4th Global Forum on Gender Statistics

Enhancing Women’s Empowerment through Education

March, 29, 2012
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- Gender Impact Assessment (GIA)
- Gender Sensitive Budgeting (GSB)
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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

Operation of the System

**GIA Committee**
- Monitor and coordinate the operation of GIA

**MOGEF**
- Distribute assessment guide
- Review · Consultation of GIA
- Implement specific assessment and suggest improvement guide
- Provide consulting and education
- Prepare overall Assessment report (report to State Council)

**Central Administrations**
- Appoint GIA Officer
- Implement/Review
- Apply assessment result to policies and GSB
- Compile GIA results of institutions → submit to MOGEF

**GIA Institutions**
- Provide consulting
- Establish consulting governance

**Local Governments** (including city and provincial education offices)
- Appoint GIA Officer
- Implement/Review
- Apply assessment result to programs and GSB
- Compile GIA results of institutions → submit to MOGEF

Result Report
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:

- 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

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.

- 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

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</tr>
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</table>
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.**
Legal Basis for Gender Sensitive Policies

Significance of Gender Statistics

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

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

(\textit{Framework Act on Women’s Development}, Article 13, para.3)

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

(\textit{Statistics Act}, Article 6)
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

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

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 Participation: Current Figures and Targets

<table>
<thead>
<tr>
<th>Legislature s</th>
<th>Government Committees</th>
<th></th>
<th>Leadership Positions in Public Organizations</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>National Level</td>
<td>Local Level</td>
<td>Total</td>
</tr>
<tr>
<td>2011</td>
<td>14.7%</td>
<td>28.6%</td>
<td>24.8%</td>
<td>33.0%</td>
</tr>
<tr>
<td>Target for 2012</td>
<td>-</td>
<td>40%</td>
<td>40%</td>
<td>40%</td>
</tr>
</tbody>
</table>

### The Ratio of Female Government Officials at the Level of:

<table>
<thead>
<tr>
<th>Assistant Minister or above</th>
<th>Director or Director-General</th>
<th>Deputy Director</th>
<th>Ratio of Female Professors in National/Public Universities</th>
<th>Ratio of Female Principals and Vice-Principals</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>3.1%</td>
<td>8.2%</td>
<td>15.1%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Target for 2012</td>
<td>10% (at the level of director or above)</td>
<td>-</td>
<td>20%</td>
<td>30% (by 2015)</td>
</tr>
</tbody>
</table>
# Women’s Empowerment through Education

## Educational Support for Women’s competence development

<table>
<thead>
<tr>
<th>Long term goal</th>
<th>Short term goal</th>
<th>Capacity development</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑ To prevent career interruption</td>
<td>☑ To enhance employment competencies, female youth career developing programs are implemented</td>
<td>☑ Support capacity development for female leaders in corporations</td>
</tr>
</tbody>
</table>
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)
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
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
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

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>16.8</td>
<td>17.2</td>
<td>17.67</td>
<td>18.3</td>
<td>19.0</td>
<td>19.5</td>
</tr>
<tr>
<td>National/Public</td>
<td>11.7</td>
<td>12.1</td>
<td>12.2</td>
<td>12.8</td>
<td>13.2</td>
<td>13.6</td>
</tr>
<tr>
<td>Private</td>
<td>18.8</td>
<td>19.3</td>
<td>19.7</td>
<td>20.3</td>
<td>21.1</td>
<td>21.8</td>
</tr>
</tbody>
</table>
Quotas for the employment of female scientists and technologists

Background:
- Reduce female students’ tendency to avoid majoring in 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

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<th>2008</th>
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</tr>
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<td>Achievement(%)</td>
<td>21.4</td>
<td>24.6</td>
<td>22.1</td>
<td>26.6</td>
<td>20.9</td>
</tr>
</tbody>
</table>

- 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