

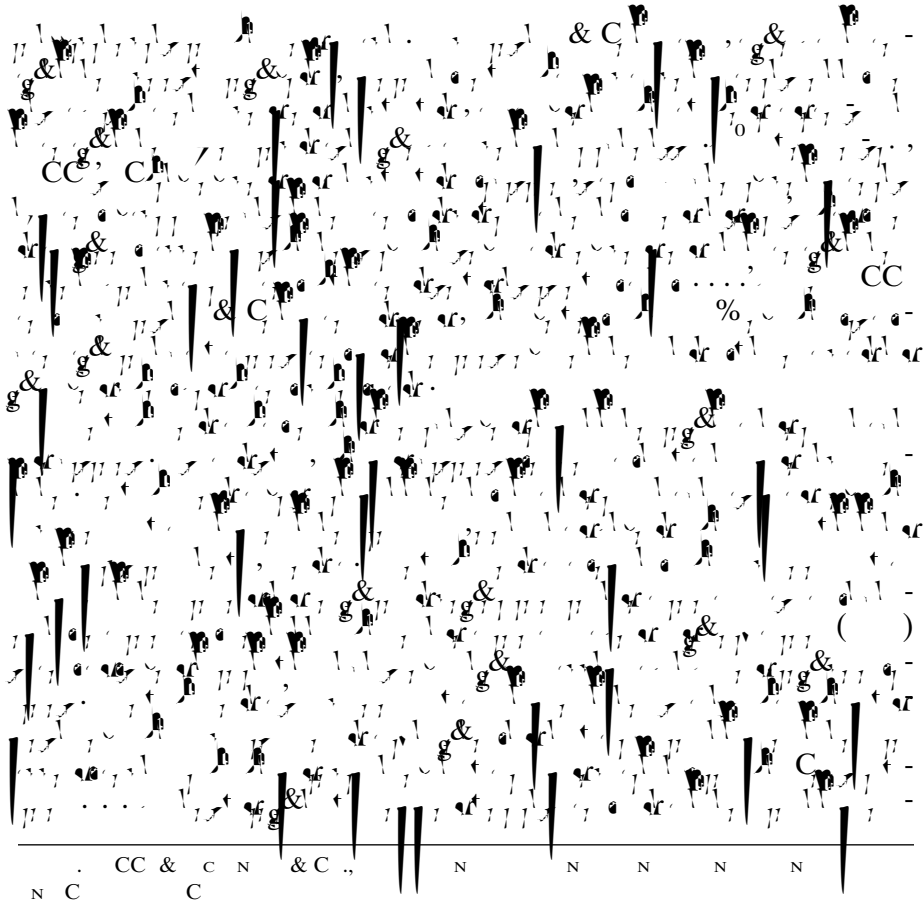
SOUTH KOREA MATERNITY LEAVE: HOW U.S. LAW COULD BE LESS BURDENSOME TO EMPLOYERS AND PROVIDE MORE PROTECTION FOR WOMEN IN THE WORKPLACE

*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> 0	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*

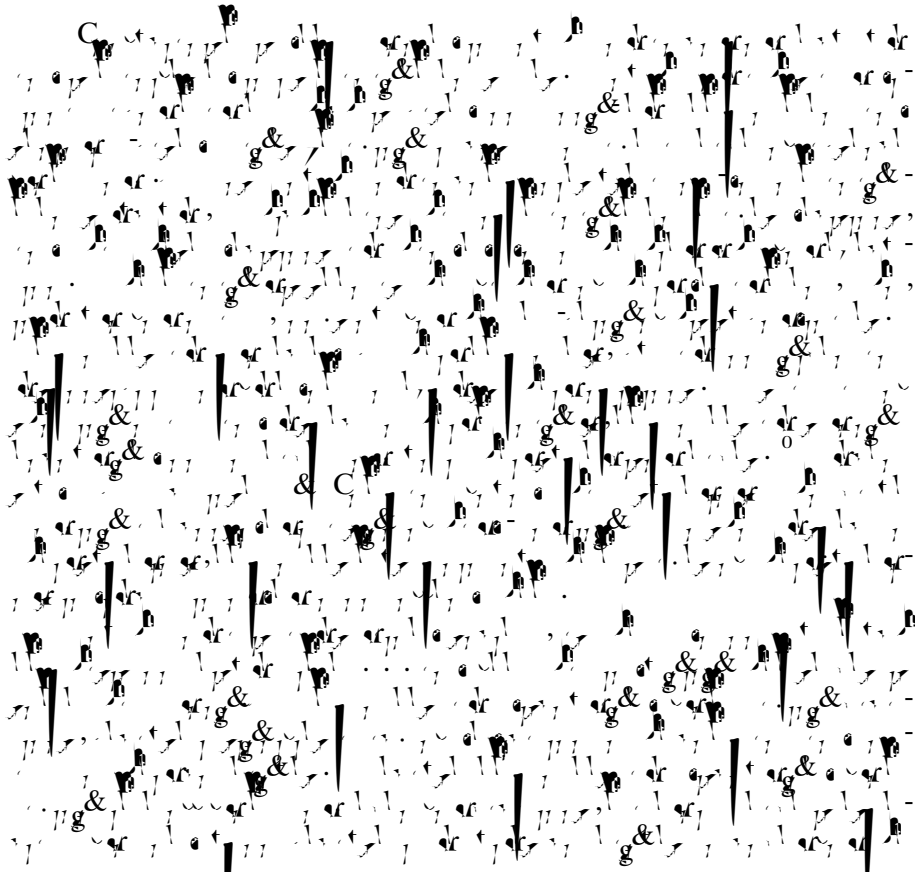
0. *supra*, () & *supra*, ()

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 features a bass line with vertical stems and rests. 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 bass line structures to the first system, with various musical notations and dynamic markings. The system concludes with a final measure marked with a double bar line.



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*, ().

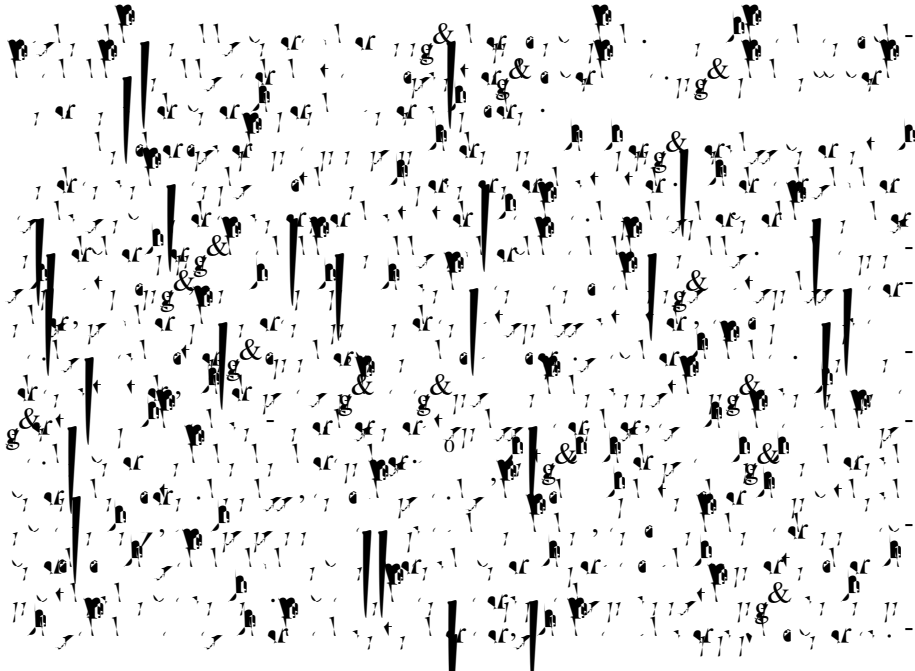
0. See , *Korean Overtime and Why Korea has the Second Longest Working Hours in the OECD*, (), // .

CC & C N & C , *supra*, (), see also & , *supra*, ().

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

What About South Korea?, ().

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



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).

See *supra*, (2010).

See *supra*, (2010).

See *supra*, (2010).

See *supra*, (2010).

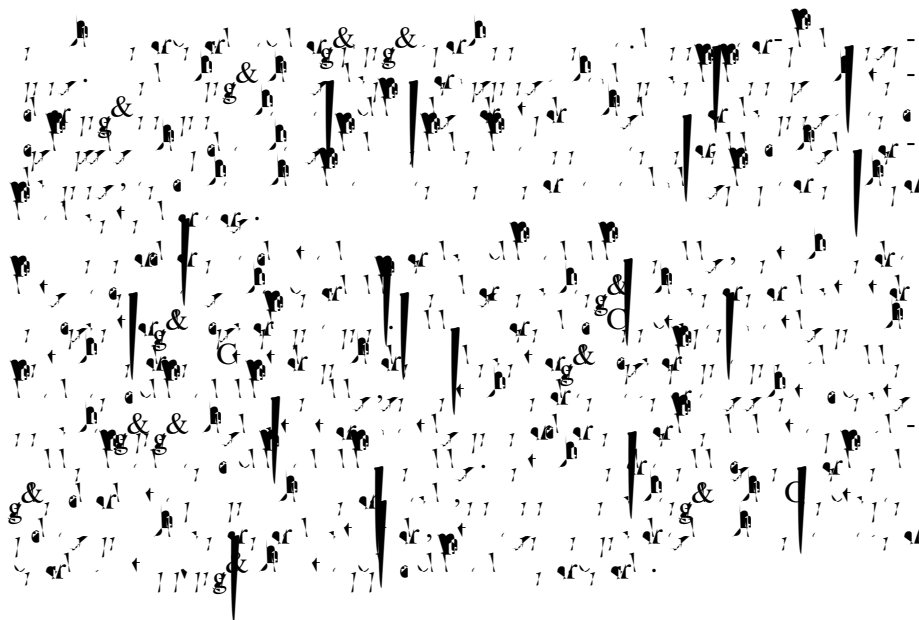
See *supra*, (2010).

See *supra*, (2010).

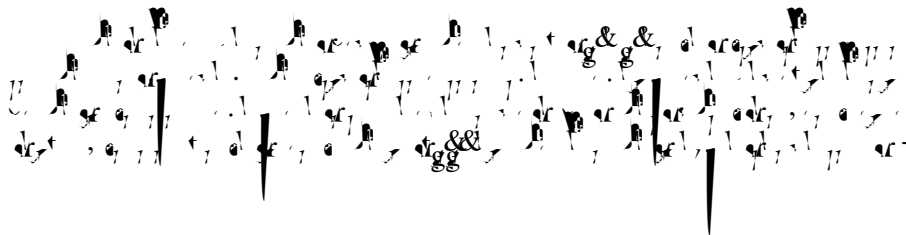
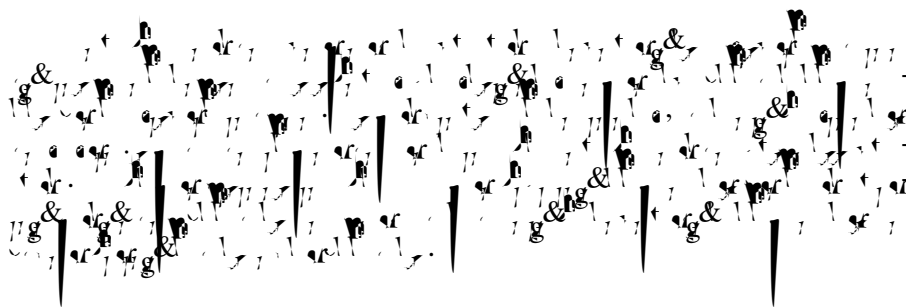
See *supra*, (2010).

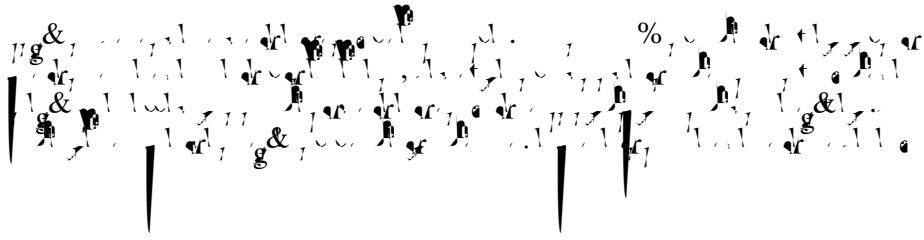
A dense, abstract musical score consisting of numerous vertical stems and small symbols scattered across the page. The symbols include various musical notations such as clefs, notes, and rests, interspersed with ampersand (&) symbols. The overall appearance is that of a complex, multi-layered musical composition. Some symbols are larger and more prominent than others, creating a sense of depth and complexity. The score is organized into several horizontal lines, suggesting different staves or sections of the music.

. See 11

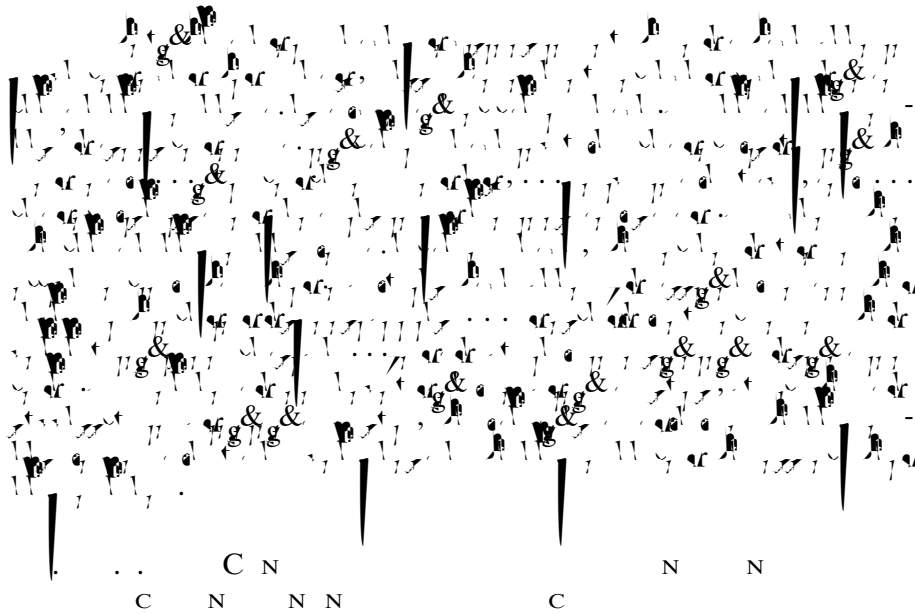


A. South Korean Corporate Culture Encourages Discrimination

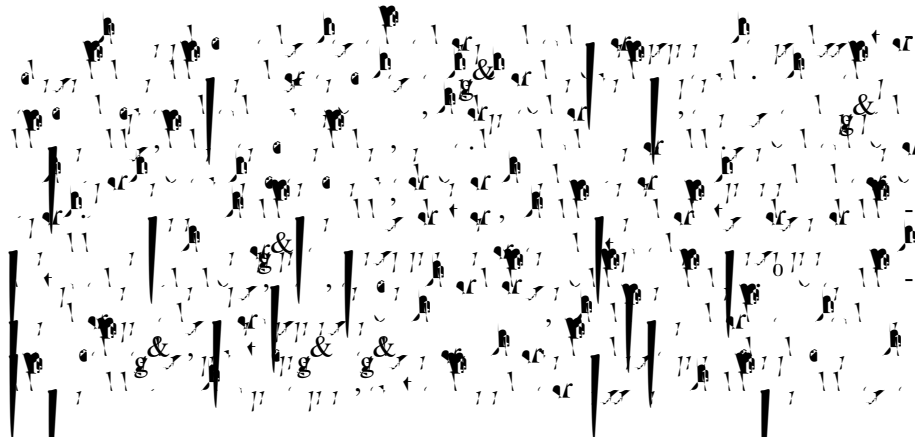




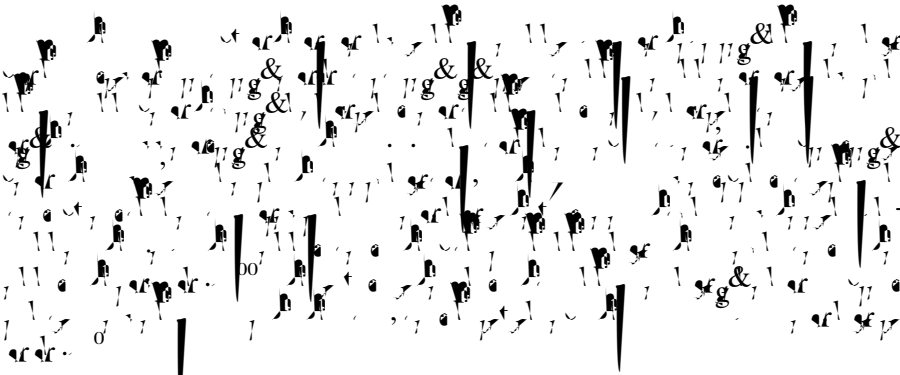
C. Existing Legislation in South Korea is Ineffective



C N N N C N N

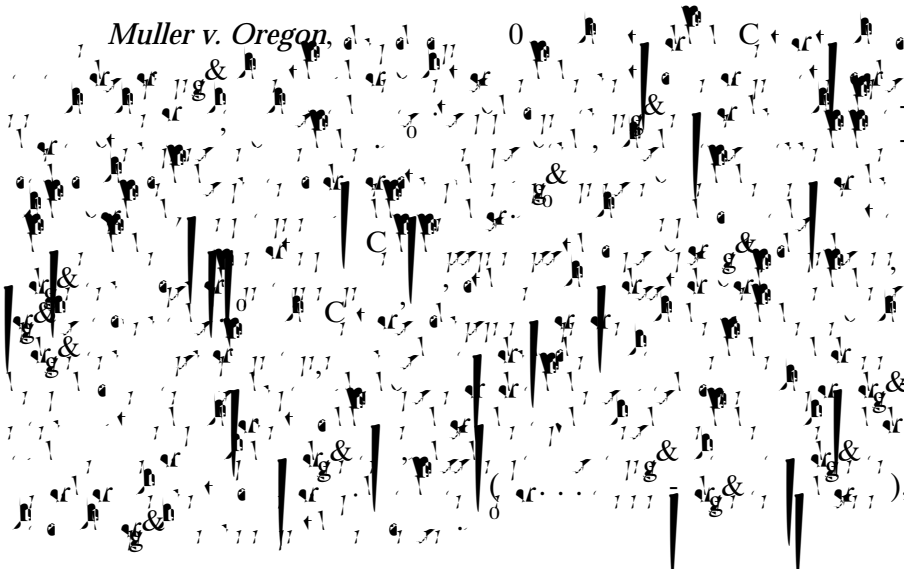


... *supra* (& Chulsan Mit Yuga Hyujik Hyunhwang [Status on Care
Leave Participants], ...
0 (... 0)).



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

Muller v. Oregon,



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

Gilbert

Gilbert

California Federal Savings & Loan Ass'n v. Guerra

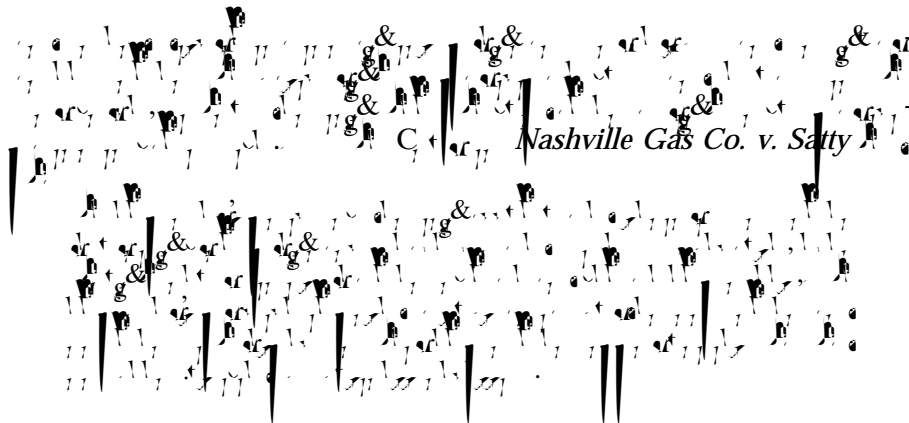
0 . See C. 000 - 000 - (0)

(0) see also N. ()

0 . C. 000 (0)

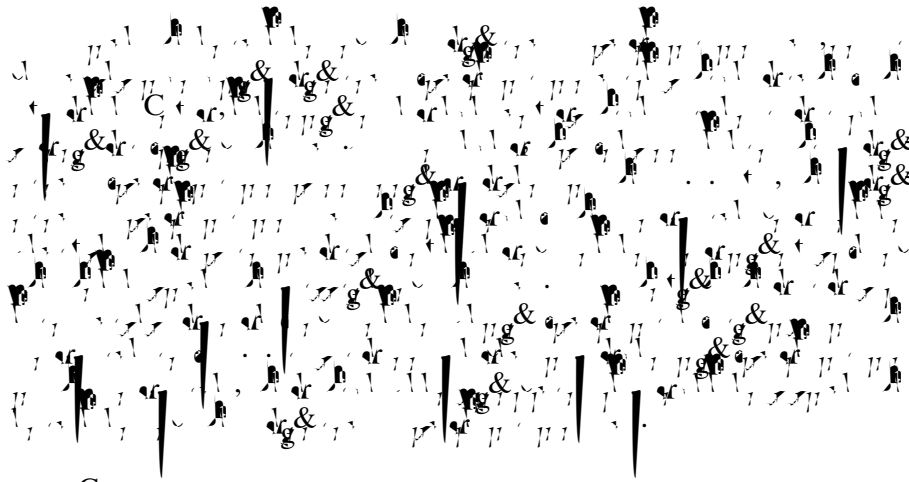
0 . C. *Disparate Impact and Pregnancy: Title VII's Other Accommodation Requirement*, N. c. & . 0 , 0 (0)

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

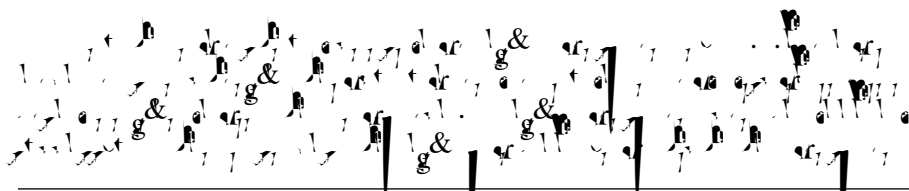


Nashville Gas Co. v. Satty

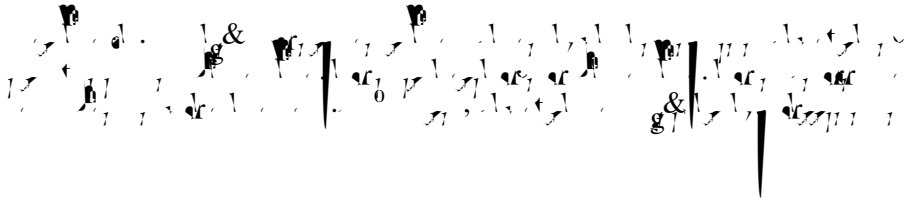
C. Success of Enactment of Law to End Discrimination Based on Pregnancy in the United States

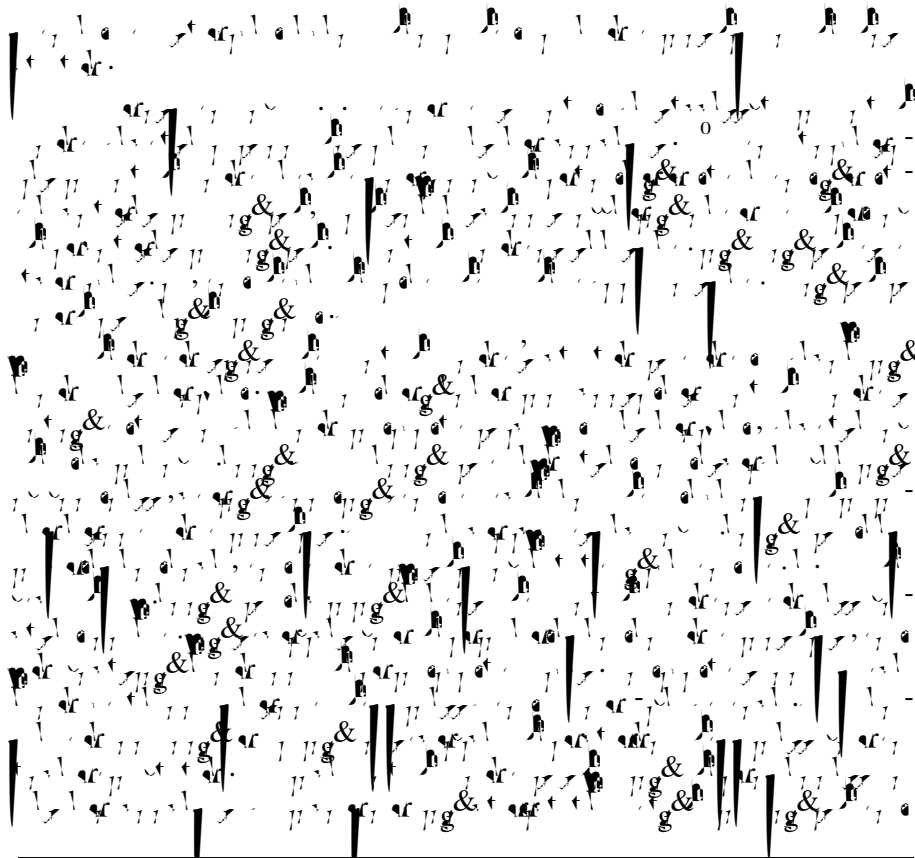


C N N N CC N



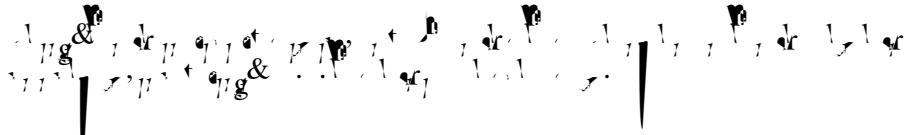
C. Guerra, *supra*, note 10, at 100 (1981).
 Guerra, *supra*, note 10, at 100 (1981).
 Guerra, *supra*, note 10, at 100 (1981).
 See *Slow & Uneven Progress: The Pregnancy Discrimination Act at 35*,
 N. C. J. L. Rev. 10 (1981).





See *id.* ().

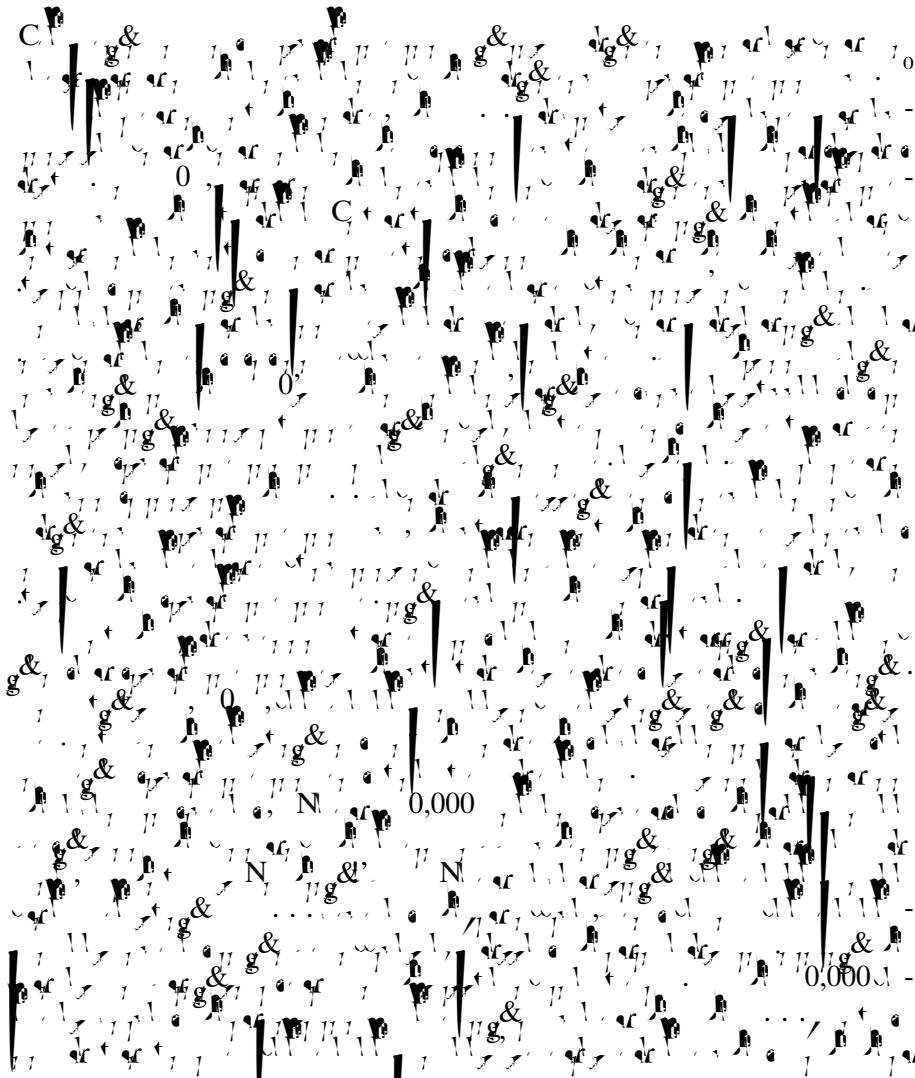
0. See C., *Myth and Reality in the Discourse of Confucian Capitalism in Korea*, (00) () cf. N., *supra* *By Chance and Prestige: Legal Transplants in Russia and Eastern Europe*, See *Id.* (See) () at 128 (Study of the Openness to).



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, percent signs, and vertical lines) packed closely together. Some larger characters like 'N', 'C', and 'NC' are interspersed within the notation. The overall appearance is that of a complex, possibly abstract or experimental musical composition.

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

