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**Evaluation of the Outcomes of Gender Impact  
Analysis and Assessment in JeollaNam-do and  
Improvement Strategies**

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The present study provides a local-level analysis of the achievements of and challenges facing the Gender Impact Assessment (GIA) since its implementation in 2005, and puts forward effective management methods for the GIA system. Through case studies of the policies of the local government in Jeonnam Province, we explored the utilization of GIA system in the policy field and the practical process of integrating a gender-sensitive perspective in policies. This includes the consideration of factors and obstacles influencing gender mainstreaming in local government, and the role of GIA. This analysis of the current management of the GIA system leads to suggestions for future strategies and improvement of methods.

This study has developed and applied criteria to evaluate the outcomes of the GIA system in collaboration with the Korean Women's Development Institute (KWDI). The criteria have been used to analyze policies which distinctly reflect the local characteristics of Jeonnam Province. Various research methods were utilized, including the review of national and international literature and

administrative documents, focus group interviews with experts, field research, in-depth interviews, and workshops.

The main contents of the study can be divided into two stages. The first is the development of criteria for evaluating GIA outcomes and subsequent pilot analysis, and the second is the application of these criteria to local policies in Jeonnam Province. Regarding the terms of the criteria, an indicator on the extent to which gender equality has been achieved through the implementation of the GIA has been added, in order to overcome the limitations of the existing indicators which focused solely on the institutional development of the system. The evaluation results of the criteria when applied to the local policies of Jeonnam Province showed the need for improvement in the following four aspects; the level of expertise in gender issues, the willingness of the institution, the need for more formalized systems, and the need for reforms at both the department and the institutional level.

The policy analysis presented here focuses on policy outcomes as well as civil servants' implementation strategies. The 'Healing Forest Construction Project' and the 'Community Meals Service Project in Peak Farming Seasons', which clearly reflect the local characteristics of Jeonnam Province, were selected for the analysis. The results showed that the role played by the responsible civil servant is key to successful policy implementation. Thus, in order to influence the gender awareness of civil servants it is argued that increased participation and cooperation of gender experts, members of the local councils, and civil society organizations in the GIA system is essential for the GIA to achieve its aim of a more gender-equal society.

Finally, based on the research findings, the study suggested practical ways in which the outcomes of the GIA in Jeonnam Province can be improved: the

reinforcement of the GIA operational frameworks, the enhancement of the GIA effectiveness, and the vitalization of gender governance. It is argued that these three elements will encourage responsible civil servants to improve the gender-sensitivity of policy outputs, and thereby increase the satisfaction of local residents in Jeonnam Province.