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New Government's Gender Policy: Vision and Tasks

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Gender and family policy issues are gaining renewed importance these days due to the recent social and economic changes, resulting shifts in the family. They have also broadened, as new issues and tasks have emerged. It is thus necessary to assess and revisit the gender/family policy environment general to identify the policy orientation, agenda and specific tasks for the new government.

The status of women in Korea remains low despite the unrelenting increase in women's social participation in the past two decades. Korea ranked 116th in the

World Economic Forum's 2016 Gender Gap Index(GGI), continuing its slide from 97th in 2007 to 107th in 2011. Moreover, the gender pay gap stood at 37% as of 2014, more than double the OECD average of 15%. Coupled with the persistent rise in female irregular workers, they illustrate the worsening polarization and job insecurity in the labor market for women. Rise in violence and crimes against women and gender inequality in policy making are also important factors keeping down women's social participation and Korea's rank in the Gender Gap Index.

Dramatic changes are taking place inside the family as well. Persistent trends of low birthrate and population ageing, growing female participation in the labor market and increasing numbers of late marriage or non-marriage are causing gaps in family caregiving, resistance to the traditional forms of family or family life, and rising needs to accept new family culture. Increase in dual-income nuclear families keeps calling for more social support for family caregiving, in response to which the caregiving roles and responsibilities should be reshaped among the government, family and community. Diversification in the family structure is spawning new types of familial relations and memberships, raising the need to open up to new family structures and cultures. It is important to eliminate social prejudices and discrimination against different family types and memberships, and to spread a more inclusive concept of family that respects and embraces diversity. There are now beginnings of an alternative discourse on the family (which today is centered on nuclear family), and family values are also rapidly changing, necessitating modifications and broadening of the existing family policy.

There is also the challenge of increasing women's participation and representation in various fields, such as political, public and private. In politics, there have been attempts to adopt female quota in the candidacy for National Assembly and local councils, but female representation still has room for improvement. Women's participation in public service has made headways

through recruitment targeting (women's quota in public posts, gender-equal recruitment, etc.) but it, too, needs to be further improved.

It is against this backdrop that this study offers the gender policy vision and tasks for the new government in 11 areas: labor, family, work-family balance, caregiving, women's representation, gender mainstreaming, safety, gender violence, health, law and peace and unification.

1. Achieve gender equality in the labor market by reducing gender pay gap
2. Implement active family policy as a response to changes in the family
3. Support gender-equal work-family balance
4. Strengthen caregiving support through government-family-community linkage
5. Mainstream gender to achieve gender equality in public policy
6. Secure effectiveness in female representation
7. Enhance gender-specific safety competency by life cycle
8. Eliminate gender violence loopholes
9. Strengthen assurance of women's rights to health
10. Strengthen gender-equal policy making through legislation
11. Pursue gender-sensitive unification policy

**Participation of young women in vocational training, and
policy proposals**

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The importance of vocational training is expected to grow even more significant from a mid-to long-term perspective with technology advancement, economic crises, aging society, women's increased participation in economic activities, and etc.. Since 2008, the budget allocated for vocational training has increased the most in youth employment policy. This research intends to analyze if there exist any gender differences in the opportunity to participate and the achievements from participation in vocational training, as well as suggest policy tasks to resolve the gender gap. In addition, with regard to the problems that are common for both male and female youths, this paper suggests measures to address the problems faced by female youths.

The issues dealt with in this research are as follows: 1) What meaning does vocational training has for female youths? What are the purpose and role of

vocational training to them? 2) Are there any gender differences in opportunities for participation and achievements from vocational training? 3) Do the content and direction of vocational training provided to the youth match what female youths want from vocational training? 4) What is the kind of vocational training policy required for female youths? To seek the answers to these issues, relevant literature and national statistical data were analyzed, and in-depth interviews (14 female youths, and 16 workers in training organizations and researchers) and a consultation meeting of professionals were held.

The meaning and role of vocational training have gradually expanded since the 1960s. The vocational training in the 1960s and 1970s concentrated on fostering skilled manpower. In the 1980s, the subjects of vocational training started to expand to include all workers, and vocational training for the middleaged, the elderly, women and persons with disabilities were strengthened. The focus of vocational training since 1990s has been the lifelong enhancement of workplace competencies of all workers. The OECD member countries that have more advanced vocational training systems have institutionalized ‘career guidance’ alongside vocational training.

Female youths in Korea reckon that vocational training is designed for acquiring skills required for actual duties or developing adaptability to actual duties, and do not feel its necessity. 87% of female youths in the 18th to 24th month after college graduation are found to have never received vocational training. It turned out that 52.4% of them did not feel the necessity of vocational training. The gender gap in the opportunities to participate in vocational training was mainly found in government-aided vocational training. Women’s participation was particularly low in training courses that accompany a long training period, relatively high in cost, and connection to employment for their focus on technology. These include the training courses for jobs in key national strategic industries, those for fostering professional manpower in natural science or engineering and skilled manpower, and those for expansion of equipment, etc.

Looking at the participation rate of youth population in vocational training regardless of whether government aid is provided or not, no significant differences between genders were found, except for the gender gap revealed in some low-ranking groups. For instance, more female youths participated in vocational training than male youths in the group of the unemployed who has graduated from school, in contrast more male youths than female youths participated in vocational training in the group youths who are still students or who are participating in economic activities.

In terms of the quality of vocational training, a distinctive separation between genders was found. First, men tend to receive more training in machinery, construction, electricity, and computers, while women in service, business management-office work, health-medical care, and education-social welfare. Of these, the training for education and social welfare is where female youths participate in most, but the portion of the demand for new employees in this field is below average, which signifies a mismatch between the field of training and the types of occupation where new employees are required. Second, the number of hours of participation and self-paying cost are lower in training courses where women attend. There was no gender gap in the level of receiving aid according to the purpose of vocational training. But when analyzed by type of training, women receive less aid in government-aided training and company provided vocational competency enhancement training.

In the aspect of achievements acquired from training, no gender gap was found, women even showed higher level of achievements in most cases. The level where job training courses designed for employment, business inauguration, or changing jobs was actually linked to employment in the past year was higher among women (35.4%) than men (30.9%). With regard to the government-aided vocational training for the unemployed, the employment rate of female youths is higher: among the participants in training courses offered under 'the learning card' system, those as part of employment success package, those for workers

who suffered industrial accidents, those for fostering professional manpower in natural science or engineering, and training and education courses for public career for men of national merit, the employment rate of female youths is higher than that of male youths. The overall gender gap is then meager. However, among participants in training for fostering skilled manpower, training for people who have suffered industrial accidents, and training and education for public careers of people with national merit, the rate of women is considerably higher, while that of men is considerably higher among participants in training courses for skill enhancement for day-to-day construction laborers and those for people who have suffered industrial accidents. On the other hand, the gender gap is insignificant in the case of training projects (training offered under learning card system and training for jobs in key national strategic industries) that have a great number of participants.

Many such cases were found among female youths where they choose a training course not as a decision made after establishing a clear career goal, but because they ‘find it difficult to make a decision’, ‘want to change the career goal’, or ‘the training is instantly available to attend.’ In this context, the guidance as to the competencies required for the positions in which they want to be employed or to which they want to change their current one needs to be provided before they start taking training courses. In addition, since the kinds of vocational training courses offered to female youths tend to be focused on basic contents lacking in-depth learning, they can hardly be utilized by women with working experience who wants to develop their skills.

Based on such research findings, the following policy tasks are suggested: 1) Legislative amendment that enables the implementation of career guidance programs as part of vocational training; 2) measures to improve balance between genders in training opportunities for low-ranking youth groups where serious gaps between genders exist; 3) establishment of a lifelong career development system for female youths and reinforcement of career guidance; 4)

introduction and model operation of vocational competency diagnosis system; 5) expansion of in-depth vocational training and development of the types of occupation specialized for female youths; and 6) improvement of the statistical infrastructure for monitoring vocational training opportunities and gender gap.

Gender-sensitive analysis of government social welfare projects and ways to improve their efficiency

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Since the Korean government introduced gender budgeting in 2009, the largest number of gender budget statements has been submitted in the social welfare sector. Among the 398 projects that are part of gender budgeting in 2017, 140 projects belong to the social welfare sector; this sector accounts for 72.6% of total budget of 2017 gender budget projects.

We conduct a gender-sensitive analysis of the Korean government's social welfare projects in order to examine whether gender budgeting contributes to not only gender equality, but also project efficiency.

This research consists of two parts. First, we conduct a literature review and an econometric analysis with the structured numeric data from the national gender budget statements for 2017 and the gender performance reports for 2015. Project performance data assessed during the most recent three years are also

used to measure project efficiency.

Second, we discuss four case studies about social welfare projects that were undertaken. We interviewed experts and government officials in order to incorporate diverse views into the case studies. Also, the opinions of experts in the social welfare sector were collected using delphi survey method.

Our main findings are presented below; first, in terms of gender equality, we find that there tend to be more women than men in the number of project targets and beneficiaries in the social welfare projects. It could be interpreted that women are more susceptible to unemployment or poverty due to gender gaps in labor force participation and education. Regarding the project efficiency of social welfare projects, it was found to be worse than other sectors, when other characteristics of the projects were controlled for.

Second, we find that there is a possibility that a gender-sensitive approach, including gender budgeting, could improve the efficiency of social welfare projects, as well as their gender equality. The gender-sensitive approach could make it possible to identify project targets and reduce the possibility that someone who should receive benefits would be left out. This approach could result in the improvement of efficiency among social welfare projects.

Third, most projects in social welfare sector were carried out by individual households. Hence, the project benefits should be measured by household data, including the gender of a head of each household.

Based on these findings, a gender-sensitive approach regarding government projects needs to cover all sectors because structural barriers and discrimination related to gender can be compounded by multiple and intersecting inequalities. To do so, it is necessary to incorporate the concept of gender equality into the existing national finance plans and modify national finance operating system to reflect gender perspective.

**MEASURES TO IMPROVE GENDER EQUALITY IN
PROPERTY ISSUES OF REMARRIED COUPLES**

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Yeon-Jae Kim

The values concerning marriage and family are changing in Korean society. These changes that are interlocked with such social phenomena as aging population, increased life expectancy, and increase in remarriage after bereavement and divorce are resulting in the increasing number of stepfamilies. Of those who choose to remarry, not a few enter into de facto marriages, evading the report of marriage for fear of causing such family problems as the conflict with children over property issues. However, the current legislation concerning the property of a couple and inheritance is not properly responding to such changes. This is demonstrated not only in family conflicts but also as gender inequality against women who are relatively in vulnerable situations in family dynamics in terms of property issues, which are also caused by conditions in the legislative system left unadjusted and uncoordinated.

In this context, this research reviewed and analyzed legal issues and problems related to the property of couples of stepfamilies from the perspective of gender equality. Furthermore, in response to changing family values and an aging society, the purpose of the research was to suggest measures for legislative rearrangement in the direction of improving gender equality between couples of stepfamilies.

To identify legal issues and problems in the property of couples of stepfamilies, review and analysis of the cases applied for legal counseling concerning the property of stepfamilies to the Korea Legal Aid Center for Family in 2015 and 2016 were made in cooperation with the Center. With a view to grasp the trends in remarriage, the issues and tendencies concerning the property of remarried couples, and legal problems thereof, a conference was held inviting the staff members of matchmaking companies who specialize in remarriages, and relevant professionals in academic and legal circles.

The results of viewing the issues concerning the property of couples through the prism of remarried couples revealed the following problems. Irrationalities in the existing matrimonial property system became more distinctively apparent. Private autonomy was guaranteed only as a formality. When the operating mechanism based mainly on 'legal' system was applied to the phenomena of diverse changes in family, some areas were found where it caused inconveniences to diverse types of families, including stepfamilies. Besides, for spouses who are vulnerable, particularly from a gender perspective, with relatively weaker pensionable rights, which are representative component of safety net, the problem is complexly linked to current conditions, where the provision of livelihood entailing the changes in family status, including conjugal relations, relies not on the public system but excessively on private relations, including property division, etc. To find solutions for such problems, direction for improvement was sought in the following three stages. First, the system concerning matrimonial property should be improved to enhance gender equality

between a couple through the establishment of clear legislative guidelines on matrimonial property relations that reflect the changes in family and society such as the increase in divorce and remarriage. Second, as a suggestion for coping with such diverse changes as increase in remarriage, the direction should be set in which a practical level of private autonomy in matrimonial property relations is guaranteed while setting the limits in unfairness found from a gender perspective at the same time. Last, through strengthening of individual pensionable rights that are not affected by changes in marital relations, the vulnerability resulting from the gender-dependent design should be overcome, particularly by the public support system, and thereby a relevant social safety net be reinforced.

In line with such direction, improvement measures are suggested as follows. First, the extent of peculiar property, including inherent property, and that of the property estimated to be jointly owned between a couple should be clarified to be specified as legal provisions so that they can be linked to the property that is subject to division. Furthermore, the principle of equal division, predicated on the clarification of the property subject to division, should be specified as provisions, and the property division system should be improved to enable the claim for property division even in the cases of termination of marriage due to death of spouse. Second, with regard to the matrimonial property system and inheritance system, the improvement measures that give individuals the options and opportunities to exercise property rights and enable the preparation of the agreement on matrimonial property even during the period of marital life for the purpose of practically guaranteeing private autonomy were suggested. To enhance applicability of the system that is almost dead, along with diverse application of relevant legislation, rearrangement of the matrimonial property agreement system and enhanced applicability thereof, as well as the application of trust as a substitute for wills concerning inheritance, were suggested. Last, the measures that will prevent individual rights to receive

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pension from being affected by changes in marital status were suggested. Individual rights to receive pension should be guaranteed to all people. In the case of the shared pension system, the amount to be received should not be the division of the amount a pension carries, but should be divided in proportion to the contribution to income. In addition, the amount of benefits of such pensions as survivor pension or dependant pension, of which the right to receive is derivative in nature, needs to be gradually reduced or switched to individual rights to receive. To this end, expansion of credit in the form of social recompense for caregiving to fill the gap resulting from the reduced right to receive benefits derived from marriage relations was suggested.

**The Current State of Unemployment of Women with
Disabilities and Policy Agenda**

Ki-Taek Jeon
Sun-Haeng Lee
Kim Yeongae

The purpose of this study is to facilitate the employment of women with disabilities and to prepare ways to employ women with disabilities by analyzing characteristics of unemployed Korean women with disabilities, their transition into the labor market, including getting a job, and demands for supporting their employment, thereby promoting their employment.

To achieve this research purpose, this study analyzed the current state of unemployment of women with disabilities and the transition of unemployed women with disabilities into the labor market using the data from the Survey of Economic Activity Status of the Disabled and the Panel Survey of Employment for the Disabled. Also, the study reviewed overseas cases and identified demands for supporting their employment through a questionnaire survey of unemployed women with disabilities. Major research findings include, first, the unemployment rate of women with disabilities according to the expanded

concept of unemployment by Statistics Korea is higher than the employment rates of all men, all women, and men with disabilities. Second, unemployed women with disabilities want to receive support for employment, employment retention, and vocational skill development and training. Third, according to the analysis of determinants of the economic activity status of women with disabilities using the multinomial Logit model, recipients of the basic livelihood security have a significantly higher probability of being in economically inactive status than in economically active status, and of belonging to unemployed status than to employed status. Fourth, according to the analysis of determinants of the transition of unemployed women with disabilities into the labor market using the panel binomial Logit model, the probability of their transition into employed status becomes higher if they have more certificates, if they do not have children under seven, if they are not recipients of the basic livelihood security, if they have had education and training, and if they have used employment services. Fifth, the unemployment experience of women with disabilities has a negative impact on their employment types, wages, and job security.

Based on the above-mentioned research results, this study proposes expanding occupational types available for women with disabilities, operating job-preparatory programs for women with disabilities, establishing specialized employment support service centers for women with disabilities, creating a disabled women-friendly environment for education, training and working conditions, expanding various types of jobs, and preparing a legal ground for employment policies on women with disabilities.

**Research on Women Friendly City Development Plan by
Implementation Stage**

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Dong-sun Lee
Do-Yeon Kwon

There was a growing demand in the late 2000s for regional policies that promote safety in everyday life and the development of women, which led some local governments, including that of Iksan (city) in 2009, to announce their intentions to create women friendly cities. The Ministry of Gender Equality and Family (MOGEF) expanded the number of designated women friendly cities from two cities in 2009 to 76 in 2017, while the legal basis for these cities was established once a provision related to women friendly cities was inserted in 'The Framework Act on Gender Equality' on July 1st, 2015. Due to the fact that the legal basis for this project was formed much later than its implementation, the reality is that related infrastructure needed for this project has yet to be established.

Therefore, this paper aims to map out the implementation stages starting from

the stage of preparing to be designated as a women friendly city, the designation stage, and after designation, and furthermore present a development plan for the creation of more durable women friendly cities.

The main findings are as follows.

First, women friendly cities is a term that first appeared in North America in the 1970s and are cities which for women are safe, accessible, convenient and pleasant. Initially, it started from a feminist approach, but shifted to a gender sensitive approach in the 90s that emphasized making city spaces safe and convenient for women, which was a new perspective of viewing cities. The majority of earlier studies in this field are about the process of shaping women friendly cities, which includes research on the concept and their values, and in the case of Korea, regional case studies are most prevalent.

Women friendly cities are created based on an agreement between the Ministry of Gender Equality and Family and basic local governments, and in 2017, the objective of these cities was set as the following: to pursue regional policies based on the interests and demands of women and to improve the quality of life for women and local residents.

The following explains the current operation status of women friendly cities and issues they face.

Excluding the 76 designated cities mentioned above, 17 cities are preparing to be designated as women friendly cities. Therefore, we could say that there are 135 potential women friendly cities (38 cities or si, 68 districts or gun, 29 boroughs or gu). In order to prepare, these 135 cities must take into consideration the ratio of women in the total population/registered foreigners/aging population/single person households and total fertility rate in making previous projects more women-friendly and develop new projects based on regional characteristics. Meanwhile, there were 16 first year designated cities in December of 2016 and 23 out of 29 designated cities in the first stage enacted an ordinance related to women friendly cities. 6 out of 9 fifth year

designated cities enacted a women friendly city ordinance. Additionally, 22 cities that were re-designated as women friendly cities, two in '14, 6 in '15, 14 in '16, have entered into the second stage.

Next are the mid-to-long term cases of women friendly cities in other countries. The main cases are Women Friendly Cities UNJP, Canada's gender mainstreaming project in the development of its cities, Austria's mainstreaming plan in its urban planning and development, and Japan's project in which equal participation of men and women in cities was announced.

Based on the analysis above, we define the implementation stages in the following <Table> and present a plan of operation.

We suggest a comprehensive plan that could improve the effectiveness of the policy, which includes developing a Gender City Index and establishing a national level mid-to-long term plan for women friendly cities, modifying related legislation, restructuring the system (one-stop service, integrated system), incorporating content related to women friendly cities in the Korea National Spatial Data Infrastructure Portal, running a Women Friendly City Portal (tentative name), increasing the number of public officials who have experience with women friendly city projects and creating guidelines for local governments specific to each stage, and presenting outstanding case studies, etc.

Achievements of Korea's Female Manager Employment Quota System and Future Development Plans

Mee-kyung Moon

Jiso Yoon

Jong-sun Jin

Ji-su Kim

This paper aims to measure and assess the achievements of Korea's female manager employment quota system whose second term is about to end and to present its future development plans.

The following conclusions have been drawn from the study: First, the female manager employment quota system has contributed to increasing the number of Grade 4 and Grade 5 female government employees to a certain degree. Based on the Compound Annual Growth Rate (CAGR) for the past five years, the number of female managers in central administrative agencies for the period leading up to 2022 was also estimated. The results show that the shares of women in management roles (Grade 4 and above) and female members in the Senior Civil Service will jump to 23.5% and 8.2%, respectively. Second, our survey of public officials reveals that female and male public servants in

general view the quota system favorably and form a high opinion of improvements in flexible working systems and child care and childbirth-related welfare programs. Third, in-depth interviews indicate that many respondents positively evaluate the achievements and purpose of and needs for the quota system. However, they had differing views on some items such as the quota system leading to ‘higher confidence in the government,’ and efforts of ‘each Ministry to raise the number of female managers,’ and so forth.

Based on the research results, the following five-year target employment rates and policy alternatives have been presented: First, the female manager employment targets for the five-year period from 2018 to 2022 are as follows: Raise the shares of female managers (Grade 4 and above) and female members in the Senior Civil Service to 26.7% and 8.8%, respectively, by 2022, taking into account the CAGR for the past five years and the government’s policy goal of 1.2-fold increase. Second, the following three suggestions were made to expand the number of female managers: 1) allocate 30% of Senior Civil Service jobs and open positions by Ministry to women; 2) establish a new regulation that women should account for 40% of Central Recruitment Process Committee members; and 3) set up a placement system reflecting female government employees’ life cycle. Third, the following three policy needs were also presented to improve the Korean administrative culture and thereby increase the number of female managers: 1) set up a new human resources management system, considering child care and childbirth; 2) expand flexible working systems; and 3) promote a wider use of the quota system in the private sector.

Research on Ways to Improve the Effectiveness of Policies to Punish Sex Offenders Against Children and Adolescents

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Han-kyun Kim

Jae-yeong Cheon

So-sung Hong

Herein, policies to punish sex offenders against children and teenagers consist of sex offender community notification practices, sex offender job restrictions, and the mandatory reporting of sex crimes.

Such systems are very much necessary to prevent sex offenses and protect victims because they can be effectively used for the immediate reporting of sex crimes and the follow-up management of those found guilty of sex crimes against children and juveniles.

Considering that more than 10 years have passed since such policies were first implemented, now is the right time to review the effectiveness of the systems in protecting child and juvenile victims. There is now growing need to look for ways to improve the systems by identifying issues in system operation.

Against this backdrop, this study is designed to review the operation of the

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systems and to present ways to increase their effectiveness from the perspectives of sex crime victims.

To this end, the legal rationale, operation, and effectiveness of such punishment policies, as well as related international cases, are studied, identifying legal issues in improving such systems and coming up with ways to enhance system operation. At the same time, this paper recommends the establishment and promotion of policies to prevent sex crimes against children and juveniles in the context of community protection.

Literature reviews, foreign legislation research, surveys, and in-depth interviews were used for this research project.

**Sexual Violence and Domestic Violence Male Victims Support
Status and Policy Task**

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Hye-lin Yang

The support system for victims of sexual violence/domestic violence has been greatly improved in Korea, but because the system is specialized for the mostly female victims, accessing services is difficult for male victims. The reality is that there is insufficient understanding of male victims, and the support system is inadequate and cannot provide appropriate services. Therefore, in this research, we want to suggest measures to build a comprehensive support system for male victims.

The content of this research is the following. First, we examine the existing research about victims of sexual violence/domestic violence from Korea and other countries. Second, we can grasp the scale of male victimization through existing research statistics and crime statistics, and we examine dimensions of male victimization by analyzing data from the mass media. Third, by analyzing the data collected through '2016 Nationwide Survey of Domestic Violence,' we

examined social variables related to occurrences of victimization and investigated causes of domestic violence against males. Fourth, we analyzed cases of sexual violence against males who were at least 19 years old through interviews with victims. Fifth, we analyzed in-depth interviews with professionals at domestic violence and sexual violence victim support agencies nationwide. Finally, we conducted a questionnaire survey of 197 professionals at victim support agencies to analyze their experiences of supporting male victims, their awareness about male victims, and the current status of support for victims.

Based on the results of the analyses, we propose the following policy recommendations. The proposals are divided into greatly improving awareness about male victims, improving services for supporting male victims of violence, and improving the support system for male victims of violence. First, it is necessary to improve social awareness about male victims. Males can also be faced with sexual violence and domestic violence, and they can suffer as much as females because of their victimization, receiving injuries and suffering pain. In addition, when they are faced with victimization, they should be able to request help and support. Furthermore, a societal bond of sympathy should be formed about the point that male victims also have to be actively supported. This kind of content should be included in violence prevention education in elementary and secondary schools. Second, it is necessary to improve awareness of male victims. When comparing crime statistics with statistics from surveys, the rate of male victims is lower in crime statistics because there is a lower tendency for males to report to the police. The tendency of males to conceal their victimization by violence increases the possibility that they will be victimized again. The first step in solving the problem of violence against males is exposing the reality of the victimization. To this end, we have to acknowledge the possibility of violence against males and the time of the occurrence, and they have to be actively guided to request help. In addition, it

is also necessary to actively publicize support services targeted at male victims. Third, it is also necessary to improve the awareness of professionals at support agencies. The standard of awareness of professionals about male victims of violence is high. However, this level of awareness has not been seamlessly linked to support for male victims. The limitations of the current support system and the education and inadequate training of professionals are issues to be improved. Fourth, it is necessary to improve the awareness of police and medical professionals. It is confirmed by existing research from foreign countries and this study that the trend for males is to have a very low reporting rate to the police. Although the victim may risk humiliation and report to the police, the police or medical experts show prejudice and an attitude of criticism to male victims, which can jeopardize the safety of the victim. It is necessary to improve the ability of police officers in charge to empathize and demonstrate a high level of expertise.

In order to improve support services for male victims of violence, first, the accessibility of support agencies for male victims of violence should be improved. Apart from the 1366 hotline for women, support agencies for sexual violence and domestic violence are distributed throughout the country, and they should be able to provide services to both men and women in the information and counseling phase. In addition, it is necessary to think about and consider not excluding male victims in agency names and publicity. Second, it is important to educate professionals at agencies that support victims of violence, as well as police and medical personnel. Education is needed on how to approach male victims differently from female victims in terms of evidence collection, counseling techniques, and statement investigations. Third, data should be collected about male victims who have requested assistance from the support agencies. In this study, it was confirmed that male victims requested support at victim support agencies nationwide. It is necessary to collect data on cases involving male victims by collecting cases filed at relevant agencies

nationwide. This data will be used as precious material for education and making a manual. Fourth, support for victims of violence who are sexual minorities should be improved. Close cooperation with organizations advocating for their human rights is necessary when supporting sexual minorities who are victims of violence. Fifth, the establishment of shelters for males for emergency protection is necessary. There was a high demand for male shelters in a survey of support agencies for victims of violence. There is an urgent need to establish one male shelter in each region. Sixth, it is necessary to vitalize a self-help group for male victims. Seventh, it is necessary to develop a training program for female offenders. The severity of the violent event is categorized, so in a case where the severity is weak, there is couple's counseling for healthy relationship formation, as well as education for conflict resolution and anger management. In serious cases, psychological intervention should be considered. Finally, in order to improve the support system for victims of male violence, first, training is needed in existing support agencies for victims of violence. Second, a dedicated agency for supporting male victims of violence should be established. About half of the professionals agreed about establishing a dedicated agency to support male victims of violence. The dedicated agencies should support the client in connecting with the Sunflower Center to receive services related to evidence collection and statement investigations, and they should have the function of being able to provide ongoing counseling, psychotherapy, and legal information. Third, it is necessary to designate specialized agencies regionally to support male victims. Since the number of new agencies to be established is limited, it is thought that it will be easier to expand services by designating an agency among existing regional agencies to be one that is specialized for the support of male victims. When designating agencies, it is necessary to provide additional personnel and budget. It is also important to consider prioritizing the recruitment of qualified male professionals when placing additional personnel.

**Study on Transition into Adulthood by Family Class :
Focusing on Policy Implications**

Kim, Young-ran
Chang, Hye-kyung
Lee, Yun-suk

Young adults in Korean society have recently faced many difficulties, including school expenses, unemployment, and wedding costs during their life transition that proceeds from education to employment and marriage. Although they should become independent adults when they move on from their youth, a growing number of young adults could not meet or insufficiently met the requirements for being independent adults even in the second half of their 20s and in the first half of their 30s. Young adult children's delay in financial independence means their parents need to provide a prolonged period of financial support for their children and must take on the added burden of support for children by the parent generation. In this context, the study aims to identify the actual conditions of parents' financial support for their young adult children and to examine whether there is any difference between family groups. According to the results of the study, the size of financially dependent young

adults between ages 25 and 34 has continually increased. In other words, the trends in the proportion of young adults between ages 25 and 34 who were financially dependent on their parents to all national health insurance subscribers show that the proportion rose from 25.3% in 2002 to 30.0% in 2015 for those aged between 25 and 29 and from 9.0% in 2002 to 12.8% in 2015 for those aged between 30 and 34.

Next, using the data from the KLIPS(Korean Labor & Income Panel Study), the study investigated the characteristics of intergenerational transfers of financial support between young adult children and their parent generation. The results of the study show that among the characteristics, gender, age, personal income and parents' household income had a significant impact on the intergenerational transfers. In other words, sons received more financial support from parents than daughters did, and as the children become older and have more income, they received less support. However, the higher the parents' household income, the more likely they were to provide financial support for their children.

Also, according to the results of examining parents' financial support for children by the phase of transition to adulthood, including the period of schooling, employment, and marriage, parents provided financial support for each period. When examined by period, the proportion of "receiving support" was higher as parents had more assets and higher economic status when their children were 20 years old. During the period of employment, the fathers' educational levels, the parents' assets, and the parents' economic status were statistically significant. Different factors influenced wedding costs for men and women: only the parents' assets were significant for men, while the parents' educational levels and economic status were significant for women. It was also found that only the parents' assets had a statistically significant impact on costs for men's preparation of housing for marriage, while the parents' income and current economic status had a significant impact on costs for women's preparation of housing for marriage.

**Ten Years of Family-Friendly Community Establishment
Policies: Evaluation and Issues**

Soyoung Kim

Boyoung Sun

Miyoung Jeon

Jimin Nam

This paper aims to assess the achievements and limitations of family-friendly community establishment policies from the changing perspectives of families, review the concept and elements of family-friendly communities and thereby discuss how to reorganize such policies.

The key research results are as follows:

First, the implications, limitations, and future direction of policies were identified by reviewing family-friendly community establishment policies-related laws and systems and looking into key policies in terms of the realities and needs of families.

Korea's family-friendly community establishment policies have contributed to creating a family-friendly society and culture. In the process, a variety of legal and institutional frameworks such as the Family Friendliness Act, the basic plan

for the promotion of healthy families, and a survey of the established family-friendly social environment have been set up, expanding related infrastructure. However, in spite of such policy achievements, many more issues need to be examined to craft appropriate and effective policies that can flexibly react to changes in the family environment.

The biggest limitation of current policies is that they very narrowly define families and family-friendly communities in the context of policy targets and spheres. As a result, current policies for the creation of a family-friendly social environment have focused on the establishment of a family-friendly workplace environment for double-income families and the introduction and facilitation of a diversity of related systems.

On the other hand, in connection with the community environment where various families live, such policies have been limited to the declaratory discussions on the importance of communities and the introduction of related cases, failing to sufficiently deal with the roles of central and local governments in creating communities that can reflect the various needs of families, as well as specific policy measures relating thereto.

Families and their members are hardly deemed to be single groups or to have unified needs. Diversity existing in and out of families is expected to further increase in the future. In this vein, existing policies whose focus has been put on specific types of families and their situations should be reviewed and revised, considering the following fundamental questions: ‘how should families be examined?’ and ‘what is a family-friendly environment?’ At the same time, new policies based on family diversity need to fairly assign necessary infrastructure and policy means to enable diverse family and individual needs to be satisfied in a balanced way, rather than to support specific types of families or to set a universal type of family as a key target group.

Second, analyzing family trends, conferences with 20-to-40-somethings, a key group that brings about family changes, were held to reorganize a

family-friendly community environment in terms of family changes and to shed new light on the characteristics and meaning thereof.

In the context of trends, how families have changed was studied and via consecutive conferences with 20-to-40-somethings, a main group that causes family changes, the meaning and realities of families were examined from their perspectives.

Family trends were identified through the following processes. Macro-environments affecting families such as an economic environment (low growth era), a demographic environment (a rise in the number of single-person households), a social environment (deeper social instability), and living and cultural environments (a quality of life-oriented culture) were looked into and based thereon, only the concepts that are recently highlighted in relation to families, among various trends, were chosen to present those with similar values.

As a result, the following three keywords in family trends were selected: 1) “Plat-home” -> houses, residential spaces used as platforms for various social activities; 2) “Bona fide relationships” -> a shift from blood ties-based families to those exchanging emotional support; and 3) Hyper-individualism -> put more emphasis on the values of individual family members than those of families as groups. The three family trends are characterized by ‘house reorganization,’ ‘redefinition of family relationships,’ and ‘individual members-based families.’ Participants in conferences with 20-to-40-somethings were chosen, taking into account diversity in family organization and lifestyle. In order to discuss current family characteristics and relationships and future family characteristics that they desire, two conferences with eight participants were held. Key results are as follows:

Families are blood ties-based entities that can't be disconnected. After being separated from their parents, families represent a web of relationships with spouses and children. Families are recognized as shapeless entities individually

connected based on participants themselves. Participants tried to set up families that they want but experienced the barrier of reality featuring social norms. At the same time, in the web of family relationships, they wanted to stay as individuals, exchanging emotional support and care and thereby demanding changes in the environment.

Based on such research results, the concepts of a family-friendly environment were discussed, presenting the following ways to reorganize policies for the establishment of a family-friendly community environment.

First, a legal and institutional framework should be set up to support the formation of new relationships. To this end, it is necessary to revise related laws including the Act on the Promotion of Creation of Family-Friendly Social Environment. In connection therewith, this research study presents expanding the concept to include the co-existence of families and individuals, improving a system where related entities such as communities and central and local governments share roles, and enhancing research on the status of the family-friendly social environment to enable family changes and needs to be measured. Then, it is required to strengthen policies for the promotion of a family-friendly culture. To this end, existing family culture facilitation projects focusing on family activities and solidarity should be shifted to those where the values of new family relationships and coexistence are shared and disseminated. Such an initiative should be more widely carried out via education and promotion activities.

Second, phased strategy for the creation of sustainable family-friendly communities should be crafted. The ultimate goal of family-friendly community establishment policies is to delegate authorities and responsibilities to community members and to lead the residents themselves to devise and manage community schemes in a family-friendly way. At this time, administrative agencies can provide personnel and material resources until communities and their members are ready to do so. Then, community enterprises should be

cultivated to create an autonomous community environment. It is also possible to consider the promotion of community business as a sustainable mechanism that can function as an intermediary in place of administrative bodies.

Measures to expand women's political participation in 2018 local elections with a focus on large city/provincial councils

Eun Kyung KIM

Hae Young KIM

Sun Young JEON

Won Hong KIM

There has been little research on the activities of the governing councils of large cities and provinces in South Korea. This study contributes to the understanding of the activities of the members of metropolitan/provincial councils. Promoting the participation of citizens from all walks of life, including women, while still addressing gender equality issues in welfare, health, employment, and work-family balance is an important political issue closely connected to people's daily lives. Understanding the degree to which this agenda is being addressed and by which council members is important for examining representative democracy and women's political representation.

This study selected seven metropolitan/provincial councils with a proportion of female council members reaching at least 10% and considering regional distribution with an aim to compare the activities of their council members on

eight issues related to gender equality among major legislative and monitoring activities.

According to the findings of our research, expanding women's representation in terms of quantity was closely related to the expansion of women's representation in real terms. In areas related to gender equality policies, the activities of female members were two to three times greater than those of their male counterparts. Second, metropolitan/provincial councils with a larger number of female members also saw greater participation in gender equality issues among the male members. This indicates that the activity of female members toward gender equality issues affected their male counterparts. Third, there was a difference in major areas of concern between male and female council members. While male members tended to make more ordinance proposals and/or comments in audits regarding the issues of safety/violence, family policy, and welfare/health (in that order), female members were more interested in the issues of (in order) safety/violence, gender equality/representation, and work-home balance. This is interpreted to mean that for female members, their experience as a woman naturally guides them to a greater interest in the issues of gender equality/representation and work-home balance.

These findings indicate the need for the provision of greater support for the qualitative and quantitative expansion of female representation. They also support the argument that more female members are needed in order to further promote gender equality policies on local councils.

**Family Policies Implications in the Context of an Increase in
One-person Households**

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Jin Hee Choi
Jin Wook Kim
Su Jin Kim

This study aims to derive policy implications from analyzing the trend of increasing one-person households from a family change perspective. Main findings and the results of the study are as follow:

First, from a family change perspective, an increase in one-person households is not just a demographic response. It should be understood as a process of institutional and behavioral adaptations of families. This study addressed the issue of an increase in one-person households through various ongoing discussions such as family change and individualization, de-standardization of the life course, gender equality and marriage, issues in childbirth, and so forth. Although it differs from country to country, the main issues here are the progress in individualization of family and de-standardization. As a part of this

change, there has been a delay in family formation, for example, late marriage and late childbearing or low fertility rate and various ways of forming a couple are increasing. Particularly in relation to family formation, many countries display lower mean age at first birth than mean age at first marriage. This means that institutional features of marriage have already weakened and also the relationship between marriage and childbirth is being weakened.

Secondly, characteristics of one-person households were examined through a reanalysis of national statistical data. First of all, through Household Survey (2006, 2016), earnings differences by gender and consumption of one-person households were analysed. Through Time Use Survey (2004, 2014), time-use patterns of one-person households by gender were analysed. one-person households have relatively lower level of income and consumption than two-or-more-person households. Especially, it was found that one-person households are very vulnerable in terms of poverty and inequality, as more than 20% of one-person households were in lower deciles. From the analysis of Time Use Survey, following gender issue was found. Women from one-person households spent average 2 hours or more on work or study than women from two-or-more-person households, while spending less than 90 minutes on chores or childcare. On the other hand, in case of men, there was no significant difference between one-person households and two-or-more-person households.

Thirdly, the results of the survey on life-styles, marriage and family-related values of one-person households (25-44 years old) were as follows: 1) Most of the respondents recognized their economic status as below average. Their actual average living expense were KRW 980,000 which is mainly composed of followings; food(33.5%), housing(23.1%), dining out(22.4%), transport and communication(5.9%). The most challenging socioeconomic issues faced by one-person households today are housing cost burden and issues of stable residence; 2) One-person households have more flexible attitudes towards marriage and sex-related values compare to others. In terms of marriage, male

one-person households chose not to marry for economic reasons, while high proportion of female one-person households chose to be *bihon* (choose to not to wed). Also, they had a positive perception regarding premarital sex and positive attitudes toward cohabitation and remaining single.

Fourthly, focus group interviews were conducted with following 7 categorized groups of one-person households: university student; male and female preparing for employment; working male and female; and divorced single-households. The one-person households who participated in the research displayed twofold characteristics, independence and dependency. The participants desired for their “own lives”, and they start the way of independence from the independence of space. No matter how small and inadequate, they value “their own space” and enjoy living alone in independent space. However, at the same time, opposed to their willingness for independence, issues of economic independence have not been fully resolved. Also, self-fulfillment of the individual is becoming more important than forming, caring, and taking responsibility for the family. Timing of family formation is being gradually delayed and the desire for family formation is also decreasing. Respondents had a strong sense of resistance to systems that had to work long hours to rake money in; and instead, they wanted to live life with a job as a source of income, that may have low salary but secure and allow more personal time. They would refuse to work hard or exhaust themselves at work but rather choose to live life in “earn a little and spend less” way. There is a drastic change in their views on marriage and family. In case of men, desire to avoid responsibility as a breadwinner for family with insufficient income is strong. On the other hand, in case of women, desire to avoid burdens of career interruption and work and life balance, in which they have to carry out with birth, childcare, and a job at the same time. As a result, both men and women perceive marriage not as a course in the life course, but something rather to postpone and avoid as long as they can. In the economic situation where the youth unemployment is serious and finding quality

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job is difficult, living as a one-person households with no dependent or caregiving family members contributes in feeling relief and satisfaction.

Lastly, based on the findings of the study, following family policy supports regarding increase in one-person households were identified:

1.Guaranteeing social citizenship: improve living conditions of one-person households, employment support for economic stability, ensure the right to be safe, establishment of community-based Daily Life Support Center

2.Promoting new family cultures: establish gender-equal family culture, improve awareness of different family composition and prohibit discrimination, social protection for births, seek alternative family structures.

**Goals for female representation and implementation strategies
for the incumbent government**

Mee Kyung Moon

Nan Jue Kim

Hae Young Kim

Jun Seop Shim

Despite the high educational attainment and strong demand for social participation among women, female representation is significantly low across all areas of society in South Korea. With an increasing civic call for a fair society and heightened awareness of gender equality, the issue of promoting female representation is receiving greater attention. Against this backdrop, this research aims to review the status of female representation in both public and private sectors, to present targets for the next five years to improve female representation, and to suggest strategies to meet those targets.

This study is largely structured as the following. Chapter II discusses the status of female workforce and female administrators in both public and private sectors. The public sector is focused on the five professional categories that are subject to the government's Plan to Promote Female Representation in the

Public Sector - that is, public servants, employees at public organizations, public university faculties, military officers, and law enforcement officers. Chapter III summarizes how the political efforts to improve female representation in the areas discussed in Chapter II have progressed. The content includes quotas for female administrators, affirmative action measures, and quotas for female professors in public universities. In Chapter IV, we attempt to predict the future progress in female representation in order to suggest goals for the next 5-year period. For this, we estimate the level of improvement in female representation from 2017 to 2022 based on the compound annual growth rates (CAGR) of the numbers of female workers and female administrators in each of the five areas in the recent five years. Then, the data are used to propose three goals. Chapter V, which is the last chapter, proposes goals for promoting female representation for each area and related strategies to meet the goals. The goals were finalized based on the results of the simulation described in the previous chapter by considering a comprehensive range of factors including the implementation status of existing policies, composition of female human resources, and social expectations for each area. Furthermore, we suggest specific strategies to achieve the goals in each area and measures to promote work-life balance and create more supportive social and cultural environments.

**Gender Inequalities in Health:Focusing on Sexual and
Reproductive Health**

Dong-Sik Kim
Jung-Im Hwang
Young-Taek Kim
Young-Jee Woo
Da-Eun Jung

There are many issues related to women's health. Reproduction is a very important issue for women, because it accounts nearly for half of a woman's life. Sex is also a critical issue, but is treated as a private realm. Both things are a significant factor for not only women's current health but also their later health. It is the first wave study for exploring gender inequalities in health, especially focusing on sexual and reproductive health (hereafter SRH) in Korean society. SRH is well known to be influenced by gender inequality. Gender hierarchy and norms in Korean society could be involved to SRH between men and women.

The study had four purposes as follows: firstly, it was understood that the unequal relationships between men and women in sub-subjects related SRH,

such as contraception, sexual intercourse, unwanted pregnancy, abortion and infertility, are presented; secondly, it confirmed the recent trends of patients and medical costs regarding SRH; thirdly, it grasped the gender risk factors of SRH; and lastly, it developed gender issues and policy tasks related SRH according to women's life.

As the results, all subjects related to SRH were clearly shown that women are subordinated to men, and women's opinions have been ignored in contraception and sexual intercourse. Also, when a woman refuses to have sex, she has had violence by a partner and has experienced an abortion because of her unwanted pregnancy. Women wondered how to prevent contraception and unwanted pregnancies, and there was a great demand for counseling. Male sexually transmitted diseases are caught through prostitution during nightclubs or foreign business trips, but women have been caught by the partner's affair. Regarding the sanitary pad, many women said they experienced side effects while using it. In the analysis of health insurance data, the number of patients who belong to the SRH related to diseases and the medical expenses have increased significantly in the past 10 years. In addition, men and women with sexually transmitted diseases have a higher likelihood of developing reproductive diseases, since then, the risk of chronic illness has also increased. Expert Delphi survey pointed out that there are health issues related to SRH in the life cycle of men and women, which are also related to gender inequality.

From the above results, we proposed several policy tasks. First, social structure should be improved as a factor of inequality in SRH. Specifically, it is necessary to improve traditional gender and hierarchical environment, improve gender-based violence culture, analyze specific gender impacts on the legal system and public policy, improve negative and distorted social awareness of women's sexuality, strengthen participation of civil society and social environment for correct sex consciousness and healthy gender values, and ensure universal access to SRH services. Second, gender education and

monitoring should be strengthened to promote SRH. It is necessary to provide relevant gender education and information for the healthy sex consciousness contents of children and adolescents, and to establish cooperation channel of school, home and community for this purpose. Additionally, gender education for adolescents and parents should be strengthened and monitoring of distorted sex information and contents for pornography should be enhanced. Third, support for SRH vulnerable groups should be strengthened. For this proposal, improved accessibility of counseling and treatment services for abnormal physiological symptoms, cost support for women sanitary napkins and related supplies, strengthen women's empowerment from coercive and violent sexual intercourse by partners, prepare SRH support plan for each life, social class and disability of women, and enlarge the sanitary napkin to cope with emergencies can be alternatives. Fourth, SRH laws and institutional should be improved, such as reflecting realistic female SRH areas in the low fertility policy, establishment of a basic plan for women's (gender) health and inclusion of SRH policies, linkage with other laws and regulations and systems, transition to generic drugs to guarantee the health rights of women through the abolition of abortion and to improve the accessibility of emergency contraceptives, abolishment of special condom regulation by youth harmful goods and strengthen access to buy condoms for youth, condom advertising for men and deregulation of related regulations, perform national (panel) surveys to identify gender and reproduction health status and gender risk factors. Last, gender health impact assessment of SRH hazardous substances and related health and medical technology should be necessary, including ensure women's SRH rights through evaluation of health impacts on overall female physiological products and health impact evaluation and safety enhancement of health technology related to SRH.

Key words: sexual health, reproductive health, gender inequality, health

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inequality

A Study for the Re-establishment of Sustainable Care Policy

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Nan-joo Yang
Su-Jeong Kim
Hye-Young Kim

The impending crisis of the low fertility and aging population was addressed and heralded about ten years ago, and the care policy has been expanded in the Korean society for the past decade as a countermeasure. However, each of the care policy-related policies was developed within its area, resulting in confusion over policy objectives and absence of future directions for supporting ‘care’ of families as a ‘care policy.’ The objective of this study is not to establish goals of individual policies, but to examine the current status of the Korean ‘families’ and ‘family policy’ from a sustainability perspective, to investigate the extent to which care can become socialized and public goods, and to suggest future

directions for the ‘package’ of care policy.

This study defines ‘sustainable care policy’ as ‘a policy system designed to continuously provide secure and sufficient care support,’ and also defines sustainability from the following three perspectives. The first perspective is established with service users’ standpoints regarding whether the users are provided with sustainable high-quality services. The second perspective is developed with the standpoint of service providers (service providing organizations and service workers) in terms of whether high quality services can be provided sustainably. The third perspective, with the standpoint of public finance, considers whether the finances for services can sustainably be secured. That is, sustainability is composed of these important elements: comprehensiveness of support target populations, kinds of benefit types, service delivery systems, and finance structures. This study aims to suggest policy directions of which target populations should receive what types of benefits, of which working conditions and ecosystem are to be comprised for service delivery systems, and of how to share responsibility for financing in order to establish a sustainable care policy.

The policy implications are as follows. First, it is important to strengthen national responsibility and publicness. The most fundamental and critical policy alternative is needed to provide sustainable services for service users and sustainable and secure jobs for service providers. To achieve this, it requires the expansion of state-run organizations and the reinforcement on entrusting private services to public organizations and switching public care service centers, most of which are entrusted to private organizations, into state-run management.

Second, for the care service organizations managed by private sectors, it is imperative to strengthen service quality control. Although this will not come up with an option better than the first policy alternative for service users and service providers, the care service market in Korea needs to be improved due to its private-sector-oriented system. It is needed to raise entry barriers by

tightening a restriction on debt ratio concerning the establishment of care service institutions, and to fundamentally exclude the entry of for-profit businesses and individuals. Also, there is much concern about small institutions with financial hardships that tend to pursue unreasonable profitability; therefore, it needs to induce and adjust gradual reduction of those institutions. Furthermore, it is critical to strengthen the management and evaluation of care service institutions such as assessment of accounting audit and financial management, and to exterminate the inappropriate use of national finance.

Third, with the reorganizations of structure of delivery systems, it needs to increase an amount of payroll costs for service workers and to improve takeoff criteria for payroll costs. Especially, care service workers who are part-time on-call workers not only receive low wage but also unstable living expenses due to part-time employment. Child care service workers for children and home care service workers for the elderly may experience this difficulty. Therefore, it needs to reform the service support system which currently supports payroll costs per a service recipient. This structure is not capable of reflecting work experiences of the care service workers, which interrupts a chance of improving their wage.

Fourth, it is desired to reduce Cash-Grant about family care work which is a substitute for the use of care services because the cash support system deprives the right to use care services. Even though the families of care recipients use care services, it is hard for them to completely escape from the caring responsibility; therefore, care services may encourage de-familiarization of the caring responsibility. Otherwise, the Cash-Grant which is against the de-familiarization will raise concerns regarding social exclusion and exhaustion due to the workers' 'care without others' help' which will subsequently yield unsustainable care services.

Fifth, a considerable amount of finance is required to establish a sustainable care policy. To achieve this, it is important to better understand the needs about

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care services and to clearly clarify the status of the service use according to the needs by having the service users pay for use fee based on their income levels. It is critical to distinguish between the needs for ‘use fee support’ and the needs for ‘hours of service use’ and between the needs for ‘child care service’ and those for ‘home-care service.’ For child care services, the re-consideration of a system like means test child care subsidy is needed. For care services for the institutionalized elderly, it needs to make efforts to utilize Long-Term Care finance for caring costs which should be distinguished from housing costs.

Hegemonic Masculinity and Changing Lives of Men

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Hee Young Moon
Seo Youn Cho
Rina Kim

Research Objective and Contents

This study tracks the changes in the men's life and the practice of masculinities by different generations in Korea and suggests policy directions. Specifically, we deal with three aspects of hegemonic masculinity ; the organization of hierarchy among men through violence, breadwinner masculinity, and gender discrimination consciousness.

The study contents are as follows.

- Characteristics of Hegemonic Masculinity and its Changes in the Context of Macro-Social Changes from the Modern Transition Period of 1900 to the Digital Age
- Violence and the Organization of Hierarchy among Men
- Generational Differences of Breadwinner Masculinity

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- Various Visions for Dating and Family Formation of Unmarried Men
- Gender Discrimination Consciousness among Men

Methodology

We used two research methodologies.

First, we relied on the life history approach. We interviewed twelve men of four generations; Industrialized Generation(Born in 1945~1960), Rapid Growth Generation(Born in 1961~1972), IMF·Neoliberalism Generation (Born in 1973~1984), and Digital Generation(Born in 1985~).

Second, we relied on the focus group interview. We employed FGI to generalize generational differences found through life history interview using more research cases. We tried to identify policy needs of men depending on their life cycle.

Main Findings

▶ Violence and the Organization of Hierarchy among Men

The violence and the military discipline by teachers and seniors in school were weakened or degraded somewhat starting with students who attended the middle or high school since the mid to late 1990s. They question the legitimacy rather than unconditionally obey and conform to the corporal punishment by teachers and seniors. On the other hand, ranking culture based on the physical power among boys continues in all generations.

▶ Generational Differences of Breadwinner Masculinity

As a result of the IMF crisis, the actual breadwinning capacity of men has been weakened. Men in the IMF·Neoliberalism Generation take it for granted that women continue to work after marriage. However, as an unavoidable choice in

the child-rearing period, the non-continuous dual-earner practice that wife is out from employment to raise children and is reemployed later in life has been established. In spite of these changes, the economic power is still at the center of male identity.

▶ Various Visions for Dating and Family Formation of Unmarried Men

The Digital Generation has various visions on dating and family formation in the future.

First, the most common vision found in the Digital Generation is to maintain not only the burden but also the responsibility and privilege as a breadwinner. Second, some men refuse dating and family formation because of the burden laid on men as breadwinners.

Third, some men reconstructs the gender norm in dating and family formation because of the uncertain future.

▶ Gender Discrimination Consciousness among Men

In all generations except the Digital Generation, there has been an overt misogyny based on the male chauvinism. Men also tend to justify discrimination against women in the workplace across all generations.

Men in the Rapid-Growth Generation tend to think that the status of women has been improved compared to the lives of their mothers and in terms of the development of 'the preferential treatment for women' policy.

Some men argue they are the victims of reverse discrimination against men, but more men think that men's lives are better than women in Korea. They say that they agree with the goals of feminism, but they also disfavor the way and the level of demand feminists claim. In other words, they insist women should claim rights to the extent that they do not threaten the privileges and the

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authority of men in the manner that men allow.

Policy Suggestions

▶ The Development and Support of Alternative Masculinities Practice Programs

- Alternative Masculinities Education for Boys
- Gender Equal Practice Program by Men's Life Cycle

▶ The Protection of Soldier's Human Rights and Reform of Military Culture

- Establishment of Independent Agency for Soldier's Human Rights
- Institutionalization of Rational Military Culture

▶ Creating Gender Equal Digital Environment

- Gender-Sensitive Digital Literacy Education
- Support for Creation and Distribution of Gender Equal Cultural Contents

**Study on Development of Standard Model for Specific Gender
Impact Analysis and Assessment Vitalization of Local
Government**

Dool-Soon Kim

Youn-Sun Chang

Sol Lee

BOMI KIM

This study aims to develop a standard model for strengthening a local government's accountability that the local government actively implements and executes Specific Gender Impact Analysis and Assessment(GIAA). As of December 2016 amendment of the GIAA Act provided a legal basis that not only the minister of the MOGEF but also the head of a local government also can implement and control Specific GIAA.

Specific GIAA specifies laws and regulations, government policies, and projects of public agencies that are highly relevant to women's empowerment and allows professional experts to conduct assessment and analysis in-dept of them. Specific GIAA also expects the result of analysis and assessment to be delivered to target policy agency to apply, so that they can gender-equally improve policies. In this regards, amendment of the GIAA Act in 2016 that

enables a head of a local government to implement Specific GIAA brought major significance.

However, there have not been adequate researches on capacity and capability of local governments that facilitates to perform Special GIAA or distinctive features that should be considered when Specific GIAA is conducted by a local government.

In order to meet the goals of this research, research justification and methodologies were applied. This research recognizes characteristic of Specific GIAA and its implication to Special GIAA standard model for a local government, and current capacity of local governments to implement Special GIAA. This research also contains an analysis on pilot projects of Specific GIAA conducted by few local governments between 2012 and 2016. In particular, in-depth analysis of cases of Daegu Metropolitan City, Gyeonggi-do Province and Gyeongsangnam-do Province which are leading local governments for Special GIAA was conducted. Moreover, interviews and survey of target government officials who are charge in GIAA in local government and experts who are were working for 16 current Gender Impact Assessment Centers were carried out, which delivered their demand for Special GIAA, as well as their opinions about its vitalization measures.

Based upon this research, the summary of development of a Specific GIAA standard model and GIAA vitalization plan for a local government is as following. Firstly, Specific GIAA standard model for a local government in this research provides application direction of the model and definition of its concept, which also includes an improvement scheme for current GIAA standard ordinance, implementing agents or agencies and targeted agencies of GIAA, operation procedure of GIAA and methods, a standard for developing target policies and its selection, a standard of selection for a research execution and its system, a format of research reports, an indicator of major assessment and analysis, delivery of results and monitoring of results reflection and guidelines

for submission to MOGEF.

Secondly, besides elements of standard model proposed above this research proposes special policy agenda for vitalization of Special GIAA. A local government needs to build its capacity to implement Special GIAA by securing budget for Special GIAA research projects, arranging administrative personnel who are in charge of GIAA, and strengthening expertise of members of local governments' GIAA Committee. In accordance with efforts of local governments, MOGEF should conduct Specific GIAA training for government officials and consultants, support budget and manpower for local governments to implement Specific GIAA, and information sharing system for local governments' Specific GIAA.

Analysis and Evaluation of Local Government Gender Budgeting and Settlement System(Ⅲ) : An Evaluation of Local Governments' Gender Budget Performance Review and its Policy Implications

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Byeongkwon Kim
Hyo-Jin Kim
Mee Young Hong
Kum Sik Park
Gang In Ko

The budgeting process is mainly broken down into four different stages which include budget formation, budget execution, performance review and feedback. Up to recently, the focus of studies on gender budgeting of local governments in Korea has been put on the stages of budget formation and execution. Moreover, the status of preparation of gender budget performance reports by local governments has not been grasped and even official data on them has not been collected. However, the substantial management of gender budget performance review is one of the most significant conditions for evaluating gender budget performance in local governments and for ensuring that the

results of the evaluation are feedback into the following year's budget. Therefore, this study focuses on gender budget performance review and feedback, and intends to identify the status of preparation of gender budget performance reports and challenges of gender budget performance review so as to present ways for improvement.

For this study, the opinions of government officials and the status of preparation of gender budget performance reports were analyzed to figure out the status and challenges of gender budget performance review. In addition, a local case study on gender budget performance review was performed together with Busan Women and Family Development Institute with an aim to present ways to enhance the effectiveness of gender budget performance review in local governments. In Chapter 2, the adequacy of gender budget performance review in local governments was assessed, and the role of gender budget performance review in the general settlement of accounts was identified to find out areas for improvement in the performance review. In Chapter 3, an analysis was made of the status of preparation of gender budget performance reports for fiscal year 2014 and 2015 by 17 upper-level local governments. In particular, the analysis focused on the status of achievement of performance objectives by administrative district, city & province, target project and sector as well as the results of budget execution by gender. Furthermore, limitations and challenges of gender budget performance review in local governments were identified from the perspective of government officials as the ones managing the system so as to identify demands for improvement. Chapter 4 addresses challenges and demands for improvement in gender budget performance review specifically in Busan identified by performing a local case study jointly with Busan Women and Family Development Institute that has experience in consulting on preparation of gender budget statements and performance reports. In Chapter 5, the analytical results of this study are summarized and based on which, policy

recommendations are made.

Policy recommendations based on this study are made as follows: Firstly, it is recommended to further utilize the data from gender budget performance reports. To that end, it is needed to revise the Guideline for Preparing a Gender Budget Performance Report with an intention to raise the accuracy and reliability of the data from gender budget performance reports. In addition, inspection of auditors and deliberation of local councils should be strengthened for gender budget performance reports. Secondly, it is recommended to make improvements in the gender budget feedback system. A project that fails to achieve performance objectives should be selected again as a gender budget project so as to manage the gender equality performance of the project. There is also a need to encourage a reduction in the gender gap by reviewing performance objectives for projects with more than 10%p of differences in the results of gender benefit analysis. Additionally, indicators related to gender budgeting should be incorporated into indicators for Combined Evaluation of Local Governments, and the status of preparation of gender budget statements and performance reports should be analyzed for each local government. Furthermore, for one project, gender budget statements and performance reports should be reviewed simultaneously with the results of gender impact analysis and assessment. Thirdly, it is recommended to expand training and consulting on gender budget performance review in local governments. Gender budget performance review should be included in auditor training after considering that auditors may show a lack of understanding on gender mainstreaming due to the nature of their profession. Training for local councilors should cover the overall gender budgeting process because they are responsible for deliberating not only on gender budget performance reports but also on gender budget statements. It is also necessary to train local councilors in determining the adequacy of target projects in the budget deliberation process and questioning reasons for

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below-target performance and future efforts for improvement based on the review results of achievement rates of performance objectives by local governments. Additionally, It is needed to provide government officials such as general manager responsible for gender budget performance review and gender budget project managers with training on the role of gender budgeting in the overall budgeting process and on the role of gender budget performance review in the gender budgeting system. Lastly, it is recommended to conduct consulting both from a short-term perspective to prepare a gender budget performance report and from a long-term perspective to present a direction for gender budgeting fit for the characteristics of each government.

**Research on Developing Corporate culture Assessment Index
to promote Work-Family Balance**

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Seohyun LEE

Heejung LIM

A variety of policies have been carried out to facilitate work-family balance, thereby increasing female employment rates by almost 3%p. over the past three years. Such policies have focused on maternity protection and child care support via financial assistance. In the process, work-family balance promotion systems have diversified, expanding financial support quantitatively. However, there remains corporate culture that hampers work-family balance, which has been raised as a big issue. Inefficient business systems, long working hours, hierarchical and vertical communication structures, and so forth have been pointed out as the main problems of Korean business culture. Such business characteristics have led to the ineffective use of the work-family balance system well established in Korea.

Key hindrances to work-family balance should be found and eliminated to enable government-sponsored work-family balance systems and programs to be effectively established and disseminated at the workplace. Against this backdrop, this paper aims to develop assessment index that can identify the problems of Korean corporate culture and the causes thereof from the perspectives of work-family balance and thereby contribute to coming up with specific measures to substantially institutionalize and spread work-family balance. The establishment of corporate culture for work-family balance is projected to enhance labor productivity, increase employees' degree of dedication to their organizations, and thereby bring about higher business competitiveness.

The corporate culture assessment index was developed through phased and thorough procedures such as literature review, expert consultation meetings, FGI, expert Delphi surveys, and validation. The index consists of four main areas (leadership, infrastructure, a way of working, and communication), eight sub-areas (CEO's willingness, seniors' support, organization management systems, HR management systems, business characteristics, working hours, colleagues' help, and corporate support and atmosphere), and a total of 44 questions. In this vein, they are deemed to have been organized, considering more fundamental ways to set up and foster work-family balance at the workplace. The level of work-family balance in a business environment has been usually measured, focusing on the adoption and utilization of work-family balance systems. However, this assessment index is designed to identify obstacles to the promotion of work-family balance and seeks ways to improve the system. This is expected to play an active role in facilitating political support and presenting ways to solidify win-win partnerships between employees and employers.

**Policy Considerations for Strengthening Women Safety
according to Life Cycle(Ⅱ): with Emphasis on the Safety of
Women in Public Places**

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Due to the increase of crime in public places, the level of women safety in the Korean society has been questioned at the fundamental level. Therefore, the public demand is increasing for the need to identify the current status of women safety and to seek not temporary but long-term solutions.

To meet such need, this study has been launched. It is a continuation of the study started in 2016 with emphasis on the family. In 2017, this study looked into the current status of women safety in public spaces and suggested measures for policy improvement. The research methodologies used are as follows: 1)

literature review, 2) <Survey of Women Safety in Public Places> for quantitative research, 3) Focus Group Interviews for qualitative research, 4) project analysis by participatory observation, and 5) hosting of an international forum.

Public places refer to shared areas used by multiple people and include places such as playgrounds, schools parks, libraries, and museums. While accidents in public places can be a threat to anyone, women are more vulnerable to such accidents than their male counterparts because they are more vulnerable physically. Currently in Korea, regulations and policies pertinent to safety in public places are scattered here and there in different laws and departments. The majority of such regulations and policies are limited in that their focus is only on facility maintenance.

This study first analyzed press material to identify the current status of safety awareness for public places. In particular, the study focused on contents related to safety in public restrooms. The scope of the material analyzed was set to the year 2016. Analysis results showed the majority of counter-measures to be short-term and limited in scope. The measures only address adult women; discussions for females in their childhood and elderly stage in life were lacking. In case of serious crimes such as murder, the government was found to put more focus on punishing the perpetrator rather than paying attention to the victim. Also, more emphasis was put on ex post facto measures rather than prevention.

To investigate the actual conditions of women safety in public places, a questionnaire survey was administered to 3,000 adult males and females over 19 years old. Specifically, 35 public places were categorized into seven (7) categories and listed. Then, the respondents were asked to answer the following for the places listed: use experience, risk level for safety accidents, experience of safety accidents, measures taken after safety accidents, and necessity of safety education. The questions were posed according to life cycle. Survey

results came out as follows: First, females showed a higher percentage than males when asked if they considered public places to be dangerous. Second, when having experienced a safety accident in a public place, both males and females showed relatively passive levels of action to prevent recurrence. Third, regarding necessity of safety education, gender differences were significant in all life cycle stages except old age. Thus, the survey confirmed the need to identify the different needs for safety education according to life cycle and gender. In addition, when developing and providing safety education, there is need to consider accessibility and field applicability.

To identify safety awareness and experience of safety accidents and education, a Focused Group Interview (FGI) was conducted with women in their thirties and forties. Answers from the interview revealed that public rest rooms, streets, and public transportation were areas considered to most threaten the safety of women, children/adolescents, and the elderly. Additionally, the following areas were noted to pose risks of safety accidents - for women: underground parking lots, for children: shopping and leisure facilities such as department stores and large size marts, and for the elderly: public bathhouses.

To analyze women safety education in terms of gender sensitivity, the study looked into the 'Citizen Safety Watchman' program current being led by Seoul City. Results showed the following. First, there exists a slight discrepancy between the educational objective of 'Citizen Safety Watchman' and the education being actually given. Second, looking from a gender perspective, the education did not reflect differences in safety awareness according to gender. Also, there was almost no safety education according to life cycle. Third, the competence of the instructors played a significant role in the curriculum. At the moment of the investigation, majority of the students arrived in groups rather than alone. During the sessions, the lecturing skills of the individual instructors greatly affected the education being given.

For a gender sensitive approach to safety education, the study conducted a FGI

with students and instructors of the 'Citizen Safety Watchman' program. Looking from a gender perspective, females in Korea have less opportunities than males to receive safety education. The education contents is also not women-friendly. Although a large portion of the safety accidents that happen in everyday life occurs in the home, the full-time homemaker is in a blind spot when it comes to safety education. Additionally, no standard guidelines were available for how to deal with safety accidents in the home. Rather than one-time sporadic events, there is need to provide continuous safety education according to different life cycle stages.

Lastly, this study suggested possible ways to strengthen the safety of women in public places according to life cycle. First of all, legislation pertinent to public places are scattered throughout different government departments. Thus, the scattered regulations are not consistent with one another when addressing women safety. To provide a legal basis for women safety, then, there is need to look into a drafting of a new legislation which can act as the foundational framework for all current laws pertinent to women safety. Under current legislation, restrictions imposed for not carrying out required safety measures or not providing necessary safety education are either non-existent or minimal. Thus, such restrictions need to be tightened in order to guarantee the effectiveness of safety policies. In order to comprehensively consider women safety, safety regulations for public places should consider women and should also include a gender perspective. Additionally, there is need to designate a department to act as a control tower so that women safety can be considered as a top priority. Facilities need to be installed and the environment should be improved as well for women safety.

There is also need to develop safety education contents customized for various places and to provide safety guidelines accordingly. Currently, safety education for public places is not included in the education items stipulated in the 'Basic Act on the Promotion of National Safety Education'. The types of safety

education are wide in scope and it is not easy to find suitable instructors that can meet the various educational needs. Consequently, there is need to create a registration system that keeps track of safety education instructors and recipients. Safety education sessions should also be supplemented. Currently, a generalized type of education is given with generic cases. But education contents should be strengthened so that the characteristics of the education recipients are considered and gender sensitive perspectives are included.

**Improvement and discovery of policy through utilization of
Gender Big data**

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Ki Taek Jeon

Ho Joong Bae

Keun Tae Kim

Policies regarding big data are in full swing. However, the full discussion on how it could be utilized from the female policy point of view could not be carried out. The utilization of big data in the establishment and implementation of women's policies is expected to have new consequences.

The study is conducted by these social requests. The present study is the first year one of three-year plan. The purpose of this study is to explore how the government's Big Data policies can be linked to women's policies. Second, we choose topics related to women and families and analysis using fbig data analysis on a trial basis. Third, it seeks to combine various data from Ministry of gender equality and family and related to produce big data.

The study focused on the utilization of big data in administrative data and statistics that are occurring in the performance of gender and family policies as

part of the establishment of a foundation for the use of the gender and family big data. The current status of the system construction and production of big data on gender equality, human resources development, protection of human rights are analyzed and usability reviewed.

The Second part of the study is three kinds of pilot analysis of big data and the derivation of policy improvements. First, public opinion analysis was conducted using the first SNS data related to low birth rates on Korea. Second, the analysis on the survival rate of the self-employed women using credit card big data was conducted. Third, administrative big data were used. The status of finding new jobs for career interrupted women was analyzed.

Policy proposals for production of gender awareness big data are as follows. First is the collection and production of gender cognitive data. Second, it is the expansion of female workforce in the field of big data. Third, it is the enhancement of research on big data of gender equality and family. Big data research needs to address which policy issues are effective. Fourth, gender impact assessment is needed for public and private big data projects. Fifth, sexual discrimination should be identified and improved in the utilization of big data such as artificial intelligence.

A Study for Effectiveness Enhancement of Women and Family-Related Legislations(V): Achievements and Challenges of the Equal Employment Opportunity Act for the Last 30 Years

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Hye-ja Kwon
Jeong-hye Kim
Myung-ah Kim

For the 30th anniversary of 'the Equal Employment Opportunity and Work-Family Balance Assistance Act'(the Act hereafter), this study aims to examine the achievements and limitations of the Act and to explore various legislative challenges to be solved.

The Act, originally called 'the Equal Employment Act' was enacted in 1987 with the goal of “enhancing women workers' status and welfare by guaranteeing equal opportunities and treatments for both men and women in employment, protecting women workers' maternity and developing women's job competence, according to the principles of equality in the Constitution.” By the 8th amendment in 2007, the Act was renamed as 'the Equal Employment Opportunity and Work-Family Balance Assistance Act' in order to strengthen

the responsibilities of the government and the employers for supporting men and women workers' family life as well as to include further related provisions in the Act. Under the amended Act, gender discriminatory practices in the entire course of employment, from recruitment to dismissal, have been prohibited, and sexual harassment has been regarded as a violation of labor rights. Employers are obliged to practice preventive measures against sexual harassment, and to take action to rectify when any act of sexual harassment happens in the workplace. The amended Act also introduced an affirmative action to reduce gender inequalities in the labor market. Maternity leave for fathers, shorter working hours and family care leave were also introduced to enhance work-family balance.

Despite the multiple amendments of the Act, however, women workers still face a lot of discriminations in the labor market. Women are less likely to be employed, and more likely to be irregular workers than men. Women get paid a lot less than men do, and face the thick glass ceiling.

Taking these into consideration, this study examines the women workers-related changes in the labor market for the last 30 years and how the Act has been applied, analyzes the achievements and limitations of the Act, and then makes several suggestions to enhance the effectiveness of the Act.

This study consists of six chapters.

The first chapter includes the backgrounds, purposes, the contents and the research methods of this study.

In the second chapter, we discuss the changes in the labor market conditions for women workers since the Act was enacted in 1987, including employment and unemployment rates of both men and women, women's career breaks, gender division of occupations, forms of women's employment, gender pay gap, and pay gap by the forms of employment. We also make legislative and policy suggestions necessary to improve labor market conditions for women.

Chapter III examines specifically how the Act has been applied, mainly

focusing on regulations on gender discriminations in employment, regulations on sexual harassment in the workplace, affirmative action in employment, assistance to maternity protection and work/family balance, and conflict solutions and relief systems.

Chapter IV discusses the results of the experts opinion survey on the achievements and limitations of the Act, and legislative tasks for the future. We conducted the survey to use it as key references for the revision of the Act. The survey was conducted in two ways including an online questionnaire and focus group interviews. The questionnaire provided not only the experts' general assessments on the Act, but also their evaluations on specific areas covered by the Act(regulations on gender discrimination in employment, regulations on sexual harassment in the workplace, affirmative action in employment, assistance to maternity protection and work/family balance, and conflict solutions and relief systems). The focus group interviews helped draw specific directions of how the Act should be revised.

In Chapter V, we analyzed legislative examples of other countries regarding regulations on gender discrimination in employment, regulations on sexual harassment in the workplace, affirmative action in employment, assistance to maternity protection and work/family balance, and conflict solutions and relief systems. We particularly examine the legislative cases of the US where legislations against gender discrimination have been well developed, and also the cases of Britain and Germany where equality-related legislations have been highly improved especially since the late 2000s.

In Chapter VI, we made various suggestions for revision of the Act and its effectiveness enhancement.

In the course of this research, we analyzed a variety of raw statistics(economic activity census, additional data on workers by forms of work, data on workers by forms of employment, etc) and also looked into diverse national and international legislative references. Other data and materials from previous

research on equal employment and from the related government offices were also used for analysis. We conducted an experts survey and focus group interviews the results of which were utilized as references for our legislative and policy suggestions.

To conclude, the regulations on gender discrimination in employment stipulated in the Act have led the employers, as well as the workers, to be aware of the gender discriminatory practices and therefore have helped reduce gender discriminations at least on the formal levels. Nevertheless, women workers still suffer implicit, indirect discriminations in the whole course of employment. In order to improve the situation, the parties responsible for the fulfillment of the obligation defined in the Act should be more inclusive.

Regarding the regulations on sexual harassment in the workplace, achievements include normalization of preventive training, improvement of awareness from both employers and workers, operation of grievance machinery, and disciplinary actions against the harassers. But several issues should still be dealt with, such as the definition and scope of sexual harassment, weak punitive measures, and the secondary victimization of the harassed. Our suggestions include the expansion of the parties with liability and also of the employer's obligatory measures when sexual harassments take place in the workplace.

As to the affirmative action in employment, although the employers' awareness of women workers' issues has been improved to some extent with the introduction of the Act, the scope of the businesses to which the Act is applied is very narrow, and there are problematic criteria based on which women workers and managers are employed.

As to the assistance to maternity protection and work-family balance, the major achievements are the maternity leave, maternity leave for fathers, parental leave, effective sanctions when violated, increased awareness of maternity leaves, and installment of daycare centers in the workplace. However, those achievements are limited to businesses with more than certain numbers of employees. That is,

only regular employees working for large companies or in public sectors enjoy those benefits of the Act. And few male workers have actually taken maternity leave for fathers. In order to solve these problems, workers taking maternity leave should be fully paid from the Employment Insurance. The period of maternity leave for fathers should be extended and their pay should be increased. Also, more groups of workers should be entitled to family care leave. Lastly, regarding the conflict solutions and relief systems, achievements include the increased number of counselling centers, assistance to the workers of the counselling centers, and the introduction of autonomous conflict solutions in the workplace. However, most of the victims of discriminatory practices are still not helped fully enough, the honorary equal employment supervisor system is almost useless, and the autonomous conflict solution system does not work well. Therefore we suggested that the Labor Relations Board introduce a rectification system of gender discrimination in employment, and remedy the current provision on burden of proof.

**An examination of generational value differences for the
prospect for a gender equal and sustainable future**

Sooyeon Lee
Insoon Kim
Hyunjung Kim
Minjeong Kim

We aim at providing the direction of pronatalist policies through examining the current status of marriage and birth and predicting the future trend in the context of diverse values and their generational differences. Our finding shows that individuals' value orientations play as important roles in their intention and behavior of marriage and birth as other factors such as their economic situation and policy expectations. The factors that influence positively the intention to have a child (or children) are positive attitude toward parenting, high expectation on children, life satisfaction, personal and household income, the size of residential area and awareness of related policies and those that influence negatively are persons' aspiration of self-actualization and emphasis on the importance of work. The factors that influence positively persons' actual birth of a child (or children) are positive attitude toward parenting, individual

and household income, awareness of pronatalist policies and those that influence negatively are life satisfaction and the size of residential area. When we measure the difference between one or no birth and more than one birth, we find additional positive variables such as moralistic value, expectation on children and importance of work and negative values such as aspiration of self-actualization and life satisfaction. The positive attitude toward parenting is the most prominent positive factor in both intention and behavior of birth and the pursuit of self-actualization is the most prominent negative factor. This finding of value importance on fertility intention and behavior suggests that pronatalist policies should incorporate individuals' value system into its logic. For example, the policies should concern to build a new society where the younger generations' desire for individual freedom and self-actualization do not conflict with that for having a child. Also, it should take more customized approach by targeting those with more positive attitudes on parenting rather than trying to persuade those with negative attitudes.

**Strengthening Gender Equality Policy Infrastructure in the
Asia-Pacific Region (VII): Policy Support for Capacity
Building of the Girls**

Eun Ha Chang
Eun Kyung Kim
Hye Seung Cho
Jung Soo Kim
Shin Ah Kim
Yoon Jung Park
Ji Hyun Lee
So Dam Choi
Kyung Ryang Kim
Ji Soon Chang

KWDI has been conducting a multi-year ODA research project since 2011 with an objective of establishing political and social infrastructure for gender equality policy in the Asia-Pacific region. During the year 2011 - 2012, KWDI partnered with Cambodia and Indonesia and carried out various programs including baseline surveys, policy dialogues, and capacity building training. From 2013, KWDI expanded the project to include Myanmar and Vietnam as additional

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partners. Now KWDI is working with these four countries, sharing each other's experiences and deepening mutual learning.

This year's research report was initiated to identify local demands for women and girls in developing countries on the basis of the 'Better Life for Girls (BLG)' initiative announced by the South Korean Government in 2016, and to propose future direction of Korean ODA policy. The research aims to identify the local demands of girls for project planning and implementation to realize the BLG initiative in the Asia-Pacific partner countries of Cambodia, Indonesia, Myanmar, and Vietnam, and to suggest future policy implications for Korean ODA.

Chapter 2 examines the preliminary research on girls in the field of development and cooperation by conducting literature review on three areas of the BGL initiative: education, health, and profession. In addition to the focus areas of the BGL, the chapter also conducts survey on literature of gender-based violence (GBV) against girls in terms of sexual violence, and harmful customs and practices. It then explores existing global framework on girls research and project and identifies the role of KWDI ODA in macro-discourse level.

Chapter 3 analyzes the current situation of girls in KWDI's four partner countries (Cambodia, Indonesia, Myanmar, and Vietnam) centering on the aforementioned four focus areas: education, health, profession, and gender-based violence. Then, the chapter identifies core priority areas to realize a better life for girls by country and sector.

Chapter 4 looks into domestic and international girls-related best policies and projects in three sections. The first section of the chapter summarizes one of the programs of this ODA project, that is, 'Knowledge Sharing on Korea's

Development in Women's Policies.' It analyzed three topics: decline of son preference, law and policy on the public disclosure of child sex traffickers information, and gender-sensitive textbook revision in South Korea. The second section introduces South Korea's best policy practices related with girls. They are: Center for Teen Women's Human Rights (Teens-Up), Tacteen Naeil, and Mirim Girls' Information Science High School, for which cases were introduced as a field trip sites during the 2017 KWDI SSAGE Workshop. The third section introduces three international best projects in regards to girls: UNICEF Nepal's 'Rupantaran,' the World Bank's Adolescent Girls Initiative(AGI) in Lao PDR and 'Supporting Talent, Entrepreneurial Potential and Success (STEPS)' project, and the Child Fund's 'Pass It Back' program. By analyzing of best policies and projects, the Chapter concludes with an exploration of key factors for girls' empowerment in four countries and the applicability of such factors.

Chapter 5 presents political implications for girls empowerment in four countries based on the literature review, the girls situation analysis of each partner country, and best practices review conducted in previous chapters. The report concludes with sectoral policy recommendations for Korea as well as donor nations and examines future research and project directions. The sectoral policy recommendations are based on the particular areas presented by the BGL and SDGs and are proposed by taking specific cases and applicability into account.

Study on Methods to Enhance Effectiveness of GIAA and Strengthen PPP(III): In the Area of Regional Development

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Yu-Mi Im

Mi-Hyun Jang

Kyeong-Min Kang

In South Korea, the number of programmes which has undertaken Gender Impact Analysis and Assessment(GIAA) has been increasing and the areas in which GIAA has been implemented expanding, since GIAA was enacted in 2012. In the area of regional development, the outcome of policy improvement through GIAA has been particularly noticeable to the general population as well as women. This study is to identify what policy needs the general citizen have in the area of regional development with regard to gender issues, and to suggest the ways to enhance the cooperative system between policy actors of GIAA. As for the research methods, it includes the domestic and overseas literature analysis of GIAA about regional development, the content analysis of GIAA

reports on regional development, interviews with experts and civil servants, and questionnaires of a thousand citizens.

As a result of the questionnaire, policy needs for regional development have been identified as follows. Firstly, citizens expect to have economic activity infrastructure through city regeneration programmes and a better environment for crime prevention. Secondly, interests in safety are considerably high, and particularly, women are more sensitive to safety issues than men. Thirdly, as for the public facilities that citizens want to use, unless there are any problems, women have replied in following orders: culture(14.7%), life-long education(10.7%), and library(10.7%), whereas men library(13.6%), culture(13.0%), community health centre(10.1%). This suggests that it needs to improve facilities for better use. Lastly, more than half of respondents show their willingness to participate in the problem-solving activities concerning the use or safety of the public facilities: 51.4% and 70.7% respectively.

This study has identified the methods to enhance the effectiveness of GIAA and regenerate the cooperative system as follows. Firstly, the Ministry of Land, Infrastructure and Transport needs to revise the legislations concerning regional development in a way to enhance gender equality and the committee of regional development needs to increase the rate of women in order to encourage women to take part in decision-making process. Secondly, it needs to find out gender issues in broader areas by undertaking specific GIAA in mid- and long-term regional development plans based on laws. To do so, gender experts must participate in this process to find out gender issues and reflect the findings for policy improvements into legislations, improvement of guidelines and gender budget reports. Thirdly, there needs to develop guidelines about GIAA for regional development. The checklist to be used to select programmes for GIAA should be made to notify whether programmes for regional development has items to improve gender equal use and arrangement of local spaces. Lastly, the Ministry of Gender Equality and Family needs to make a suggestion of the

systemic operation of gender governance in the 2018 GIAA Guideline. Each public body needs to form GIAA Committee or Division Committee and include the support of monitoring and also the employment of gender officer in the Guideline. In order to do so, it needs to strengthen the regulation to support cooperation between private and public partnership, which is stipulated in the GIAA Act.

**The Current Situation and Improvement Plan on Human
Resource Development of Female Worker in Social Economy
Area**

Bok-Tae Kim

Ji-Hyun Hong

Dae-Jin Kim

Despite of the importance of female human resource development in social economy area, it was pointed out that there are limited education programs and welfares to develop female capabilities. In this study, we regard women as potential human resources and explored ways to systematically develop female human resources. To begin with, by utilizing human resource development theory, we differentiated female human resource development in the field of social economy into component factors(recruitment, utilization and maintenance, development, compensation) and performance factors (individual performance, organizational performance, social performance), then conducted a survey of 652 female employees' human resource management who were engaged in social economy area in order to analyze current status of female human resource development.

Our results showed that respondents' satisfaction score on their tasks were high,

and they positively evaluated their current workplace in terms of the business status, growth potential, and local contributions. This implies that work satisfaction of female workers in social economy may have enabled them to build ownership and fulfill public interests. Also, it turned out that respondents who are engaged in social economy organization had higher level of happiness, health status, and job satisfaction compared to their previous jobs, implying that their 'quality of life'(including happiness, health and satisfaction) has been improved. While it is true that there were lack of education programs specialized for women, limited institutional supports, and low utilization rate of institutions related to work/family/leisure, female-friendly atmosphere of social economy may have worked as a crucial factor of a high level of 'quality of life'.

In order to investigate how job opportunities offered by social economy organization may had impact on employees' welfare, our primary analysis included examining employment activity experiences, diverse job training for work performance, organizational effort for female-friendly environment, work sustainability and job satisfaction. Afterwards, we investigated the effects of job satisfaction and female-friendly organization on employees' satisfaction and happiness at workplace. As a result, previous employment activities significantly affected in reducing job seeking duration so that unemployed person or job seekers were able to easily get employed in social economy field. However, prior employment experiences did not have effect on job capability and job satisfaction, implying that they have only limited effect on job seeking behaviors. Moreover, diverse job training experience had significant effect on job capability development and job satisfaction, indicating that these organizational activities and supports contributed to employees' job performance and job satisfaction. Meanwhile, education training and women-friendliness effort had positive impact on employees' job satisfaction, and it ultimately improved social economy employees' welfare. This implies that government

policy should not only focus on individual level of support such as employment and career break, but also on institutional level including education training supports and female-friendly resource management in order to activate social economy organization and create good quality jobs.

As a qualitative study, we differentiated central and local government and conducted focus group interviews of managers in local social economy intermediate support organization, Women Reemployment Support Center, female human resource academy, and Korea Social Enterprise Promotion Agency in order to identify policy status and issues related to female workers' human resource management in social economy field. As a result, we found that education services were created based on contents related to social economy organization startups, rather there were insufficient job trainings related to leadership skills or capability developments. It was also problematic that there were limited education programs specialized for women, although substantial amount of female workers were engaged in the field of social economy. Thus, in the future, there needs to be some alternatives to address the lack of education programs that are specifically targeted for women. Meanwhile, looking at the current status of training services in social economy, educations related to value of social economy were provided for new employees, entrepreneurialism or job capability enhancement educations were provided for practitioners and middle-managers, and entrepreneurialism or organizational management educations were provided for CEOs. However, most of the respondents failed to perceive the difference between need for capacity enhancement and sufficiency of current services.

Results based on a combination of quantitative and qualitative study showed that female workers in social economy had variety of job experiences before and they consistently had interests on social economy organization with taking related courses or achieving certifications. They were willing to work in social economy area in a long term without turnovers and also had high demand on

professional educations to develop capabilities. However, they perceived that educations related to capability development were not sufficient enough compared to demand, suggesting that there needs to be a policy correspondence for education program development and support. Thus, we made following suggestions to develop female human resource systematically in the field of social economy.

Our first step is to provide regulations and policies for female employees in social economy. Specifically, we suggest adding a gender perspective provision of human resource development on top of social economy fundamental law, establishing law to promote female social-economists, adding social economy area on the basis of gender equality fundamental plan.

Secondly, in terms of establishing an infrastructure of career support for female social-economist, regional circulation internship and customized education program for care-integrated services should be conducted as we confirmed needs of a strategy to boost the effectiveness of career support service.

Thirdly, as we confirmed that fostering competent middle managers is crucial considering the sustainability of social economy, we need to establish infrastructure for female social-economists and accumulate DB of female managers in social economy.

Lastly, as we found that respondents' awareness level of the term 'social economy' is still low, establishing regular curriculum of social economy job training education as well as making an effort to expand gender equality are required to enhance the awareness level.

**Analysis and Policy Tasks of Vocational Capability
Development System for Women to Enhance a
Competency-Based Society(Ⅱ)**

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Myung_Hee Jang

I. Research Objectives and Methods

○This paper is designed to analyze women's vocational competency development systems and to review related policy issues in connection with a competency-based society. In the process, it aims to study female youth's achievements in career development, focusing on universities and junior colleges' policies for cultivating talents in a competency-based society. The main purposes hereof are to identify changes in women's achievements in labor markets coming from the introduction of the National Competency Standards (NCS) into curricula for universities and junior colleges and fluctuations in employment systems and culture, as well as the effects of related changes in universities and businesses on female youth's achievements in career development. In connection therewith, new policy issues are also identified and

reviewed.

○A variety of research methods such as the analysis of administrative DB, the survey of students, and the Delphi survey of professors, Focus Group Interviews (FGI) with students, professors, and business staff, and on-site visits to universities and junior colleges were used to look into the achievements of NCS-based curricula for junior colleges and of work-learning balance systems for four-year universities in labor markets and thereby to identify their policy implications.

II. In-Depth Analysis of Competency-Based Curriculum Operation

1. Competency-Based Curriculum Operation and Female Employment: Universities

○Universities are found to have participated in work-learning balance systems to promote their students' employment. However, some universities in Seoul took part in the systems to narrow the gap between the academic world and the business community by developing business-centered curricula for departments, rather than to boost employment rates.

○Many female students participated in work-learning balance systems due to professors' recommendations, universities' promotion activities, and so forth. They are deemed to have joined the programs because of the fact that their employment is ensured after graduation, rather than due to the superiority thereof.

○Work-learning balance systems are also of help to businesses. Companies are shown to have taken part in the systems due to their cooperative relationships with universities, the government's subsidies, and labor supply. However, the degree to which NCS-based curricula are relevant to real jobs is found to have been very low. Students are shown to have failed to effectively recognize the relevance of real business courses to NCS-based curricula.

○Interviews do not show whether businesses participating in work-learning balance systems have discriminated against female students in terms of employment. However, university employees who play a role in matching students to employers state that female students have had more difficulties in landing jobs than their male counterparts, showing that companies still have a prejudice against women in employment.

2. Competency-Based Curriculum Operation and Female Employment: Junior Colleges

○Most junior college students were very satisfied with curricula due to their high degree of relevance to real jobs. Their degree of satisfaction tended to increase because learning activities were based on practice to help students acquire certificates.

○Junior college students with various educational and vocational experiences gave their opinion that NCS-based jobs are what the business community requires and therefore should be mastered while those who had entered junior colleges immediately after graduating from academic high school showed their limitation in understanding the characteristics or level of jobs required by the NCS.

○In connection with employment, students highlighted the importance of close relations with professors, replying that they were significantly helped by employment support centers. Professors also stated that they and their colleges made diverse efforts to help their students effectively get employed.

III. Youth's Attitudes Toward and Their Recognition of Competency-Based Curricula

○According to junior college and four-year university students, the strength of NCS-based curricula lies in their field-based practical training. However, some

students pointed out that learning objectives, contents, and assessment are inconsistent with one another, leading to incomplete curricula. Junior college students stated that the percentage of theories drops in the process of reorganizing curricula into practical training-based systems, often making learning objectives, contents, and assessment inconsistent.

○Their degree of satisfaction with professors who introduce and operate NCS-based curricula is found to have been generally high. University students were less satisfied than junior college students.

○Regardless of gender, university and junior college students showed high interest in NCS-based employment. More specifically put, female students had higher interest therein than their male counterparts.

○NCS-based curricula causing changes in higher education curricula are implemented via work-learning balance systems and long-term field placement programs in a four-year university environment. In connection therewith, female students showed very positive responses. In particular, joining high-quality SMEs to improve their understanding of SME-related jobs and land better jobs is deemed to give more benefits to women who have weaker networks in labor markets.

IV. Delphi Survey of Professors

1. Work-Learning Balance System Operation and Demand for Policy Improvement: Universities

First, female students' participation in work-learning balance systems depended on the characteristics of departments or majors. Companies' stronger preference for male students led female students' participation into the schemes to be relatively poorer. Such a situation shows that companies are gender-biased in choosing employees.

Second, despite diverse weaknesses, almost every expert (90%) participating in

this survey agreed that work-learning balance systems are of service to female students in employment.

Third, systematic follow-up management plans need to be devised. Participating universities voluntarily implement follow-up management activities but the use, contents, and types of the follow-up management system rely on the willingness of universities. The follow-up management system should apply to both students who drop out of the course and those who are successfully employed after graduation, which should be reflected into the program again. Related manuals also need to be developed.

2. NCS-Based Curriculum Operation and Demand for Policy Improvement: Junior Colleges

First, unlike work-learning balance systems, the introduction of the NCS into the junior college environment failed to significantly affect the employment of female students. According to the Delphi survey of junior college professors, 75% replied that the NCS does not have significant effects on the employment of female students.

Second, NCS-based curricula should be continuously updated. This is very important to the NCS, which relies on field-based education.

V. Policy Issues in the Operation and Achievements of Gender-Sensitive and Competency-Based Curricula

○The program is currently divided into ‘Off JT’ and ‘OJT’ for effective development. In the process, female students tend to be excluded, because most of them major in humanities and social sciences where it is hard to discover jobs that the business community requires. To resolve such an issue, a kind of quota system for female students needs to be implemented.

○In reality, it is not easy to find businesses in the sectors where students hope to be employed and there are many difficulties in leading companies to

participate in the program. Therefore, in a procedural context, changes in students' preference should be identified, requiring universities and junior colleges to regularly conduct a survey on business demand.

○Amid female students' low participation in the system, the percentage of those who drop out of the program is high and they often quit their job voluntarily. To improve such a situation, female students should be given opportunities to benefit from in-depth counseling and career guidance services from when students are recruited.

○The main pillars of current work-learning balance systems are student recruitment, business discovery, and the effective connection therebetween via the development of curricula. However, to make the process more effective, it is necessary to assess whether services are properly offered to students.

○It is desirable for students to complete the Off JT course and to be employed as learning workers. However, in reality, the program is set to last too long, often causing students to lose their opportunities. Therefore, a fast track program needs to be newly established, where credits can't be earned in connection with theoretical education but students are allowed to work after quickly completing the program. Or, another type of fast track can also be operated, where only parts of credits are acceptable. Such a dual program is proposed herein.

○Businesses have developed OJT courses by introducing the NCS but have argued that it is very difficult to effectively implement such programs in reality. To improve such circumstances, appropriate SME support plans should be crafted, which include 'business monitoring simplification,' 'development of a joint training model for similar job competencies,' 'systematic education and training for work-learning balancing,' and 'specific planning for strengthening workplace teachers' competencies.'

○As in the case of work-learning balance systems, junior colleges need to develop two or more courses in connection with practical training and seek

ways to link them to field placement. Four-year university administrators should contact businesses, promise them financial aid and check diverse circumstances facing companies. In this regard, universities and colleges should search for promising companies, relying on their competitive departments while businesses need to identify jobs that can link to academic curricula. Likewise, it is necessary to come up with plans to connect jobs and curricula.

Analysis and Evaluation of Gender Budgeting in Korea(III)

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This study is significant in that it presents possibilities of considerably dispelling concerns and criticisms about gender budgeting that have piled up. These concerns and criticisms can be summed up as arbitrary and invalid selection of programs for gender budgets, system operations concentrated on programs in particular areas of particular departments of the government, the absence of an effective performance management system, the excessive burden of administrative duties, and doubts about the practical effects of gender budgeting on the promotion of gender equality. The study proposes ways to

overcome issues over the selection of programs by developing gender objectives for departments to pursue by area and by sector based on the classification of government functions, then by selecting programs for gender budgets that can directly and indirectly contribute to achieving the objectives. The study not only resolves the issue of the concentration of system operations on particular programs, but also paves the way for gender budgeting to perform the function of a practical gender mainstreaming device by identifying a considerable number of programs for gender budgets through the above-mentioned procedures in three areas, that is, 'public order & security', 'national land & regional development', and 'science & technology'. These three areas have been considered to have a weak agenda on gender inequality. On top of this, it opens possibilities for overcoming the problem of the absence of a performance management system by identifying programs for gender budgets at unit program levels and by making gender budget and closing statements compatible with performance plans and performance reports, which are basic documents for performance management of budgetary programs. This will eventually enable performance evaluation in the performance management system of budgetary programs led by the Ministry of Strategy and Finance and the Government Performance Evaluation Committee. At the same time, using the performance data from the gender accounts settlement statements, the study will enable quantitative verification of the practical effects of gender budgeting on the enhancement of gender equality and relieve the burden of administrative duties of first-line government officials by reducing the burden of preparing documents related to performance evaluation.

**Domestic Violence in Korea: Focusing on Spousal Violence
and Child Abuse**

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I. Introduction

□As domestic violence takes place in very complicated and diverse manners it is hard to accurately identify the prevalence and characteristics of domestic violence. Since the national survey of domestic violence that has secured representation focuses on capturing only the prevalence of violence, there has been insufficient in-depth analysis of the characteristics of the prevalence of domestic violence and its related factors.

□A multifaceted analysis needs to be conducted in order to raise understanding of the prevalence and current aspects of domestic violence in Korea and to prepare measures to prevent domestic violence.

□The purpose of this study is to perform an in-depth analysis of domestic violence in Korea and identify its related factors through a secondary analysis of the data accumulated from basic studies, including the domestic violence surveys conducted in 2010, 2013, and 2016, and the survey of domestic violence victims in 2016.

○First, using the data from the domestic violence survey in 2016 and focusing on female victims and male perpetrators of spousal violence, the study analyzes the prevalence of violence and its related factors, including personal/family/regional characteristics, awareness of domestic violence. It also analyzes the relations of overlapping experiences of domestic violence during childhood, victimization of spousal violence during adulthood, and perpetration of child abuse.

○Second, it conducted an analysis of female victims who used domestic violence support centers in order to investigate thoroughly into victims of spousal violence who could not be identified through the domestic violence survey of the general public.

○Third, it analyzed trends in domestic violence from 2010 to 2016 through surveys of female victims of spousal violence in order to identify changes in characteristics and prevalence of domestic violence.

○Fourth, it analyzed the data from the 2016 survey and trends in domestic violence from 2010 to 2016 in order to identify public awareness and culture related to domestic violence.

II. Main Findings

1) Domestic Violence in 2016

□Characteristics of Women's Victimization of Spousal Violence and its Related Factors

○Of married women (including common-law marriage) ages 19 and over, 12.1% had experienced four types of victimization of spousal violence,

including physical, psychological, economic, and sexual violence, in the last year. Of them, 23.2% had experienced four types of victimization in their lifetime.

○Based on the four types of violence experienced in the last year, 64.9% of them had been victims of one type of violence, and 35% had an overlapping experience of two or more types of violence. Based on the four types of violence experienced in their lifetime, 55.4% had fallen victim to one type of violence, and 44.7% to two or more types.

○As for factors related to victimization of violence, it was found that groups with low educational levels of the respondents and their spouses, groups who had experienced domestic violence during childhood, and groups who had experienced control behavior from their spouse in the last year had experienced more victimization of spousal violence.

○When asked whether they responded to spousal violence and asked for help, groups who had an overlapping experience of two or more types violence or groups who suffered physical injury, psychological distress, intimidation or fear were found to have taken more active measures, including confronting spousal violence or asking people around them for help.

○A considerable proportion of women who experienced violence from their spouse and who perpetrated child abuse had been exposed to domestic violence during childhood (under the age of 18). Based on the four types of violence experienced in the last year, 32.7% of women with minor children had no overlapping experience of violence, including victimization of domestic violence during childhood, victimization of spousal violence during adulthood, and perpetration of child abuse. Of the women, 36.4% experienced one type of violence (experienced violence for one generation only), 25.6% two or more types (experienced violence for two generations only), and 5.3% all four types (experienced violence for three generations).

Characteristics of Men's Perpetration of Spousal Violence and its Related Factors

○ Regarding factors related to the offence of violence, the perpetration rate of spousal violence was significantly high in groups of older age, groups with low education levels, unemployed groups, groups who had suffered domestic violence during childhood, and groups who had imposed control behavior on their spouse.

○ According to the results of investigation into an overlapping experience of domestic violence during childhood and during adulthood, men who perpetrated spousal violence and child abuse during adulthood had been exposed to domestic violence during childhood.

○ When men with minor children were asked whether they had an overlapping experience of violence, including victimization of domestic violence during childhood, perpetration of spousal violence during adulthood, and perpetration of child abuse, 31.7% of them had experienced no type of violence in their lifetime, 40.5% had experienced violence for one generation only, while 27.7% had an overlapping experience of violence for two or more generations.

2) Female Domestic Violence Victims Using Domestic Violence Support Centers

Victimization of Spousal Violence

○ The spousal violence victimization rate (four types) of domestic violence victims who are 19 years old and over and who use shelters and counseling centers reached 100%. When examined by types of violence, 98.1% of them suffered psychological violence, 91.6% physical violence, 74.9% economic violence, and 71.3% sexual violence.

○ As for the overlapping victimization rate of spousal violence, various types of violence overlapped, with 96% falling victim to two or more types of violence, and 4% to one type of violence.

○Their spouse engaged in violent behavior for the first time “when they dated before marriage and less than a year after marriage,” taking up the largest portion of 58.9%.

Response to Spousal Violence

○Regarding response to violence, 41% of the women responded that they “did nothing”, accounting for the largest portion. Respondents with high educational levels or with jobs had a high proportion of exercising violence in response or asking people for help.

○Of the women, 88.8% reached out to family members, friends, support centers, or the police at the time of or after their spouse engaged in violent behavior.

Impact of Spousal Violence

○It was found that 83.8% of women experienced physical injury, 98.2% experienced psychological distress, 97.1% experienced intimidation/fear, and 81.3% experienced difficulties of social life and interpersonal relationships.

Plan after Victimization of Spousal Violence

○Four out of 10 women planned to divorce, three planned to continue their marital life, and one planned to be separated. If the victims were unemployed, if their spouse’s control behavior levels were severe, and if they asked others for help, they had a tendency of planning to divorce.

Overlapping Experience of Domestic Violence during Childhood and during Adulthood

○It was found that eight out of 10 spousal violence victims during adulthood had also experienced domestic violence during childhood.

3) Trends in Domestic Violence from 2010 to 2016

Victimization of Spousal Violence

○The victimization rate of four types of spousal violence in the last year dropped from 39.1% in 2010 to 29.8% in 2013 and 12.1% in 2016. The overlapping victimization rate of two or more types of spousal violence as well fell in 2013 and 2016 compared to 2010.

Experience of Victimization of Spousal Violence by Personal and Family Characteristics

○In the three surveys, the victimization rate of spousal violence was significantly high in groups who experienced victimization of both four types and two types of spousal violence if they had experienced domestic violence during childhood and control behavior from their spouse.

Experience of Victimization of Spousal Violence by Awareness of Domestic Violence

○In the 2016 survey, the victimization rate of spousal violence was high in groups with patriarchal attitude toward gender roles. In all the analyses of 2010 to 2016 surveys, the victimization rates of spousal violence were high if the victims had no intention to report domestic violence when it occurs in their home.

Impact of Victimization of Spousal Violence and Response to Violence

○Physical injury from violence and experience of psychological distress and intimidation/fear were found to have continually been high. In all three surveys, it was more common to ask non-official systems (family members, relatives, neighbors, friends, or religious leaders) for help than official systems (the police, the 1366 Women's Call Center, domestic violence counselling centers, and protection facilities).

Overlapping Experience of Domestic Violence during Childhood and during Adulthood

○The rates of abuse against minor children in the last year and overlapping abuse types had tended to decrease since 2010.

○As for experience of domestic violence for two generations, the proportion of groups who “experienced none” increased, while that of groups who “experienced both” decreased.

○As for experience of domestic violence for three generations, the proportion of groups who “experienced none” rose in 2016 compared to 2010 and 2013, while that of groups who “experienced one of the three types” or “experienced all” fell.

4) Awareness and Culture

Awareness and Culture in 2016

○According to the results of analyzing the public awareness of domestic violence in 2016, men had a more patriarchal attitude toward gender roles and permissive attitude toward domestic violence than women in all age groups and at all educational levels. In particular, among unmarried men and women, unmarried women groups were most gender equal and took a non-permissive attitude toward domestic violence.

○All respondents’ awareness of legal systems and support centers related to domestic violence was slightly higher than moderate level; their inclination to report domestic violence was relatively high.

○The more patriarchal their attitude toward gender roles, the more permissive their attitude toward domestic violence, and the lower their awareness of legal systems and support centers, the lower they tended to be inclined to report domestic violence when it takes place in their home or in their neighbor’s.

●●● 2017 KWDI Abstract

□ Trends in Awareness and Culture from 2010 to 2016

○ As for attitude toward gender roles, they took a more patriarchal attitude toward gender roles in 2013 and 2016 compared to 2010.

○ Awareness of legal systems related to domestic violence was higher in 2013 and 2016 compared to 2010.

○ Inclination to report domestic violence significantly rose in the 2016 survey than in the 2010 and 2013 surveys.

○ In the whole and gender analysis alike, groups with a patriarchal attitude toward gender roles had a low inclination to report domestic violence. Groups with a high awareness of legal systems had a high inclination to report and had a more gender equal attitude toward gender roles.

III. Implications

□ Implications

○ According to the results of analyzing the characteristics of female victims and male perpetrators, patriarchal attitude toward gender roles, permissive attitude toward domestic violence, inclination to report domestic violence, and experience of domestic violence during childhood were related to victimization and/or perpetration of violence against the spouse.

-In preparing policies to prevent spousal violence, it is necessary to enhance equal gender norms and to strengthen a culture where domestic violence is not permitted. It is implied that in order to prevent transfer of domestic violence from generation to generation, priorities in prevention and intervention services should be given to women and men exposed to domestic violence during childhood.

○ The results of analyzing the victims using support centers showed that they had an overlapping experience of various types of spousal violence. Also, the more severe the victimization of violence was, the higher the spouse's control

behavior levels became, and the weaker the victim's competencies were, the more passive the response to spousal violence tended to be.

-There needs to be active intervention for victims who have experienced victimization of spousal violence continually, repeatedly, and in an overlapping manner, and measures need to be taken to strengthen competencies of the victims.

○According to the results of analyzing trends in domestic violence from 2010 to 2016, domestic violence tended to decrease overall, but the figures from the analysis showed that various types of violence still existed in their home.

-It is implied that continued efforts should be made to intervene in domestic violence and to eradicate domestic violence.

○Increases in public awareness of legal systems related to domestic violence and inclination to report domestic violence can be seen as a practical change in awareness of domestic violence.

-As a preventive measure, it is necessary to promote awareness of domestic violence and continue public relations and education concerning related laws, systems and support centers.

Future Research Agenda

○This study is significant in that it analyzed women's victimization and men's perpetration of spousal violence and its related factors based on the representative national data. Further studies need to be conducted on male victims and female perpetrators.

○The scope of investigation into domestic violence should be broadened to intimate partner violence, including dating violence, and preventive and supportive laws, systems, and policies need to be expanded.

○It is necessary to secure a sufficient number of samples for future surveys and to accumulate data by conducting regular surveys in the future.

Korean Women Manager Panel

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According to the Ministry of Gender Equality and Family, among the companies that disclosed their business reports in DART of the Financial Supervisory Service, the ratio of female executives of top 500 companies of largest sales in 2016 is merely 2.7%. Among the companies employing at least 100 people subject to the 6th Korean Women Manager Panel Survey, the ratio of female among the total new recruits is 36.4%; the ratio of female among workers in the level of clerks is 40.9%; the ratio of female among workers in the level of assistant managers is 30.6%, which is 10.3%p lower than the ratio in clerks. The ratio of women among workers in the level of executives is 1.0%, which means only one out of 100 people recruited as executives in

companies is woman.

Although 10 years have passed since Korean Women Manager Panel Survey was started in 2007, as seen above, the conditions related to women managers in Korea revealed in the statistics has barely improved. Such circumstances in Korea grants the necessity that the Women Manager Panel Survey should continue. Women Manager Panel Survey is an exclusive survey both at home and abroad to investigate personal, systematic, situational variables facing female managers in time series manner to accumulate related information, to examine how they impact on the career path of women managers to become the core manpower of companies through career maintenance-career discontinuation-and career continuation.

In 2017 Korean Women Manager Panel Survey, ‘Korean Women Manager Panel Survey Maintenance Survey’ was conducted for a stable maintenance of panel through formation of a trusted relationship with Korean women manager panel and for the management of panel through checking the status of panel, after completing the sixth survey in 2016. Among 3,002 people subject to the Maintenance Survey, the number of panel who were successfully surveyed were 2,097 persons and the success rate of survey was 69.9%. The current status of 2,097 people who were successfully surveyed are: in continuous service 1,629,000 people (77.7%), turnover 116 people (5.5%), unemployed 307 persons (14.6%), startup/other workers 45 persons (2.1%). The survey of cooperation based on which participation of panel in the seventh survey can be predicted showed that, the proportion of ‘high’ group was 91.5%, who are expected to provide cooperation without difficulties. On the other hand, with regard to the ‘medium’ group 6.4% and ‘low’ group 2.0%, a different method of contact or approach will be required in implementing the seventh survey. The survey method most preferred by women manager panel was email (59.9%), which more than half of the panel liked, followed by web survey (22.2%), telephone/fax (5.8%), post (3.2%). When implementing the seventh survey,

differentiated survey methods will be adopted in accordance with the women manger panel's preference for the survey method.

A panel breakaway analysis was conducted with the new panel added in the fourth survey in 2012, compared to the sixth survey in 2016. The dropout analysis was aimed to maintain the sample. The analysis of dropouts for maintaining the sample was first attempted after the new panel was added in the fourth survey. In the 6th survey in 2016, when four years elapsed after the 2012 4th survey, the impacts on maintenance of sample were analyzed. The analytical variables included the sample attribute (existing, new) other than industry, scale, rank, monthly average wage, marriage, age, etc. Because among the factors affecting the maintenance of sample, there was no significant difference in the percentage of maintenance of sample according to the sample attribute, it suggested that there was no need to focus on the activities of maintaining the sample according to the attributes of the existing panel established in 2007 and new panel added in 2012.

2017 Women Manager Panel Survey granted longitudinal weights to the sixth survey, and from the 2007 first survey to 2016 sixth survey, longitudinal analysis were conducted to persons in long service and those who shifted job, to understand the change trend of women manager panel for 9 years.

In 2017, in order to spread and share the results of the sixth survey, an academic symposium where the women manger panel researchers and external specialists participated was held. In the symposium, 6 papers were published including the turnover and promotion of female managers, women's labor market decision-making and outcomes, effects of organizational climate and power base on the work and life of married women, study on the impact of gender of HR managers on assessment of women managers and organizational culture, the impact of family-friendly leadership of superiors on the female managers of entry level of, etc.

**Korean Longitudinal Survey of Women & Families: the 2017
Annual Report**

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Changes in demographic and family structures that Korean society faces have a great impact not only on women's lives but also on the lives of all members of the society. As these changes, epitomized by "low fertility and aging society", are taking place rapidly, understanding these changes is a prerequisite for establishing various policies, including family or welfare policies. In particular, such changes are closely interrelated with diverse areas of lives. Therefore, it is necessary to understand in sustainable and accurate manners women's economic activity, decision-making methods and relationships in the family, social and

cultural awareness and practices. This will enable the government to formulate and provide more proper policies.

Data on women's overall lives should be built in the form of longitudinal survey according to their life cycles rather than cross-sectional survey in order to identify exactly the effects and characteristics of women's policies. Because cross-sectional surveys cannot control the unobservable heterogeneity of changes in women's lives, they cannot accurately estimate the impact of the variables of interest and thus have limitations when establishing and assessing women's policies.

The Korean Women's Development Institute (KWDI) has conducted the Korean Longitudinal Survey of Women & Families (KLoWF) since 2006. The KLoWF is a national panel survey to capture changes in women's lives, family structure, and jobs in order to accurately identify women's characteristics and build a related database. Longitudinal survey data on changes in women's lives have already been built partially in the Korean Labor & Income Panel Survey and other surveys, but most of these surveys are limited in performing a meaningful analysis of women's sub-groups because they either failed to consider gender characteristics or lacked the number of women's cases. Furthermore, the surveys have difficulty providing multi-faceted and comprehensive information on changes in women's lives because they are not equipped with optimized survey tools to analyze women's complicated lives.

The Korean Longitudinal Survey of Women & Families has been conducted to overcome the limitations of previous longitudinal surveys. The KLoWF is designed to attain the following goals. The first goal is to identify the actual conditions of women's increased economic activity and family-work reconciliation. The second goal is to examine empirically the living world of women and to predict the present and the future of families in Korean society. The third goal is to provide rudimentary data throughout the overall process of policy-making on women and families by tracking a broad range of changes in

important current social issues of Korean society, including low fertility, aging, child care, work-family reconciliation, and family-friendly social environment. Beginning its first-wave survey of 9,997 women between full ages 19 and 64 in 9,068 households in 2007, the KLoWF conducted its second-wave survey in 2008, the third-wave survey in 2010, the fourth-wave survey in 2012, fifth-wave survey in 2014, and completed the sixth-wave survey as of 2017. Also, by adding a new panel of 2,049 households in the sixth-wave survey, the KLoWF secured cross-sectional representation of the panel and prepared for panel retention and management for the coming decade as well.

Based on its necessity, the 2017 research was conducted to achieve policy goals and promote the usage of research. Main contents of the research include: first, it completed an actual inspection of the sixth-wave main survey (second round) and additional surveys, and analyzed basic characteristics of the sixth-wave panel. Second, it carried out various in-depth studies to develop women's policies by holding academic symposiums for experts regarding the first- to sixth-wave survey data. The in-depth studies addressed three recent issues, including "analysis of transition in unemployed women's working form and its determinants", "characteristics of married transition groups and changes in values on marriage", and "Korean women's environmental impact factors: analysis of the secondary data of the KLoWF." Third, it added a new panel to improve representation and quality of the panel. Fourth, it conducted interim fieldwork for panel management and preparation of the seventh-wave survey scheduled in 2018. Fifth, it aligned the first to sixth wave data structures with one another to raise the convenience of data users and created various data sets. Sixth, it implemented major projects, including the publication of the KLoWF Brief, a bi-annual journal, to publicize characteristics of the KLoWF, the operation of home pages in Korean and English, and the holding of panel forums.