
Ways to Improve Policies for Nurturing Future Female Talents

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This paper is designed to check the status of future female talent cultivation policies and to present ways to improve such policies. Future female talent cultivation policies aim to increase the number of female managers and professionals especially in the public sector. Key research contents include 1) the scope and background of future female talent cultivation policies; 2) the status of three exemplary policies; and 3) ways to enhance policies. Literature reviews and focus group (22 persons) interviews were used for this research study.

The policies have been carried out mainly in the public sector but need to expand to include the private sector in the future. More than 86,000 talented women (middle managers and higher-ranking administrators/professionals) are registered in the Female Talent DB. Data on 100,000 female talents are

expected to be gathered by 2017. In order to raise the percentage of female managers in the public sector, the following three policy goals should be achieved by 2017: 1) increasing the proportion of female managers in public institutions to 18.8%; 2) improving the percentage of female principals and vice principals to 37.3%; and 3) raising the share of women appointed in government committees to 40.0%. Against this backdrop, policy improvement plans include 1) expanding the scope of female talent data used; 2) strategically gathering information via the analysis of the Female Talent DB; 3) enhancing the Female Talent DB operation system; 4) recommending sectors where curricula for the Women Leader Academy should preferentially expand; and 5) a module for curricula for the Academy for Women in construction.