

4th Global Forum on Gender Statistics

Enhancing Women's Empowerment through Education

March, 29, 2012

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Gender Sensitive Policy

Gender Impact Assessment (GIA)

- **A system of analyzing and assessing gender impacts of policies in the process of establishing and implementing main policies of the Government, which is designed to promote the contribution of government policies to gender equality.**

Legal basis for GIA

- Framework Act on Women's Development
 - Enacted in 2002
- Gender Impact Assessment Act
 - Enacted in Sep.15,2011
 - Enforced from Mar.16,2012
- The Gender Impact Assessment Act sets up the legal basis for GIA and clearly defines applied policies and organization. Thus, it improves the effectiveness of the system and policies.

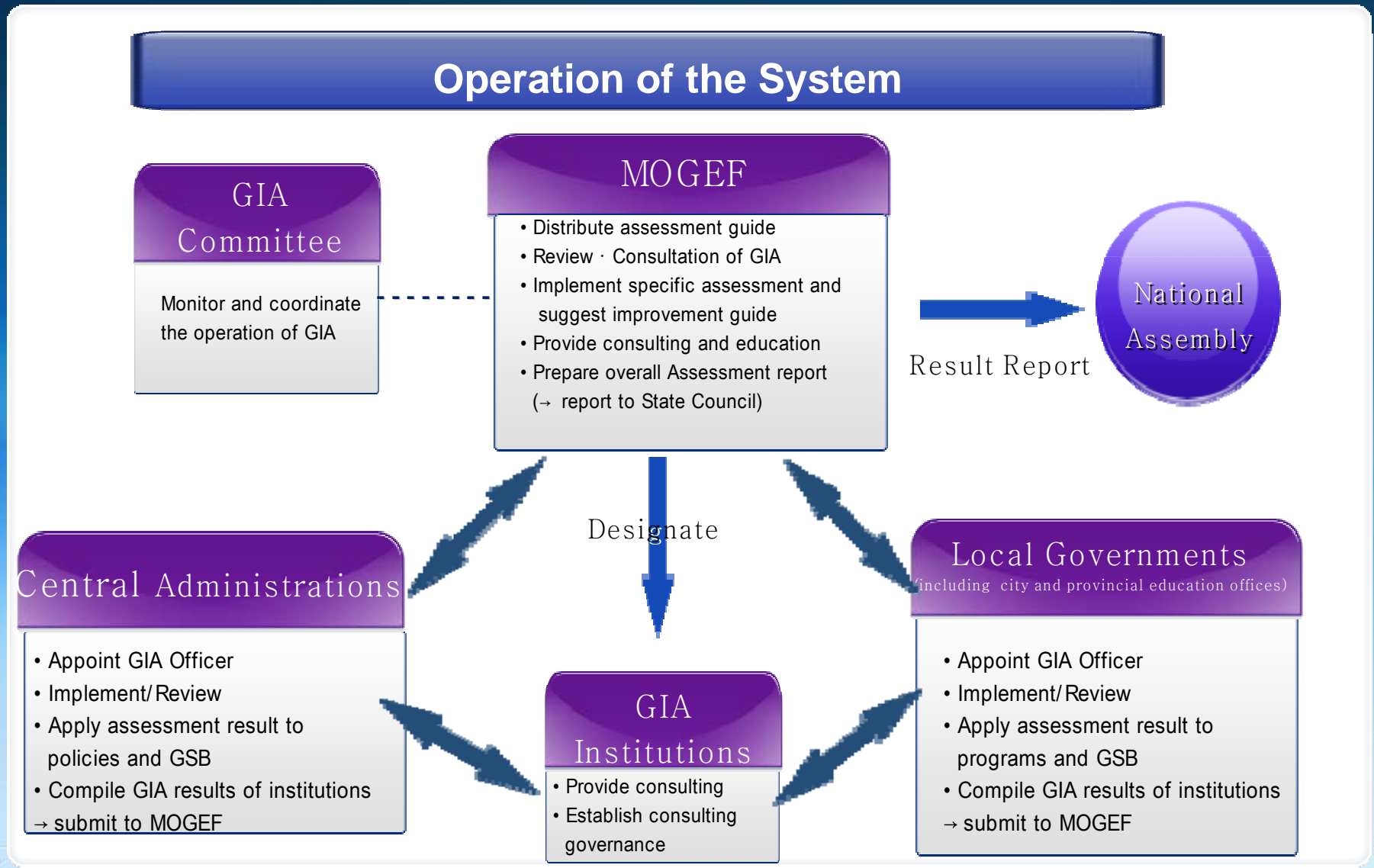
Gender Sensitive Policy



Contents of Gender Impact Assessment Act

- GIA is applied to: Laws and policies
 - Newly enacted or amended legislations, ordinances and regulations
 - Plans and projects that have a significant effect on gender equality
- GIA is applied to: Organizations
 - Central government and local governments
 - Plans and projects that have a significant effect on gender equality
- **The results of Gender Impact Assessment are reflected to Gender Sensitive Budgeting (GSB, or Gender Responsive Budgeting).**
- **Minister of Gender Equality & Family has a right to recommend the improvement of policy to other government agencies.**
- **Minister of Gender Equality & Family submits the report of GIA to National Assembly**

Gender Sensitive Policy



Gender Sensitive Policy

Notable Use of Gender Impact Assessment

Case 1. Kimpo New City Project (Gyeonggi Province, 2006)

Before GIA	After GIA
<p>To ensure that both men and women have equal access to city utilities, and benefit equally from them, designating a new city, the Gyeonggi Province Council conducted a field study on the recently established residential towns to learn from those examples and identify areas of concern, including the followings:</p> <ul style="list-style-type: none">• Inadequately lighted bus stops and transfer stations• Parks deemed too dangerous to walk at night• Lack of surveillance cameras in vulnerable zones• Narrow and inconvenient sidewalks with little consideration for female with baby carriage• Insufficient recreational and sports spaces for women in parks• Lack of facilities for young children in men's and women's public restrooms	<p>Based on the findings, Gyeonggi Province council has included in the Kimpo New City Project Proposal the following provisions to ensure women's health and safety. The Proposal was approved in September 2007.</p> <ul style="list-style-type: none">• Improved lighting and installment of cameras in major pedestrian areas and public spaces• Extensive network of pedestrian paths to allow safe walks around the entire city uninterrupted by cars• Use of paving materials friendly to strollers and female pedestrians• Nursing/diaper-changing stations installed in public restrooms• More sports facilities friendly to families and/or women• Child care centers available in each neighborhood unit

Gender Sensitive Policy

Notable Use of Gender Impact Assessment

- Case 2. There is no gender difference in compensation for physical damage.
(Amendment of Enforcement Decree of High-pressure Gas Safety Control Act, 2006→2007)

Before GIA

Article 53 (Application of Insurance, etc.)
Insured amount standards for injury criteria

Attached table 33 Insured amount in accordance with injury criteria of aftereffects

Person with noticeable scar left on the appearance

- **Men** disability grade XII
(6 million KRW)
- **Women** disability grade VII
(24 million KRW)
- Due to the differences in applicable injury criteria, men are compensated less than women.



After GIA

Article 53 (Application of Insurance, etc.)
Insured amount standards for injury criteria

Attached table 33 Insured amount in accordance with injury criteria of aftereffects

Person with noticeable scar left on the appearance

- **Both Men & women** disability grade VII
(24 million KRW)
- Applying different criteria on the physical damage according to gender is judged as gender discriminative Article. Revised Article regulates that the identical injury criteria is applied to both genders in case of identical level of injuries

Gender Sensitive Policy

Gender-Sensitive Budgeting of Central Government

Gender-Sensitive Budget (National Finance Act, Article 26)

- Since 2010 fiscal year, the Government shall prepare a report on analysis conducted in advance on the impact that the budget is likely to have on females and males, alike.
- The gender-sensitive budget shall include the expected effects of gender equality, performance objectives, benefit analysis by gender, etc.

Gender-Sensitive Settlement of Accounts

(National Finance Act, Article 57)

- The government shall prepare a statement to evaluate whether females and males have equally benefited from the budget and whether the budget has been executed towards addressing gender discrimination
- The gender-sensitive settlement of accounts shall include results of execution, effect analysis on and evaluation of gender equality, etc.

Gender-Sensitive Budgeting of Local Governments

Since 2013 fiscal year, local governments also shall prepare GSB.

Results of GIA are obligated by Gender Impact Assessment Act, to be reflected in GSB from the year of 2010.

Gender Sensitive Policy



Significance of Gender Statistics

Legal Basis for Gender sensitive Policies

Provides basis for effective implementation of Gender Sensitive Policies (GIA, GSB, etc.)

Legal Basis for Gender Statistics(1)

When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units

(**Framework Act on Women's Development**, Article 13, para.3)

Legal Basis for Gender Statistics(2)

The heads of statistics collecting agencies shall designate a staff member for the business concerning the collection and distribution of gender statistics classified by gender
(**Statistics Act**, Article 6)

Gender Sensitive Policy



Significance of Gender Statistics

Production
of Gender Statistics

Numbers of approved statistics by Statistics Commissioner: 852

- Statistics that needs gender subcategorizing : 587(69% of total)
- The number of statistics that are subdivided by gender : 576,
- Not subdivided : 11

Gender
Equality
Index(1)

National Gender Equality Index : 8 realms of estimation

- Family, Welfare, Health, Economic activity, Decision making, Education & Job training, Culture & Information, Safety for women and children

Gender Equality
Index(2)

Local Gender Equality Index : 4 realms of estimation

- Representativeness of women, Economic empowerment of women, Living standards of women, Support for vulnerable women

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Women's Empowerment through Education

Statistics on Women's Status in the Republic of Korea

Women's Participation: Current Figures and Targets

	Legislatures	Government Committees			Leadership Positions in Public Organizations		
		Total	National Level	Local Level	Total	Standing Positions	Non-standing Positions
2011	14.7%	28.6%	24.8%	33.0%	8.8%	3.1%	11.6%
Target for 2012	-	40%	40%	40%	-	-	30%

	The Ratio of Female Government Officials at the Level of:			Ratio of Female Professors in National/Public Universities	Ratio of Female Principals and Vice-Principals
	Assistant Minister or above	Director or Director-General	Deputy Director		
2010	3.1%	8.2%	15.1%	13.6%	20.3%
Target for 2012	10% (at the level of director or above)			20%	30% (by 2015)

Women's Empowerment through Education

Educational Support for Women's competence development

Long term goal

- To prevent career interruption

Short term goal

- To enhance employment competencies, female youth career developing programs are implemented

Capacity development

- Support capacity development for female leaders in corporations

Women's Empowerment through Education



Career Development Center for Female Students

- **Employment support for female college students** by enhancing career development capacities
- **Programs** such as training for reinforced **gender awareness, personal career coaching, job skills development**
 - Some Universities have opened regular courses for women's development
- Designation and operation of Career Development Centers for Female Students
 - **Number of enrollees : over 50 thousands (per year)**
 - **Level of satisfaction : 85 (satisfied) level (in 2011)**
- Opening regular courses and increasing number of universities operating the center → **It became a prime example of human resource development program.**

Currently, 45 universities are operating the centers (2012)

Women's Empowerment through Education



Cyber Mentoring(Mentor/Mentee education)

- **Through on-line Mentor/Mentee Matching Program, mentors provide their experiences and help career path designing of mentees.**
- Enhancing professionalism and motivating economic participation of women by providing various types of role models to women concerned with self-development
- **For 10 years, 6,220 couples of mentors-mentees have been matched.**
- Raising specialties of mentoring service by expanding mentors' pool and strengthening monitoring system such as off-line meetings.

Women's Empowerment through Education

- ❑ **Vocational training and employment support for highly educated women with career interruption**
 - Enhance employment competencies and broaden job opportunities for **highly educated women who had to give up their job for childcare**
 - **Provide** highly educated women of career interruption with **customized vocational program in Re-employment Support Centers** nationwide, based on local demands and employers' demands
 - **In 2011, 21 courses were opened including performing art organizer & marketer and computer graphic designer**
 - **Contributed to the promotion of highly educated women's economic participation with career interruption** and alleviated small and medium sized enterprises' hardship of recruiting workers in local areas

Women's Empowerment through Education

Leadership Training for Female Work Force

- **Female work forces are limited to specific types of occupation** and the ratio of female managers in corporations still remains at low level(16.09%, Sep, 2010)
 - Even though women are promoted to managers, in most cases, women are **at subordinate managerial positions.**
 - **Clear existence of Glass Wall and Glass Ceiling**
- Enhancement of female managers' competencies and improvement of vocational skills
 - **Leadership program** for enhanced competencies, career development, communication in negotiation, etc.
 - Aimed at elevating women's economic status and **advancing into high ranking positions for excellent women work forces**
- Leadership training for female workers in medium-sized companies
(since 2009)
 - Medium sized company : company with workers less than 500

Women's Empowerment through Education

Systems to unlock full potential of women

■ Quotas for the employment of female professors

- Objective:

To consolidate the representativeness of women in education field

- Establishing detailed implementation plans and implementing in **41 national and public universities**, for the realization of substantive gender equality

- Offer incentives to excellent universities and consulting to unsatisfactory universities for effective operation

- The ratio of female professors are in steady trend of increase

- target: 13.5%, achievement: 13.6% in year 2011

(unit: %)

	2006	2007	2008	2009	2010	2011
Total	16.8	17.2	17.67	18.3	19.0	19.5
National/Public	11.7	12.1	12.2	12.8	13.2	13.6
Private	18.8	19.3	19.7	20.3	21.1	21.8

Women's Empowerment through Education

Systems to unlock full potential of women

☐ Quotas for the employment of female scientists and technologists

- Background :
 - Reduce female students' tendency to avoid majoring natural science and engineering field
 - **Utilize highly skilled women workforces in science and technology**
- **Government-contributed research institutions and national or public institutions have to employ female scientists and technologists**
- Target employment rate :30%, by 2010

Year	2006	2007	2008	2009	2010
Achievement(%)	21.4	24.6	22.1	26.6	20.9

- **Strengthening administrative and financial incentives for institutions with excellent performance, such as Award and Reward by Minister of Education, Science and Technology**

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Measures to enhance knowledge-information of women

Establishment and implementation of policies reflecting the characteristics and differences of the gender

- Gender demands considering socio-cultural, economic status and physical differences should be reflected in the establishment and implementation of policies

Customized support for women's empowerment by utilizing Gender Statistics

- Gender statistics is more than just a statistics subdividing genders but it should include analysis elements (criteria of analysis) that indicate current status of gender inequality.
- By actively producing and utilizing gender statistics, knowledge-information competencies of women will be enhanced.

THANK YOU