

**Republic of Korea**

**National Review**

**on the implementation of the**  
**Beijing Declaration and Platform for Action (1995) and the**  
**outcomes of the twenty-third special session of the General Assembly (2000)**

**in the context of the**

**twentieth anniversary of the Fourth World Conference on Women**  
**and the adoption of the**  
**Beijing Declaration and Platform for Action**  
**2015**

**Introduction**

The adoption of the Beijing Platform for Action provided a momentous juncture for the Korean Government to make various efforts in achieving gender equality with stronger political will. Such governmental efforts, together with the vigorous women's movements in the 1990s, are the major contributing factors to the remarkable advancement of Korean women's representation in such a short period of time. Biased and discriminatory perceptions of women were improved and women's social participation was expanded by robust women's policy.

**Section One: Overview Analysis of Achievements and Challenges Since 1995**

**1. Achievements**

- 1) Strengthened institutional mechanisms to promote women's policy

The government's efforts on the advancement of women's policy, which began in the 1980s, faced a transitional period when the Beijing Platform for Action was adopted.

The *Women's Development Act* was legislated in December 1995 and entered into force in 1996, followed by the Women's Development Fund. The Women's Development Fund aimed at promoting gender equality in all areas, encompassing politics, economy, society, and culture, while enabling the government to plan and implement women's development programs in a comprehensive and systematic manner.

Institutional mechanisms for women's policy have further strengthened since the beginning of the 21<sup>st</sup> century. First of all, the Ministry of Gender Equality was established in 2001 as an independent government ministry that oversees policies for enhancing women's rights and gender equality. Unlike the previous Office of the Second State Minister for Political Affairs that merely functioned as an inter-ministerial coordinator or mediator, the Ministry of Gender Equality has a broader scope of responsibilities and is equipped with administrative authority to implement policies for the empowerment of women and promotion of gender equality. The Ministry of Gender Equality has been expanded to the Ministry of Gender Equality and Family (MOGEF), the work of which now includes planning and coordination of women's policy, increasing women's social participation, conducting Gender Impact Assessment on government policies, developing and utilizing female human resources, planning and consolidation of family and multicultural family policies, preventing sexual violence and domestic violence, and protecting victims of such violence.

According to Article 11 of the *Women's Development Act*, the Women's Policy Coordination Meeting was first introduced under the Office of the Prime Minister in March 2003. The Prime Minister chairs the Women's Policy Coordination Meeting and the Minister of Gender Equality and Family serves as the vice-chairperson. The major functions of the Women's Policy Coordination Meeting include coordinating tasks and policies related to women's issues among different government ministries and reviewing key issues of women's policy. From 2013, the role of the meeting as a coordinator has been strengthened through the establishment of sub-meetings for each specific policy area. In addition, the Gender Equality Officer (GEO) was introduced under the same Act; either an assistant minister of planning and management division or a public officer of an equivalent level is appointed as the GEO for effective planning and implementation of women's policy in central government institutions. GEOs' responsibilities include consolidating and coordinating annual implementation plans of the Basic Women's Policy Plan, reviewing the progress, and improving women's status in their institution through the Gender Impact Assessment and work evaluations.

Moreover, the government has made strenuous efforts to change the mindsets of people and eliminate practices of gender discrimination by providing educational programs on gender equality and gender-responsiveness through the Korean Institute for Gender Equality Promotion and Education established in 2003. As a result, the national institutionalization for the advancement of women's status has been systematized: the MOGEF is responsible for policy making and implementation, the Korea Women's Development Institute carries out professional research on women's policy, and the Korean Institute for Gender Equality Promotion and Education oversees gender-sensitive education for public officers.

## 2) Established diverse policy mechanisms to ensure gender mainstreaming

The First Basic Women's Policy Plan (1998-2002) set gender mainstreaming as one of its policy priorities. Since the establishment of the Ministry of Gender Equality in 2001, the Ministry has conducted research on the development of policy tools to promote gender mainstreaming and has prepared a legal foundation by amending the *Women's Development Act*. Following the amendment, Gender Impact Assessment, Gender Responsive Budgeting, and Gender Statistics were introduced as practical means to realize gender mainstreaming.

### A. Gender Impact Assessment

First of all, the Korean Government launched the Gender Impact Assessment in December 2012 according to Article 10 of the *Women's Development Act*. In 2004, as specific guidelines were prepared, trial assessments were conducted on major government projects. From 2005, central administrative agencies and 16 regional governments started to implement the Gender Impact Assessment. Local governments and local and provincial offices of education followed, adopting it in 2006 and 2007 respectively. In addition, in-depth gender assessment was conducted every year from 2004 to 2011 aiming to develop policy improvement plans from the thorough analyses of implementation methods and gender-equal treatment of beneficiaries in regard to policy and projects of central and local governmental organizations.

In 2011, the *Gender Impact Assessment Act* was enacted to stipulate the list of policies and organizations subject to Gender Impact Assessment and to prepare legal grounds to make policy recommendations based on the analyses result. This has enabled the central government bodies and local governments to assess gender-wise impacts of legislative laws, official mid- and long-term plans, and major projects relevant to gender equality, and to improve policy accordingly. When the *Gender Impact Assessment Act* became effective in 2012, 1,270 projects in central government bodies, 13,203 projects in local and regional government institutions, and 319 projects in local and provincial offices of education were assessed. In 2013, the number of projects that came under the gender impact assessment increased to 1,569 projects in central bodies, 18,442 projects in local and regional governments, and 359 tasks in local and provincial offices of education.

Along with the legislation of *Gender Impact Assessment Act*, a foundational framework for practical policy reform was at work.

Not only government policies, but programs and projects implemented by public organizations were also analyzed, with a specific focus on areas where gender discrimination still persisted. In particular, according to Article 10 of the *Gender Impact Assessment Act*, projects that are closely related to the advancement of women's representation were chiefly chosen for assessment. Subsequently, 4 projects in 2012 and 6 projects in 2013 underwent Selective Gender Impact Assessment, and revision recommendations from the assessment were reflected in

relevant policy and projects.

To enhance specialization and effectiveness of the gender assessment task, one regional assessment center was designated and operated per city and province. The region-specific assessment scheme established a more specialized consultation and monitoring structure and provided a platform for identifying improvement areas for each local situation.

The quantitative expansion and qualitative growth of Gender Impact Assessment are immensely due to the formation of a consultation group consisting of gender experts. It is also of significance that the resulting concrete and logical analyses of gender assessments may someday be incorporated in policy reformation.

The goal for year 2014 is to increase practicality of the policy and gain general public understanding in the process of implementing Gender Impact Assessment. Thus, the government launched the pilot project “Gender Impact Assessment Monitoring Council” and invited citizens and NGOs to participate in reviewing whether the analyses results are actually being considered by policy makers.

<Central and Regional Gender Impact Assessment Conducting Centers (17 Offices)>

(Last updated June 2014)

Center Name	Designation Date	Center Name	Designation Date
Korean Women’s Development Institute (Central center)	10 May 2008	Gyeonggido Family and Women Research Institute	10 May 2008
Seoul Foundation of Women and Family	5 Nov. 2010	Gangwondo Women and Family Research Institute	1 Jun. 2009
Busan Women and Family Development Institute	20 Oct. 2008	Chungcheongnam-do Women’s Policy Development Institute	10 May 2008
Daegu Women and Family Foundation	25 June 2012	Jeonbuk Development Institute	21 May 2012
Incheon Foundation for Women & Family	20 Mar. 2012	Jeollanam-do Women’s Plaza	5 Nov. 2010
Gwangju Foundation for Women	5 Sep. 2011	Gyeongbuk Women’s Policy Development Institute	15 Jan. 2010
Daejeon Development Institute	20 Mar. 2012	Gyeongnam Development Institute	20 Mar. 2012
Ulsan Development Institute	21 May. 2012	Jeju Development Institute	17 Apr. 2012
Chungcheongbuk-do Women’s Development Center	7 Sep. 2012		

By implementing Gender Impact Assessment, the Korean Government a) incorporated gender-sensitive policy demands; b) eliminated regulations and rules that may cause discrimination based on gender; c) supported and promoted work and family life balance; d) enhanced education system to reflect socio-cultural differences between men and women; and e) reformed customs and norms developed from gender biases.

<Gender Impact Assessment Conducted by Government Institutions (Past 5 Years)>

(Unit: number of projects at year-end)

Type	2009	2010	2011	2012	2013
<b>Total</b>	1,908	2,401	2,954	14,792	20,370
<b>Central</b>	72	71	129	1,270	1,569
<b>Local</b>	1,820	2,314	2,810	13,203	18,442
<b>Office of Education</b>	16	16	15	319	359

\* Since 2012, the implementation of Gender Impact Assessment was expanded to cover not only major government projects, but also newly legislated/amended laws and plans.

B. Gender Responsive Budgeting

The Gender Responsive Budgeting, designed to promote gender equality in financial management of the government, was introduced by the *National Finance Act* at the end of 2006 and was implemented on a full-scale since fiscal year 2010 budgeting. In addition, local and regional governments revised the *Local Finance Act* and adopted Gender Responsive Budgeting in 2011. From fiscal year 2013, Gender Responsive Budgeting has been incorporated in local, regional, and central government bodies. In April 2009, the Ministry of Strategy and Finance and the MOGEF assisted government ministries and departments with their first gender-responsive budget reports for fiscal year 2010 by setting guidelines and providing consultation. According to the gender-responsive budget reports submitted to the National Assembly for fiscal year 2010, total of 195 projects from 29 bodies with the budget size of 7.16 billion USD incorporated gender-responsive budgeting. From fiscal year 2011, gender-responsive budgeting has been introduced to government funds and 34 government agencies submitted gender-responsive budget reports in fiscal year 2012 and 2013. In fiscal year 2014, the number of projects under the umbrella of Gender Responsive Budgeting increased by 73.1 percent, 339 projects in 42 agencies accounting for 22.55 billion USD. As such, the total number of government bodies and projects employing Gender Responsive Budgeting is continuing to increase significantly.

<The Gender Responsive Budget and Settlement Reports by Fiscal Year>

	FY 2011		FY 2012		FY 2013		FY 2014	
	Project (Agency)	Amount (USD)	Project (Agency)	Amount (USD)	Project (Agency)	Amount (USD)	Project (Agency)	Amount (USD)
Budget	245 (34)	9.96 billion	254 (34)	11.03 billion	275 (34)	13.02 billion	339 (42)	22.55 billion
Settlement	241 (32)	10.08 billion	254 (34)	10.8 billion	279 (35)	-	-	-

C. Gender Statistics

Gender Statistics gained a legal basis when the amendments were made to the *Statistics Act* in 2007. According to Article 18 of the amended Act, the head of a statistics agency is required to obtain prior approval of the Commissioner of the

Korea National Statistical Office (Statistics Korea) on the gender distinction plan for any new research, detailing title, type, purpose(s), survey participants, methodology, and topics of the questionnaire. In 2010, new amendments to the *2007 Statistics Act* added a section addressing collection and distribution of sex-disaggregated data as a responsibility of statistics staff in charge.

Moreover, the amended *Women's Development Act* of 2008 mandates gender-disaggregated data to be included when state and local governments compile population statistics and when the MOGEF provides information relevant to women.

### 3) Enhanced women's economic participation

Building up national economic capacity by encouraging and facilitating women's economic participation has been an important part of Korea's women's policy. Traditional Korean gender roles and gender segregation not only make it difficult for women to initiate participating in economic activities, but also function as obstacles for women after marriage and childbirth even if they find a job. Hence the main focus of the government's policy in this regard was set on gender mainstreaming, promoting work and family life balance, and preventing women's career interruption. To achieve this, diversified programs and policies were prepared and implemented including the Lifecycle Career Management Support Plan for Female Workers. Through the adaptive services and effective support from the government, the childcare environment for working mothers and the reemployment of career-interrupted women have been steadily improving.

### 4) Strived to eliminate violence against women

The government of the Republic of Korea laid a legal foundation to eliminate sexual and domestic violence by legislating the *Act on Special Cases Concerning the Punishment, Etc. of Sexual Crimes* in 1994 and the *Act on Special Cases Concerning the Punishment, Etc. of Crimes of Domestic Violence* and the *Act on the Prevention of Domestic Violence and Protection Etc. of Victims* in 1997. In 2010, clauses on support and protection of sexual violence victims were separated from the *Act on Special Cases Concerning the Punishment, Etc. of Sexual Crimes* and made into a new, strengthened set of laws: the *Act on the Prevention of Sexual Assault and Protection, Etc. of Victims Thereof*. In the cases of domestic violence, temporary emergency system and victim protection order system were introduced. Support centers were diversified to better assist victims of different types of violence.

Support centers for victims of violence increased from 53 locations in 2012 to 66 in 2013. The arrest cases increased from 8,762 in 2012 to 16,785 in 2013.

<Domestic Violence Arrest Rates>

Year	Arrest Cases	Number of Offenders Arrested			Recidivism Rate (%)
		Total	w/ detention	w/o detention	
2010	7,359	7,992	60	7,932	20.3
2011	6,848	7,272	51	7,221	32.9
2012	8,762	9,345	73	9,272	32.2
2013	16,785	18,000	262	17,738	11.8

Source: MOGEF, National Police Agency

To prevent recidivism against women and children, the government introduced a public notification system which provides information on sex offenders against children and youth and the chemical castration system in 2011. To reinforce stronger punishment for sex offenders, *Exceptions to the Statute of Limitation* on sexual crimes has been extended in 2012 and clause on *Offense Subject to Complaint* was abolished in 2013. Also, Mobile e-Information on Sex Offenders was developed to increase information accessibility. Other measures such as employer types with limited opportunities for ex-offenders and offenders subject to medical treatment were expanded.

<The Prosecution Rates for Sexual Assault Cases>

	2009	2010	2011	2012
Prosecution Rate (%)	41.1	42.8	45.4	48.8

Source: Gender Statistics and MOGEF

Comprehensive Support Centers for Victims of Sexual Violence have been in operation since 2004 to prevent recidivism and provide one-stop service for legal, medical, counseling, and psychological support. The Centers are located in the vicinity of hospitals under joint contract among the MOGEF, the National Police Agency, and local governments. Experts including counselors, nurses, female police officers, and psychotherapists are stationed at each center to provide all necessary services such as collection of initial evidence, gynecological and psychiatric treatment, legal assistance, and counseling. The *2010 Act on the Prevention of Sexual Violence and Protection Etc. of Victims* provided legal foundation for these Support Centers. Currently, there are 33 centers across the country. In 2014, one of the centers has been designated to be further developed for a more focused and systematic execution of specialized education for medical staff, victim support program development, and support for child victims of sexual violence cases which are often more delicate and complicated.

<Number of Victims Supported by One-Stop Support Centers for Sexual Violence Victims>

▫ **By type of violence**

(Unit: person)

Year	Total	Sexual Violence	Domestic Violence	Sex Trafficking	School Violence	Other
2011	19,080	14,399	2,652	179	329	1,521
2012	22,333	16,735	3,023	219	664	1,692
2013	27,448	20,597	4,501	227	429	1,694

▫ **By type of service**

(Unit: case)

Year	Total	Medical Support	Psychological Support	Counselling	Legal and Investigation	Other
2011	114,563	25,300	12,092	51,481	21,275	4,415
2012	153,428	31,709	17,047	69,723	25,454	9,495
2013	202,320	43,013	18,915	87,280	34,796	18,316

## 2. Challenges

### 1) Enhancing women's representation

In order to enhance women's representation, the government of the Republic of Korea has been developing and implementing various policies. As a result, the percentage of female members in the National Assembly and local government councils has been consistently increasing.

Despite the increase in the percentage of women in political and education sectors, the Republic of Korea ranked 86<sup>th</sup> out of 136 countries in Political Empowerment and 105<sup>th</sup> in 'Legislators, senior officials and managers' under Economic Participation and Opportunity in the sub-indexes of Gender Gap Index (2013). The 2013 National Gender Equality Index developed by the Korean Government also reflects that women's representation is the lowest in Decision Making among all categories in the Index. In the political sector, the ratio of female lawmakers to male still remains low in spite of improvements made in policies such as the amendment of the *Political Party Law*. Though the percentage of women in the total number of public officers and teachers significantly increased, only 4.1 percent of total public officers in high-level decision-making positions in the government and 8.8 percent of board members in the public institutions are women. In 2011, the rates of female principals and vice principals in elementary and middle schools in Korea were estimated to be 15 percent and 28.6 percent respectively while 19.6 percent of all university professors were women.

The government has introduced a number of strategies to enhance women's political representation, particularly to raise the percentage of female lawmakers: set quotas for female candidates in the electoral district nominations for the National Assembly and local councils, provide additional state subsidy for the election, expand state subsidy for the nomination of female candidates, foster female candidates, and disseminate a gender-equal political culture. Policies to enhance women's representation in managerial positions include monitoring the implementation progress of the "Recruitment Expansion Plan for Women Managers (Level 4 & Up)," expanding recruitment of women in Senior Executive positions, managing placement



of female public officers, strengthening education and training, raising the percentage of female board members progressively in public companies and quasi-governmental organizations, and reflecting the ratio of female board members in the management assessment. Strategies for advancing women's representation in academic professions include 20 percent quota recommendation for major positions and committees, incentive provision for universities demonstrating best performance in promoting gender equality and free consultations for underperforming schools, and enhanced ratio of female heads and directors-general in the local and provincial offices of education.

## 2) Expanding women's economic participation and achieving equality at work

The dramatic growth has halted since the rate of women's economic participation approached close to 50 percent in the 1990s, only reaching 50.1 percent in 2005 and 50.2 percent in 2013. This is partly due to the fact that the recruitment of women in their 20s and 30s remains low even though employment of the middle-aged (40s-60s) increased.

### <Women's Economic Participation Rates>

Year	Female Population age 15 and older (in thousands)	Economically Active Female Population (in thousands)	Female Economic Participation Rate (%)
2004	19,405	9,690	49.9
2005	19,683	9,860	50.1
2006	19,899	10,001	50.3
2007	20,086	10,092	50.2
2008	20,273	10,139	50.0
2009	20,496	10,076	49.2
2010	20,741	10,256	49.4
2011	20,976	10,416	49.7
2012	21,254	10,609	49.9
2013	21,513	10,802	50.2

Source: Statistics Korea, *Economically Active Population Survey*.

Between 2008 and 2011, the number of working women in their 20s fell by 133,000 and that of employed women in their 30s declined by 110,000. Also, the employment rate of new female college graduates was 47.9 percent, lower than that of the male college graduates which was 55.7 percent.

### <The Employment Rate of 4-Year College Graduates>

	2010	2011	2012	2013
Total (%)	51.9	54.5	56.2	55.6
Men (%)	56.0	58.7	60.1	59.7
Women (%)	47.9	50.0	52.1	51.3

Source: Statistics Korea and Korea Educational Development Institute.  
*The Statistical Year Book of Employment*

Acknowledging this reality, a comprehensive employment policy for women that encompasses all generations and stages of life—young, career-interrupted, middle-aged, and seniors—is being considered to enhance the participation of women’s labor force and achieve gender equality at the workplace. The government also provides tailored services and policies according to different needs of women: self-reliance assistance service for rural women and women in vulnerable families and employment stabilization and welfare policy improvement for temporary female workers. Despite diverse self-reliance assistance programs offered to vulnerable groups through Self-Reliance Centers and sister facilities, such efforts have not been successful due to persistent social biases and lack of consistent demands for services those groups offer. To overcome the demand issue, businesses run by vulnerable groups are given advantages when entering government amenity and supply bids as vendors for public organizations.

### **3. Setbacks in Progress**

#### 1) Workplace culture that undermines work and family life balance

The workplace culture that undermines reconciliation of work and family life makes it difficult for women to continue their economic activities. Korea’s long working hours is another major obstacle to realize work and family life balance for both men and women. According to a study by the OECD, Koreans work an average of 2,090 hours a year, which is significantly longer than the OECD average of 1,765 hours per year. Also, Korea ranked 34<sup>th</sup> among 36 countries in the work-life balance indicator. Such long working hours hinder men’s participation in domestic work and childcare, drive women to take over all the family-related responsibilities, and consequently reinforce traditional gender roles, associating men with work and women with family. Because people think staying in the office for a long time means working harder than others in Korea, women are seen as less loyal to their employer when they work efficiently to avoid working late and take advantage of the leave policy for family matters. This works to their disadvantage when it comes to salary raise or promotion. Acknowledging the importance of engaging all stakeholders in government bodies, companies, and civil society organizations in improving organizational culture, the government is actively promoting public-private collaborative awareness-raising projects.

One of the projects is the “Task Force on Gender Parity and Empowerment of Women” that MOGEF launched in June 2014. The Task Force consists of 100 members from different sectors of the society including 17 government ministries, private companies, public institutions and civil organizations. Each member will set targets and strategies to increase women’s employment, promote reconciliation of work and family life, enhance women’s representation, and disseminate a culture of gender equality. Ultimately, the Task Force will provide the research results and the best practice examples pan-nationally to achieve the national goal of gender equality. Forums, seminars, consultations, manuals, and guidelines will also be provided to support the participants. The Task Force on Gender Parity and Empowerment of Women holds a remarkable significance for Korea as it is the first public-private

governance with massive private sector participation that works to improve workplace culture, maximize utilization of female talents, and create a gender-equal society.

## 2) Gender discrimination in the political realm and passive political participation of women

Gender stereotype that views women as irrelevant actors in the political field is the major obstacle to enhancing women's political representation. Even when women decide to get into politics, their organizational power and access to funding is relatively weak. Also, the male-dominated culture within political parties often demoralizes women running for election. Therefore, improving the political culture itself as well as fostering female politicians by the all-encompassing effort from women's organizations is necessary for raising women's participation in politics. In this regard, the MOGEF provides the following support programs to women's organizations.

First, the Ministry is building an infrastructure for education on political empowerment of women and enhancement of women's leadership. For instance, MOGEF supported education programs provided by women's organizations for women candidates planning to run for the 2014 Local Election. The curriculum included courses on developing election pledges, campaigning strategies, image-making, speech skills, understanding of gender equality and feminism, debating skills, and understanding of grass-roots policy making.

Second, the Ministry has been working to raise public awareness on the importance of women's political representation and to create social environment that embraces political participation of women. In search of promising female candidates, MOGEF holds open forums and meetings while supporting women's organizations on policy agenda development for local elections.

Third, the Ministry is supporting women's organizations, universities and research institutes, political parties and the National Assembly to establish a cooperative mechanism on the enhancement of women's political representation.

## **4. Status of major constitutional, legislative, or legal development related to the promotion of gender equality and the empowerment of women (Matters of possible retrogressive nature in the promotion of gender equality and the empowerment of women among current laws and regulations)**

*Abolition of the family head system and the legislation of the Act on the Registration etc. of Family Relationship (2007)*

Under the previous family head system, the status of the family head was determined patrilineally and women only had a secondary and dependent status.

The son followed the father's family name and place of origin and entered the father's family register, while women, upon marriage, transferred to her husband's family register from her father's.

The 'family head system' as such created a social atmosphere in which the husband and the son were supposed to continue the family lineage, and therefore formed the foundation of the 'notion of preferring sons to daughters,' due to which sons were favored for their ability to succeed as the family head while daughters were aborted. Thus, women's organizations, NGOs, and the Society of Family Law recommended a judicial review on the family head system, and on 3 February 2005, the Constitutional Court decided that the family head system was incompatible with the Constitution (2004-HunGa-5).

Since then, the family head system was abolished by an amendment of the *Civil Act* on 31 March 2005, and on 17 May 2005, the *Act on the Registration etc. of Family Relationship* was enacted to replace the Family Registration Act, and was put in force since 1 January 2008.

As a result, the new identity registration system broke away from the previous family-unit organization method centered on the family head and now individual members of the family may separately prepare and manage their own family relations register.

*Abolition of the clause on the ban on same-surname-and-same-origin marriage and the prohibition of Consanguineous Marriage (2005)*

Before the amendment, Article 809-1 of the *Civil Act* prohibited marriage between people with the same family name and the same place of family origin. But here, "same family name and same place of family origin" meant only patrilineal relations. This clause, which prohibited marriage between people with the same family name and the same place of family origin regardless of the degree of consanguinity, discriminated between patrilineage and matrilineage without reasonable grounds.

As regards to the aforementioned Article 809-1 of the *Civil Act* before amendment, the Constitutional Court had decided in July 1997 that it was incompatible with the Constitution (95-HunGa-6~13), but the legislation of an alternative law proved difficult due to the opposition by certain organizations that valued the tradition of patrilineage.

Nonetheless, thanks to the continuous efforts by NGOs and women's organizations, a gender egalitarian clause that prohibited marriage between blood relatives without gender discrimination was passed in the National Assembly on 2 March 2005 and was prescribed in the Civil Act.

*Abolition of the period of prohibition of remarriage for women (2005)*

Before the partial amendment to the Civil Act on 2005, Article 811 of the Civil Act provided that men had no restriction in remarriage, whereas women were not allowed to remarry until six months after the termination of the marriage relationship.

The intention of the specification of the period of prohibition of remarriage for women was that without the period, there could be difficulty in determining the father of a child, but considering the scientific advancements such as the DNA

paternity test, the above-mentioned clause was very anachronistic and contrary to gender equality.

Thus, women's organizations and NGOs strived to abolish the said clause, and in 2005, the clause on the period of prohibition of remarriage for women was abolished through an amendment to the Civil Act.

## **5. Budget Allocation**

The gender-responsive budget for the fiscal year 2014 in Korea is 22.55 billion USD, accounting for 6.5 percent of the total national budget. Compared to 3.9 percent in 2013, the percentage of the gender-responsive budget in the total national budget almost doubled in 2014. The total budget for the MOGEF, whose primary work includes the promotion of gender equality and the empowerment of women, is 579.3 million USD. In particular, the budget for women's policy division is 69.8 million USD, accounting for 12.1 percent of the total MOGEF budget. MOGEF's total budget for FY 2014 shows that about a 20-fold increase has been made in the Ministry's budget compared to its FY 2001 budget of 26.6 million.

## **6. Consultation Mechanism**

The Women's Policy Coordination Meeting, chaired by the Prime Minister, invites experts in various fields to serve as private members in the government-wide planning and coordination work on women's policy such as establishing the basic women's policy plan, its implementation strategies, as well as recommendations for improving current policy. In addition, the MOGEF is reinforcing the inter-ministerial cooperation and gathering civil society opinions by operating regular meeting groups such as the Gender Parity Task Force under the Women's Policy Coordination Committee.

The Policy Advisory Committee for the MOGEF works as a consultation mechanism between MOGEF and civil society on women's policy. The committee consists of less than 100 members including the chairperson. Members are appointed by the Minister of Gender Equality and Family among those who have expertise and experience in relevant areas and members of civil organizations and civic activists could be included.

The Ministry is also pursuing close public-private partnership under the slogan "Let's Go Together" incorporating initiatives such as a sharing network, which supports low-income, marginalized groups of people, and a campaign network, which exploits PR communication channels of private companies to promote issues that need more public attention. MOGEF is actively accepting opinions from the Public-Private Task Force on Comfort Women and other civil society organizations. Also, the Task Force on Gender Parity and Empowerment of Women was launched, in which government bodies, private companies, and non-governmental organizations participate to further strengthen public-private partnership. Through the Task Force activities including regular forums and seminars, MOGEF will improve its communication with the general public so that it understands the needs of the people and properly incorporate

them into policy recommendations to the government.

Another public-private effort is the Gender Impact Assessment Committee under the MOGEF. The Committee evaluates and coordinates the implementation of the Gender Impact Assessment and provides suggestions for improvements. A noteworthy change in the committee is that The Second Gender Impact Assessment Committee (March 2014 - March 2016) has appointed social activists as members besides private sector experts for more diversity in the opinions from those active in the field.

This year, the Public-Private Network on Preventing Sex Trafficking has launched and delivered 10 regional meetings from March to July 2014. The Network consists of victim assistance NGOs, relevant regional and community organizations, law enforcement bodies such as the prosecution and the police, and regional public officers. It is formed to promptly and efficiently connect the field offices and the victim assistance, facilitating correct onsite victim identification, emergency relief, and protection and support services. The Ministry plans to install this Public-Private Network to be a permanent platform for the prevention of sex trafficking against women and children and expects a synergy effect from the solid cooperation among the public-private organizations.

From 2014, MOGEF has been holding monthly meetings with support groups for sexual and domestic violence, sex trafficking, and comfort women victims. Through meetings with field staff and supporters, the Ministry has been better informed of the challenges they face which then led to more effective and practical policy improvements.

## **7. How and to what extent have the MDGs facilitated the implementation of the Beijing Declaration and Platform for Action?**

While continuously supporting developing countries in their efforts to implement the MDGs, the Korean Government has worked hard to support women's rights and empowerment of women in partner countries (recipient countries) through its ODA. The government's gender-related policy and projects have contributed to the international community's efforts to make progress in implementing the Beijing Declaration and in such areas as women and poverty, education and training of women, women and health, and human rights of women, which are critical areas of concern of the Platform for Action.

The government has made various efforts for gender mainstreaming in ODA. These efforts include specifying women's rights and gender equality in Article 3 of the Framework Act on International Development Cooperation which was legislated in 2010, providing gender mainstreaming guidelines for grant aid projects in 2011, and making the gender mainstreaming evaluation plan as a cross-cutting issue in 2012. Based on these institutional frameworks, the government has been working with KOICA (in charge of implementing grant aid) to:

- a) carry out gender equality projects (24 projects in 2013);
- b) provide a gender quota system for ODA training programs (requires more than 30% of the trainees to be female); and

c) carry out projects with the UNDP, UNCTAD, UNICEF, UNAIDS, UN Women, and UNFPA for women and children in various areas including maternal and child health care, HIV prevention, and vocational capacity building.

The international community's efforts to meet the MDGs have contributed to making remarkable progress in eradicating poverty. Gender-related MDGs in particular have been recognized as having promoted the implementation of the Beijing Declaration and Platform for Action by achieving or coming closer to achieving the goals. However, gender equality is still not achieved in many countries and women continue to face discrimination in access to education, work, economic assets, and political participation. Recognizing the outcomes and limitations of the MDGs, the government is joining the international community's efforts to mainstream gender for stronger implementation of the Beijing Declaration and Platform for Action. To contribute to achieving gender mainstreaming after the deadline for the MDGs, the government is also actively participating in the discussion on Post-2015 development agenda.

## **Section Two: Progress in the Implementation of the Critical Areas of Concern of the Platform for Action since 2009**

### ***Women and poverty***

The Korean Government has introduced various policies, including the enactment of the *National Basic Living Security Act* in 1999, to enhance welfare of vulnerable women prone to becoming socially and economically marginalized. The Act is designed with the concept of *productive welfare* which encourages assistance recipients to participate actively in ensuring their self-reliance through Work-to-Welfare programs, rather than merely providing temporary relief. This concept emphasizes the value of work and the ability to provide for oneself.

Also, the *Single-Parent Family Support Act* promotes financial independence and livelihood stabilization of single-parent families through government benefits including subsidies for childrearing and education expenses for children, access to single-parent family welfare facilities, and small business loans. In particular, the legislation defines a mother or father of a child who is 24 years old or younger as *adolescent single-parents* and calls for social safety nets to help them not become more vulnerable to poverty: 1) education expenses for school qualification exam, 2) financial-independence-boost subsidy and asset-building savings account, 3) rent of units of national housing.

### ***Education and training of women***

Gender equality education is incorporated into the study topics of the overall curricula for gender-equal education in elementary and middle schools, accompanied by relevant subjects and creative field activities. Since 2012, study materials for

elementary, middle and high schools have been developed in stages and are provided to schools. In addition, in 2011, textbook development standards that prohibit gender-discrimination content was established, which led to the production and distribution of textbooks reflecting these standards in 2013 for first and second graders in elementary school, all subjects in middle school, and English subject in high schools.

The Korean Government has been making efforts to create a friendly educational environment for female students. The efforts include supporting various mentoring programs connecting successful female scientific technicians with primary and secondary school female students in order to encourage women's entry into the fields of natural sciences and engineering. This field boasts a big job market and high demand for medium-and long-term utilization. The Korean Government has also been supporting leading universities in female education of science and engineering as well as research teams. In December 2012, the Korean Government established Center for Women in Science, Engineering and Technology for an integrated management and development of various projects and programs to foster female workforce in science & technology.

In 2013, the number of Career Development centers for College women that began from 5 universities in 2003 was expanded to 13, which all equip female university students with enhanced strategies for career design and social networking. Starting from 2011, junior colleges are also benefiting from these programs regardless of the presence of these centers.

To help women with interrupted careers develop job skills and strengthen employment competency, the government provided them with career counseling service and continuously expanded vocational education and training courses in the areas with easier access to employment, until the number of courses reached 410 in 2012, which is a 2.2 fold increase from 2009. It went further to make a combined effort to improve the quality and the expertise of training, dividing the occupational categories into specialized areas such as education & counseling, environment, regional leading industry and strategic industry, etc., reflecting the demand for training and future recruitment prospect.

To promote female representation, the government launched Female Principals and Vice Principals Appointment Target system, increasing their proportion in national/public elementary and middle schools from 17.2% in 2009 to 27.2% in 2013. As the goal has long been exceeded for several years, the long-term goal has been raised to 33% by 2017 from 30% in 2015. National and public universities are setting up gender equality policies every year such as female professor appointment target system, to which the government is providing incentives according to their performance, while offering consulting services for schools with low performances. As a result, the ratio of female professors rose from 12.8% in 2009 to 14.1% in 2012.

To support female college students with their career planning and social network building, the Career Development Center for College Women was launched in 2005 at 5 universities and the number increased to 13 centers by 2013. From 2011, the government's support for career development programs was expanded to all



universities including 2-year colleges.

Lastly, for career-interrupted women, job counseling and job training for high-demand industries are being offered. The number of such career development courses has been consistently increasing and 680 courses were offered in 2013; it is 3.6% more courses than offered in 2009. In addition, considering training demands and employment prospects, efforts to specialize and increase the quality of job training have been made in the areas of education and counseling, green industry, local industry, and strategic industry.

### ***Women and health***

With an increasing number of women entering the workforce, there is an increasing demand of health protection and a sound working environment for working women. There is also an increasing need for sexual and reproductive health management policies for adolescents.

With the shift in social values, problems associated with the prevalence of sexual intercourse among adolescents such as out-of-wedlock births and sexually transmitted diseases are on the rise, highlighting the need for coherent policies on the adolescents' sexual and reproductive health. Another problem unique to Korea as well as certain Asian cultures is having a preference for boys that leads to illegal screening of fetuses and selective abortions of female fetuses. Recognizing the link between women's health and the structure of the society on a broader level, the Korean Government is taking a holistic approach in dealing with this important issue, encompassing efforts in all fronts.

In order to reinforce health service for pregnancy and delivery, the Korean Government has annually expanded the coverage of prenatal care in health insurance since 2005 to include testing for congenital anomaly and rubella. Moreover, in order to enhance the health of mothers and their babies, co-payments for natural delivery has been completely covered since 2005. At the same time, in order to reduce the burden of the cost of ultrasound and other prenatal checkups, the Korean Government has given out additional benefits since 2008. For example, it started to provide 200,000 won in the form of e-voucher ("goeun mom card") to every pregnant woman since 2008, which has been increased to 500,000 won in 2012 and 700,000 won for multifetal pregnancy.

The Korean Government is reinforcing prenatal and postnatal care and checkups, registration management and health checkup of infant and young children, maternal and child health related education and promotion through community health centers. Moreover, it has been providing two types of screening for inherited metabolic disorder of certain children from low income families since 1991 and medical expense subsidy for premature babies or congenitally abnormal children from families living below certain level of income since 2000. Since 2006, all new born babies are provided with six types of testing (phenylketonuria, hypothyroidism, homocystinuria, maple syrup urine disease, galactosemia and congenital adrenal hyperplasia). Babies with inherited metabolic disorder are supported with special

formula and low protein foods until the age of 18.

Thanks to efforts made to promote breastfeeding, the exclusive breastfeeding rates for a period of six months have increased from 9.5% in 2000 to 32.3% in 2012.

With the amendments in 2001 aimed at improving maternity-related clauses of the Labor Standards Act, Equal Employment Act, and Employment Insurance Act, women are now entitled to 90 days of maternity leave as opposed to 60 days prior to amendment while maternity benefit, which is up to 1.35 million won, is now funded from Employment Insurance. The Korean Government has also increased its share of socio-economic burden of maternity by introducing miscarriage leave in 2006, paternity leave in 2007 and fixed rates of parental leave benefits in 2011.

In an effort to prevent sex-selective abortions induced by the traditional preference for boys, fetus-screening to determine sex has become illegal. Medical doctors who perform fetus-screening for the purpose of determining sex will get their license suspended.

In 2000, a comprehensive study on women's health issues by different phases of life was commissioned by the government. In 2003, efforts were made to compile statistical data on the overall health of Korean women, which helped the government publish "Health-related Statistics of Korean Women" and identify about 20 policy objectives. The evaluation of the National Health Plan 2010 and the establishment of the National Health Plan 2020 were conducted separately for male and female, considering the different health features by gender.

Moreover, the Korean Government is also paying a keen attention to promoting women's health by including maternal health and multicultural families' health in the 32 major tasks of the National Health Plan 2020 to prevent childbirth related risk factors for women of childbearing age and build a health management system of married immigrant women.

In addition, statistical calculation on national health and nutritional conditions, such as in the form of National Health and Nutrition Examination Survey, Community Health Survey and Korea Youth Risk Behavior Web-based Survey, are conducted separately for male and female to identify factors that have influence on gender, diseases and health.

### ***Violence against women***

The Commission on the Prevention of Sex Trafficking has been central in preventing sex trafficking and assisting victims' protection and recovery. All 17 Korean ministries participate in its operation and the Commission has held 36 meetings as of June 2014 since the first meeting in December 2004. Enabling regular discussions among relevant ministries on key issues, particularly the three main areas of trafficking—prevention, protection, and execution—has made system alignment and administrative actions more effective.

For the victims of sexual trafficking, there are 41 centers with housing facility

supported by the government and 27 counseling centers are also available. For women who exited prostitution, the government is supporting 12 Group Homes and 9 Self-Reliance Building Centers. These Centers offer multifaceted support including counseling, medical, investigation, and legal services.

The Ministry of Justice, for the eradication of violence against women, amended the relevant laws such as the *Criminal Act* in order to reinforce the strict law enforcement and the system for the prevention of a second offense. The Ministry also introduced the ‘public defender system for victims’ and the ‘testimony assistant system’ in order to prevent any additional violation, and is actively trying to protect the rights and interests of the sexual violence victims in the criminal judicial process.

1) Severe punishment for acts of arranging sexual traffic and human traffic

Since the *Act on the Prevention of Sexual Traffic and Protection, etc. of Victims Thereof* and the *Act on the Punishment of Acts of Arranging Sexual Traffic, etc.* were enacted in March 2014 and enforced since September 2014, the acts of arranging sexual traffic and human traffic have been severely punished. 12,941 (438 detained) in 2004, 17,199 (391 detained) in 2005, 33,700 (312 detained) in 2006, 36,780 (254 detained) in 2007, 49,215 (249 detained) in 2008, 76,523 (333 detained) in 2009, 29,599 (202 detained) in 2010, 23,857 (189 detained) in 2011, 18,190 (206 detained) in 2012, and 17,469 (234 detained) in 2013 were arrested for sexual traffic-related offenses.

2) Reinforcement of punishment on sex offenders and the enforcement of the amendment to relevant laws that expands protection for victims

Amendments to sexual offense-related laws such as the *Criminal Act* and the *Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes* were put in force on 19 June 2013. The amendments abolished the requirement of the victim’s formal complaint for prosecution of sex offenders and thereby enabled them to be punished without the victim’s legal action; expanded the object of sexual offense from ‘woman’ to ‘person’; established the offense of ‘imitative rape’ in the *Criminal Act*; expanded the scope of abolition of the statute of limitation with regards to sex offenders; expanded the scope of exclusion of the application of the provision on the mitigation of punishment for crimes committed under the influence of alcohol or drugs; strengthened the legal punishment for sexual offense; expanded the scope of public access to the personal information of sex offenders; expanded the scope of the implementation of the public defender system for victims of sexual offense; introduced the testimony assistant system for the children victims of sexual offense; expanded the institutions responsible for the education on the prevention of sexual violence; and thereby reinforced the punishment for sexual offense while expanding the system of protection for the victims of sexual offense.

Moreover, the Supreme Court altered the precedent on 16 May 2013 and fully recognized the establishment of the offense of the rape of a spouse, which had previously been only recognized when the family was in a failed state. This strengthened the protection of female spouses’ right to sexual self-determination.

### 3) Electronic supervision system

The introduction of the 'electronic supervision system,' a major policy for the prevention of the second offense of a sex offender, was first discussed when Park Geun-hye, the then-representative of the Grand National Party, proposed the 'system of probation and electronic monitoring of sex offenders' at her speech at the National Assembly as a parliamentary group representative in April 2005. After the proposal of the National Assembly and proceedings to accept opinions including inspection of bills, public hearing and etc., the Ministry of Justice proposed an amendment to the National Assembly in December 2006. Establishing T/F for the introduction of the system in February 2007 and making inspections abroad including United States and European countries, the Ministry of Justice investigated foreign examples of electronic supervision based on which *the Act on Attachment of Electronic Device for Position Tracking on Specific Sexual Crime Offenders* was enacted and promulgated on 27 April 2007, implemented since 1 September 2008 after one revision. The introduction of electronic supervision system is attributable to social atmosphere where anxiety is increasing due to consecutive occurrence of sexual assaults and series of murders against women and etc. The subject of attachment of electronic anklet was limited to the sex offenders on early stage, but was extended to abductors of minors ('09), murderers ('10), robbers (June '14) and the number of subjects have been drastically increased. The electronic supervision system introduced to prevent sexual violence against women is said to be effective with no doubt, as the second conviction rate on crimes of the same kind decreased by one sixth after the introduction of electronic supervision system compared to the rate 4 years ago, before the electronic supervision system was introduced.

### 4) Public defender for victims system

Public defender for victims system' was introduced on 16 March 2012 to make sure the rights and interests of children and teenager victims are protected during the criminal procedure, so that legal aid is provided from the occurrence of cases to all procedures throughout investigation and trial.

Also, through the amendment of the Act on Sexual Crime of Violence (implemented on 19 June 2013), the coverage was completely expanded to all kinds of victims of sexual violence, and 'exclusive public defender system' was introduced in July 2013 to take charge of legal assistance exclusively for victims of sexual violence. Public defenders exclusive to victims of sexual violence were allocated to 5 One-stop support centers and 10 branches of Korean Legal Aid Corporation and swift and specialized legal aid system was arranged to avoid secondary damage.

It has been settled down as representative system to support sexual violence victims supporting 13,572 victims since the implementation until now 31 March 2014. It is expected that more victims will receive legal aid by professional manpower, by the benefit of enactment of *Special Act for the Punishment of Child Abuse Crimes*(implemented on 29 September) which ensures supports for victims of child abuse as well as of sexual violence.

### 5) Testimony assistant system

Through the implementation of the *Act on Sexual Crime of Violence* on 19 December 2013, testimony assistant system was introduced for the sake of prevention of secondary damage of sexual violence victims and protection of their rights and interests. It ensures the direct involvement of specialized expert (testimony assistant) in investigation and trial procedure to mediate and assist communication for children and disabled victims who have difficulty in communicating.

48 Testimony assistants were qualified after education and training and began working. Though it is still at the initial stage, assistants have been very active. Until March 2014 providing testimony support to 87 sexual violence victims including mentally challenged women during police and prosecution investigation, thus this system is expected to contribute to protect rights and interests of children and disabled victims of sexual violence.

In building support centers and protection facilities for the victims of sexual abuse, the *Act on Special Cases Concerning the Punishment, Etc. of Sexual Crimes* legislated in January 1994 provided a solid legal foundation. In 2010, the *Act on the Prevention of Sexual Assault and Protection, Etc. of Victims Thereof* was legislated, strengthening sexual violence prevention and victim protection and support. It also became a basis for establishing integrated victim support centers.

The Comprehensive Support Center for Victims of Sexual Violence is a liaison between different services and the victims, assisting them with reporting of case, counseling, case management, medical, and legal services. The Center was first established in 2004 envisioning an integrated victim support system in one location at survivor's first visit. As of 2013, 33 centers have been built and in 2013 alone, 27,448 victims visited the centers and received assistance.

The protection facilities provide safe housing and living environment, psychological counseling for recovery and social adaptation, and education and training for self-reliance. All 24 locations around the nation are financially aided by the government.

In addition to installing such facilities, the MOGEF is providing more diversified and specialized services including personalized psychotherapy for the victim and the families and free legal defense services for both civil and criminal cases.

In April 2008, the government announced the Comprehensive Plan for Protection of Children and Women and it addresses prevention of sexual violence against children and women, quick arrest and heavier punishment of the offender, victim protection, and strengthened assistance for victims. The MOGEF cooperates closely with relevant ministries to properly implement the Plan. To strengthen continuity of its implementation, 9 ministries have been jointly operating the Committee for the Comprehensive Plan for Protection of Children and Women.

In June 2013, the Comprehensive Plan of Sexual Violence Prevention was announced by the joint effort of 11 ministries and the Plan reflects the new directions of the Park Administration and amendments made in the sexual violence related laws. The Plan provides measures in eliminating sexual violence, concentrating on the preventive aspects such as education for prevention and recidivism prevention. Also, as most citizens agreed and demanded, the Plan aims to ensure prompt response to victims of

sexual violence.

In regards to punishment and victim assistance for domestic violence cases, the *Act on Special Cases Concerning the Punishment, Etc. of Crimes of Domestic Violence* and the *Act on the Prevention of Domestic Violence and Protection, Etc. of Victims* were legislated in 1997. These provisions made legal grounds for charging domestic violence as a crime and allowed for the state to intervene at any point in time for the sole purpose of victim protection.

Also, new provisions were put in place to ensure the right to self-defense and to render immediate relief to victims of domestic violence: 1) Victim Protection Orders in which a victim can request a protection order separately from the criminal case procedures (added in 2011), 2) Urgent Ad Hoc Measures which can isolate the offender from the victims when a crime of domestic violence is likely to recur and deemed of its urgency, either ex officio or upon the request of a victim (added in 2011), and 3) On-Site Investigations, etc. by Judicial Police Officers to allow a judicial police officer to visit the scene without any delay when a domestic violence offense report is received (added in 2012).

Most importantly, the Park Administration strongly emphasized its will to eradicate domestic violence, defining it as one of the *Four Major Social Evils* – sexual violence, domestic violence, school violence and unsafe food. In 2013, the Comprehensive Plan for Prevention of Domestic Violence was prepared under the cooperation of 8 government ministries in pursuing elimination of domestic violence at the government-wide level.

Protection and assistance for the victims of domestic violence have been progressively strengthened, especially in the areas of emergency relief, counseling, temporary protection, and housing assistance, through Emergency Call Center (Hotline #1366), Domestic Violence Counseling Center, shelters and similar facilities.

As of December 2013, 196 Counseling Centers were in service across the country. If a victim and their cohabiting family members are in need of immediate protection or debilitated and not able to lead a normal life due to domestic violence, the Centers temporarily protect them or connect them with medical or protection institutions. According to the *Legal Aid Act*, registered legal aid corporations may provide consulting services with respect to laying charges against offenders. To support domestic violence survivors with receiving such legal services, the Centers liaise with legal aid corporations for any necessary cooperation or assistance requested from/to relevant institutions.

In the meantime, protection facilities provide free meals and lodging, legal consulting, counseling, medical and psychotherapy, and assistance for admission to schools (including confidential changing of schools) for child survivors. 70 Centers were built nationwide by December 2013.

In an effort to support self-reliance and social adaptation of the survivors, the government launched a housing assistance program in 2008 that provides safe living environment to victimized women and their families. By the end of December 2013, there were 156 communal houses across the country. With this program, the MOGEF has established a complete support system for the victims of domestic or sexual

violence encompassing the initial report and the recovery and independence of the survivors.

### ***Women and armed conflicts***

In May 2014, the Korean Government established its National Action Plan for the implementation of United Nations Security Council Resolution 1325 on Women, Peace and Security adopted in 2000. The National Action Plan is composed of ten objectives and subsequent strategies in four areas: Prevention, Participation, Protection and Relief and Recovery. It describes the Korean Government's determination to provide pre-deployment training for all persons dispatched to peacekeeping operations, develop a prevention system through international cooperation, incorporate gender perspectives into national defense, foreign affairs and unification policy, and support the self-reliance of women in conflict areas through ODA projects.

In addition to this, the Foreign Minister assumed the championship of Preventing Sexual Violence Initiative led by the UK Government in August 2013. The Korean Government also attended to the Global Summit on Preventing Sexual Violence in Conflict which was held in London in June 2014. The Korean Government is committed to actively participating the international efforts to protect women' rights in conflict.

### ***Women and the economy***

Strengthening national economic capacity through women's economic participation is one of the key priorities of women's policy in Korea. The government has set policy priorities on achieving reconciliation of work and life responsibilities, prevention of career-interruption, and reemployment of women with career-interruption.

Policies for work and family life balance were put into practice when the *Sexual Equality Employment Act (1995)* was revised and renamed as the *Act on Equal Employment and Support for Work-Family Reconciliation* in 2007. The amendments aimed at preventing women's career-interruption largely due to childcare responsibilities. The law clearly mandates that employers should expand the eligibility criteria and pay system during childcare leave, and implement paternity leave and worker's right to request family care leave. These policies became effective in 2012 and as a result, employees with children younger than 8 years old are currently benefiting from the amended childcare leave system; the number of leave users increased from 58,136 in 2011 to 64,071 in 2012, and to 69,616 in 2013.

<Total Number of Employees Taking Childcare Leave>

(Unit: person)

Type	Category	2008	2009	2010	2011	2012	2013
Childcare Leave	New	29,145	35,400	41,733	58,136	64,071	69,616

Source: Gender Statistics / MOGEF

Also, 6 government ministries jointly prepared the Lifecycle Career Management Support Plan for Female Workers to support women’s career building and economic participation in accordance with different life stages of women—pregnancy and childbirth, childrearing, etc. Some policies included in the Plan address maternity protection, childrearing and childcare, reemployment support, and culture of work-life balance.

Groundwork was laid to help career-interrupted women reenter the labor market. In 2008, the *Act on Promotion of Economic Activities of Career-Interrupted Women* was legislated and the First Framework Plan for the Promotion of Economic Activities of Career-Interrupted Women (2010-2014) was prepared based on the Act.

In an effort to support reemployment of career-interrupted women, comprehensive one-stop career service, SAEIL Center, was established in 2009. Beginning with 72 locations in 2009, approximately 140 centers are designated and operating nationwide as of June 2014, serving women who seek to restart their career. At each center, trained career consultants assist female job seekers with search activities and successful career life. Provided services at SAEIL Centers include job counseling, work/company specific education and training, internships, job search and ongoing follow-up after hired. In 2014, 10 new types of SAEIL Centers have been designated to offer tailored services according to their major field in college, career experience, and local-specific needs. For the past 5 years (2009-2013), a total of 890,000 women have used the centers, of which 520,000 succeeded in finding employment. Moving forward, policies are being strengthened to open up more decent job opportunities and to ensure job security for women rebuilding their careers.

To ease the working women’s burden of childcare, the government has secured a budget of 5 billion USD and provided free public childcare services to working parents with children up to age 5. The budget also has been allocated to improve childcare environment, especially to increase the number of onsite daycare centers reinforcing companies that are obligated to build childcare facilities. The goal is to increase the current 39 percent of onsite childcare centers to 70 percent, which amounts to approximately 640 centers, by 2017. Families benefiting from the home visiting childcare service in case of parents’ absence or illness also increased from 39,000 in 2011 to 51,000 households in 2013.

Exerting governmental efforts to invoke change in corporate minds toward the Flexible Hour System is an ongoing task. To build nationwide empathy and promote the need of system for work and family life balance, A Manual for Flexible Hour System was created and distributed to relevant government institutions and companies. The government has also been providing consultations to companies to spread the Flexible Hour System in the private sector.

In 2008, the Family-Friendly Company Certification program was introduced, in



which a certification is given to top family-friendly companies that have set examples in promoting work and family life balance. Since its launch, the number of certified companies has continually grown from 14 initially to 253 in 2012 and 522 in 2013.

Also, a *Family Day* is designated and actively promoted for disseminating a culture of leaving work on time as it is rarely observed in Korea. In addition, the MOGEF has developed and distributed a mobile app to provide easy access to general information on work and family life balance.

### ***Women in power and decision-making***

In 1996, the Quota System for Female Employees was implemented in order to expand women's participation in public offices. As a result, the rate of female applicants passing public service examinations skyrocketed from 27.3 percent in 1995 to 42.9 percent in 2002. Also, in December 1999, the Constitutional Court of Korea ruled against the extra credit point system given to those who completed military service, and the system was abolished in January 2001. The Quota System has been amended and the Affirmative Action for Public Officer was newly implemented in 2003. The new policy ensures a 30 percent quota for each gender by selecting additional candidates who have scored above the cutoff line for the under-represented gender. Since then, the number of female public officers gradually increased and the numbers in 2008 and 2010, recording an increase from 46.1 to 47.2 percent in the central government, and from 29.3 to 29.8 percent in the local governments, respectively.

The Five-Year Plan is also implemented to expand the ratio of women in manager level public posts. The goal for the central government is to reach 15 percent by 2017, and 15.1 percent by 2016 for local governments (it was 9.3 percent in central government and 9.9 in local governments at the end of 2012). Furthermore, the quota system to enhance women's representation was established for positions in public service, education, and government committees. Consequently, the number of participants in governmental committees increased from 25.7 percent in 2012 to 27.7 percent in 2013, exceeding its target of 27.4 percent for 2013. The number of high ranking female officials above Level 4 increased from 9.3 percent in 2012 to 9.9 percent in 2013. In the education field, the number of female principals and vice principals at elementary and middle schools increased from 24.5 percent in 2012 to 27.2 percent in 2013. In the case of governmental committees, the amended *Framework Act on Women's Development* provides legal grounds to achieve 40 percent of female participation in governmental committees: 1) allotted 40 percent gender ratio for commissioned members when organizing a governmental committee, 2) required a process for consideration and decision examining reasons of not meeting the 40 percent participation of women in women's policy working groups.

In 2000, the *Political Party Law* amendment led a way to set quotas for female candidates: 30 percent women for proportional representation candidates in the National Assembly, 50 percent recommendation for local government councils' proportional representation candidates in 2002, 30 percent recommendation for

electoral district candidates, and 50 percent for proportional representation candidates in the National Assembly in 2004. Consequently, the ratio of women in the National Assembly increased from 13.7 percent in 2008 to 15.7 percent in 2012, and, in the local government councils, from 14.5 percent in 2006 to 20.3 percent in 2010, and to 22.9 percent in 2014.

Finally, the MOGEF has been operating the Academy for Female Specialists since 2013 to strengthen capability building of women in managerial positions, helping them to advance and grow as key leaders in their organizations. Training programs offered at the Academy are contributing to encouraging active communications within the organization, forming a women-friendly organizational culture and raising future women leaders.

### ***Institutional mechanism for the advancement of women***

Since the First Basic Plan for Women's Policy (1998-2002) was established in 1997, the holistic framework has been reviewed and updated every five years suggesting new overall policy directions. Annual implementation plans are also put in place and are being monitored. Currently, the Fourth Basic Plan for Women's Policy is being implemented.

Along with the Plan, Women's Policy Coordination Meeting, chaired by the Prime Minister, and Women's Policy Planning Sessions, chaired by Vice Minister of Gender Equality and Family, are effectively working government-wide to consolidate and coordinate women's policies. In addition, each central administrative agency appoints an assistant minister of planning and management or a public officer of the equivalent level as the Gender Equality Officer for effective planning and implementation of women's policy in central government institutions.

### ***Human rights of women***

As a State Party to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Korean Government submitted its fifth and sixth periodic reports, which were considered by the CEDAW Committee in 2007. The seventh periodic report was submitted in 2010 and was considered in July 2011. According to the request of the Committee, the Korean Government submitted a follow-up report in 2013 addressing the measures it took to implement the recommendations contained in paragraphs 15 and 21 of the Concluding Observations by the CEDAW Committee.

In the 49-Article response containing positive aspects and principle areas of concern and recommendations, the Committee requested Korea to submit written information within 2 years on steps undertaken regarding Article 15, Adoption of a comprehensive Anti-Discrimination Act, and Article 21, Elimination of violence against women.

The work of the Committee on Gender Equality Promotion under the Ministry of Gender Equality, which included monitoring of gender discrimination and sexual harassment, were unified into the National Human Rights Commission in 2005 based

on the *Gender Discrimination Prevention and Relief Act*. Also, based on the *Framework Act on Women's Development*, policymaking and execution functions of the Ministry of Gender Equality were strengthened, in regards to resolving sexual harassment and sexual discrimination issues through sexual harassment prevention education, etc.

The National Human Rights Commission, founded in 2001, is in charge of investigating human rights violations and discrimination, and providing recourse. The Commission defines discrimination “without a rational reason, on the grounds of sex, physical conditions such as features, marital status, pregnancy or childbirth, family surroundings, and etc. (Article 2-4)” as constituting a violation of the right to equality. It is a critical government body in advancing the human rights of women and in eliminating discrimination against women, proven in the *National Human Rights Commission Act* which states “human rights means any of human dignity, worth, liberty and rights which are guaranteed by the Constitution and Acts of the Republic of Korea, international human rights treaties to which the Republic of Korea is a party and international customary laws (Article 2-1).”

The revised *Framework Act on Women's Development* (2010) obligates the heads of public offices and business owners to take all necessary measures to prevent sexual harassment. Based on this Act, the MOGEF is developing and implementing various measures to prevent sexual harassment in public organizations and private companies including 1) inspecting public offices' preventive measures against sexual harassment, 2) providing education programs, 3) developing and distributing education materials for sexual harassment prevention, and 4) cultivating and managing specialized instructors on sexual harassment prevention. Moreover, the 2013 revision of the Act states that if any sexual harassment incidents are found to have been concealed or any secondary damages to victims are confirmed, the Minister of Gender Equality and Family may request the organization to take disciplinary actions on their employees as well as to reflect such incidents and harassment inspection results in their institutional assessment.

To raise gender equality awareness throughout the society, the Korean Institute for Gender Equality Promotion and Education was established in June 2003. As an incorporated foundation, the Institute has been offering courses on Gender Impact Assessment, advanced gender perspective, and female leadership to provide awareness education for public officers in central and local governments, professional instructors, women's organizations, military personnel, and school faculty and staff.

One major revision of gender discriminatory laws is the abolition of the Family Head System in 2005 followed by the enforcement of *Act on the Registration, Etc. of Family Relationship* in 2008 to replace the former family registry system.

Under the Family Head System, a family is centered on the “family head” which is succeeded solely by men. Though only conceptual, this system is innately patriarchal and has long been recognized as a source of gender discrimination in marriage and in family relationship. Naturally, the controversy prompted continued movements and campaigns by women's groups and civil society demanding to abolish the male-centered family register. In May 2003, the Ministry of Gender Equality has taken up the abolishment of the Family Head System as a critical agenda and put together a

special task force composed of representatives from relevant ministries and civil societies, whose work led to a large scale public campaign and amendment of the Civil act. A bill addressing repeal of the Family Head System and freedom to choose family name was submitted in November 2003 to the National Assembly and it gained a consensus of the parliament in December 2004. Within 2 months, in February 2005, the Constitutional Court ruled that the Family Head System is unconstitutional and that it is a violation of the gender equality principle. Thus, the system was repealed in favor of a personal registry system. After the enactment of the *Act on the Registration, Etc. of Family Relationship*, remaining decrees that withhold regulations related to the Family Head System were thoroughly inspected and rectified.

To realize gender equality in the area of employment, sexual discrimination and sexual harassment at workplace are prohibited by the *Labor Standards Act* and the *Act on Equal Employment and Support for Work-Family Reconciliation*. Also, the *Act on Private International Law* was revised in April 2001, which is another realization of gender equality. This correction allows the law of the nationality of one of both spouses to be applicable whereas only the law of the nationality of the husband or the father was designated previously.

### ***Women and the media***

As gender stereotyping and gender discriminatory customs in the media is a main mechanism that violates gender equality in society, monitoring the media on gender equality has become an important pillar of women's policy. The *Framework Act on Women's Development* requires the following: "The State and local governments shall support to correct gender discriminative contents in the mass media and to disseminate the awareness of gender equality via such mass media (Article 28)." The *Broadcasting Act* includes deliberation rules of the Korea Communications Standards Commission concerning gender equality issues and outlines detailed criteria for monitoring gender discriminative programs.

When the *Framework Act on Women's Development* has been completely revised and renamed as the *Framework Act on Gender Equality*, set to be enforced from 1 July 2015, an article that stated, "The Minister of Gender Equality and Family shall regularly monitor mass media contents that are discriminative, biased, degrading or violent based on gender, and may, if necessary, request the Korea Communications Commission or relevant administrative agencies to improve laws, systems or policies (Article 37-3)" was added. This addition and other provisions will empower efforts to create more gender-equal, impartial media environment in the future.

In liaison with women's groups and civil organizations, monitoring of mass media contents that contain gender discriminatory content, degrade women, and are violent against women has been strengthened. To maximize its effectiveness, the monitoring results are made available to evaluating bodies such as the Korean Communications Standards Commission and the Viewers Committee. Also, efforts are being made to improve gender equality awareness and to disseminate gender-equal culture by supporting education programs on gender sensitivity for people working in the media including monitoring staff of women's organizations and the Monitoring Group of the

Korean Communications Standards Commission.

In addition to the regulations, the Gender Equality Broadcasting Award was newly presented starting in 1999 as an effort to eliminate gender discriminative customs and improve gender awareness in the media sector. The award has been renamed as the Gender Equality Award in 2012 and it is given to broadcasting programs or news reports that contributed to embodying gender equality culture and raising national awareness on equality.

Special education programs will be expanded for professionals in the media industry such as program directors, writers, and advertisers to incorporate gender perspective and to increase gender awareness in broadcasting productions.

For increased access to information, expanded social participation, and strengthened networking of women, the website *Women Net* ([www.women.go.kr](http://www.women.go.kr)) was launched in May 2002 providing diverse women-specific policies and services. Aimed at promoting active economic participation and career development of women, the site offers various readings such as Expert's column and Interview with women leaders, and free services such as personal statement writing class and online lectures. Women Net has been receiving positive responses from the users and it solidified its place as a most useful public portal to women in 2013 with the addition of a new service, *Support for Women*. Support for Women is especially convenient as it lists selected women's policies and services offered by different agencies and ministries in accordance with women's lifecycle and demands.

### ***Girl child***

To prevent sexual abuse and recidivism against women and especially children, *Act on the Protection of Children and Juveniles from Sexual Abuse* was legislated in 2000 and sex offenders' information was made available for the public. Since then, more regulations have been implemented: 1) restrictions on sex offenders' employment (2006), 2) publicizing of sex offender information on the Internet (2010), 3) notification of sex offender information by mail (2011), 4) suspension of implementing statute of limitation of sex offenders until the child victim reaches the age of majority, 5) exclusion from provisions for mitigation if offender was in a state of mental incapacity induced by alcohol or drug at the time of offense, 6) abolition of statute of limitation for cases whose victims are girls under 13 years of age or female with a physical or mental disability.

In 2013, clause on offense subject to complaint was completely abolished. Also, the punishment for rape cases against children and juveniles was strengthened as heavy as life imprisonment. Those who produce, distribute, etc. child or juvenile pornography is punished as those of rape cases, amounting up to life imprisonment.

To prevent trafficking of children and juveniles, punishment for purchasing child or juvenile sex has been toughened: 1) extended exceptions to the statute of limitation on sexual crimes, 2) for rape and murder cases, excluded the statute of limitation regardless of age, 3) improved sex offender information accessibility and quality for the citizens, 4) expanded employer types in which opportunities are limited for ex-offenders.

To assist rehabilitation of juvenile victims of sex trafficking and to prevent them from reentry, diverse support programs are being offered: specialized education course, sustained support through counseling and case management, and assistance in medical, legal, academic, and financial independence.

To implement proper sex education programs and to prevent sexual abuses, Sexuality Education and Resource Centers for Youth were established and are in service across the country. The centers facilitate interactive and experiential learning environment where young people can explore using various materials and media. Also, the Gender and Human Rights Education at School program instituted a comprehensive education from a gender perspective for preventing sexual abuses, sex trafficking and prostitution, and domestic violence. The Korean Government will continue to exert efforts to cultivate a mature and healthy culture in terms of sexuality through developing and distributing education materials and programs encompassing all stages of life.

### ***Women and Environment***

Women have always been active advocates of environment protection, and the government is further assisting the quantitative and qualitative expansion of women's network for environment by providing financial aid to women's organizations and activities.

The government believes the need of mainstreaming of gender-perspective into environmental policies. In this regard, a study was commissioned by the government in 2003 on introducing gender-perspective to environmental policies and strengthening the role of women in this field.

### **Section Three: Data and Statistics**

#### **1. Establishment of a core set of national indicators for monitoring gender equality**

The Republic of Korea began monitoring the progress in achieving gender equality at the national and regional levels after developing the National Gender Equality Index and Regional Gender Equality Index in 2009 and 2011 respectively. The National Gender Equality Index has been announced annually since 2009, and is extensively used to identify and analyze current situations on gender equality, progress and achievements, and most severe gender inequality areas and reasons behind them.

The National Gender Equality Index is calculated by taking the representative indicators and management indicators. The representative indicators show the status and progress of gender equality in Korea as well as the levels of gender equality in different sectors. As of 2013, there are 21 representative indicators in 8 different sectors, namely; family, welfare, health, economic participation, decision-making, education and job training, culture and information, and security.

<List of Representative Indicators in the National Gender Equality Index>

Sector (No. of indicators)	No.	Representative Indicators	Supervising & Participating Agency
1. Family (2)	1-1	Time spent on domestic work by sex	MOGEF
	1-2	Sex ratio at birth by birth order (from third births)	
2. Welfare (3)	2-1	Sex ratio of non-poor household heads	Ministry of Health and Welfare (MOHW)
	2-2	Public pension holders by sex	MOHW / Ministry of Education (MOE) / Ministry of Security and Public Administration (MOSPA)
	2-3	Employment rate of people with disability by sex	MOHW / Ministry of Employment and Labor (MOEL)
3. Health (3)	3-1	Gender gap in quality of life related to health (EQ-5D)	MOHW
	3-2	National health insurance medical expense beneficiaries by sex	
	3-3	Sex ratio of health checkup examinees	
4. Economic Participation (3)	4-1	Labor force participation rate by sex	Ministry of Employment and Labor (MOEL)
	4-2	Gender wage gap	
	4-3	Sex ratio of full-time regular workers	
5. Decision Making (3)	5-1	Sex ratio of members of the National Assembly	National Assembly Secretariat National Election Commission
	5-2	Sex ratio of Level 5 and above public officers	MOSPA
	5-3	Sex ratio of managers (above director level)	MOEL
6. Education and Job Training (3)	6-1	Gender gap in average years of schooling	MOE
	6-2	Sex ratio in higher education enrollment	
	6-3	Sex ratio of employees participating in job training	MOEL
7. Culture and Information (2)	7-1	Leisure time by sex	Ministry of Culture, Sports, and Tourism
	7-2	Sex ratio of workers in cultural contents industry	
8. Security (2)	8-1	Gender gap in crime awareness and public safety awareness	Ministry of Justice National Police Agency
	8-2	Sex ratio of violent-crime victims	

The Regional Gender Equality Index aims to promote gender equality and to revitalize regional women's policy by analyzing the levels and characteristics of gender equality progress in each region. As the index enables comparative analysis of gender equality among various regions and sectors, it is useful in identifying vulnerable areas, and planning and monitoring specialized women's policy for each region. In addition, the Regional Gender Equality Index is used to monitor women's policy, to see whether regional policies are feasible, to set policy priorities for the region, and to enhance awareness of local and regional governments and citizens on gender equality.

<Categories and Indicators of Regional Gender Equality Index 2012>

Category	No.	Representative Indicators
1. Enhancing Representation	1-1	Sex ratio of local and regional councils
	1-2	Sex ratio of local government heads
	1-3	Sex ratio of public officers Level 5 and above
	1-4	Sex ratio of elementary, middle, high school principals

2. Economic Participation and Opportunity	2-1	Gender gap in employment rates
	2-2	Gender gap in managerial positions
	2-3	Sex ratio of full-time, regular workers
	2-4	Gender wage gap
3. Family and Security	3-1	Family life satisfaction by sex
	3-2	Domestic work time by sex
	3-3	Use of parental leave by sex
	3-4	Awareness of security and dangers of crime by sex
	3-5	Sex ratio of violent-crime victims
4. Welfare	4-1	Sex ratio of basic livelihood beneficiaries
	4-2	Public pension holders by sex
	4-3	Sex ratio of people with retirement savings

## 2. Current status of data collection and compilation relevant to the nine indicators on violence against women of the UN Statistical Commission (2013)

In the Republic of Korea, the National Police Agency collects and analyzes data related to physical violence as a part of crime statistics and for the violence section in the crime analysis statistics. Data on sexual and domestic violence is collected and compiled by the Survey on Sexual Violence and Survey on Domestic Violence conducted by the MOGEF. To support the data collection and analysis of sexual harassment cases occurring in governmental institutions, a legal basis has been prepared through the amendment of *Framework Act on Women's Development* which will be effective from 2015.

The following table shows the status of data collection and compilation relevant to the nine indicators on violence against women developed by the UN Statistical Commission.

### <Korea's Data Collection and Compilation Status Relevant to the 9 Indicators on Violence Against Women Developed by the UN Statistical Commission>

Title	Institution in Charge	First Draft	Cycle	Key Variables
National Police Agency Crime Statistics	National Police Agency	1994	1 year	- by crime type (murder, rape, violence, etc.) - by sex of victim - by age of victim - relationship of offender and victim
Crime Analysis Statistics	Prosecutors' Office	1994	1 year	- by crime type (murder, rape, violence, etc.) - by sex of victim - by age of victim - relationship of offender and victim
Survey on Sexual Violence	MOGEF	2007	3 years	- by age of victim - sexual violence victimization rate by sex (past 1 year / lifetime) - damage of sexual violence: ▫ by number of assault ▫ by relationship of perpetrator and victim ▫ by degree of injury ▫ by presence of psychological pain



Survey on Domestic Violence	MOGEF	2004	3 years	<ul style="list-style-type: none"> <li>- number of physical, mental, economic violence between family members by sex (past 1 year)</li> <li>- number of physical, mental, economic violence between partners, by sex</li> <li>- number of sexual abuse, neglect, and control between partners, by sex</li> <li>- degree of physical injury from violence perpetrated by partner</li> <li>- degree of psychological pain from violence perpetrated by partner</li> </ul>
Survey on Sexual Harassment	MOGEF	2015 (Provisional)	3 years	<ul style="list-style-type: none"> <li>- by sex, age, education level of victim</li> <li>- by cause and types of harassment</li> <li>- by type of damage</li> <li>- relevant information on sexual harassment victim relief</li> </ul>

The Crime Statistics by the National Police Agency and the Crime Analysis Statistics from the Prosecutors' Office, both produced annually since 1994, collect data relevant to indicators 1 and 2. As data of victims is coded by gender, physical violence inflicted against women can be studied with these statistics.

Data relevant to indicators 3 and 4 is collected from the Survey on Sexual Violence, which is conducted every 3 years by the MOGEF. The survey includes all indicators suggested by the UN.

Survey on Domestic Violence, also conducted by the MOGEF every 3 years, deals with variables related to indicators 5, 6, 7, and 8.

However, data relevant to indicator 9 on female genital mutilation (FGM) is not produced in Korea as the practice of FGM is not present within the country.

### 3. Current status of data collection by specific types of women

#### 1) Rural women

There are a number of surveys that collect data on the situation of rural women. The Census of Agriculture, Forestry, and Fisheries Data and the Agriculture, Forestry and Fishery Survey are conducted by the Statistics Korea. The Rural Development Administration produces the Survey on the Welfare of Farmers and Fishermen while the Ministry of Agriculture, Food and Rural Affairs conducts the Survey on the Status of Female Farmers. Additional data can be collected through the Population Census, the Population Projections Survey, and the Internal Migration Survey conducted by the Statistics Korea.

#### <Statistics on the Situation of Rural Women>

Title	Institution in Charge	First Draft	Cycle	Key Variables
Census of Agriculture, Forestry,	Statistics Korea	1960	5 years	Agriculture / fisheries / forestry, age, sex, sex ratios, marital status, level of

and Fisheries Data				education, primary occupation field, period of work, type of employment, period of work outside agricultural industry
Agriculture, Forestry and Fishery Survey	Statistics Korea	1970	1 year	Agriculture population, farm size, type of farming, administrative district, age, income, fisheries population
Survey on the Welfare of Farmers and Fishermen	Rural Development Administration	2008	5 years	Number of female pension holders, total days off for pre- / post-partum care, experience of parental leave (for wage workers), government support for promotion of gender equality, necessary women's welfare programs
Survey on the Status of Female Farmers	Ministry of Agriculture, Food & Rural Affairs	1999	5 years	Type of farming, female CEO ratio in agricultural industry, proportion of rural households with farm registered under women's names, daily average time spent on domestic work, working hours outside agriculture, membership ratio of agricultural organizations, number of pension holders
Population Census	Statistics Korea	1925	5 years	Administrative district (si, gun, gu), relationship to household head, household type, level of education, status of economic activity, position at work, area of residence, area of work, industry, occupation, years at current job, marital status, number of children, number of children in child plan, age of first marriage, nationality, obstacles to activities
Population Projections Survey	Statistics Korea	1938	1 month	Administrative district (si, gun, gu), number of marriages, number of marriages with foreign nationals, number of divorces, total birth rate, birth rate by age of mother, order-specific birth rate, birth rate of twins
Internal Migration Survey	Statistics Korea	1970	1 month	Administrative district (si, gun, gu), sex, age, place of relocation (past and current)

## 2) Senior women

The Survey of Living Conditions of the Elderly and the Survey on Abuse of the Elderly conducted by the Ministry of Health and Welfare are two major statistics on senior women. Data categorized by different age groups in the Population Census from the Statistics Korea can be used to compile additional data on elderly women.

### <Statistics on the Situation of Older Women>

Title	Institution in Charge	Starting Year	Cycle	Key Variables
Survey of Living	Ministry of	2004	3 years	Area, city, province, sex, age, marital

Conditions of the Elderly	Health & Welfare			status, household type, number of members in household, relationship to head of household, level of education, current employment status, annual household income, physical conditions, possession of residential property, desired type of residence, family and social relationship, type of support, awareness and attitude about life after retirement, economic status, health and medical support, status and desire of economic activity, leisure activities, living condition
Survey on Abuse of the Elderly	Ministry of Health & Welfare	2005	1 month	Sex, type of elder abuse, age, number of reported repeat victimization, perpetrator of elder abuse
Population Census	Statistics Korea	1925	5 years	Age, sex, education level, marital status, status of economic activity, industry, occupation, position at work, source of livelihood income, members of household

### 3) Women with disabilities

To collect data on women with disabilities, the Ministry of Health and Welfare produces the Survey of the Disabled Persons, Statistics on the Disabled Persons, and Epidemiological Survey of Mental Disorders. In addition, the Korea Employment Agency for the Disabled conducts the Survey on the Employment Status of the Disabled in Business, the Survey on Economic Participation of the Disabled Persons, and the Survey on the Employment Panel of People with Disabilities. The Korea Women's Development Institute compiles relevant data through its indicators for women with disabilities and makes it available for use.

#### <Statistics on the Situation of Women with Disabilities>

Title	Institution in Charge	Starting Year	Cycle	Key Variables
Survey of the Disabled Persons	Ministry of Health & Welfare	1995	3 years	Difficulties experienced during pregnancy, sufficiency level of pre- / post-partum care, most needed services for women with disabilities, working population and employment rate by sex
Statistics on the Disabled Persons	Ministry of Health & Welfare	1989	1 year	Sex, age, type of disability, level of disability, etc.
Epidemiological Survey of Mental Disorders in Korea	Ministry of Health & Welfare	2006	5 years	Sex, age, marital stats, level of education, employment status, level of income, lifetime prevalence rate by type of mental disorder, experience of professional counseling
Survey on the Employment Status of the Disabled in Business	Korea Employment Agency for the Disabled	2005	2 years	Sex, age, marital status, level of household income, type of disability, level of disability, work environment, past work experience, policy, job training, work life, employment status and wage, employment channel
Survey on Economic Participation of the	Korea Employment Agency for the	2013	1 year	Sex, age, level of disability, education level, status of economic activity of person with disability

Disabled Persons	Disabled			
Survey on the Employment Panel of People with Disabilities	Korea Employment Agency for the Disabled	2008	1 year	Employed, wage worker, individual proprietor, unpaid family care worker, unemployed, layoffs, economically inactive population, experience of job change due to pregnancy/childbirth/childcare, degree of burden on women with disability to find or maintain a job
The Women with Disabilities Index	The Korea Women's Development Institute	Varies by indicator	Varies by indicator	Age, type of disability, first occurrence time of disability, cause of disability, family life, level of education, economic activity and income, health condition, accessibility, residential right, civil right, violence and discrimination

#### 4) Women living with HIV and AIDS

The statistics on the Annual Report of the Notified HIV/AIDS produced by the Ministry of Health and Welfare and the Death Statistics in Korea by the Statistics Korea deal with women living with HIV and AIDS in Korea.

#### <Statistics on the Situation of Women Living with HIV/AIDS>

Title	Institution in Charge	Starting Year	Cycle	Key Variables
Annual Report of Notified HIV/AIDS	Ministry of Health & Welfare	1985	1 year	Sex, age, channel, motivation for taking test, report year, nationality, testing institution, anonymity of the report
Death Statistics in Korea	Statistics Korea	1982	1 year	Sex, level of education, occupation, marital status

### **Section Four: Emerging Priorities**

#### **Key Missions for Gender Equality Enhancement and Women Empowerment Policy Implementation**

##### **1. Create a women-friendly social environment**

In order for the Gender Equality Enhancement and Women Empowerment Policy to achieve its practical effectiveness, creating a women-friendly social environment must be the first step which includes awareness improvement such as disseminating a culture of equality and infrastructure establishment such as building women-friendly practices.

Based on Article 14 of the *Women's Development Act*, one week at the beginning of July (1-7 July) is designated each year as a Women's Week to inspire women for their development and raise general awareness of gender equality among the citizens.

Since its first celebration in 1996, central and local governments and civil and women's groups have been commemorating Women's Week with various events and promoting themes on advancement of women's representation and gender equality.

Women-Friendly City is a city system in which women's active participation in the

administration of the city is encouraged and facilitated in order to make their town the best place to live for women and families. The Women-Friendly City Project was started in two cities, Iksan and Yeosoo, in 2009 and consistently increasing number of local and provincial governments are participating: 8 cities in 2010, 20 in 2011, 9 in 2012, and 11 cities in 2013.

<List of Women-Friendly Cities>

Year	Total Participating	City Name
2009	2 Cities	Iksan-si, Jeollabuk-do; Yeosu-si, Jeollanam-do
2010	8 Cities	Gangnam-gu, Seoul; Jung-gu and Dalseo-gu, Daegu; Suwon-si and Siheung-si, Gyeonggi-do; Gangneung-si, Gangwon-do; Cheongju-si, Chungcheongbuk-do; Dangjin-si, Chungcheongnam-do
2011	20 Cities	Dobong-gu, Seoul; Sasang-gu, Busan; Bupyeong-gu and Dong-gu, Incheon; Dong-gu, Seo-gu, Nam-gu, Buk-gu and Gwangsan-gu, Gwangju; Ansan-si and Anyang-si, Gyeonggi-do; Donghae-si, Gangwon-do; Asan-si, Chungcheongnam-do; Gimje-si, Jeollabuk-do; Jangheung-gun, Jeollanam-do; Yeongju-si, Gyeongsangbuk-do; Changwon-si, Gimhae-si and Yangsan-si, Gyeongsangnam-do; Jeju Special Self-Governing Province
2012	9 Cities	Seodaemun-gu and Mapo-gu, Seoul; Yeonje-gu, Busan; Suseong-gu, Daegu; Uijeongbu-si and Gwangmyeong-si, Gyeonggi-do; Yeongwol-gun, Gangwon-do; Jecheon-si, Chungcheongbuk-do; Pohang-si, Gyeongsangbuk-do
2013	11 Cities	Jung-gu and Nam-gu, Busan; Yeonsu-gu, Incheon; Seo-gu, Daejeon; Yongin-si, Gyeonggi-do; Wonju-si, Gangwon-do; Boryeong-si and Taean-gun, Chungcheongnam-do; Namwon-si, Jeollabuk-do; Gumi-si and Gyeongsan-si, Gyeongsangbuk-do

Source: MOGEF

In 2014, the MOGEF is trying to resolve problems which local and regional governments are faced with when implementing the Women-Friendly City Program by strengthening the selection criteria, building a more systemic monitoring process, providing adequate training, promoting partnership programs, and finding best practices and best institutions. Especially, it is MOGEF's goal to help citizens recognize actual changes made in the society toward women-friendly environment.

## 2. Utilize female resources

Education fervor in the Korean society has contributed to increase in the number of women completing higher education; however, it did not lead to the full utilization of female potential. Utilization of female resources is essential in promoting gender equality and advancing the Korean society. To this end, the Park Geun-hye administration is focused on empowering women who completed higher education or who have career experience. The government is providing education and training to help these women advance into higher-level positions through a program that fosters

future women professionals and a female resource utilization system that supports women's employment and work-life reconciliation.

Establishing a pool of female professionals and the Academy for Female Specialists are two pillars of the government's program to foster female talents. The plan aims to find and foster female experts in various fields including finance and economics, art and culture, natural science, and those working in the private companies as well as promising women leaders in local area. Its specific goal is to increase the number of female specialists from 32,000 in 2012 to 100,000 by 2017. The Ministry has developed relevant legal grounds by inserting clauses on collection and management of information on female specialists when the *Women's Development Act* was amended in August 2013. It is currently collaborating with the Ministry of Security and Public Administration to establish the database for female specialists, using the existing database system of national specialists. As part of the national scheme, MOGEF aims to discover 15,000 women talents in the private sector and local communities as well as female professionals in the field of finance, economics, art, culture, and natural science.

The Academy for Female Specialists is a program that supports female mid-level managers to grow into future leaders, providing online and offline capacity-building education tailored to specific needs. It aims to foster 30,000 female talents by 2017: 2,000 in 2013 and 7,000 annually from 2014 to 2017. In 2013, the Academy provided pilot education programs to 2,127 female mid-level managers and professionals in small and medium enterprises and public institutions who relatively lack access to career development support. From 2014, the government is fostering female leaders in diverse fields by expanding the participants of the education program from female mid-level managers to board members (including candidates) and local women leaders. The Academy is also aiming to designate local hub organizations, establish a nationwide system for women's education and create regular training courses in private companies.

Furthermore, the MOGEF launched the Task Force on Gender Parity and Empowerment of Women, engaging experts from the government bodies, private companies, and non-governmental organizations. The Task Force has set four goals, namely a) Expanding Women's Employment, b) Creating Conditions for Work-Life Balance, c) Increasing Women's Representation, and d) Spreading the Culture of Gender Equality. To expand women's employment, following specific targets are outlined: expand re-employment opportunities for career-interrupted women, create more Flexible Hour jobs, increase women's entrepreneurs, and raise employment of young and professional women. By 2017, it aims to raise the women's employment rate from 53.9 percent to 61.9 percent, the employment rate of female professionals and engineers from 46.4 percent to 50.0 percent, the employment rate of women in their 30s from 55.5 percent to 63.5 percent, and the ratio of female CEOs in private companies from 37.6 percent to 40.0 percent.

### **3. Achieve gender equality in the society**

The *Women's Development Act* stipulates basic principles on the responsibilities of central and local government institutions in promoting gender equality and women's

development. Since 1995, the Act has been a major influence in expanding women's participation in the society and advancement of women by providing legal grounds for policymaking and budgeting on women's issues.

*The Women's Development Act was enacted 20 years ago; however, socioeconomic environment as well as relevant laws and policies have changed significantly and a paradigm of women's policy has been shifted from promoting women's development to achieving gender equality. To reflect this change, the Women's Development Act went through major amendments in 2014. The amended act will enter into force on 1 July 2015.*

Furthermore, to reflect the purpose of legislation to promote gender equality guaranteed by the Constitution, the title of the amended act was changed into *Gender Equality Act* and the rights relating to gender equality and the government's responsibilities in the enhancement of gender parity were strengthened. The Women's Policy Coordination Meeting also changed its name to the Committee for Gender Equality and established special sub-committees to bolster institutional mechanisms to promote gender policy. In addition, the government launched a set of new gender mainstreaming measures that strengthens gender-responsiveness of government policies and tasks, such as Gender Impact Assessment, Gender Responsive Budgeting, gender statistics, and gender-sensitive education, and reinforced policies to promote equal treatment, equal responsibilities, and equal rights for both men and women. With the *Gender Equality Act*, the Korean Government will continue its efforts to realize gender equality in all areas from politics, economy, society, and to culture. /End/