for no pay**. The 2001 revision in act brought extension of maternity leave and also stipulated that the cost of leave should be partially borne by society. Workers were entitled to **payment** during their child care leave. **But this law is absent about number of time this leave can be taken?**

Beside this there also existed some protective provision for women which prohibited women in harmful or dangerous task (article 63), in mining works (articles 70), for nights and holiday shifts (article 68) and for excessive overtime work (article 69). These laws were in accordance with ILO principles for promoting maternity and development of minors. These laws were criticized by labor and management; stating lack of practical efficacy and overprotection to female workers. ILO, in 1971 also stipulated in its regulations that pregnant and nursing women must not be subject to certain type of labor, making it clear that such provisions are meant to protect the maternity, not hinder the employment of all women in general.³⁹ Since the conclusion of the agreement on abolition of discrimination against women individual nations are in process of lifting the restriction on night time work. In 2001 the Korean labor standard act was revised to lift all restrictions on female employment in harmful or dangerous workplace with the exception of pregnant women. The control over mining work is partially relaxed; restrictions on overtime work apply to pregnant women. Consent from the concerned laborer alone suffices for night and holiday shift in contrast to the past when the approval from labor ministry was must.

There was also the provision of *menstrual leave* in the labor standards act of 1953 which stipulates that the employer shall grant one day of paid menstrual leave per month upon the request of the female workers. The debate continues on this. The duration of maternity was 60 days from 1953 to 2001 and wages to the workers were paid by employer. The revision of law in 2001 extended the duration of leave to 90 days for first time in fifty years. The extra cost for thirty additional days was to be borne by the state (from national budget and employment insurance fund).³⁹

The provision on *child care support like nursing time* existed since the first version of labor standard act and is identical to the stipulation of the agreement on the employment of women and maternity protection

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established by ILO in 1919 to grant workers with new born two-30 minutes nursing breaks per day. But it seems impossible unless proper facilities at work place.

The installation of child care facilities at work place were first mentioned in the equal employment act of 1987, Then the infant care act was enacted in 1991 which mandated the installation of workplace child care facilities in all enterprises with 500 or more full time female employees. The scope was further enlarged in 1995 to 300 or more female employees. Most companies are restoring to child care allowances. Discussions are going on this subject.

Lastly the concept of child care leave was introduced for the first time with enactment of the equal employment act in 1987. Initially it applied to females only and did not receive any wages for the period of leave. The third revision in the act in 1995 changed the beneficiaries to either a women or male workers. It still needs to be establishing its feet. The 2001 revision of equal employment act address the issue of child care leave .under the heading “support for reconciliation between work and family life” and stipulates the prohibition of dismissal during child care leave and complete reinstatement to ones former position upon leave. The society started shouldering some of the financial burden of child care leave in 1995 by providing the monthly subsidy of 80 thousand won and 120 thousand won for large enterprise and SMEs respectively. The 3 maternity laws revised in 2001 directed the payment of 200 thousand WON per month from employment insurance funds of workers on child care leave, and amount was further adjusted to 300 thousand WON per month. It is still too early to predict on this as on 2002 only 16.7% or 3,763 of the female workers who went on maternity leave totaling 22, 711, also took the advantage of the child care leave. The low wages during leave may be one of the reasons for low utilization of leave beside low job security for female workers once they proceed on leave.³³

After a detail discussion now is a time for the development of future labor market policies for women. Gender biases still exist in Korean economy, which is a biggest obstacle to more active participation of female labor. No doubt, the traditional gender discrimination and responsibilities have been gradually reduced by improvement in social awareness towards women and participation of women in labor market. Yet lots needs to be done and could be done for optimum utilization of human resources, of which women should not be neglected. Following needs to be mentioned in this regards:

Like in India, household duties and child care responsibilities still remain predominantly on women shoulder in Korea also. There is strong need for equal participation from both the gender; Child care is one of the major reason that restrain women to enter labor market. Like the development of new

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economy, digital economy, knowledge based economy, etc., we should think of creating child care economy. The burden should be shared by employer and employee like the insurance system.

A major characteristics of Korean labor market is poor utilization of highly educated women, which is due discrimination against women in employment despite increase in Korean women desire to hold a job. While a woman's social participation has succeeded in every sector of the society. Political economic and cultural constrain on women still exist due to Korean patriarchal and social system.³³

Kim Tae-Hong, Director general of the Equal Employment Bureau mentions in one of the articles in The Korea Herald "to eliminate discrimination against women, monitoring of the companies will be held regularly and guidelines will be developed and replenished" to promote more participation of mothers. The article mentions that Korea has male dominant society; this is also one of the reasons for low participation of females' workers in labor market. There is a need for judicial utilization of labor force in order to accelerate national economic competitiveness.⁴⁰

Chapter IV

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

The present chapter makes an attempt to probe into gender issues in labor in Korea. The secondary sources were mainly analyzed, from Korea National Statistical Office and Korea Ministry of labor publication. Labor is an important indicator to calculate individuals' potentials to earn ones living. One of the important policy objectives of the government under the constitution that guarantees the right to work is providing stable jobs to its population. Therefore, employment, unemployment –related data are very important to formulate the labor policy .⁴¹The economic activity participation rate refers to the rate of the economically active population as a portion of the work –age population-those aged 15 or older in Korea. This is a barometer of how efficiently a society utilizes its labor resources. ⁴¹

I could not find much details about sexual harassment case reported in Korea, except two cases reported in The Korea herald on 15 July and 22 July 2008 respectively .In first case as reported by Kim So-hyun on page two of news paper, Supreme Court upholds firing of sexual harasser, which also mentions, even if the man had no offensive intentions, he can not be forgiven because his offenses were committed after the 2001 law banning sexual harassment at workplace went into effect. In second case as reported by Song Sang-ho on page three of news paper, Illegal resident faces a sexual assault charge which mentions a Seoul police station sought an arrest warrant for a Bangladesh-born migrant worker on sexual assault charges.

This shows Korean Government is quite committed to its tasks of taking quick action against sexual harassment, if any. What we found was more discrimination in terms of female labor market participation.

Table below describes this; (see table4.1).Table 4.1 depicts the data for economically active population during 200-2007 at Korea.

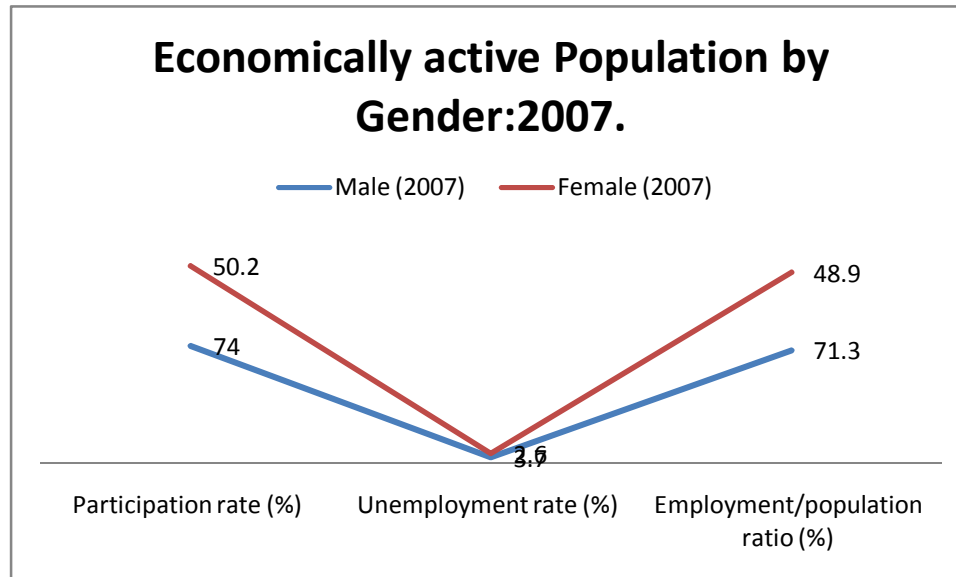
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Table: 4.1**Economically active Population by Gender :2000&2007**

| Economically active Population by Gender :2000&2007 | | | | | | | | |
|--|---|--|--|--|--|--------------------------------|-------------------------------|---|
| By gender(y ear) | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Employe d persons (1000pers on) | Unemplo yed persons (1000pers on) | Not economic ally active pop. (1000pers on) | Participa tion rate (%) | Unemploy ment rate (%) | Employment/pop ulation ratio (%) |
| Total (2000) | 36,186 | 22,134 | 21,156 | 979 | 14,052 | 61.2 | 4.4 | 58.5 |
| Male (2000) | 17,522 | 13,034 | 12,387 | 647 | 4,488 | 74.4 | 5.0 | 70.7 |
| Female (2000) | 18,664 | 9,101 | 8,769 | 332 | 9,564 | 48.8 | 3.6 | 47.0 |
| Total 2007) | 39,170 | 24,216 | 23,433 | 783 | 14,954 | 61.8 | 3.2 | 59.8 |
| Male (2007) | 19,084 | 14,124 | 13,607 | 517 | 4,960 | 74.0 | 3.7 | 71.3 s |
| Female (2007) | 20,086 | 10,092 | 9,826 | 266 | 9,994 | 50.2 | 2.6 | 48.9 |

Source: Korea National Statistical Office, Summary of economic active population, Korea.⁴²

Graph:4.1



Source: Table 4. 1

It can be seen from the above table 4.1 and graph4.1, that economically active population in 2007 was 24,216,000. Out of this 14,124,000 were males and 10,092,000 were females. The figures are definitely an improvement compared to 2000. Of those aged 15 years or older, 61.8 percent are economically active. In 2007, these figures were 61.8 percent, during 2000 it was 61.2 percent, showing a slight decline, but what is important is; if we compare these figures for both genders, it declined for males from 74.4 percent in 2000 to 74 percent in 2007. For females it increased from 48.8 percent to 50.2 percent. Out of these figures, the number of the employed was 23,433,000 in 2007, an improvement compared to 2000 figures. Total number of males employed were 13,607,000 and employed females were 9,826,000 during 2007. There has been a rise in employed persons. On the other side, total number of unemployed were 783,000 showing a decline compared to 2000 figures. The corresponding figures for males and females were 517,000 and 266,000, a decline in both cases as compared to 2000. The unemployment rate for total population was 3.2 percent in 2007, for males unemployment rate was 3.7 percent and for females it was 2.6 percent. The employment to population rate was 59.8 percent for total population. For males it was 71.3 percent and for females it was 48.9 percent. It is a good indicator for female participation in any labor market, as it shows equal participation and equal utilization of potentials of both genders. But we need to see the quality of work in which work force is utilized.

“The importance of education can not be undermined because it helps people develop their personality to lead a human-like life and provides the society with manpower necessary for the economic and technology development. The nation’s educational environment has expanded and improved at a fast rate unprecedented anywhere else in the world.” ⁴¹

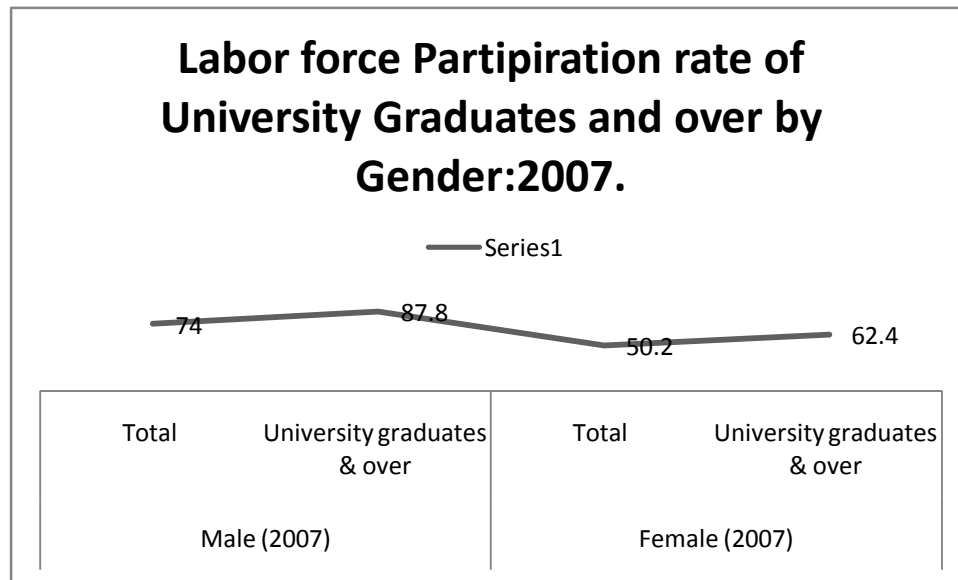
Table:4.2

Educational attainment and Gender: 2000&2007

| By gender (year) | By educational attainment | Pop. 15 years & over , etc. by Educational attainment and Gender:2000&2007 | | | |
|----------------------|--|--|---------------------------------------|---|------------------------|
| | | Pop. 15 years old and over (1000person) | Economically active pop. (1000person) | Not economically active pop. (1000person) | Participation rate (%) |
| Total (2000) | Total | 36,186 | 22,134 | 14,052 | 61.2 |
| | University graduates & over | 4,859 | 3,753 | 1,107 | 77.2 |
| Male (2000) | Total | 17,522 | 13,034 | 4,488 | 74.4 |
| | University graduates & over | 3,108 | 2,732 | 376 | 87.9 |
| Female (2000) | Total | 18,664 | 9,101 | 9,564 | 48.8 |
| | University graduates & over | 1,751 | 1,020 | 731 | 58.3 |
| Total (2007) | Total | 39,170 | 24,216 | 14,954 | 61.8 |
| | University graduates & over | 7,463 | 5,782 | 1,681 | 77.5 |
| Male (2007) | Total | 19,084 | 14,124 | 4,960 | 74.0 |
| | University graduates & over | 4,437 | 3,895 | 542 | 87.8 |
| Female (2007) | Total | 20,086 | 10,092 | 9,994 | 50.2 |
| | University graduates & over | 3,026 | 1,887 | 1,140 | 62.4 |

Source: Korea National Statistical Office, Summary of economic active population, Korea.⁴²

Graph:4.2



Source: Table 4.2

Table 4.2 shows the educational back ground and the absorption of the population of Korea by gender in the labor market of Korea. The proportion of males those who pass out from university is quit high compare to women. It can be seen from the table4.2 that out of total population fifteen year old and above 7,463,000 were university graduate and over during 2007.4,437,000 males and 3,026,000 females were university graduates and over in terms of qualification. All these figures were improvement over 2000 comparative figures. This shows improvement in standard of higher education in a country. Out of these university graduates 5,782,000 were economically active. Corresponding figures for males and females were 3,895,000 and 1,887,000 respectively during 2007 and need not to mention an improvement over 2000 similar figures. The labor force participation rate for university graduates and over during 2007 was 77.5 percent. As seen in graph 4.2 for males and females, the labor force participation rate for the university graduates and over pass out during 2007 was 87.8 percent and 62.4 percent respectively. If we compare this, with 2000 figures, overall it is an improvement, for males' slight decline and **for females it is an improvement from 58.3percent during 2000 to 62.4percent during 2007.**We can conclude from this, that higher education has an important role in recent increase in female labor force participation from 48.8 percent during 2000 to 50.2percent during 2007.

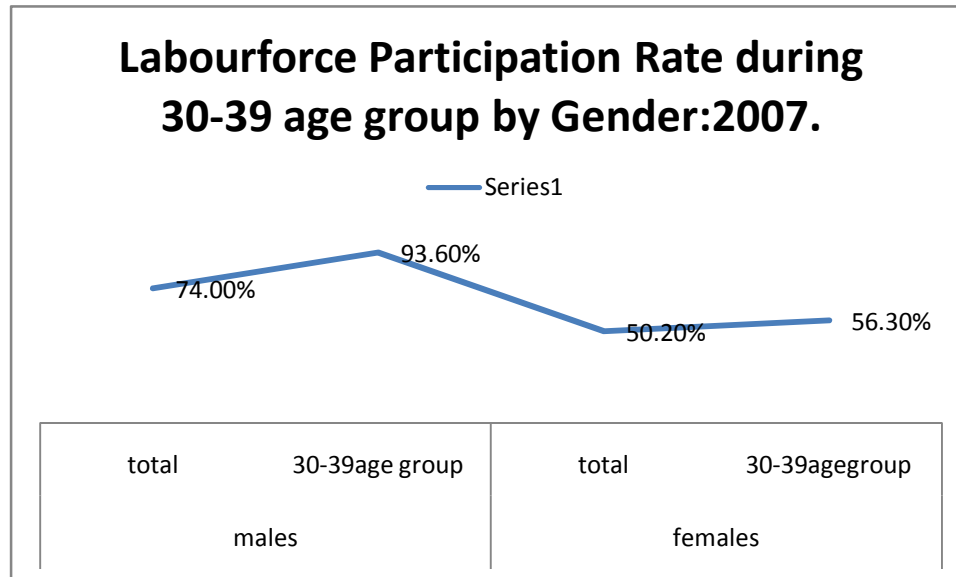
Table: 4. 3

Population by Age group and Gender: 2000&2007

| Pop. 15 years & over , etc. by Age group and Gender:2000&2007 | | | | | | | | | |
|---|-----------------------|--|---|---|-------------------------|--|---|---|-------------------------|
| Gender | Years | 2000 | | | | 2007 | | | |
| | | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Not economic ally active pop. (1000pers on) | Participat ion rate (%) | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Not economic ally active pop. (1000pers on) | Participat ion rate (%) |
| Total | Total | 36,186 | 22,134 | 14,052 | 61.2 | 39,170 | 24,216 | 14,954 | 61.8 |
| | 20-29 | 7,474 | 4,854 | 2,620 | 64.9 | 6,653 | 4,298 | 2,355 | 64.6 |
| | 30-39 | 8,467 | 6,369 | 2,098 | 75.2 | 8,282 | 6,233 | 2,049 | 75.3 |
| | 40-49 | 6,903 | 5,468 | 1,436 | 79.2 | 8,282 | 6,619 | 1,663 | 79.9 |
| | 50-59 | 4,360 | 2,996 | 1,364 | 68.7 | 5,873 | 4,180 | 1,693 | 71.2 |
| | 60 & above | 5,213 | 1,993 | 3,220 | 38.2 | 6,878 | 2,654 | 4,224 | 38.6 |
| Male | Total | 17,522 | 13,034 | 4,488 | 74.4 | 19,084 | 14,124 | 4,960 | 74.0 |
| | 20-29 | 3,491 | 2,528 | 963 | 72.4 | 3,134 | 2,086 | 1,049 | 66.5 |
| | 30-39 | 4,304 | 4,116 | 188 | 95.6 | 4,211 | 3,940 | 271 | 93.6 |
| | 40-49 | 3,491 | 3,275 | 216 | 93.8 | 4,176 | 3,918 | 259 | 93.8 |
| | 50-59 | 2,166 | 1,824 | 342 | 84.2 | 2,934 | 2,545 | 390 | 86.7 |
| | 60 above | 2,152 | 1,070 | 1,082 | 49.7 | 2,958 | 1,527 | 1,431 | 51.6 |
| Females | Total | 18,664 | 9,101 | 9,564 | 48.8 | 20,086 | 10,092 | 9,994 | 50.2 |
| | 20-29 | 3,983 | 2,326 | 1,657 | 58.4 | 3,519 | 2,212 | 1,306 | 62.9 |
| | 30-39 | 4,163 | 2,253 | 1,910 | 54.1 | 4,071 | 2,293 | 1,779 | 56.3 |
| | 40-49 | 3,412 | 2,193 | 1,219 | 64.3 | 4,105 | 2,701 | 1,405 | 65.8 |
| | 50-59 | 2,194 | 1,173 | 1,022 | 53.5 | 2,939 | 1,636 | 1,303 | 55.7 |
| | 60 above | 3,061 | 923 | 2,138 | 30.2 | 3,921 | 1,127 | 2,794 | 28.7 |

Source: Korea National Statistical Office , Summary of economic active population ,Korea.⁴²

Graph 4.3



Source:Table4.3

In order to capture the figures by age group table4. 3 and graph4.3 shows that during 2007 highest number of population; fifteen years and above, falls in 30-39 and 40-49 age brackets i.e., 8,282,000 respectively for each bracket. During 2000 corresponding figures were highest in 30-39 age group brackets (8,467,000). For males it was highest in 30-39 age brackets in both the years i.e., 4,211,000 during 2007 and 4,304,000 during 2000. For females it was highest in 40-49 age group brackets during 2007(4,105,000) and 30-39 age bracket during 2000 (4,163,000). It means due to child care responsibility we find less women in labor market in 30-39 age bracket during 2007. There is quite a possibility during 2000 there were more support from household elders to take care for infants compare to 2007. In some of the interviews I conducted with Korean women, I also found that Korean society is gradually moving towards nuclear family. During 2007, if we compare the economically active population we see that the highest numbers of males i.e., 3,940,000 are in 30-39 age brackets. The highest numbers of females i.e., 2,701,000 are in 40-49 age brackets. One can conclude two things from this first, most of the males enter the labor market, soon after completing higher education, that they generally complete till in late 20's. Once they enter labor market, they may go for more better qualification or training in order to increase their demand in labor market, there for slight decline in 40-49 age bracket.

The number of economically active females (2,293,000) increased during 30-39 age brackets from 2,212,000 in the 20-29 brackets. But this increase was more in case of males. The numbers of males in 30-39 age

brackets were 3,940,000 and 2,086,000 in 20-29 age brackets. Highest numbers of economically active females (2,701,000) were found in 40-49 age brackets. This shows though there is rise in university graduates and over, labor force participation of females 62.4 percent as seen in table 2 during 2007, still there entry is low during 30-39 age bracket. This is mainly due to child care responsibility; as women generally enter marriage and give birth to child during this reproductive age group. Therefore, restricted to enter the labor market in the absence of proper support from the society and employer at large for child support. For male's non economically active population (1,049,000) is highest in 20-29 age group may be because they are involved in higher education and military training. But for females (1,779,000) it is highest during 30-39 age group showing their reproductive and marriage age group, so more involvement in childcare responsibility. Though labor force participation rate is highest in 40-49 age brackets for both gender but it is quite high for males in 30-39 age group 93.6 percent compare to 56.3 percent for females in similar age group.

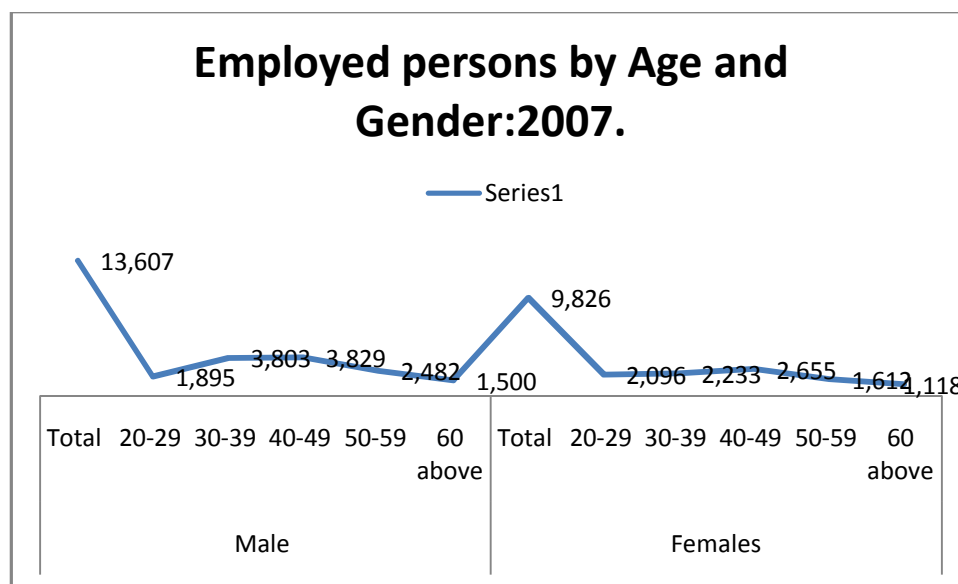
Table: 4.4

Employed persons by Gender and Age group: 1967-2007

| Employed persons by Gender and Age group: 1967-2007 | | | | | | | |
|---|------------------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Unit: 1000 person | | | | | | | |
| By gender | By age group in years. | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | 20-29 | 2,092 | 3,070 | 4,311 | 4,964 | 4,490 | 3,992 |
| | 30-39 | 2,414 | 3,373 | 4,529 | 6,396 | 6,137 | 6,035 |
| | 40-49 | 1,693 | 2,781 | 3,527 | 4,713 | 5,277 | 6,484 |
| | 50-59 | 1,045 | 1,538 | 2,257 | 2,923 | 2,899 | 4,093 |
| | 60 & above | 378 | 593 | 1,051 | 1,832 | 1,963 | 2,618 |
| Male | Total | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | 20-29 | 1,327 | 1,896 | 2,436 | 2,607 | 2,304 | 1,895 |
| | 30-39 | 1,652 | 2,333 | 2,965 | 4,112 | 3,951 | 3,803 |
| | 40-49 | 1,117 | 1,730 | 2,157 | 2,845 | 3,146 | 3,829 |
| | 50-59 | 705 | 971 | 1,306 | 1,756 | 1,751 | 2,482 |
| | 60 above | 262 | 384 | 529 | 1,010 | 1,048 | 1,500 |
| Females | Total | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| | 20-29 | 765 | 1,174 | 1,875 | 2,357 | 2,186 | 2,096 |
| | 30-39 | 762 | 1,040 | 1,564 | 2,284 | 2,187 | 2,233 |
| | 40-49 | 576 | 1,051 | 1,371 | 1,868 | 2,132 | 2,655 |
| | 50-59 | 340 | 567 | 952 | 1,167 | 1,148 | 1,612 |
| | 60 above | 116 | 209 | 459 | 822 | 915 | 1,118 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph 4.4



Source: Table4.4

Table 4.4 and graph 4.4 above shows the employed persons by gender and age group during 1967 -2007. It shows overall employment increased during 1967-1997 but declined during 2000 and again registered an increase during 2007. For males also overall employment increased from 5,609,000 to 12,483,000 during 1967-1997, but it declined during 2000 to 12,387,000 and again registered an increase during 2007 to 13,607,000. This was mainly attributed to east Asian crises. The employment for females was slowly increasing during 1967-2007. It did not register a decline during 2000. Like overall Employment and Employment for Males during 1967-2000, which registered a decline in 2000. Female employment increased from 3,253,000 to 9,826,000 during 1967-2007. Employment for females declined during 1997-2007 for 20-29 age brackets. It also declined for 30-39 age brackets during 1997-2000, but registered an upward mobility in 2007. Over all and for males also it declined during 1997-2007 in 20-29 age bracket and 30-39 age bracket. Asian economic crisis was perhaps one of the reasons but lack of adequate child care facilities is also an important reason for decline in women employment.

One of the article published in The Korea Herald mentions girls performs better than boys at school .⁴³ Another article, mentions the employment rate for highly educated women in Korea is lowest among the members of organization for economic cooperation and development. Korea's employment rate of college level educated women was 58.5 percent in 2005. Iceland with 89.7 percent recorded the highest employment rate for highly educated women. The report said many Korean women in their 30s, take a break from work after marriage and when having children, this creates a curve in the shape of the letter

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“M”. Some Highly- Educated Women even quit their Jobs after taking such breaks. According to survey of 5,463 female jobseekers in their 30s released by an institute affiliated with the labor Ministry, almost 46 percent of the women said child care was the main barrier when it comes to having jobs, social prejudice and malpractice was the reason reported by 18.5 percent for such barriers. The report mentions need for improvement in the working conditions, as well as wages via implementing an anti-discrimination policy between men and women, and promote white color professions or jobs that requires expertise.³⁴

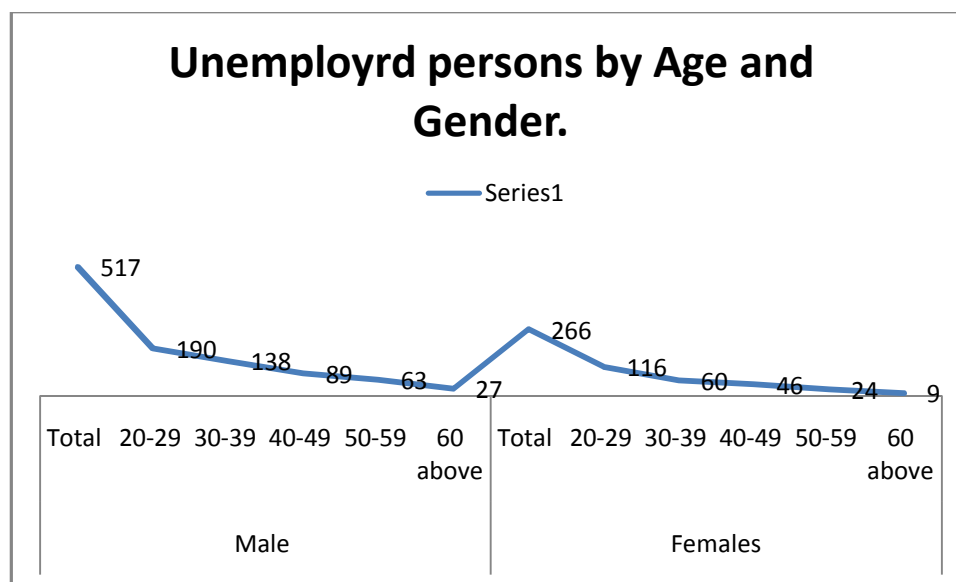
Table: 4.5

Unemployed persons by Age group and Gender: 2000&2007

| Unemployed persons by Age group and Gender: 2000 &2007 | | | |
|---|----------------------|---------------------------|---------------------------|
| <i>Unit: 1000person</i> | | | |
| By gender | By age group | 2000 | 2007 |
| | | Unemployed persons | Unemployed persons |
| Total | Total | 979 | 783 |
| | 20-29 | 364 | 306 |
| | 30-39 | 232 | 198 |
| | 40-49 | 190 | 135 |
| | 50-59 | 97 | 87 |
| | 60 &above | 30 | 36 |
| Males | Total | 647 | 517 |
| | 20-29 | 224 | 190 |
| | 30-39 | 165 | 138 |
| | 40-49 | 129 | 89 |
| | 50-59 | 73 | 63 |
| | 60 above | 22 | 27 |
| Females | Total | 332 | 266 |
| | 20-29 | 140 | 116 |
| | 30-39 | 66 | 60 |
| | 40-49 | 61 | 46 |
| | 50-59 | 24 | 24 |
| | 60 above | 7 | 9 |

Source: Korea National Statistical Office, Unemployed, Korea.⁴²

Graph: 4.5



Source: Table4.5

Table and graph 4.5 shows the unemployment figures during 2000-2007, it shows unemployment has declined for over all, males and female population, this is an indication of nation progress. But it has increased for population above 60 years of age in all, male and female categories. For female it has increased from 7,000 in 2000 to 9,000 in 2007.

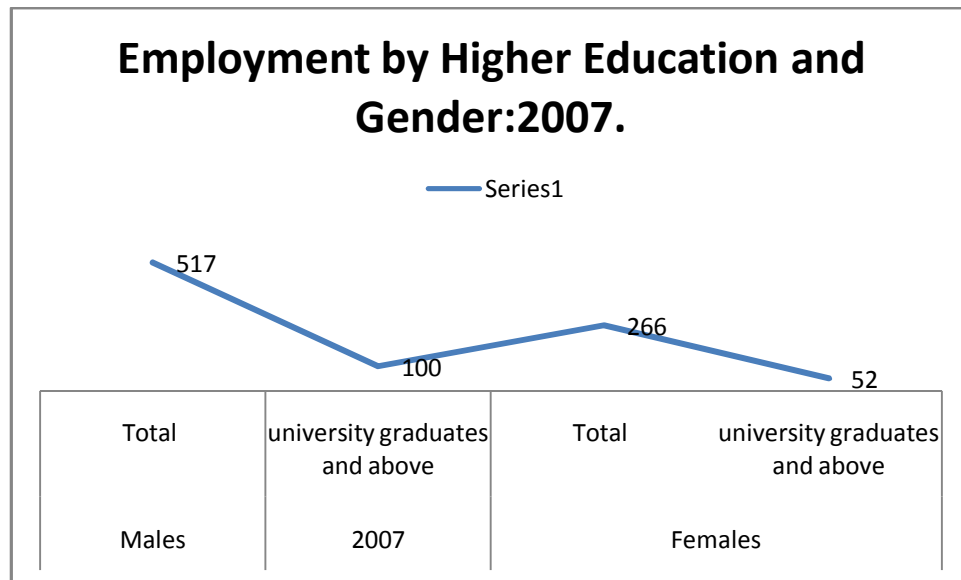
Table: 4.6

Employed persons by Educational attainment and Gender: 1967-2007

| | | Employed persons by Educational attainment and Gender:1967-2007 | | | | | |
|-----------|------------------------------|---|--------|--------|--------|--------|--------|
| | | Unit: 1000 person | | | | | |
| By gender | By educational attainment | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | University graduates & above | - | - | - | 2,943 | 3,630 | 5,630 |
| Males | Total | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | University graduates & above | - | - | - | 2,194 | 2,641 | 3,795 |
| Females | Total | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| | University graduates & above | - | - | - | 750 | 989 | 1,835 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.6



Source: Table4.6

Table 4.6 and graph4.6 shows employment by educational attainment, it shows it has increased for over all, males and females; falling in the category of university graduates and above during 1997-2007. For females the figures raised from 750,000 in 1967 to 1,835,000 during 2007.

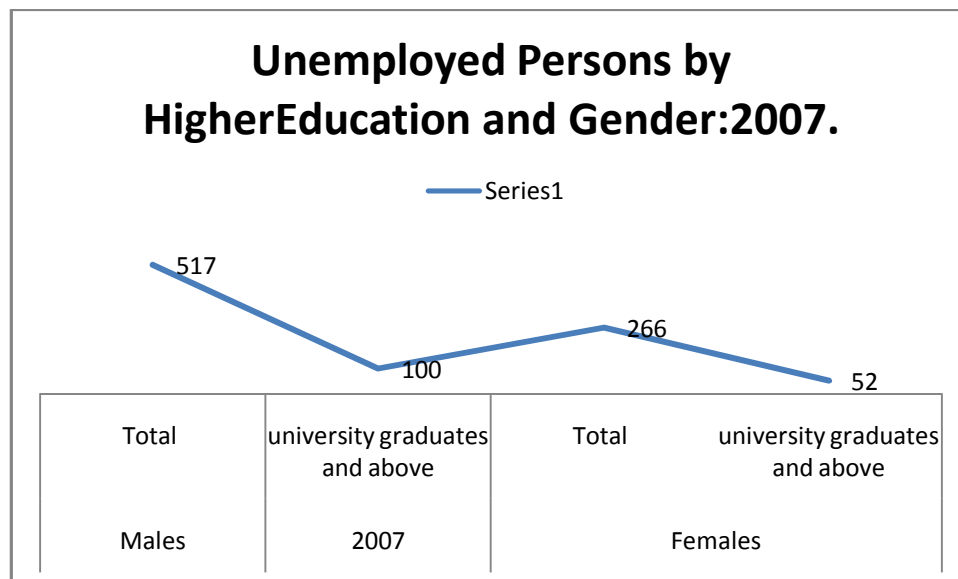
Table: 4.7

Unemployed persons by Educational attainment and Gender: 2000&2007

| Unemployed persons by Educational attainment and Gender: 2000&2007 | | | |
|---|------------------------------|------------|------------|
| Unit: 1000 person | | | |
| By gender | By educational attainment | 2000 | 2007 |
| Total | Total | 979 | 783 |
| | University graduates & above | 123 | 153 |
| Males | Total | 647 | 517 |
| | University graduates & above | 91 | 100 |
| Females | Total | 332 | 266 |
| | University graduates & above | 32 | 52 |

Source: Korea National Statistical Office, Unemployed, Korea.⁴²

Graph: 4.7



Source: Table 4.7

Table 4.7 and graph 4.7 describes unemployed persons by educational attainment during 2000-2007. It shows increase in unemployment for both males and females who are university graduates and above qualified. It may be due to mismatch between education received and labor market demand. There could also be possibility of underemployment, as I found in Seoul most of the highly educated women are working as hotel waitress. Given the chance they are willing to work in more decent jobs, but since they are unable to find appropriate jobs, they went for these kinds of jobs which are temporary, and also well paid.

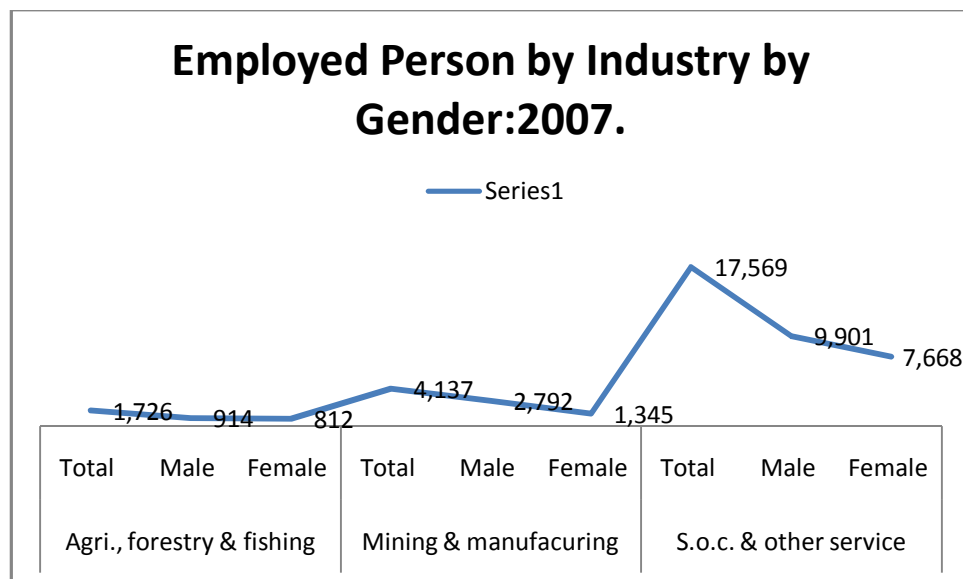
Table: 4. 8

Employed persons by Industry and Gender: 1967-2007

| Employed persons by Industry and Gender: 1967-2007 | | | | | | | |
|--|---------------|--------------------------|---------------|---------------|---------------|---------------|---------------|
| | | <i>Unit: 1000 person</i> | | | | | |
| By industry | By gender | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | Male | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | Female | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| Agri., forestry & fishing | Total | 4,756 | 5,342 | 3,580 | 2,285 | 2,243 | 1,726 |
| | Male | 2,895 | 3,125 | 1,972 | 1,172 | 1,171 | 914 |
| | Female | 1,861 | 2,217 | 1,607 | 1,113 | 1,072 | 812 |
| Mining & manufacturing | Total | 1,094 | 2,866 | 4,602 | 4,564 | 4,310 | 4,137 |
| | Male | 763 | 1,783 | 2,740 | 2,955 | 2,775 | 2,792 |
| | Female | 330 | 1,084 | 1,862 | 1,609 | 1,535 | 1,345 |
| S.O.C & other service | Total | 2,775 | 4,604 | 8,172 | 14,365 | 14,603 | 17,569 |
| | Male | 1,951 | 3,162 | 5,029 | 8,356 | 8,442 | 9,901 |
| | Female | 824 | 1,443 | 3,144 | 6,009 | 6,161 | 7,668 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.8



Source: Table4.8

Table 4.8 depicts the employment by nature of industry. During 1967-2007 it was found employment in Agri., forestry & fishing started declining since 1987 from 3,580,000 to 1,726,000 in 2007. For males it declined from 1,972,000 to 914,000 and for females it registered a decline from 1,607,000 to 812,000 during this period. The slope of male decline was much steeper than female employment. In mining and manufacturing overall there was decline in employment during 1987-2007. For females the decline was more steady from 1,862,000 during to 1,345,000 during 1987 -2007. In S.O.C & other service there was increase in employment during 1967-2007. For females it increased from 824,000 in 1967 to 7,668,000 during 2007. If we look year wise during 1967 & 1977 maximum number of population was engaged in agriculture. From 1987 onward maximum number of people were engaged in S.O.C & other service Category.

Table: 4. 9(1)**Employed persons by Occupation and Gender: 1967-1987**

| Employed persons by Occupation and Gender: 1967-1987 | | | | |
|---|------------------|--------------|---------------|---------------|
| <i>Unit: 1000person</i> | | | | |
| By occupation | By gender | 1967 | 1977 | 1987 |
| Total | Total | 8,624 | 12,812 | 16,354 |
| | Male | 5,609 | 8,068 | 9,741 |
| | Female | 3,015 | 4,744 | 6,613 |
| Pro.,tech.,adm. related | Total | 316 | 537 | 1,019 |
| | Male | 265 | 416 | 639 |
| | Female | 51 | 121 | 380 |
| Administrative | Total | - | - | 214 |
| | Male | - | - | 207 |
| | Female | - | - | 7 |
| Official | Total | 404 | 989 | 1,886 |
| | Male | 357 | 747 | 1,190 |
| | Female | 47 | 242 | 696 |
| Sales workers | Total | 1,095 | 1,581 | 2,452 |
| | Male | 627 | 924 | 1,294 |
| | Female | 468 | 657 | 1,157 |
| Service workers | Total | 464 | 854 | 1,781 |
| | Male | 254 | 394 | 699 |
| | Female | 210 | 460 | 1,082 |
| Agri., forestry, fishing workers | Total | 4,739 | 5,329 | 3,543 |
| | Male | 2,875 | 3,111 | 1,941 |
| | Female | 1,864 | 2,219 | 1,603 |
| Production, transport, labor | Total | 1,606 | 3,524 | 5,459 |
| | Male | 1,230 | 2,478 | 3,771 |
| | Female | 376 | 1,045 | 1,688 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Table 4.9 (1) describes employed persons by occupation. It shows that during 1967 in all the categories of occupation, number of females were less than males. During 1977 and 1987 females were more in service workers category only. In all other category males were leading. There were 460,000 females in 1977 and 1,082,000 females in 1987. The corresponding figures for males were 394,000 and 699,000 only. During 1967 and 1977 maximum number of females were working as agriculture, forestry and fishing workers. During 1987 these figures were highest in production, transport, and labor; again followed by agriculture, forestry and fishing category. This shows the decency/quality of job in which maximum numbers of females were working and also labor market discrimination towards females' workers.

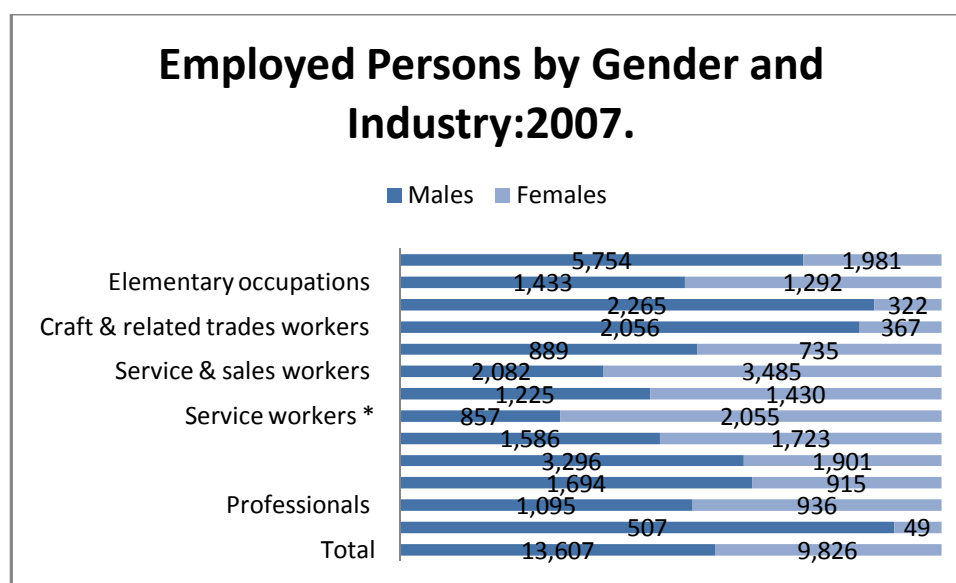
Table: 4.9(2)

Employed persons by Occupation and Gender: 1997-2007

| Type of occupation | Employed persons by Occupation and Gender: 1997-2007 | | | | | | | | |
|--|--|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | Unit: 1000person | | | | | | | | |
| | 1997 | | | 2000 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 21,214 | 12,483 | 8,731 | 21,156 | 12,387 | 8,769 | 23,433 | 13,607 | 9,826 |
| Legislators, senior officials and managers | 514 | 489 | 25 | 465 | 442 | 23 | 556 | 507 | 49 |
| Professionals | 1,002 | 660 | 342 | 1,403 | 787 | 615 | 2,032 | 1,095 | 936 |
| Technicians & associate professionals | 2,206 | 1,509 | 697 | 2,074 | 1,487 | 587 | 2,609 | 1,694 | 915 |
| Professionals, technicians, administrators & managers | - | - | - | 3,942 | 2,717 | 1,226 | 5,197 | 3,296 | 1,901 |
| Clerks | 2,643 | 1,229 | 1,413 | 2,512 | 1,227 | 1,285 | 3,309 | 1,586 | 1,723 |
| Service workers * | 4,904 | 1,916 | 2,988 | 2,675 | 860 | 1,815 | 2,912 | 857 | 2,055 |
| Sales workers | - | - | - | 2,826 | 1,277 | 1,549 | 2,655 | 1,225 | 1,430 |
| Service & sales workers | - | - | - | 5,500 | 2,137 | 3,364 | 5,567 | 2,082 | 3,485 |
| @Skilled Agricultural, forestry & fishery workers | 2,177 | 1,133 | 1,044 | 2,115 | 1,131 | 984 | 1,624 | 889 | 735 |
| Craft & related trades workers | 3,206 | 2,485 | 721 | 2,688 | 2,065 | 623 | 2,423 | 2,056 | 367 |
| #Plant, machine operators & assemblers | 2,229 | 1,930 | 299 | 2,292 | 1,987 | 305 | 2,588 | 2,265 | 322 |
| Elementary occupations | 2,334 | 1,132 | 1,202 | 2,107 | 1,124 | 983 | 2,725 | 1,433 | 1,292 |
| Craft, machine operators & elementary occupations | - | - | - | 7,087 | 5,176 | 1,911 | 7,735 | 5,754 | 1,981 |

Source: Korea National Statistical Office, Employed, Korea.⁴² During 1997 the category was: * =service workers & shop, market workers; @ =agricultural, forestry, fishing workers; # =machine operators and assemblers

Graph: 4.9



Source: Table4.9 (2)

During 1997 new categories of occupations were added in economic tables, it can be seen from table and graph 4. 9(2).That during 1997 only categories in which female workers were more than males' workers was service workers and elementary occupation. During 2000 and 2007 clerks' service workers, sales workers service and sales workers were the occupations in which we could find more women engaged compare to males. Maximum numbers of females' workers were found to be engaged in service workers, service workers and sales workers category during 1997 and 2000 and 2007 .This show the **horizontal segregation** in the labor market. Least number of female workers was found to be engaged in legislators, senior officials and managers' category. We see very few women working as professionals, Technicians, and administrative managers. This shows the **vertical segregation** in labor market.

Table: 4.10(1)**Employed persons by Status of worker and Gender: 1967-1987**

| Status of work | Employed persons by Status of worker and Gender: 1967-1987 <i>Unit: 1000person</i> | | | | | | | | |
|--|---|-------|---------|---------------|-------|---------|---------------|-------|---------|
| | 1967 | | | 1977 | | | 1987 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 8,624 | 5,609 | 3,015 | 12,812 | 8,068 | 4,744 | 16,354 | 9,741 | 6,613 |
| Unpaid workers | 5,582 | 3,298 | 2,285 | 7,099 | 3,995 | 3,103 | 7,163 | 3,868 | 3,295 |
| Self-employed | 3,124 | 2,518 | 607 | 4,287 | 3,172 | 1,115 | 4,994 | 3,509 | 1,485 |
| Employer | - | - | - | - | - | - | 973 | 806 | 167 |
| Own account workers | - | - | - | - | - | - | 4,021 | 2,703 | 1,318 |
| Unpaid family workers | 2,458 | 780 | 1,678 | 2,812 | 823 | 1,988 | 2,169 | 359 | 1,810 |
| Wage & salary workers | 3,040 | 2,310 | 729 | 5,714 | 4,074 | 1,640 | 9,191 | 5,872 | 3,318 |
| Regular & temporary employees | 2,097 | 1,640 | 456 | 4,288 | 3,073 | 1,215 | 7,662 | 5,070 | 2,592 |
| Regular employees | - | - | - | - | - | - | - | - | - |
| Temporary employees | - | - | - | - | - | - | - | - | - |
| Daily workers | 943 | 670 | 273 | 1,426 | 1,001 | 425 | 1,529 | 802 | 726 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Table 4.10 (1) describes the status of workers during 1967-2007. If we compare all the status of workers, the only category in which more females were engaged compared to males was unpaid family workers during 1967, 1977 and 1987. If we compare all the status of workers year wise maximum number of females were employed in unpaid category during 1967 and 1977. During this period highest numbers of female workers were engaged in wage and salary workers category followed by unpaid workers category.

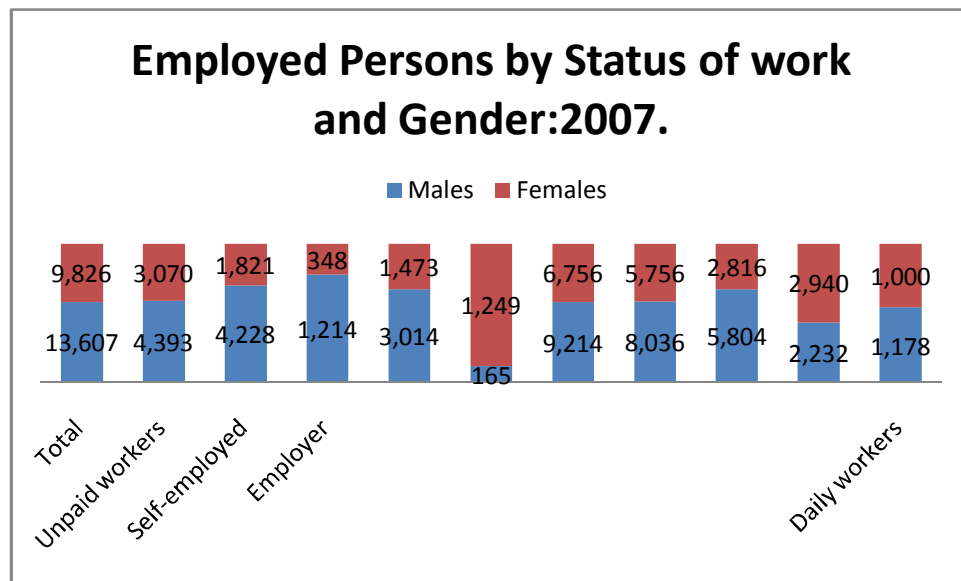
Table: 4.10(2)

Employed persons by Status of worker and Gender: 1997-2007

| Status of work | Employed persons by Status of worker and Gender: 1997-2007 <i>Unit: 1000person</i> | | | | | | | | |
|--|---|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | 1997 | | | 2000 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 21,214 | 12,483 | 8,731 | 21,156 | 12,387 | 8,769 | 23,433 | 13,607 | 9,826 |
| Unpaid workers | 7,810 | 4,337 | 3,472 | 7,795 | 4,423 | 3,372 | 7,463 | 4,393 | 3,070 |
| Self-employed | 5,901 | 4,142 | 1,759 | 5,864 | 4,181 | 1,683 | 6,049 | 4,228 | 1,821 |
| Employer | 1,639 | 1,319 | 320 | 1,458 | 1,195 | 263 | 1,562 | 1,214 | 348 |
| Own account workers | 4,262 | 2,823 | 1,440 | 4,407 | 2,986 | 1,421 | 4,487 | 3,014 | 1,473 |
| Unpaid family workers | 1,908 | 195 | 1,713 | 1,931 | 243 | 1,688 | 1,413 | 165 | 1,249 |
| Wage & salary workers | 13,404 | 8,145 | 5,259 | 13,360 | 7,963 | 5,397 | 15,970 | 9,214 | 6,756 |
| Regular & temporary employees | 11,518 | 7,128 | 4,390 | 11,003 | 6,828 | 4,175 | 13,792 | 8,036 | 5,756 |
| Regular employees | 7,282 | 5,262 | 2,020 | 6,395 | 4,716 | 1,679 | 8,620 | 5,804 | 2,816 |
| Temporary employees | 4,236 | 1,866 | 2,370 | 4,608 | 2,112 | 2,496 | 5,172 | 2,232 | 2,940 |
| Daily workers | 1,886 | 1,017 | 869 | 2,357 | 1,135 | 1,222 | 2,178 | 1,178 | 1,000 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.10



Source: Table 4.10 (2)

During 1997- 2007 as seen in table and graph 4.10(2) the highest numbers of female's workers were engaged as wage and salary workers. If we compare the males and females in all the categories male workers were more except temporary workers category. It was the only category in which women outnumbered their male counterpart. The corresponding figures were 2,370,000; 2,496,000; and 2,940,000 during 1997, 2000 and 2007. This not only represents the status of female workers but also the vulnerability associated with the type of job.

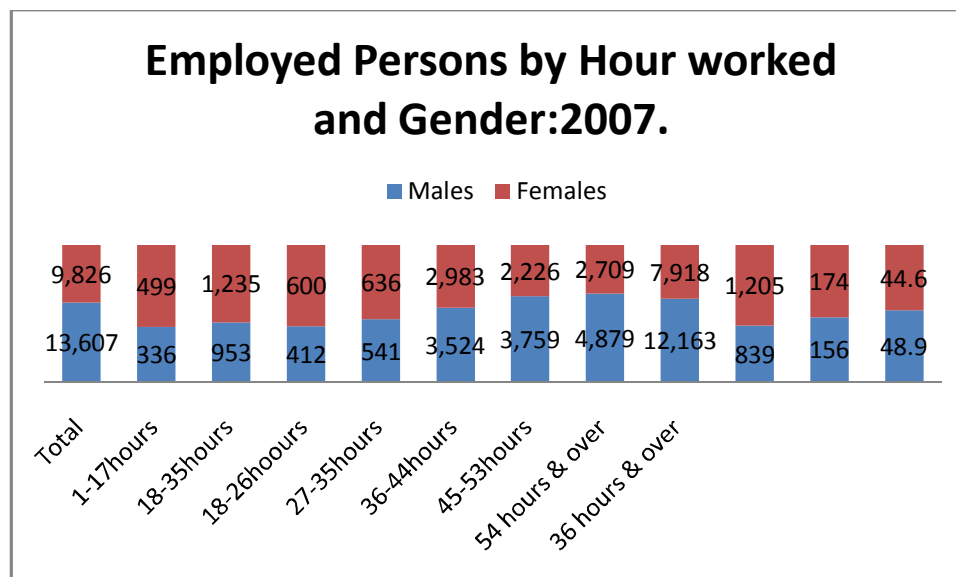
Table: 4.11

Employed persons by Hour worked and Gender: 2002&2007

| Hour worked | Employed persons by Hour worked and Gender: 2002&2007 | | | | | | | | |
|-----------------------------|---|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | <i>Unit: 1000person</i> | | | | | | | | |
| | 2002 | | | 2004 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 22,169 | 12,944 | 9,225 | 22,557 | 13,193 | 9,364 | 23,433 | 13,607 | 9,826 |
| 1-17hours | 647 | 275 | 372 | 733 | 302 | 431 | 835 | 336 | 499 |
| 18-35hours | 1,684 | 708 | 975 | 1,839 | 763 | 1,076 | 2,187 | 953 | 1,235 |
| 18-26hours | 836 | 339 | 497 | 932 | 376 | 556 | 1,011 | 412 | 600 |
| 27-35hours | 847 | 369 | 478 | 907 | 387 | 520 | 1,176 | 541 | 636 |
| 36-44hours | 4,769 | 2,489 | 2,280 | 5,361 | 2,876 | 2,486 | 6,508 | 3,524 | 2,983 |
| 45-53hours | 5,946 | 3,593 | 2,353 | 5,994 | 3,705 | 2,289 | 5,985 | 3,759 | 2,226 |
| 54 hours & over | 8,882 | 5,754 | 3,129 | 8,318 | 5,388 | 2,930 | 7,589 | 4,879 | 2,709 |
| 36 hours & over | 19,597 | 11,835 | 7,762 | 19,673 | 11,968 | 7,705 | 20,081 | 12,163 | 7,918 |
| Less than 30 hours | 1,660 | 692 | 968 | 1,860 | 763 | 1,098 | 2,043 | 839 | 1,205 |
| Temporarily absent | 242 | 126 | 115 | 313 | 161 | 152 | 330 | 156 | 174 |
| Average hour by week | 49.8 | 51.6 | 47.3 | 48.7 | 50.5 | 46.1 | 47.1 | 48.9 | 44.6 |

Source: Korea National Statistical Office, Korea.⁴²

Graph: 4.11



Source: Table4.11

Table4.11 and graph 4.11 shows employed person by number of hours worked. It was found maximum numbers of males and females worked 36 hours and above during 2002, 2004 and 2007. The figures for females workers were 7,762,000; 7,705,000; and 7,918,000 respectively during 2002, 2004 and 2007. The average hours worked by females workers were 47.3, 46.1 and 44.6 during 2002, 2004 and 2007.

As per the survey report on wage structure, of the ministry of labor, conducted during June 2006, wage gap between gender and educational groups narrowed compared to 2005 and in higher education it was continuing.⁴⁴

During, 2006, the wages of females' workers was 66.5 percent of the level of male's workers. The monthly pay gap between genders shrank 0.3 percentage point over 2005(66.2%). Since 2002, the wage gap between genders narrowed 1.7 percentage point. But the pay gap between genders widened according to seniority; in case of the women aged 25-30, the monthly pay was 91.1% of the men in similar age group. For 40-50 age groups it was less than 60% of men; for 40-44 age group, it was 57.5%; for 45-49 age group, it was 54.3%; 50-54 it was 52.6% and for 55-59 it was 54.5% respectively.⁴⁴

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According to another wage structure survey report, of the ministry of labor, conducted during June 2007.⁴⁵ Wage gap widened between people with different educational levels. By gender, the monthly wages of female workers was 1.58million won, 66.4%of that for male workers (2.38 million won).Ratio of women's monthly wages to men's is shown in table 4.12 and graph4.12.

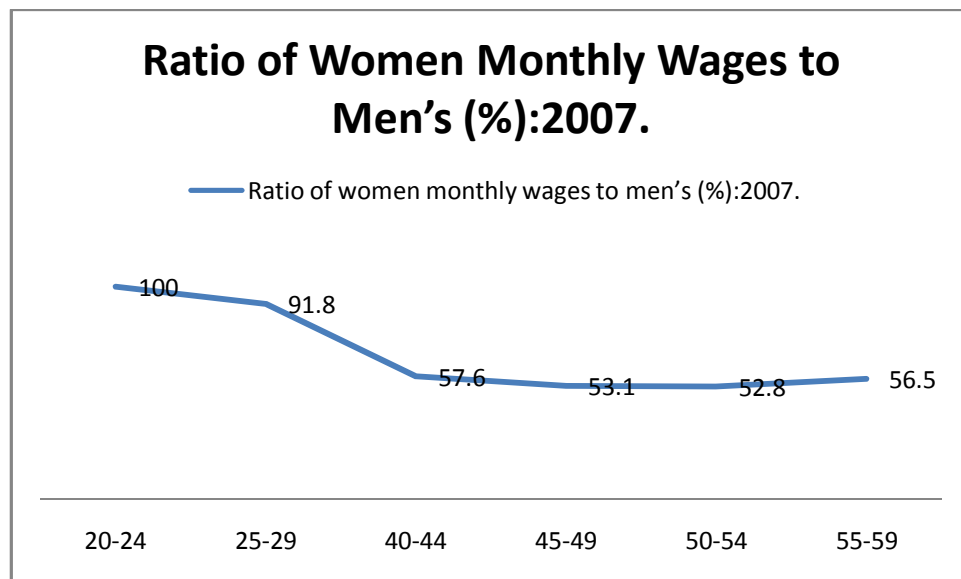
Table: 4. 12

Ratio of Women Monthly Wages to Men's:2007

| Women age group | Ratio of women monthly wages to men's (%) |
|-----------------|---|
| 20-24 | 100 |
| 25-29 | 91.8 |
| 40-44 | 57.6 |
| 45-49 | 53.1 |
| 50-54 | 52.8 |
| 55-59 | 56.5 |

Source: Ministry of labor (2008), wage structure survey report.⁴⁵

Graph: 4.12



Source: Table4.12

Table 12 shows, wage gap widens as women age increase. This may be due to ,women involvement in the jobs which are temporary in nature, which requires less working hours and less skilled manpower.

According to another wage and working hour survey report,⁴⁶ of the ministry of labor, conducted during April 2007, people in Seoul work shorter hour and earn higher pay among 16 cities and provinces nation wide. The total number of working hour per week was also shortest among the region. This is an indicator of quality of life in Seoul. This also implies, women in Seoul are much better compared to other region of the country. In contrast, Jeju recorded the lowest monthly wages per workers.

To conclude, one can say, there exists lots of discrimination in labor market that can be reduced, if strict and judicious planning efforts are taken by law makers. We found discrimination right from the educational enrollment to the entry to the labor market. There is a need to minimize this discrimination in Status of work, Occupation and Industry. Policy makers have to think of Horizontal and Vertical segregation existing in the labor market. Then only we can move forward for decent employment for all.

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Chapter V

Summing up

*We take a decisive step towards globalizing social progress each time we champion gender equality as a matter of human right ,social justice, economic efficiency and sustainable development(Message by the Director-General of the ILO to the President of the Beijing+5\Conference,2000).*⁵⁴

In traditional Korean society, women role were confined to the home only. They were taught the virtues of subordination and endurance to prepare for their future roles as a wife and mother .They hardly participated in society as men did. The purpose of the marriage was to produce male child. ⁴⁷Traditional Korean society was highly patriarchal. For instance, daughters were granted the same legal rights to inheritance as sons only a few years ago. Even today, when Korea's birth rate is lower than that of most industrialized countries, sons are still preferred to daughters. ⁴⁸ Traditionally, men and women were strictly segregated, both inside and outside the house. Economic necessity gave women of the lower class some freedom as they participated in farm work and some time earned supplemental income through making and buying things. Female independence or activity was usually looked down upon as a symbol of base status and economic insecurity. **Kisaeng & shamans** (female entertainers; singer and dancer respectively) were among the few women in traditional Korea society, who had access to classical education and socialize outside their house. The situation began to change during late 19th century with opening of the country with other world. Modern schools were introduced, especially with the aim of educating women. Esther pak (1877-1910) was the Korean first modern female doctor. With the establishment of the republic of Korea in 1948 women also achieved constitutional rights for equal opportunities to pursue education, work and social life. Slowly and gradually as economic development took place and the living condition of Korean improved, the educational attainment level of women also increased, in 1966 there were only four percent women passing from university, the figures were 58percent during 1997.The economic participation of women also increased from 34.4percent in 1965 to 47.2 in 1998 .lot has been achieved but still the number of women in top managerial position is low and gender inequality persists.⁴⁷

The Asian financial crisis in the late 1990s had affected Korea's economic structure and its labor markets. *“The economic crisis of 1997 created setbacks for gender equality in Korea. At the same time, it encouraged long-run forces for change--reduced occupational segregation and exploration of new approaches by the labor movement--that bode well for ultimate improvements in Korean women's economic status”*. ⁴⁹

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The Labor Force Participation Rate (LFPR) increased from 59.0 percent in 1980 to 61.9 percent in 2005. The LFPR of women grew from 42.8 percent to 50.0 percent between 1980 and 2005, (due to the expansion of women's education and rights, and improved access to childcare.) , that of men declined from 76.4 percent to 74.4 percent during the same period. This was mainly due to the rapid evolution of an aging society over this same period.⁵⁰

“Total employment grew from 15.0 million workers in 1985 to 22.9 million workers in 2005. Regarding employment by industry, the proportion of workers engaged in the agriculture and fishery sector decreased while that engaged in manufacturing and mining dropped by 5.8 percent. In contrast, the proportion of workers in the business-personal-public service sectors tripled (from 13.0 % to 39.4 %), and that of retails-wholesale-restaurant-hotel sectors grew from 22.6 percent to 25.4 percent. The period of 1985-2005, witnessed a sharp increase in the share of professional-technician-managerial workers (tripling from 7.3 % to 20.9 %), followed by a slight increase in clerical workers (growing from 11.5 % to 14.3 %). The sustained growth of professional-technician-managerial and clerical jobs may be associated with the expansion of a highly educated working population and the development of a knowledge-based economy in Korea. The proportion of non-wage workers, such as self-employed workers and family workers, decreased from 45.6 percent in 1986 to 33.6 percent in 2005. During this same period, the share of wage-workers grew from 54.4 percent to 66.4 percent. Contract (permanent workers, temporary workers, and daily workers), the share of permanent workers remained steady at 52-53 percent during the 1986-2005 period. The share of temporary workers increased from 29.3 percent in 1986 to 33.3 percent in 2005, whereas that of daily workers declined proportionally. The unemployment rate in Korea during the 1980s and 1990s stayed at a very low level compared to Western countries owing to the sustained economic growth of the country. In particular, Korea showed full employment (an unemployment rate below 3 %) before the 1997 economic crisis. the unemployment rate, which was at a level of 6 percent in the early 1980s, continued to decline from the middle of the 1980s, where it remained at a level of 2.1-2.4 percent during the early- and mid- 1990s. It soared to over 4 percent in the late 1990s, and fell to a level of 3 percent at the beginning of the new millennium. In looking at the breakdown of the unemployment rate by gender, fewer women were employed in the workforce than men. This fact is associated with the low labor force participation of women, whose work has usually supplemented family income in Korea. In 2005, large cities, except for Ulsan, exceeded the nation-wide unemployment rate, while provinces remained below the national average. Seoul showed the highest (4.8 %) unemployment rate among large cities, and Gang won, also having a low labor force participation rate, had the lowest unemployment (1.8 %) among the provinces.”⁵⁰

The recent employment trends in Korean labor market shows the structural change occurring in labor market; derived mainly by polarization of the economy. The polarization is the result of increasingly clear gap between export and domestic demand. Export has shown its major impact on the manufacturing sector whose job creation effect is relatively low, while domestic economy affects the service sector that has bigger potentials for generating jobs .If the gap continues to widen, eroding the domestic economy's capacity for increasing employment, the correlation between economic growth and job creation may

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visibly weaken. The trends shows that the growth in manufacturing industry grew at a much faster pace than in the service sector, but the overall job creation was more in service sector.⁵¹ Globalization has brought with it, both opportunities as well as challenges for all of us; and focus of the labor market in future may shift from manufacturing to knowledge economy to compete world economy. Women workforce participation increased in public and personal service sector. Biggest growth was witnessed in service, office jobs and labor but there was rise in quantity of job with out improvement in quality of jobs. Mostly women were working in low skilled non -standard positions.⁵¹ There is a strong need to involve more women in the labor market to meet the challenges of future economy. It is also felt there is strong need for continuous up gradation of training requirement forecasting the future labor market needs. Recently, the labor ministry of Korea announced that the mothers and father will be legally permitted to take parental leave up -to two years.⁵²

It is a welcome effort by Korean government towards gender equality. The KNSO also reports that the gender wage gap is largest among member countries of the organization for economic cooperation and development in 2005. The difference is mainly due to more women being employed in temporary jobs, which pay less than the regular jobs. The article mentions women work for less duration as they have to take care of child. Korea National Statistical office mentions in the article, on an average Korean women earned 61percent of what men earned, far below the OECD average of 81percent. The number of male and female temporary workers were 3.4 million and 3.9 million respectively. This accounts for 37% for males and 58.3percent for females of total male and female workforce. Sohn Min-jung, a researcher at Samsung Economic Research Institute said in an article “although women are more actively engaged in economic activities job security for women remains lower than men’s”. She also mentioned about existing large number of female temporary workers and quitting of jobs by women to bring up children. Korean women’s labor force participation rate sharply decline after the age of 30 years. Last year, 66.5 percent of women in their 20s, 56.3 percent in 30s, 65.8 percent in 40s and 55.7percent of women in their 50s were economically active. If we compare these figures with men in 20s, 30s and 40s the figures were 66.5 percent, 93.6 percent and 90 percent .⁵³ One can easily infer from this labor force participation for men increase while that of female decrease during 30s, mainly because of child care responsibilities. Once they are out of labor market they are generally offered temporary jobs despite being highly qualified and experience. Article mentions Japan posted the second biggest gender wage gap, with women averaging at 69 percent of those of men. ***New Zealand had the narrowest gap***, with women earning 91percent of what men received.

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The figures were more than 80 percent in the following countries; Denmark(88percent),Hungary(87percent),Sweden(85percent),Australia(84percent),Spain(83percent),the Czech Republic(82percent),Ireland(82percent),Finland(80percent),and the Netherlands(80percent). Countries falling in below 80 percent brackets were Austria (79percent), Canada (79percent), the United Kingdom (79percent), Switzerland (78percent), and Germany (76percent).⁵³

During the recent decades significant progress has been made in furthering the cause of gender equality in the labor market. Women continue to move into the boundary previously reserved for men. Trends towards women access to training and education continues to improve. ILO, governments, trade unions, women organization, and companies of respective countries have devoted and continue to devote their energies towards achieving gender equality. Despite this there is a mismatch between what has been achieved and what was expected to achieve gender equality. Women real obstacles still exist, especially for the women who try to reconcile family and work. Women are still concentrated in the jobs that are under utilizing their capabilities, so is under employment for women in most of the cases especially for the highly qualified woman.

Women hold a mere one to three percent of top executive jobs in the largest corporation around the world. Breaking the glass ceiling is still difficult especially for the women who face race discrimination who often find it unbreakable Plexiglas.⁵⁴ Despite increase in women share in labor market, the quality of jobs they select to work is often a mismatch to their qualification and experience. Women often confine themselves to low paying jobs despite being highly qualified. Their entry to top management is still questioned and unaccepted. There is smaller representation of women in management position, particularly private sectors and are virtually absent in top senior jobs. Even where women hold top management job they are mostly employed in less strategic and low paying area of company.⁵⁴ There is still under representation of women in top, highly skilled category of jobs and on the top of it discrimination is greatest where most power is executed. The importance of gender equality has been increasing recognized. There were 67 percent of women aged 20-54 years who were economically active in 1990 at global level and this figure is expected to reach 70 percent by the year2010.**Glass ceiling** was a term coined in the 1970s in the United States to describe the invisible artificial barriers, created by attitudinal and organizational prejudices which block women from senior executive positions.

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It is essentially a reflection of social and economic gender inequality which can be easily seen in labor market .Women still find it hard to break glass ceiling in top position despite the qualification and experience of work. The main reason for existence of glass ceiling is that still the attitude towards women's and men's in social structure has not changed and still women have different access to resources. I think there is no need to break the glass, there is a need to rise above the glass ceiling. Initially women have to perform better than men to go ahead, so is the need for more women entering more into professionals courses including highly skilled one before entering the labor market. Simultaneously, there is also a need to change the mindset of society towards working women (both married and unmarried).Still large chunk of women in labor market are from rural areas and working in informal economy, in temporary capacity. Even women from urban areas with good education are working in informal economy. There is a need to realize their potentials and provide them opportunities' to enhance their human recourse and also change in attitude towards women by men and women themselves in society. This is an indicator of gender disparities in labor market. Many jobs occupied by women still requires low level of skills, responsibilities, variation and complexities compare to highly paid jobs by men.

I do not deny that women have attained higher educational levels, particularly in developed /industrialized countries and there participation in labor market is increasing. Despite this, still lot needs to be done for these women. On one side educational levels for women in industrialized countries have increase on other fertility rates have also fallen imposing serious problem of falling birth rate in many countries. The period of child rearing has also decreased .In the United States, the proportion of working mother with children underage of 3 grew from 34 percent in 1975 to 57 percent in 1994.^{55, 56}

The percentage of working mothers with less than a year old was 53.6 in 1998.⁵⁷

Worldwide still, few women gain access to highest position as executive heads of organization. They are often restricted to areas that are not core areas of the industry. It could be teaching, hospital, hotel, aviation, banking or even media. These barriers are called **glass walls** by Linda.⁵⁴

Gender inequality in terms of attaining education and training and prevalence of social attitudes has largely contributed to labor market segregations. This is one of the main reasons for women being pushed to or pulls towards different trades, professions and jobs which are often referred to as **horizontal segregations**.⁵⁴

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It is possible to overcome this kind of segregations gradually by investing in human resources of population. There is another kind of segregation called **vertical segregations**.⁵⁴

Even with in jobs there is difference in hierarchy of position occupied by both gender (which I was interested to capture in Korea). Even in so called women dominated occupation it is men who take the advantage of highly skilled, better remuneration and positions. Take the example of **Teaching** profession, despite having majority of teachers; mostly administration is looked after by men. Similar is the case of **Hospitals**, one may find majority of women working as nurses or support staff. How many women are working as neurosurgeon, heart surgeon, and o.k. leave this, how many women are working as breast cancer surgeon? One finds majority of women doctors are either gynecologists or pediatrics, even in gynecology, if it is surgery, we still depends heavily on male surgeon. In **Hotel** one finds majority of women as a support staff, actual control is in the hand of males. In **Aviation** industry, majority of women work as support staff that requires less skill. **Banking** is considered to have provided many jobs to women, but at top management still there is discrimination.

*“The movement of women upward through occupational categories to take up more responsible and managerial jobs is hampered by institutional barriers and social attitudes. The glass ceiling usually refers to this type of vertical segregation, where recognition of factors such as skill levels, responsibility, pay, status and power is crucial to accessing management positions”.*⁵⁴

Diversification in occupation for men is needed along with sharing of family responsibility including child rearing. Women have mostly been pushed to lower and middle level management positions. Though there has been increase in share of women in managerial position in El Salvador, Ireland, New Zealand, Slovakia. In republic of Korea there has been decline in share of managerial position held by women over the past five years or so.⁵⁴

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Conclusion

It can be seen from table 5.1 and graphs 5.1, that during 2005 population of Korea was more or less equally distributed among males and females, and has been following this trend since long, we can clearly see from the data provided in the below table. Despite this there exists discrimination when women enter labor market. One thing is clear from this; quantity has nothing to do with discrimination in the labor market. Besides quality, there also exists other factors responsible for discrimination towards female labor force in labor market.

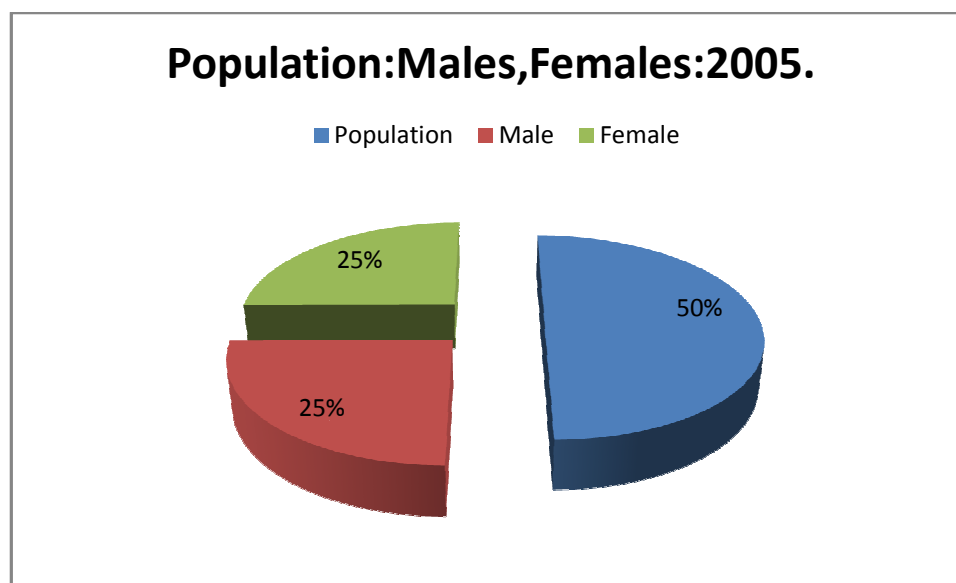
Table: 5.1

Population: Korea

| Year | Population <i>Unit: person</i> | Male | Female |
|-------------|--|-------------|---------------|
| 1925 | 19,020,030 | 9,726,150 | 9,293,880 |
| 1935 | 22,208,102 | 11,271,005 | 10,937,097 |
| 1945 | - | - | - |
| 1955 | 21,502,386 | 10,752,973 | 10,749,413 |
| 1965 | - | - | - |
| 1975 | 34,678,972 | 17,445,246 | 17,233,726 |
| 1985 | 40,419,652 | 20,227,564 | 20,192,088 |
| 1995 | 44,553,710 | 22,357,352 | 22,196,358 |
| 2005 | 47,041,434 | 23,465,650 | 23,575,784 |

Source: KNSO: Summary of Census population, Korea.⁵⁸

Graph: 5.1



Source: Table 5.1

Beginning from education, till wages earned, women are discriminated, see chapter 4 for detail analysis of statistics. There is a need to reduce this gap in order to benefit as a nation. As already discussed in previous chapter and shown in table 5.2 and graph 5.2 that at the time of entry to labor market, we find less discrimination by gender, if we compare it with the total labor force participation rate by gender & age respectively. But as women get married and enter into family responsibility, especially birth of a child, which is generally late 20's and early 30's, women are indirectly forced to leave the labor market, in order to look after the child. For both the gender, during 2007, the labor force participation rate during 30-39, 40-49, 50-59, and 60 years and above shows huge difference. During 2007, in 15-29 age group labor force participation rate for males and females was 46 and 46.1 percent respectively, but it widens starting from 30-39 age groups. During 30-39, 40-49, 50-59, and 60 and above age group labor force participation rate for males was 93.4, 93.9, 87.4, 52.6 and for females it was 56.1, 65.3, 56.6, 30.4. Therefore we could say for both the gender, during 2007, the labor force participation rate during 30-39, 40-49, 50-59, and 60 years and above shows huge difference.

Table: 5.2

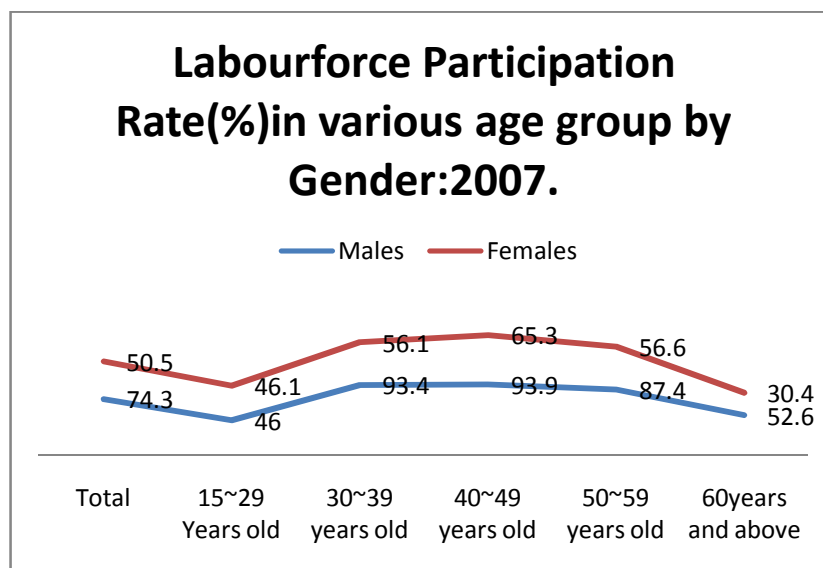
Labor force Participation Rate (by Gender & Age group)

| Male (Unit %) | | | | | | | Female (Unit %) | | | | | |
|---------------|-------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| Year | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above |
| 2003 | 74.7 | 49.7 | 95.0 | 94.0 | 85.6 | 48.6 | 49.0 | 47.0 | 53.9 | 63.0 | 52.6 | 27.8 |
| 2004 | 75.0 | 49.9 | 94.6 | 93.8 | 85.6 | 49.7 | 49.9 | 48.5 | 54.5 | 64.2 | 53.2 | 28.3 |
| 2005 | 74.6 | 48.6 | 94.4 | 93.6 | 85.5 | 49.8 | 50.1 | 48.9 | 54.6 | 64.4 | 54.3 | 28.1 |
| 2006 | 74.1 | 46.6 | 93.8 | 93.8 | 85.5 | 50.7 | 50.3 | 47.5 | 56.4 | 65.0 | 54.7 | 28.3 |
| 2007(3/4) | 74.3 | 46.0 | 93.4 | 93.9 | 87.4 | 52.6 | 50.5 | 46.1 | 56.1 | 65.3 | 56.6 | 30.4 |

Note: Job searching period lengthened from 1 week to 4 week since 2000.

Source: Korea National Statistical Office "Economically Active Population Survey & Korea Ministry of labor in Monthly labor Review in Korea labor Institute (labor statistic).⁵⁹

Graph: 5.2



Source: Table 5.2

One could easily see the discrimination in the labor market in terms of education also as seen in table 5.3 and graphs 5.3 below.

Table: 5.3

Labor Force Participation Rate (Gender & Educational Attainment)

(Unit %)

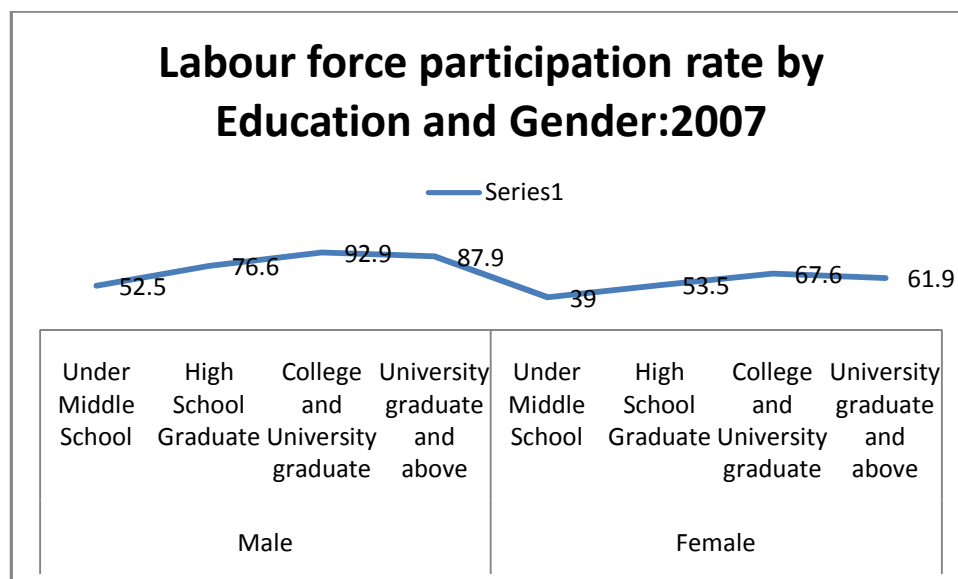
| Gender | Male | | | | Female | | | |
|-----------|---------------------|----------------------|---------------------------------|-------------------------------|---------------------|----------------------|---------------------------------|-------------------------------|
| | Under Middle School | High School Graduate | College and University graduate | University graduate and above | Under Middle School | High School Graduate | College and University graduate | University graduate and above |
| 2003 | 55.4 | 77.5 | 92.3 | 89.1 | 40.4 | 51.5 | 67.7 | 58.3 |
| 2004 | 55.2 | 77.9 | 91.3 | 88.8 | 40.1 | 53.1 | 67.0 | 60.1 |
| 2005 | 53.9 | 77.4 | 90.7 | 89.0 | 39.7 | 53.4 | 67.5 | 60.3 |
| 2006 | 52.8 | 76.9 | 91.5 | 88.2 | 39.1 | 53.1 | 67.9 | 62.3 |
| 2007(3/4) | 52.5 | 76.6 | 92.9 | 87.9 | 39.0 | 53.5 | 67.6 | 61.9 |

Note: Job searching period lengthened from 1 week to 4 week since 2000

Source: Korea National Statistical Office "Economically Active Population Survey "in Korea Labor Institute (Labor statistics).⁵⁹

Table 5.3 shows, in all the categories of education, females labor force participation rate is far behind males' labor force participation rate.

Graph: 5.3



Source: Table 5.3

Results of a survey of 5,463 female job seekers in their 30's, was released by Korean Employment Information Service (KEIS), published in The Korea Herald on 10 July 2008. It mentions, more than half of the respondent quit their jobs for marriage –related reasons. The article mentioned about 19 percent of the respondent wanted to be hired as an accounting officials at a local company, followed by an office assistant (9.8 percent) and 3.3 percent as public administrative workers. The average monthly salary sought by the respondent was \$1, 538 (1.56 million won). The head of the Employment Projection Center at KEIS mentioned the figure was 430,000 won short of the average monthly payment for married women who stayed in their jobs.⁶⁰ The head KEIS, in the article, also mentioned that most of the women who were rehired after a break involving marriage or child care were employed at small and medium –sized companies. A mere nine percent were working at large –scale companies, a marked decline from the 24 percent who originally worked. “if all other factors-educational background, age, size of employed business and other individual characteristics- are similar excluding the existence of a break after marriage, those who took the break saw a 10 percent loss when it comes to their average monthly salary” said Ju

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Mu hyun, Head of the Employment Projection Center at the KEIS in the article by Cho Ji-Hyun. The article describes a case of Kim Kum-ju, 30, looking after administrative work at a local university for nine years. She never thought to quit her job after marriage, but she had to leave work a year after child birth, in order to look after her son who was born in 2005. She mentions many workers are of the opinion, women should quit their positions after getting married. It appears from her words that, the attitude of boss and coworkers towards married a woman is quit discriminating.⁶⁰ Table 5.4 and graphs 5.4 shows, in detail employment by industry and gender. During 2007 maximum numbers of females were working in wholesale and retail trade. Most of the women worked in Industry which is temporary and at times vulnerable in nature. In one of the article published in The Korea Herald, Moon Weh-sol mentions, women labor force participation rate has constantly increased from 30 percent in 1972 to 50 percent in 2007. Employment opportunities and access to electric appliances had contribution in this. Despite the constant increase of female labor force participation, the rate in Korea is markedly lower than the average rate of OECD countries. The article mentions, in terms of external factors, the Korean Labor market is not favorable to female workers. In internal factors, childbirth and child care seem to prevent women from participating in the labor market. When a woman, returns back to labor market, women's opportunity cost of child care is relatively lower in terms of market wages and therefore lose their comparative advantage in the labor market.⁶¹

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Table: 5.4

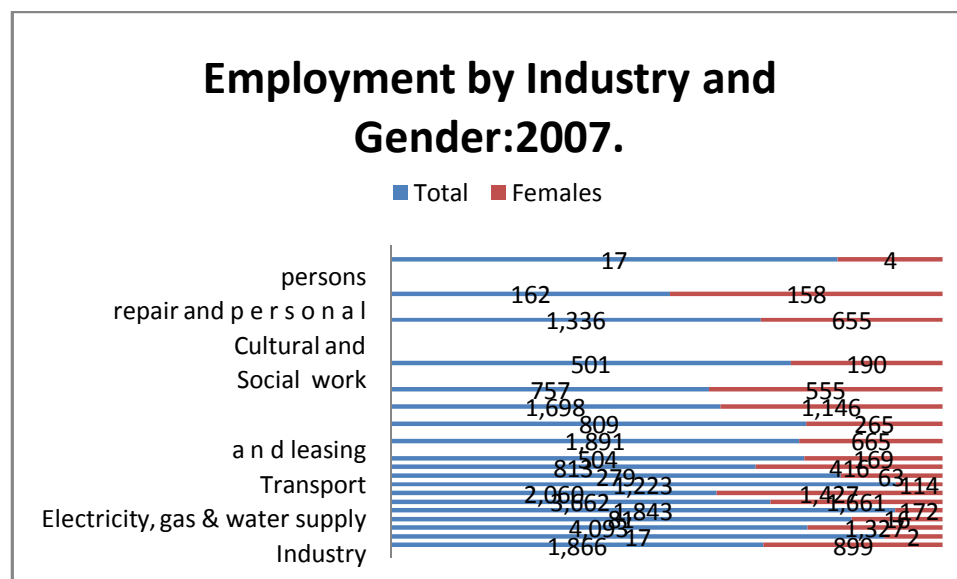
Employment by Industry

(Unit: thousand persons)

| Gender | Total | | Females | |
|--|------------|-------|-----------|-------|
| Year/ Industry | 2007 (3/4) | 2003 | 2007(3/4) | 2003 |
| Agriculture forestry hunting & fishing | 1,866 | 1,950 | 899 | 923 |
| Mining | 17 | 17 | 2 | 1 |
| Manufacturing | 4,093 | 4,205 | 1,327 | 1,475 |
| Electricity, gas & water supply | 81 | 76 | 16 | 12 |
| Construction | 1,843 | 1,816 | 172 | 148 |
| Wholesale and retail trade | 3,662 | 3,871 | 1,661 | 1,832 |
| Hotels & restaurants | 2,060 | 1,981 | 1,427 | 1,349 |
| Transport | 1,223 | 1,084 | 114 | 89 |
| Post and telecommunications | 279 | 249 | 63 | 78 |
| Financial institutions and insurance | 813 | 751 | 416 | 385 |
| R e a l estate ,renting a n d leasing | 504 | 423 | 169 | 129 |
| Business activities | 1,891 | 1,303 | 665 | 399 |
| Public Administration and defense ; Social security | 809 | 757 | 265 | 188 |
| Education | 1,698 | 1,484 | 1,146 | 956 |
| H e a l t h a n d Social work | 757 | 539 | 555 | 385 |
| Recreational, Cultural and Sporting activities | 501 | 425 | 190 | 156 |
| O t h e r community, repair and p e r s o n a l service activities | 1,336 | 994 | 655 | 410 |
| Private household l d s with employed persons | 162 | 192 | 158 | 188 |
| Extra territorial organization and bodies | 17 | 22 | 4 | 7 |

Source: Korea National Statistical Office "Economically Active Population Survey "in Korea Labor Institute (Labor statistics).⁵⁹

Graph: 5.4



Source: Table 5.4

Table 5.5 and graph5.5, describes employment by nature of occupation. It shows that during 2007 maximum numbers of women were working in the capacity of service workers and very few women were working in as Legislators senior's officials and managers as compared to men.

Table: 5.5

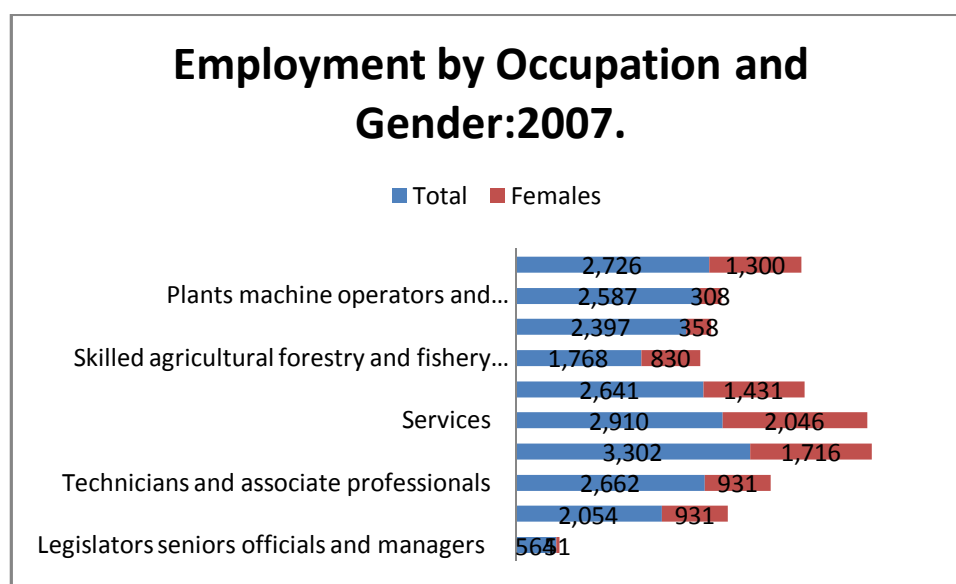
Employment by Occupation

(Unit % thousand persons)

| Years | Gender | Legislators seniors officials and managers | Professionals | Technicians and associate professionals | Office workers | Services | Sales workers | Skilled agricultural forestry and fishery workers | Craft and related trades workers | Plant machine operators and assemblers | Unskilled worker |
|-----------|---------|--|---------------|---|----------------|----------|---------------|---|----------------------------------|--|------------------|
| 2003 | Females | 35 | 777 | 729 | 1,496 | 1,852 | 1,535 | 829 | 436 | 305 | 1,116 |
| 2004 | | 40 | 786 | 756 | 1,582 | 2,006 | 1,493 | 764 | 424 | 345 | 1,168 |
| 2005 | | 45 | 860 | 764 | 1,654 | 2,068 | 1,449 | 765 | 388 | 349 | 1,183 |
| 2006 | | 47 | 920 | 857 | 1,685 | 2,054 | 1,440 | 754 | 375 | 335 | 1,241 |
| 2007(3/4) | | 51 | 931 | 931 | 1,716 | 2,046 | 1,431 | 830 | 358 | 308 | 1,300 |
| 2003 | Total | 598 | 1,702 | 2,140 | 3,172 | 2,735 | 2,835 | 1,834 | 2,407 | 2,387 | 2,329 |
| 2004 | | 576 | 1,731 | 2,324 | 3,188 | 2,895 | 2,749 | 1,700 | 2,455 | 2,490 | 2,449 |
| 2005 | | 574 | 1,839 | 2,363 | 3,269 | 2,962 | 2,663 | 1,708 | 2,436 | 2,563 | 2,479 |
| 2006 | | 571 | 1,948 | 2,478 | 3,284 | 2,923 | 2,662 | 1,676 | 2,455 | 2,579 | 2,576 |
| 2007(3/4) | | 564 | 2,054 | 2,662 | 3,302 | 2,910 | 2,641 | 1,768 | 2,397 | 2,587 | 2,726 |

Source: Korea National Statistical Office "Economically Active Population Survey" in Korea Labor Institute (Labor statistics).⁵⁹

Graph: 5.5



Source: Table 5.5

Table below 5.6 and graphs 5.6(a) and 5.6(b) describes employment by status, it shows among Non wage workers during 2007 maximum number of workers worked as on account workers, followed by unpaid

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family workers and employers. Among wage category maximum number 2,895 worked as temporary workers, followed by regular and daily workers during 2007.

Table: 5.6

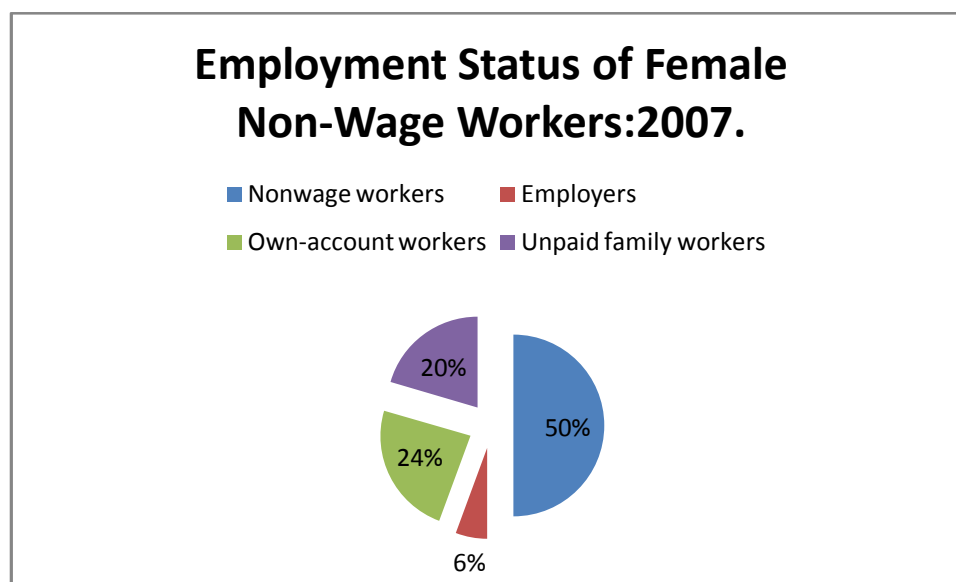
Employment by Status (Female)

(Unit % thousand persons)

| Workers | Nonwage workers | | | | Wage workers | | | |
|------------------|------------------|----------------|-------------------------|-------------------------|-------------------|-------------------|-------------------------|------------------|
| Years | Nonwage workers | Employers | Own-account workers | Unpaid family workers | Wage workers | Regular employees | Temporary employees | Daily workers |
| 2003 | 3,138 (7,736) | 290 (1,629) | 1,328 (4,413) | 1,519 (1,694) | 5,970 (14,402) | 2,109 (7,269) | 2,826 (5,004) | 1,036 (2,130) |
| 2004 | 3,127 | 321 | 1,420 | 1,387 | 6,237 | 2,289 | 2,869 | 1,079 |
| 2005 | 3,135 | 336 | 1,470 | 1,329 | 6,391 | 2,439 | 2,874 | 1,079 |
| 2006 | 3,134 | 335 | 1,494 | 1,306 | 6,573 | 2,616 | 2,909 | 1,048 |
| 2007[3/4] | 3,161 (7,589) | 356 (1,562) | 1,508 (4,567) | 1,297 (1,460) | 6,741 (16,022) | 2,849 (8,753) | 2,895 (5,133) | 997 (2,135) |

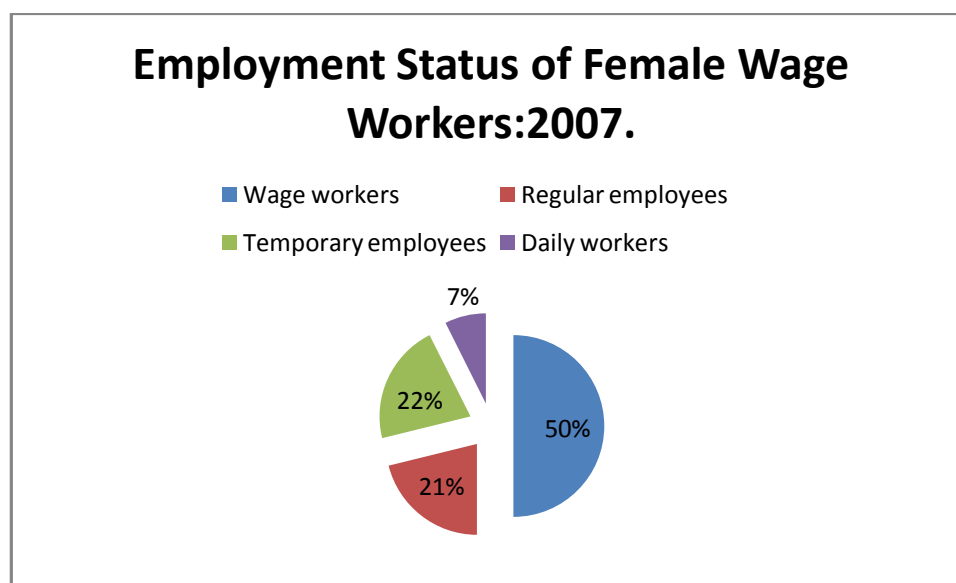
Source: Korea National Statistical Office "Economically Active Population Survey" in Korea Labor Institute (Labor statistics).Fig in () represent total workers.⁵⁹

Graph: 5.6(a)



Source: Table 5.6

Graph: 5.6(b)



Source: Table 5.6

Table 5.7 and graph 5.7, describes unemployment by gender and age. Over a period of time unemployment has declined for both genders.

Table: 5.7
Unemployment by Gender and Age

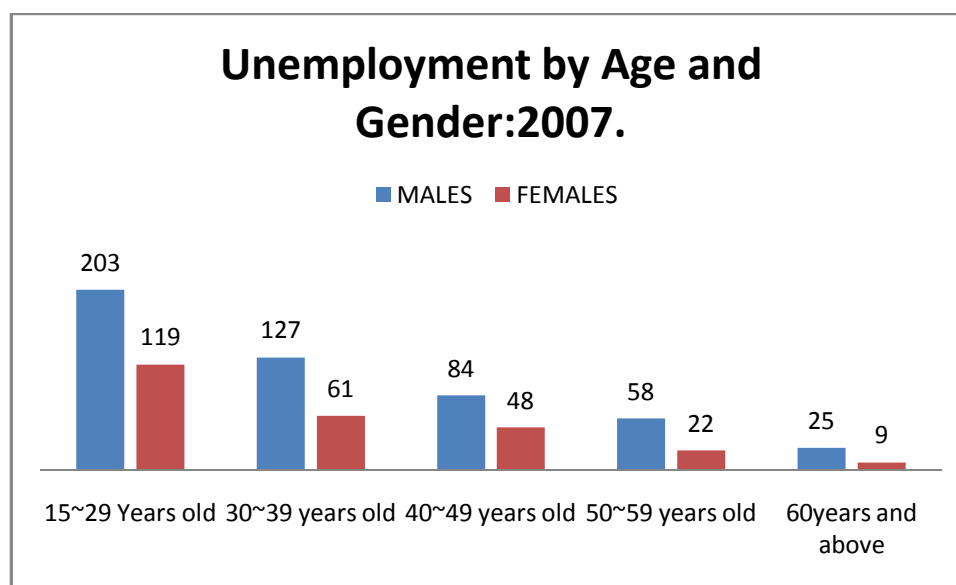
(Unit: thousand persons)

| Gender | Male | | | | | | Female | | | | | |
|-----------|-------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|--------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| Year | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above |
| 2003 | 508 | 228 | 126 | 86 | 52 | 16 | 310 | 172 | 64 | 50 | 19 | 5 |
| 2004 | 534 | 235 | 133 | 90 | 56 | 20 | 326 | 177 | 64 | 57 | 22 | 7 |
| 2005 | 553 | 215 | 141 | 104 | 68 | 25 | 334 | 172 | 70 | 61 | 25 | 7 |
| 2006 | 553 | 202 | 137 | 103 | 64 | 28 | 294 | 162 | 54 | 49 | 21 | 8 |
| 2007(3/4) | 497 | 203 | 127 | 84 | 58 | 25 | 260 | 119 | 61 | 48 | 22 | 9 |

Note: Job searching period lengthened from 1 week to 4 week since 2000.

Source: Korea National Statistical Office, "Economically Active Population Survey" in Korea Labor Institute (Labor statistics).⁵⁹

Graph: 5.7



Source: Table 5.7

Table below 5.8 describes unemployment rates by gender and age group. During 2007 unemployment rate for males was 3.5 a decline over previous years. For female's unemployment rate was 2.6 percent also a decline over previous years.

Table: 5.8
Unemployment Rate by Gender and Age

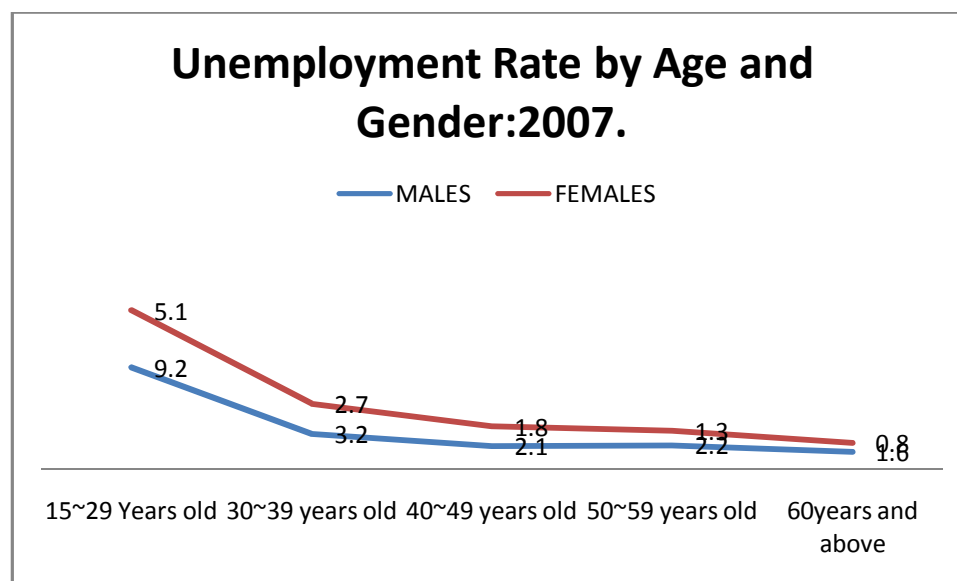
(Unit: %)

| Gender | Male | | | | | | Female | | | | | |
|-----------|-------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|--------|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| Year | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above | Total | 15~29 Years old | 30~39 years old | 40~49 years old | 50~59 years old | 60years and above |
| 2003 | 3.8 | 9.2 | 3.1 | 2.3 | 2.6 | 1.3 | 3.3 | 6.8 | 2.8 | 2.0 | 1.5 | 0.6 |
| 2004 | 3.9 | 9.7 | 3.2 | 2.4 | 2.7 | 1.6 | 3.4 | 6.9 | 2.8 | 2.2 | 1.7 | 0.7 |
| 2005 | 4.0 | 9.2 | 3.5 | 2.7 | 3.0 | 1.8 | 3.4 | 6.8 | 3.1 | 2.3 | 1.8 | 0.7 |
| 2006 | 3.8 | 9.1 | 3.4 | 2.6 | 2.7 | 1.9 | 2.9 | 6.7 | 2.3 | 1.8 | 1.4 | 0.7 |
| 2007(3/4) | 3.5 | 9.2 | 3.2 | 2.1 | 2.2 | 1.6 | 2.6 | 5.1 | 2.7 | 1.8 | 1.3 | 0.8 |

Note: Job searching period lengthened from 1 week to 4 week since 2000

Source: Korea National Statistical Office, "Economically Active Population Survey" in Korea Labor Institute (Labor statistics).⁵⁹

Graph: 5.8



Source: Table5.8

Table 5.9 and graph5.9, shows unemployment rate by gender and educational attainment, it shows equal unemployment rates for both males and females who pass out highest education qualification i.e., 2.6 percent during 2007.

Table: 5.9
Unemployment Rate by Gender and Educational Attainment

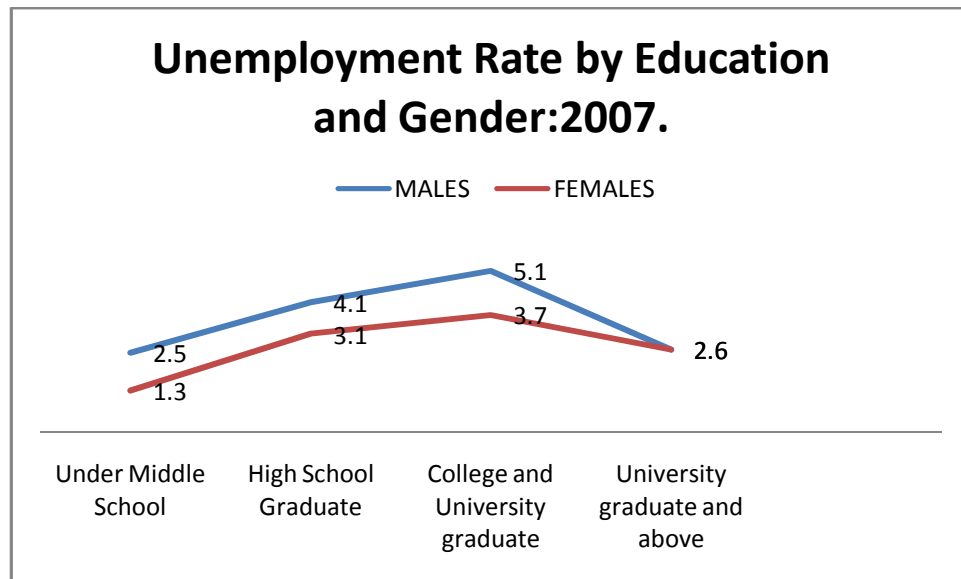
(Unit %)

| Gender | Male | | | | Female | | | |
|-----------|---------------------|----------------------|---------------------------------|-------------------------------|---------------------|----------------------|---------------------------------|-------------------------------|
| Year | Under Middle School | High School Graduate | College and University graduate | University graduate and above | Under Middle School | High School Graduate | College and University graduate | University graduate and above |
| 2003 | 2.8 | 4.5 | 5.1 | 2.8 | 1.7 | 4.1 | 5.0 | 3.6 |
| 2004 | 3.3 | 4.7 | 4.4 | 2.7 | 1.8 | 4.1 | 5.0 | 3.4 |
| 2005 | 3.7 | 4.7 | 5.0 | 2.6 | 1.7 | 4.4 | 4.8 | 3.1 |
| 2006 | 3.3 | 4.6 | 4.4 | 2.7 | 1.5 | 3.4 | 4.2 | 3.4 |
| 2007(3/4) | 2.5 | 4.1 | 5.1 | 2.6 | 1.3 | 3.1 | 3.7 | 2.6 |

Note: Job searching period lengthened from 1 week 5.3to 4 week since 2000.

Source: Korea National Statistical Office, "Economically Active Population Survey" in Korea Labor Institute (Labor statistics).⁵⁹

Graphs: 5.9



Source: Table 5.9

Table 5.10 gives detail picture of wages .During 2007(9) total wages for males were 3,360 won/month, while total wages for females were 2,080 won/months. Males per 100 wages were 61.9.The regular payment for males were 2,238 won/months while for females it was 1,485 won/months (66.4males per 1000).This show discrimination not only in terms of employment but also in terms of wages earned at large.

Table: 5.10

Total Wages by Gender

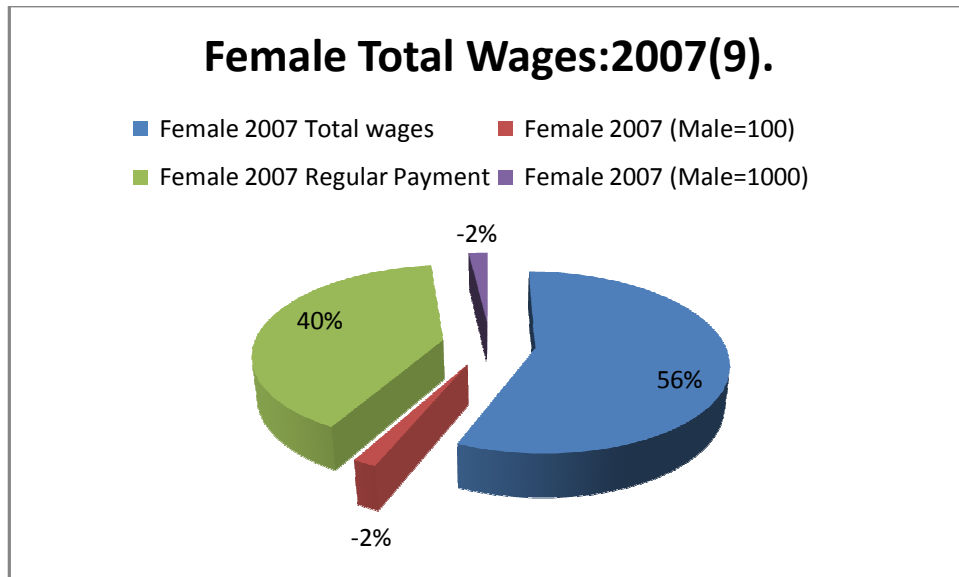
(Unit: 1,000 won/month)

| Gender Year | Male | | Female | | | |
|----------------|--------------|-----------------|--------------|---------------|-----------------|---------------|
| | Total wages | Regular Payment | Total wages | (Male=100) | Regular Payment | (Male=1000) |
| 2000 | 1,885 | 1,320 | 1,178 | (62.5) | 870 | (65.9) |
| 2001 | 1,976 | 1,400 | 1,257 | (63.6) | 940 | (67.2) |
| 2002 | 2,193 | 1,574 | 1,393 | (63.5) | 1,035 | (65.8) |
| 2003 | 2,406 | 1,715 | 1,501 | (62.4) | 1,119 | (65.3) |
| 2004 | 2,558 | 1,830 | 1,579 | (61.8) | 1,201 | (65.6) |
| 2005 | 2,719 | 1,962 | 1,697 | (62.4) | 1,294 | (65.9) |
| 2006 | 2,871 | 2,094 | 1,811 | (63.1) | 1,385 | (66.1) |
| 2007 -1 | 2,827 | 2,187 | 1,790 | (63.3) | 1,440 | (65.8) |
| 2 | 3,243 | 2,165 | 2,001 | (61.7) | 1,439 | (66.5) |
| 3 | 2,851 | 2,200 | 1,802 | (63.2) | 1,457 | (66.2) |
| 4 | 2,840 | 2,195 | 1,811 | (63.8) | 1,461 | (66.6) |
| 5 | 2,681 | 2,204 | 1,732 | (64.6) | 1,466 | (66.5) |
| 6 | 3,020 | 2,221 | 1,921 | (63.6) | 1,474 | (66.4) |
| 7 | 3,055 | 2,231 | 1,906 | (62.4) | 1,483 | (66.5) |
| 8 | 2,980 | 2,244 | 1,869 | (62.7) | 1,488 | (66.3) |
| 9 | 3,360 | 2,238 | 2,080 | (61.9) | 1,485 | (66.4) |

Note: Regular workers in establishments with 5 and more employees.

Source: Korea Ministry of Labor, "Report on Monthly Labor Survey" in Korea Labor Institute (Labor statistics).⁵⁹

Graphs: 5.10



Source: Table5.10

Towards the end, I would like to show some vital statistic of Korea .Table 5.11 and graphs 5.11(a), 5.11(b), 5.11(c), 5.11(d) all shows CBR, total fertility rate, marriage rate, even the sex ratio is declining over a period of time since 1970s. There is a need to find out, does it have some kind of relationship to labor market entry, of female workers, during recent years. If, this is the cost of women entry to labor market, it may have negative effect on economy as a whole in near future. Therefore there is strong need to have appropriate policy, in terms of employment nature, wages, post childbirth, entry to the labor market, of female workers.

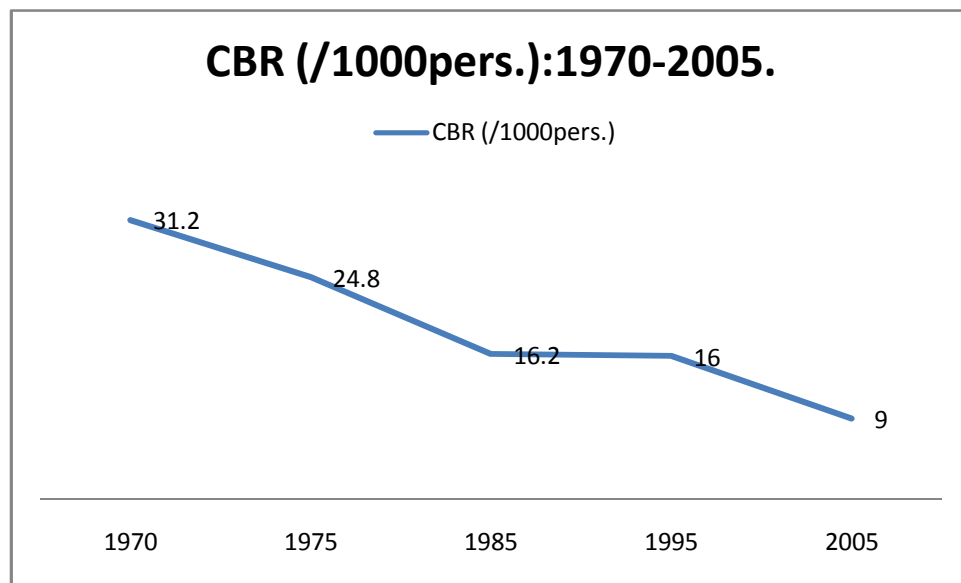
Table: 5.11

Vital Statistics

| Vital statistics | 1970 | 1975 | 1985 | 1995 | 2005 |
|-------------------------------|--------|--------|--------|--------|-------|
| CBR (/1000pers.) | 31.2 | 24.8 | 16.2 | 16.0 | 9.0 |
| Total fertility rates(person) | 4.53 | 3.47 | 1.67 | 1.65 | 1.08 |
| Marriages rates (/1000pers.) | 9.2 | 8.0 | 9.2 | 8.7 | 6.5 |
| Sex ratio | 100.79 | 101.23 | 100.18 | 100.73 | 99.53 |

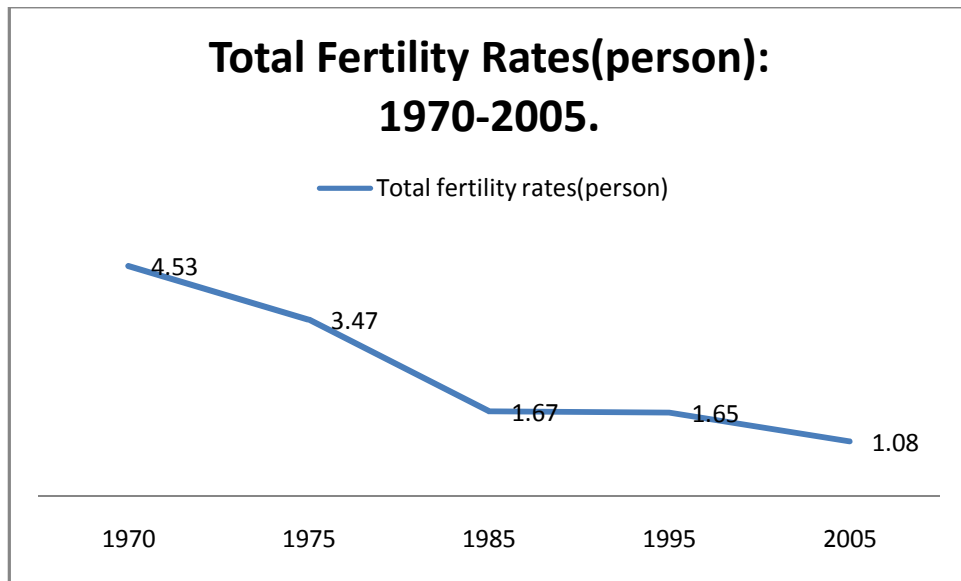
Source: KNSO: Summary of vital statistics and Summary of Census population, Korea.⁵⁸

Graph: 5.11(a)



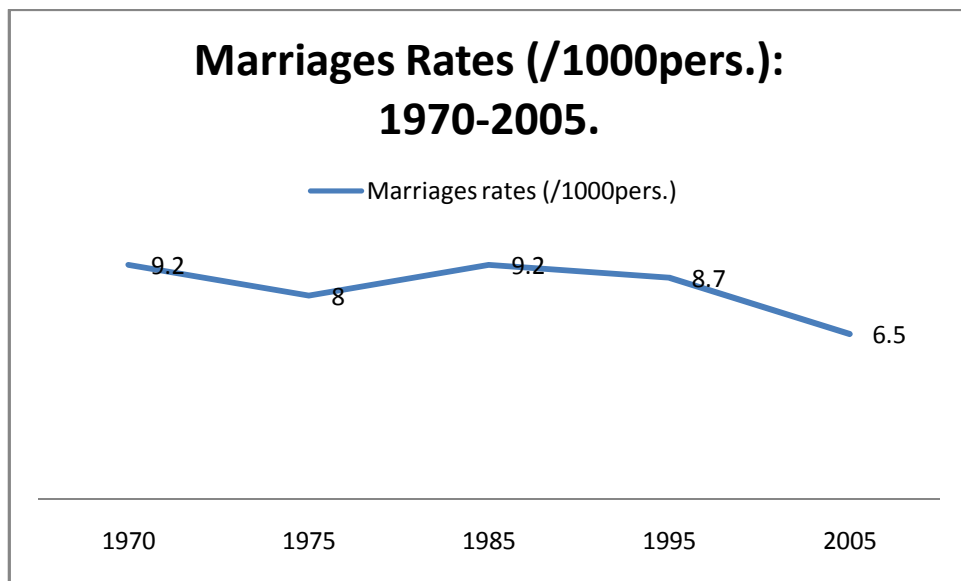
Source: Table5.11

Graph: 5.11(b)



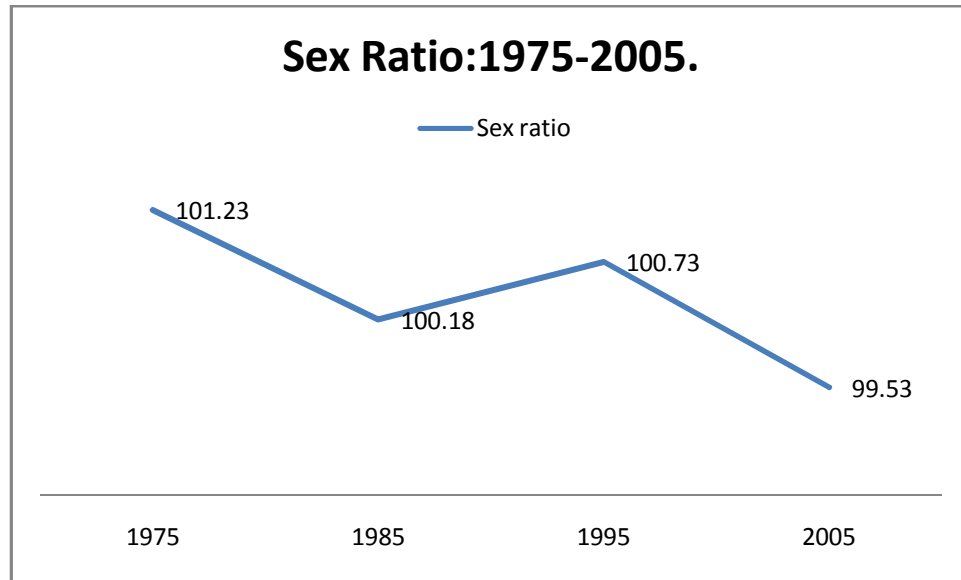
Source: Table5.11

Graph: 5.11(c)



Source: Table5.11

Graph: 5.11(d)



Source: Table5.11

The graphs 5.11(a), 5.11(b), 5.11(c), 5.11(d) shows C.B.R has declined from 31.2/1000persons in 1970 to 9.0/1000persons during 2005.Total fertility rates has also declined from 4.53/person during 1970 to 1.08/person during 2005.Even marriage rates have registered decline from 9.2/1000persons during 1970 to 6.5/1000persons during 2005.last the sex ratio has also shown declining trend from 100.79 during 1970 to 99.53 during 2005.Thus, one could conclude from this demographic trend, that, in near future there is a probability of negative implication on society at large ,if women start taking child birth and child care as a punishment to rejoin , even more discriminating labor market , especially post maternity. Keeping all above in mind I would like to say, there is a need to empower women, and also a need to empower a woman to rise above the glass ceiling. Following strategies can be adopted to achieve this goal : Raising awareness on the concept to equality for nation building; Equal opportunities for education- including Professional and Technical education; Investment in quality education- Vocational training(education matching the demand of labor market); Strategic human resource management; Strict enforcement of equality law and severe punishment for discrimination, if any; Creating family care opportunities especially for child care; Providing child care facilities for harmony in work and family life; Equal

participation of women in trade unions. This may also help in achieving ILO goal of promoting equal opportunities, decent work and raising productivity with dignity.

I conclude with a song sang by Indian Singer, late Shri. kishore kumar ji in his melodious voice:

ruk jana nahi, tu kahi har kae! kaato, pae chal kae melae gae,sayae bahar kae! ruk jana nahi, tu kahi har kae!kaato, pae chal kae mela gae,sayae bahar kae!oh rahi !oh rahi! Oh rahi! Oh rahi!!Oh rahi! Oh rahi! Oh rahi! Oh rahi! SATHI NA KARVA HAE, YAE TERA INTIHA HAE! SATHI NA KARVA HAE, YAE TERA INTIHA HAE! UHU ,HI CHALA CAL, DIL KAE SAHARE,KARTI HAE MALJIL TUJ KO ISHARRAE,DEKH KAH! KOI ROK NAHI LAE TUJKO PUKAR KAE,OH RAHI !OH RAHI!OH RAHI !OH RAHI! RUK JANA NAHI tu kahi har kae,kaato, pae chal kae melae gae,sayae bahar kae!oh rahi !oh rahi!oh rahi !oh rahi!oh rahi !oh rahi!oh rahi !oh rahi!NAENA , SOJO LIYA HAE,YAE RAHO KAE LIYAE HAE,NAENA SOJO LIYA HAE,YAE RAHO KAE LIYAE HAE,LOGO KO UGHA SAB KUCH DAE KAE, TU JO CHALA THA SACH MAE HI LAYE KAE,KYU NAHI LOG TERA APNAE HAE,SAPNAE YAE PAYAR KAY,! oh rahi !oh rahi! Oh rahi! Oh rahi! .ruk jana nahi, tu kahi har kae!kaato, pae chal kae melae gae,sayae bahar kae! Oh rahi! Oh rahi! Oh rahi! Oh rahi!

Summarizing in English, Do not stop any where fearing failure, although you are walking on path of thorns, you will definitely bear fruits one day.

GENDER ISSUES IN KOREAN LABOUR MARKET^{*}

By

ShashiBala[#]

Submitted to

Korea Labor Institute,

Seoul, South Korea.

**Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.).The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May2008 to9 August 2008.Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.*

01 August, 2008.

** Soft copy of the full report submitted to KLI on 01 August, 2008 & a hard copy of the full report was submitted to KLI on 25th July, 2008*

KLI visiting researcher 2008

***Summary of the Report**

GENDER ISSUES IN KOREAN LABOUR MARKET

By

ShashiBala[#]

Submitted to

Korea Labor Institute,

Seoul, South Korea.

01 August, 2008.

**For reading full report Please contact KLI (Soft copy of full report was submitted to KLI on 01 August, 2008 & a hard copy of full report was submitted to KLI on 25th July, 2008).*

KLI visiting researcher 2008

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Introduction

Long back I saw an Indian, Hindi movie named *Hum-Tum*.¹ The movie starts with the dialogue; *God, first created this universe, and took rest for some time, then he created the man, he was so happy with himself, that he took rest for some more time, then he committed the biggest blunder; he created a women and from then onwards, neither he could take rest nor we i.e., the boys. Since then, this universe was divided into two parts; that is, the boys and the girls, i.e., me (hum) and you (tum).* This depicts the general mentality of the society, but slowly and gradually, the movie, discusses the pros and the cons of both the genders and accepts towards the end that both the gender are equally important for leading a happy life. It also states that me and you has only one problem, that is me is incomplete without you. I wish this could happen in actual life also. For this we need a universe which gives equal opportunity to all the gender (I would also like to include **third gender**). For this we need up-to-date vehicles (**quality education, society mind set**) which travels smoothly on the road (**labor market**) or vis a vis. This could be in accordance to law of comparative advantage, factor endowments or monopolistic competition as we generally discuss in *Theory of International Trade*, where we try to maximize our plus points and minimize our minus points, in order to benefit out of trade. We should steps towards a society free of all kind of discriminations, and then only we can achieve our goal of equality.

Modern technology brings with it enormous benefits and challenges. The benefits and challenges that the modern technology brings with it are discriminatory to both the gender. Even the economies, worldwide that are fairing well have disproportional impact on its workers. As, for running, a family smoothly, in this universe one needs both genders. Similarly for running a society and economy at large one needs equal participation of the genders. World wide we preach gender equality but fails when we come to implementation part. Why? It is a small question but has long answer. The present study tries to explore deep into these issues.

“Global Employment Trends for Women, 2008 shows there were 1.2 billion women workers around the world in 2007, almost 200 million more than ten years ago. Contradictory, during the same period, the number of unemployed women also grew from 70.2 to 81.6 million. Women at the global level still had a higher likelihood of being unemployed than men. The female unemployment rate stood at 6.4 per cent compared to the male rate of 5.7 per cent. The type of work where women can find employment (in terms of both sector and status), they often earn less than men. But, at the same time: education levels for women around the world continue to increase and gender gaps for certain labor market indicators are

*Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.). The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May 2008 to 9 August 2008. Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.

*decreasing in many regions. The report clearly shows that most regions are making progress in increasing the number of women in decent employment, but that full gender equality in terms of labor market access and conditions of employment has not yet been attained. Economic empowerment for women has a lot to do with their ability or inability to participate in labor markets and with the conditions of employment that the women who do manage to find workforce. There is also growing recognition that labor markets are the key transmission mechanism through which the benefits of growth can be distributed to the poor and disadvantaged groups”.*²

*“Access to labor markets and, more specifically, to decent employment is thereby crucial in the process towards improving equality between men and women. Decent work for women is also a precondition for economic development since, in the long run, economies cannot afford to ignore an untapped resource such as that which could be offered by female labor. In this context it is interesting to note that the most successful region in terms of economic growth over the last decade, namely East Asia, is one of the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution.”*²

Post globalization large numbers of women have entered the labor market. Few women are also holding key and important positions in certain sectors. But, it is also true, that issues like glass ceiling, gender pay gap, sexual harassment, discrimination etc, still exist. The present study is an attempt to find out how workers (especially women) who have opted for careers in present economy progressing?

Objectives

The **specific objectives** of the study were:

- To examine the issue of job security of women workers.
- To examine the slope of upward mobility for career advancement on the part of women workers in the labor market.

In order to examine the issue of job security of women workers; policy related to: sexual discrimination at work place, employment laws, maternity leave, and child care facilities e.t.c were examined.

In order to measure, the slope of upward mobility for career advancement on the part of women workers in the labor market, educational back ground statistics; certain labor market indicators like employment trend, unemployment trend, labor force participation rate; age at the time of being in labor market; employment trends in industry/occupation/status of work; nature of work; number of hours put in work; and wages were closely examined.

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Area of study

Ezra F. Vogel and David L. Lindauer³ write no nation has made the transition to a fundamentally different pattern of labor relations quickly and easily, without some years of unrest and groping. Britain, the United States, and Japan all went through periods of turmoil accompanied by violence and bloodshed. The same is true for Korea's labor history. What is remarkable is that Korean workers (Male and Female) worked so hard and so effectively to help bring about Korea's economic miracle. Westerners are impressed with how hard Japanese work, but Japanese acknowledge that Koreans, with a "hungrier spirit," worked even harder.³ It is remarkable how quickly Korean workers learned new skills and achieved high levels of performance. Therefore Korea is the area selected for study. The another reason for the selection of Korea as a region of study was that the KLI visiting researcher 2008, programme under which this study was conducted, was limited either to India or Korea. Being in Seoul, I was motivated, to undertake study of Korea region.

Justification

The most successful region in terms of economic growth over the last decade, namely East Asia, is also the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution.² Women are working in high positions and are entering new, different, unusual and unconventional jobs and professions, which was initially unheard of. Working women's economic independence has increased but they are still insecure. They are finding themselves in a highly contradictory situation when they have to rise above the glass ceiling.

Scope/ Outcome

The research would help to find out and analyze the problems faced by women workers in modern economy especially for the kind of discrimination women face in labor market. Most importantly the research and analysis would help find solutions to women workers problems and enable increase in their participation and productivity by suggesting changes in the work place and at the policy making level.

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Methodology

The study was primarily based on secondary information available in English language .Documents, reports and other relevant literature from various sources like International Labor Office; Korea Labor Institute; Korea National Statistical Office; Ministry of Labor :Korea; Ministry of Gender Equity: Korea; Korea Women Development Institute e.t.c., were pooled together, to carry out a thorough synthesis of available information. This helped me to gain a better understanding on the key issues pertaining to women working in various sectors, jobs and positions in world and Korea in particular. I also attempted to talk to few women working in Seoul in hotel (when I use to go for lunch), bank (when I use to go to withdrew money), shops (when I use to go to market to purchase glossary).I even got chance to have conversation with few women, in park while going for morning and at times evening walks.

Time Frame

The study was completed within the time framework of three months (10th May 2008-09th August 2008).

Limitation of study

- Language was the main barrier in conducting this study at primary level. This not only restrained me to read most of the literature and data that was published in Korean language but also commuting to people in Korea. Most of the literature that was available in library and on Korean website was published in Korean language. This also restricted me to make my study based on secondary sources, published in English.
- Non availability of statistical package in my computer system was another barrier. I managed with excel only.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

The present chapter makes an attempt to probe into gender issues in labor in Korea. The secondary sources were mainly analyzed, from Korea National Statistical Office and Korea Ministry of labor publication. Labor is an important indicator to calculate individuals' potentials to earn ones living. One of the important policy objectives of the government under the constitution that guarantees the right to work is providing stable jobs to its population. Therefore, employment, unemployment –related data are very important to formulate the labor policy .⁴¹The economic activity participation rate refers to the rate of the economically active population as a portion of the work –age population-those aged 15 or older in Korea. This is a barometer of how efficiently a society utilizes its labor resources. ⁴¹

I could not find much details about sexual harassment case reported in Korea, except two cases reported in The Korea herald on 15 July and 22 July 2008 respectively .In first case as reported by Kim So-hyun on page two of news paper, Supreme Court upholds firing of sexual harasser, which also mentions, even if the man had no offensive intentions, he can not be forgiven because his offenses were committed after the 2001 law banning sexual harassment at workplace went into effect. In second case as reported by Song Sang-ho on page three of news paper, Illegal resident faces a sexual assault charge which mentions a Seoul police station sought an arrest warrant for a Bangladesh-born migrant worker on sexual assault charges.

This shows Korean Government is quite committed to its tasks of taking quick action against sexual harassment, if any. What we found was more discrimination in terms of female labor market participation.

Table below describes this; (see table 4.1).Table 4.1 depicts the data for economically active population during 200-2007 at Korea.

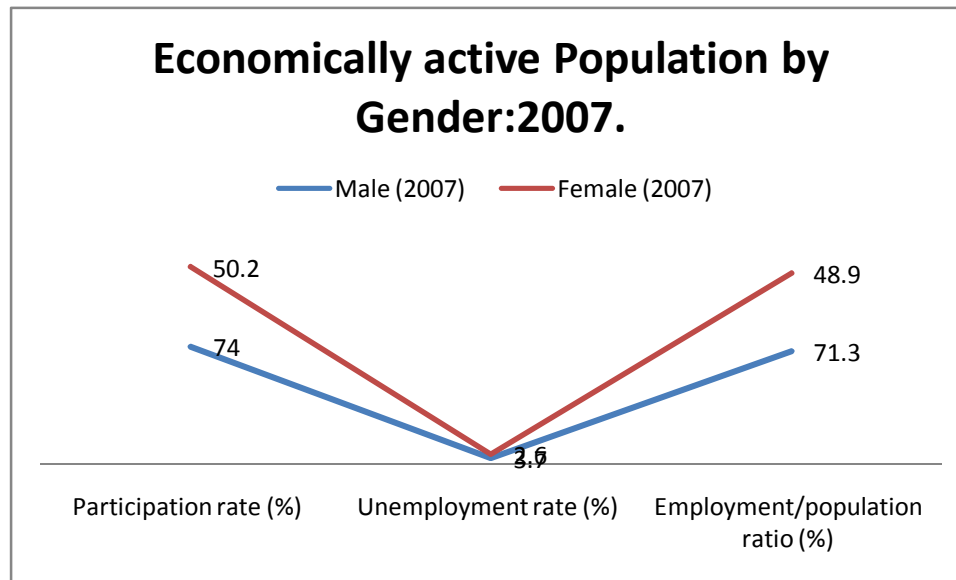
**Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.).The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May 2008 to 9 August 2008. Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.*

Table: 4.1**Economically active Population by Gender :2000&2007**

| Economically active Population by Gender :2000&2007 | | | | | | | | |
|--|---|--|--|--|--|--------------------------------|-------------------------------|---|
| By gender(y ear) | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Employe d persons (1000pers on) | Unemplo yed persons (1000pers on) | Not economic ally active pop. (1000pers on) | Participa tion rate (%) | Unemploy ment rate (%) | Employment/pop ulation ratio (%) |
| Total (2000) | 36,186 | 22,134 | 21,156 | 979 | 14,052 | 61.2 | 4.4 | 58.5 |
| Male (2000) | 17,522 | 13,034 | 12,387 | 647 | 4,488 | 74.4 | 5.0 | 70.7 |
| Female (2000) | 18,664 | 9,101 | 8,769 | 332 | 9,564 | 48.8 | 3.6 | 47.0 |
| Total 2007) | 39,170 | 24,216 | 23,433 | 783 | 14,954 | 61.8 | 3.2 | 59.8 |
| Male (2007) | 19,084 | 14,124 | 13,607 | 517 | 4,960 | 74.0 | 3.7 | 71.3 s |
| Female (2007) | 20,086 | 10,092 | 9,826 | 266 | 9,994 | 50.2 | 2.6 | 48.9 |

Source: Korea National Statistical Office, Summary of economic active population, Korea.⁴²

Graph:4.1



Source: Table 4. 1

It can be seen from the above table 4.1 and graph4.1, that economically active population in 2007 was 24,216,000. Out of this 14,124,000 were males and 10,092,000 were females. The figures are definitely an improvement compared to 2000. Of those aged 15 years or older, 61.8 percent are economically active. In 2007, these figures were 61.8 percent, during 2000 it was 61.2 percent, showing a slight decline, but what is important is; if we compare these figures for both genders, it declined for males from 74.4 percent in 2000 to 74 percent in 2007. For females it increased from 48.8 percent to 50.2 percent. Out of these figures, the number of the employed was 23,433,000 in 2007 an improvement compared to 2000 figures. Total number of males employed were 13,607,000 and employed females were 9,826,000 during 2007. There has been a rise in employed persons. On the other side, total number of unemployed were 783,000 showing a decline compared to 2000 figures. The corresponding figures for males and females were 517,000 and 266,000, decline in both cases as compared to 2000. The unemployment rate for total population was 3.2 percent in 2007, for males unemployment rate was 3.7 percent and for females it was 2.6 percent. The employment to population rate was 59.8 percent for total population. For males it was 71.3 percent and for females it was 48.9 percent. It is a good indicator for female participation in any labor market, as it shows equal participation and equal utilization of potentials of both genders. But we need to see the quality of work in which work force is utilized.

“The importance of education can not be undermined because it helps people develop their personality to lead a human-like life and provides the society with manpower necessary for the economic and technology development. The nation’s educational environment has expanded and improved at a fast rate unprecedented anywhere else in the world.” ⁴¹

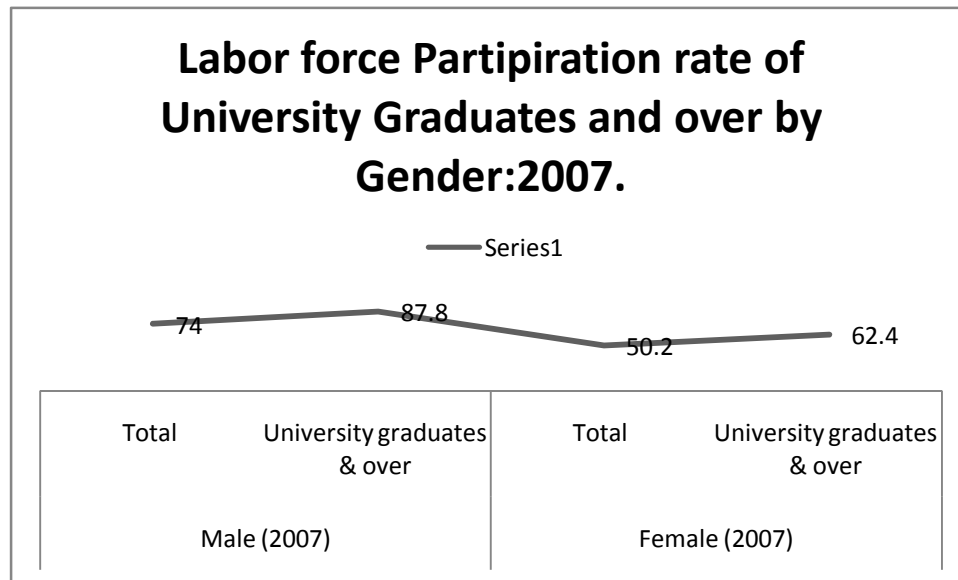
Table:4.2

Educational attainment and Gender: 2000&2007

| By gender (year) | By educational attainment | Pop. 15 years & over , etc. by Educational attainment and Gender:2000&2007 | | | |
|----------------------|--|--|---------------------------------------|---|------------------------|
| | | Pop. 15 years old and over (1000person) | Economically active pop. (1000person) | Not economically active pop. (1000person) | Participation rate (%) |
| Total (2000) | Total | 36,186 | 22,134 | 14,052 | 61.2 |
| | University graduates & over | 4,859 | 3,753 | 1,107 | 77.2 |
| Male (2000) | Total | 17,522 | 13,034 | 4,488 | 74.4 |
| | University graduates & over | 3,108 | 2,732 | 376 | 87.9 |
| Female (2000) | Total | 18,664 | 9,101 | 9,564 | 48.8 |
| | University graduates & over | 1,751 | 1,020 | 731 | 58.3 |
| Total (2007) | Total | 39,170 | 24,216 | 14,954 | 61.8 |
| | University graduates & over | 7,463 | 5,782 | 1,681 | 77.5 |
| Male (2007) | Total | 19,084 | 14,124 | 4,960 | 74.0 |
| | University graduates & over | 4,437 | 3,895 | 542 | 87.8 |
| Female (2007) | Total | 20,086 | 10,092 | 9,994 | 50.2 |
| | University graduates & over | 3,026 | 1,887 | 1,140 | 62.4 |

Source: Korea National Statistical Office, Summary of economic active population, Korea.⁴²

Graph:4.2



Source: Table 4.2

Table 4.2 shows the educational back ground and the absorption of the population of Korea by gender in the labor market of Korea. The proportion of males those who pass out from university is quit high compare to women. It can be seen from the table4.2 that out of total population fifteen year old and above 7,463,000 were university graduate and over during 2007.4,437,000 males and 3,026,000 females were university graduates and over in terms of qualification. All these figures were improvement over 2000 comparative figures. This shows improvement in standard of higher education in a country. Out of these university graduates 5,782,000 were economically active. Corresponding figures for males and females were 3,895,000 and 1,887,000 respectively during 2007 and need not to mention an improvement over 2000 similar figures. The labor force participation rate for university graduates and over during 2007 was 77.5 percent. As seen in graph 4.2 for males and females, the labor force participation rate for the university graduates and over pass out during 2007 was 87.8 percent and 62.4 percent respectively. If we compare this, with 2000 figures, overall it is an improvement, for males' slight decline and **for females it is an improvement from 58.3percent during 2000 to 62.4percent during 2007.** We can conclude from this, that higher education has an important role in recent increase in female labor force participation from 48.8 percent during 2000 to 50.2percent during 2007.

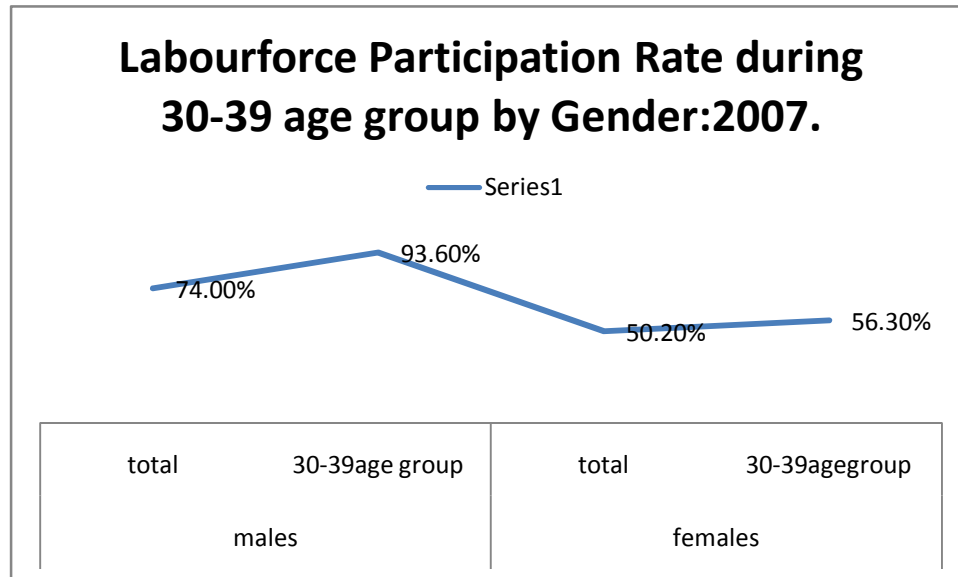
Table: 4. 3

Population by Age group and Gender: 2000&2007

| Pop. 15 years & over , etc. by Age group and Gender:2000&2007 | | | | | | | | | |
|---|-----------------------|--|---|---|-------------------------|--|---|---|-------------------------|
| Gender | Years | 2000 | | | | 2007 | | | |
| | | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Not economic ally active pop. (1000pers on) | Participat ion rate (%) | Pop. 15 years old and over (1000pers on) | Economic ally active pop. (1000pers on) | Not economic ally active pop. (1000pers on) | Participat ion rate (%) |
| Total | Total | 36,186 | 22,134 | 14,052 | 61.2 | 39,170 | 24,216 | 14,954 | 61.8 |
| | 20-29 | 7,474 | 4,854 | 2,620 | 64.9 | 6,653 | 4,298 | 2,355 | 64.6 |
| | 30-39 | 8,467 | 6,369 | 2,098 | 75.2 | 8,282 | 6,233 | 2,049 | 75.3 |
| | 40-49 | 6,903 | 5,468 | 1,436 | 79.2 | 8,282 | 6,619 | 1,663 | 79.9 |
| | 50-59 | 4,360 | 2,996 | 1,364 | 68.7 | 5,873 | 4,180 | 1,693 | 71.2 |
| | 60 & above | 5,213 | 1,993 | 3,220 | 38.2 | 6,878 | 2,654 | 4,224 | 38.6 |
| Male | Total | 17,522 | 13,034 | 4,488 | 74.4 | 19,084 | 14,124 | 4,960 | 74.0 |
| | 20-29 | 3,491 | 2,528 | 963 | 72.4 | 3,134 | 2,086 | 1,049 | 66.5 |
| | 30-39 | 4,304 | 4,116 | 188 | 95.6 | 4,211 | 3,940 | 271 | 93.6 |
| | 40-49 | 3,491 | 3,275 | 216 | 93.8 | 4,176 | 3,918 | 259 | 93.8 |
| | 50-59 | 2,166 | 1,824 | 342 | 84.2 | 2,934 | 2,545 | 390 | 86.7 |
| | 60 above | 2,152 | 1,070 | 1,082 | 49.7 | 2,958 | 1,527 | 1,431 | 51.6 |
| Females | Total | 18,664 | 9,101 | 9,564 | 48.8 | 20,086 | 10,092 | 9,994 | 50.2 |
| | 20-29 | 3,983 | 2,326 | 1,657 | 58.4 | 3,519 | 2,212 | 1,306 | 62.9 |
| | 30-39 | 4,163 | 2,253 | 1,910 | 54.1 | 4,071 | 2,293 | 1,779 | 56.3 |
| | 40-49 | 3,412 | 2,193 | 1,219 | 64.3 | 4,105 | 2,701 | 1,405 | 65.8 |
| | 50-59 | 2,194 | 1,173 | 1,022 | 53.5 | 2,939 | 1,636 | 1,303 | 55.7 |
| | 60 above | 3,061 | 923 | 2,138 | 30.2 | 3,921 | 1,127 | 2,794 | 28.7 |

Source: Korea National Statistical Office , Summary of economic active population ,Korea.⁴²

Graph 4.3



Source:Table4.3

In order to capture the figures by age group table4. 3 and graph4.3 shows that during 2007 highest number of population; fifteen years and above, falls in 30-39 and 40-49 age brackets i.e., 8,282,000 respectively for each bracket. During 2000 corresponding figures were highest in 30-39 age group brackets (8,467,000). For males it was highest in 30-39 age brackets in both the years i.e., 4,211,000 during 2007 and 4,304,000 during 2000. For females it was highest in 40-49 age group brackets during 2007(4,105,000) and 30-39 age bracket during 2000 (4,163,000). It means due to child care responsibility we find less women in labor market in 30-39 age bracket during 2007. There is quite a possibility during 2000 there were more support from household elders to take care for infants compare to 2007. In some of the interviews I conducted with Korean women, I also found that Korean society is gradually moving towards nuclear family. During 2007, if we compare the economically active population we see that the highest numbers of males i.e., 3,940,000 are in 30-39 age brackets. The highest numbers of females i.e., 2,701,000 are in 40-49 age brackets. One can conclude two things from this first, most of the males enter the labor market, soon after completing higher education, that they generally complete till in late 20's. Once they enter labor market, they may go for more better qualification or training in order to increase their demand in labor market, there for slight decline in 40-49 age bracket.

The number of economically active females (2,293,000) increased during 30-39 age brackets from 2,212,000 in the 20-29 brackets. But this increase was more in case of males. The numbers of males in 30-39 age

brackets were 3,940,000 and 2,086,000 in 20-29 age brackets. Highest numbers of economically active females (2,701,000) were found in 40-49 age brackets. This shows though there is rise in university graduates and over, labor force participation of females 62.4 percent as seen in table 2 during 2007, still there entry is low during 30-39 age bracket. This is mainly due to child care responsibility; as women generally enter marriage and give birth to child during this reproductive age group. Therefore, restricted to enter the labor market in the absence of proper support from the society and employer at large for child support. For male's non economically active population (1,049,000) is highest in 20-29 age group may be because they are involved in higher education and military training. But for females (1,779,000) it is highest during 30-39 age group showing their reproductive and marriage age group, so more involvement in childcare responsibility. Though labor force participation rate is highest in 40-49 age brackets for both gender but it is quite high for males in 30-39 age group 93.6 percent compare to 56.3 percent for females in similar age group.

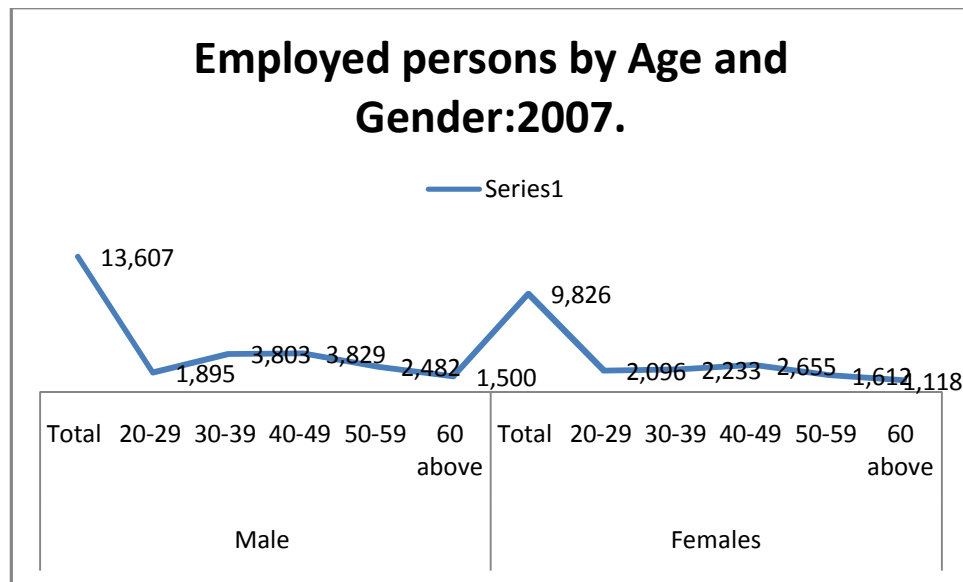
Table: 4.4

Employed persons by Gender and Age group: 1967-2007

| Employed persons by Gender and Age group: 1967-2007 | | | | | | | |
|---|------------------------|--------------|---------------|---------------|---------------|---------------|---------------|
| Unit: 1000 person | | | | | | | |
| By gender | By age group in years. | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | 20-29 | 2,092 | 3,070 | 4,311 | 4,964 | 4,490 | 3,992 |
| | 30-39 | 2,414 | 3,373 | 4,529 | 6,396 | 6,137 | 6,035 |
| | 40-49 | 1,693 | 2,781 | 3,527 | 4,713 | 5,277 | 6,484 |
| | 50-59 | 1,045 | 1,538 | 2,257 | 2,923 | 2,899 | 4,093 |
| | 60 & above | 378 | 593 | 1,051 | 1,832 | 1,963 | 2,618 |
| Male | Total | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | 20-29 | 1,327 | 1,896 | 2,436 | 2,607 | 2,304 | 1,895 |
| | 30-39 | 1,652 | 2,333 | 2,965 | 4,112 | 3,951 | 3,803 |
| | 40-49 | 1,117 | 1,730 | 2,157 | 2,845 | 3,146 | 3,829 |
| | 50-59 | 705 | 971 | 1,306 | 1,756 | 1,751 | 2,482 |
| | 60 above | 262 | 384 | 529 | 1,010 | 1,048 | 1,500 |
| Females | Total | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| | 20-29 | 765 | 1,174 | 1,875 | 2,357 | 2,186 | 2,096 |
| | 30-39 | 762 | 1,040 | 1,564 | 2,284 | 2,187 | 2,233 |
| | 40-49 | 576 | 1,051 | 1,371 | 1,868 | 2,132 | 2,655 |
| | 50-59 | 340 | 567 | 952 | 1,167 | 1,148 | 1,612 |
| | 60 above | 116 | 209 | 459 | 822 | 915 | 1,118 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph 4.4



Source: Table4.4

Table 4.4 and graph 4.4 above shows the employed persons by gender and age group during 1967 -2007. It shows overall employment increased during 1967-1997 but declined during 2000 and again registered an increase during 2007. For males also overall employment increased from 5,609,000 to 12,483,000 during 1967-1997, but it declined during 2000 to 12,387,000 and again registered an increase during 2007 to 13,607,000. This was mainly attributed to east Asian crises. The employment for females was slowly increasing during 1967-2007. It did not register a decline during 2000. Like overall Employment and Employment for Males during 1967-2000, which registered a decline in 2000. Female employment increased from 3,253,000 to 9,826,000 during 1967-2007. Employment for females declined during 1997-2007 for 20-29 age brackets. It also declined for 30-39 age brackets during 1997-2000, but registered an upward mobility in 2007. Over all and for males also it declined during 1997-2007 in 20-29 age bracket and 30-39 age bracket. Asian economic crisis was perhaps one of the reasons but lack of adequate child care facilities is also an important reason for decline in women employment.

One of the article published in The Korea Herald mentions girls performs better than boys at school .⁴³ Another article, mentions the employment rate for highly educated women in Korea is lowest among the members of organization for economic cooperation and development. Korea's employment rate of college level educated women was 58.5 percent in 2005. Iceland with 89.7 percent recorded the highest employment rate for highly educated women. The report said many Korean women in their 30s, take a break from work after marriage and when having children, this creates a curve in the shape of the letter

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“M”. Some Highly- Educated Women even quit their Jobs after taking such breaks. According to survey of 5,463 female jobseekers in their 30s released by an institute affiliated with the labor Ministry, almost 46 percent of the women said child care was the main barrier when it comes to having jobs, social prejudice and malpractice was the reason reported by 18.5 percent for such barriers. The report mentions need for improvement in the working conditions, as well as wages via implementing an anti-discrimination policy between men and women, and promote white color professions or jobs that requires expertise.³⁴

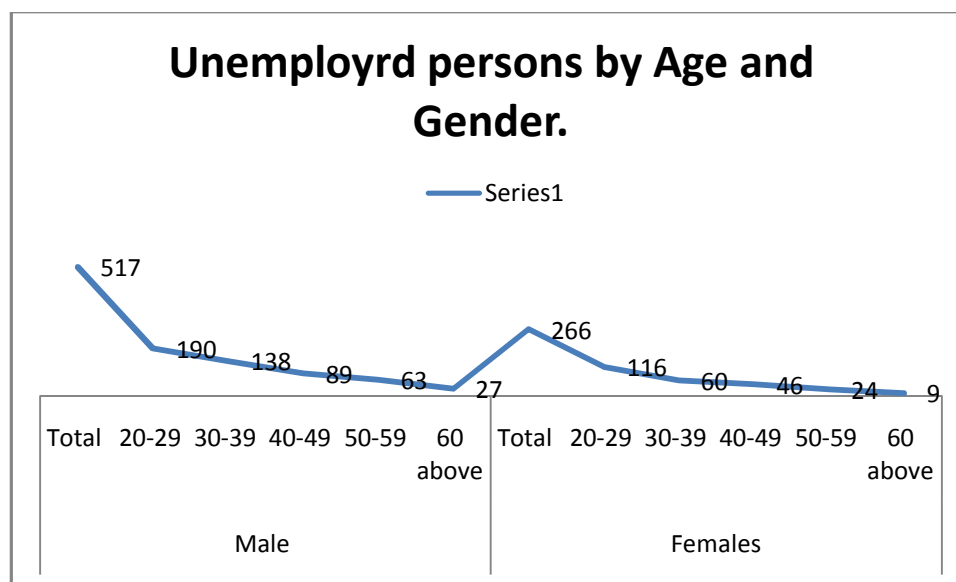
Table: 4.5

Unemployed persons by Age group and Gender: 2000&2007

| Unemployed persons by Age group and Gender: 2000 &2007 | | | |
|--|----------------------|--------------------|--------------------|
| Unit: 1000person | | | |
| By gender | By age group | 2000 | 2007 |
| | | Unemployed persons | Unemployed persons |
| Total | Total | 979 | 783 |
| | 20-29 | 364 | 306 |
| | 30-39 | 232 | 198 |
| | 40-49 | 190 | 135 |
| | 50-59 | 97 | 87 |
| | 60 &above | 30 | 36 |
| Males | Total | 647 | 517 |
| | 20-29 | 224 | 190 |
| | 30-39 | 165 | 138 |
| | 40-49 | 129 | 89 |
| | 50-59 | 73 | 63 |
| | 60 above | 22 | 27 |
| Females | Total | 332 | 266 |
| | 20-29 | 140 | 116 |
| | 30-39 | 66 | 60 |
| | 40-49 | 61 | 46 |
| | 50-59 | 24 | 24 |
| | 60 above | 7 | 9 |

Source: Korea National Statistical Office, Unemployed, Korea.⁴²

Graph: 4.5



Source: Table4.5

Table and graph 4.5 shows the unemployment figures during 2000-2007, it shows unemployment has declined for over all, males and female population, this is an indication of nation progress. But it has increased for population above 60 years of age in all, male and female categories. For female it has increased from 7,000in 2000 to 9,000 in 2007.

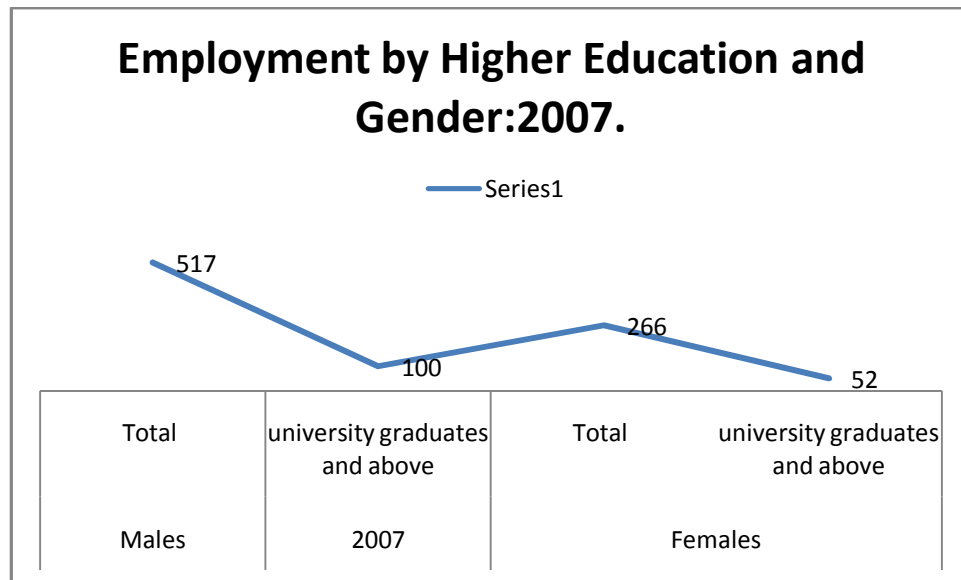
Table: 4.6

Employed persons by Educational attainment and Gender: 1967-2007

| | | Employed persons by Educational attainment and Gender:1967-2007 | | | | | |
|-----------|-----------------------------|---|--------|--------|--------|--------|--------|
| | | Unit: 1000 person | | | | | |
| By gender | By educational attainment | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | University graduates& above | - | - | - | 2,943 | 3,630 | 5,630 |
| Males | Total | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | University graduates& above | - | - | - | 2,194 | 2,641 | 3,795 |
| Females | Total | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| | University graduates& above | - | - | - | 750 | 989 | 1,835 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.6



Source: Table4.6

Table 4.6 and graph4.6 shows employment by educational attainment, it shows it has increased for over all, males and females; falling in the category of university graduates and above during 1997-2007. For females the figures raised from 750,000 in 1967 to 1,835,000 during 2007.

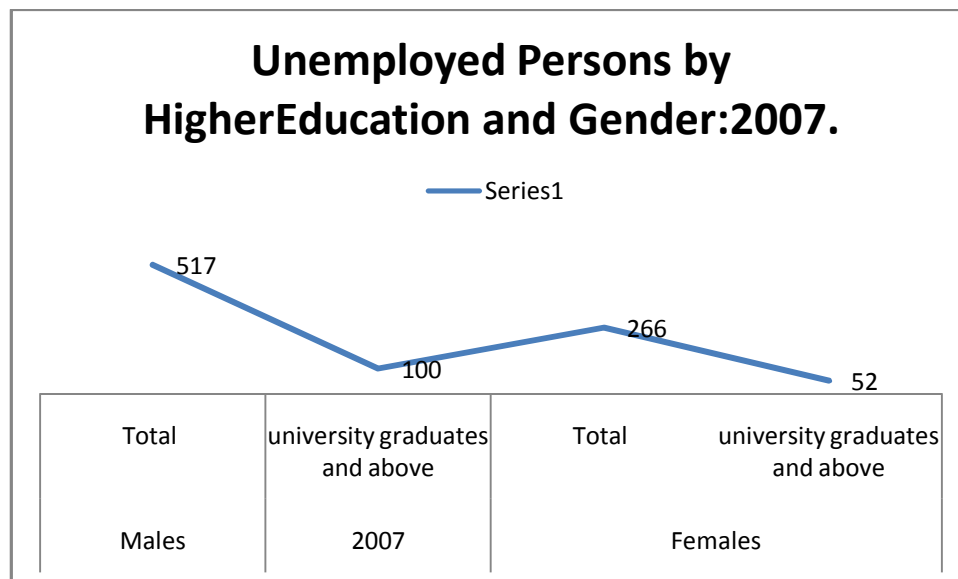
Table: 4.7

Unemployed persons by Educational attainment and Gender: 2000&2007

| Unemployed persons by Educational attainment and Gender: 2000&2007 | | | |
|---|------------------------------|------------|------------|
| Unit: 1000 person | | | |
| By gender | By educational attainment | 2000 | 2007 |
| Total | Total | 979 | 783 |
| | University graduates & above | 123 | 153 |
| Males | Total | 647 | 517 |
| | University graduates & above | 91 | 100 |
| Females | Total | 332 | 266 |
| | University graduates & above | 32 | 52 |

Source: Korea National Statistical Office, Unemployed, Korea.⁴²

Graph: 4.7



Source: Table 4.7

Table 4.7 and graph 4.7 describes unemployed persons by educational attainment during 2000-2007. It shows increase in unemployment for both males and females who are university graduates and above qualified. It may be due to mismatch between education received and labor market demand. There could also be possibility of underemployment, as I found in Seoul most of the highly educated women are working as hotel waitress. Given the chance they are willing to work in more decent jobs, but since they are unable to find appropriate jobs, they went for these kinds of jobs which are temporary, and also well paid.

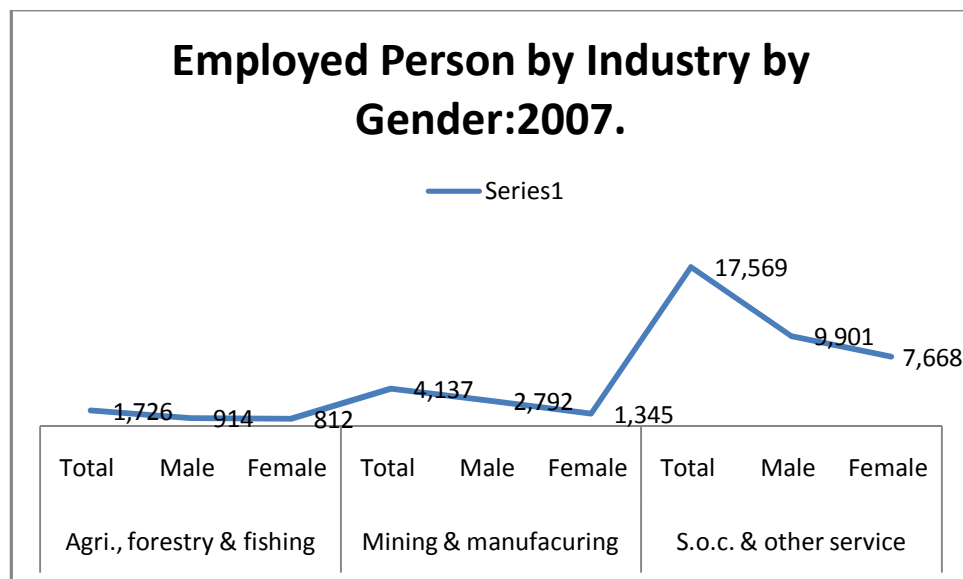
Table: 4. 8

Employed persons by Industry and Gender: 1967-2007

| Employed persons by Industry and Gender: 1967-2007 | | | | | | | |
|--|---------------|--------------------------|---------------|---------------|---------------|---------------|---------------|
| | | <i>Unit: 1000 person</i> | | | | | |
| By industry | By gender | 1967 | 1977 | 1987 | 1997 | 2000 | 2007 |
| Total | Total | 8,624 | 12,812 | 16,354 | 21,214 | 21,156 | 23,433 |
| | Male | 5,609 | 8,068 | 9,741 | 12,483 | 12,387 | 13,607 |
| | Female | 3,015 | 4,744 | 6,613 | 8,731 | 8,769 | 9,826 |
| Agri., forestry & fishing | Total | 4,756 | 5,342 | 3,580 | 2,285 | 2,243 | 1,726 |
| | Male | 2,895 | 3,125 | 1,972 | 1,172 | 1,171 | 914 |
| | Female | 1,861 | 2,217 | 1,607 | 1,113 | 1,072 | 812 |
| Mining & manufacturing | Total | 1,094 | 2,866 | 4,602 | 4,564 | 4,310 | 4,137 |
| | Male | 763 | 1,783 | 2,740 | 2,955 | 2,775 | 2,792 |
| | Female | 330 | 1,084 | 1,862 | 1,609 | 1,535 | 1,345 |
| S.O.C & other service | Total | 2,775 | 4,604 | 8,172 | 14,365 | 14,603 | 17,569 |
| | Male | 1,951 | 3,162 | 5,029 | 8,356 | 8,442 | 9,901 |
| | Female | 824 | 1,443 | 3,144 | 6,009 | 6,161 | 7,668 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.8



Source: Table4.8

Table 4.8 depicts the employment by nature of industry. During 1967-2007 it was found employment in Agri., forestry & fishing started declining since 1987 from 3,580,000 to 1,726,000 in 2007. For males it declined from 1,972,000 to 914,000 and for females it registered a decline from 1,607,000 to 812,000 during this period. The slope of male decline was much steeper than female employment. In mining and manufacturing overall there was decline in employment during 1987-2007. For females the decline was more steady from 1,862,000 during to 1,345,000 during 1987 -2007. In S.O.C & other service there was increase in employment during 1967-2007. For females it increased from 824,000 in 1967 to 7,668,000 during 2007. If we look year wise during 1967 & 1977 maximum number of population was engaged in agriculture. From 1987 onward maximum number of people were engaged in S.O.C & other service Category.

Table: 4. 9(1)**Employed persons by Occupation and Gender: 1967-1987**

| Employed persons by Occupation and Gender: 1967-1987 | | | | |
|---|------------------|--------------|---------------|---------------|
| <i>Unit: 1000person</i> | | | | |
| By occupation | By gender | 1967 | 1977 | 1987 |
| Total | Total | 8,624 | 12,812 | 16,354 |
| | Male | 5,609 | 8,068 | 9,741 |
| | Female | 3,015 | 4,744 | 6,613 |
| Pro.,tech.,adm. related | Total | 316 | 537 | 1,019 |
| | Male | 265 | 416 | 639 |
| | Female | 51 | 121 | 380 |
| Administrative | Total | - | - | 214 |
| | Male | - | - | 207 |
| | Female | - | - | 7 |
| Official | Total | 404 | 989 | 1,886 |
| | Male | 357 | 747 | 1,190 |
| | Female | 47 | 242 | 696 |
| Sales workers | Total | 1,095 | 1,581 | 2,452 |
| | Male | 627 | 924 | 1,294 |
| | Female | 468 | 657 | 1,157 |
| Service workers | Total | 464 | 854 | 1,781 |
| | Male | 254 | 394 | 699 |
| | Female | 210 | 460 | 1,082 |
| Agri., forestry, fishing workers | Total | 4,739 | 5,329 | 3,543 |
| | Male | 2,875 | 3,111 | 1,941 |
| | Female | 1,864 | 2,219 | 1,603 |
| Production, transport, labor | Total | 1,606 | 3,524 | 5,459 |
| | Male | 1,230 | 2,478 | 3,771 |
| | Female | 376 | 1,045 | 1,688 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Table 4.9 (1) describes employed persons by occupation. It shows that during 1967 in all the categories of occupation, number of females were less than males. During 1977 and 1987 females were more in service workers category only. In all other category males were leading. There were 460,000 females in 1977 and 1,082,000 females in 1987. The corresponding figures for males were 394,000 and 699,000 only. During 1967 and 1977 maximum number of females were working as agriculture, forestry and fishing workers. During 1987 these figures were highest in production, transport, and labor; again followed by agriculture, forestry and fishing category. This shows the decency/quality of job in which maximum numbers of females were working and also labor market discrimination towards females' workers.

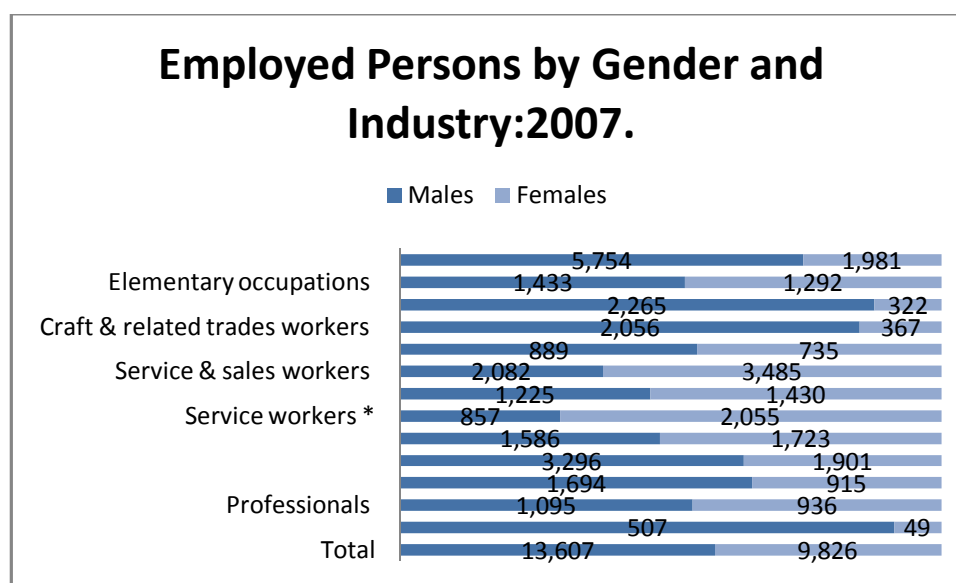
Table: 4.9(2)

Employed persons by Occupation and Gender: 1997-2007

| Type of occupation | Employed persons by Occupation and Gender: 1997-2007 | | | | | | | | |
|--|--|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | Unit: 1000person | | | | | | | | |
| | 1997 | | | 2000 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 21,214 | 12,483 | 8,731 | 21,156 | 12,387 | 8,769 | 23,433 | 13,607 | 9,826 |
| Legislators, senior officials and managers | 514 | 489 | 25 | 465 | 442 | 23 | 556 | 507 | 49 |
| Professionals | 1,002 | 660 | 342 | 1,403 | 787 | 615 | 2,032 | 1,095 | 936 |
| Technicians & associate professionals | 2,206 | 1,509 | 697 | 2,074 | 1,487 | 587 | 2,609 | 1,694 | 915 |
| Professionals, technicians, administrators & managers | - | - | - | 3,942 | 2,717 | 1,226 | 5,197 | 3,296 | 1,901 |
| Clerks | 2,643 | 1,229 | 1,413 | 2,512 | 1,227 | 1,285 | 3,309 | 1,586 | 1,723 |
| Service workers * | 4,904 | 1,916 | 2,988 | 2,675 | 860 | 1,815 | 2,912 | 857 | 2,055 |
| Sales workers | - | - | - | 2,826 | 1,277 | 1,549 | 2,655 | 1,225 | 1,430 |
| Service & sales workers | - | - | - | 5,500 | 2,137 | 3,364 | 5,567 | 2,082 | 3,485 |
| @Skilled Agricultural, forestry & fishery workers | 2,177 | 1,133 | 1,044 | 2,115 | 1,131 | 984 | 1,624 | 889 | 735 |
| Craft & related trades workers | 3,206 | 2,485 | 721 | 2,688 | 2,065 | 623 | 2,423 | 2,056 | 367 |
| #Plant, machine operators & assemblers | 2,229 | 1,930 | 299 | 2,292 | 1,987 | 305 | 2,588 | 2,265 | 322 |
| Elementary occupations | 2,334 | 1,132 | 1,202 | 2,107 | 1,124 | 983 | 2,725 | 1,433 | 1,292 |
| Craft, machine operators & elementary occupations | - | - | - | 7,087 | 5,176 | 1,911 | 7,735 | 5,754 | 1,981 |

Source: Korea National Statistical Office, Employed, Korea.⁴² During 1997 the category was: * =service workers & shop, market workers; @ =agricultural, forestry, fishing workers; # =machine operators and assemblers

Graph: 4.9



Source: Table4.9 (2)

During 1997 new categories of occupations were added in economic tables, it can be seen from table and graph 4. 9(2).That during 1997 only categories in which female workers were more than males' workers was service workers and elementary occupation. During 2000 and 2007 clerks' service workers, sales workers service and sales workers were the occupations in which we could find more women engaged compare to males. Maximum numbers of females' workers were found to be engaged in service workers, service workers and sales workers category during 1997 and 2000 and 2007 .This show the **horizontal segregation** in the labor market. Least number of female workers was found to be engaged in legislators, senior officials and managers' category. We see very few women working as professionals, Technicians, and administrative managers. This shows the **vertical segregation** in labor market.

Table: 4.10(1)**Employed persons by Status of worker and Gender: 1967-1987**

| Status of work | Employed persons by Status of worker and Gender: 1967-1987 <i>Unit: 1000person</i> | | | | | | | | |
|--|---|-------|---------|---------------|-------|---------|---------------|-------|---------|
| | 1967 | | | 1977 | | | 1987 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 8,624 | 5,609 | 3,015 | 12,812 | 8,068 | 4,744 | 16,354 | 9,741 | 6,613 |
| Unpaid workers | 5,582 | 3,298 | 2,285 | 7,099 | 3,995 | 3,103 | 7,163 | 3,868 | 3,295 |
| Self-employed | 3,124 | 2,518 | 607 | 4,287 | 3,172 | 1,115 | 4,994 | 3,509 | 1,485 |
| Employer | - | - | - | - | - | - | 973 | 806 | 167 |
| Own account workers | - | - | - | - | - | - | 4,021 | 2,703 | 1,318 |
| Unpaid family workers | 2,458 | 780 | 1,678 | 2,812 | 823 | 1,988 | 2,169 | 359 | 1,810 |
| Wage & salary workers | 3,040 | 2,310 | 729 | 5,714 | 4,074 | 1,640 | 9,191 | 5,872 | 3,318 |
| Regular & temporary employees | 2,097 | 1,640 | 456 | 4,288 | 3,073 | 1,215 | 7,662 | 5,070 | 2,592 |
| Regular employees | - | - | - | - | - | - | - | - | - |
| Temporary employees | - | - | - | - | - | - | - | - | - |
| Daily workers | 943 | 670 | 273 | 1,426 | 1,001 | 425 | 1,529 | 802 | 726 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Table 4.10 (1) describes the status of workers during 1967-2007. If we compare all the status of workers, the only category in which more females were engaged compared to males was unpaid family workers during 1967, 1977 and 1987. If we compare all the status of workers year wise maximum number of females were employed in unpaid category during 1967 and 1977. During this period highest numbers of female workers were engaged in wage and salary workers category followed by unpaid workers category.

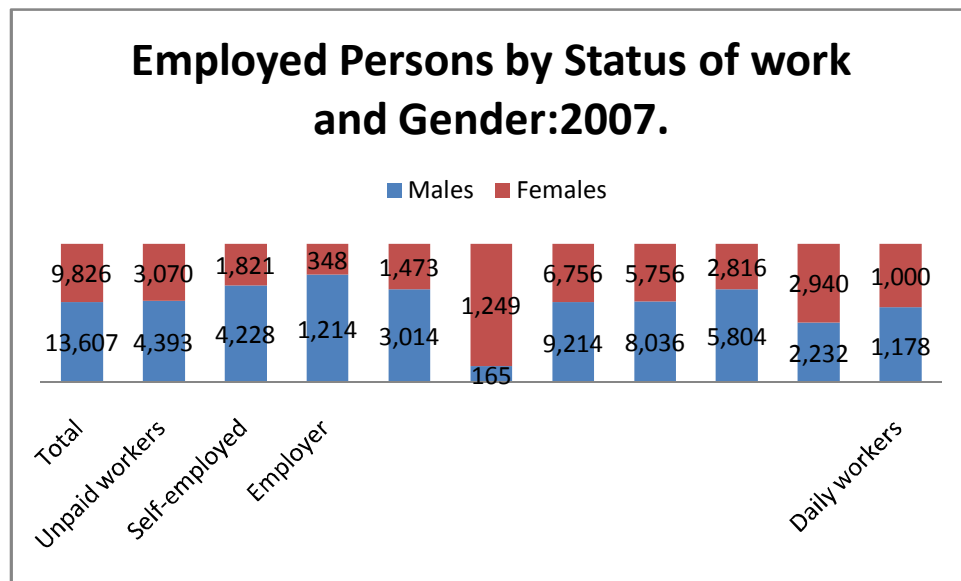
Table: 4.10(2)

Employed persons by Status of worker and Gender: 1997-2007

| Status of work | Employed persons by Status of worker and Gender: 1997-2007 <i>Unit: 1000person</i> | | | | | | | | |
|--|---|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | 1997 | | | 2000 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 21,214 | 12,483 | 8,731 | 21,156 | 12,387 | 8,769 | 23,433 | 13,607 | 9,826 |
| Unpaid workers | 7,810 | 4,337 | 3,472 | 7,795 | 4,423 | 3,372 | 7,463 | 4,393 | 3,070 |
| Self-employed | 5,901 | 4,142 | 1,759 | 5,864 | 4,181 | 1,683 | 6,049 | 4,228 | 1,821 |
| Employer | 1,639 | 1,319 | 320 | 1,458 | 1,195 | 263 | 1,562 | 1,214 | 348 |
| Own account workers | 4,262 | 2,823 | 1,440 | 4,407 | 2,986 | 1,421 | 4,487 | 3,014 | 1,473 |
| Unpaid family workers | 1,908 | 195 | 1,713 | 1,931 | 243 | 1,688 | 1,413 | 165 | 1,249 |
| Wage & salary workers | 13,404 | 8,145 | 5,259 | 13,360 | 7,963 | 5,397 | 15,970 | 9,214 | 6,756 |
| Regular & temporary employees | 11,518 | 7,128 | 4,390 | 11,003 | 6,828 | 4,175 | 13,792 | 8,036 | 5,756 |
| Regular employees | 7,282 | 5,262 | 2,020 | 6,395 | 4,716 | 1,679 | 8,620 | 5,804 | 2,816 |
| Temporary employees | 4,236 | 1,866 | 2,370 | 4,608 | 2,112 | 2,496 | 5,172 | 2,232 | 2,940 |
| Daily workers | 1,886 | 1,017 | 869 | 2,357 | 1,135 | 1,222 | 2,178 | 1,178 | 1,000 |

Source: Korea National Statistical Office, Employed, Korea.⁴²

Graph: 4.10



Source: Table 4.10 (2)

During 1997- 2007 as seen in table and graph 4.10(2) the highest numbers of female's workers were engaged as wage and salary workers. If we compare the males and females in all the categories male workers were more except temporary workers category. It was the only category in which women outnumbered their male counterpart. The corresponding figures were 2,370,000; 2,496,000; and 2,940,000 during 1997, 2000 and 2007. This not only represents the status of female workers but also the vulnerability associated with the type of job.

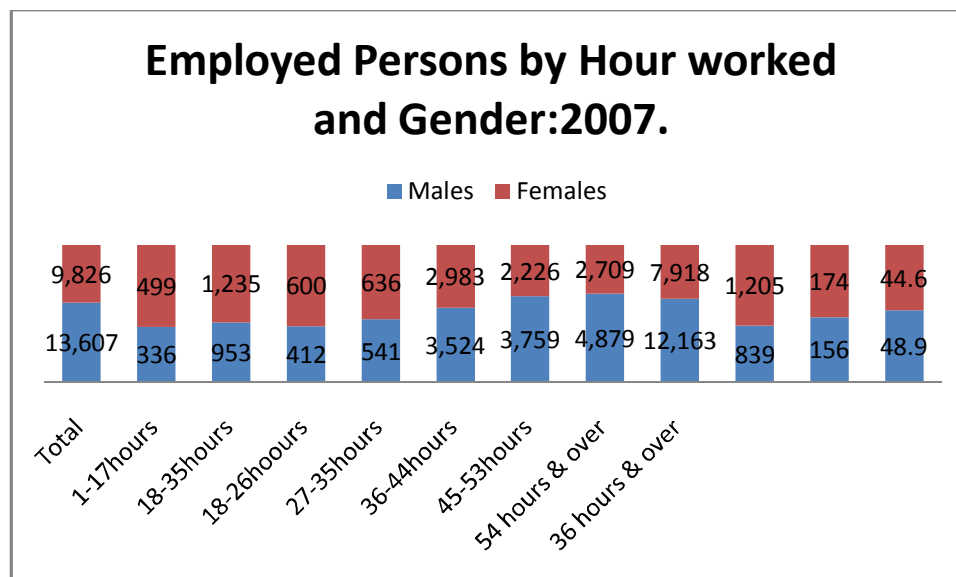
Table: 4.11

Employed persons by Hour worked and Gender: 2002&2007

| Hour worked | Employed persons by Hour worked and Gender: 2002&2007 | | | | | | | | |
|-----------------------------|---|--------|---------|---------------|--------|---------|---------------|--------|---------|
| | <i>Unit: 1000person</i> | | | | | | | | |
| | 2002 | | | 2004 | | | 2007 | | |
| | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| Total | 22,169 | 12,944 | 9,225 | 22,557 | 13,193 | 9,364 | 23,433 | 13,607 | 9,826 |
| 1-17hours | 647 | 275 | 372 | 733 | 302 | 431 | 835 | 336 | 499 |
| 18-35hours | 1,684 | 708 | 975 | 1,839 | 763 | 1,076 | 2,187 | 953 | 1,235 |
| 18-26hours | 836 | 339 | 497 | 932 | 376 | 556 | 1,011 | 412 | 600 |
| 27-35hours | 847 | 369 | 478 | 907 | 387 | 520 | 1,176 | 541 | 636 |
| 36-44hours | 4,769 | 2,489 | 2,280 | 5,361 | 2,876 | 2,486 | 6,508 | 3,524 | 2,983 |
| 45-53hours | 5,946 | 3,593 | 2,353 | 5,994 | 3,705 | 2,289 | 5,985 | 3,759 | 2,226 |
| 54 hours & over | 8,882 | 5,754 | 3,129 | 8,318 | 5,388 | 2,930 | 7,589 | 4,879 | 2,709 |
| 36 hours & over | 19,597 | 11,835 | 7,762 | 19,673 | 11,968 | 7,705 | 20,081 | 12,163 | 7,918 |
| Less than 30 hours | 1,660 | 692 | 968 | 1,860 | 763 | 1,098 | 2,043 | 839 | 1,205 |
| Temporarily absent | 242 | 126 | 115 | 313 | 161 | 152 | 330 | 156 | 174 |
| Average hour by week | 49.8 | 51.6 | 47.3 | 48.7 | 50.5 | 46.1 | 47.1 | 48.9 | 44.6 |

Source: Korea National Statistical Office, Korea.⁴²

Graph: 4.11



Source: Table4.11

Table4.11 and graph 4.11 shows employed person by number of hours worked. It was found maximum numbers of males and females worked 36 hours and above during 2002, 2004 and 2007. The figures for females workers were 7,762,000; 7,705,000; and 7,918,000 respectively during 2002, 2004 and 2007. The average hours worked by females workers were 47.3, 46.1 and 44.6 during 2002, 2004 and 2007.

As per the survey report on wage structure, of the ministry of labor, conducted during June 2006, wage gap between gender and educational groups narrowed compared to 2005 and in higher education it was continuing.⁴⁴

During, 2006, the wages of females' workers was 66.5 percent of the level of male's workers. The monthly pay gap between genders shrank 0.3 percentage point over 2005(66.2%). Since 2002, the wage gap between genders narrowed 1.7 percentage point. But the pay gap between genders widened according to seniority; in case of the women aged 25-30, the monthly pay was 91.1% of the men in similar age group. For 40-50 age groups it was less than 60% of men; for 40-44 age group, it was 57.5%; for 45-49 age group, it was 54.3%; 50-54 it was 52.6% and for 55-59 it was 54.5% respectively.⁴⁴

**Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.). The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May 2008 to 9 August 2008. Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.*

According to another wage structure survey report, of the ministry of labor, conducted during June 2007.⁴⁵ Wage gap widened between people with different educational levels. By gender, the monthly wages of female workers was 1.58million won, 66.4%of that for male workers (2.38 million won).Ratio of women's monthly wages to men's is shown in table 4.12 and graph4.12.

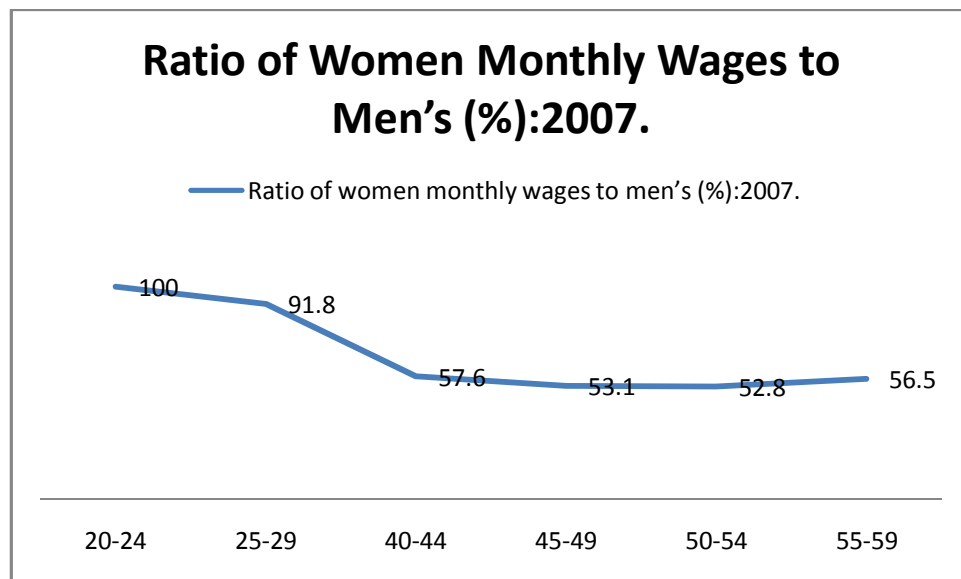
Table: 4. 12

Ratio of Women Monthly Wages to Men's:2007

| Women age group | Ratio of women monthly wages to men's (%) |
|-----------------|---|
| 20-24 | 100 |
| 25-29 | 91.8 |
| 40-44 | 57.6 |
| 45-49 | 53.1 |
| 50-54 | 52.8 |
| 55-59 | 56.5 |

Source: Ministry of labor (2008), wage structure survey report.⁴⁵

Graph: 4.12



Source: Table4.12

Table 12 shows, wage gap widens as women age increase. This may be due to ,women involvement in the jobs which are temporary in nature, which requires less working hours and less skilled manpower.

According to another wage and working hour survey report,⁴⁶ of the ministry of labor, conducted during April 2007, people in Seoul work shorter hour and earn higher pay among 16 cities and provinces nation wide. The total number of working hour per week was also shortest among the region. This is an indicator of quality of life in Seoul. This also implies, women in Seoul are much better compared to other region of the country. In contrast, Jeju recorded the lowest monthly wages per workers.

To conclude, one can say, there exists lots of discrimination in labor market that can be reduced, if strict and judicious planning efforts are taken by law makers. We found discrimination right from the educational enrollment to the entry to the labor market. There is a need to minimize this discrimination in Status of work, Occupation and Industry. Policy makers have to think of Horizontal and Vertical segregation existing in the labor market. Then only we can move forward for decent employment for all.

**Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.).The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May2008 to9 August 2008.Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.*

Summing up

*We take a decisive step towards globalizing social progress each time we champion gender equality as a matter of human right ,social justice, economic efficiency and sustainable development(Message by the Director-General of the ILO to the President of the Beijing+5\Conference,2000).*⁵⁴

It can be seen from table 5.1 and graphs 5.1,that during 2005 population of Korea was more or less equally distributed among males and females, and has been following this trend since long, we can clearly see from the data provided in the below table. Despite this there exists discrimination when women enter labor market. One thing is clear from this; quantity has nothing to do with discrimination in the labor market. Besides quality, their also exists other factors responsible for discrimination towards female labor force in labor market. There is a need to conduct primary, field level study in this direction.

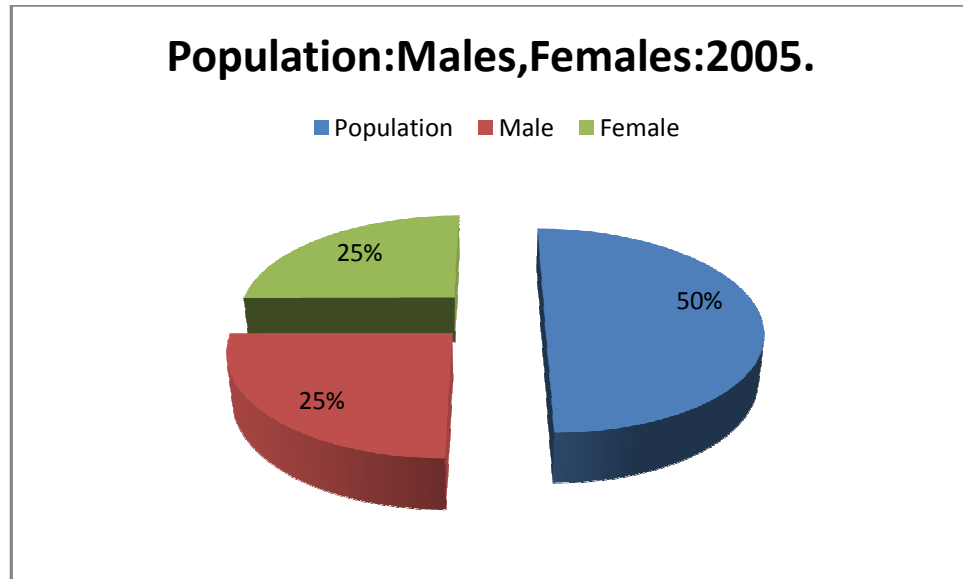
Table: 5.1

Population: Korea

| Year | Population <i>Unit: person</i> | Male | Female |
|-------------|--|-------------|---------------|
| 1925 | 19,020,030 | 9,726,150 | 9,293,880 |
| 1935 | 22,208,102 | 11,271,005 | 10,937,097 |
| 1945 | - | - | - |
| 1955 | 21,502,386 | 10,752,973 | 10,749,413 |
| 1965 | - | - | - |
| 1975 | 34,678,972 | 17,445,246 | 17,233,726 |
| 1985 | 40,419,652 | 20,227,564 | 20,192,088 |
| 1995 | 44,553,710 | 22,357,352 | 22,196,358 |
| 2005 | 47,041,434 | 23,465,650 | 23,575,784 |

*Source: KNSO: Summary of Census population, Korea.*⁵⁸

Graph: 5.1



Source: Table 5.1

Towards the end, I would like to show some vital statistic of Korea .Table 5.11 and graphs 5.11(a), 5.11(b), 5.11(c), 5.11(d) all shows CBR, total fertility rate, marriage rate, even the sex ratio is declining over a period of time since 1970s. There is a need to find out, does it have some kind of relationship to labor market entry, of female workers, during recent years. If, this is the cost of women entry to labor market, it may have negative effect on economy as a whole in near future. Therefore there is strong need to have appropriate policy, in terms of employment nature, wages, post childbirth, entry to the labor market, of female workers.

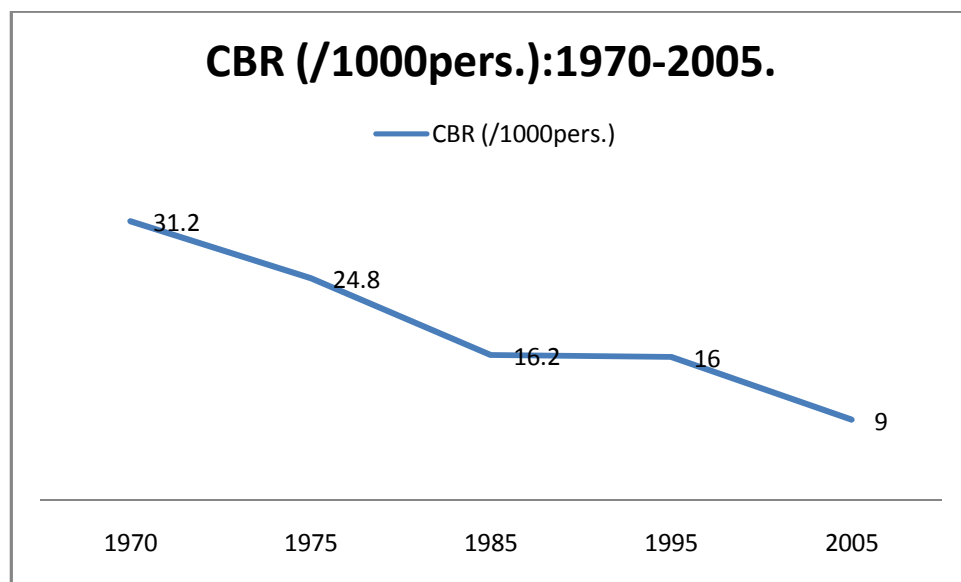
Table: 5.11

Vital Statistics

| Vital statistics | 1970 | 1975 | 1985 | 1995 | 2005 |
|--------------------------------------|--------|--------|--------|--------|-------|
| CBR (/1000pers.) | 31.2 | 24.8 | 16.2 | 16.0 | 9.0 |
| Total fertility rates(person) | 4.53 | 3.47 | 1.67 | 1.65 | 1.08 |
| Marriages rates (/1000pers.) | 9.2 | 8.0 | 9.2 | 8.7 | 6.5 |
| Sex ratio | 100.79 | 101.23 | 100.18 | 100.73 | 99.53 |

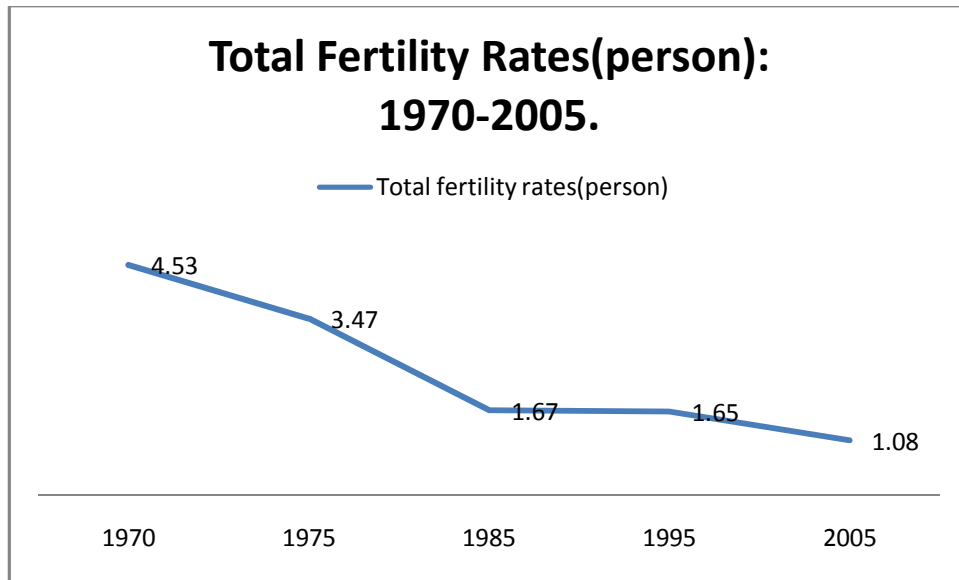
Source: KNSO: Summary of vital statistics and Summary of Census population, Korea.⁵⁸

Graph: 5.11(a)



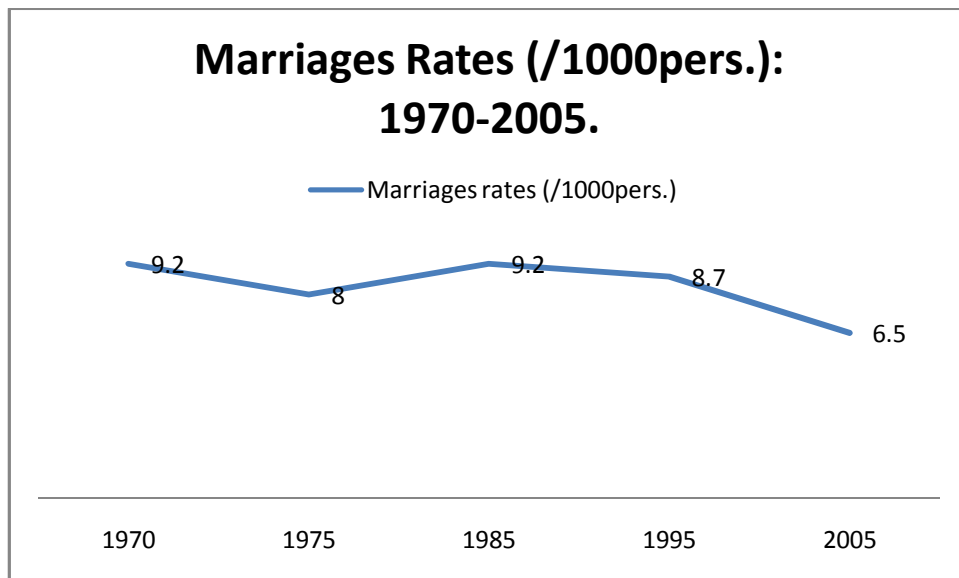
Source: Table5.11

Graph: 5.11(b)



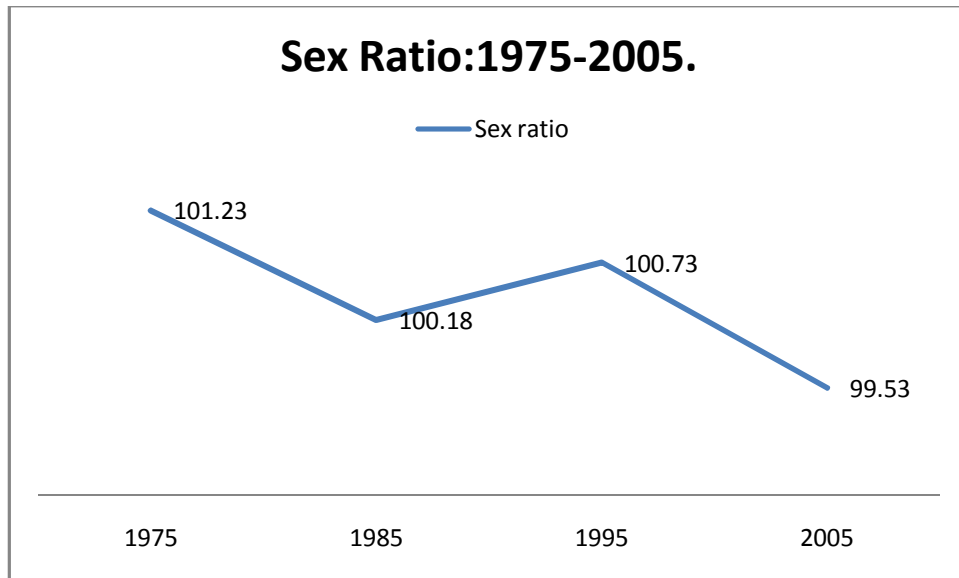
Source: Table5.11

Graph: 5.11(c)



Source: Table5.11

Graph: 5.11(d)



Source: Table5.11

The graphs 5.11(a), 5.11(b), 5.11(c), 5.11(d) shows C.B.R has declined from 31.2/1000persons in 1970 to 9.0/1000persons during 2005. Total fertility rates has also declined from 4.53/person during 1970 to 1.08/person during 2005. Even marriage rates have registered decline from 9.2/1000persons during 1970 to 6.5/1000persons during 2005. Last the sex ratio has also shown declining trend from 100.79 during 1970 to 99.53 during 2005. Thus, one could conclude from this demographic trend, that, in near future there is a probability of negative implication on society at large, if women start taking child birth and child care as a punishment to rejoin, even more discriminating labor market, especially post maternity. Keeping all above in mind I would like to say, there is a need to empower women, and also a need to empower a woman to rise above the glass ceiling. Following strategies can be adopted to achieve this goal: Raising awareness on the concept to equality for nation building; Equal opportunities for education- including Professional and Technical education; Investment in quality education- Vocational training (education matching the demand of labor market); Strategic human resource management; Strict enforcement of equality law and severe punishment for discrimination, if any; Creating family care opportunities especially for child care; Providing child care facilities for harmony in work and family life; Equal participation of women in trade unions. This may also help in achieving ILO goal of promoting equal opportunities, decent work and raising productivity with dignity.

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***Summary of the Report**

GENDER ISSUES IN KOREAN LABOUR MARKET

By

ShashiBala[#]

Submitted to

Korea Labor Institute,

Seoul, South Korea.

01 August, 2008.

**For reading full report Please contact KLI (Soft copy of full report was also submitted to KLI on 01 August, 2008 & hard copy was submitted on 25th July, 2008).*

KLI visiting researcher 2008

**Associate fellow, V.V.Giri National Labour Institute, NOIDA. (An autonomous organization under Ministry of Labour and Employment, Government of India, INDIA.).The present research was conducted by the author in the capacity of Korea Labor Institute, visiting researcher 2008, during 10 May2008 to9 August 2008.Author welcomes, suggestion on the further improvements on the report and also welcome use of research material of the research, with prior permission from author.*

Gender Issues in Korean Labor Market

SHASHIBALA

KLI visiting researcher, 2008

10 May 2008 - 09 August 2008

Study Plan

- Chapter one provides : Introduction ,Objectives: indicators, Area ,Justification, Scope/outcome, Methodology; sources of Data, Time frame and limitations of the Study.
- Chapter two draws the Outline picture of Global Labor Market: Emerging Issues Pertaining to Female Workforce based on secondary literature available.
- Chapter three describes the Issues pertaining to Gender Equality in Korean Labor Market based on secondary literature available.
- Chapter four “Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data” analyze the main findings of the study based on secondary data ;available mainly through KNSO and Ministry of Labor in Korea.
- Chapter Five provides the conclusion and also analyses some of the data available through KLI and KNSO.

Introduction

- Modern technology brings with it enormous benefits and challenges.
- The benefits and challenges that the modern technology brings with it are discriminatory to both the gender.
- As, for running, a family smoothly, in this universe one needs both genders. Similarly for running a society and economy at large one needs equal participation of the genders.
- World wide we preach gender equality but fails when we come to implementation part. Why? It is a small question but has long answer.
- The present study tries to explore deep into these issues.

Introduction

- Global Employment Trends for Women, 2008 shows there were 1.2 billion women workers around the world in 2007, almost 200 million more than ten years ago. Contradictory, during the same period, the number of unemployed women also grew from 70.2 to 81.6 million. Women at the global level still had a higher likelihood of being unemployed than men. The female unemployment rate stood at 6.4 per cent compared to the male rate of 5.7 per cent. The type of work where women can find employment (in terms of both sector and status), they often earn less than men.

Objectives

- To examine the issue of job security of women workers.
- To examine the slope of upward mobility for career advancement on the part of women workers in the labor market.

Indicators

- In order to examine the issue of job security of women workers; policy related to: sexual discrimination at work place, employment laws, maternity leave, and child care facilities e.t.c were examined.
- In order to measure, the slope of upward mobility for career advancement on the part of women workers in the labor market, educational back ground statistics; certain labor market indicators like employment trend, unemployment trend, labor force participation rate; age at the time of being in labor market; employment trends in industry/occupation/status of work; nature of work; number of hours put in work; and wages were closely examined.

Area of study

- Ezra F. Vogel and David L. Lindauer write no nation has made the transition to a fundamentally different pattern of labor relations quickly and easily, without some years of unrest and groping. Britain, the United States, and Japan all went through periods of turmoil accompanied by violence and bloodshed. The same is true for Korea's labor history. What is remarkable is that Korean workers (Male and Female) worked so hard and so effectively to help bring about Korea's economic miracle. Westerners are impressed with how hard Japanese work, but Japanese acknowledge that Koreans, with a "hungrier spirit," worked even harder. It is remarkable how quickly Korean workers learned new skills and achieved high levels of performance. There fore Korea is the area selected for study.
- The another reason for the selection of Korea as a region of study was that the KLI visiting researcher 2008, programme under which this study was conducted , was limited either to India or Korea. Being in Seoul, I was motivated, to undertake study of Korea region.

Justification

- The most successful region in terms of economic growth over the last decade, namely East Asia, is also the region with the highest regional labor force participation rate for women, low unemployment rates for both women and men and relatively small gender gaps in sectoral as well as status distribution. Women are working in high positions and are entering new, different, unusual and unconventional jobs and professions, which was initially unheard of. Working women's economic independence has increased but they are still insecure. They are finding themselves in a highly contradictory situation when they have to raise above the glass ceiling.

Scope/ Outcome

- The research would help to find out and analyze the problems faced by women workers in modern economy especially for the kind of discrimination women face in labor market. Most importantly the research and analysis would help find solutions to women workers problems and enable increase in their participation and productivity by suggesting changes in the work place and at the policy making level.

Methodology/Source of Data

- The study was primarily based on secondary information available in English language .Documents, reports and other relevant literature from various sources like International Labor Office; Korea Labor Institute; Korea National Statistical Office; Ministry of Labor :Korea; Ministry of Gender Equity: Korea; Korea Women Development Institute e.t.c., were pooled together, to carry out a thorough synthesis of available information. This helped me to gain a better understanding on the key issues pertaining to women working in various sectors, jobs and positions in world and Korea in particular. I also attempted to talk to few women working in Seoul in hotel (when I use to go for lunch), bank (when I use to go to withdrew money), shops (when I use to go to market to purchase glossary).I even got chance to have conversation with few women, in park while going for morning and at times evening walks.

Time Frame

- The study was completed within the time framework of three months (10th May 2008-09th August 2008).

Limitation of Study

- Language was the main barrier in conducting this study at primary level. This not only restrained me to read most of the literature and data that was published in Korean language but also commuting to people in Korea. Most of the literature that was available in library and on Korean website was published in Korean language. This also restricted me to make my study based on secondary sources, published in English.
- Non availability of statistical package in my computer system was another barrier. I managed with excel only.

Chapter II

Global Labor Market: Emerging Issues Pertaining to Female Workforce

- This chapter discusses the global labor market indicators and attempts to compare it with Korean labor market.
- Increased labor force participation of women has great potential as contributions to economic development, but only if the jobs in which women are engaged are decent.
- Most regions have a long way to go in working towards the economic integration of women and, therefore, a huge potential for economic development remains available to be tapped.
- As of now, however, the fact remains that far fewer women participate in labor markets than men. At the global level less than 70 women (66.9) are economically active for every 100 men.

Chapter II

Global Labor Market: Emerging Issues Pertaining to Female Workforce

- The Korean male and female labor force participation rate is close to world trend but far behind East Asia trend.
- The female labor force participation rate in Korea was 50.2 percent during 2007 while male's labor force participation was 74 percent during this period.
- If we look at the world figures, female labor force participation rate in Korea is quite close but far behind East Asia labor force participation for females that was 67.1 percent during 2007.

Chapter II

Global Labor Market: Emerging Issues Pertaining to Female Workforce

- The move away from vulnerable employment into wage and salaried work can be a major step toward economic freedom and self-determination for many women.
- The share of women in wage and salaried work grew during the last ten years from 41.8 per cent in 1997 to 46.4 per cent in 2007 whereas the share of vulnerable employment decreased from 56.1 to 51.7 per cent.
- However, the vulnerable share is still larger for women than for men, especially in the world's poorest regions.

Male and Female Status in Employment (As Share of Total Employment):1997 and 2007

| Status in employment = | Wage and salaried workers (%) | | Employers (%) | | Own-account workers (%) | | Contributing family workers (%) | | Vulnerable employment (%) | |
|--------------------------------------|-------------------------------|------|---------------|------|-------------------------|------|---------------------------------|------|---------------------------|------|
| Female | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 |
| World | 41.8 | 46.4 | 2.1 | 1.8 | 21.6 | 26.9 | 34.5 | 24.9 | 56.1 | 51.7 |
| Developed Economies & European Union | 85.1 | 88.0 | 4.2 | 3.9 | 6.8 | 5.8 | 4.0 | 2.3 | 10.7 | 8.1 |
| East Asia | 28.7 | 39.2 | 1.6 | 0.7 | 25.7 | 36.8 | 44.0 | 23.3 | 69.6 | 60.1 |
| Korea@ | 60.2 | 68.7 | 3.6 | 3.5 | 16.4 | 14.9 | 19.6 | 12.7 | - | - |

Male and Female Status in Employment (As Share of Total Employment):1997 and 2007

| Status in employment = | Wage and salaried workers (%) | | Employers (%) | | Own-account workers (%) | | Contributing family workers (%) | | Vulnerable employment (%) | |
|---|----------------------------------|------|---------------|------|-------------------------|------|------------------------------------|------|------------------------------|------|
| Male | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 | 1997 | 2007 |
| World | 44.9 | 47.9 | 4.3 | 3.4 | 37.2 | 37.4 | 13.5 | 11.3 | 50.7 | 48.7 |
| Developed Economies & European Union | 80.6 | 82.1 | 8.1 | 7.9 | 10.1 | 9.3 | 1.2 | 0.8 | 11.3 | 10.1 |
| East Asia | 38.4 | 46.4 | 3.7 | 1.3 | 39.8 | 40.5 | 18.1 | 11.8 | 57.9 | 52.3 |
| Korea@ | 65.2 | 67.7 | 10.5 | 8.9 | 22.6 | 22.1 | 1.5 | 1.2 | - | - |

Chapter II

Global Labor Market: Emerging Issues Pertaining to Female Workforce

- The gender gap in economically active females per 100 males continues to be among the smallest in the world in East Asia. Per 100 active men there are 79 women participating in labor markets.
- In addition, the female employment-to-population ratios remained the world's highest in 2007, with 65.2 per cent of all working-age women employed. (The ratio was 78.4 per cent for men.)
- This decrease brings the region closer to the levels in the developed economies where one can assume that women have the highest degree of freedom to choose whether they want to work or not.

GEI Values In 2008

- In term of GEI, empowerment(IN KOREA) one could see more women working as professional and technical workers(39%), followed by politics(13.24%),legislators (8%) and government officials jobs(5.6%).
- This shows miles to go before rising above **vertical glass ceiling.**

GEI: Values in 2008 (Korea, Rep.)

| Country | Education | Eco. Act | Empower. | GEI 2008 |
|-------------|-----------|----------|----------|----------|
| Korea, Rep. | 84.2 | 53.9 | 23.5 | 54 |

Chapter III

Gender Equality: Korean Labor Market

- Korea had low GEM compared to GDI, which indicates although Korea has achieved certain degree of gender equality in the field of economy, health, education.
- It still lags in term of women's empowerment.
- Korea is one of the countries with a low GEM score (63rd) despite its relatively high ranking in HDI and GDI.

Chapter III

Gender Equality: Korean Labor Market

- Korea maintained similar level of HDI and GDI ranks (30th) both of which stood at around the 30th places, indicating that achievements in human development are closely parallel with economic development and vice versa.
- There is little gap between the gender in terms of human development indicators such as health, education e.t.c.
- Compare to HDI and GDI, GEM is in the lowest range. This indicates that Korean women are excluded from major decision-making processes in the political and economical sectors although they have been quit active in social sector.

Labor policies for women

- Women policy of Korea legislative system mentions Gender requirements are incorporate into National policies to satisfy both genders; **Gender sensitive budget** creates a foundation for women's policy development.
- As the women's opportunity in government positions increases, women's social status improves. Women's perspectives and needs are fully reflected during government policy legislative process. Women's leadership will establish gender equality in national policy.

Labor policies for women

- Supporting women's entrepreneurship to increase women's economic participation; Utilization of women's resource is increased through vocational training and employment services; Gaining competitive edge in science and technology by employing women scientists; Agricultural community becomes an ideal place to live when women of agriculture are nurtured and supported; Improving awareness to eliminate widely spread prostitution in the society; Bringing back happy family through relief and treatment of domestic violence; Minimizing violation of women's rights by providing sexual assault victims protection and relapse prevention program; Improving sexual harassment awareness with preventative education; Expanding childcare support creates the nation where healthy children are raised. Women Immigrants are equal to the indigenous Korean people in all respects; Protecting the rights of everyone... Campaign to prevent sexual harassment against migrant workers; Women's hotline 1366 provides interpretation service to protect foreign women from violence

Following are the Korean laws related to women's policy

- Act on the Punishment of Procuring ;Act on the Prevention of Prostitution and Protection of Victims of hereof(2004);Prostitution and Associated Acts(2004); evasion of Political Parties Act(2004); Revision of Political Funds Act(2004); Act to Fostering and Assisting Women in Science(2002); Act to Fostering and Assisting Women in Agriculture and Fishery(2001); Gender Discrimination Prevention and Relief Act(1999); Act on Support of Women-owned Business Enterprises(1999); Act on the Prevention of Domestic Violence and Protection of Victims/Special Act on the Punishment of Domestic Violence(1997); Women's Development Act(1995); Act on the Punishment of Sexual Violence and Protection of Victims Thereof(1994); Infant Care Act(1991); Sexual Equal Employment Act(1987); Woman's Suffrage (1948).

Gender Equality: Korean Labor Market

- A major characteristics of Korean labor market is poor utilization of highly educated women, which is due discrimination against women in employment despite increase in Korean women desire to hold a job. While women in social participation has succeeded in every sector of the society. Political economic and cultural constrain on women still exist due to Korean patriarchal and social system.
- Kim Tae-Hong, Director general of the Equal Employment Bureau mentions in one of the articles in The Korea Herald “to eliminate discrimination against women, monitoring of the companies will be held regularly and guidelines will be developed and replenished” to promote more participation of mothers. The article mentions that Korea has male dominant society; this is also one of the reasons for low participation of females’ workers in labor market. There is a need for judicial utilization of labor force in order to accelerate national economic competitiveness.

Chapter IV

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- I could not find much details about sexual harassment case reported in Korea, except two cases reported in The Korea herald on 15 July and 22 July 2008 respectively. In first case as reported by Kim So-hyun on page two of news paper, Supreme Court upholds firing of sexual harasser, which also mentions, even if the man had no offensive intentions, he can not be forgiven because his offenses were committed after the 2001 law banning sexual harassment at workplace went into effect. In second case as reported by Song Sang-ho on page three of news paper, Illegal resident faces a sexual assault charge which mentions a Seoul police station sought an arrest warrant for a Bangladesh-born migrant worker on sexual assault charges.
- This shows Korean Government is quite committed to its tasks of taking quick action against sexual harassment, if any. What we found was more discrimination in terms of female labor market participation.

Gender Issues in Labor in Korean labor Market:

Analysis of Secondary Data

- Economically active population in 2007 was 24,216,000. Out of this 14,124,000 were males and 10,092,000 were females. The figures are definitely an improvement compared to 2000. Of those aged 15 years or older, 61.8 percent are economically active.
- In 2007, these figures were 61.8 percent, during 2000 it was 61.2 percent, showing slight decline, but what is important is; if we compare these figures for both the genders, it declined for males from 74.4 percent in 2000 to 74 percent in 2007. For females it increased from 48.8 percent to 50.2 percent. Out of these figures, the number of the employed was 23,433,000 in 2007 an improvement compared to 2000 figures. Total number of males employed were 13,607,000 and employed females were 9,826,000 during 2007. There has been a rise in employed persons. On the other side total number of unemployed were 783,000 showing decline compared to 2000 figures. The corresponding figures for males and females were 517,000 and 266,000, decline in both the cases as compared to 2000. The unemployment rate for total population was 3.2 percent in 2007, for males unemployment rate was 3.7 percent and for females it was 2.6 percent. The employment to population rate was 59.8 percent for total population. For males it was 71.3 percent and for females it was 48.9 percent. It is a good indicator for female participation in any labor market, as it shows equal participation and equal utilization of potentials of both genders. But we need to see the quality of work in which work force is utilized.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- For males and females, the labor force participation rate for university graduates and over during 2007 was 87.8 percent and 62.4 percent respectively.
- Higher education has an important role in recent increase in female labor force participation from 48.8 percent during 2000 to 50.2percent during 2007.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- For male's non economically active population (1,049,000) is highest in 20-29 age group may be because they are involved in higher education and military training .
- But for females (1,779,000) it is highest during 30-39 age group showing their reproductive and marriage age group, so more involvement in childcare responsibility.
- Though labor force participation rate is highest in 40-49 age brackets for both gender but it is quite high for males in 30-39 age group 93.6 percent compare to 56.3 percent for females in similar age group.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- If we compare the economically active population we see that the highest numbers of males i.e., 3,940,000 are in 30-39 age brackets. The highest numbers of females i.e., 2,701,000 are in 40-49 age brackets.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- The employment rate for highly educated women in Korea is lowest among the members of organization for economic cooperation and development. Korea's employment rate of college level educated women was 58.5 percent in 2005. Iceland with 89.7 percent recorded the highest employment rate for highly educated women. The report said many Korean women in their 30s, take a break from work after marriage and when having children, this creates a curve in the shape of the letter "M".

Gender Issues in Labor in Korean labor Market:

Analysis of Secondary Data

- Some Highly- Educated Women even quit their Jobs after taking such breaks. According to survey of 5,463 female jobseekers in their 30s released by an institute affiliated with the labor Ministry, almost 46 percent of the women said child care was the main barrier when it comes to having jobs, social prejudice and malpractice was the reason reported by 18.5 percent for such barriers. The report mentions need for improvement in the working conditions, as well as wages via implementing an anti-discrimination policy between men and women, and promote white color professions or jobs that requires expertise.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- During 1967-2007 it was found employment in Agri., forestry & fishing started declining since 1987 from 3,580,000 to 1,726,000 in 2007. For males it declined from 1,972,000 to 914,000 and for females it registered a decline from 1,607,000 to 812,000 during this period.
- The slope of male decline was much steeper than female employment.
- In mining and manufacturing overall there was decline in employment during 1987-2007. For females the decline was more steady from 1,862,000 during to 1,345,000 during 1987 -2007.
- In S.O.C & other service there was increase in employment during 1967-2007. For females it increased from 824,000 in 1967 to 7,668,000 during 2007.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- During 1977 and 1987 females were more in service workers category only.
- In all other category males were leading. There were 460,000 females in 1977 and 1,082,000 females in 1987.
- The corresponding figures for males were 394,000 and 699,000 only.
- During 1967 and 1977 maximum number of females were working as agriculture, forestry and fishing workers.
- During 1987 these figures were highest in production, transport, and labor; again followed by agriculture, forestry and fishing category.
- This shows the decency/quality of job in which maximum numbers of females were working and also labor market discrimination towards females' workers

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- During 1997 new categories of occupations were added in economic tables. That during 1997 only categories in which female workers were more than males' workers was service workers and elementary occupation.
- During 2000 and 2007 clerks' service workers, sales workers service and sales workers were the occupations in which we could find more women engaged compare to males.
- Maximum numbers of females' workers were found to be engaged in service workers, service workers and sales workers category during 1997 and 2000 and 2007 .
- This show the **horizontal segregation** in the labor market. Least number of female workers was found to be engaged in legislators, senior officials and managers' category.
- We see very few women working as professionals, Technicians, and administrative managers. This shows the **vertical segregation** in labor market.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- If we compare all the status of workers, the only category in which more females were engaged compared to males was unpaid family workers.
- This not only represent the status of female workers but also the vulnerability associated with the type of job.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- It was found maximum numbers of males and females worked 36 hours and above during 2002, 2004 and 2007.
- The average hours worked by females workers were 47.3, 46.1 and 44.6 during 2002, 2004 and 2007.

Gender Issues in Labor in Korean labor Market: Analysis of Secondary Data

- Wage gap widens as women age increase. This may be due to ,women involvement in the jobs which are temporary in nature, which requires less working hours and less skilled manpower.

Ratio of women monthly wages to men's (%)

| Women age group | Ratio of women monthly wages to men's (%) |
|-----------------|---|
| 20-24 | 100 |
| 25-29 | 91.8 |
| 40-44 | 57.6 |
| 45-49 | 53.1 |
| 50-54 | 52.8 |
| 55-59 | 56.5 |

Summing up

- In traditional Korean society, women role were confined to the home only. They were taught the virtues of subordination and endurance to prepare for their future roles as a wife and mother .They hardly participated in society as men did. The purpose of the marriage was to produce male child. Traditional Korean society was highly patriarchal. Traditionally, men and women were strictly segregated, both inside and outside the house.
- Economic necessity gave women of the lower class some freedom as they participated in farm work and some time earned supplemental income through making and buying things. Female independence or activity was usually looked down upon as a symbol of base status and economic insecurity. **Kisaeng & shamans** (female entertainers; singer and dancer respectively) were among the few women in traditional Korea society, who had access to classical education and socialize outside their house.

Summing up

- The situation began to change during late 19th century with opening of the country with other world. Modern schools were introduced, especially with the aim of educating women. Esther pak (1877-1910) was the Korean first modern female doctor.
- With the establishment of the republic of Korea in 1948 women also achieved constitutional rights for equal opportunities to pursue education, work and social life. Slowly and gradually as economic development took place and the living condition of Korean improved, the educational attainment level of women also increased.

Summing up

- The Asian financial crisis in the late 1990s had affected Korea's economic structure and its labor markets.
- The economic crisis of 1997 created setbacks for gender equality in Korea.
- At the same time, it encouraged long-run forces for change--reduced occupational segregation and exploration of new approaches by the labor movement--that bode well for ultimate improvements in Korean women's economic status.

Summing up

- The Labor Force Participation Rate (LFPR) increased from 59.0 percent in 1980 to 61.9 percent in 2005.
- The LFPR of women grew from 42.8 percent to 50.0 percent between 1980 and 2005, (due to the expansion of women's education and rights, and improved access to childcare.) , that of men declined from 76.4 percent to 74.4 percent during the same period. This was mainly due to the rapid evolution of an aging society over this same period.

Summing up

- Gender wage gap is largest among member countries of the organization for economic cooperation and development in 2005. The difference is mainly due to more women being employed in temporary jobs, which pay less than the regular jobs. The article mentions women work for less duration as they have to take care of child.
- On an average Korean women earned 61 percent of what men earned, far below the OECD average of 81 percent.
- The number of male and female temporary workers were 3.4 million and 3.9 million respectively. This accounts for 37% for males and 58.3 percent for females of total male and female workforce.

Summing up

- Korean women's labor force participation rate sharply decline after the age of 30 years.
- Last year, 66.5 percent of women in their 20s, 56.3 percent in 30s, 65.8 percent in 40s and 55.7percent of women in their 50s were economically active. If we compare these figures with men in 20s, 30s and 40s the figures were 66.5 percent, 93.6 percent and 90 percent .
- One can easily infer from this labor force participation for men increase while that of female decrease during 30s,mainly because of child care responsibilities.
- Once they are out of labor market they are generally offered temporary jobs despite being highly qualified and experience.
- Japan posted the second biggest gender wage gap, with women averaging at 69 percent of those of men. ***New Zealand had the narrowest gap***, with women earning 91percent of what men received.

Summing up

- The figures were more than 80 percent in the following countries; Denmark(88percent),Hungary(87percent),Sweden (85percent),Australia(84percent),Spain(83percent),the Czech Republic(82percent),Ireland(82percent),Finland(80percent),and the Netherlands(80percent). Countries falling in below 80 percent brackets were Austria (79percent), Canada (79percent), the United Kingdom (79percent), Switzerland (78percent), and Germany (76percent).

Summing up

- Women hold a mere one to three percent of top executive jobs in the largest corporation around the world.
- Despite increase in women share in labor market, the quality of jobs they select to work is often a mismatch to their qualification and experience. Women often confine themselves to low paying jobs despite being highly qualified. Their entry to top management is still questioned and unaccepted. There is smaller representation of women in management position, particularly private sectors and are virtually absent in top senior jobs. Even where women hold top management job they are mostly employed in less strategic and low paying area of company.
- There is still under representation of women in top, highly skilled category of jobs and on the top of it discrimination is greatest where most power is executed. The importance of gender equality has been increasing recognized. There were 67 percent of women aged 20-54 years who were economically active in 1990 at global level and this figure is expected to reach 70 percent by the year 2010.

Summing up

- I do not deny that women have attained higher educational levels, particularly in developed /industrialized countries and there participation in labor market is increasing. Despite this, still lot needs to be done for these women. On one side educational levels for women in industrialized countries have increase on other fertility rates have also fallen imposing serious problem of falling birth rate in many countries. The period of child rearing has also decreased .In the United States, the proportion of working mother with children underage of 3 grew from 34 percent in 1975 to 57 percent in 1994.
- The percentage of working mothers with less than a year old was 53.6 in 1998.

Summing up

- Even with in jobs there is difference in hierarchy of position occupied by both gender (which I was interested to capture in Korea). Even in so called women dominated occupation it is men who take the advantage of highly skilled, better remuneration and positions. Take the example of **Teaching** profession, despite having majority of teachers; mostly administration is looked after by men. Similar is the case of **Hospitals**, one may find majority of women working as nurses or support staff. How many women are working as neurosurgeon, heart surgeon, and o.k. leave this, how many women are working as breast cancer surgeon? One finds majority of women doctors are either gynecologists or pediatrics, even in gynecology, if it is surgery, we still depends heavily on male surgeon. In **Hotel** one finds majority of women as a support staff, actual control is in the hand of males. In **Aviation** industry, majority of women work as support staff that requires less skill. **Banking** is considered to have provided many jobs to women, but at top management still there is discrimination.

Summing up

- During 2005 population of Korea was more or less equally distributed among males and females, and has been following this trend since long, we can clearly see from the data provided in the below table. Despite this there exists discrimination when women enter labor market. One thing is clear from this; quantity has nothing to do with discrimination in the labor market. Besides quality, there exists other factors responsible for discrimination towards female labor force in labor market.

Vital Statistics

| Vital statistics | 1970 | 1975 | 1985 | 1995 | 2005 |
|--------------------------------------|--------|--------|--------|--------|-------|
| CBR (/1000pers.) | 31.2 | 24.8 | 16.2 | 16.0 | 9.0 |
| Total fertility rates(person) | 4.53 | 3.47 | 1.67 | 1.65 | 1.08 |
| Marriages rates (/1000pers.) | 9.2 | 8.0 | 9.2 | 8.7 | 6.5 |
| Sex ratio | 100.79 | 101.23 | 100.18 | 100.73 | 99.53 |

Summing up

- C.B.R has declined from 31.2/1000persons in 1970 to 9.0/1000persons during 2005.
- Total fertility rates has also declined from 4.53/person during 1970 to 1.08/person during 2005.
- Even marriage rates have registered decline from 9.2/1000persons during 1970 to 6.5/1000persons during 2005.
- last the sex ratio has also shown declining trend from 100.79 during 1970 to 99.53 during 2005.
- Thus, one could conclude from this demographic trend, that, in near future there is a probability of negative implication on society at large ,if women start taking child birth and child care as a punishment to rejoin , even more discriminating labor market , especially post maternity.

Suggestions

- Keeping all above in mind I would like to say, there is a need to empower women, and also a need to empower a woman to rise above the glass ceiling. Following strategies can be adopted to achieve this goal : Raising awareness on the concept to equality for nation building; Equal opportunities for education- including Professional and Technical education; Investment in quality education- Vocational training(education matching the demand of labor market); Strategic human resource management; Strict enforcement of equality law and severe punishment for discrimination, if any; Creating family care opportunities especially for child care; Providing child care facilities for harmony in work and family life; Equal participation of women in trade unions. This may also help in achieving ILO goal of promoting equal opportunities, decent work and raising productivity with dignity.

Thank you all

- Suggestions' please-----

