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## Strategies for Utilizing Highly Experienced Korean Women Scientists and Engineers in an Era of Population Decline

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South Korea faces a serious challenge due to its rapidly declining birthrate—recording the lowest among OECD countries. This decline in birthrate is leading to a shrinking workforce, adversely affecting the supply of science and technology talent. In response, the Korean Academy of Science and Technology's Committee for Women Scientists has initiated the issue report to explore how experienced women in science and technology can be better utilized to maintain and enhance the workforce during this era of demographic change. This report examined the status and trajectory of highly experienced women in ST; to identify the aspirations of these professionals post-retirement and to propose policy directions to facilitate their continued contributions. The findings of the report will be shared in this talk.

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