

2019

WTO

WORK TOGETHER FOUNDATION

WTK

**INCLUSIVE  
EMPLOYMENT  
FOR ALL**

**SHAPING  
THE FUTURE  
WITH ALL**

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#### Objective

The Work Together Foundation publishes an annual report each year, to inform our stakeholders of our activities and achievements during the previous year. This Annual Report 2019 focuses on what WT has done and achieved to enhance the sustainability of society and individuals. This report also introduces WT's partners at home and abroad who sympathize with and support our vision through a wide range of activities and initiatives.

#### Period and Scope

This report covers WT's activities and achievements during fiscal year 2019 (January 1-December 31, 2019).

#### Verification

All of the information in this report is based on indices that have been discussed and verified by the leadership and staff of WT.

#### Inquiries

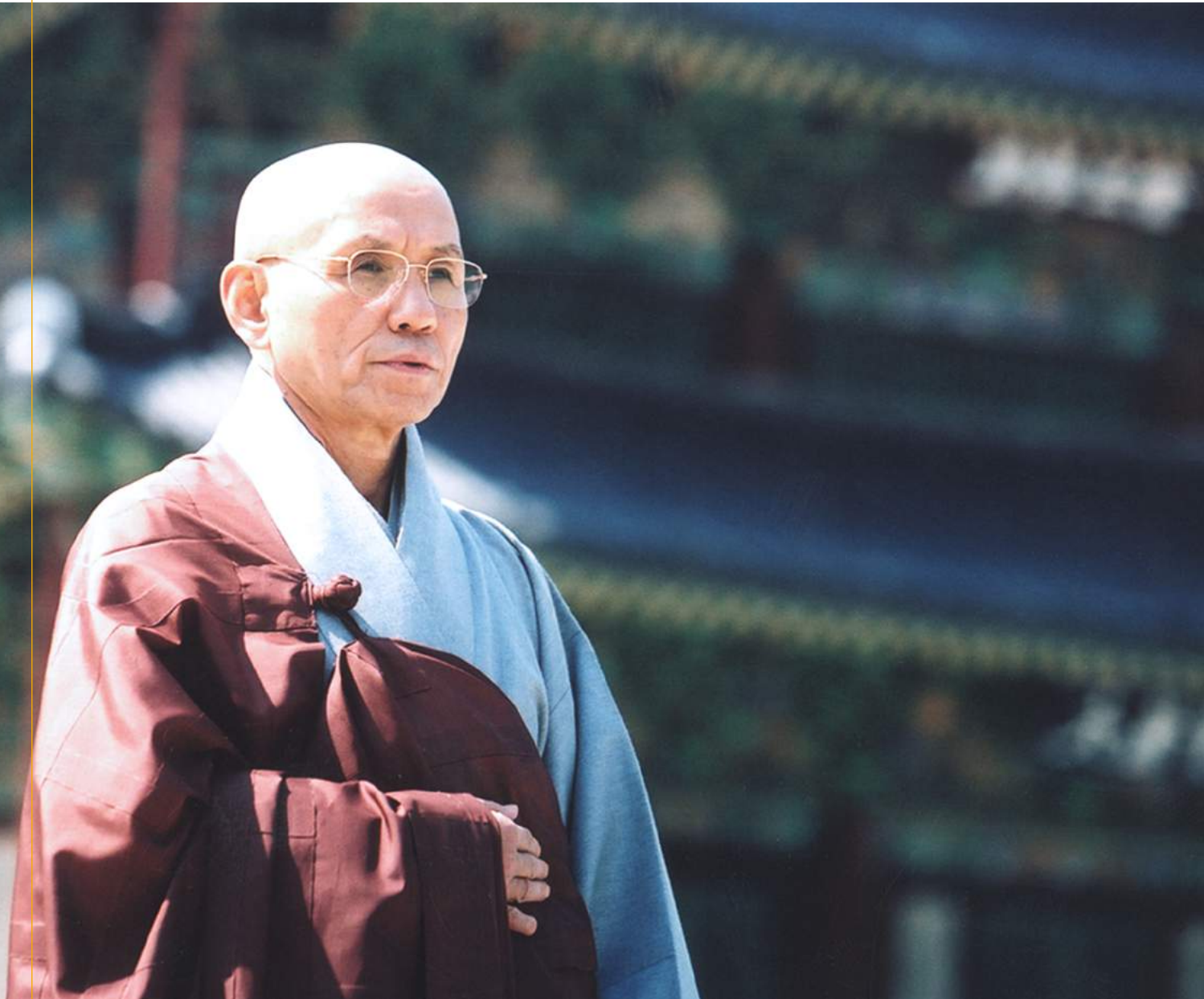
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# Work Together Foundation Annual Report 2019

Inclusive Employment for All  
Shaping the Future with All

## Chairperson's Message

**Having created jobs in the social economy for 16 years, WT will continue to develop new models of employment.**



Sixteen years have now passed since the Work Together Foundation (WT) was founded, with the mission of “creating a happy society through quality employment and reducing social polarization.” Since its inception, WT has carried out a wide range of activities to create jobs and support social enterprises, while operating loan programs to help social companies faced with financing difficulties.

In line with the rapid development of the fourth industrial revolution, the low birthrate and population aging, economic growth has been sluggish and the job market remains frozen. As part of our efforts to offer a model of career-based jobs utilizing the experience and expertise of the newly middle-aged and the elderly, WT has trained seniors who had retired or whose careers had been interrupted, as Senior Care Managers. Senior Care Managers engage with the elderly suffering from mild dementia in cognitive activities that will help to prevent the further progression of dementia and keep them in better health.

WT has also undertaken a Social Senior Partners Program to discover and offer jobs to seniors having the experience and expertise required by social economy companies, in an effort to develop new models of employment taking advantage of their knowledge and skills and to encourage the elderly to address their employment needs by themselves. In particular, the diversification of the education provided and the development of an operational manual have enhanced and stabilized WT's senior job programs.

In line with the government's commitment to boosting the social economy, WT achieved unprecedented growth both quantitatively and qualitatively during 2019. A foundation was laid for participation in society by youths and seniors, and a social economy ecosystem was established with the creation of new job models. However, the quality of this employment remains a concern. To this end, WT feels a tremendous responsibility for our founding mission, and will endeavor to determine what needs to be done to promote employment in the social economy.

WT has overcome countless crises and challenges to stand where it does today. All of these meaningful outcomes would have not been possible without the support from our partners. We ask for your continued interest in and encouragement of WT's journey to fulfill its mission of leading employment initiatives and creating a society in which all can work together.

Thank you.

Chairperson  
Work Together Foundation

송원규

# About the Work Together Foundation

WT strives for the creation of a happy society in which everyone who wishes to can work.

The Work Together Foundation (WT) was established in 2003 with the mission of “conquering unemployment.” Since then this non-profit private foundation has devoted itself to creating quality jobs with a goal of reducing social polarization and making a healthier society. WT discovers social enterprises and supports their continued growth as new models of employment provision, while striving to create opportunities and an environment in which youth, women, the middle-aged and seniors can all work irrespective of age or gender. WT also provides forecasts of unemployment and poverty conditions through a variety of means such as campaigns, research and publications.

## Legal Basis and Founding Mission

WT is a public-interest corporation established in June 2003 pursuant to Article 4 of the Act on the Establishment and Operation of Public Interest Corporations, Article 32 of the Civil Act, and Article 4 of the Ministry of Employment and Labor’s Rules on the Establishment and Supervision of Nonprofit Corporations. Its mission is to resolve problems of unemployment and reduce the precariousness of employment by supporting the underprivileged, social jobs, employment for youth from low-income households, and social enterprises.

## Core Values



# History

The path that WT took over the course of its long history is itself a meaningful legacy and achievement.

## 1998

- **National Movement Committee to Overcome Unemployment (NMCOU) launched (co-chaired by Kang Won-yong, Kim Su-hwan, and Song Wol-joo)**  
: To overcome nationwide unemployment and economic depression during Asian Financial Crisis

## 2003

- **NMCOU relaunched as National Foundation to Overcome Unemployment (NFON)**  
: Reorganized as public-interest foundation for responding more actively to protracted and structural problem of unemployment
- Youth Employment Fair held (Ministry of Employment and Labor [MOEL], MBC, and The Hankyoreh)
- Programs to support social jobs and enterprises undertaken
- Financing program for social enterprises initiated (Local Development Fund)
- Programs for establishment of private social safety net undertaken

## 2004

- Kyobo Dasomi Nursing Group established and operated (Korea's first-ever social enterprise, Kyobo Dasomi, then founded in 2007)
- Fun Culture School launched and operated (Samsung Securities)
- Job Creation Movement Headquarters launched
- Hope Fund Donation Relay Campaign launched (MBC)

## 2005

- Senior Traditional Culture Curators Training and Dispatch Program launched

## 2006

- **NFOM Policy Institute established**  
: To propose solutions to unemployment and poverty
- Lunchbox Project for Undernourished launched (SK)
- Love Sharing Nursing Group launched and operated (POSCO)
- Hope Networking Youth Center opened

## 2007

- Local Hubs of Social Enterprises Project launched
- Project for Child Welfare Guardians launched (Ministry of Health and Welfare)
- Won Social Innovation Award at Peter Drucker Innovation Awards
- Management consulting for social jobs undertaken (commissioned by MOEL)
- Organization to support foundation (certification) of social enterprises launched (MOEL)

## 2008

- **Renamed as Work Together Foundation (WT)**  
: Undertaking diverse programs to reduce social polarization and create sustainable jobs for a happier society
- Won Prime Minister's Award for fostering social enterprises
- Program supporting new and renewable energy social enterprises in abandoned mining towns in Gangwon-do launched (Hi-One Resort)
- Program for incubating social enterprises specialized in cultural heritage launched (Cultural Heritage Administration)
- Social Entrepreneurs Academy operated
- Hosted 1st Asian Social Entrepreneurs Summit (ASES)

## 2009

- Organized National Contest of Social Ventures (commissioned by MOEL)
- Social Venture Incubating Center Mapo opened (Korea Life Insurance Association)
- Project to support growth of prospective social enterprises launched (Korea Electric Power Corporation [KEPCO], BAT Korea)
- Project for training and job placement of accounting experts launched (Shinhan Bank)
- Project supporting social enterprises to promote ethical consumption launched (G Market)
- Project to provide facilities and equipment via 1:1 matching between social enterprises and corporations launched (Export-Export Bank of Korea)
- SBS Hope TV live fundraising launched

## 2010

- Support for establishment of community-based social enterprises begun (LH)
- Project for facilitating distribution of social enterprises launched (Hyundai Home Shopping)
- "Light a Lamp" project to promote self-reliance of unemployed and poor households in Korea launched
- "Smile Together Partnership" project for poor children and households abroad launched
- Youth Dream Center launched (KB Kookmin Bank)
- Care services for the vulnerable initiated (Korea Housing Finance Corporation)
- 2nd ASES held

## 2011

- **Social Venture Incubating Center Yangcheon opened**  
: To provide systematic and professional management support to exemplary social ventures
- Social Entrepreneurs Incubation Project launched (commissioned by Korea Social Enterprise Promotion Agency)
- Project to support prospective social enterprises in field of green growth launched (LG)
- Social Enterprises Guidebook published (commissioned by MOEL)
- Won "NGO Participation Prize" at SBS Hope Tomorrow Sharing Awards

## 2012

- Project to support growth of senior businesses launched (Yuhan-Kimberly)
- Project to support eco-friendly social enterprises launched (Hanwha)
- Regional social economy projects launched (Seodaemun-gu, Geumchoeong-gu)
- Alternative social safety net for youth established and operated
- 3rd ASES held

## 2013

- Senior Employment Fund launched (Yuhan-Kimberly)
- Cooperative Business Model Development Project launched (KEPCO)
- Global Drive Project launched (SK)
- Seeds of Hope Project for Social Enterprises launched (Export-Import Bank of Korea)
- Project to support companies' conversion to social enterprises launched (Hanwha Galleria)

## 2014

- **Hosted 2014 Social Enterprise World Forum**  
: To establish worldwide network through participation by representatives of social enterprises
- Solidarity Fund for Social Enterprises established (Export-Import Bank of Korea)
- IT equipment support and training project for social enterprises launched (Samsung SDS)
- R&D project to support establishment and operations of traditional markets and small businesses (commissioned by Seoul Metropolitan Government)

## 2015

- Project to support small businesses in areas affected by air traffic noise launched (Korea Airports Corporation [KAC])
- Project for incubation of social enterprises in developing countries launched (KOICA)

## 2016

- Senior Care Manager Training and Support Program launched (Yuhan-Kimberly)
- "Hello New () World" project for young IT talent launched (Shinsegae I&C)
- HUG Share Houses 1 and 2 for youth opened (Korea Housing & Urban Guarantee Corporation)
- Social Tech Venture Incubation Project launched (Seoul Metropolitan Government)
- Recognized as "diligent public-interest corporation" by Ministry of Strategy and Finance

## 2017

- Employment Guidance Project for University Students launched (Korea Asset Management Corporation)
- Social Tech Innovation Lab opened (Seoul Metropolitan Government)
- Hankyoreh Charity Flower Campaign held (The Hankyoreh)

## 2018

- **Local Agricultural, Marine and Livestock Products Fairs for regions where power companies have been relocated held (KEPCO)**  
: To realize social values based on mutual growth with local residents
- Inaugural ceremony for Social Venture Incubating Center at its new location
- Porty Care Service for persons with mobility challenges at airports launched (KAC)
- Crowd funding for social economy organizations carried out (KEPCO)
- "Hello New () World" project for young IT talent extended (Shinsegae I&C)

## 2019

- Designated as evaluating entity for fundraising campaign "Kakao Gachi Gachi"
- Social Venture Growth Sharing Project launched
- Participated in Social Enterprise World Forum 2019 as Gold Sponsor
- HUG Urban Regeneration Project launched (Korea Housing & Urban Guarantee Corporation)
- MG Hope Sharing Social Growth Project launched (MG Community Credit Cooperatives)

## Major Activities

WT fulfills its roles and missions in various areas, based on its substantial knowhow and expertise.

For a society in which anyone who wishes to can work!

### Job Creation

WT undertakes a wide variety of job creation projects to help those undergoing financial and social crises due to unemployment, including women whose careers are interrupted, young job seekers and retired seniors. In particular, in line with population aging, WT has been developing new job models for seniors and promoting senior business initiatives, to help baby boomers lead more vibrant and stable lives after retirement.

For continued and stable growth of social enterprises!

### Business Start-up and Incubation

The essence of social enterprises and ventures lies in their realization of social values while making profits at the same time. To help achieve these two objectives, WT provides systematic support throughout the full process of commercialization of business ideas until the inception of start-ups, and fosters social entrepreneurs who will address social issues in innovative and creative manners. WT also designs and delivers programs in order to offer practical assistance to start-up businesses, in collaboration with enterprises, organizations, civic groups, etc.

For the taking root of diverse social economy organizations!

### Enhancing Competitiveness of Social Economy Organizations

To help social economy organizations grow continuously and establish themselves as pillars of our society, WT develops methods to lead the social economy, proposes directions for future development, and offers professional and integrated systems to support the social economy. It also develops policies to boost the social economy and attempts to do its part in the processes of their implementation. Further, WT seeks ways of providing differentiated assistance, such as social financing, management consulting services, and infrastructure support, to help expand the channels of distribution for enterprises joining hands with us in our incubation and growth programs.

To allow young people, the next generation, to dream!

### Education and Support

The social challenges faced by our young generation, including career, employment, educational expense and housing problems, have become increasingly diverse and extreme. To help them to meet these challenges, WT undertakes a variety of educational and support programs to assist young people, the hope and driving force of our future, in pursuing experience and work that suit their aptitudes and talents, and growing into respectable members of society. WT strives to build a broader foundation for employment by reinforcing young people's employability, supporting their self-reliance, and developing social class-specific job models for them. In particular, WT carries out various programs to nurture talent in the areas of IT and information security among high school students, and to enhance the employability of university students for jobs in finance.

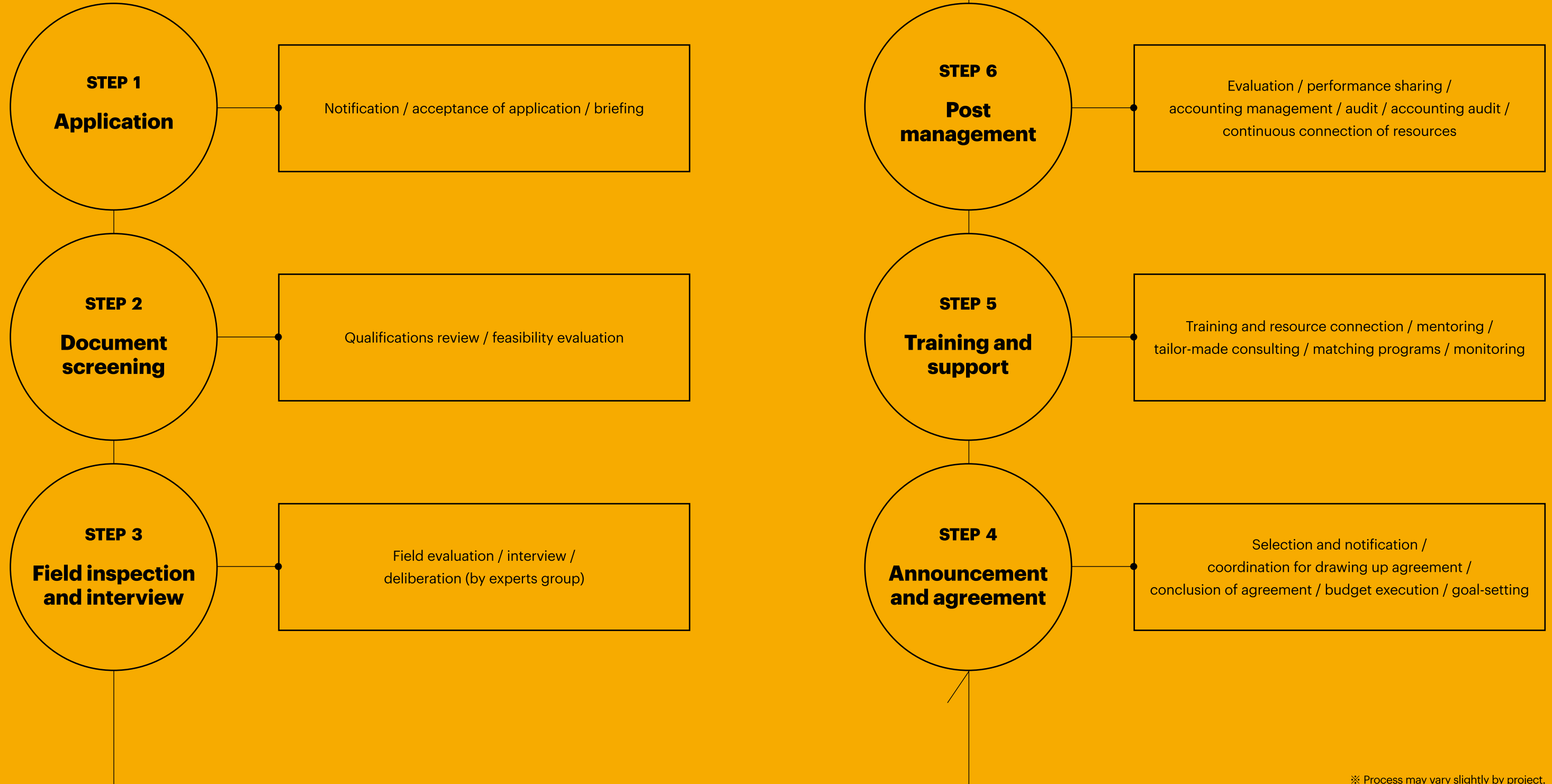
To spread good influence!

### Diffusion of Social Values

A broader base of the social economy and a more cooperative system of solidarity are required to make the social economy ecosystem healthier and richer. In this regard, WT has consistently operated diverse international exchange and support initiatives and community-based solidarity programs over a long period of time. WT studies and shares the trends and cases of social enterprises in foreign countries, advertises the achievements of Korean social enterprises, and works to create social economy networks at home and abroad. In addition, it endeavors to build and diversify platforms for overseas projects, while providing social jobs to help unemployed and poor households abroad become self-reliant. WT also operates a wide range of fundraising campaigns and civic engagement programs, with the goal of forming social consensus and spreading our values.

## How We Work : Business Process

Fairness and transparency ensured in entire processes, based on systematic procedures.



※ Process may vary slightly by project.

## Values and Changes that WT Creates : Business Support Model

The identification of social issues brings support for various projects, creating meaningful outcomes, social values, and changes.

### Identification and verification

#### 1. Social Issues and problems

##### Identification process

- Identify problems or issues that project intends to address or deal with
- Predict potential issues that might arise if project not undertaken
- Develop alternatives to resolve such issues/problems

##### Methodology

- Analyze background of project to explain its necessity
  - Study and analyze related industrial, social, economic, environmental and national policy factors
- Investigate policies relevant to project, statuses of other projects and initiatives, future outlook, trends and prospects of relevant markets, surveys of experts, statistics, and research data

#### 2. Goal-setting

- Define core goals which project aims to achieve
- Provide quantitative performance indicators to facilitate measurement of extents to which the issues being addressed are resolved

#### 3. Selection of beneficiaries and determination of KPI

- Determine who it is that will receive direct support and benefits from project

### Support and activities

#### 4. Inputs

- Requirements of project activities
  - Project budget
  - Human resources
  - Facilities and equipment
  - Training and consulting
  - Physical space

#### 5. Activities

- "Fundamental activities" to be carried out for achieving the stated goals and producing outputs

#### 6. Outputs

- Direct outcomes from project activities
- Quantitative presentation of amounts, scales, scopes, etc. of outputs
- Quantitative outputs that reflect WT character

### Outcomes and achievements

#### 7. Achievements

- Extents to which (quantified) project goals achieved
- Intended results or changes that project expected to bring about
- Key factors for change and KPIs of project

#### 8. Diffusion of social values

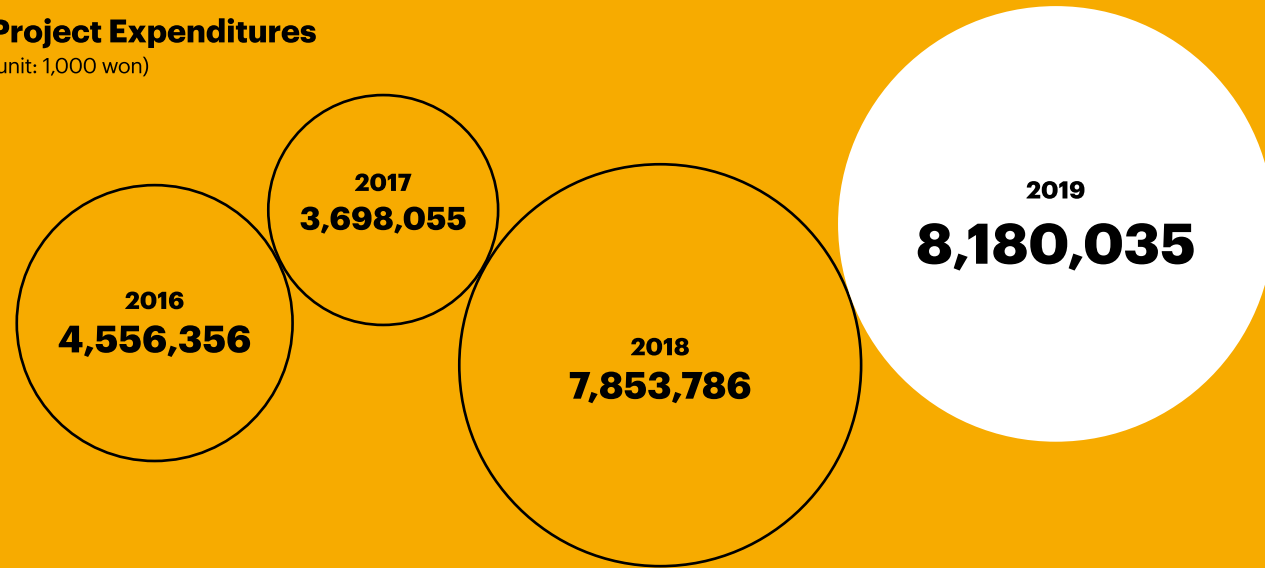
- Factors causing spread of social impacts
- Direct and indirect changes and ripple effects expected for future as project achievements spread



## Highlights by Number

The many accomplishments of WT, and their trends over the past few years, are shown here based on numbers.

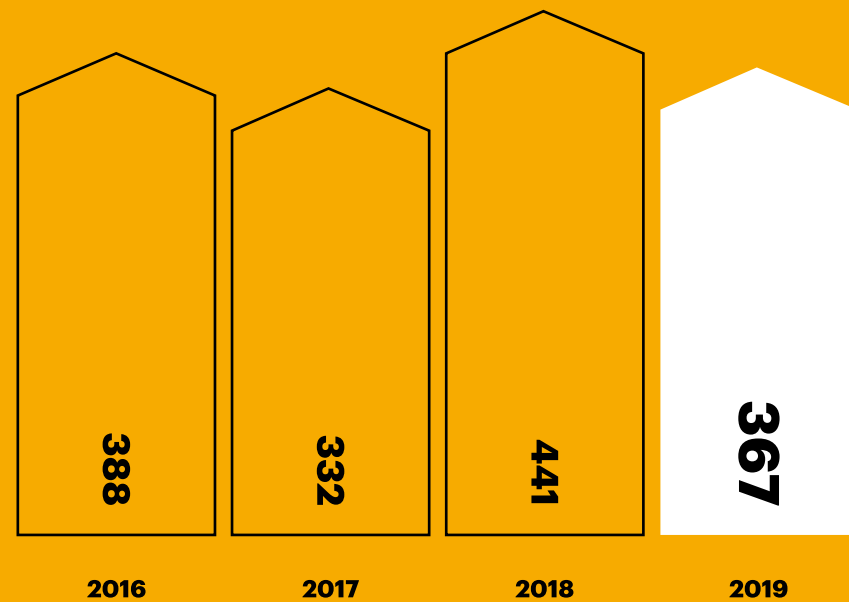
### Project Expenditures (unit: 1,000 won)



Total in 2019

# 24,288,232

### Numbers of Organizations Supported (unit: organizations)

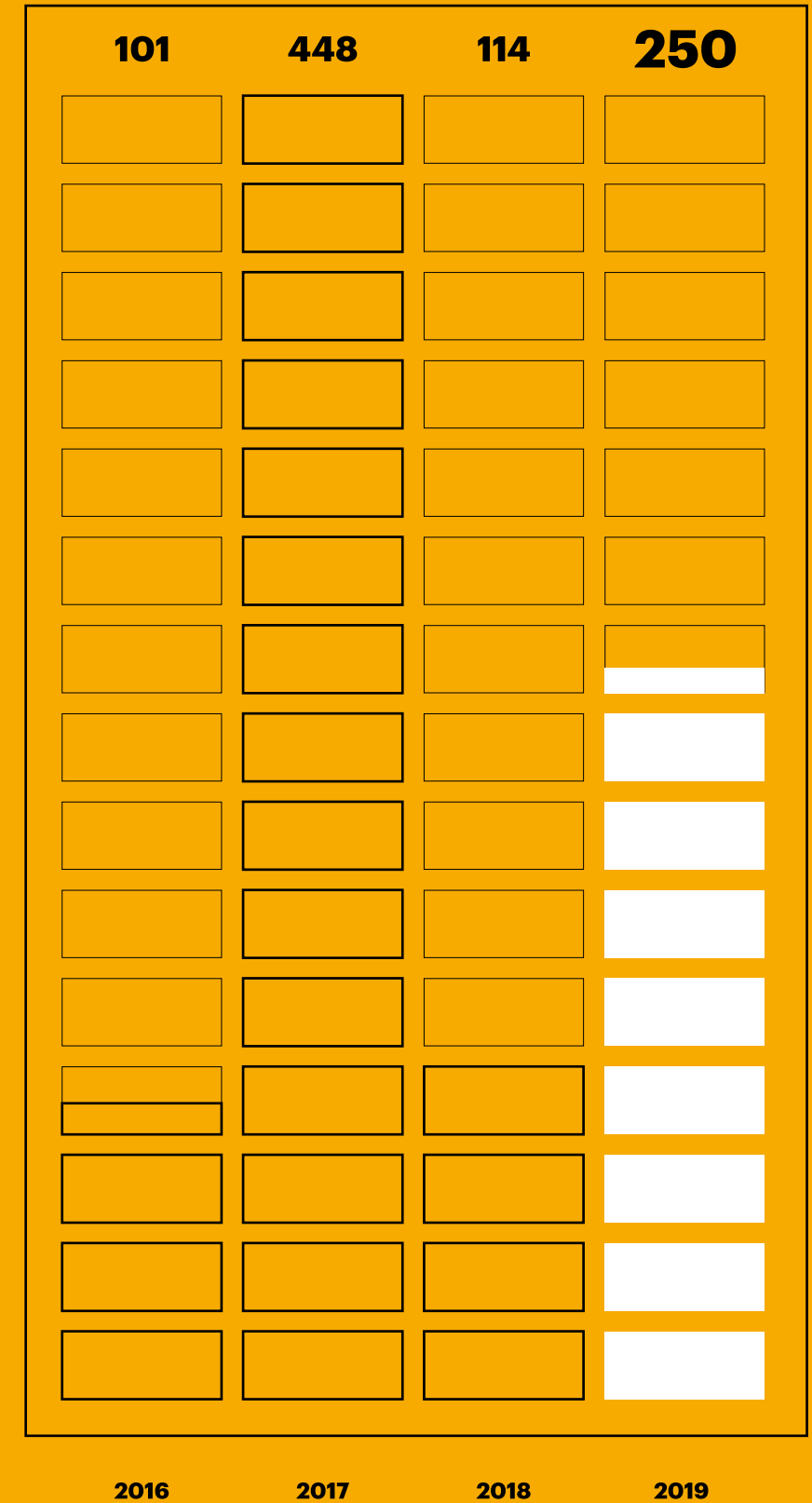


Total in 2019

# 1,528

### Numbers of Partners (unit: organizations)

The number of our partners rose compared to the previous year during 2017, due to the increased number of organizations partnering with the beneficiaries of the Smile Together Partnership Program. During 2019 WT continued to collaborate with government ministries responsible for employment and labor, and new corporate donors came on board as well.

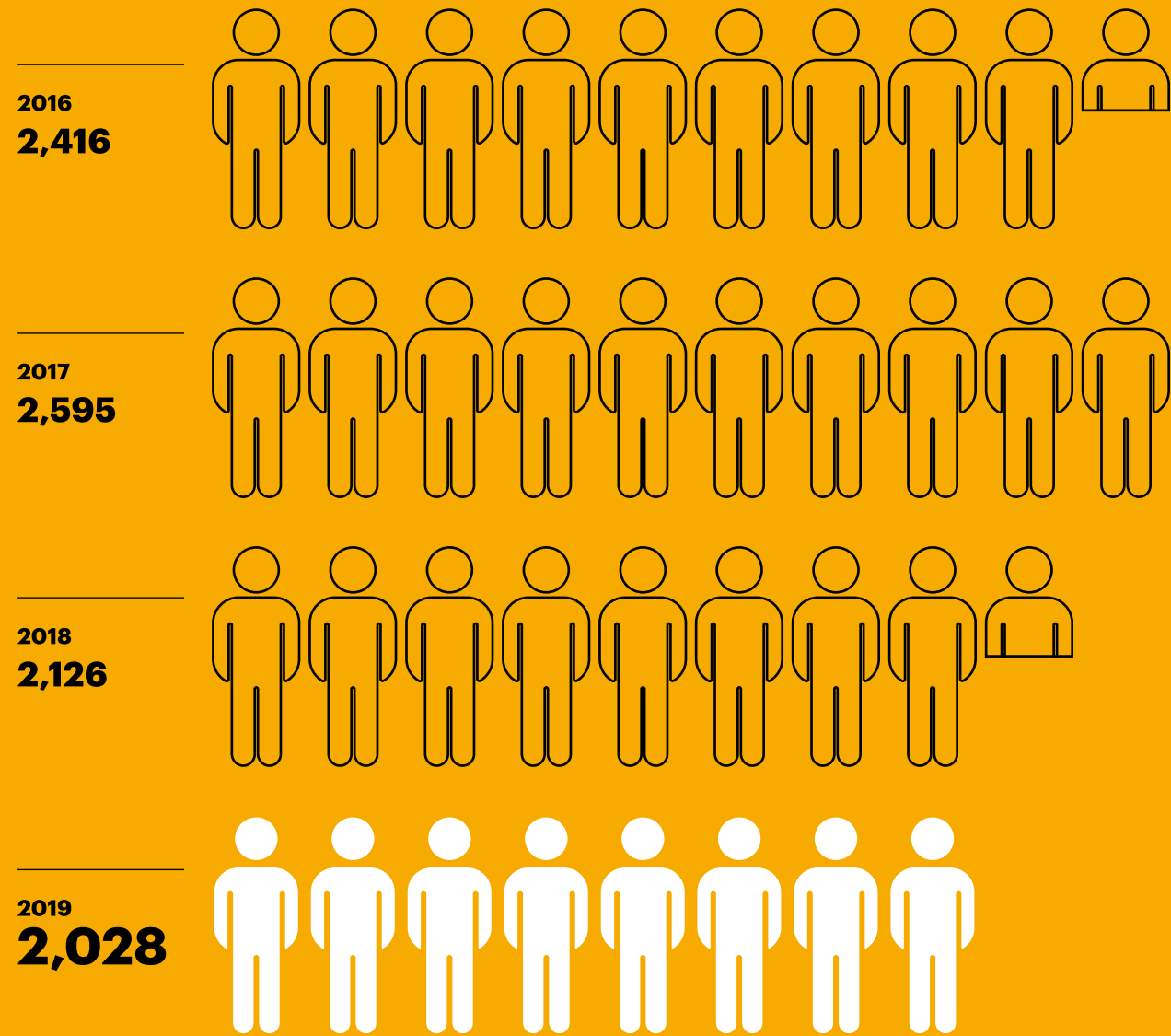


Total in 2019

# 913

### Numbers of People Employed (retained in employment)

(unit: persons)

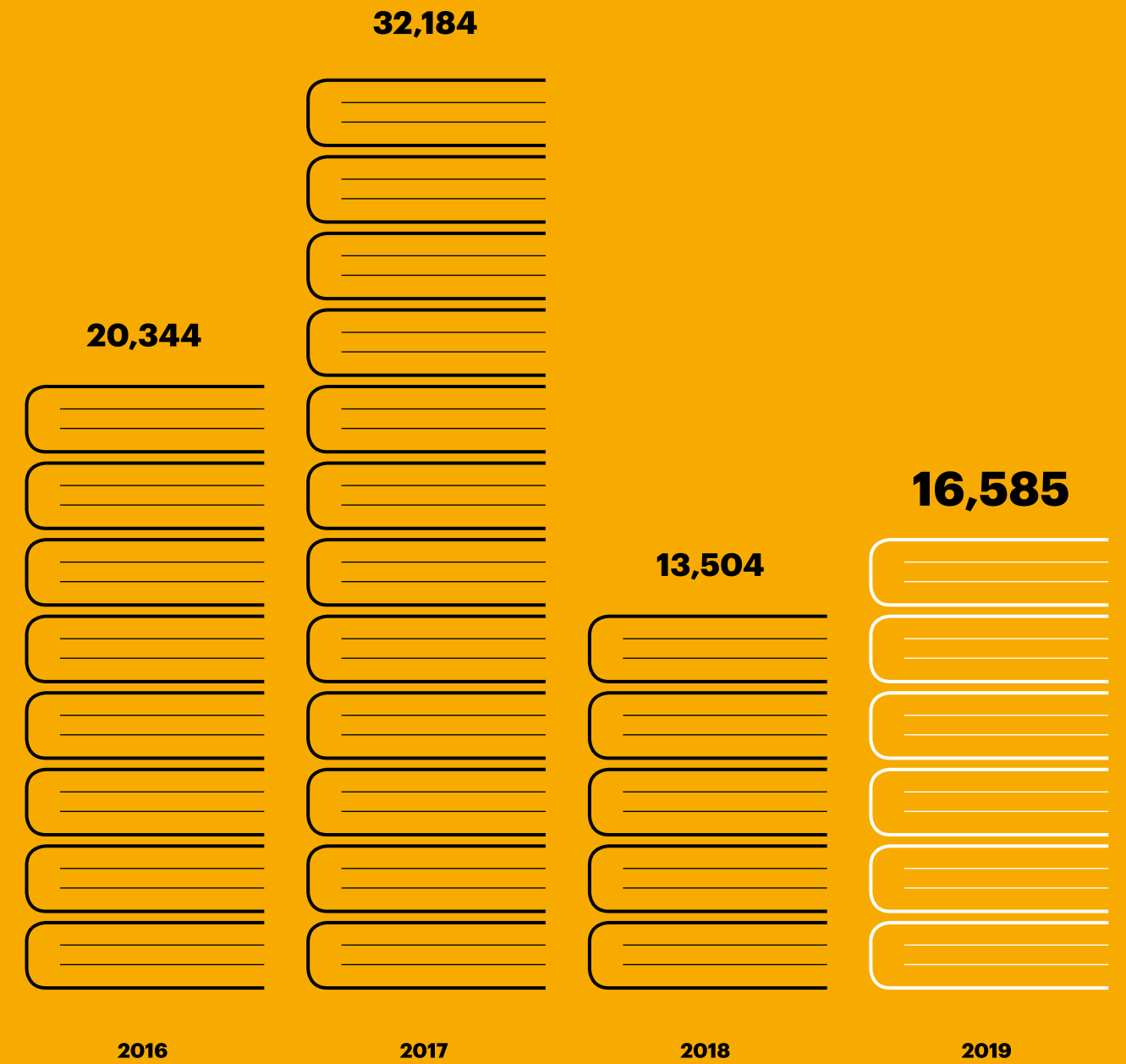


Total in 2019

**9,165**

### Numbers of People Trained

(unit: persons)



Total in 2019

**82,617**

# A Look into 2019

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# PROJECT REVIEW 2019

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The number of unemployed persons in Korea stood at 1,073,000 in 2018, up by 50,000 (4.9%) compared to the previous year. The country's annual employment rate was 60.7%, while its unemployment rate reached a 17-year high of 3.8%. Attention is drawn to the fact that the unemployment rate among those in their 20s showed a reduction (-0.4%), while the rate among those aged 40 and above rose, giving a gloomy outlook for the aging society. Despite the positive indication of a decline in the rate of youth (aged 15~29) unemployment, there was at the same time a 9% year-on-year increase in the number of discouraged workers, which carries a number of implications.

Economic growth has been sluggish, and the improvements of employment indices have been limited. WT has long played its part as a private entity devoted to the creation and supporting of jobs. During 2019 as well we reached out to those in need and the marginalized, and tried as we always have to help and be there for those showing potential. Our existing projects were thoroughly reviewed and refined to produce more practical outcomes, and new initiatives deemed necessary were undertaken without hesitation.

WT also strengthened its ties with various external stakeholders, by expanding integrated job programs to create values to be shared among enterprises, and by devoting efforts to new projects and job experiments through which job policies required for the current generation could be realized. At the same time, WT endeavored to enhance its internal communication and human resources to increase its capacities for responding to the ever-changing environment in a flexible manner. WT devoted its best efforts as well to delivering more programs that could be done together with civil society, with the goal of enhancing consensus and the foundations for support. Let us take a look now at these various experiments and achievements.

## Job Creation

- 21 Small Business Collaboration Support Project for Neighborhood of Yangcheon-gu Affected by Air Traffic Noise
- 21 Work Together Senior Jobs Project
- 22 Senior Care Managers Training and Support Program
- 24 Social Contribution Project for Expansion and Specialization of Airport Party Care Services

### Chapter 01

# Job Creation

## Small Business Collaboration Support Project for Neighborhood of Yangcheon-gu Affected by Air Traffic Noise

WT supports small businesses that form the bedrocks of their local economies and communities, to help them provide healthier jobs for their employees and better quality lives. WT has been helping the Yangcheon Bag Makers Cooperative, for neighborhoods of Yangcheon-gu prone to air traffic noise, to establish a sustainable business model, develop unique brands and designs, and expand its channels of distribution.

### Yangcheon Bag Makers Cooperative

**Foundation** July 2015  
**Location** Sinwol-dong, Yangcheon-gu  
**Products** 30 types of bags (backpacks, suitcases, etc.)  
**Remarks** Use of domestic materials; custom orders for groups available

### Key Achievements in 2019

- Recognized as a (prospective) social enterprise by Seoul Metropolitan Government
- Selected for "Best SME Product of the Month" award by Korea Economic Daily
- Produced five prototypes of new bag designs, and held design contest
- 128% of target achieved in funding for exclusive bridge shopper bag made in collaboration with young social entrepreneurs

## Work Together Senior Jobs Project

WT trains seniors, who had retired or whose careers had been interrupted, as Senior Care Managers. Senior Care Managers engage in cognitive activities with the elderly suffering from mild dementia, to help prevent further progressions of their dementia and keep them in better health. It also operates the Social Senior Partners Program to discover and offer jobs to seniors equipped with the experience and expertise required by social economy enterprises, in an effort to develop new models of employment taking advantage of seniors' knowledge and skills and to encourage them to address their own employment needs.

### Number of Silver Care Managers Trained

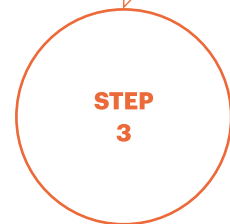
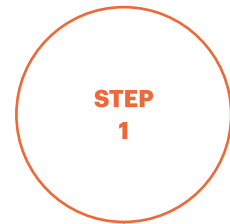
20

### Number of Social Senior Partners

5



## Senior Care Managers Training and Support Program



Senior Care Managers engage in psychological and cognitive activities with the elderly requiring care, to help improve their physical and mental health. This project creates jobs for retirees, while helping the elderly regain health and address their issues by themselves.

### Identification

#### Identify social issues and define goals

- Fulfill desires of seniors and early-retirees to engage in society and provide them a source of income
- Offer quality programs to support emotional stability of the elderly at ill-equipped care facilities

### Inputs

#### Training and management

- Job mentoring and training for nurturing experts
- Heightening of public confidence through training courses for acquiring professional licenses

### Activities

#### Matching and dispatch

- Senior Care Managers sent to daycare centers and nursing homes to provide emotional and cognitive programs
- Average of 3 organizations matched per Senior Care Manager
- Average 24 visits per organization by Senior Care Managers

#### Operational manual

- Perception of free services improved, and roles of Senior Care Managers specified
- Quality working environment created by defining working hours and roles of Senior Care Managers

### Outcomes

#### Achievements

- Developed methods for prevention of senile dementia
- Provided seniors chances for social engagement
- Expanded jobs for seniors
- Identified Job models for seniors

#### Select beneficiaries and determine KPI

- Retired seniors aged 55 or over
- Select those having licenses as nurse's aides, physical therapists, care workers or social workers

### Outputs

#### Senior Care Managers

Professional Senior Care Managers who help the elderly requiring care with psychological and cognitive programs to improve their health and mental stability

Number of Senior Care Managers 60

Number of activities 2,703

Post-program social engagement 34.5%

#### Participating organizations

Nursing facilities' difficulties in making connections with external organizations taken into account

Number of participating organizations 120

Conversion into paid services 50%

#### Diffusion of social values

- Alternative jobs for seniors proposed
- Social engagement improved through capacity enhancement of seniors



## What WT pursued in 2019

### Marketable/CSR programs separated

- Converted program into paid service, with subsidy of 10,000 won per session (total 24 sessions) provided to organizations joining program for three or more years or organizations applying for program in duplicate
- Complimentary 24 sessions provided to organizations joining program for two years or less

### Environment for self-reliance created

- Marketability explored by partial conversion of program into paid service
- Roles of Senior Care Managers defined and specialized by development of operational manual
- Service quality improved by introductions of training and marketable services

### Capabilities enhanced

- Capabilities of Senior Care Managers enhanced through training for various cognitive activities
- Public confidence improved through introduction of private license (license for Senior Trainer of Traditional Games, License Registration No: 2014-4462)

### Operational manual developed

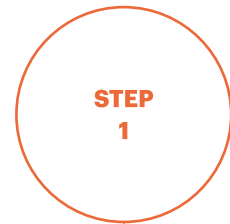
- Benefitting organizations' perceptions of the free services, and Senior Care Managers' mindsets improved
- Roles of Senior Care Managers defined and subdivided



※ A report analyzing the three years of the Senior Care Manager Program provides more detailed information (Work Together Foundation, Senior Care Managers Training and Support Program [2016-2018]: Achievements and Future Directions, June 2019)

## Social Contribution Project for Expansion and Specialization of Airport Porty Care Services

The Porty Care Service helps people with mobility challenges (including the elderly, people with disabilities, pregnant women, and customers with heavy luggage) to move around airports. This program also provides jobs for seniors and enhances safety by facilitating the movement of people with mobility difficulties at airports.



### Identification

#### Identify social issues and define goals

- Lack of facilities and services for people with mobility challenges
- Difficulties faced by retired seniors in engaging in economic activities
- Win-win model based on cooperation between public organizations and social enterprises

#### Select beneficiaries and determine KPI

The vulnerable, seniors aged 60 or over

### Inputs

#### Training and management

- Customer service training
- Public confidence improved through conduct of satisfaction surveys and performance management

### Activities

#### Dispatch and operations

- Teams of four working in rotation (all Porty Care Workers thus available for substitution in emergencies)
- Part-time work offered in consideration of characteristics of senior workers aged 60 or above

#### Operational manual

- Service manual for Porty Care Workers developed
- Levels of understanding and competence of Porty Care Workers enhanced
- Systematic training and standards for feedback established
- Job training customized to seniors provided

### Outcomes

#### Achievements

- Job models identified
- Jobs customized to seniors provided
- Movements of people with mobility challenges facilitated

### Outputs

#### Porty Care

Service helping people accompanied by infants, people with disabilities, the elderly, etc. to get around airports with ease

Number of Porty Care Workers 23

Number of services provided 145,926

Number of service users 245,451

Employment rate 100%

#### Diffusion of social values

Business model for collaboration between public organizations and small enterprises created and spread

## What WT pursued in 2019

### Service manual developed

- Standards for point of contact services, mindsets, and customer interactions, and case-specific response manual established to eliminate confusion
- Understanding of job and service competency enhanced
- Continued service improvement through systematic training and standards for feedback

### Follow-up training for Porty Care Services

- Session 1** Customer service and interaction training, training on Porty Care Service Reservation App
- Session 2** Customer service and interaction training, and education for prevention of incidents of sexual harassment
- Session 3** Understanding and learning of social economy, training and practice on dealing with customers with disabilities
- Session 4** Training and practice on dealing with customers with disabilities

#### <Smart Use of Airport >

How can I use the Porty Care Service?

#### • Access to service

- Call 1661-2626 (KAC Call Center)
- Make request at help point or information counter at airport on day of use

#### • Eligibility

- People with physical difficulties or accompanied by infants
- People with heavy luggage

#### • Remarks

- Reservations up until two days prior to flight
- Reservations automatically cancelled 10 minutes after scheduled time



## Business Start-up and Incubation

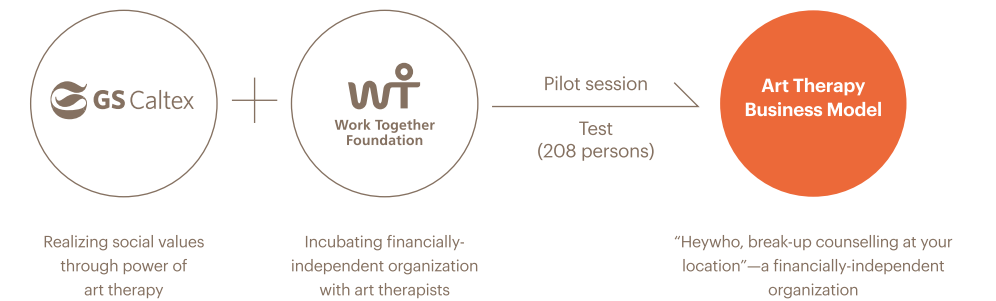
- 27 Art Therapists Organization Project
- 27 Social Senior Ventures Project
- 28 Social Entrepreneurship Incubation Program
- 31 Social Venture Contest (Seoul Region)

### Chapter 02

# Business Start-up and Incubation

## Art Therapists Organization Project

This project is intended to improve working conditions and to ensure job security for art therapists in Korea, by encouraging them to develop an organization of their own. The chances for art therapists to engage in society will be expanded as this organization is able to promote employment security and stable business models.

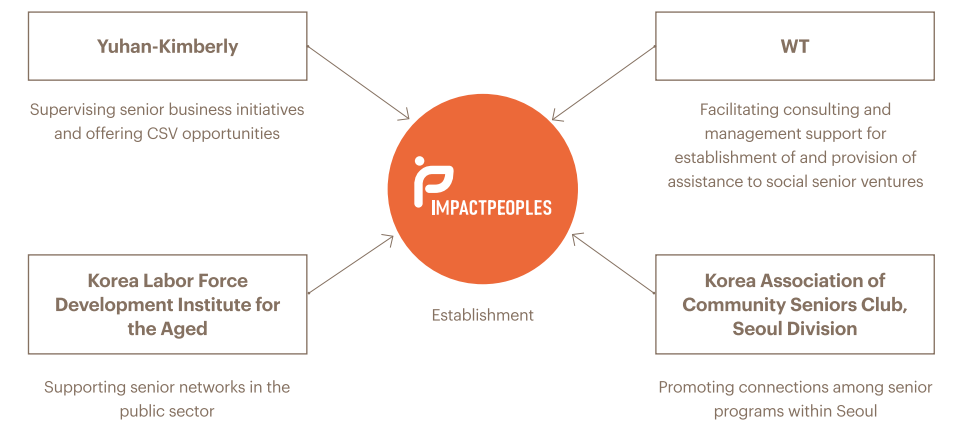


※ Do an internet search for “Heywho” to receive break-up counselling at a preferred location.

## Social Senior Ventures Project

This project supports the growth of companies offering platforms for employment of seniors, with the goal of creating jobs and providing services through senior businesses. WT helps in the establishment of business platforms for senior employment, and contributes to stimulating the ecosystem of senior businesses.

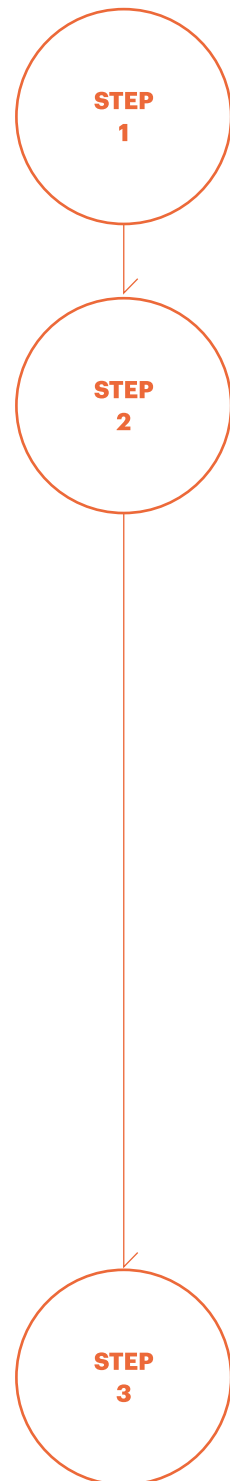
### Roles



### Impact Peoples

Impact Peoples creates an ecosystem for innovative senior jobs by promoting alliances for senior employment, operating online platforms, and developing job models for the elderly.

# Social Entrepreneurship Incubation Program



WT assists in the entire process of business start-up, from the realization of social purposes to the commercialization of ideas for those having the aptitude and will to engage in social entrepreneurship. The Social Venture Incubating Center provides customized services to nurture (prospective) social entrepreneurs who have innovative ideas and passions that will help them to address social issues.

## Identification

### Identify social issues and define goals

- Business ideas for resolving social issues
- Entrepreneurs having excellent ideas
- Entrepreneurs whose ideas merit realization

### Inputs

**Space** Office space for business activities provided (floors 4 and 5 of WT office building)

**Fund** Differentiated funding (average 30 million won per team)

**Mentoring** 1:1 mentoring when needed and professional mentoring provided

**Training** Basic training in social entrepreneurship and business start-up

**Resource connection** Resources of communities and private sector connected

**Growth support** Post management support through provision of training, consulting, etc.

### Activities

#### Prior diagnosis: Consultation and idea development

- Ideas developed through steering committee and experts group
- Diagnosis program, classification of entrepreneurial teams, development of capacity enhancement modules, skillsets
- Consultation based on prior diagnosis, entering, development of business ideas and items

### Outcomes

#### Achievements

- Entrepreneurs fostered
- Social entrepreneurship elevated
- Management capacities enhanced
- Jobs created

### Select beneficiaries and determine KPI

- Teams planning to start social economy businesses
- 20 entrepreneurial teams, 30 second-time contestants

### Outputs

#### Social entrepreneurs

Those with aptitudes and will to be social entrepreneurs

Number of teams starting businesses 50

Number of mentors 82

Hours of mentoring 1,026.5

Hours of training 1,060

Number of resource connections 42

No. of certifications as (prospective) social enterprises 34

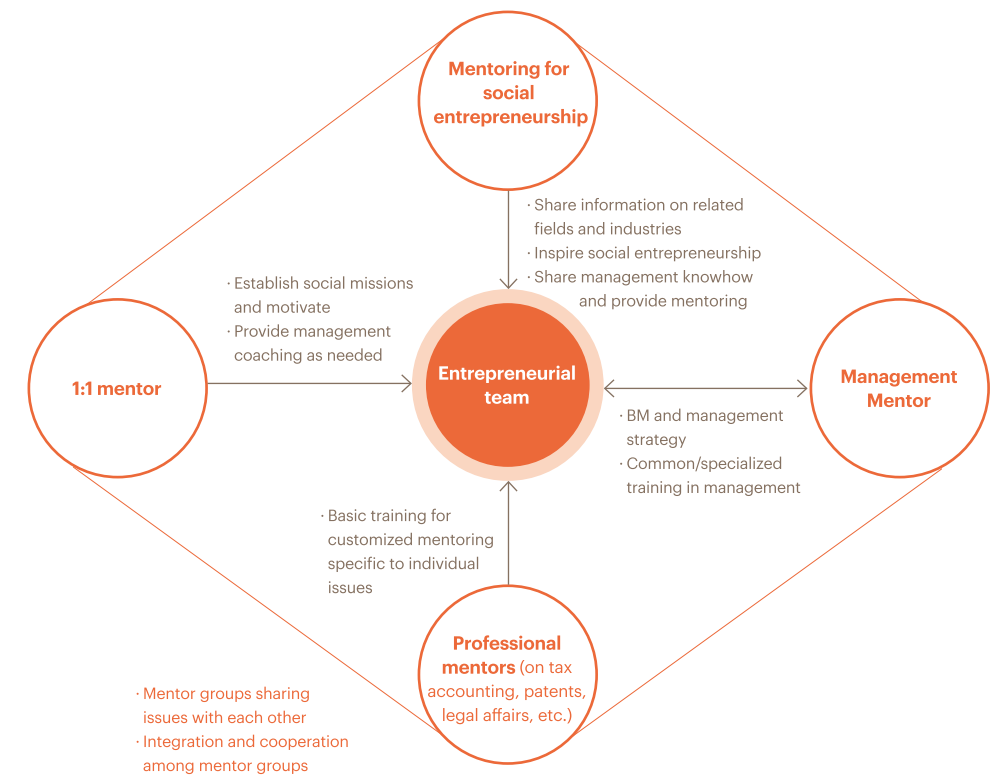
No. of teams establishing corporations 10

Number of jobs created 98

#### Diffusion of social values

- Social values and perceptions expanded
- Social influence enhanced through identification of successful businesses

## Process





## 9th Social Entrepreneurship Incubation Program

Enterprise	Business model	Enterprise	Business model
Lifeline Korea	Providing edutainment and curation services for consulting on disaster prevention training and drills	Yunseul Care	Providing contract-based programs for allocation of donations, and operating programs that help patients to return to their daily lives after completion of treatment
Rainbow Plus	Creating an ecosystem for individual creators and small businesses	Germado	Creating shared stores (selling space) by developing idle spaces
Playing Kids	Designing and manufacturing functional apparel using retroreflective materials	Better Basic	Offering items that can be used by people with or without disabilities, clothing for people with disabilities, special clothing reforms
Writing Store	Facilitating direct transactions between writers and readers; Collecting, adapting, and selling stories from ordinary citizens.	Meilleur	Selling pet healthcare products and operating hands-on programs
Dodohan Collabo	A platform for youth flea markets (providing policy data and contents media services customized for youth)	My Real Gym	Providing pain management and home care services for exercise beginners and seniors
WeRide	Offering contents for urban regeneration based on (public) bicycles	119Reo	Producing bags to help fire fighters using fire suits that have saved lives
Four-eyes	Social economy media community	Collabo With Us	Adding educational values to women's talents to promote economic value, competency enhancement, and better careers
Unicorn	Providing sexual education for youth	Mongjakso Project	Sound source production, music education, concert planning, space rentals, performances
HakDokMan	A "deferred payment solution" for educational fees (learn first and pay later)	Wood Straws	Offering reusable wooden straws
Nitpick	Collecting and processing data on complaints for organizations and enterprises	RediV	"Ssuk-ssuk Market": a commercial platform that facilitates online and mobile distribution for small businesses and community-based enterprises
Mapssi	Production and repairing of functional clothing for people with disabilities	Culture Pot	Planning, developing, and operating barrier-free art and culture contents
Travooks	A platform for fair tourism, engaging marriage immigrants as tour guides for tourists from various countries	We Meet Up Sports	Training and nurturing female athletes who have retired or have interrupted careers, and providing education on adapted sports and organizing sporting events for older women
Cotton Candy Institute	Producing and selling cotton candy in cups made from fair trade organic sugar	Five Senses	A mobile service for parents worrying about the development of their children aged 0-5 ("My Child Has Changed")
Sign Communications	A sound-free café for a getaway from all noise	Tour Guides Cooperative	A one-stop shop service for tour service workers
Persimmon Tree	An online tipping platform to reward service workers	Mind Step	Developing and distributing programs to prevent and address school violence through the arts
Mentory	Promoting urban regeneration projects led by rural area youth using local resources	Hanbok Road Discovery	Designing Hanbok to be rented for experience, and ensuring sustainability of the Hanbok culture, to revive traditional values and dignity of Hanbok designs and culture
Bitdeul	A platform connecting customers with restaurants based on a shared economy model	Ursula Press	"Adocs," a platform for access to independent publications, and "Agoods," a platform for manufacturing and distributing art products
Escape	Bell Hammer: an emergency escape hammer for buses	Minlee Art Makers	Mitigating conflicts and cultural gaps between natives and migrants in urban regeneration and redevelopment areas near Seoul Station; Planning and operating the "Media Art Lab (Manlab)," a playground and community space for culture and art to promote communication and harmony
Round Impact	Offering design props with themes of Korean Independence Movement	Artworks Group	Developing converged and integrated contents in which design, art and handicrafts are combined
IDQueens	Offering phone cases dedicated to people with visual impairments	Dream & Company	Developing jobs and providing education for people with developmental impairments
Hand Speak	Planning and producing culture and art contents based on sign language (blind culture) (performance, exhibitions, videos, education, etc.)	Social Rocket	Operating exhibitions and providing consulting services for Korean social ventures entering the global markets
People & Bora	Developing tools required for daily lives and improvement of living environment for people with spinal cord injuries and paralyzed hands	Hwaseong Leaders Union Cooperative	Offering project-based career mentoring and planning community-based career cultures
Media Namu	A channel called "Media Fruits," for showing mini documentaries and videos of narrative journalism	Good Impact	Developing social projects and philanthropic marketing
Age-Free	Developing universal designs for people aged 40 and above	Cubrella	Cubrella: a "wet-free umbrella," which helps to reduce waste of plastic wrappers for wet umbrellas
Seeism	Promoting convergence of fine art and commercial spaces by creating public fine art spaces, and curating artistic spaces for small economies	Luce Music Society	Classical concert education, production and performance

## Social Venture Contest (Seoul Region)

The Social Venture Contest discovers brilliant ideas that accord with its purposes, and encourages contestants to apply their ideas in starting businesses. The competition is divided into two areas—ideas and entrepreneurial initiatives. Winners are invited to follow-up workshops where they can enhance the competitiveness of their businesses and promote the social economy.

### Achievements

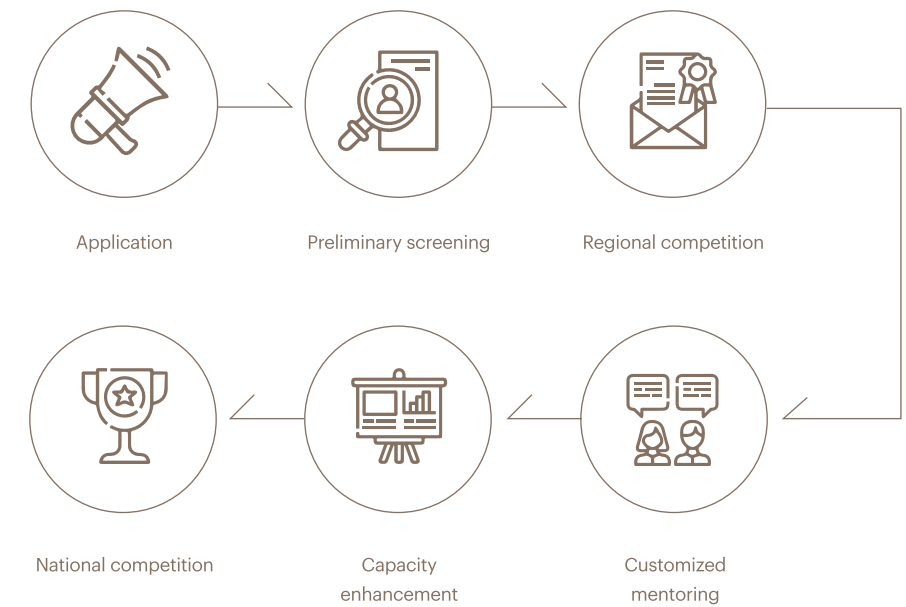
Number of ideas proposed

252

Number of teams advanced to Seoul regional competition

67

### Process



## Enhancing Competitiveness of Social Economy Organizations

- 33 Crowd Funding Project for Social Economy Organizations
- 33 IT Infrastructure and Training Program for (Prospective) Social Enterprises
- 34 Social Economy Project for Jeungpyeong-gun
- 34 Go Together with Incheon Airport
- 35 Growth Sharing Project for Social Ventures
- 36 MG Hope Sharing Project for Social Growth
- 38 Social Financing Program

### Chapter 03

# Enhancing Competitiveness

## Crowd Funding Project for Social Economy Organizations

WT helps social economy start-ups and organizations to sell their products through popular distribution channels. This project aims to raise public awareness of the social economy, and to assist social economy organizations in financing their operations.

Number of crowd funding campaigns undertaken

14

Assistance provided

- Pre-funding** Planning of funding support story, production of funding page, product photography, etc.
- Post-funding** Rewards, fees, etc.



## IT Infrastructure and Training Program for (Prospective) Social Enterprises

This program contributes to improving the working environments, efficiency and productivity of domestic social enterprises by providing them support for IT equipment, specialized IT infrastructure, and education in digital marketing. Customized ICT consulting and site inspections are provided, to facilitate an understanding of each enterprise's status and requirements so that its business competitiveness can be reinforced.

IT equipment and infrastructures provided

8

Assistance provided

### IT equipment

- Provided one or more pieces of IT equipment (devices and software) and training to six enterprises
- Up to 4 million won provided per enterprise
- ※ Provision of soft infrastructure made available to beneficiaries selected for purchases of IT facilities equipment

### Soft infrastructure

- One or more IT solution systems (each) built, and training in their use provided to companies
- Up to 7.5 million won provided per company

- Addressing shortages of and deterioration of IT equipment
- Addressing issues of IT soft infrastructure

## Social Economy Project for Jeungpyeong-gun

WT works to discover productive and innovative ideas from social economy organizations and citizens interested in urban regeneration and boosting the social economy of Jeungpyeong-gun, in an effort to promote the social economy and urban regeneration of that county. Future entrepreneurial teams that competed in the Ideas Section are invited to participate in the following year's Social Enterprise Incubation Project, while start-up teams receive support to develop new channels of distribution, and other assistance to facilitate their substantial growth.

### Business support

No. of teams which proposed business ideas

6

No. of teams which received support for business implementations

4



## Go Together with Incheon Airport

This project assists social economy organizations that have operated as corporations for three or more years and desire or are attempting to enter overseas markets, by helping them to develop distribution channels. WT's goal is to enhance the global competitiveness of social economy organizations by providing them basic training on overseas expansion, management consulting, and monetary support for business development, as well as facilitating their connections to online and offline sales platforms, resource connections, and participation in joint exhibitions in overseas countries through networking.

Number of businesses supported

12

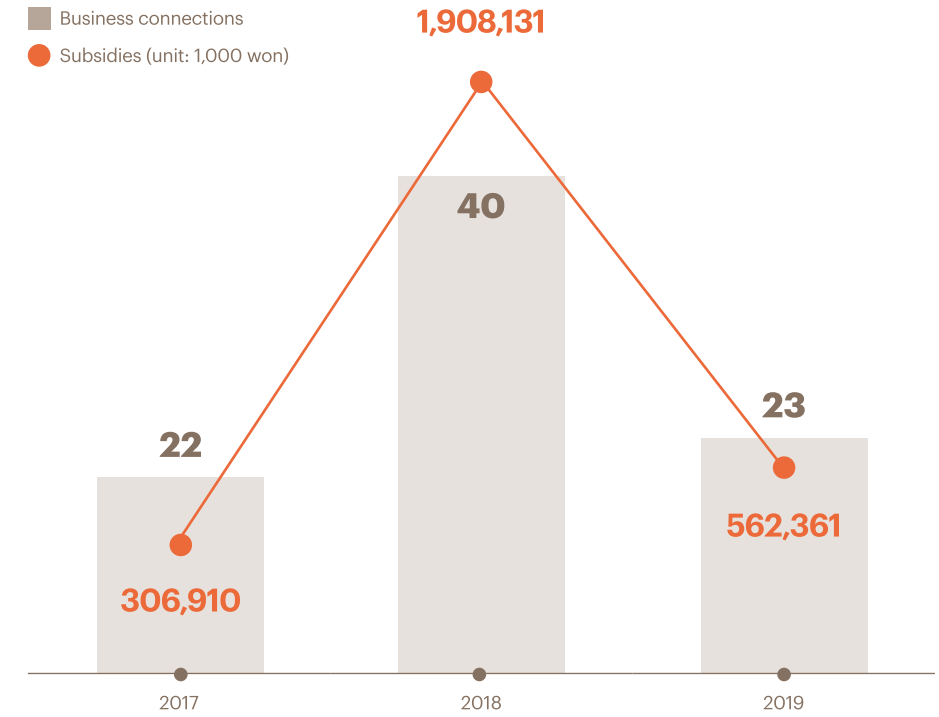
5 project briefings held (Seoul, Daejeon, Wonju, Gwangju, Busan)

- Detailed introduction of projects, guidance on completing applications
- Talk concert: Marketing strategies for global expansion (Seoul)

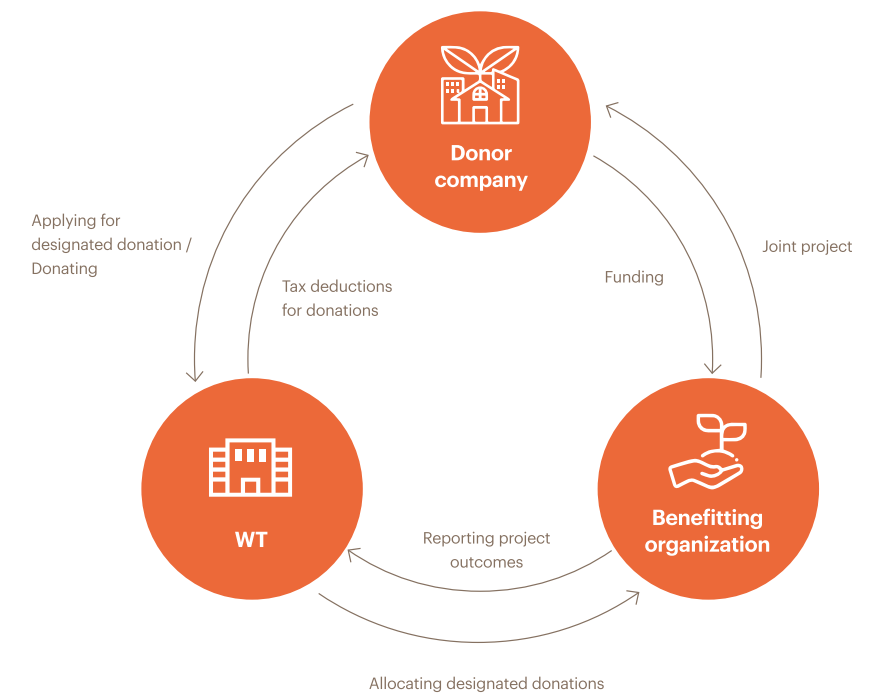


## Growth Sharing Project for Social Ventures

WT works to ensure that businesses can deliver on their corporate social responsibilities (CSR) and that diverse stakeholders in the social economy have stable access to resources. A platform has been built for the sharing of social missions and success stories between donor companies and social enterprises. Through this, WT aims to promote systematic business operations and transparent budget allocation, which will help to ensure that social issues can be addressed in a continuous manner.

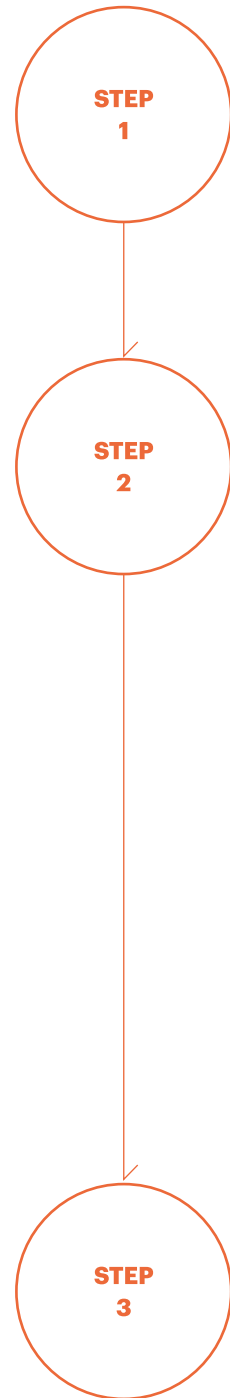


### Process



## MG Hope Sharing Project for Social Growth

WT provides funds to promote the growth of social economy organizations working to fulfill missions addressing social issues within and outside Korea. This project offers an array of tailor-made forms of assistance in consideration of the character of the individual organizations concerned, including support for public relations and for expanding distribution channels. In this way WT contributes to job creation and to the boosting of local economies.



### Identification

#### Identify social issues and define goals

- Need for customized assistance taking into account the individual character of the social economy organization concerned
- Stimulation of local economies and growth of social economy organizations in collaboration with MG Community Credit Cooperatives

#### Select beneficiaries and determine KPI

- Social economy enterprises
- (Prospective) social enterprises, cooperatives, community-based businesses, self-support companies, social ventures, etc.

### Inputs

**Monetary support** 20-70 million won per company (graded support)

**PR** Production of PR contents, support for paid promotions

**Investment** Business briefing (demo day)

**Other** Provision of MG infrastructure support for superior business items and growth companies/enterprises

### Outputs

#### Social economy enterprises

Organizations prioritizing happiness of all members of their communities, and pursuing social values in their business activities

Number of social economy enterprises 20

Number of people employed 120

### Activities

#### Customized growth support

- Customized assistance to help businesses grow (development of distribution channels, management consulting, training, etc.)
- Heightening and propagating public awareness of social economy through PR activities

#### Defining KPI and milestones by organization

- Define KPI based on company's business operations and growth target
- Define milestones (intermediate index) and evaluate

### Outcomes

#### Achievements

- Various business models developed
- Win-win model for local economy developed
- Enhancement of companies' self-reliance and growth as players in local economies

#### Diffusion of social values

Competitiveness and sustainability of social economy organizations enhanced

## What WT pursued in 2019

### Use of purchasing power within MG

- Used MG's internal purchasing power to promote sales of products and services offered by social economy enterprises
- Provided support for service purchases, expansions of distribution channels, enterprises' growth into small giants

### Regional support utilizing MG branches

Overcame geographic and regional limitations through provision of regional, locational and spatial support, taking advantage of MG's nationwide branches

### Resource connections through internal and external networks

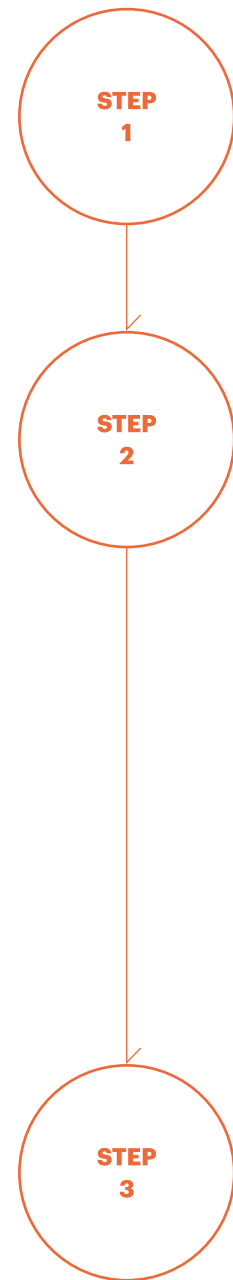
Contributed to successful cases of win-win model by utilizing superior human resources both within and outside of MG, and by promoting connections to material resources

## Participating companies

Name	Business item
BPLUS	Impact investment platform open to civic engagement
Cheil Industrial	Manufacturing paper cups and providing jobs for the vulnerable
Wenovation	Oral camera- and deep learning-based dental care
Better Than WAFFLE Cooperative	Manufacturing waffle dough and franchising waffle cafes
Peach Market	Books and app contents for slow learners
Sangsang Woori	Platform providing matching and education for young workers and middle-aged job seekers
Broccoli Company Lt.	Wonky agricultural products, upcycling, vegan cosmetics
School Bus	Operation and management service for school/daycare buses transporting infants and children
Well Union	Foods for people with difficulties in chewing and swallowing
HakDokMan	Educational service offering deferred payments to ease educational expense burdens
Happy Album	Producing yearbooks for small schools and schools in insular and rural areas
Dreams	CSR service connecting rice farmers and companies
Smile System	Creating jobs for newly-middle aged through luggage delivery services
RVFIN	Manufacturing daily products dedicated to older women, and creating jobs
Jerrybag	Selling bags and promoting social branding for global expansion
Thisabled	Finding artists with developmental disabilities, and developing design products
Shareshare	Carpoollo: a carpooling service for industrial complexes
Ideallab	Igogo: an educational platform connecting instructors with infants and children
Acompany	Online platform for selling art works, products, and talent
Bigtree Cooperative	Developing and distributing programs for the educationally-marginalized

## Social Financing Program

WT helps (prospective) social enterprises facing difficulties in funding without access to general financial institutions or other forms of social finance. This program not only offers social financing, but supports the growth of social enterprises and building of close partnerships through the provision of management consulting, training and WT staff participation as outside directors, to ensure social enterprises' sustainability and creation of good jobs.



### Identification

#### Identify social issues and define goals

- Social enterprises facing difficulties in accessing general financial institutions and funding their operations
- (Prospective) social enterprises which are expected to grow if their financial needs are met

#### Inputs

##### Low-interest loans

3% per annum fixed interest rate

#### Activities

##### Ensuring financial solvency

Seeking ways to promote social value by ensuring businesses' financial solvency

##### Developing system for measuring social values

- Credit appraisal and evaluation of social achievements conducted with credit rating agencies
- Developing social financing projects, ensuring financial solvency of social economy enterprises, and exploring ways of improving business sustainability and social values of enterprises

### Outcomes

#### Achievements

- Helped social enterprises enter markets
- Created social financing ecosystem through expansion of financial access

#### Select beneficiaries and determine KPI

- (Prospective) social enterprises, social cooperatives
- Social economy organizations able to repay faithfully

#### Outputs

##### (Prospective) social enterprises

Organizations engaging in economic activities that prioritize happiness of all members of their communities and pursue social values

No. of (prospective) social enterprises supported 13

Value of loans provided (unit: 1,000won) 1,043,400

Number of funding sources 1

#### Diffusion of social values

Improved competitiveness and sustainability of social economy organizations

## Social achievements

### Elimination of financial blind spots

- Expanded funding supplies to non-metropolitan areas, cooperatives and (prospective) social enterprises
- Improved financial access of social economy organizations in financial blind spots
- Contributed to stable lives of financially marginalized, and revitalized social services
- Supported stabilization of lives through offering of low-interest loans

### Diversification of field-oriented social financial programs

- Discovered and supplied funds to intermediaries specialized for social economy enterprises
- Provided effective support meeting financial requirements of enterprises addressing social issues

### Promotion of social values

- Discovered intermediaries that pursue social values, and boosted their networking
- Led development of performance-based measurement system for social values, and propagated social impacts of financing
- Reduced inequality, contributed to resolving social issues including problems of the underprivileged



## Education and Support

- 41 Hope Replay Job Guidance Project
- 41 Employability Enhancement Program for University Students in Busan
- 42 Future IT Talent Support Program
- 42 Young IT Talent Support Program, Hello New( ) World
- 43 Merchants' Academy for Boosting Traditional Markets
- 43 Win-win Store Support Program
- 44 Salta Program Support Initiative
- 44 Fuel Cost Support for Youth Food Trucks
- 45 HUG Share House Project

### Chapter 04

# Education & Support

## Hope Replay Job Guidance Project

In this project WT provides programs specialized in finance for university students struggling to land jobs in the ever-more competitive job market, with the aim of enhancing their employability. A job camp and a coaching program allow participants to make practical preparations for employment, while online and offline consulting sessions help them to gain competitiveness as job seekers.



### Job camp (3 nights, 4 days)

- Strategies for landing financial sector jobs, resume writing, mock interviews
- Preparation for NCS aptitude test, talk concert of current employees, etc.

### Job coaching

- Three offline consulting sessions, online consulting as needed
- Provision of online video lectures, and incentives for excellent participants

## Employability Enhancement Program for University Students in Busan

WT operates the Employability Enhancement Program for Busan students with interests in finance in order to nurture local talent and reduce youth unemployment. This program involves consultation provided by corporate executives, staff and experts based on their knowledge and capabilities, and has the aim of fostering local workforces equipped with the skills and qualities required by corporations.

### Meetings and mentoring sessions



## Future IT Talent Support Program

WT provides support to IT-specialized high school students from low-income families, in an effort to heighten their capabilities and cultivate their development into experts in information security. This program offers education on the basics of information security, web hacking, network hacking and encryption, and invites current employees of Hyundai AutoEver to present special lectures on career development and facilitate mentor networking. This program serves to help reduce informational disparities among high school students and enhance their capacities for employment and study.

Number of IT-specialized high school students participating	Corporate mentoring
40	1
Information security education	White hacker competition
24 (144hours)	1

## Young IT Talent Support Program, Hello New() World

WT hosts a hackathon in which youth contenders shape up their ideas and develop prototypes, in an effort to enable youth to address social issues by using IT technology. Post-event support to materialize proposed ideas is also provided over a period of three months, so that participants can acquire the abilities to turn their ideas into marketable products and services.

Hackathon	
Theme	New World Created Through IT, "Hello New() World"
Process	<ul style="list-style-type: none"> <li>· Hackathon of one night and two days (team building, networking, demo day, team presentations, evaluation)</li> <li>· Marketability tests (training, completion and demonstration of prototypes)</li> <li>· Business connections (support for development of PR contents, participation in youth group of Social Venture Contest)</li> </ul>



## Merchants' Academy for Boosting Traditional Markets

WT operates the Merchants' Academy supporting community-based small businesses with the aim of boosting local economies. Success stories and department stores' strategies for promoting sales and attracting customers are shared with business owners, which will help to revitalize traditional markets.

Merchants' Academy	
Number of participants	67
Hours of training	16

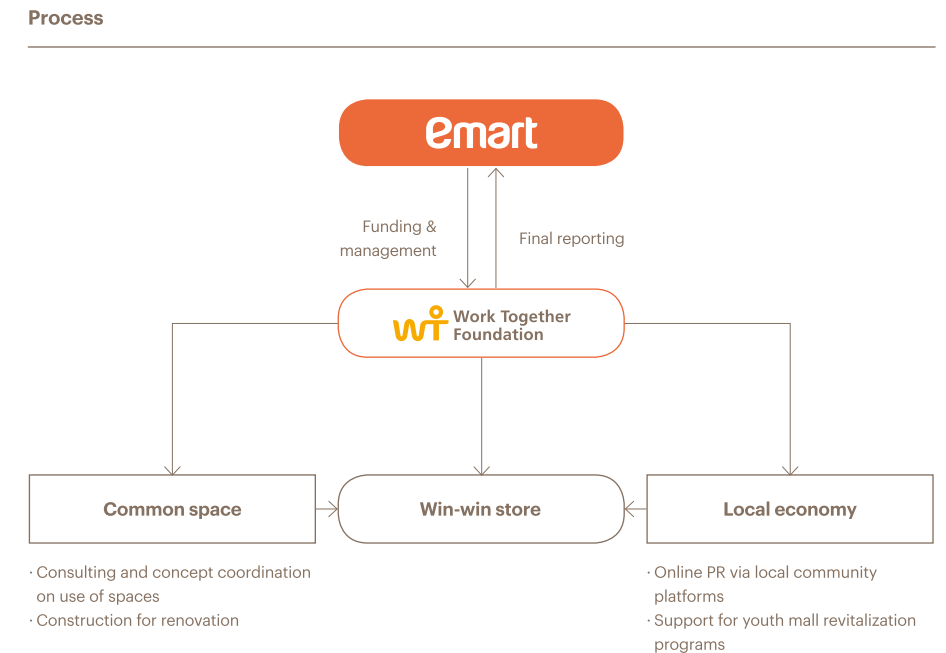


## Win-win Store Support Program

This program helps to stimulate local economies through improving usability of idle spaces and common spaces within traditional markets. WT installs structures inside and outside the markets, renovates the common spaces for sellers, and supports youth mall revitalization programs.

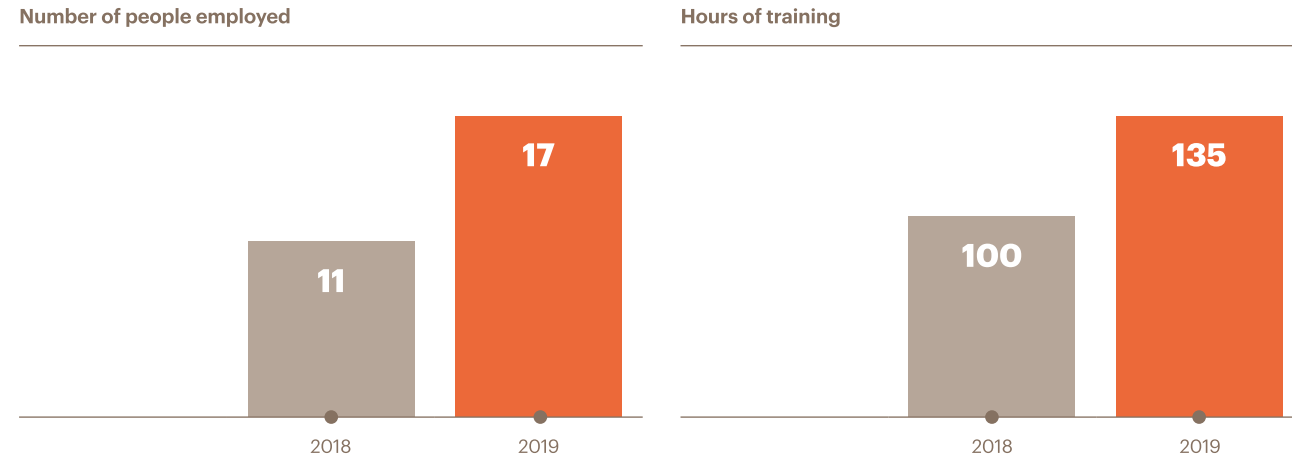
Number of renovations conducted for public spaces in which win-win stores located

4



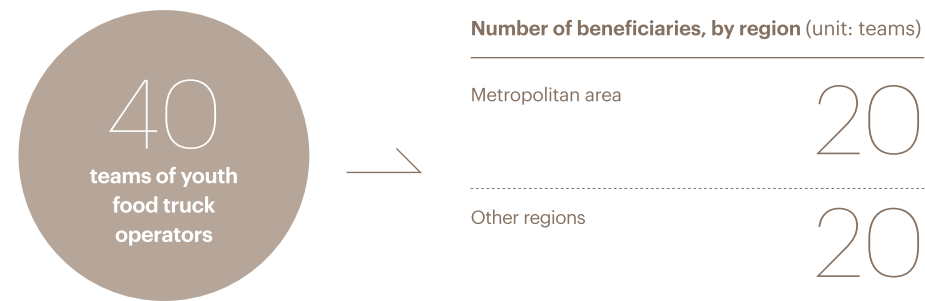
## Salta Program Support Initiative

WT provides fashion education programs to the vulnerable faced with difficulties in finding stable jobs due to social prejudice and unequal educational opportunities. Those completing this course are offered opportunities to work at fashion companies conducting the training. Through this program, WT aims to connect corporations with human resources having the expertise that they require, while providing stable and sustainable employment to vulnerable members of our society.



## Fuel Cost Support for Youth Food Trucks

This program assists young food truck owners with their fuel costs, since food trucks move around a great deal, and contributes to the creation of jobs for the young by encouraging food truck businesses.



## HUG Share House Project

WT provides quality living spaces, at affordable rental fees below market rates, to students preparing to seek jobs, to thereby ease their financial concerns. Tenants have access to employment support programs, in which they can enhance their employability and take steps closer to achieving their dreams. HUG Share Houses 1, 2 and 3 are currently in operation in Seoul.

### Number of beneficiaries of housing project and employment support programs

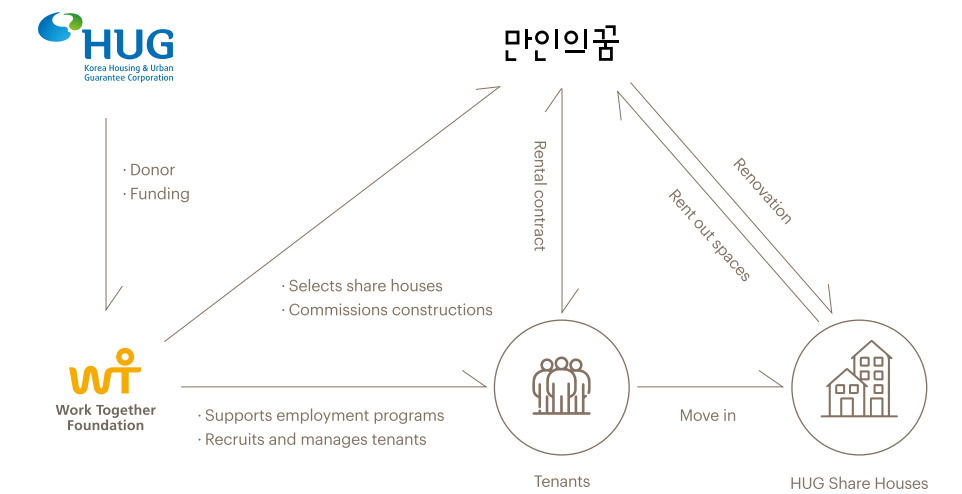
House 3

24

### Urban regeneration capacity enhancement programs

- 1st/2nd Urban Regeneration Talk Concert
- Capacity enhancement training, sessions 1-5 (social economy, techniques for self-evolution, stories of young entrepreneurs, power to acquire opportunities, equal gender roles)
- "HUG Challenge" project for realization of urban regeneration ideas

### Process



### Statuses and capacities of HUG Share Houses

House 1 (Dapsipri, opened in 2016) 30 ppl; House 2 (Anyang, opened in 2017) 8 ppl; House 3 (Sinchon, opened in 2018) 24 ppl.



## Diffusion of Social Values

- 47 2019 Incheon Airport Tour Together Program
- 48 Smile Together Partnership
- 51 Social Enterprise World Forum 2019
- 51 Asia Venture Network
- 52 Kakao Gachi Gachi Campaign

### Chapter 05

# Diffusion of Social Values

## 2019 Incheon Airport Tour Together Program

WT provides support for overseas training via fair tourism platforms to enable (prospective) social entrepreneurs, members of vulnerable groups, those with mobility challenges, etc. to gain first-hand experiences of other countries' social enterprises and to develop capabilities for participating in the social economy. Visits to social enterprises and field activities help participants to heighten their social economic abilities and build global networks.

Number of participants	Number of overseas social enterprise members of our network
48 (26 in Cycle 3, 22 in Cycle 4)	14

### Programs undertaken during 2019

Cycle 3  
Vietnam

Supported tours of overseas social enterprises, overseas trainings, and volunteer activities based on fair tourism platforms

- **Overseas training (7 nights, 8 days)** visits to social enterprises, team activities, environmental activities, experiencing of local cultures
- **Social contribution activities** direct public donations through Kakao Gachi Gachi platform, carrying out of planned team social contribution activities

Cycle 4  
Shanghai

Supported development of tourism products for people with mobility challenges, whose rights to travel are not properly guaranteed

- **Overseas training (4 nights, 5 days)** field investigation to develop barrier-free tour products, historical exploration, improvement in awareness of those having mobility challenges
- **Sales of barrier-free tourism products** "Imagining Shanghai" barrier-free tourism program developed after field investigation together with people with mobility challenges; designed and sold "Imagining Shanghai," for exploration of Shanghai exclusively for the mobility- challenged; reimbursed users' payments for "Imagining Shanghai"; guided and operated "Imagining Shanghai" tours

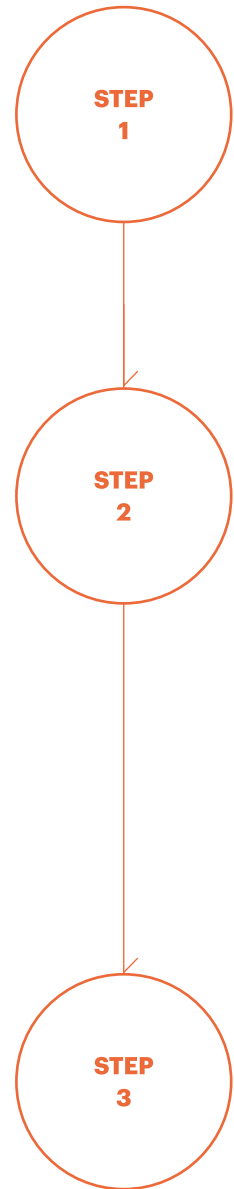


※ Video clips of Incheon Airport Tour Together activities are available in the Archive section of the WT Website.



# Smile Together Partnership

WT supports the creation and operation of social enterprises in developing countries, with the goal of promoting regional growth and addressing child poverty through the creation of stable jobs for childrens' parents and guardians. This program, which started with donations from individual viewers of the SBS Hope TV campaign in 2011, continues to add new partners each year, creating jobs and providing sustainable solutions to social issues in developing countries such as poverty and hunger.



## Identification

### Identify social issues and define goals

- Financial difficulties of social enterprises in developing countries
- Child poverty in overseas countries

### Select beneficiaries and determine KPI

- Organizations within and outside of Korea capable of creating and operating social enterprises in developing countries with business models for ending child poverty and creating jobs for children's parents
- Partnerships continued with nine enterprises, and begun with five new corporate partners

## Inputs

### Resource connections and development of distribution channels

- Funding for local business development
- Support for business-related infrastructure
- Enhancement of networks by providing partners with opportunities to participate in international forums

## Outputs

### Social enterprises in developing countries

Organizations that make profits by creating jobs or providing social services for the underprivileged, thus pursuing social values

Number of benefitting countries	10
Number of benefitting social enterprises in developing countries	14
Number of people employed	1,211

## Activities

### Creation and operation of social enterprises

Economic activities for local communities, and education for self-reliance for children in need

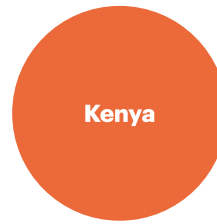
## Outcomes

### Achievements

- Created community-based jobs in overseas countries
- Supported creation and operation of social enterprises in developing countries
- Addressed child poverty in overseas countries

### Diffusion of social values

- Built global infrastructure through connecting and expanding global networks
- Improved business connectivity through networks of social economy organizations at home and abroad



## New benefitting organizations

### Status

Marikina in the Philippines is well known for its shoemaking industry, but due to the impact of competition from the Chinese market, jobs are declining recently and many factories are closing, which has made shoemakers' lives poorer.

### Risque Designs & Accessories

Provides capacity building training to small shoemakers in areas prone to flooding, and operates nourishment and scholarship programs for children of low-income shoemakers.

### Status

The number of disabled people rose due to the bombings during the Vietnam War, but the government does not provide any related support.

### Ban Puean

Provides job-linked training for people with physical impairments, while collaborating with young local designers to run handicraft shops and cafes, and help them to become self-reliant.

### Status

Most of this country's income derives from exports of agricultural products and tourism. Among the population, 38% work in agriculture and 47.8% in service jobs. Many unemployed young people crowd into the big cities in search of jobs and become urban poor.

### Connect Coffee Company

Runs cafes and barista academies to provide job opportunities for young people from city slums, helping them to escape poverty.

### Status

Rwanda is one of the most rapidly growing countries in Africa, despite its experience of genocide in 1994. However, it is still one of the world's poorest countries, with a conspicuously low level of GDP per capita in 2017.

### BWOK

Operates a restaurant and a bakery, and provides baking education for the underprivileged and single mothers, while supporting provision of school meals for children from poor households in collaboration with local schools and NGO.

### Kijami Table

Operates a modernized African diner, and provides training linked to employment and entrepreneurial opportunities for local youth.



## Benefitting organizations

Cycle	Country	Organization (operator)	Description
Cycle 5	India	HRDF	Operates centers for technical training and providing job opportunities for underprivileged women (Dalit), with the goal of raising their incomes and supporting their training for business capabilities, thus helping to stabilize lives of low-income households
	Myanmar	Apyu Ayung Social Development	Produces and sells handicrafts such as mats using Myanmar's specialty "thin reed," thus helping to ensure stable incomes for residents around rivers whose economic activities are limited during the rainy season
	Cambodia	Goel Community	Designs, produces, and sells fabric products using the local natural dyeing technique and employing local dye masters, helping to create incomes for the underprivileged
	Vietnam	Tohe	Provides free art education for local children from low-income households or children with disabilities, to help develop their creativity and emotions, and turns their drawings into designs for daily products that are then sold, with the aim of supporting free art education and contributing to the stabilization of vulnerable childrens' home lives
	Uganda	Jerrybag	Provides sewing training for local women, and places them in jobs producing and selling bags, based on a "1+1" business model through which a free bag is donated to a Ugandan child for each bag sold
Cycle 6	Philippines	Unlad Cabayan Cocohusk	Produces handicraft foot mats, rugs, etc. made of coconut derivatives, a local specialty of the country, thus creating jobs for local women and youth
		Woven	Designs and produces handwoven products of modern style, using tikog, a local specialty product of the Philippines, so as to raise women's incomes and help pass the weaving tradition on to the next generation
	Indonesia	Du Anaym	Produces handicraft mats and merchandise made from palmyra palm leaves, providing a source of income for local women and improving women's rights and childcare environment
	Myanmar	LinkAge Training Restaurant	Runs a Burmese restaurant in Yangon to provide training and jobs for adolescents living on the streets or from underprivileged households
Cycle 7	Kenya	Connect Coffee Company	Operates cafes and training centers for coffee experts, to thus create jobs for young people in Kenya
	Rwanda	BWOK	Operates a fusion Korean restaurant to create jobs for young people in Rwanda, and runs a baking academy for the vulnerable including single mothers
		Kijami Table	Operates a restaurant and sells food and beverages, to create jobs for Rwandan youth and conduct research and development of African cuisine
	Philippines	Risque Designs & Accessories	Employs and enhances capacities of local shoemakers, while producing and selling handmade shoes based on traditional patterns
Laos	Ban Puean	Employs people with disabilities of Luang Prabang in producing and selling handicrafts, while also operating a café	

## Social Enterprise World Forum 2019

Since 2008, continents have been taking turns hosting the annual Social Enterprise World Forum, to which over 1,200 social enterprise representatives are invited to build a global network. WT attends this Forum each year, to raise awareness of Korean social enterprises and establish sustainable networks.

### Overview

**Theme** Local Traditions, Fresh Perspectives  
**Date** October 23-25, 2019 (3 days)  
**Location** Addis Ababa, Ethiopia  
**Participants** Social entrepreneurs and supporting organizations of Korea and other countries



### Program

#### Study tour

Visits to social enterprises connecting the social economy with cities, farm villages and rural communities, and studying Ethiopia's interpretation of social enterprises

#### Youth Week

Listened to young people discuss unemployment, education, politics and the social economy, and offered opportunities for networking and investments

#### Academic symposium

Current employees of social enterprises and educational institutions shared their experiences and stories of innovation, with the aim of generating increased social impacts

#### Networking

African-themed welcoming event and Ethiopian banquet held, to facilitate networking among participants

## Asia Venture Network

WT attends the Asia Venture Network, to better understand the trends and activities of social enterprises across the globe and learn from their best practices. Social economy leaders of Korea and other countries gather at this event, to lay foundations for networking and increase opportunities for exchange among Asian social entrepreneurs, and to discuss solutions for building an ecosystem for social enterprises.

### Overview

**Theme** Breaking Boundaries  
**Date** June 25-28, 2019 (4 days)  
**Location** Singapore



### Topics discussed

- Sessions and workshops on various topics (impact investment, EGS investment, measurement of social values, policy connections, etc.)
- Deal Share program, with participation of 31 Asia-based social enterprises, to promote connections with successful partners abroad and create wider opportunities
- Sought to strengthen ties as well as mid- and long-term exchanges, by promoting networks among social enterprise representatives and enabling them to share their experiences with each other

## Kakao Gachi Gachi Campaign

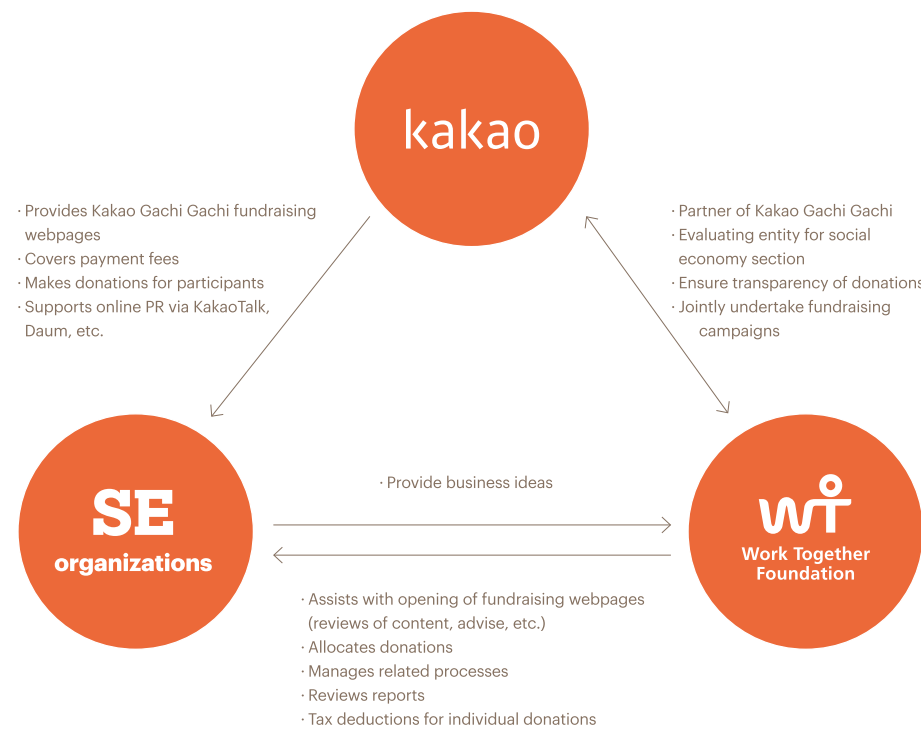
WT and social economy organizations hold crowdfunding campaigns on Kakao's social contribution website, to raise awareness of and procure funding for the organizations. Since 2019 WT has served as an evaluating entity of Kakao's Gachi Gachi initiative, screening donations in the social economy section, allocating donations, and connecting social economy organizations with campaigns that can help to promote their growth.

No. of participating enterprises	Number of participants
26	112,114

### Activities

- Live Together through Co-op (fundraising campaign in celebration of International Cooperative Day, which connected fundraising projects of 11 cooperatives)
- Tour Together (social contribution activities of Tour Together Vietnam team, which connected fundraising projects of five enterprises)
- Givticon (helps young people discharged from orphanages to be self-reliant, using proceeds from sales of emoticons produced by Kakao)

### Process



## Transparent Management & Partners

# WORK TOGETHER

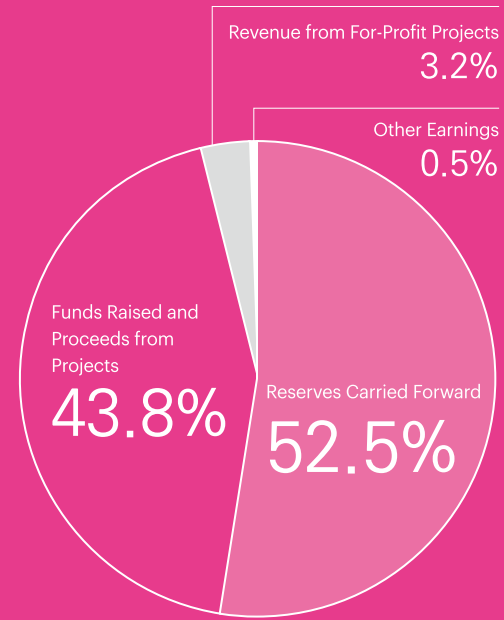
## Management Performance

(unit: won)

### Total Revenue

# 20,330,428,978

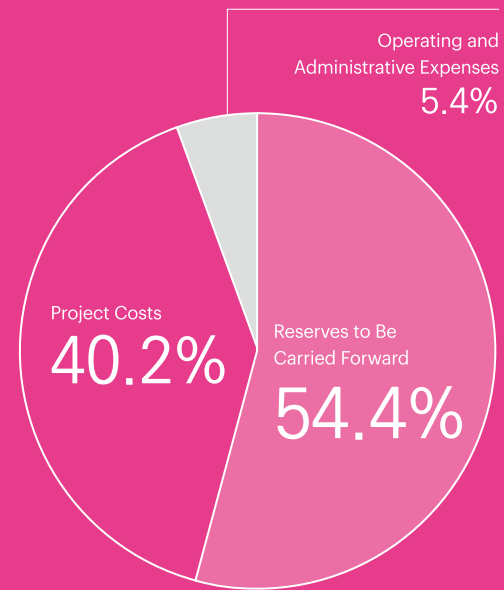
Division	Amount
Funds Raised and Proceeds from Projects	8,904,788,533
Revenue from For-Profit Projects	660,212,027
Reserves Carried Forward	10,673,406,052
Other Earnings	92,022,366
<b>Total</b>	<b>20,330,428,978</b>



### Total Expenditure

# 20,330,428,978

Division	Amount
Project Costs	8,180,035,113
Operating and Administrative Expenses	1,089,635,923
Reserves to Be Carried Forward	11,060,757,942
<b>Total</b>	<b>20,330,428,978</b>



※ The reserves to be carried forward are attributable to projects taking place over 2019 and 2020, the fiscal year of which does not match the year of project implementation.

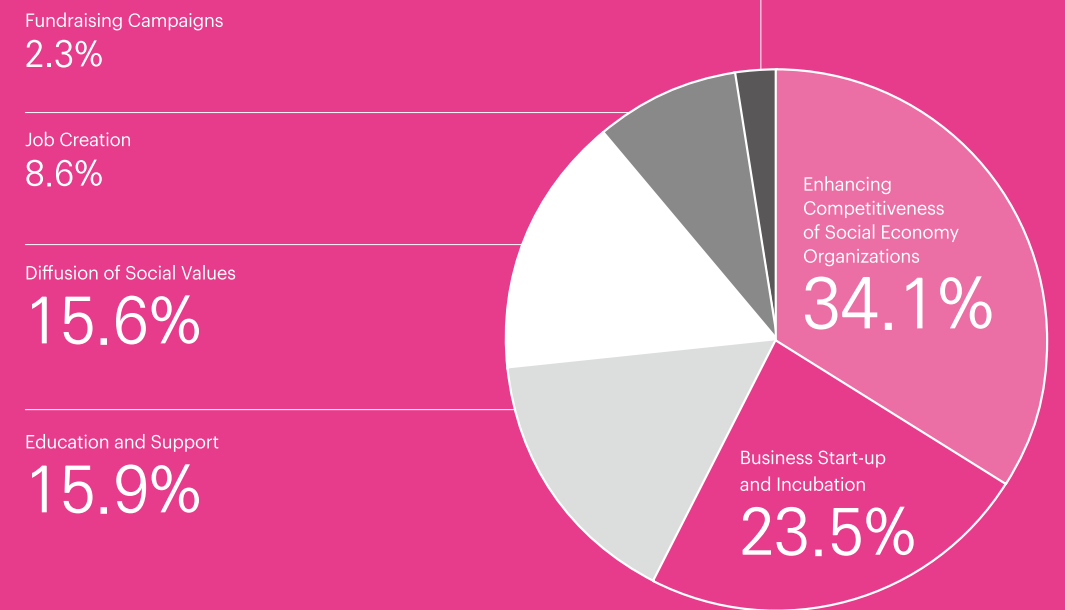
## Business Performance

(unit: won)

### Total Project Costs

# 8,180,035,113

Division	Amount
Job Creation	704,969,698
Business Start-up and Incubation	1,924,784,662
Enhancing Competitiveness of Social Economy Organizations	2,791,648,326
Education and Support	1,296,930,039
Diffusion of Social Values	1,276,724,035
Fundraising Campaigns	184,978,353
<b>Total</b>	<b>8,180,035,113</b>



# Board of Directors and Organization

\*As of late December, 2019

## Board of Directors

Chairperson	Song Wol-joo	President, Good Hands
Directors	Lee Sae-joong	Honorary Chairperson, Korea Green Foundation
	Choi Jong-tae	Professor Emeritus of Business, Seoul National University
	Kim Jeong-sook	President, International Council of Women
	Park In-gu	Vice President, Dongwon Group
	Lee Wu-hee	Vice President, S-Tech System
	Park Jae-wan	President, Hansun Foundation
	Kim Ju-young	President, Federation of Korean Trade Unions
	Yang Sang-woo	CEO, The Hankyoreh
	Kim Jae-gu	Professor of Management, Myongji University
	Auditors	Oh Young
Kang Hee-won		Professor, Kyung Hee University Law School

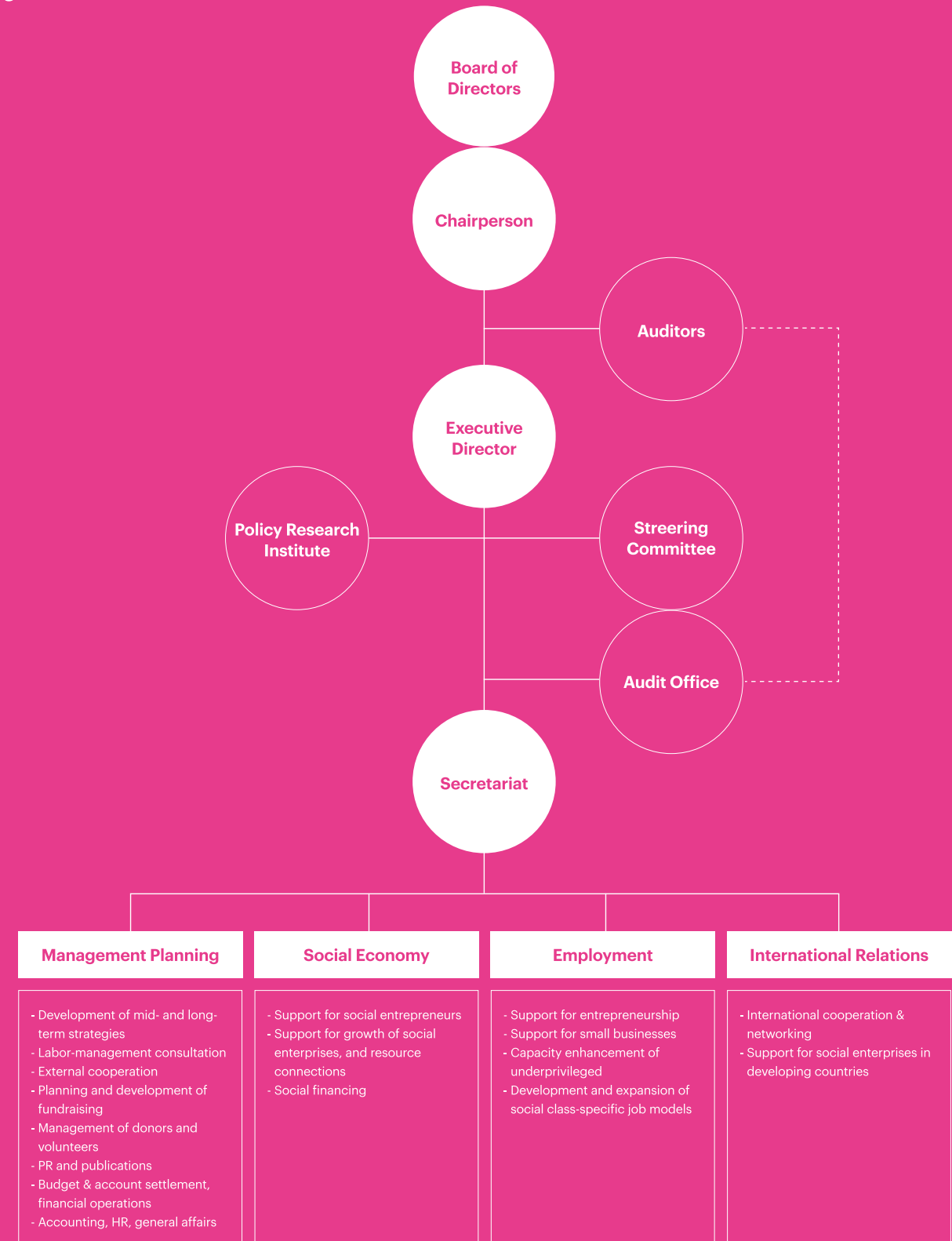
## Steering Committee

Chairperson	Lee Sae-joong	Executive Director, WT
Members	Choi Jong-tae	Executive Director, WT
	Hwang Pil-gyu	Director, NCKK Human Rights Center
	Oh Hye-ran	(Former) President, Seoul Woman UP
	Ryu Ki-jung	Director, Korea Employers Federation
	Min Young-seo	Standing President, Spark
	Cha Hee-won	Professor of Communications and Media Studies, Ewha Womans University
	Lee Gyeong-ho	Secretary General, Federation of Korean Trade Unions
	Byeon Cheol-hwan	Director of Management & Planning, Korea Development Institute for Self-Sufficiency and Welfare
	Park Ji-young	Secretary General, WT

## Policy Research Institute

President	Choi Jong-tae	Executive Director, WT
Permanent Research Fellow	Park Ji-young	Secretary General, WT
Research Fellows	Kang Hee-won	Professor, Kyung Hee University Law School
	Kil Hyun-jong	Research Fellow, Korea Labor Institute
	Kim Kang-sik	Professor of Management, Korea Aerospace University
	Kim Jae-gu	Professor of Management, Myongji University
	Ryu Yeong-jae	CEO, Sustinvest
	Park Young-sam	(Former) Planning Committee Member, Economic and Social Development Commission
	Shim Sang-dal	President, Convergence Economy Institute/Honorary Research Fellow, Korea Development Institute
	Yang Yong-hee	Professor of Social Welfare, Hoseo University
	Lee Kang-sung	Professor of Management, Sahmyook University
	Cho Young-bohk	Dean, Pusan National University School of Management/ President, Research Institute for Social Enterprises
	Chang Jong-ik	Professor, Hanshin University College of Global Cooperation
	Jang Hong-geun	Director of Labor Relations Policy Research, Korea Labor Institute

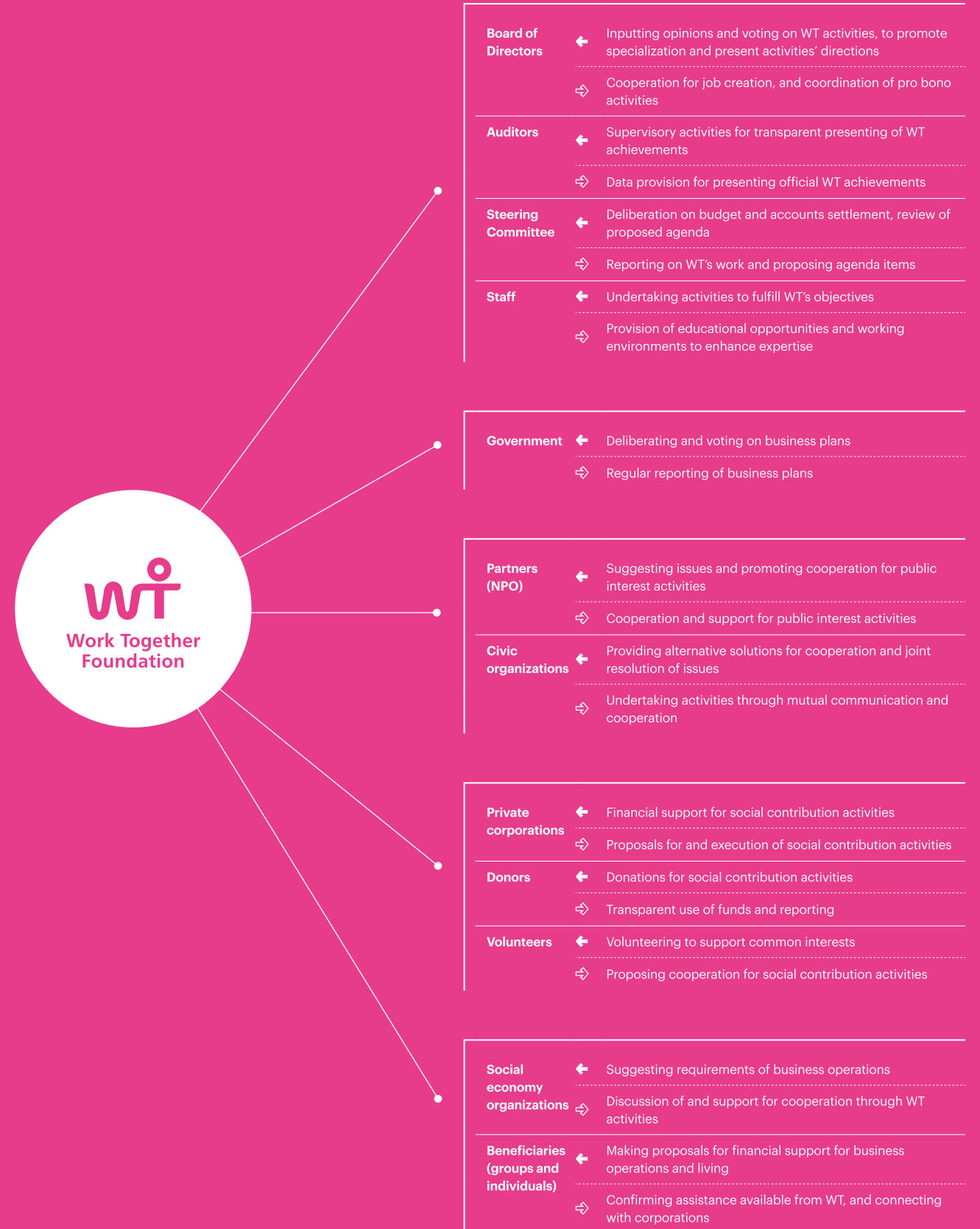
## Organizational chart



## Partners

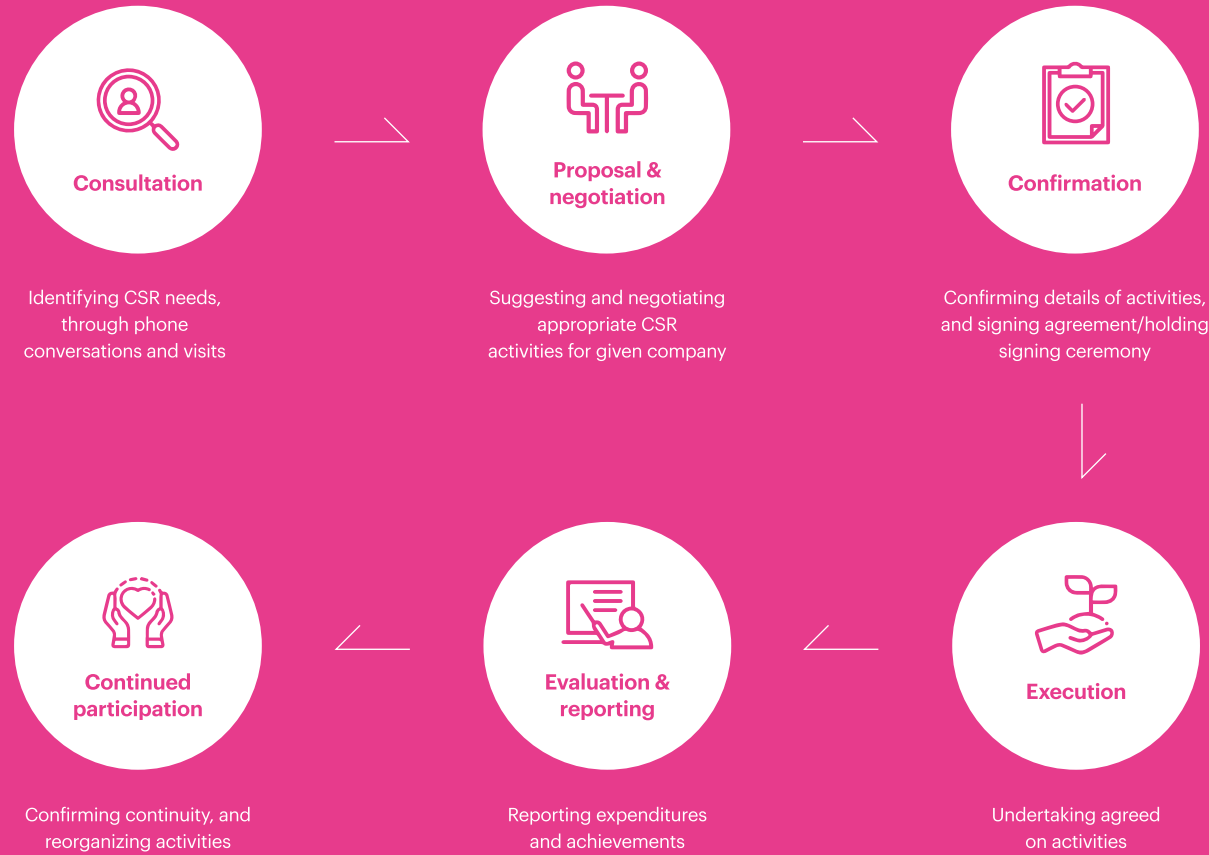
## Network for Public Interest Activities



## How to Join Us

WT, as a partner in CSR initiatives, has joined hands with a variety of corporations to undertake sustainable social contribution activities based on its knowhow and experience accumulated over many years.

### Process



### Inquires

WT looks forward to partnering with more corporations in its journey to establish a new paradigm of welfare. If you are interested in collaborating with WT, please contact us at:

Phone 02-338-0019

Email [hamkke@hamkke.org](mailto:hamkke@hamkke.org)

## Work Together Foundation Annual Report 2019

Volume 13

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