

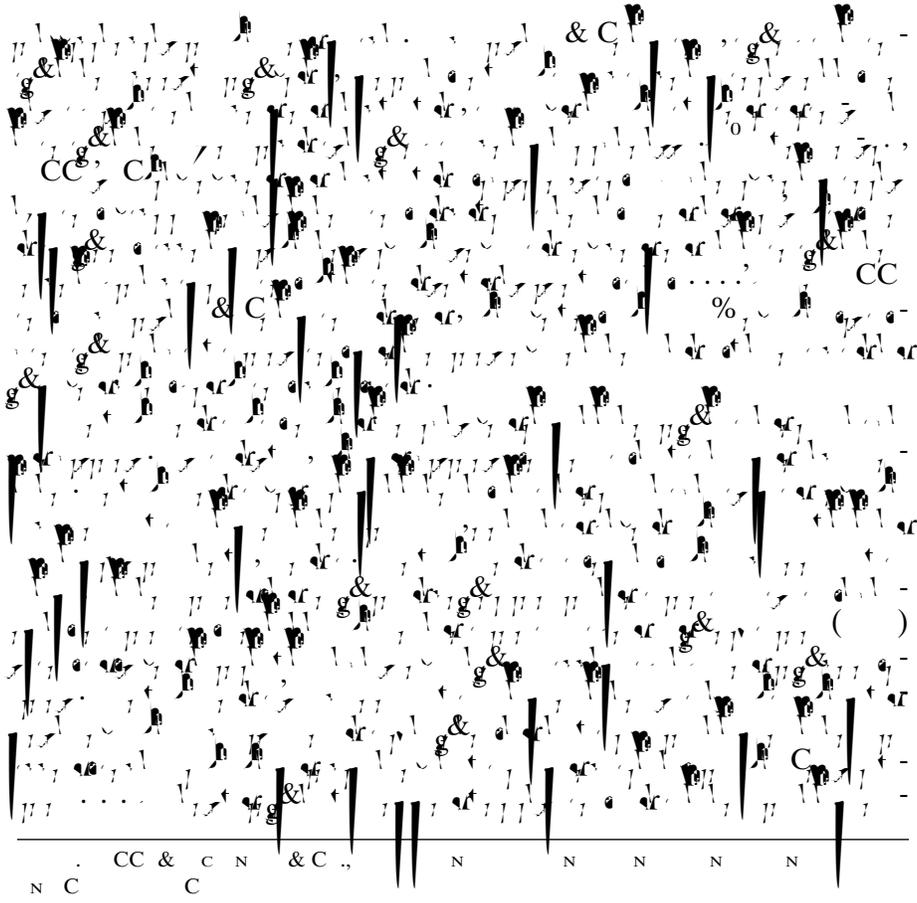
SOUTH KOREA MATERNITY LEAVE: HOW U.S. LAW COULD BE LESS BURDENSOME TO EMPLOYERS AND PROVIDE MORE PROTECTION FOR WOMEN IN THE WORKPLACE

*Olivia Kim**

. N C N.....	R
. C N	R
. , N C N N N C ...	R
. <i>South Korean Corporate Culture Encourages Discrimination</i>	R
. <i>Confucian Gender Roles Promote Discrimination</i> ...	R
C. <i>Existing Legislation in South Korea is Ineffective</i> ...	R
. . . C N N N C	R
. <i>FMLA Requirements and Compliance</i>	R
. <i>Legislative History of Title VII to Protect Women Against Discrimination</i>	R
C. <i>Success of Enactment of Law to End Discrimination Based on Pregnancy in the United States</i>	R
. C N N N CC N	R
. <i>A Country in Need of Transplant Should Be Looking for Solutions and Options</i>	R
. <i>Korea is Showing Signs of Wanting to Change Their Corporate Culture</i>	R

* . . C 0

C.



00

()

00

%

0

N

00

00

g

amended by N. 00 ()

See *supra*, ()

N. 00 () amended by N. 00 & 00

() (*id.*) (*supra*)

See *supra*, & *Noncompliance with Parental Leave Provisions in Korea: Extending Constitutional Research to a New Legal Context*, & C. N.

(0) see amended by N. 00 ()

Id.

& *supra*

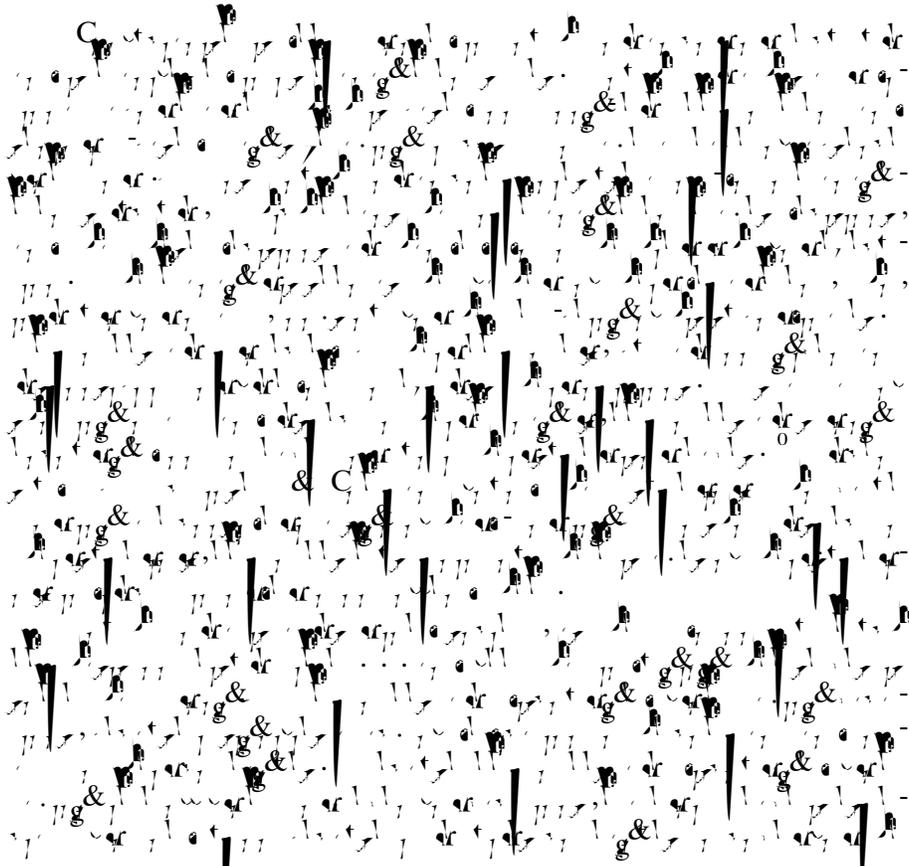
0. *supra*, () & *supra*, ()

translated in N. 00 ()

Id., amended by N. 00, 00.

The first system of the musical score consists of two staves. The upper staff contains a complex melodic line with various note values, rests, and dynamic markings such as 'g' and '&'. The lower staff provides a rhythmic accompaniment with vertical stems and some note heads. Below the staves, the letters 'C' and 'N' are printed, likely indicating a specific section or measure.

The second system of the musical score continues the composition with two staves. It features similar melodic and rhythmic elements to the first system, including dynamic markings and complex note values. The notation is dense and spans across the two staves.



See & , *supra*, ().

().

See *Korean Culture and Its Influence on Business*, *supra*, ().

See *Top-Down vs. Bottom-Up Management Styles*, (), // .

See *Korean Culture and Its Influence on Business*, *supra*, ().

See , *supra*, .

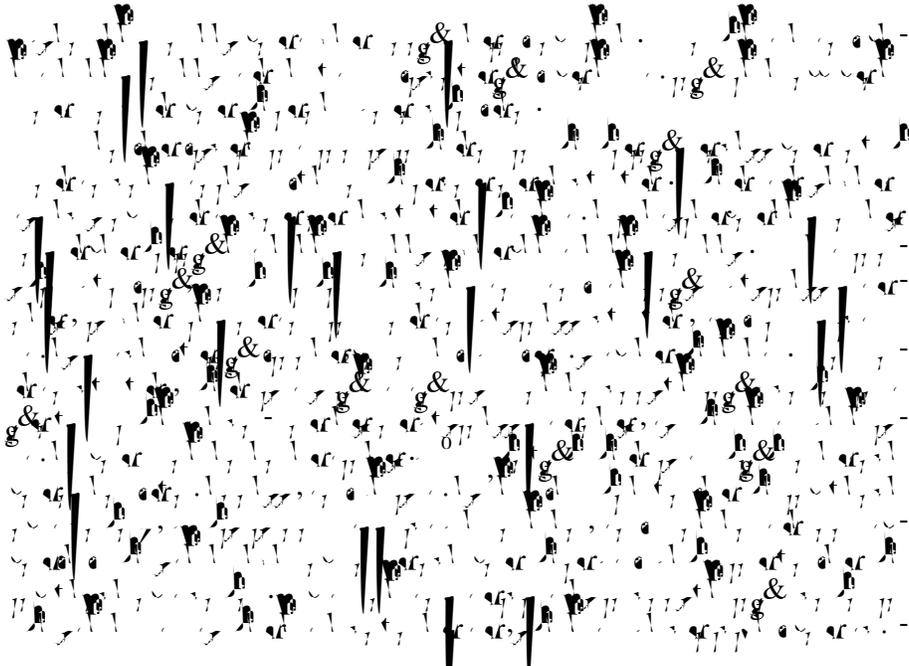
0. See , *Korean Overtime and Why Korea has the Second Longest Working Hours in the OECD*, N (, 0), // .

CC & C N & C , *supra*, // see also & , *supra*, 0.

See *Korean Culture and Its Influence on Business*, *supra*, .

What About South Korea?, N , // .

See *Korea: Republic of Workaholics*, (, 0 ,), // .



See *Family Policy in South Korea: Development, Current Status, and Challenges*, (2010).

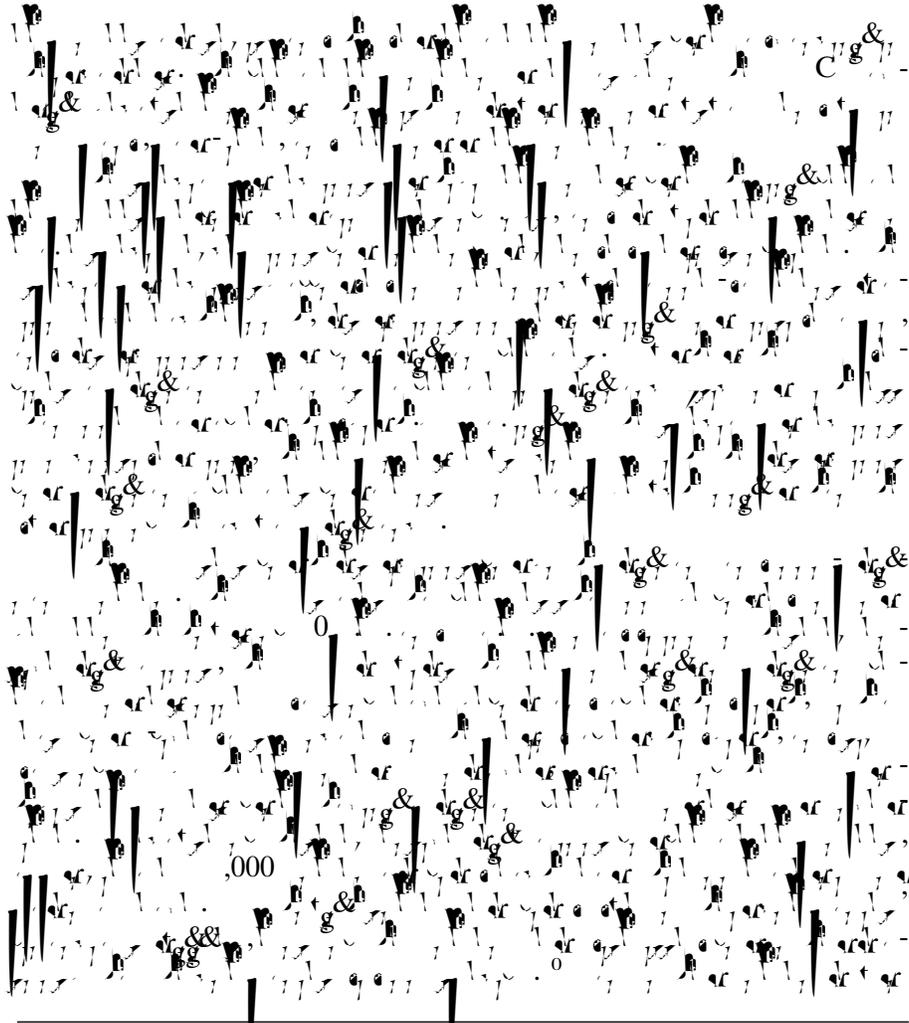
See, e.g., *Dads Rarely Take Paternity Leave*, (2010).

See *supra* (2010).

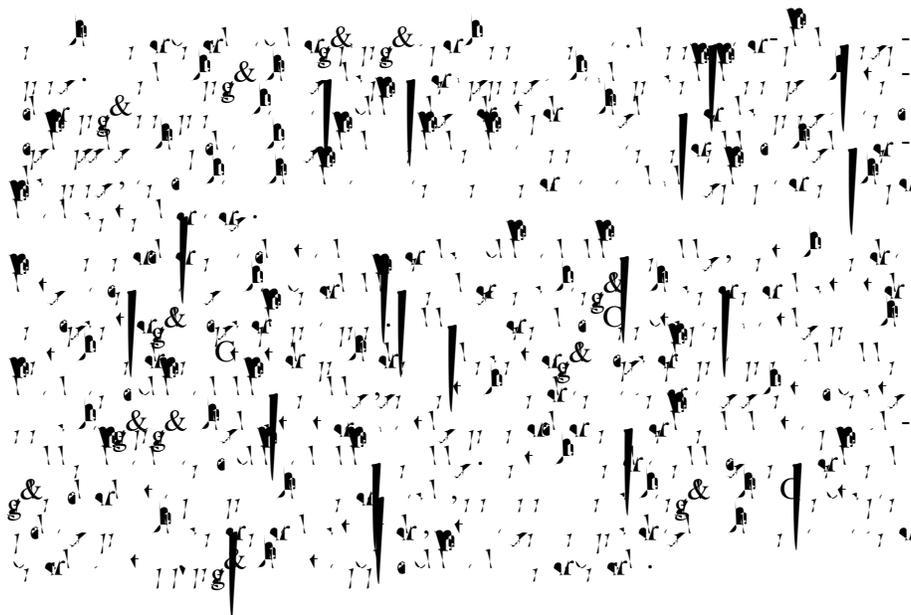
See *supra* (2010).

Labor Participation Rate, Female (% of Female Population Ages 15+) (Modelled ILO Estimate), (2010).

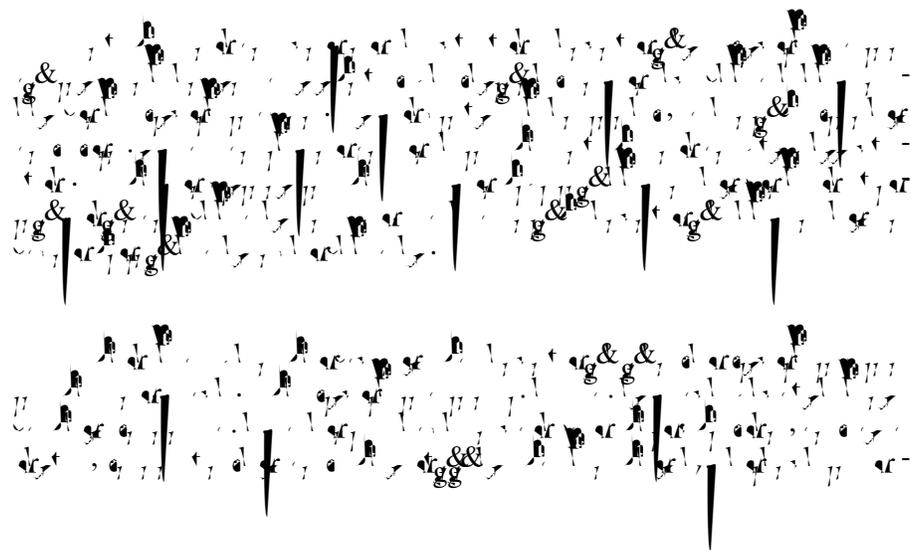
See *supra* (2010).

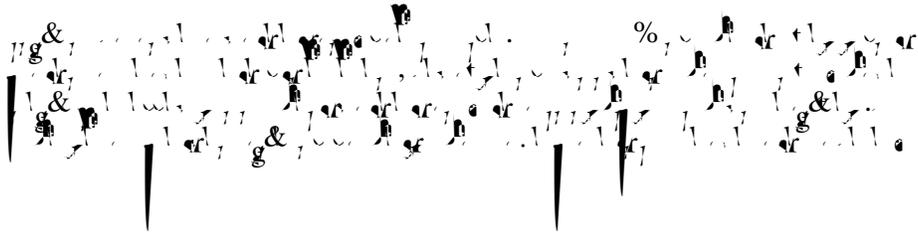


. See 11

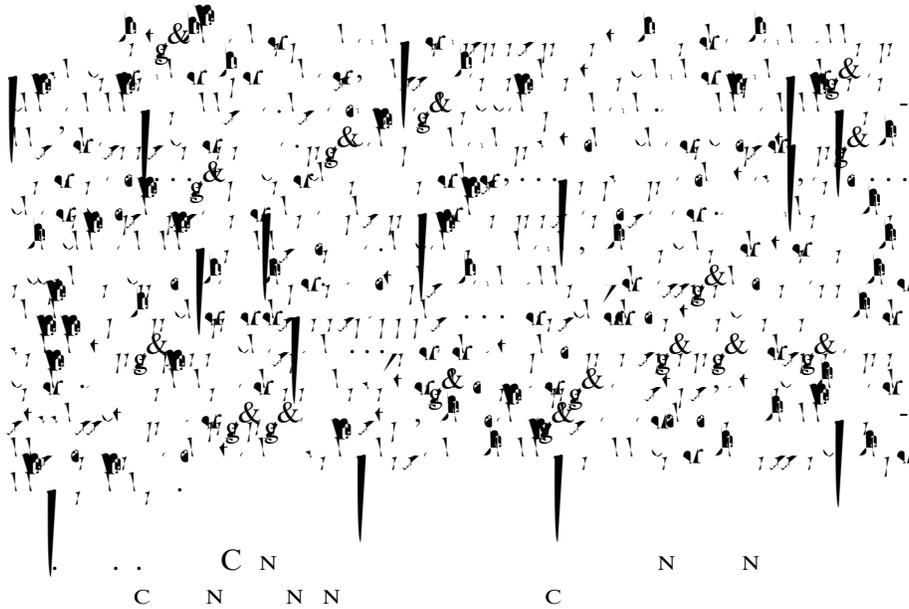


A. South Korean Corporate Culture Encourages Discrimination

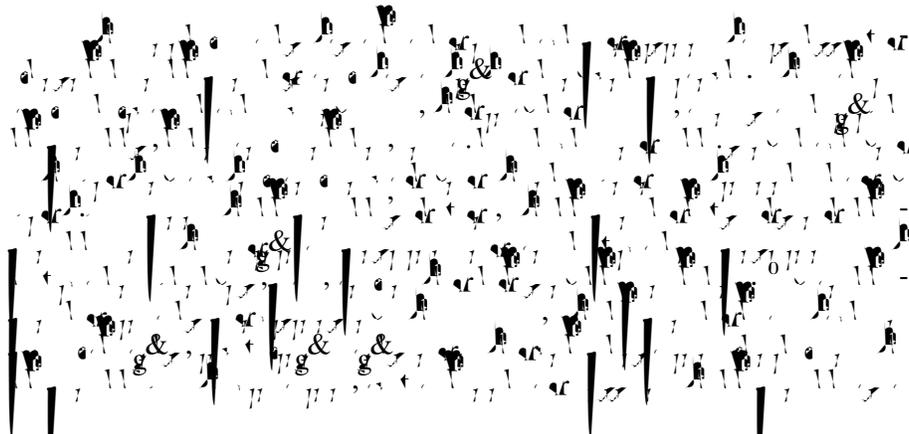




C. Existing Legislation in South Korea is Ineffective



C N N N C N N

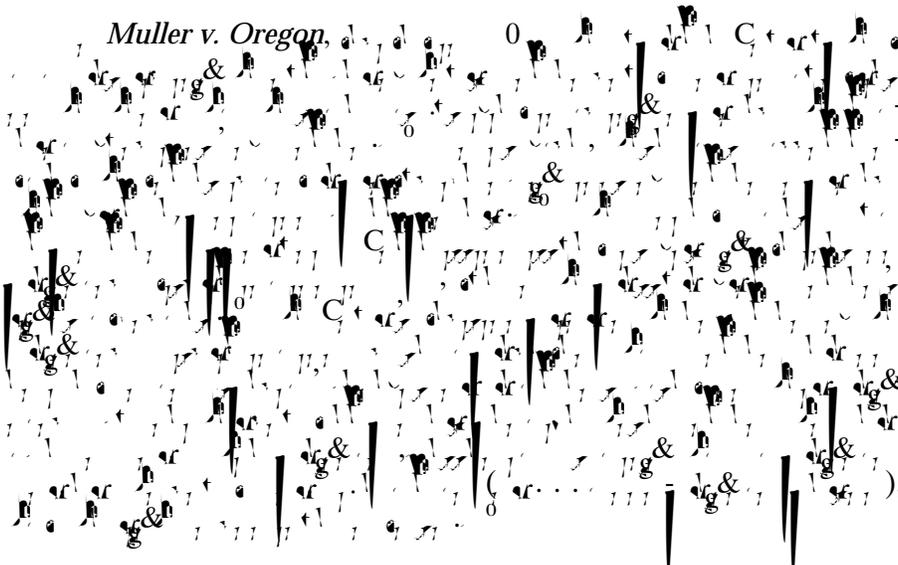


... *supra* (& Chulsan Mit Yuga Hyujik Hyunhwang [Status on Care
Leave Participants], ...
0 (... 0)).



B. Legislative History of Title VII to Protect Women Against Discrimination

Muller v. Oregon,



FMLA Case?, N
()
&
N (0), // # C N N
00. Family Medical Leave Act Benefits Workers and Their Families, Employers.
(1, 0), // 0+ 0
00

Gilbert C

Gilbert, Gilbert, Cali-

formia Federal Savings & Loan Ass'n v. Guerra,

0 . See C . . . C . . . 000 - 000 - (0) . . .

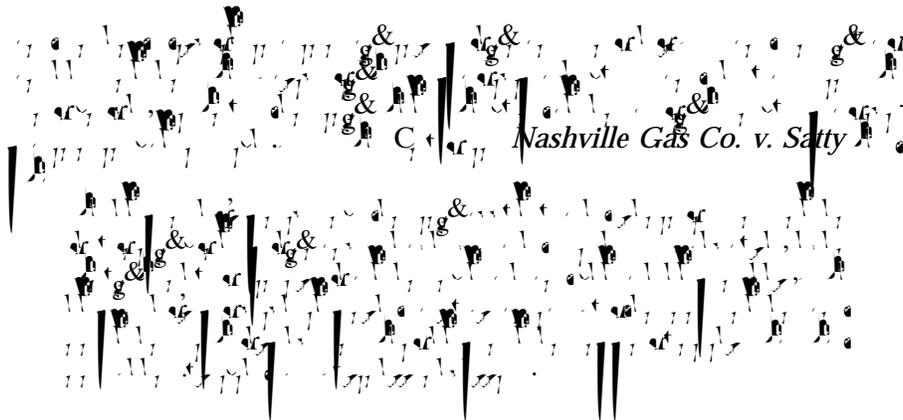
(0)) see also . . . () . . .

0 . . . C . . . 000 (0)) . . . N . . . 0 (. . .)

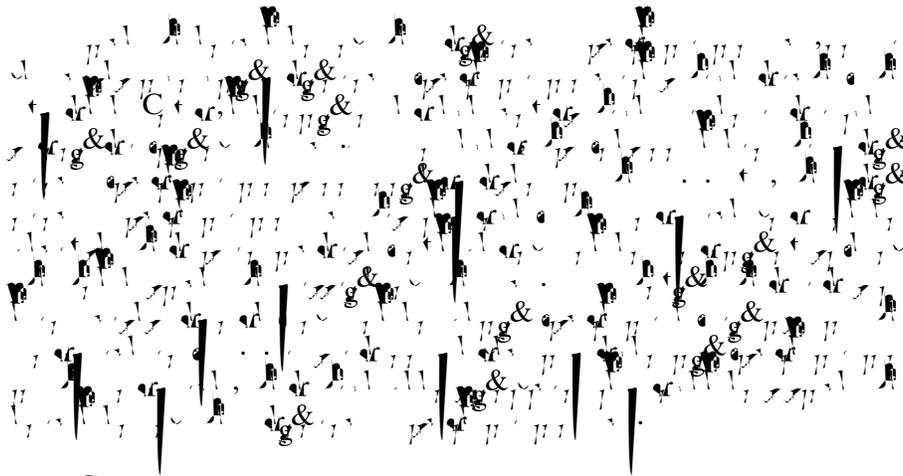
0 . C . . . Disparate Impact and Pregnancy: Title VII's Other Accommodation Re-

quirement, . . . N . . . c . . . & . . . 0 , 0 (0) .

0 . EEO: General: What are Disparate Impact and Disparate Treatment?, c'



C. Success of Enactment of Law to End Discrimination Based on Pregnancy in the United States



. C N N N CC N



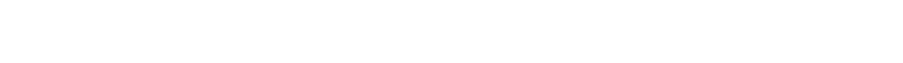
1. C. ... & ... () () C N .

2. Guerra, ... () C N . C. ... () .

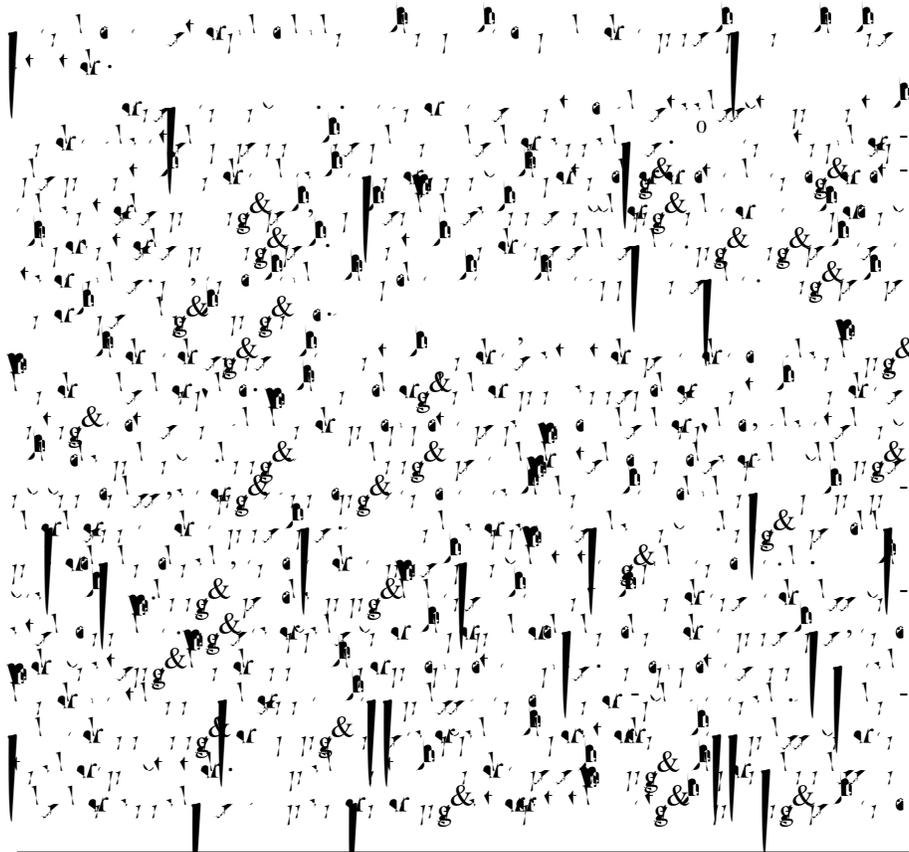
3. ... supra, ... 0 ... () .

4. ... supra, ... 0 ...

5. See ... Slow & Uneven Progress: The Pregnancy Discrimination Act at 35.







See *id.* ().

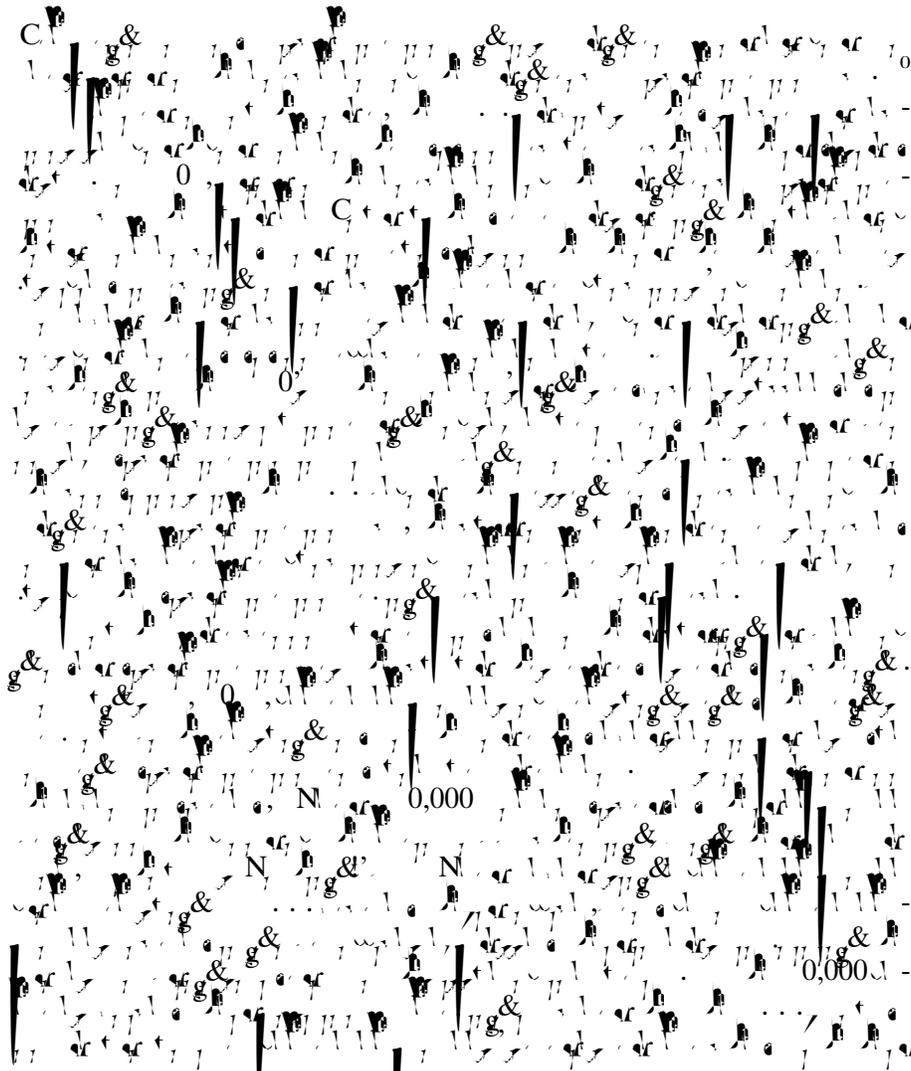
0. See C., *Myth and Reality in the Discourse of Confucian Capitalism in Korea*, (00) () cf. N., *supra* *By Chance and Prestige: Legal Transplants in Russia and Eastern Europe*, See *Id.* (See) () at 128 (study pl Na TL pness to).



B. Korea is Showing Signs of Wanting to Change Their Corporate Culture







0. *The Pregnancy Discrimination Act, 25 Years Later: Pregnancy Discrimination Persists, supra*

A dense, high-contrast musical score consisting of several staves. The notation is extremely dense, with many notes, stems, and symbols (including ampersands and vertical bars) packed closely together. Some larger symbols like 'C', 'N', and '%' are interspersed among the smaller notation. The overall appearance is that of a complex, possibly abstract or experimental musical composition.

. C NC N

-
- . *Id.*
 - . *Id.*
 - . *Id.*

