수탁연구
03-13
주요 국제기구의 인적자원개발 논의 방향 및
국제기구와의 인적자원개발 협력 방안 모색 :
OECD의 인적자원개발 논의 동향을 중심으로

연구책임자 : 이 기 성
공동연구자 : 어 규 철
OECD (Organization for Economic Cooperation and Development) has published a statement on the importance of cooperation among governments, employers, and employees to ensure the effective implementation of labor market policies. The statement emphasizes the need for active participation of all stakeholders to address the challenges faced in the current economic environment.

The Employment, Labor and Social Affairs Committee (ELSAC) has also released a report highlighting the significance of fostering a cooperative approach among various institutions to address labor market issues. The report underscores the importance of collaboration for the successful implementation of labor policies.

The International Labour Organization (ILO) has expressed its commitment to promoting cooperation among its member states to improve labor market conditions. The ILO has called for intensified efforts to overcome the current economic challenges and ensure the well-being of workers.

2003\[11\]
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... (Organization for Economic Cooperation and Development: OECD)\( ] \) (Employment, Labor and Social Affairs Committee: ELSAC)\( ] \) (the challenge of enhancing the learning opportunities of disadvantaged adult groups)\( ] \)
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II. 1961年以后的资本主义世界

1. 1961年后的资本主义世界

由于历史原因，1961年以后的资本主义世界发生了许多变化。一方面，资本主义阵营继续扩张，特别是美国的经济实力在战后得到迅速增强，成为世界最大的经济体。另一方面，资本主义世界内部也出现了一些变化，如西欧国家的联合和日本经济的崛起等。这些变化对世界政治经济格局产生了深远影响。
2. EVIDENCE OF HER PREFERENCE

(Council) and the European Parliament that the total number of 200,000 to 40,000
be 

3. A SUMMARY OF FINDINGS

1) (Council)

(Council) and the European Parliament that the total number of 200,000 to 40,000
be 

(Permanent representatives) and (ministers) and that this should be done. The Council

and that this should be done. The Council
2) Specialized Committee

- Economic Policy Committee
- Economic and Development Review Committee
- Development Assistance Committee
- Committee for Monetary and Foreign Exchange Matters
- Trade Committee
- Committee on Capital Movements and Invisible Transactions
- Committee on Financial Markets
- Committee on International Investment and Multinational Enterprises

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○ ¼· ¾è (Insurance Committee)
○ ¾è ¾è (Committee on Fiscal Affairs)
○ ¾è ¾è · ¾è ¾è (Committee on Competition Law and Policy)
○ ¾è ¾è (Tourism Committee)
○ ¾è ¾è (Maritime Transport Committee)
○ ¾è ¾è · ¾è ¾è (Committee for Scientific and Technological Policy)
○ ¾è ¾è (Committee for Agriculture)
○ ¾è ¾è (Fisheries Committee)
○ ¾è ¾è (Steel Committee)
○ ¾è ¾è · ¾è ¾è (Committee for Information, Computer and Communications Policy)
○ ¾è ¾è · ¾è ¾è (Employment, Labour and Social Affairs Committee)
○ ¾è ¾è ¾è (Environment Policy Committee)
○ ¾è ¾è (Education Committee)
○ ¾è ¾è (Chemicals Committee)
○ ¾è ¾è (Public Management Committee)
○ ¾è · ¾è ¾è (Committee on Industry and Business Environment)
○ ¾è ¾è ¾è (Territorial Development Policy Committee)

3) ¾è ¾è ¾è

International Energy Agency (International Energy Agency), Nuclear Energy Agency (European Conference of Ministers of Transport), Development Center (Center for Educational Research and Innovation), Sahel and West Africa Club (semi-autonomous bodies)
4) ernen (Secretariat)

While the Secretariat has a significant role in the operations of the body, the
(Directorate), (Division), (Unit) of the body.

5) ernen

The Business and Industry Advisory Committee to the OECD (BIAC) and the Trade Union Advisory Committee to the

- 2002 OECD Economic Outlook
- 2003 OECD Main Economic Indicators

- 2004 OECD Economic Outlook
- 2005 OECD Preliminary Economic Outlook
- 2006 OECD Economic Outlook
- 2007 OECD Economic Outlook
- 2008 OECD Economic Outlook


- 2009 OECD Economic Outlook
- 2010 OECD Economic Outlook
- 2011 OECD Economic Outlook
- 2012 OECD Economic Outlook
- 2013 OECD Economic Outlook
- 2014 OECD Economic Outlook
- 2015 OECD Economic Outlook
- 2016 OECD Economic Outlook
- 2017 OECD Economic Outlook
- 2018 OECD Economic Outlook
- 2019 OECD Economic Outlook
- 2020 OECD Economic Outlook
- 2021 OECD Economic Outlook
- 2022 OECD Economic Outlook
- 2023 OECD Economic Outlook
- 2024 OECD Economic Outlook
- Environment Directorate
  - (Environmental Outlook) 2001

- Development Co-operation Directorate
  - 

- Public Governance and Territorial Development Directorate
  - 

- Trade Directorate
  - WTO

- Directorate for Financial, Fiscal and Enterprise Affairs
  - 

-
○ Directorate for Science, Technology and Industry
  - 
  - 
  - 

○ Directorate for Employment, Labour and Social Affairs
  - 
  - Employment Outlook
  - Trends in International Migration

○ Directorate for Education
  - 
  - Education at a Glance

○ Directorate for Food, Agriculture and Fisheries
  - 
  - Monitoring and Outlook of Agricultural Policies
  - Annual Review of Fisheries in OECD Countries

○ Directorate for Public Affairs and Communications
- OECD, the Organisation for Economic Co-operation and Development

1) OECD (Executive Directorate)

- Members' meetings, which are held twice a year, are attended by representatives of the Executive Directorate.

- The Executive Directorate also organizes seminars, workshops, and other events to promote dialogue and exchange of knowledge.

2) OECD (Centre for Co-operation with Non-Members)

- The Centre for Co-operation with Non-Members aims to foster closer ties with non-member countries and promote international cooperation.

3. Employment, Labour and Social Affairs Committee

- The Employment, Labour and Social Affairs Committee (EmpLoSAC) focuses on issues relating to employment, labour, and social affairs. It meets once a year, typically in September.

1) 98th Meeting (2001, 4th)
2) [99] [10] [2001] 10]
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○ 수립된 진료기준에 따라 진료를 받을 수 있습니다.
○ 진료 기준은 병원의 진료기준에 따라 수시로 변경될 수 있습니다.
  - 2000년 6월 1일부터 시행
  - 2001년 7월 1일부터 시행
  - 2002년 8월 1일부터 시행
○ 진료 시간: 8시 ~ 18시

4) □ 10시 □ □ (2002년 11월)
○ 수립된 진료기준에 따라 진료를 받을 수 있습니다.
  - 진료 기준은 병원의 진료기준에 따라 수시로 변경될 수 있습니다.
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  - 2002년 8월 1일부터 시행
○ 진료 시간: 8시 ~ 18시
○ 진료 시간: 8시 ~ 18시
III. [TEXT]

1. [TEXT]

Information and communication technology (ICT) is a critical component of today's economy. It has the potential to increase productivity and improve the quality of life. However, ICT also presents challenges, such as the digital divide and the need for skilled labor.

Poverty trap and early retirement are two examples of challenges faced by individuals and communities. Poverty trap refers to a situation where individuals are unable to escape from poverty due to limited opportunities. Early retirement, on the other hand, is a situation where individuals choose to retire at a young age due to limited options.

2) [TEXT]

3) [TEXT]

2) OECD [TEXT] (2003. 4. 29-30) [TEXT].

3) OECD [TEXT] (2003. 4. 29-30) [TEXT].
2. ๑๙๘๐ ๑๙๙๔ ๑๕: Jobs Study

1) ๑๙๘๐ ๑๙๙๔ ๑๕: Jobs Study

(employment, Labour and Social Affairs Committee: ELSAC) ๑๙๙๑ ๑๙๙๔ (Economic Committee: ECO) ๑๙๙๔ ๑๙๙๕ (OECD Jobs Study) ๑๕: Jobs Strategy ๒๐๐๐ ๒๐๐๕.

(creation and diffusion of technological knowhow) ๑๕: Jobs Policy ๒๐๐๐ ๒๐๐๕. ๒๐๐๐ ๒๐๐๕, ๒๐๐๐ ๒๐๐๕, ๒๐๐๐ ๒๐๐๕.

(creation and diffusion of technological knowhow) ๑๕: Jobs Policy ๒๐๐๐ ๒๐๐๕. ๒๐๐๐ ๒๐๐๕, ๒๐๐๐ ๒๐๐๕, ๒๐๐๐ ๒๐๐๕.
increasing flexibility of working-time both short term and lifetime

nurturing an entrepreneurial climate by eliminating impediments to, and restrictions on, the creation and expansion of enterprises

enhancing flexibility of wage and labor costs by removing restrictions

reform of employment security provisions that inhibit the expansion of employment in the private sector

strengthening the emphasis on active labor market policies and reinforce their effectiveness
(improvement of labor force skills and competencies), (reform of unemployment and related benefit systems and their interactions with the tax system), (making work pay), (enhancing product market competition so as to reduce monopolistic tendencies and weaken insider-outsider mechanisms). 4)

2)  (follow-up)


Companies have offered tax relief and other benefits for their employees, such as corporate tax deduction, individual tax relief, and employee health and education benefits. These benefits are designed to encourage employees to contribute to their companies and society in various ways.

1) Growth Project

The Growth Project (Growth Project) was launched in 1999 by the Ministerial Council Meeting (MCM). It was aimed at promoting sustainable development and encouraging companies to contribute to community projects. The project aimed to provide support for the development of new industries and technologies, and to create jobs and opportunities for people in the community. The project was a collaborative effort involving the government, business, and civil society. It was scheduled to run until 2001. "The Growth Project was an important initiative in promoting sustainable development and encouraging companies to contribute to community projects. It was a collaborative effort involving the government, business, and civil society. It was scheduled to run until 2001."

11) The new economy: Beyond the hype.
III. Table 2: Economic Performance of ICT and GDP

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>GDP</td>
<td>0.3</td>
<td>0.2</td>
<td>0.2</td>
<td>0.2</td>
<td>0.2</td>
<td>0.3</td>
<td>0.3</td>
<td>0.2</td>
<td>0.2</td>
</tr>
<tr>
<td>ICT</td>
<td>0.1</td>
<td>0.1</td>
<td>n.a.</td>
<td>0.1</td>
<td>n.a.</td>
<td>0.1</td>
<td>0.1</td>
<td>0.1</td>
<td>0.2</td>
</tr>
<tr>
<td>GDP</td>
<td>0.4</td>
<td>0.3</td>
<td>0.2</td>
<td>0.2</td>
<td>n.a.</td>
<td>0.5</td>
<td>0.2</td>
<td>0.6</td>
<td>0.6</td>
</tr>
</tbody>
</table>

2) Seizing the Benefits of ICT and E-Government

Seizing the benefits of ICT and e-Government can be achieved in two ways:  

1. Through the development of e-Government, where ICT technologies are used to provide services more efficiently and effectively.  
2. Through the use of e-Commerce, where businesses can sell their products and services online, reaching a wider audience.  
3. Through the development of e-Government, where ICT technologies are used to provide services more efficiently and effectively.  
4. Through the use of e-Commerce, where businesses can sell their products and services online, reaching a wider audience.
(enhancing human capital and realizing its potential)\(^{[2]}\). In this respect, this paper also contrasts the two (knowledge–intensive employment)\(^{[1]}\), and the trends in the EU (1992–1999)\(^{[2]}\).

1990[III -3], 30% [III -3], 1985[III -3], 1998[III -3], 5.3% [III -3], 17% [III -3], 2.5% [III -3].

<table>
<thead>
<tr>
<th>Country</th>
<th>1990</th>
<th>1998</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ge</td>
<td>14</td>
<td>10</td>
</tr>
<tr>
<td>Ca</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>Sw</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Un</td>
<td>11</td>
<td>7</td>
</tr>
<tr>
<td>Nc</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>It</td>
<td>9</td>
<td>5</td>
</tr>
<tr>
<td>Sp</td>
<td>8</td>
<td>4</td>
</tr>
<tr>
<td>Ir</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Pt</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Mc</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>

160% GDP growth, 5% 1990 GDP 21% 35% 13% 14%

13) (fostering firm creation and entrepreneurship)

14) (getting the fundamentals right)
3)  

(continued)

15) 2000[] 1. 123() (IDC), 84[] 2000[] 40[] 2005[] 14[]...
(international migration)  2.100.  2002  15,000  16  2  megabytes/sec  155  megabytes/sec  2.5  gigabytes/sec  RENATER3


network

STEP

1) 

1) The economy of the future (transition) \[1\] explains the ways economic growth will be essential to achieving the economic goals of the future. Economic growth will depend on the use of new technologies and the development of new forms of production. It is clear that the future economic growth will have to rely on these developments. (lifelong, and life-wide, formal and informal)

2) The economy of the future (knowledge economy) \[9\] explains the ways economic growth will be essential to achieving the economic goals of the future. Economic growth will depend on the use of new technologies and the development of new forms of production. It is clear that the future economic growth will have to rely on these developments. (social capital) \[10\]

\[1\] The new economy: Beyond the hype. Paris: OECD.
3)  

3.3.3.3  

The approach followed in the review of these platforms is the co-finance mechanism (co-finance mechanism)\(^{21}\)  

The World Bank\(^{24}\)  

OECD|\(^{20}\) |  

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20) OECD, id.  
21) id.  
22) id.  
23) id.  
1) # # # # # # #

...
2) 60% αποδείχθηκε ότι η λύση της υποτροφίας (co-financing arrangement) στην αμερικανική εκπαίδευση είναι αποτελεσματική και προνεομένη με αναστολές. Να δημιουργηθεί μια διαδικασία που αποτελείται από ένα μικρό σείμα της υποτροφίας και μια μεγαλύτερη τομή του προσαρμογικού και τους τομείς της επικράτειας. Να επικεντρωθεί στην πρόβλεψη του κοινωνικού πιθανολόγημα και την αναβολή των αναπτυξιακών προβλημάτων. 


<table>
<thead>
<tr>
<th>disadvantaged group</th>
<th>main barrier to training*</th>
<th>co-financing schemes</th>
</tr>
</thead>
<tbody>
<tr>
<td>older workers</td>
<td>weak demand with equal or higher employers' supply</td>
<td>(pay-back clauses)</td>
</tr>
<tr>
<td>(low-educated workers)</td>
<td></td>
<td>(interest subsidy; loan, grants, etc.)</td>
</tr>
<tr>
<td>workers with low literacy</td>
<td>low supply due to individual characteristics</td>
<td>(improving cost-sharing; LAs)</td>
</tr>
<tr>
<td>(involuntary part-time workers, temporary workers)</td>
<td>low supply due to firm characteristics</td>
<td>(targeted tax deductions), etc.)</td>
</tr>
<tr>
<td>non-supervisory workers</td>
<td>low demand and low employers' supply</td>
<td>(empowering schemes; LAs)</td>
</tr>
<tr>
<td>workers in low-tech industries and / or industries with many firms</td>
<td>low demand</td>
<td>(prime-age)</td>
</tr>
</tbody>
</table>

* fiscal policy

LAs: Individual Learning Accounts
<table>
<thead>
<tr>
<th>Country</th>
<th>Description</th>
<th>1998</th>
<th>1999</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>120% (continuous vocational training)</td>
<td>6%</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Japan</td>
<td>35% (training expenditure tax credit)</td>
<td>12%</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>Japan</td>
<td>150% (payroll)</td>
<td>20%</td>
<td>25%</td>
<td>30%</td>
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<tr>
<td>Japan</td>
<td>110% (technical qualification)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Japan</td>
<td>120% (function)</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Japan</td>
<td>25% (modification of production plans)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

[31] 1994 [time-saving account] and 1995 [working time account]
32) A national loan scheme
33) (individual learning account)
34) (accountability)
35) (quality)
36) (training leaves)
37) (part time training or study)

<p>| | | | | | |</p>
<table>
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</thead>
<tbody>
<tr>
<td>LearnSave</td>
<td>0: 21~65</td>
<td>18~21</td>
<td></td>
<td></td>
<td>(matched saving credits) (set up own business)</td>
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<tr>
<td></td>
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<tr>
<td>Basque (IKASTXEIN)</td>
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<tr>
<td>(Skandia)</td>
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<tr>
<td>(nation-wide programmes):</td>
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<td></td>
</tr>
<tr>
<td>(Arkansas)*</td>
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<td></td>
<td></td>
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</tr>
</tbody>
</table>
**III. Training-Leave Schemes**

<table>
<thead>
<tr>
<th>No.</th>
<th>Scheme Description</th>
<th>Duration</th>
<th>Funding Mechanism</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>3-12 months (vocational training)</td>
<td>14.53%</td>
<td>Social Security (Employment Service)</td>
<td>2002</td>
<td>2.26% (0.1%)</td>
<td>2001</td>
</tr>
<tr>
<td>02</td>
<td>3-12 months (vocational training)</td>
<td>40%</td>
<td>Social Security (Education and Training Insurance)</td>
<td>2002</td>
<td>2.02% (0.2%)</td>
<td>2001</td>
</tr>
<tr>
<td>03</td>
<td>3-12 months (vocational training)</td>
<td>40%</td>
<td>Social Security (OPACIF)</td>
<td>2002</td>
<td>3.26% (0.01%)</td>
<td>2002</td>
</tr>
<tr>
<td>04</td>
<td>3-12 months (vocational training)</td>
<td>80%</td>
<td>Social Security (State Education Loan Fund)</td>
<td>2002</td>
<td>1.94% (0.01%)</td>
<td>2002</td>
</tr>
<tr>
<td>05</td>
<td>3-12 months (vocational training)</td>
<td>20%</td>
<td>Social Security (Tripartite Foundation)</td>
<td>2002</td>
<td>0.7%</td>
<td>2002</td>
</tr>
</tbody>
</table>

* Notes:

- **Note**: The duration of training varies from 3 to 12 months.
- **Note**: The funding mechanisms include social security and state education loan funds.
- **Note**: The years 2001, 2002, and 2003 are mentioned for funding data.

---

**(a)** **Note**: The alternation leaves are specified for certain years.

**(b)** **Note**: Individual training permits are mentioned in separate sections.

---

**(c)** **Note**: The terms "tripartite" and "study allowance" are also noted.
3. \textbf{International Labour Organization: ILO}

The International Labour Organization (ILO) is a specialized agency of the United Nations. Its tripartite structure involves governments, employers, and workers to promote social and economic rights. The ILO has 177 member states and is headquartered in Geneva, Switzerland. One of its main programs is the ILO's Understanding on Social Dialogue (InFocus Programme on Skills, Knowledge and Employability: IFP SKILLS).

The ILO promotes fair labor practices and social dialogue to improve workplace conditions and labor standards.
(lifelong education for all)
· ﻋﺪد ﻋﻈد (investment in training)
· ﺪﺪد ﻋﻈد (training policy reform)
· ﻋﺪد ﻋﻈد (lifelong learning)
· ﺪﺪد ﻋﻈد (skills for the working poor)
· ﻆﺪد ﻋﻈد (strategic alliances)
· ﻋﺪد ﻋﻈد (skills recognition and national qualification framework)
· ﻋﺪد ﻋﻈد (core work skills)
· ﺪﺪد ﻋﻈد (workplace learning and training)
· ﺪﺪد ﻋﻈد (disabilities and work)
· ﺪﺪد ﻋﻈد (older workers)
· ﺪﺪد ﻋﻈد (skills development for the youth)
· ﺪﺪد ﻋﻈد (employment service reform)
· ﺪﺪد ﻋﻈد (promotion of public - private partnership in employment service)
4.  

38) นิสิตที่มีสกิลที่ดี ว่า IFP/ SKILLS ที่ดี ในขณะที่ Mr. Trevor Riordan ไม่ได้ให้การสนับสนุน.

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网络

...
IV. Sustainable Development

1. Sustainable Development

Sustainable development is crucial for the well-being of communities and the environment. It involves managing natural resources and technologies in a way that meets the needs of the present without compromising the ability of future generations to meet their own needs. This is achieved through a balance of economic, social, and environmental objectives. Sustainable development (sustainable development) is not just about economic growth, but also about ensuring that all people have the resources they need to lead fulfilling lives. It requires collaboration and commitment from governments, businesses, and individuals.
IV. Technical cooperation and employment services

... (training policies and programmes), ... (equity issues), ... (technical cooperation and employment services)
...


Loewenstein, M. A., & Spletzer, J. R. (1999a). General and specific training:


*OECD employment outlook*, Paris: OECD.


1. - 2. -

2. 1:  

3. - 5. -

-  

-
(pre-market discrimination) are encouraged to provide these benefits to
investors, and to continue to do so (social capital) that enables the
establishment of the trust needed for investment.  

-  

-  

-  

-  经济基础
\[54\]

\[\Rightarrow \text{ gains from trade.}\]

\[\Rightarrow \text{(immigrant)}\]

\[\Rightarrow \text{(emigrant)}\]
6. ~ 7. -
8. ~ 10. -

- The transition from school to work is often marked by significant changes in one's life. These changes can be both positive and negative, depending on the individual's preparedness and adaptability.

⇒ This is particularly true for (school-to-work transition), where the transition from academic to professional life can be challenging (2).
• 请提供您所知道的关于这个问题的答案。

• 如何解决这个问题？

  通过分析问题的各个方面，我们可以找到解决方案。

  ⇒ 请提供您所知道的关于这个问题的答案。

• 如何处理这个问题？

• 请提供您所知道的关于这个问题的答案。

• 请提供您所知道的关于这个问题的答案。
11. ～ 13. -

- 为什么你会觉得如此？你是否理解自己，知道自己
  喜欢什么？

- 你是否已经准备好面对/承受某些事情？
  你是否准备好开始新的旅程？

- 你对自己的未来有什么期望？
1. ~ 4.

6. 6. (social learning net)

5.

7. 7. (flexicurity)
8. ~ 11.


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