

**Analysis of Women NGO and Support Measures for its  
Vitalization in Realizing Gender Equality**

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The objective of this study is to analyze the current situation of women NGO, which is to play a vital role in terms of carrying forward effective gender equality policies of the Gender Equality Act era and expanding female's social participation. Based on the analysis, this study offers support measures to vitalize women NGO and to actualize gender equality in Korea.

The study largely consists of literature review, analysis of women NGO's current status and support policy, analysis and diagnosis on women NGO, case study on women NGO, and finally, suggestion of support measures for vitalization of women NGO.

In literature review, the study discusses about the existing precedent research and the change in female paradigm, then, suggests the new conceptual range for women's NGO through analyzing women NGO's roles. The study examines Salamon's 4P (Philanthropic insufficiency, Philanthropic exclusivism, Philanthropic paternalism, and Philanthropic amateurism) as a theoretical

foundation for women NGO's vitalization.

In discussion of analysis on women NGO's current status and its support policy, the study looks into women NGO's development procedure and roles, the change in women policy paradigm, timely tasks and roles of women NGO, socio-economic effects of women NGO, current situation and drawbacks of support policy for women NGO.

The analysis of women NGO is composed of two parts, the general and the particular. The general contains characteristics of women NGO and its current state of activity (such as area of activity, level of activity), and the particular reviews the present condition as well as capability of finance·human resource·policy participation·governance, all based on Salamom's theory of 4P.

Next, the case study on women NGO draws policy demand based on practical aspects and pending issues of women NGO. Support measures for vitalization of women NGO suggest legal and institutional support plan as well as policy (programmatic) support measures based upon the status analysis, case study, and Delphi study of women NGO.

In order to successfully carry out the research contents mentioned above, this study utilized multiple research methods including literature review and statistical data analysis, survey, case study of women NGO, focus group interview (FGI), and Delphi survey research.

For the literature review and stats analysis, the study reviewed both domestic and foreign precedent researches along with reports and statistics from the Ministry of Public Administration Security, Ministry of Gender Equality and Family, and OECD. In addition, database from National HRD Institute and HRD for Women, as well as operational performance of Women Leader Academy were analyzed.

As for the survey, a structured questionnaire, established through an in-depth interview (IDI) intended for professionals, was distributed to a total of 600 women NGOs including those that are registered through central ministry and

regional local government, as well as the unregistered grass-roots women NGOs. The study also combined the method of web survey, door-to-door interview, fax and email survey. The survey content included an organization's characteristics, activity status, the current situation as well as capabilities of its finance, human resources, policy participation and governance.

Furthermore, 10 exemplary women NGOs (6 registered and 4 unregistered) in terms of their type and field of performance, were selected for case study. Each organization's activities and objectives were examined first, then, any difficulties of performing as a group were studied while having an interview with each organization's representative or key active members. Next, we inquired about each organization's demand for policy support, and finally looked into future plans of each organization in spreading the value of gender equality.

Similarly, focus group interview (FGI) was targeted at 30 women NGO leaders to find out about women NGO's role, difficulties, effectiveness and problems of policy support and management system, as well as major policy issues related to women NGO, leader's role, and capability.

Additionally, Delphi survey research was conducted to analyze not only the direction and principle for discovering women NGO and enhancing its capabilities, but also the priorities of policy tasks and prerequisites (or barriers) per different policy task, across four different fields (finance, human resources, policy, governance). The Delphi research was targeted towards 40 women NGO experts over the course of three times.

In specific, the first round of Delphi survey, composed of open-ended questions, was conducted to understand problems and resolutions (support measures for vitalization) per each of the four fields (finance, human resources, policy, governance) within a women organization or NGO. The second survey was carried out to prioritize the vitalization support measures (validity, practicality, ripple effect) that were extracted from the first survey. Lastly, the third and the final round of survey used closed questions to reevaluate the priorities of

vitalization support measures drawn from the second survey, and then used open-ended questions to eventually study detailed support measures per each priority.

Moving onto result, the key research findings are as follows. Looking at the correlation among 4P activity status, 4P activity capability, and gender equality performance, there was a high correlation among participation in policy decision and gender equality identity (0.41), efficacy for gender equality realization (0.39), and social aptitude (0.43).

Likewise, governance activity and gender equality identity (0.36), efficacy for gender equality realization (0.39), and social aptitude (0.38) were also highly correlated with one another, with approximately a correlation of 0.2 between the economic performances. Also, policy capability and governance capability showed a strong correlation (0.55). This implies that both policy participation and governance participation are crucial for improving the quality of women's NGO, and that the support strategy shall be established on a comprehensive (4P) level, not on an individual level, as reinforcing women NGO's 4P capability may be an important factor for realizing gender equality.

Based on the examined difficulties of women NGO by 4P areas, awareness for policy demand for vitalization by 4P areas of women NGO was studied via classifying the target into hands-on workers and specialists. As a result of comparative analysis of the awareness level of hands-on workers, performed based on the priorities suggested by women NGO's specialist group, hands-on workers, too, had an awareness level of over 5 points in every factor which specialists also thought to be important. Although there was a slight difference between the hands-on workers and specialists regarding relative priorities after all, the two groups showed a similarity in terms of awareness level of each improvement measure.

Next, in result of having implemented a case analysis with 10 women NGOs, 6 registered women's NGOs were found to emphasize finance stabilization, gender

governance enhancement, and expansion of leadership education for reproducing activists and reinforcing capability, in terms of operation. In the meantime, the other 4 unregistered women NGOs pointed out the need for a communication channel with the government so that issues raised by unregistered organizations, including those relating to supporting activities of unregistered organizations, can be applied to policy making.

As a part of support measure for vitalization of women NGO, this study suggests having each legal·institutional and policy·programmatic approach in order to vitalize finance, human resources management, policy process participation, and governance.

On the legal·institutional level, the government's role as well as social and cultural role were also taken into consideration when the support measures were suggested.

Classification		Content
Legal/ institutional level	Finance	<ul style="list-style-type: none"> <li>• Improve the labor cost ratio and self burden ratio when compiling project budget</li> <li>• Expand project participation rate</li> </ul>
	HR management	<ul style="list-style-type: none"> <li>• Adopt a system for women NGO candidates</li> <li>• Adopt a system for women NGO work experience internship</li> </ul>
	Policy process participation	<ul style="list-style-type: none"> <li>• Adopt committee youth quota system</li> <li>• Add duplication index for government committee's female policy process participation of 40%</li> </ul>
	Governance	<ul style="list-style-type: none"> <li>• Newly establish the Public-Private Cooperation Division (Gender Governance)</li> <li>• Newly establish committee of women, management, civic groups, government</li> </ul>

On the policy·programmatic level, specified programs and policy measures were recommended by 4P areas, in a way to practically vitalize women's NGO within a short period of time.

••• 2018 KWDI Abstract

Classification		Content
Policy (programm- atic) level	Finance	<ul style="list-style-type: none"> <li>• Women NGO's donation contribution platform</li> </ul>
	HR management	<ul style="list-style-type: none"> <li>• Expand capability reinforcement education and programs for activists and leaders</li> <li>• Expand experience sharing programs among new and existing activists</li> <li>• Improve activists' consciousness in order to establish women NGO's identity</li> </ul>
	Policy process participation	<ul style="list-style-type: none"> <li>• Expand policy capability reinforcement education to boost policy process participation related to gender·gender equality</li> <li>• Establish talent pool and provide educational opportunities to expand women NGO's policy participation</li> </ul>
	Governance	<ul style="list-style-type: none"> <li>• Develop joint cooperative projects between women's organization and women NGO around certain issues</li> <li>• Establish women NGO center</li> </ul>