
**Study on the Revitalization of Policy Improvement
through Gender Impact Analysis and Assessment
with a Storytelling Method**

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Gender Impact Analysis and Assessment (GIAA) has been operated in the Republic of Korea since 2005 and underwent a transition with the independent legislation of the Gender Impact Analysis and Assessment Act in 2011. Since the act came into force policies subject to GIAA have included legislation and basic plans as well as programmes, the range of analytical targets has expanded and hence, the number of targeted programmes has considerably increased. In some local areas ordinary citizen have participated in the monitoring and given feedback on the suggestions for policy improvement which were the outcomes of GIAA. This implies that the impact of GIAA on policy improvement is drawing attention not only from civil servants but also residents in the local communities, and furthermore that a social consensus on the necessity of GIAA for the extension of gender equality has been growing. It also demonstrates that there has been an increase in the level of participation and variety of actors putting the policy improvements of GIAA into practice.

This study aims to provide a comprehensive understanding of the process through which public bodies implementing the GIAA have selected GIAA-targeted programmes and attempted to improve policies accordingly, through an analysis of case studies of the operation process of GIAA with a storytelling method. Research methods include a literature review and interviews with civil servants, experts, and activists in civil groups. Suggestions for policy improvement are offered as an outcome of this research, as outlined below.

Firstly, while there are differences in the selection procedures of GIAA-targeted programmes by different public bodies, it has been found that the person in charge of GIAA in each body plays a decisive role in the selection of GIAA-targeted programmes. The selection procedures for GIAA-targeted programmes are critical to the achievement of policy improvements through GIAA, because when major policies highly relevant to gender and with big public impact are subject to GIAA the scope for policy improvement is so much greater. Therefore, it is essential that the civil servants in charge of GIAA in each organization have a good understanding of GIAA and undertake the role professionally. In this regard, it is recommended that each organization designate the role of the person in charge of GIAA as an expert position, implying a dedicated term of four years or longer, or otherwise recruit additional gender experts in order to ensure continuity and professionalism.

Secondly, it is critical that the civil servant in charge of writing-up the GIAA report has a good understanding of gender-sensitivity and the items of analysis and assessment. In order to draw adequate suggestions for policy improvements after a comprehensive analysis on the gender differences existent in the GIAA-targeted programme it is important to provide in-depth training on gender-sensitivity to the person in charge. Also methods of consultancy need to

be secured to ensure proper communication and mutual co-operation between civil servants and consultants.

Finally, it is put forward that policy improvements suggested as a result of GIAA need to be followed up continually for several years rather than for one year as present, and also that civil groups participate fully in the monitoring process. As long as the ultimate goal of GIAA lies in the achievement of gender equal society, the substantive outcomes should be evaluated according to how much the ordinary citizen can feel the changes of policy improvements. Hence the key evaluators of the outcome of policy improvements should not be the policy actors, but rather policy recipients, and storytelling methods provide an important tool with which to ensure their involvement.