



Accomplishments of the 30-year Efforts for Women's Integration in Social Development and Outlook for the Future(Ⅱ): A Study on Women's Policies for the Past 30Years and Future Plans

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Accomplishments of the 30-year Efforts for Women's Integration in Social Development and Outlook for the Future(II):

A Study on Women's Policies for the Past 30 Years and Future Plans

I. Backgrounds and Purposes of the Research

- It has been 30 years since the efforts to take women's issues into consideration on the national strategic levels began to be visible in Korea. Decision-making systems for women's policies were established for the first time in December 1983 when the Women's Policy Review Committee was set up under the Prime Minister's Office, following the establishment of the Korea Women's Development Institute in April that year, as an institute for dedicated studies of women's issues.

- The "30 years of women's social development" means that it was 30 years ago when women's policies was officially adopted as a part of national agenda. In other words, for the past 30 years, the previous paradigm of the "policies for women's welfare" has been dramatically changed. The "policies for women's welfare" focused mainly on the 'protection of the war orphans and women in need (from 1940s to 1950s)', the 'guidance of children and women in need(the 1960s)', and the 'prevention of the problems of the working women and women in need(the 1970s).'

- Reviewing the women's policies of the past generation, we also need to look at the changes in the national as well as in the international environments regarding women's policies and, by doing so, explore their further development.
 - On the national level, an increasing number of people now seem to get tired of gender issues and even appear against the policies for gender equality. This means that we need to develop more persuasive policy logics and make strategic decisions on executing those policies. Also, the National Assembly and the media are now asking for women's policies that are much more practical and effective than before.
 - On the international level, more advanced women's policies are required that reflect the Global Standards, international circumstance, and the enhanced status of the nation. It cannot be denied that the international women's movements, including UN Global Women's Year, Convention on the Elimination of All Forms of Discrimination against Women(CEDAW), and the Beijing Platform of Action, are the essential elements that have been driving forward Korea women's policies for the last 30 years. Moreover, due to Korea's improved international status, we can participate in international gender governance structures around the UN WOMEN which was launched in 2011.

- This study was conducted from 2011 to 2012 as a research project based on the above-mentioned.
 - In the first year of the study, we articulated the meanings of

social development and women's integration, and surveyed major women's policies promoted from 1983 to 2011 in the sectors such as the politics · administration / welfare / economy / family / education / cultural · social activity / organization / international / peace · reunification.

- In the second year, we reviewed the social, national and international conditions under which the women's policies have been promoted and their achievements have been made. In order to do this, we divided the 30 years into several periods according to the characteristic changes of administration systems of women's policies, and studied major trends of each sector related to establishments and implementations of women's policies in each period, such as socio-political backgrounds / KWDI / press / policy publicity / National Assembly / organizations / international contexts, and the relations between the sectors, while investigating major changes in women's policies for the 30 years in each sector. We also explored development plans of women's policies for the future that could be accepted by the public and contribute to the enhancement of the nation's image.

2. Contents and the Methods of the Study

○ Contents of the Study

- Analysis framework to examine the achievements of women's policies for 30 years(1983 ~ 2012).
- The contexts of the emergence of women's policies in Korea in the 1980s

- Major trends and achievements of women's policies in each period: synchronic analysis
 - Changes and achievements of the women's policies in key sectors: diachronic analysis
 - Legislation process in National Assembly, press reports on women's policies, promotion of women's policies, trends of the study projects of the KWDI, recommendations of CEDAW
 - Exploration on future women's policy development tasks and advancement plans.
- Methods of the Study
- Collection and analysis of literature and relevant materials
 - Chronology with reference to women's policies
 - Outsourced research
 - Running consultation groups for examination of achievements
 - In-depth interviews with women's policy makers in other countries
 - Holding planning forums

3. Achievements Examination and Analysis Framework of Women's Policies for the 30-year period

- Period division
- Division of 30 years into 5 periods based on characteristic changes of women's policy administration systems

○ Methods of Analysis

- Synchronic analysis: Analysis of the backgrounds, the current situations, and the achievements of women's policies was done by reviewing policy processes, public perceptions, and the results of the implementation. The results of the analysis on each period were examined according to the social environments regarding women's policies, their major trends, and their key achievements and limitations.
- Diachronic analysis: Examination of changes and tasks in the women's policies for the 30-year period was done for the 5 sectors including National Assembly, Press, Policy Publicity, KWDI and the International. Specific analyses were made by examining the main characteristics of the women's policies in each sector and looking into what changes were made in connection with the administration systems for women's policies in the respective period. Tasks needed in the future were also explored.

4. Results of the Study

A. Characteristics of Each Period and the Trends of the Major Sectors of Women's Policies

- Period of Establishment of Women's Policy Institutes(1983~1987): Preparation
 - This was the time when building of practical women's policies, beyond the 'welfare-for-women approach,' was strongly demanded. The government showed positive responses to this, but laws, administration systems and

organizations for the implementation were still not fully prepared.

- Major trends

Major Trends	
Social Backgrounds	<ul style="list-style-type: none"> - In the midst of massive public uprising for democracy after the start of the 5th Republic, the government made diverse measures to demonstrate its legitimacy and the superiority against North Korea. The measures included 'Society Cleanups' (merger of media, prohibition of extracurricular lessons, etc.), consciousness reform campaigns and the political and social appeasement plans. But the demand for fact-finding of the Gwang-ju uprising and the people's demand for democracy were still very strong. The Roh Tae-Woo, the leader of the ruling party, made the 6.29 declaration that he would go for major constitutional amendment for democracy, and then won the presidential election mainly due to the split of the opposition party. - Women's organizations' long-cherished dream of establishing a public agency for women's policies was realized by the unification of various women's organizations, entrance of women leaders into the political arena, women's movement for democracy, and the changes in the international circumstances such as the 'UN Decade for Women'. A lot of pending issues in every sector were articulated. The foothold was prepared to examine women's agenda along the international standards, with the participation in the 「UN Convention on the Elimination of All forms of Discrimination Against Women」 (CEDAW)
Major Policies and Activities	<p>Public institutes for women's policies were established, including the Women's Policy Review Committee and the Korea Women's Development Institute. The Basic Plans for Women's Development 1983-1986 were announced, and 'women's development' made a part of the 6th 5-Year Plan for Economy & Society 1987-1991. Women's agenda was selected in every sector, but the largest part of the agenda was still about women's welfare such as protection and support of disadvantaged women. Women's Welfare Department under the Ministry of Health and Welfare was in charge of the women's policy administration.</p> <ul style="list-style-type: none"> • Administration: Korea joined the CEDAW(1984), and prepared the ground for women's policies including the 'Basic Plan for Women's Development' and the 'Guidance for Improvement in Gender Discrimination.'(1985). • Welfare: Concerns for women's welfare had been given almost exclusively to the disadvantaged women. But it was changed by the extension of maternity leave for women public servants, and the introduction of

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Major Trends	
	<p>↑Measures for Improvement of the Healthcare Centers for Mother and Child(1986).</p> <ul style="list-style-type: none"> • Economy: The Gender Equality Employment Act was enacted(1987). • Family: The groundwork for enhancement of the public understanding on family/population and childbirth was laid. • Education: Efforts were made to change traditional notions on gender roles through school curricular. • Cultural·social activities: Activities were made to enhance public awareness of gender equality, to develop women's human resources, and to boost customer activities. • Organizations: There was an increase in the number of women's organizations and their activities.
KWDI	<ul style="list-style-type: none"> - KWDI initiated research and non-research activities on women's issues under the Ministry of Health and Welfare. • A lot of research(31.2%) and non-research activities were performed. • 3 key areas of research were economy, welfare, and general affairs. • 3 key areas of non-research activities were cultural · social activities, economy, and welfare.
Press	<ul style="list-style-type: none"> - Attention from the media increased with the increase of women's organized activities. Frequent reports were made by the press with regard to the process of ratification of CEDAW, establishment of KWDI, activities of existing women's organizations and foundation of new ones. But the viewpoints of the media articles were fairly conservative. Reports were hardly made about sexual violence crimes committed by men with power. • Establishment of the KWDI, and Startup of the Women's Policy Review Committee • Failure of amending the Family Law • Public attention to the Women's Hot Line, and the supporting activities for victims of domestic violence • Accumulation of cases of discrimination based on age, marital status, and employment status. Enactment of the Gender Equality Employment Act
PP	<ul style="list-style-type: none"> - Due to the government-led policy making, publicity of policies was made mainly by the government in the form of public announcements. - Information on women's policies was provided to the media in the form of news regarding, for example, the foundation of women's policy agencies, improvements of laws and institutions, and international cooperation. - Many of the instructive PP activities were conducted as a part of women's employment promotion, guidance and support of disadvantaged women, population control policy, life improvement project, etc. Women's problems were discussed through seminars. Educations were provided as a part of

Major Trends	
	the implementation of women's policies, and relevant teaching materials and books were made. Posters, pamphlets and slogans were also used for PP.
Organizations	<ul style="list-style-type: none"> - The Korea Women's Organization Association and some other organizations took the lead in joining CEDAW and the movements for amendment of the Family Law, and suggested key women's issues. They also produced some women lawmakers. - Progressive women's organizations were instituted such as the Women's Hot Line and the Women for Peace, which led pro-democracy struggles, presented women's demands, and held national women's meetings. A major progressive women's movement camp was created in 1987 with the foundation of the Korea Women's Organization Association.
The International	<ul style="list-style-type: none"> - Korea's first government report was presented after its affiliation with the CEDAW(1986), and the CEDAW reviewed the report(1987). • Concerns were expressed about non-existence of gender equality agency in other locals than the capital city. • It was indicated that the women's contribution to the growth of GDP had not been recognized in the first report.
National Assembly	<ul style="list-style-type: none"> - Percentage of women in the 11th and the 12th National Assembly: 9 women (3.3%) in the 11th(1981-1984) and 8(2.9%) in the 12th(1985- 1988) - The KWDI Act was proposed by the assemblywomen. - CEDAW was ratified with some reserve clauses because the Family Law was not amended. - Special Law on Marriage(1987) - Gender Equality Employment Act(1987)

○ The period of the 2nd Office of the Minister of Political Affairs (1988 ~ 1997): Start of Policy Implementation

- This was the time when the minister in charge of women's policies attended the cabinet meeting for the first time, while the intense pro-democracy protests took place, demanding lifting the existing bans in almost every part of the society. More sophisticated women's policies started to be implemented.

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- Major trends

Major Trends	
Social Background	<ul style="list-style-type: none"> - The 1987 regime(a democratic political system) was established by a broad range of civil society. The constitution was amended, guaranteeing the direct presidential election and local autonomy. While two Koreas seemed closer to each other with the simultaneous affiliation with the UN, the confrontation between the two remained strong. The civilian government of South Korea made some democratic reforms. - With the end of the Cold War era, a lot of international attentions were paid to the issues such as environment, human rights, violence against women, and integration of women into the society. The government adopted the Rio Declaration on Environment and Development and the Agenda 21(1992), held World Human Rights Convention(1993), adopted Declaration on Elimination of Violence Against Women(1993), and held the International Conference on Population and Development(1994) and the World Summit for Social Development(1995). - The 2nd Office of Minister for Political Affairs took responsibilities for women's policies. Gender discriminatory practices including sexual harassment, gender discrimination on working age, and gender discriminatory school curricula started to be abolished. Women from two Koreas had official meetings for the first time since the Division. The Cabinet had three women ministers at the same time. We also had the first woman mayor, and the first woman ambassador. The 4th Beijing World Women's Conference played a ground-breaking role in developing women's policy frame in Korea.
Major Policies and Activities	<ul style="list-style-type: none"> - With the transfer of the administration of women's policies to the 2nd Office of the Minister of Political Affairs, more measures began to be planned to eliminate gender discrimination in various social areas. <ul style="list-style-type: none"> • Building of the 2nd Office of the Minister of Political Affairs(1988); establishment of the Women's Special Committee in the National Assembly(1994); employment of a targeted number of women civil servants(1996) • Expansion of protection for victims of sexual violence and domestic violence; national support for children of low-income families; expansion of support for disadvantaged women • Enforcement of the Gender Equality Employment Act, and its first and second amendments • General amendment of the Family Law • Expansion of educational opportunities for female students in special colleges; elimination of gender discriminatory curricula; teaching the subjects of homemaking and engineering for both male and female

Major Trends	
	<p>students at junior high(1992)</p> <ul style="list-style-type: none"> • Designation of women's week(1996) <p>– The Women's Policy Review Committee started to operate with Prime Minister as the chair, and the 2nd Office Minister for Political Affairs and the Director of the KWDI as its proper members. With the setup of the Committee, discussion and cooperation across the government became strengthened.</p>
KWDI	<p>– KWDI, an integrated research institute, furthered its activities with the establishment of the 2nd Office of the Minister for Political Affairs.</p> <ul style="list-style-type: none"> • It did more non-research activities than research(the ratio was 1.7:1). • Three major research areas were determined: economy(women's employment, development of women's human capital), welfare(disadvantaged women, child-caring, general welfare), and education(gender equality in school education). • Three major non-research areas were determined: economy(job training), cultural and social activities(gender equality through mass media), and lifelong education(leadership training for women).
Press	<p>– With establishment of multiple women's organizations as well as Women's Newspaper, more reports on gender equality and women's human rights were made. Press paid special attention to the comfort women issues including the discovery of the list of those women, the visit of the UN delegates to Korea, and demands for compensation. These reports helped make positive public opinions towards the issues.</p> <ul style="list-style-type: none"> • Restoration of comfort women's honor, and compensation for their sufferings • Discussions on establishing the Ministry of Gender Equality • Discussions on furthering women's participation in politics, and on introducing of quota system. • Establishment of the Basic Act for Women's Development • Establishment of the Special Act Against Sexual Violence • Establishment of the Special Act for Punishment of Domestic Violence • Campaign against sexual harassment at workplace • Beijing Women's Convention • Activities of various women's organizations including Women's Newspaper, Women Link, Korean Women's Association United, and the Korea Sexual Violence Relief Center
PP	<p>– The government's PP focused on minimizing the imbalance between sectors, localities, and social classes, and also on 'welfare society' and wealth redistribution policies such as 'Society for All.'</p> <p>– Activities to collect public opinions on women's policies through forums,</p>

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Major Trends	
	<p>symposiums, research, surveys.</p> <ul style="list-style-type: none"> - Publicization and formulation of women issues such as equal employment, job training for women, and consciousness rising. - With the rise of the issues of sexual violence and domestic violence to the surface, more announcements were made to argue for corrective policies through news and editorials. Forums, debates and opinion surveys were conducted to collect public opinions, and various other PP methods were employed to make proper policies.
Organizations	<ul style="list-style-type: none"> - While the Korean Women's Association United took the central role in the progressive social movement, it also worked with the conservative Korean National Council of Women for the issues regarding democracy, labor movement, community activities, and peace and reunification movement. The cooperation of the two national women's organizations was especially strong for women's rights movement. - Women's organizations played a key role in pressuring the government to make women's policies through activities such as petition for legislation, public conferences, signature-collecting campaigns, press releases, etc. They were especially active for the Gender Equality Employment Act, the revision of Family Law(1989), the Sexual Equality Employment Act, the Family Law, the Special Act Against Sexual Violence, and the Domestic Violence Prevention Law. - As the systems for women's policies were settled with the formulation of the First Basic Plan for Women's Policies, which was based on the Basic Act for Women's Development (1995), monitoring governments policies was intensified while emphasis was laid on more practical approaches to the various pending issues on family, society, workplace, school and all the fields of lives.
The International	<ul style="list-style-type: none"> - With the affiliation with the UN(1991) and its agencies such as the UN Commission on Status of Women(1994) and the Committee on the Elimination of All Forms of Discrimination Against Women(1996), Korea was required to comply with the rules and regulations of the international society, while participating in the international arena of women's policies. - Recommendations of the Committee on the Elimination of All Forms of Discrimination Against Women* <ul style="list-style-type: none"> • Revocation of the reservations on the Conventions ratified before 2000 • More efforts to stop violence against women • More women's representation in politics, decision-making bodies, and legal bodies • Gender equality in labor market and the right to work • Improvement of social security for disabled women, and provisions of health

Major Trends	
	<p>promotion programs for senior women</p> <ul style="list-style-type: none"> • Enhancement of representation of women in rural areas, recognition of women as agricultural workers, and provision of benefits, access to health, and other related services • Provision of legal information and consultation to the extent that it actually can help women in everyday life <p>(* These are the recommendations by the Committee after it examined the 3rd and the 4th reports on the implementation of the CEDAW)</p>
National Assembly	<ul style="list-style-type: none"> - The 13th and the 14th National Assembly (women was 2.0% in the 13th, and 1.1% in the 14th) - The 「Basic Act for Women's Development」 was enacted(1995) - The 「Act of Punishment of Sexual Violence and Protection of the Victim」 (1994) and the 「Act of Prevention of Domestic Violence and Protection of the Victim」 were enacted.

○ Period of the Special Presidential Committee for Women(1998 ~2000): Adjustment of Policies

- During this period, as the progressive party took the power, various demands erupted from women's movement, including the request for establishment of Ministry of Women. But with the economic crisis hitting hard the nation, the government body responsible for women's policies was rather scaled down to the 'Women's Special Committee' with a smaller number of workforce and a smaller amount of power. However, the Special Committee was able to use the Office of Women's Policy as a supplementary body, and carry out the First Basic Plan for Women's Policies.

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- Major trends

Major Trends	
Social Background	<ul style="list-style-type: none"> - During the nation-wide efforts to overcome the economic crisis, the number of irregular workers dramatically increased due to the large scale restructuring and labor market flexibility policies that led to a lot of dismissals and employment instability among women workers. - Internationally, cooperation with international organizations was strengthened by the announcement of the protocols for adoption of the CEDAW(1999), being reelected as a regular executive nation of ILO(1999), and taking charge in Chairman of the APEC Women's Advisory Organization. - Politically, relations between two Koreas improved with the Sunshine Policy. As the leader of the opposite party won the presidential election for the first time, demands for legal and social reforms burst from all the civil society including women' organizations.
Major Policies and Activities	<ul style="list-style-type: none"> - Policies were made to eliminate gender discrimination, to establish gender equality culture especially in the public sector, and to promote women's participation in politics and other decision-making bodies. • The Women's Special Committee belonging to the President was created. Also the Women's Policy Office was established in 6 ministries. • Establishment of the Act of Prohibition and Relief of Gender Discrimination(1999), the 3rd amendment of the Gender Equality Employment Act(1999) • Enactment against sexual violence and domestic violence • Reinforcement of gender equality education in school and in the public offices(1999). • Promotion of international cooperation to enhance women's status. Empowerment of women for reunification of Koreas, and promotion of cooperation between South and North Korean women.
KWDI	<ul style="list-style-type: none"> - Research and non-research activities in education, society and culture were conducted. • More focus was put on research than before, with a 1.9:1 ratio of research to non-research activities • 3 major research areas: economy(women's employment, women irregular workers, gender equality in labor market, support for women's economic activities), social and cultural activities(gender equality education), and politics and administration(women's representation in decision-making processes) • 3 major areas of non-research activities: cultural and social activities(volunteer training), education(various education courses for women), and international activities(international exchange programs and other international activities for women's development)

Major Trends	
Press	<ul style="list-style-type: none"> - Press showed more support for women's policies than before, and made detailed reports on the issues of women's policy agenda. • A great deal of attention was paid to women's representation, women's employment · equality in employment, gender equality culture, sexual · domestic violence, women's policy system, prostitution, low-income (single-mother) family, exchange and cooperation between South and North Korean women, maternity protection, work/family balance, Comfort women, revision of the Family Law, and gender equality in school education.
PP	<ul style="list-style-type: none"> - Principles of PP were set: 'autonomy,' 'non-intervention,' and 'market-based.' The core of PP changed from 'mutual respect and restraint' to 'enhancement of understanding and persuasion.' - Reports at the beginning were mainly news articles on events. But, with the increasing activities of legislation, various types of publicity were made through newspaper editorials, and radio and TV programs. - Women's Week was set up, and the Act of Prohibition and Relief of Gender Discrimination were publicized. Other PP activities included advertisements on newspapers, publishing women's policy promotion materials, making use of the Special Committee web-site, furthering gender equality education for government workers, and advertisements on the Internet and in the subway trains.
Organizations	<ul style="list-style-type: none"> - Women's organizations performed their activities with the Women's Development Fund. - Cooperation among organizations was strengthened. Activities were conducted for maternity protection, abolition of Hojuje, prohibition of sexual violence and improvement of women's rights, women's labor movement, building of 'women's politics network'(1998) for women's political empowerment, cooperative activities for women's political movement(1999), reunification movement and peaceful reunification project network(1998), and the conference for National Reconciliation and Cooperation(1999). - Cooperative projects with UN organizations.
The International	<ul style="list-style-type: none"> - More efforts were made to comply with international standards and recommendations such as the CEDAW and the Beijing Platform of Action, and to empower women power in the international arena. Activities of Korean women were expanded from the UN to other international organizations. - Foundations were made for development of women's human rights as the protocol for the CEDAW was ratified(1999.8) and took effect(2000.12). - It was pointed out that Hojuje aggravated patriarchy(UN Human Rights Report).

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Major Trends	
National Assembly	<ul style="list-style-type: none"> - In the 15th National Assembly (women composed 3.0% of the members), the number of bills proposed by the members sharply increased. For the first time, the number of member-proposed bills exceeded that of the government-proposed bills. • The Government Composition Act was revised(1998) and the Act of Prohibition and Relief of Gender Discrimination was enacted(1999). • Based on the Political Parties Act, 'women's quota for candidacy' was introduced.

○ **Period of the Ministry of Gender Equality(2001~2005.5): Stability of Policies**

- With the newly established Ministry in January 2001, scopes of women's policy were greatly expanded from policies for women's benefits to those for changes in the existing gender relationship. Until the Ministry changed into the Ministry of Gender Equality and Family, it was the central body for developing as well as implementing women's policies.

- **Major trends**

Major Trends	
Social Background	<ul style="list-style-type: none"> - This period spanned from Jan. 2001 to Jun. 2005, a time of Kim Dae-jung(1998-2003) and Roh Moo-hyun(2003-2008) administrations, during which more women prime ministers and women lawmakers were appointed or elected than before. Women's organizations were highly active. - Economic crisis ended in Aug. 2001, but the national economy still suffered from massive unemployment and underemployment. - Having two big political events(presidential and general elections), women's groups conducted organized movements to promote women's political participation. - International recognition of Korea was enhanced when President Kim Dae-jung was awarded the Nobel Peace Prize. Still, there were a lot of political conflicts with the US, Japan and North Korea: conflicts with the US due to the death of two girls(Mi-soon and Hyo-soon) in an accident caused by American soldiers; conflicts with North Korea due to its nuclear

Major Trends	
	<p>testing and human rights violation; and conflicts with Japan due to the comfort women and history textbook issues.</p> <ul style="list-style-type: none"> - Despite these tensions, exchange and cooperation with North Korea increased, and a summit between two Koreas was held. Women's exchanges programs were also conducted between the two Koreas. And an international conference, in which women from China and Japan participated, was held.
Major Policies and Activities	<ul style="list-style-type: none"> - The system for women's policy was completed with the establishment of the Ministry of Gender Equality. Various policies were made to promote women's representation, and Gender Impact Assessment for gender mainstreaming started to be implemented. Progress was made in the areas of women's rights and welfare, and systems for women's economic activities were set up. Hojuje was abolished, and a great number of projects were conducted to raise gender equality awareness. Women's exchange programs proceeded between two Koreas, and a network for Korean diaspora was established. • Employment of a targeted number of women civil servants (2003-2007) • Quota system of women members for local councils(2002, Political Parties Act) • Employment of a targeted number of women professors (2003) • Education for prevention of sexual harassment (2001) • Comprehensive countermeasures for prevention of prostitution (2002) • Enactment to prevent domestic violence and prostitution(2003, 2004) • Act of Fostering and Supporting Women Scientists(2002) • Building of Women's History Exhibition Center(2002) • Establishment of the Korean Institute for Gender Equality Promotion and Education(2003) • The Korean Women's International Network(2001) • South and North Korean Women's Conference for Reunification (2001) • Abolition of Hojuje(2005)
KWDI	<ul style="list-style-type: none"> - The economic crisis influenced the structure of KWDI. The number of the staff-members decreased to 110 by 2002, and the organization was restructured. In March 2002, it was changed mainly into research departments, which led to the curtailment of non-research activities for international cooperation and information. • The number of research tasks increased more than twice, while non-research activities decreased by half.
Press	<p>Press made highlighted reports on Chang Sang, the first female nominee for Prime Minister, and on Han Myung-sook, the first Minister of Gender Equality. Press consistently paid a great deal of attention to the gender-related issues</p>

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Major Trends	
	<p>raised by the Ministry of Gender Equality. The Ministry worked together with women's organizations in governance strategies. Major issues for this period were as follows:</p> <ul style="list-style-type: none"> • Announcement of 10 key tasks for gender equality(2001. 4. 18) • Enactment of the Special Act for Prevention of Prostitution, and issues of how to prevent sexual harassment in public offices • Vocational training for women <p>- Reports were made on the Northeast Asian Women Conference (2001. 5. 8).</p> <ul style="list-style-type: none"> • Adoption of 'Seoul Declaration' by women leaders from Korea, China, and Japan
PP	<p>○ The Ministry of Gender Equality was established, and Hojuje was ruled unconstitutional. Changes were made such as revision of maternity protection law, enactment of the Special Act for Prevention of Prostitution, and introduction of gender impact assessment. There were heated debates regarding the abolition of Hojuje, legislation for prevention of prostitution, and criminalization of spousal rape.</p> <p>- The Ministry of Gender Equality was established, and Han Myung-sook was appointed as its first Minister. Gender Equality Charter was made.</p> <p>- Chang Sang was nominated as the first female Prime Minister, but was rejected at a parliament hearing. Appointment of female Prime Minister became a popular promise by presidential candidates.</p> <p>- Maternity protection acts were revised. Bill for punishment and prevention of prostitution was passed at the National Assembly.</p> <p>- Implementing gender impact assessment became mandatory when making policies.</p> <p>- Hojuje was ruled unconstitutional.</p> <p>- Gender discriminatory hiring practices were to be investigated directly by the court. And the employment of a targeted number of women civil servants was introduced.</p> <p>- Ewha Womans University's 'prohibition of marriage' policy was finally abolished in 116 years as it was ruled against equal rights by the National Human Rights Commission.</p> <p>- The Korean Institute for Gender Equality Promotion and Education was established. Attentions were paid to stay-at-home fathers and men teaching gender equality.</p> <p>- The Ministry of Information & Communication opened Information Technology classes for women.</p> <p>- Press showed increasing concerns about low birthrates.</p>
Organizations	<p>- Each woman's organization tended to concentrate its activities on a few specific areas. Specialized bodies were made inside the organizations, like</p>

Major Trends	
	<p>the Women Political Leaders Committee(2002) and the Housewives Monitoring the Cyber(2002) of the Korean National Council of Women; the Family and Sexuality Counselling Center, the Employment Equality Promotion Headquarter, and the '21 Century Women Media Campaign Center' of the Women's Link; and the Irregular Workers' Rights Campaign of the Korean Women Workers' Association.</p> <ul style="list-style-type: none"> - Women's organizations conducted a lot of cooperative activities. An example was the establishment of a special commission for enactment of anti-prostitution law(2002). - Exchanges and cooperative activities between South and North Korean women increased. Also increased women's campaigns for reunification.
The International	<ul style="list-style-type: none"> - Korean Report on the implementation of CEDAW was reviewed in 2007. The Committee made a set of recommendations as follows: <ul style="list-style-type: none"> • Regarding the definition of discrimination, indirect as well as direct discriminations should also be applied. • The government should monitor the whole process and results of the CEDAW implementation. • Measures are to be made for raising public awareness of gender equality, prohibition of violence against women, plans against exploitation of foreign women, and revision of the anti-prostitution law so as not to penalize the sex workers. • Women should be allowed to get education they can use in the labor market. Both women and men should be able to choose the education they want. • Women and men should have equal opportunities in the labor market. Gender division of occupation should be eliminated. • Women's access to health services should be guaranteed. And appropriate education about reproduction should be provided, including egg donation. • For work/family balance, men and women should share family responsibilities.
National Assembly	<ul style="list-style-type: none"> - For the first time, more than 5% of the total members were women in the 16th National Assembly. - The Special Act for Prevention of Prostitution was enacted(2004), and thereby prostitution was illegalized. This legislation was driven by the tragic fire in a brothel, and by the international agreement against human-trafficking and forced prostitution. - Formal discriminations in family had weakened to a great extent since the revision of the civil codes in the 1990s. And in March 2003, the National Assembly abolished the Hojuje.

○ Period of the Ministry of Gender Equality and Family(and Juvenile) (2005.6~2012): Expansion of Policy Areas

- With the reorganization of the Ministry of Gender Equality to the Ministry of Gender Equality and Family, the Ministry became responsible for polices for family and children as well as for overall women's policies. Its workforce and budget were also expanded accordingly. And with related legislations, Korea was now one of the few countries that provided legal bases for gender impact assessment and gender-sensitive budget. Despite concerns and controversies over the jurisdiction of the Ministry, the scope of women's policies greatly increased in this period.

- Major trends

Major Trends	
Social Background	<ul style="list-style-type: none"> - Korea was hit by the economic recession caused mainly by the financial crisis in the US and Europe in 2008. Economic growth was not followed by growth of employment. Unemployment rates of the youth soared, and employment grew unstable as a whole. Social and political conflicts over FTAs were growing. - Economic cooperation between the two Koreas was accelerated, and the expectation for reunification went up. But that changed with the North's nuclear tests. - With the new administration, the relationship between two Koreas changed, and the public's interest in quality of life was rising. A lot of policy confusions and ideological conflicts were triggered by the controversies over the provision of free meals at school (the debates over universal welfare vs. selective welfare). - After Korea had the record-low birthrates of 1.08, concerns about the low birthrates and the aging population deepened. Child-care support was expanded to cope with the low birthrates and also to help women participate in the labor market. As a lot of women still quit their job due to family responsibilities, work/family balance became major agenda. - Family policy became regarded as important to prevent family from

Major Trends	
	<p>breaking. With the ‘alfa girl syndromes,’ resistance against gender equality and related policies was growing.</p> <ul style="list-style-type: none"> - Due to the growing attention to sexual violence against women and children, ‘safety’ became major agenda. - Having as many as one million alien residents, Korea became a test bed for cultural diversity.
Major Policies and Activities	<ul style="list-style-type: none"> - Functions and roles of national bodies of women’s policy were expanded, and the gender-mainstreaming was implemented with strong legal bases. Legal and institutional systems for women’s political participation were strengthened. Support for work/family balance increased. • The Ministry of Gender Equality and Family was scaled down to the Ministry of Gender Equality(’08.2) and again expanded to the Ministry of Gender Equality and Family(’10.3.). The 3rd Basic Plan for Women’s Policy(’08-’12) was revised and implemented. • Legal basis was made for quota for women candidates for public offices. 50% quota for women candidates for local councils was introduced. Legal basis was made to provide support fund to political parties for women candidacy. • The Gender Impact Assessment Act was enacted(’11.9). The National Finance Act and the Local Government Finance Act were revised(’06.10, ’11.3 respectively), which were the legal bases for the gender-sensitive budget. • The Affirmative Action was introduction(’06), and its application was extended(’08). The Gender Equal Employment Act was changed into the Act of Gender Equal Employment and Support for Work/Family Balance(’07.12). Monthly payment for workers in parental leave payment increased to 500,000 won(’07), and again up to one million won(40% of average monthly wage)(’11). • Following the abolition of Hojuje, the Family Relations Registry Act took effect(’07.5). • The Promotion of Family-Friendly Social Environment Act was enacted (’07.12), and the Family-Friendliness Certification was introduced(’08). • The Promotion of Women’s Economic Activities Act was enacted for women who had quit their job for family responsibilities(’08.6.), and Centers for Women Back to Work were established nationwide. • The Special Act Against Sexual Violence was revised for harsher punishment. The Special Act Against Domestic Violence was revised so that prosecutors could request restraining orders on the assailants.
KWDI	<ul style="list-style-type: none"> - Research on gender mainstreaming and family increased to a large extent, and cooperative projects with the local research institutes also increased.

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	Major Trends
	<p>Major focuses were on tasks regarding gender mainstreaming, such as gender impact assessment, gender-sensitive budget, and gender statistics. Research on issues that especially concerned the public also increased. Public forums on issues including safety, unwed mother, adoption, green growth, North Korean women defectors, and ODA were held to make proper policies.</p> <ul style="list-style-type: none"> • The most-studied theme was law/politics/administration, the second was economy/employment, and the next ones were welfare, culture/society, family and the international. Research on family increased to a large extent in 2007, and research on the international increased especially since 2009. • The percentage of non-research activities has decreased each year. International activities accounted for the major part of non-research activities.
Press	<ul style="list-style-type: none"> - The most frequently reported topic was on the representation of women in public offices or in managerial jobs. The second were the low birthrates, child-care, caring work, and work/family balance. The third included economy, employment, and job creation. The fourth was on multi-cultural family. During the Lee Myung-bak administration, the number of reports on gender equality notably decreased. - Major reports: <ul style="list-style-type: none"> • Reorganization of the national women's policy body(Ministry of Gender Equality and Family) • Employment issues were treated more as issues of national and corporate competitiveness than as those of gender equality. • Low birthrates, women's unwillingness to get married, and work/family balance • Human rights of marriage-immigrant women and their social integration. • Introduction of the quota system for male teachers. The revival of the controversy on preferential treatment of men who served the military duty • Whether to introduce legal claim for alimony in case of divorce, and for financial support of unwed mother • Controversies over the inappropriateness of taking out egg cells for embryo cloning • Anti-abortion movement led by conservative groups. Controversies over management system of contraceptives
PP	<ul style="list-style-type: none"> - While the government's previous PP had mainly been towards the traditional press, media for PP became more diversified since the Roh Moo-hyun administration. Media included government's web-sites, broadcast advertising, SNS, mobile, and so on.

Major Trends	
	<ul style="list-style-type: none"> - With the reorganization of the Ministry of Gender Equality into the Ministry of Gender Equality and Family, PP for family policies increased. And the emphasis of PP was put more on executions of those policies. - Particular attention was paid to the issues such as policies for multi-cultural families and marriage-immigrant women, social participation of women with disabilities, low-income single parent families, low birthrates, child-care services, work/family balance, and unwed mothers. - Various education sessions, seminars, and campaigns for policy planning were held. - With the participation of private PP agencies, more visually appealing and persuasive publicity for the policies was able to be made.
Organizations	<ul style="list-style-type: none"> - While there had been a high level of cooperation between the government and civil society during the Roh Moo-hyun administration, the civil society participation in governance became weak during the Lee Myung-bak administration. - Korean Women's Association United led activities on issues such as gender-equal family culture, demand for fact-finding of Hwang Woo-suk's egg cell scandal, sexual harassments by politicians, dismissal of KTX women workers, non-regular workers, women's participation in politics, objection to reorganizing women policy bodies, abusive practices against women entertainers, local grass-roots women groups, and welfare state. Women's organization cooperated with other civil organizations on issues regarding Korea-US FTA, import of American beef, dispatch of troops to Iraq, the Yongsan incident, massive layoff of Ssang-yong Automobile, Samsung's secrete political fund, South-North crisis, the Four River Project, and Jeju naval base. - The Korean National Council of Women dealt with such issues as women's participation in politics, and conducted childbirth encouragement campaigns and green growth campaigns.
The International	<ul style="list-style-type: none"> - As not only Presidency of the APEC('05), but also Presidency of the GFPN(Gender Focal Point Network) in APEC, Korea held the APEC-GFPN and APEC-WLN conferences. Korea joined the protocol of the UN CEDAW('06), demonstrating its concerns about women's human rights. Korea also joined OECD/DAC('10), expanded the Official Development Assistance(ODA), and was elected as an executive country of UN Women, - The 61st UN Human Rights Council(2005) indicated that Japanese government's legal liabilities for the sexual slavery during the war had not been finalized. - In 2007, the 5th(1998-2001) and the 6th(2002-2005) implementation reports

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	Major Trends
	<p>of the UN CEDAW were reviewed. In 2011, the 7th(2006-2009) implementation reports were reviewed. The CEDAW's major recommendations on the 7th reports included the following:</p> <ul style="list-style-type: none"> • Emergency measures for adoption of the Discrimination Prohibition Act • Efforts to revise the civil code(Article 16.(1)(g)) which stipulates succession only of the father's family name • Responsibilities of the Ministry of Gender Equality and Family for gender mainstreaming. The Ministry's reinforcement of coordination with other ministries through gender impact assessment and gender-sensitive budget. • Encouraging the public to report domestic violence and gender violence. Legislation to criminalize spousal rapes. Revision of the current provision of punishment for abortion • Legislation against human trafficking • Protection of non-regular women workers • Encouraging men to take parental leaves. Sharing work/family responsibilities • Submission of reports in two years on discrimination prohibition law and preventive measures of violence against women
National Assembly	<ul style="list-style-type: none"> - The 18th National Assembly: 41 out of 229 members were women(13.7%, a small increase from 13% of the 17th). The 19th National Assembly: 47 out of 300 members were women(15.7%) - Women members in 2010 local councils were 20.1%(an increase from 14.5% of the 17th) - Major legislations and law revisions <ul style="list-style-type: none"> • Enactment of the Family Relation Registration Act(2007) • Enactment of the National Finance Act(2006) and the Local Fund Act(2011), which are the legal basis for gender-sensitive budget. Enactment of the Gender Impact Analysis and Assessment Act(2011) • Revision of the Prohibition of Discrimination Against People with Disabilities Act, which stipulates provisions for women with disabilities(2007) • Enactment of the Electronic Tracking Device Act for Certain Sex Criminals(2007) • Enactment of the Multi-Cultural Family Support Act(2008) • Enactment of the Promotion of Family-Friendly Social Environment Act(2007) • Enactment of the Promotion of Economic Activities Act(2008), which would help women who quit their job for family responsibilities • Introduction of Affirmative Action(2006) through the revision of the Gender Equality Employment Act(2005) which was renamed the Gender Equality Employment and Support for Work/Family Balance Act(2007)

B. Meanings of the 30 Years of Women's Policies

- The development of women's policies for the past 30 years is the results of the efforts to make women's agenda consonant to the national and international environments.
 - Considering that a great number of measures have been taken to realize gender equality in various social sectors especially since the ratification of UN CEDAW, this development owes greatly to the international women's movement.
 - As a whole, we can see that women's policies have never been separated from the major social issues of each period. There have been a period of systematic preparation for women's policy promotion(preparation period), a period of establishment of concrete legal and systematic foundations in every sector(policy implementation), a period of formulation of women's policy governance and coordination of promotion system(adjustment), a period of establishment of administration system to drive women's policy(stability), and a period of further expansion of policy areas(expansion).
 - Since all the legal and systematic apparatuses have been set, we now need to make them work to their full extent.

- It is notable that diverse attempts have been made in terms of administration systems for women's policy.
 - Whenever a new government is set up, administrative bodies of women's policies have reacted most keenly. Though this may show their organizational instability, it could also mean that those bodies are able to make different attempts to find the most desirable system for women's policies.

- It is required to deal with women's policies as policies for gender equality.
 - If boundaries and focuses of women's policies keep changing according to the shifts of governments, it would be difficult to earn trust from the public.
- The Gender Impact Analysis and Assessment Act 2011 is the most powerful legal establishment of its kind in the world.
- In principle, strict executions of such law would actually guarantee realization of objectives of women's policies.
 - Such a significant legal foundation has been able to be furnished because the perspectives of women's development have been integrated into national policies in every sector since 30 years ago.
- Agenda in the previous periods was developed in response to the social demands as well as to the national and international women's movements. Yet, substantial changes were not made.
- Although this may show that solving women's issues was so difficult, it also shows that women's agenda should be developed in much more active way.
- Statistically, the achievements of the women's policies for the past 30 years are as follows:
- Women's participation in major decision making process: Women's participation rates in various government committees: 2.2% in 1984 → 7.7% in 1995 → 27.9% in 2005 → 30.9% in 2008 → 22.3% in 2010.

- Women's participation in economic activities: about 40% in the period of Establishment of Women's Policy Institutes → more than 48% in the period of the 2nd Office of the Minister of Political Affairs → about 48% in the period of the Special Presidential Committee for Women → around 50% in the period of the Ministry of Gender Equality (and Family).
- Gender differences in wage: less than 50% in the first period → about 62-63% during the next two periods → less than 60% since 2008

C. Meanings of the Changes in the Major Women's Policies during the 30 Years

○ National Assembly

- Significant bills on women's policies were put forward at the times of unusual political tension, which led to the unsatisfactory results for women.
- The increase of 'women assembly members with gender sensitivity' has made favorable environments for women-friendly legislation.
- There used to be high level of consensus in legislation of women's policies. Even when there were conflicts, they were not conflicts between genders, but those between political parties.
- Women's policies were positively influenced by the high level of the President's gender awareness. The establishment of government bodies that dealt exclusively with women's policies provided great chances for related bills.

- The government, the National Assembly and women's organizations need to analyze the legislative achievements, and then find out ways to enhance effectiveness of the laws as well as to reduce the gaps between the laws and the reality.

○ Press

- Overall, the press has shown relatively positive attitudes towards women's issues. But it has not played an active role in leading the directions of those issues, simply maintaining neutrality without showing outright approvals or disapprovals.
- Characteristics of press reports in each period: More articles on women's policies appeared on the front pages of the newspapers in the first period than in any other period. This is because it was the very beginning when women's policies were discussed on the national level. During the second and third periods, reports on women's policies were highly positive. Those articles did not always appear on the front pages, but their qualities were very high, and their attitudes were overwhelmingly positive. However, in recent years, negative articles on women's policies have increased, and reports on women's policies have rarely appeared on the front pages.
- These changes in the attitudes of the press are probably related to the highly sensitive characteristics of the women's agenda in each period. The press showed mostly positive responses to gender equal employment, neutral responses to the abolition of Hojuje, and neutral and even sexist

responses to the issues of sexual violence. Given this, it could be much more difficult to change the dominant cultural and ideological discourses, such as sexuality, than to change those of work and family.

- The fact that articles on women's policies were mainly about social, political and living/cultural issues could imply that women's policies were treated as public issues. But the emphasis on 'living/cultural' issues shows that the press is still not free of traditional gender role stereotypes.
- As we can see from the case of the abolition of Hojuje, even the articles with neutral tones can make positive influences if the press continues to report them.

○ KWDI

- KWDI was established as a general institute to perform research and non-research activities under the understanding that not only theory but also practice is important to solve women's issues. However, the non-research activities have been cancelled since the "IMF crisis" in 1997. KWDI has been solely a research institute for the last 15 years.
- The most studied area over the 30 years is women's employment, or economy that involves women workers. The second-most studied area is welfare, which was less studied only for the period of the Special Presidential Committee for Women. The third most studied area is politics/administration, which has become a major research field especially since the period of the Special Committee.
- Non-research activities during the first 15 years: a lot of

social and cultural activities were conducted with the help of a variety of education materials made to be used for voluntary activities and gender equality education sessions. Non-research activities also included job training(the economy), and women's leadership education(the education).

- The research activities of KWDI over the past 30 years have been devised and implemented, reflecting the unique conditions of each period in terms of women's situations, and national and international women's movement. However, there have also been difficult times. During the Establishment period, KWDI kept silent about issues such as women workers' labor rights and sexual violence of the public force against women. During the period of the 2nd Office, KWDI was silent about the comfort women issue that drew tremendous attention nationally and internationally.
- The research area regarded as the most important through the past 30 years is the economy. But according to the social situations in each period, the emphases have been put on different parts of economy.
- One thing that KWDI should do now for the next 30 years is to pay attention to 'the resistance against and illusions about gender equality.'

○ Policy Publicity

- For the last 30 years, the government-led policies were made and implemented rather rapidly, while the agenda raised by women's and social organization took a lot of time to become as actual policies since the final decisions were to

be made by the government. Therefore publicity of policies differed accordingly. The government-led policies did not invest time to collect public opinions, and were announced briefly as news pieces. Meanwhile, the socially-driven policies were given a lot of chances to be publicized through forums, surveys, campaign, etc.

- Some policies, such as prevention of sexual violence and prostitution, support for women who quit their job for family responsibilities, and abolition of Hojuje, had conflicts between interested parties in the publicity processes due to insufficient communication, which caused delay of policy execution and increase of social expenses.
 - The processes of publicizing women's policies have been relatively consistent despite some difficulties caused by the frequent changes of the women's policy bodies.
- The International: Reviews on the Implementation of UN CEDAW
- The reports on the results of the reviews have pointed out the necessities of socio-cultural and legal measures such as stronger prohibition of direct and indirect discrimination and violence against women, economic empowerment of women, and women's human rights including prevention of prostitution.
 - As a member country of the CEDAW, Korea has had the duty of reporting on its implementation, and following the recommendations afterwards. Thanks to this repeated process, women's policies in Korea have been improved to a great

extent. Although women's movement in Korea has also played a great role in pressuring the government to implement the Convention, the contribution of the international women's institutions has been decisive.

- The most recent recommendations(July 2011) made after the review of the 7th implementation report included strengthening the power of the Ministry of Gender Equality and Family for implementation of gender mainstreaming, protection of women irregular workers, work/family balance, and revision of abortion-related laws.

5. Policy Suggestions: Tasks for Development of Women's policies for the Next 30 Years

- Gaining Consent from the Public by Communicable Women's Policies
 - It is questionable if the legal and institutional systems we have made for the past 30 years can still function for gender equality.
 - According to the World Economic Forum, Korea is ranked the 108th out of the 135 countries in the Gender Gap Index in 2012.
 - This shows that Korea is not as gender-equal a society as it seems. Moreover, Korea is facing more resistance to gender equality than before.
 - Thus we need consent and reception from the general public on women's policies. A policy received by the public means a communicable policy. In order to make communicable

policies, not only should we develop agenda that the general public can agree on, but also we should publicize it well and successfully. This is why the roles of the public bodies involved in women's policies, such as various government departments, KWDI, and Korean Institute for Gender Equality Promotion and Education, are so important.

- Stability and Efficiency of Systems for Women's Policies
 - Now we need an efficient and stable government body with communicability and good risk management more than ever. Existence of a body with quasi-legislative and quasi-judicial power is crucial to make women's policies effective. Thus, the current Ministry of Gender Equality and Family and related committees should remain for legislative activities for gender equality.
 - The Ministry needs to be reorganized. As one of the many ministries, and in fact as a relatively small and lower-level ministry with less administrative power, the Ministry has had difficulties pushing its policies forward.
 - There need to be 6 more offices of women's policies so that implementation and monitoring of women's policies can be performed more effectively with closer connections among themselves. The system of Women's Policy Officers should be reinstated to help local governments implement women's policies.

- Development of Men-Participatory Women's Policy Agenda
 - Development of policies for men as partners for gender

- equality: Denmark has developed men's agenda regarding, for example, education of boys, men's health, gender equality education for preschoolers, men on maternity leave, etc.
- Development of policies to motivate men to participate in child-rearing: For the work/family balance, there need to be policies that encourage men to participate in child-rearing.
 - Examples of men's participation in the traditional "women's areas": In Germany, men are provided with knowledge of fatherhood, and with gender equality programs where they learn how to bond with their children. There are grass-roots organizations for this, such as "Fathers' Center" in Berlin, "Father in Hamburg," and "Center for Information and Counselling for Men in Frankfurt."
- International Sharing of Experiences of Women's Policies
- A considerable part of the development of our women's policies the past 30 years has owed largely to the international women's institutions. Joining the UN CEDAW has affected tremendously on women's policies in Korea including the establishment of KWDI and the Women's Policy Review Committee, and the legislation of the Basic Act for Women's Development.
 - International status of Korea has greatly changed since it joined the UN CEDAW. Being a member of the OECD/DAC signifies that Korea is no longer a recipient, but a donor country of international aid. And there have been efforts to share these experiences internationally. These efforts have included our perspectives of gender equality,

- and resulted in great improvement of gender equality awareness among policy makers.
- Korea became an executive country of the UN Women in 2011 and its Presidency in 2012, which has enhanced the status of Korean women. Considering this, we need to further discuss how to share internationally our experiences in women policies.
 - The UN Women has been paying attention to and seeking for the ways of approach and measures for women's agenda in 8 sectors including the prohibition of violence against women, the peace and security, leadership and participation, economic empowerment, national planning and budget, human rights, agenda after the year 2015 on, and development targets in the new millennium. There seem to be areas in which we can share our experiences, especially regarding the areas such as women-friendly cities and gender impact assessment.
- Establishment of Women's Policies Archives
- One of the problems we faced frequently in the progress of this study was that it was not easy to find relevant information.
 - In preparing women policies for the future, experiences of the women's policies of the past is highly important. The process of adopting a policy is also a process of political negotiations. No matter how great ideas we have, they will not be adopted unless we intervene in the process. In order to successfully intervene in the policy-making process, we

need to have relevant knowledge accumulated from the past. This is why detailed information on the past women's policies, especially on the processes of those policies, is important. Therefore, we need to start to document detailed analyses and records on the whole processes from proposal to adoption of the major women's policies and related systems.

- In order to do this, we should establish archives that cover the whole development history of women's policies in Korea starting with the founding of the KWDI.
- Efforts to establish archives of women's history in Korea: E-Archives of Comfort Women, Knowledge & Information of Korean Women's History, Exhibition Center of Women's History by the Ministry of Gender Equality and Family, E-Archives of Women's Policies in the KWDI
- There has been little effort to preserve the archives of women's history and policies and to exhibit them for the public. Celebrating the 30th anniversary of women policies, we need to hurry collecting and preserving the historical materials about them.

○ More Research on History of Women's Policies

- The first step of writing women's history as a supplement history is usually to write down the activities of women of fame. Looking in this way, we can say that history of women's policies in Korea has not even started yet. There has been little research on history of well-known women, women's organizations, or men compassionate towards

women's cause.

- History of women's policies should be studied as a part of women's history. To study history of women's policies, help from the public bodies is needed in building archives, collecting oral materials, publishing white papers, etc.
- Collecting oral history can be a good way of getting materials that cannot be found in official documents. Recording oral statements is regarded as an important method for all the studies of modern history. It will be great if we can get statements regarding specific women's policy-related stories of each period, stories from, for instance, why certain politicians decided to accept certain women's policies under what contexts to that played a key role in making and implementing policies. These oral statements could be used as basic materials for the study of history of women's policies.
- Oral statements are even more important when we study specific women or the time when they worked. The KWDI has done research only on women's policies, but never on actual persons who were involved in the very policies. Policies are made by people. Studying these people could help us better understand the contents and underlying philosophies of those policies.
- The most difficult thing we had when doing this study was the lack of a comprehensive chronology of women-related events, a chronology through which we can see the broad social contexts and the according women's policies. Thus we had to make a chronology on our own. Since the Women's

White Paper is no longer published and other chronologies tend not to include women-related events, no women's chronology is available now.

- Thus, we made a chronology as a separate appendix of this report. We expect that, if it is complemented with some necessary contents, this chronology would be used for various purposes not only for personal research but also for exhibitions or presentations.
- Women's White Paper needs to be published again to provide researchers as well as the public with better and systemic information on women's policies. Publishing a White Paper not only helps one grasp the essential parts of women's policies without going through numerous research papers, but also will enhance the status of the KWDI as a dedicated women's policy research institute.