
1. Promoting Women's Economic Activity and Creating a Gender-Equal Work Environment

Direction

- **Promoting women's economic activity** through strengthened support services and infrastructure for women's employment and entrepreneurship
- **Creating a gender-equal work environment** through gender-equal pay disclosure and labor consulting
- **Providing consulting and preventive education** for the creation of safe workplaces

Strengthening Employment Support Services for Women's Economic Activity

- **Supporting women's employment and entrepreneurship to overcome employment crises**
 - The Seoul Metropolitan Government is strengthening tailored employment counseling services for women through Seoul Woman Up, the Women's Development Center (5 locations), and the Women's Resource Development Center (18 locations) to enhance women's employment and entrepreneurship. (As of December 31, 2023, 30,861 women have received employment and entrepreneurship support)
 - The city also provides additional employment support, including visiting employment counseling service for young women and women with career gaps and Job Bureureung Bus (5,654 people have received employment support) (As of December 31, 2023)
 - Seoul actively supports women returning from career breaks by offering opportunities for reemployment and various work experiences through job search subsidies (2,614 people) and the Women Up Internship program (100 people).
 - The city also supports the growth of women-led startups by running programs tailored for women entrepreneurs (including customized education, consulting, market support, and childcare assistance).
 - ※ Promoting the growth of resident companies at the Women Startup Incubation Center (114 companies).
 - In 2024, the city plans to strengthen support for women with career experience by providing job search subsidies, implementing internship programs, and offering employment incentives to companies hiring internship participants, aiming to encourage women's reentry into the job market and stimulate economic activity among women.
- **Maintaining employment for women and creating a worry-free work environment for them**
 - Seoul City operates 'Working Mom Support Centers (3 locations)' to support women's career retention. The Working Mother Support Center provides comprehensive

counseling on concerns of working moms and dads, such as maternity leave and childcare leave (15,452 cases), and provides support for capacity building training (3,352 people), including labor laws related to pregnancy and childcare. (As of December 31, 2023)

- Starting in June 2024, Seoul city has been promoting the 'Seoul Small and medium-sized businesses Work-Life Balance Point System', which gives incentives to small and medium-sized businesses if they encourage childbirth and childcare and make efforts to achieve work-life balance, so that women can continue to work without worrying about pregnancy, childbirth, and childcare.

○ **Expanding trustworthy childcare infrastructure and services**

- The Seoul Metropolitan Government has continuously expanded public childcare infrastructure and services by increasing national and public daycare centers, elementary school care, childcare service, and operating shared childcare centers.
- As a result, the quality of childcare has improved, with national and public daycare centers achieving a utilization rate of 51.5%. Additionally, the city plans to establish My Neighborhood Childcare Centers in 254 locations and offer a visiting childcare service to reduce the burden of childcare while creating job opportunities for middle-aged women.
 - ※ Families and organizations utilizing the services (9,222 people), children benefiting from the services (26,196 people), and related cases (1,754,608 cases)
- Furthermore, Seoul is dedicated to creating a reliable childcare environment and reducing the childcare burden by continually expanding childcare infrastructure, including the installation of 37 shared childcare centers, which were used by 178,665 people in 2023.

□ **Policy to Foster a Gender-Equal Work Environment**

○ **Implementation of Korea's first gender-equal wage disclosure system**

- To address South Korea's unfortunate status of having the highest gender pay gap among OECD countries, the Seoul Metropolitan Government introduced the nation's first gender-equal wage disclosure system in 2019, and it continues to make disclosures every other year.
- The gender-equal wage disclosure system mandates the transparent disclosure of labor-related information, including gender and employment type-based wage information. The aim is to reduce unreasonable gender wage gaps and promote gender-equal pay through transparent information sharing.

- Seoul's gender-equal wage disclosure system is led by the Gender Wage Gap Improvement Committee, composed of experts from various sectors, including women's advocacy groups, labor, civil society organizations, and businesses. It involves active collaboration between labor and management within organizations subject to disclosure.
- In 2019, gender-equal wage disclosure was implemented for 22 city-funded institutions, revealing wage gaps ranging from 46.42% to -31.57%*. In 2021, the scope was expanded to include the Seoul Metropolitan Government and the University of Seoul. In 2023, the scope of disclosure was further expanded to encompass some private organizations (19 organizations) commissioned by Seoul.

* Negative (-) values indicate that women's pay exceeds men's.

- Seoul's pioneering efforts to bridge the gender wage gap, including gender-equal wage disclosure, serve as a model for other local governments, with the ultimate goal to promote similar labor policies in the private sector.

○ **Promotion of Gender-Equal Labor Consulting**

- The primary purpose of the gender-equal wage disclosure system is to narrow the gender wage gap by transparently revealing its status, thereby eradicating gender-based workplace discrimination and fostering a gender-equal work environment. As a follow-up measure to gender-equal wage disclosure, the Seoul Metropolitan Government established an advisory group comprising external experts to conduct consulting for target institutions.
- In 2020, Seoul City carried out comprehensive consulting for city-funded institutions and had them formulate their gender wage gap improvement plans. Starting in 2022, the city has been actively working on creating effective and concrete plans for a gender-equal human resources system through intensive consulting with each target institution.
- As the number of organizations subject to gender-equal wage disclosure grows, the scope of consulting is gradually expanded. The ultimate goal is to motivate the private sector to devise and implement their improvement plans for establishing a gender-equal work environment.

□ **Providing Consulting and Preventive Education for Creating Safe Workplaces**

○ **Supporting organizational culture improvement and management through consulting and campaigns**

- Consulting sessions (24 locations) and training for grievance counselors (63 locations) were conducted to foster a gender-equal work environment. ※ 1:1 and group consulting sessions

- In collaboration with businesses, we conducted campaigns (11 instances) for preventing sexual harassment and improving organizational culture, aiming to integrate the voices of victims into societal messages.
- In 2024, to enhance efficiency, we plan to centralize operations and conduct consulting and campaigns for establishing safe workplaces through the Work-Life Balance Support Center.
- **Provision of preventive education for small businesses**
 - We provided tailored specialized education for 40 small-scale enterprises to prevent sexual harassment and violence and enhance early response capabilities.
 - In 2024, we will pursue integrated preventive education addressing workplace sexual harassment and promoting work-life balance, with an emphasis on public accountability.

2. Increasing Integrity Awareness and Fostering a Culture of Integrity

Direction

- **Establishing and promoting a culture of anti-corruption and integrity by heightening integrity awareness within the public sector**
 - **Strengthening integrity efforts through transparent communication from the citizen's perspective to proactively prevent corruption**

Seoul's Anti-Corruption and Integrity Policy

- **Aiming for a 'Corruption-Free Seoul' that Citizens Trust (2024)**
 - As the capital and largest city of the Republic of Korea, Seoul faces greater corruption risks compared to other local governments due to various administrative demands, high citizen expectations, and the presence of numerous media organizations, businesses, and commercial facilities. These factors make it challenging to increase the level of integrity.
 - Nevertheless, with the aim of achieving a "Corruption-Free Seoul," the Seoul Metropolitan Government annually formulates an anti-corruption and integrity policy plan to prevent corruption and enhance integrity.
 - To establish this plan, the city assesses the results of its previous year's self-assessment on integrity and the comprehensive integrity evaluation conducted by the Anti-Corruption & Civil Rights Commission. This analysis helps identify areas susceptible to corruption and develop improvement measures. Based on the established plan, the city not only implements anti-corruption policies but also promotes a culture of integrity by imposing strict penalties on corrupt public officials and offering

incentives to exemplary ones, all in an effort to disseminate a culture of integrity.

□ Seoul's Anti-Corruption and Integrity Strategy

○ Fostering a culture of integrity among public officials

- The Seoul Metropolitan Government conducts annual integrity assessments through surveys of public officials and key input from citizens. This enables the city to gauge its integrity level and work toward its improvement by identifying factors contributing to corruption and vulnerable areas.
- Utilizing the Integrity Index Evaluation System, which involves all public officials, the city encourages interest and active participation in integrity policies. Particularly, senior officials assess their knowledge of anti-corruption regulations, policies, and case studies through a "self-integrity assessment."

| Category | Internal Integrity | External Integrity |
|----------|---|--|
| Target | Employees with more than 6 months of service - Including fixed-term and contract employees; excluding employees on leave or dispatched | Citizens with experience in areas prone to corruption (construction, procurement, subsidies, complaints) |
| Content | Organizational culture, personnel management, budget execution, work instructions, and experience with corruption | Experience with corruption, awareness of corruption |
| Method | Email and mobile surveys by professional agencies | Phone surveys by professional agencies |
| Result | 83.2 points (82.1 points in 2022) - 3,884 respondents (a response rate of 40.1%) | 87.0 points (96.2 points in 2022) - 1,153 respondents (a response rate of 18.4%) |

○ Preventing corruption in vulnerable areas

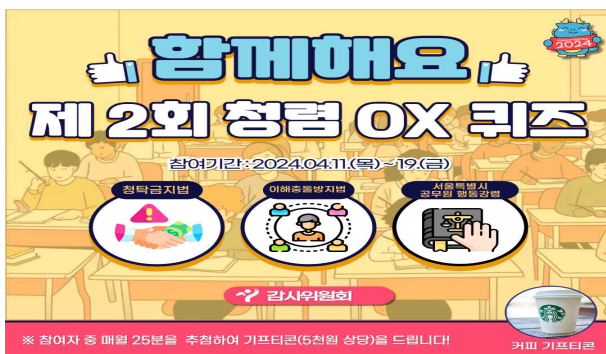
- Seoul sends out "Integrity Alert Messages" to individuals involved in corruption-prone sectors such as construction, service contracts, grant aid, and civil complaints. These messages include commitments to integrity and guidance on reporting public officials' misconduct, aiming to encourage fair work practices among public officials and enhance public trust. Specifically, regarding civil complaints, the city conducts "Integrity Monitoring" to promptly identify and address citizens' concerns.
- In areas susceptible to corruption, such as private outsourcing and grant aid programs, we conduct intensive audits and strengthen unannounced inspections in an effort to establish a robust framework and prevent corruption.

○ Embedding Integrity Values in Public Officials

- We conduct integrity OX quizzes among public officials in Seoul and share examples of

integrity cases to pique interest in integrity and encourage public officials' participation in integrity-related activities.

- Moreover, we provide integrity training to equip public officials with knowledge and a strong sense of integrity. Since 2013, Seoul's public officials have been required to complete over 5 hours of integrity education annually, exceeding the legal mandate of 2 hours.
- The city also collaborates with external organizations in a cooperative integrity system to recognize and reward best practices in anti-corruption and integrity among investment and funding organizations and autonomous districts in Seoul. This helps raise integrity awareness among their officials.



< Integrity OX Quiz >



< Integrity Campaign - Main Building >



< In-person Training for Seosomun1-dong Employees >



< In-person Training at the Seoul Human Resource Development Center >

○ **Preventing Corruption with Citizen Participation**

- Seoul has operated the "Public-Private Council for a Transparent Society" in partnership with academia, civil society organizations, and public institutions related to anti-corruption efforts. Annually, the council selects a common integrity action agenda for participating organizations and mutually monitors their implementation.
- To encourage citizen participation in anti-corruption activities, Seoul actively reviews and assesses citizen proposals on the city administration in coordination with the

Anti-Corruption & Civil Rights Commission. We promote the citizen audit system, operates a public interest whistleblowing center, provide rewards for whistleblowers, and strengthen support for the protection of those reporting public interest concerns.