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Study on Development of a Standard Model for Vitalization of Specific Gender Impact Analysis and Assessment in Local Governments

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



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I . Introduction

1. Research Necessity and Purpose

Two types of Gender Impact Analysis and Assessment are currently performed: one is Gender Impact Analysis and Assessment done directly by civil servants (henceforth, GIAA) and the other is Special Gender Impact Analysis and Assessment which is conducted substantially through professional research institutes (henceforth, SGIAA). SGIAA is significant in that it is undertaken by experts who can apply a gender-sensitive perspective to the in-depth analysis and assessment of general policies, and thus produce recommendations for policy improvement to the relevant stakeholders (MOGEF, 2017a: 167).

The Act for Gender Impact Analysis and Assessment was revised in 2016 to give the heads of the local governments legal rational to undertake SGIAA, implemented from June 2017. The local governments

are divided into 17 local governor's offices, 226 local authorities, and 17 education offices¹⁾.

This study questions how local governments should best conduct SGIAA. Would it be sufficient to follow the process used by the Ministry of Gender Equality and Family(MOGEF) when undertaking SGIAA? Are there any specificities that need to be considered for local governments? Can the procedures set up by the MOGEF, including in the exploration of targeted programmes for SGIAA, methods of selection, implementation system, expert analysis and assessment, and suggestions for policy improvement be directly applied in local governments?

Starting from these research questions this study aims to develop a standard model for the implementation of SGIAA which local governments can refer to in common. It is hoped that this can strengthen the accountability of local governments and help them play a proactive role when undertaking SGIAA.

The specific goals for this study are as follows. Firstly, to develop a standard model for the SGIAA in local governments, which the MOGEF and the local governments can make use of in various policy fields. Secondly, in addition to the development of the standard model, this study aims to make suggestions for policies to encourage the implementation of SGIAA in local governments.

1) The Republic of Korea is divided into eight Metropolitan Areas and nine Provinces, with one Governor's Office and one Education Office associated with each. Beneath them are local governments on the city and urban and rural district levels, here referred to as local authorities.

2. Research Contents

- Mapping the infrastructure for the implementation of the SGIAA in local governments.
- Identifying cases where local governments have undertaken SGIAA for themselves between 2012 to 2016, and analysing the features of their research projects.
- Examining cases where SGIAA done by local governments has led to policy improvements.
- Surveying the needs of civil servants and experts in local fields and their suggestions of ways to vitalize SGIAA.
- Developing a standard model to vitalize SGIAA in local governments.

3. Research Methods

- Literature review on SGIAA and research and analysis of literature related to SGIAA in local governments.
- Focus group interview(FGI) and individual in-depth interviews with civil servants and experts about SGIAA in local governments.
- Survey of civil servants and experts about SGIAA in local governments.
- Hosting of a symposium and conferences aiming to form a consensus for the vitalization of SGIAA in local governments.
- Expert consultations.

4. Expected Outcomes and Limitations

The expected outcomes of this study are as follows.

- To contribute to the establishment of an implementation system for SGIAA in individual local governments by producing a standard operating model.
- To provide suggestions of a bylaw through which the MOGEF may ensure that local governments have the necessary legal rationale to pursue SGIAA.
- To contribute to the vitalization of SGIAA in local governments by raising awareness and gathering opinions about its implementation.

This study has the limitation that it does not include the Offices of Education in seventeen cities and provinces, so there is a need for further research to fully differentiate the suggested standard model by type of local government.

II . Specific Gender Impact Analysis and Assessment(SGIAA) and its Standard Model

1. Features and Issues of SGIAA

- As there is no clear definition of Specific Gender Impact Analysis and Assessment in Local Governments, it is necessary to specify its use.
 - Specific Gender Impact Analysis and Assessment in this study means “the institution which selects a specific policy that is highly

relevant to enhancing women's status amongst the laws (bylaws & rules) implemented by the Minister of the Ministry of Gender Equality and Family or the head of the local government, projects under the authority of central administrations and local governments, and programmes run by public bodies; and employs relevant experts to undertake substantial analysis and assessment thereof', which is based upon Article 10 (Specific Gender Impact Analysis and Assessment), Article 11 (Recommendations and Opinions of Policy Improvement) and Article 10.2 (Specific Gender Impact Analysis and Assessment in Local Governments) of the Gender Impact Analysis and Assessment Act.

- The purpose of SGIAA (in local governments) has been suggested as follows (Kim, KH et al, 2013: 18; Kim, DS et al, 2016: 198-199).
 - To enhance gender equity of public policies, the fairness of policies, and to increase women's status and women's empowerment.
 - To produce new gender-sensitive quantitative and qualitative data, to discover new gender issues, to offer suggestions to improve policies and policy feedback from a gender perspective, and to map out on a larger scale how the targeted policy field may move in a direction towards gender equality.
- There is a need to examine how the experiences of SGIAA by the MOGEF (Kim, KH et al, 2013; Choi, YJ et al., 2014; Kim, KH et al., 2015, 2016; MOGEF, 2017a: 130) can be applied to the implementation of SGIAA in local governments. In this regard, the following are major issues for consideration:

-
- What methods can be used to find targeted policies for SGIAA, and what are the needs of these methods in terms of budget and time (e.g. for demand surveys)?
 - While the Committee for GIAA has been recommended to play a role in screening and selection process of targeted policies for SGIAA, such committees have been established in only 65 percent of gubernatorial offices and 30 percent of local authorities (MOGEF, 2017b: 59), pointing to a need to alternatives.
 - How should the criteria for selection of targeted policies for SGIAA be specified?
 - At present, there is no research support manual for SGIAA researchers to utilize.
 - Concerning the results of SGIAA, how should recommendations for policy improvements be delivered, and to whom?

2. Conceptualization of ‘Standard Model of SGIAA in Local Governments’ and Points for Consideration

- The required characteristics of the ‘standard model of SIGAA in local government’ are as follows:
 - To provide an effective and widely applicable operational model which local governments can refer to when implementing SGIAA.
 - To list desirable criteria for the institutional procedures and methods to be used when undertaking SGIAA.
- The following are necessary considerations for the development of a standard model of SGIAA in local governments.
 - The model should allow local governments a choice of methods

of targeted policy selection, the selection of research institutes and form researchers employed, the production of recommendations about the targeted policy, and the notification of SGIAA results and inspection of their impacts, according to the personnel and material circumstances of the local government concerned.

- The standard model developed should not constrain the autonomy of the public bodies who make use of it. The standard model should be developed in a way which best attains the purpose of SGIAA, while considering the different conditions with which local governments are faced.
- The standard model should be easily comprehensible to the MOGEF and local governments who will use it, and make clear what roles and accountabilities are involved.
- The standard model needs to contain all necessary elements for local governments to implement SGIAA.

III. Current Situation of Infrastructure for SGIAA in Local Governments and Features of Undertaken Programmes

1. Legal and Institutional Background

- Amongst the seventeen gubernatorial offices, Daegu, Daejeon, Gyeonggi-Do, and Gyeongsangnam-Do have established bylaws that provide for the implementation of SGIAA, as of February 2017 (Enhanced Local Laws and Regulations Information System, www.elis.go.kr/).

- Considering the legal rationale for SGIAA in local authorities, as of April 2017 only eight out of 226 local authorities have stipulated GIAA in bylaws: Dalseong-Gun in Daegu, Nam-Gu in Gwangju, Buk-Gu in Ulsan, Gimpo-Si and Hwaseong-Si in Gyeonggi-Do, Hwasun-Gun, and Hampyeong-Gun in Jeollanam-Do.
- The operational system of the SGIAA tends to conform with that of the MOGEF, and yet varies in the stages of discovery and selection, screening and coordination, and provision of feedback, depending on local government features.
- The local GIAA centres appointed by the MOGEF account for about 360 consultants nationally, and provide an infrastructure of personnel for local gender studies. These consultants are either affiliated with non-profit organizations related to women, university research institutes, or directly funded by local governments. However, as some of these consultants do not perform research as their major job, there is a need to strengthen the infrastructure of research personnel in preparation for the increase in SGIAA in local governments.

2. Examples and Features of SGIAA in Local Governments

- There are twenty four cases of SGIAA carried out by local governments individually between 2012 and 2016. All were done by gubernatorial offices: two in Seoul, one in Daegu, four in Gwangju, four in Gyeonggi-Do, four in Chungcheongbuk-Do, four in Chungcheongnam-Do, and five in Gyeongsangnam-Do.
- Features of these twenty four cases are as follows:
 - Policy areas for SGIAA-targeted programmes include five

programmes in social welfare, five in the area of agriculture·forest·maritime·fisheries, four in law and four in community development. It is noticeable that compared to programmes targeted by the MOGEF, local governments pay more attention to the area of agriculture, forest, maritime and fisheries.

- The duration of research for SGIAA in local governments averages 6.5 months and the research was mostly conducted by local centers of GIAA.
 - There has been no common standard for the title of research reports, which makes it difficult to identify SGIAA-targeted programmes in local governments. There is a need to standardize the format of research report titles in order to document and manage cases of SGIAA in local governments.
- There seems to be a general lack of further inspection by the local governments of the implementation of SGIAA and the evaluation of feedback provided.

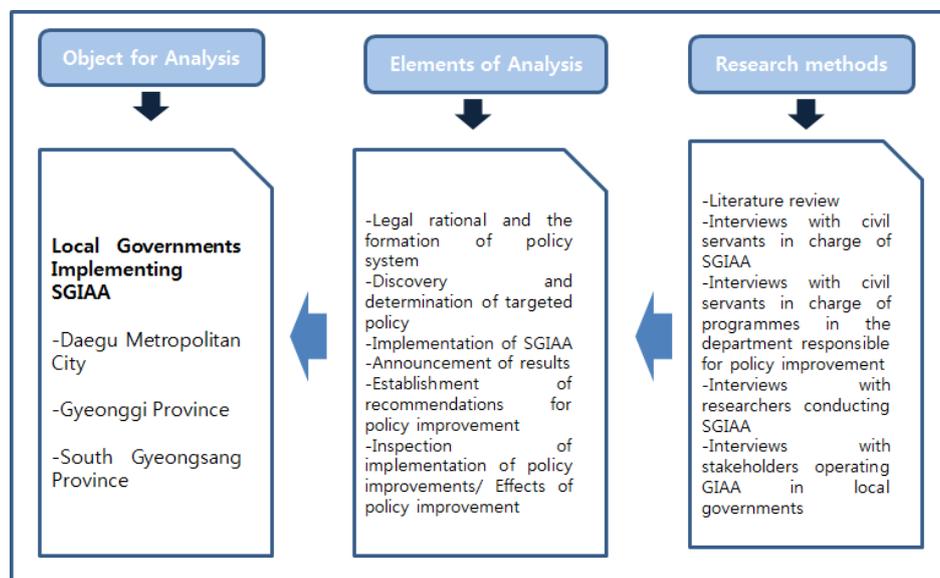
IV. Case Studies of SGIAA in Local Governments

1. Purpose of Case Studies and Analytical Framework

- The review of case studies aims to draw some lessons from the initiatives and experiences of local governments to aid the development of the standard model for SGIAA in local governments, and find strategies to vitalize the SGIAA process. The case studies include three examples from Daegu Metropolitan City, Gyeonggi Province and South Gyeongsang Provincial governments. These

were selected as governments which have a legal basis for SGIAA and more than two years implementation experience.

The analytical framework used for the case studies is sketched in Figure 1 below.



[Figure 1] The Analytical Framework for Case Studies of SGIAA in Local Governments

2. SGIAA in Daegu Metropolitan City (Daegu)

- The legal basis for SGIAA is stipulated in Article 11. (Specific Gender Impact Analysis and Assessment and its Application), which was enacted under the Daegu Metropolitan Bylaw of Gender Impact Analysis and Assessment in November 2012. Further, a Committee of Gender Impact Analysis and Assessment composed of GIAA-related experts was formed, and from 2014 - when an officer for

women and family became directly affiliated to the administrative deputy mayor due to an organizational reshuffling - a team for gender equality was set up and started forging a close relationship with the Daegu Metropolitan Centre for GIAA. KRW ₩30 million (approximately US\$ 33,000) is allocated to the budget for SGIAA.

- In 2016, SGIAA was applied for the first time to the programme for Making Women-Friendly Parks in a Residential Zone, and currently in 2017, to Gendering the Metro: Evaluation of Space and Facilities for the Renewal of the Metro from a Gender Perspective.
- The Process of Undertaking the SCIAA in Daegu Metropolitan City
 - The procedure of SGIAA followed the MOGEF's guidelines for GIAA. A quantitative evaluation index was used for the selection of the SGIAA-targeted programme, and the Daegu Metropolitan Centre for GIAA was involved in deliberations and decisions.
- Application of Policy Improvement Recommendations
 - While making the Basic Plan for Green Parks by 2030, Crime Prevention Through Environment Design(CPTED) was adopted as a recommendation for policy improvement. Architecture experts and managers of green parks who were involved in the research realized the need for a gender-sensitive approach to this project to identify issues of gender equality. Also, the theme of green environment chosen for the allocation of residents' participatory budget in 2018 included contents from some policy improvement recommendations drawn from SGIAA.
 - In addition, the results of SGIAA has been sent to the headquarters and affiliated bodies of Daegu City Government, and also to other

local governments within Daegu City. In so doing, they are institutionalized and applied through the feedback process.

○ Further tasks

- In order to make the policy improvement recommendations from SGIAA in the central administration more effectively applied, the ways in which they are announced and the person responsible for the inspection of feedback should be institutionalized.

3. SGIAA in Gyeonggi Province (Gyeonggi-Do)

- Since 2012 when SGIAA was stipulated in the Gyeonggi-Do Bylaw of Gender Impact Analysis and Assessment, one programme per year has been targeted by SGIAA.

○ Process of Undertaking SGIAA in Gyeonggi-Do

- The targeted policy is decided through discussions with the governmental division in charge of GIAA, the Gyeonggi-Do funded Research Institute of Women's Policy, and the division in charge of the targeted policy.
- The research is conducted by the Research Institute of Women's Policy. No budget for the research has been separately allocated by the divisions in charge of targeted policies, rather it has been covered by the Research Institute's funding.
- The personnel of the GIAA division have played an active role in supporting the SGIAA and coordinating communication between the divisions in charge of the targeted policies and SGIAA researchers.

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- Once the tasks for policy improvement were selected, a meeting between the person in charge of GIAA, the SGIAA researcher and the person in charge of the targeted policy took place prior to the announcement of SGIAA results in order to examine and consult about the feasibility of reflecting them in policy improvements. Such meetings were arranged by the person in charge of GIAA.
 - The division in charge of GIAA goes through the process of forming a consensus and gives the final announcement of 'recommendations for policy improvement' to the division in charge of the policy.
 - The division in charge of the policy implementation makes revisions to the policy in line with the recommendations for policy improvement as far as is feasible.
 - However, Gyeonggi-Do Government has no procedure to investigate as to whether the recommended policy improvements have been implemented in practice or not.

○ Examples of Policy Improvement

- The results of GIAA on the Development and Utilization of Old Lanes(Samnam-Gil) in Gyeonggi-Do(2013) have been reflected in measures taken to improve safety, convenience, gender sensitivity, and increase participation. These included a 'Programme to Walk Together' for lone female travellers and the elderly, a sign post set up and made prominent to help pedestrians call in case of emergency. Further, to resolve the inconvenience for women and those with children caused by the small number of toilets more toilets were built, and the level of the paths, which were made in consideration of a fit adult male standard, was adjusted.

- In the formation of the Committee for Samnam-Gil, a regulation was enacted to ensure women's participation and adoption of gender-sensitive policy suggestions.
 - While pursuing the Consulting Programme to Enhance Local Community and Private Sector Participation in the Utilization of Old Lanes(Samnam-Gil), the project was modified as a result of SGIAA to encourage production and sales of handmade crafts that embody the local history inherent in each phase of Samnam-Gil, which generated jobs for local women while developing a theme of tourism unique to the locality.
- 'Gender Impact Analysis and Assessment of Safety Measures against Disasters in Gyeonggi-Do' (2014)
- Recommendations for policy improvement, such as revision of textbooks to consider gender differences, have been implemented, and efforts have been made to enhance the gender consciousness of the person in charge of safety measures against disasters.
 - In 2015, the programme of safety measures was assigned as a common task for GIAA in all areas of Gyeonggi-Do, including gubernatorial and local authorities.

○ Further Tasks

- To stabilize the SGIAA, there is a need to find a way to reduce the workload imposed on the person in charge of GIAA.
- Methods to provide incentives to the civil servants undertaking the policy targeted by SGIAA should be considered.
- Training to enhance the comprehension of SGIAA should be offered to civil servants.

4. SGIAA in South Gyeongsang Province (Gyeongsangnam-Do)

- Gyeongsangnam-Do stipulated the rationale for the SGIAA in the Gyeongsangnam-Do Bylaw of Gender Impact Analysis and Assessment. One to two programmes have been selected for SGIAA each year from 2013 to 2016.
- SGIAA has been implemented through the significant efforts of local councilors, the persuasion of civil servants by experts in the local research institute, and civil servants' sensitivity to questions of human rights.
 - However, the bylaw lacks details about targeted policies, the procedures and methods of SGIAA, and the implementation of recommendations. There is thus a need to revise the bylaw to address these points.
- Gyeongsangnam-Do has established an implementation system of SGIAA, including the selection of a targeted policies, the division responsible for SGIAA, the formation of recommendations for policy improvements, and the announcement of the results, but there are no steps included to inspect whether the recommendations of policy improvement have been implemented.
- Details of the implementation process of SGIAA in Gyeongsangnam-Do
 - The selection of targeted policies is decided through the deliberation and coordination of the Gyeongsangnam-Do Committee for Gender Impact Analysis and Assessment, amongst potential policies discovered through needs surveys conducted by the headquarters of Gyeongsangnam-Do government and public bodies under its direct control, and the recommendations of the

Gyeongsangnam-Do Centre for Gender Impact Analysis and Assessment.

- Research for SGIAA was conducted through a free contract with Gyeongsangnam-Do Centre for Gender Impact Analysis and Assessment from 2013 to 2014. However, since 2015 when internal rules about contracting were changed, the selection of research institute has been done through a competitive bidding process with an open tender. In this process, the research institute tends to be selected on the basis of minimum costs, at the expense of the research capacity and experience of gender-sensitive analysis. This constrains the quality of research reports and the ability to draw recommendations for policy improvements from the SGIAA.
- The division responsible for GIAA gives notice of the research conclusions to the division responsible for the targeted programme and the latter sets up and carries out measures to reflect the recommendations for policy improvement.
- However, the division responsible for GIAA does not inspect the implementation of policy improvements, and there is no legal basis or institutional mechanism to provide accountability for policy improvement.

○ Further tasks

- There is a need to improve the criteria for selection of research institute. Research experience in gender studies, a gender perspective, and the capacity for gender analysis should be given greater weight.

- Currently, the Gyeongsangnam-Do Centre for Gender Impact Analysis and Assessment merely acts in an advisory position in the research process. It should also provide alternative methods for GIAA experts to conduct research for the SGIAA.
- Due to frequent changes in personnel, the general level of comprehension of SGIAA is low. Training to enhance the understanding and perception of SGIAA amongst civil servants is called for.
- In order to ensure recommendations for policy improvement are reflected into policy, there is an urgent need to introduce a legal basis and operational system to check the process of implementation.
- It would be beneficial to identify examples in which policies have been improved through SGIAA and further study its effects.

V. Survey of the Necessity and Strategies for Vitalization of SGIAA in Local Governments

1. Interviews

- Interviews have been conducted with 28 interviewees, including civil servants with experience of or preparing for SGIAA, researchers, and experts from local GIAA centres, between June and September 2017. With consent from the participants, all interviews were recorded and transcribed for analysis.

○ Main Findings

- There is a high level of consensus on the situation of SGIAA in local governments.
- Concerning difficulties found in the implementation of SGIAA, many participants pointed to need to persuade the inner members of related departments to engage with the SGIAA process, including those working in the division responsible for the GIAA, and those responsible for budgeting, bylaw revision, and the selection of targeted policies. In particular, there is a difficulty in that the local governments lack of a pool of gender experts who can undertake research for the SGIAA. Other identified obstacles are low levels of understanding in the division responsible for the SGIAA-targeted policy, uncooperative attitudes, too great a burden on the manager of GIAA and the local centre for GIAA.
- Guidelines for the standard model for SGIAA in local government have been discussed. The demands for guidelines include: a standard selection criteria for SGIAA-targeted policies, the bodies accountable for and elements to be considered in each stage of SGIAA implementation, the boundary of SGIAA and its targeted policy, and methods to reinforce the SGIAA by stipulating appropriate budgets and the allocation and increase of supporting staffs in bylaws. However, it has been emphasized that the standard model for SGIAA in local government should not be focused on quantitative outputs.

○ Strategies for Vitalization

- Clear guidelines for the selection of targeted policies.

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- Establishment of a supervision system by the MOGEF in which the current situation of SGIAA in local governments, the recommendations of policy improvement, and the examples of outcomes reflecting these recommendations be collected and shared nation-wide.
 - Awareness raising in the division responsible for GIAA and the division in charge of the targeted programme about SGIAA, and increase of human resources given to the institution.
 - Ensuring a budget for research on SGIAA.
 - Provision of incentives for civil servants.
 - More training of civil servants and efforts to raise their awareness.
 - Securing a pool of researchers who are qualified for the SGIAA and formation of network of experts in various related areas.
 - Establishment of citizen participation and monitoring.
 - A system to support SGIAA in local governments by increasing the number of personnel in women's policy research institutes at the local level.
 - Accompanying preliminary research on gender issues.

2. Questionnaires

- Questionnaires were distributed to the civil servants in charge of GIAA in the local governments and experts at the local centres for GIAA. A total of 287 surveys were sent out, with 1 to 1 sampling amongst a population of 520: the total number of respondents was 157, out of which 75 were civil servants and 82 were experts.

○ Major Research Questions

- The questionnaires included questions on: the legal rationale for the implementation of SGIAA in local governments, the appropriateness of current methods to select targeted policies, the process of SGIAA research, the announcement of the results, the procedure to inspect the implementation of policy improvement recommendations, the adequacy of methods used, policy suggestions for the local government and the MOGEF to vitalize the SGIAA, and the expected outcomes of SGIAA.

○ Major findings

- Approximately 56 percent of civil servant respondents reported that their local government has already enacted a bylaw for the SGIAA or has a plan to do so. The remainder think that a relevant rule in the Act for Gender Impact Analysis and Assessment can be substituted.
- A needs survey in consultation with gender policy related researchers, professors, and consultants is the preferred method to select policies to be targeted for SGIAA.
- For a question on the detailed criteria for the selection of targeted policies, the respondents ranked possible criteria on a 5-point rating scale. The most popular criteria were: programmes where ordinary citizens feel uncomfortable about gender differences (4.57); programmes with a wide range of policy beneficiaries or potential social impact (4.35); programmes that seem critical to the enhancement of women's status or necessary to achieve gender equality, even if the expected impact of policy improvement within two years is low (4.23); programmes which belongs to

policy areas with a low index of gender equality in the region (4.17); programmes that are part of major government projects or election pledges of the Heads of the Local Government (3.95); and, autonomous projects carried out by the local governments (3.37).

- The respondents emphasized that it is urgent to have an expert available who can fully commit to the role of SGIAA implementation.
- Concerning the hinderances encountered in undertaking SGIAA in 2017 and 2018 (expected), the three most commonly selected answers were: Not knowing how to proceed with SGIAA (46.6%); Difficulties in the selection of targeted programmes (46.4%); and lack of understanding of the need for SGIAA (31.9%).
- The important points for consideration when choosing a research institute to commission the research were given as: whether the institute is specialized in the area of gender equality (63.7%) and whether the institute is specialized the targeted policy selected for SGIAA (21.7%). This means that specialism in gender equality is indisputably considered the more important of the two.
- The majority of respondents say that the title of SGIAA research reports implemented by the local governments should be standardized with the name of the local government + the name of targeted policy + SGIAA, e.g. Seoul-[Policy Name]-SGIAA.
- Concerning elements to be included in the research report of SGIAA in local governments, the answers given are as follows: summary of gender equality issues in the targeted policy; the identification of gender needs related to the targeted policy in the

region; examination of the rationale to implement the policy such as bylaws, guidelines, and so on; offering recommendations for policy improvement, if necessary; identifying policy tasks that are realizable within a couple of years for the enhancement of women's status or achievement of gender equality; and policy tasks that need to be improved in a medium- and long-term perspective, even when improvement is likely to take several years. These are not dissimilar from the indicators of analytical evaluation that are used in the research process of GIAA.

- There is a need to simplify the procedure of selection of SGIAA-targeted policies and the inspection of the implementation of policy improvement recommendations. Currently excessive workload is imposed upon the person in charge of GIAA in the local government.

○ Methods of Vitalization

- Necessary conditions for the local governments have been identified as follows: the allocation of sufficient personnel to GIAA in the responsible division (4.52); the recruitment and formation of a pool of experts capable of conducting research for SGIAA in the local government (4.39); the establishment of an implementation system (4.38); and the securing of budgets to conduct the research for SGIAA (4.33). This suggest that the allocation of specialized personnel is the most urgent need.
- Requested support from the MOGEF includes: the appointment of sufficient personnel to GIAA in the responsible division (4.57); the provision of partial budget for SGIAA research of each targeted policy (4.54); the provision of case studies of policy

improvement as well as the current situation of the nation-wide operation of local-government SGIAA (4.54); running training programmes for the operation of SGIAA for those in charge of the GIAA in local governments (4.51); suggestion of an implementation system including procedures and methods (4.48); the recruitment and formation of a pool of experts capable of conducting research for SGIAA in the local government (4.48); suggestion of standard bylaw articles for the enactment of a legal basis (4.47); the avoidance of quantitative expansion of GIAA-programmes for which civil servants make an analytical evaluation (4.43); and provision of incentives to public bodies implementing SGIAA in the local government (4.34). This suggests that demands for all these kinds of support are similarly high.

- Civil servants and experts affiliated to gubernatorial offices tended to agree on the option of three-year pilot projects of SGIAA in each local government prior to its compulsory application.
- There is a need for training on SGIAA for civil servants and supporting consultants, as many show little understanding about how the SGIAA differs from GIAA and how to proceed with it.

VI. Suggestions for the Development of the Standard Model and the Vitalization of SGIAA in Local Governments

1. Development of the Standard Model of SGIAA in Local Governments

○ Main Direction

- The first draft of the standard model has been constructed and revised through the detailed examination with the civil servants and experts associated with local governments.
- Reflecting the outcome of this research, the standard model of the SGIAA has been developed to conform with regulations of Article 10.2 (SGIAA in the local government), a standard bylaw of GIAA added to the guidelines of GIAA in 2017, and Article 3 (SGIAA) in a supplementary way.
- The standard model has been developed in one integrated version, without differentiating types of local government.

○ Directions for the Use of the Standard Model

- It is expected that the standard model of SGIAA in local governments be included into guidelines of GIAA provided by the MOGEF to central administrations and local governments.
- When a local government uses this standard model for SGIAA in a policy field, it should be flexible depending on legal and institutional settings as well as personnel and material conditions.

- The definition of the SGIAA in local governments suggested is as follows.

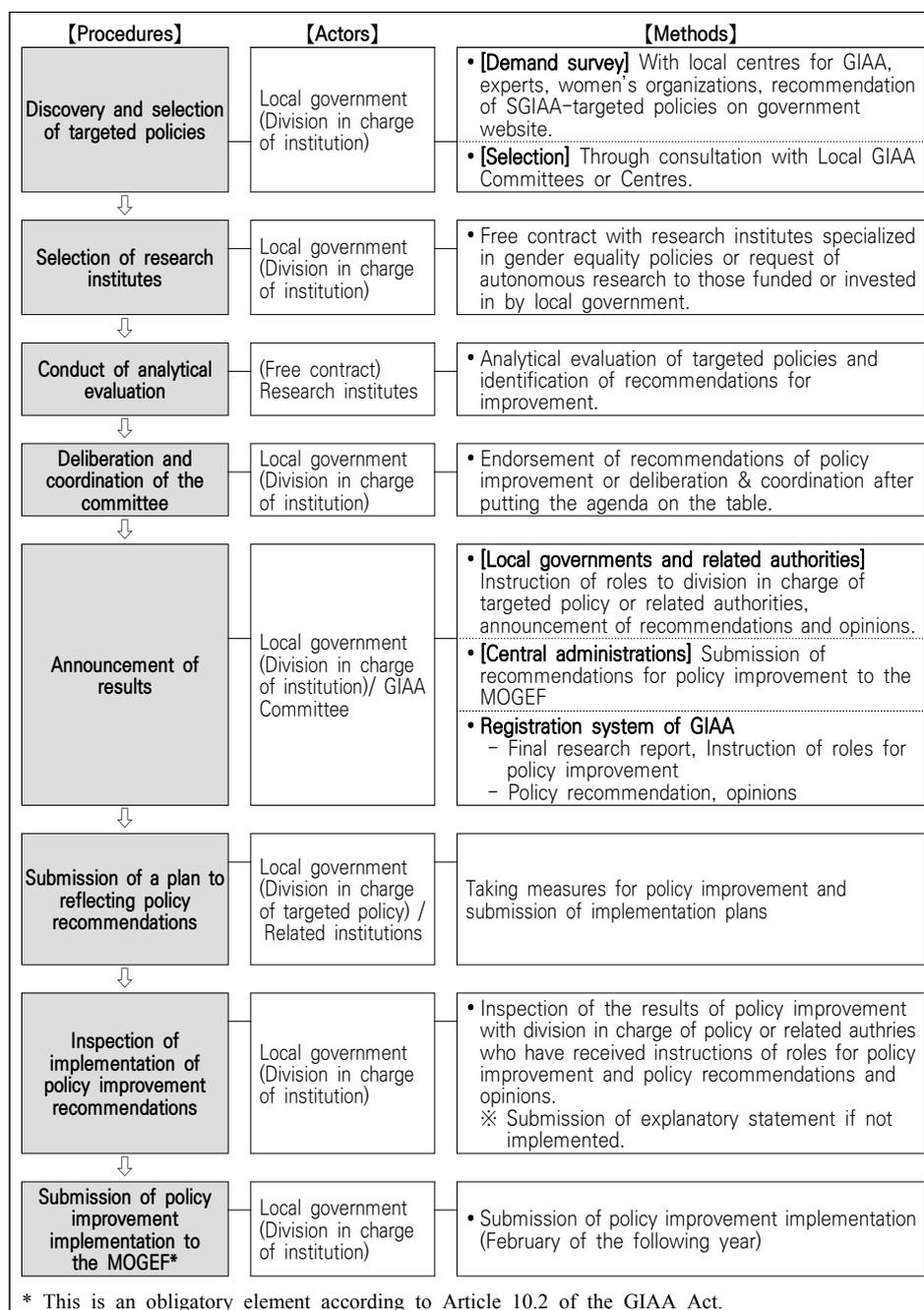
Detailed Contents
<p>Based on Article 10.2 (SGIAA in local governments) under the Act of Gender Impact Analysis and Assessment or a corresponding bylaw of local governments, the SGIAA is an institution which selects a specific policy, such as a bylaw or regulation of local government, a project undertaken by local public companies, implemented by public bodies that are funded or invested by local governments, or a programme related to the enhancement of women's status or achievement of gender equality amongst organizations or institutions in related public authorities; utilizes experts to conduct an in-depth analytical evaluation about the policy; and gives notice of its results to the division responsible for the targeted policy with an aim to improve the policy.</p>

- Legal and institutional rationale: Suggested revision of the article of the SGIAA in the standard bylaws of GIAA
 - The Standard Bylaws of Gender Impact Analysis and Assessment in 2017(MOGEF, 2017a) includes one article about the selection of a SGIAA-targeted policy. Our standard model gives ten further articles for suggestion, including: an article on implementing SGIAA and SGIAA-targeted institutions; the requirement to include data relevant to the research process; announcement of results of analytical evaluation; indication of necessary new roles or jobs; recommendations for improvement and expression of opinions on policy improvement; and on the submission of the implementation of the policy improvement recommendations to the MOGEF.

- The article implementing SGIAA and SGIAA-targeted institutions
 - Currently in Article 10.2 of the Gender Impact Analysis and Assessment Act, the actor responsible for implementation of SGIAA is indicated to ‘the head of the local government’. The new article further specifies this definition as follows.

Detailed Contents of new article
<ul style="list-style-type: none"> • actors responsible for Implementation of SGIAA <ul style="list-style-type: none"> - Heads of Gubernatorial Offices (metropolitan cities, provinces, metropolitan autonomous cities and special self-governing provinces) - Heads of Local Governments (Si, Gun, Gu) - Heads of Education Offices (metropolitan cities, provinces, metropolitan autonomous cities and special self-governing provinces) • SGIAA-Targeted Institutions <ul style="list-style-type: none"> - Local governments, institutions funded or invested in or public companies set up by local governments, and other public bodies within these governments.

- Implementation System: Procedures and Methods
 - The standard model of SGIAA suggests the cycle of procedures from the beginning to the conclusion of SGIAA for each targeted policy in local government, including the methods used and the actor in charge of each procedure.
 - The main procedures are the selection of targeted policies, selection of research institutes, implementation of analytical evaluation, announcement of the results of the analytical evaluation, establishment of recommendations for policy improvement and submission of implementation plans by the division in charge of targeted policies, inspection of whether policy improvement recommendations have been implemented, and an annual submission of these outcomes to the MOGEF.



[Figure 2] Implementation System of SGIAA in Local Governments: Procedures and Methods

○ Discovery and selection of targeted policies

- The selection methods for targeted policies are not enforced by legal regulations. The standard model introduces many different options, from which local governments can make a choice depending on their circumstances.
- The standard model also provides an index for criteria which can be used in the final selection process amongst candidate policies for SGIAA.²⁾

○ Selection of Research Institutes and Conducting of Research

- It is essential to select research institutes which have significant research experience related to and specialized in gender equality policies.
- The format for titles of research reports should be standardized as below.

Title Format of Research Reports
- Name of local government + Name of targeted policy + SGIAA (for instance, Gyeonggi-Do ○○○○ SGIAA)

- A cover page inside the research report is recommended to carry a phrase as follows.

Guideline for the Cover Page of Research Reports
This study is the outcome of research which has been undertaken upon the request of (the name of the local government) according to Article XXX of the Bylaw of Gender Impact Analysis and Assessment in (the name of the local government) or Article 10.2 of the Gender Impact Analysis and Assessment Act. Contents of the report are the opinion of the researchers involved, which may differ from the formal opinion of (the name of the local government).

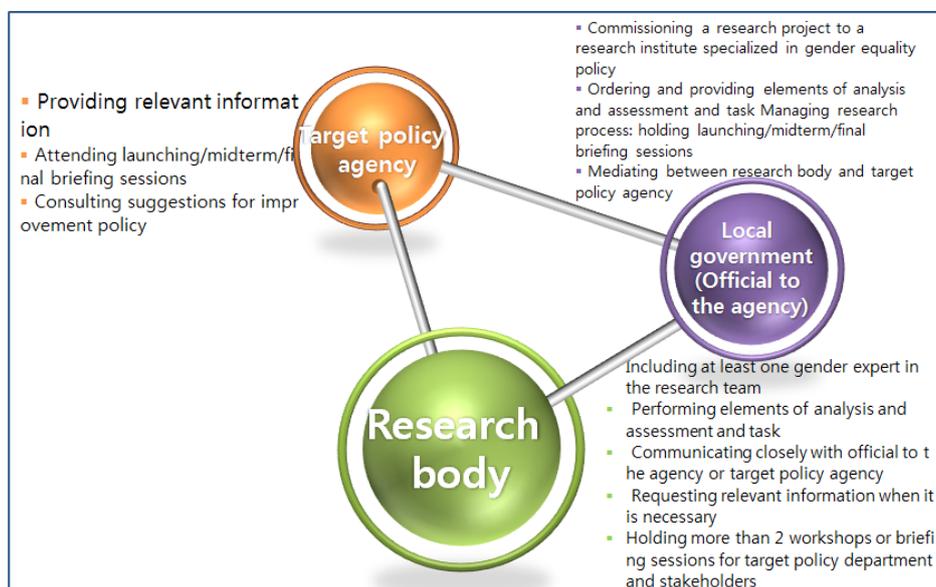
2) See Kim, DS et al. (2017) *Study on the Development of the Standard Model of SGIAA in Local Government for its Vitalization*, pp.256-258. KWDI.

- The main criteria for the analytical evaluation of SGIAA-targeted polices is as follows.

Detailed Contents
<ul style="list-style-type: none"> • Background on implementation of SGIAA on the targeted policy. • Features of targeted policy and comprehension of relevant gender issues. • Examination of legal rationale for the targeted policy such as laws, bylaws, and guidelines. • Identification of needs of local citizens concerning the targeted policy and gendered needs of policy beneficiaries. • Recommendations for policy improvement in order to enhance women’s status or to achieve gender equality. Recommendations should include: <ul style="list-style-type: none"> - Policy tasks which are feasible for improvement within a two years, - Policy tasks which need to be improved in a medium- and long-term perspective, - Clarification of actor responsible for each task.

* Note: It is recommended to include the project description when making a contract with a research institute.

- The system to conduct research is shown in the figure below.



[Figure 3] System to Conduct Research of SGIAA in Local Governments

- Announcement of results and submission of improvement plans
 - Notice of results are divided in three categories according to the actor responsible for the tasks for policy improvement.
 - Job instructions: Notice of tasks for improvement given to the appropriate divisions under direct control of the head of local government.
 - Recommendations of policy improvement: Policy improvement is recommended and related opinions are expressed to local public companies or institutions funded or invested in by local governments.
 - Suggestions to the MOGEF: Made when the actor responsible for tasks for policy improvement lies within the central administration.
 - the head of the local government division or institution which has received the recommendations for policy improvement should make a plan to implement the improvements and submit a planning report to reflect such to the head of the local government.
- Inspection of implementation of policy improvement recommendations and submission to the MOGEF
 - The division in charge of GIAA in the institution concerns should inspect the implementation of policy improvement recommendations following their announcement.
 - The head of local government must submit the results of inspections to the Minister of the MOGEF annually. (This is obligatory according to the Article 10.2 of the Act of GIAA.)

○ Incentives

- In order to encourage the local government actors undertaking SGIAA to more fully participate in the process further incentives are necessary. It is recommended that the MOGEF seek possible ways to offer incentives to be included in the standard model.

2. Policy Suggestions for Vitalization of SGIAA in Local Governments

○ Policy tasks to be undertaken by local governments are:

- To secure a budget for research on SGIAA.
- To allocate a person in charge of GIAA in the institution.
- To strengthen the speciality of members of Local Committee for GIAA.

○ Policy tasks to be undertaken by the MOGEF are:

- To offer training programmes about SGIAA for civil servants and consultants.
- To support budgets for SGIAA in local governments and for the person in charge of GIAA in the institution.
- To build a system to share information on the current nationwide status of SGIAA in local governments.

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