
2015 KWDI Abstract Collection

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Profile of childless couples in Korea and related implications for family policy

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Alongside shifts in related family values, Korean society has been undergoing significant changes in the functioning of the family and in family structures. Consequently, the number of non-traditional family types, such as childless couples and single-parent families, is expected to increase over the near future. However, childless couples have received relatively little policy or academic attention in Korea. The purposes of the current study are to 1) estimate the number of childless couples in Korea and compare their characteristics to couples with children, and 2) explore their characteristics and family life in terms of examining the motives underlying their childlessness and the related decision-making process, overall spousal and family relationships, life satisfaction, and preparedness for old age. The operational definition of childless couples applied here was married individuals aged 30 and older who currently have no child (including stepchildren and adopted children).

Both quantitative and qualitative methods were utilized in this study. The following secondary data sets were analyzed in order to estimate the number of childless couples and compared their socioeconomic characteristics and family life to those of couples with children: The 2000, 2005, and 2010 Population

Housing Census (Statistics Korea, 2000, 2005, 2010); the 2009 and 2012 National Survey on Fertility, Family Health & Welfare in Korea (KIHASA, 2009, 2012); and 2014 Time Use Survey (Statistics Korea, 2015). In addition, 30 in-depth interviews were conducted with childless women and men in order to examine their family values, decision making process regarding not having a child, spousal and family relationships, prospects for marital stability and quality, and preparedness for old age.

According to the 2000, 2005, 2010 Population Housing Census analysis, the number of childless couples in Korea increased modestly from 2000 to 2010. Still, childless couples comprise 1% of the total population. In addition, voluntarily childless couples in Korea have lower educational attainment, household income levels, and life satisfaction compared to couples with children, which may explain that they are likely to have gone without children due to structural issues rather than as a result of personal values (i.e., pursuit of self-fulfillment). Likewise, a large proportion of childless couples in the 2012 National Survey on Fertility, Family Health & Welfare in Korea reported that they were unable to become parents due to infertility and/or health issues. Such findings reflect the fact that intentional/voluntary childlessness is still a relatively unusual choice in Korea. In addition, the 2014 Time Use Survey analysis shows that childless couples aged between 30 and 45 have relatively higher educational attainment, yet lower household income, housing stability, and life satisfaction. Moreover, childless women spend less time on household labor and care work, and spend more time on work and leisure activities compared to their peers with children. Such findings are consistent with previous research in that child-free relationships are found to be more likely to be egalitarian in nature (Baber & Dreyer, 1986).

Results from the in-depth interviews show that many childless couples have

no children due to health issues (i.e., infertility, physical impediments) and to the social environment (i.e., childrearing cost, economic constraints), and few childless couples reported that they made an unconstrained choice to be child-free. In addition, many childless couples reported that their decision-making regarding becoming parents underwent a number of fluctuations over time, and tension and strain were created in their relationships throughout the process. In particular, a significant number of female participants who were nearing or who had reached the end of their reproductive lifespan expressed a strong fear that not having a child could impact their later marital stability. Likewise, those who had attempted assisted reproductive technologies stated that the costs associated with such procedures and the stress involved were/are very high and demanding. Thus, the government should expand support policies for infertile families.

Secondly, with regard to overall life and spousal relationship satisfaction, a significant number of participants reported being quite satisfied with their current lifestyle in that a childfree life includes multiple advantages such as enhanced freedom from child-care responsibilities, greater opportunities for self-fulfillment, and material security. In addition, some participants reported that due to spending more time with their partners, their marriages involve greater interaction than do those of parents. However, some participants reported not having a strong partnership with their spouse and related that this may affect their marital stability over time. Therefore, given the fact that current family support programs largely target parent-child relationships, family support programs, including educational programs, should be developed for childless couples.

Thirdly, most participants, especially female participants, stated that they encountered pressure regarding parenthood from a variety of sources (e.g.,

family, friends, and significant others), and faced a degree of disapproval from friends and family. Therefore, public acceptance and understanding for the various types of non-traditional families, including childless families, should be heightened.

Lastly, a significant number of participants stated that they consider themselves to be better prepared for their financial needs in old age compared to couples with children. Still, almost all participants reported that they expect to have fewer social and emotional ties and a higher risk of social isolation in their old age compared to parent couples, especially when their spouse passes away. Thus, most participants requested that long-term care policies as well as the home and community-based elderly care system be strengthened in the near future.

Monitoring on Online Sexism and Development of the Monitoring Tool

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Online sexism refers to the expressions of degradation, violence, hatred and objectification found online based on gender role stereotypes, gender conflicts or negative attitudes on the opposite gender. This research aims at revealing the current situation of online sexism by developing the online sexism monitoring tool.

The monitoring tool is composed of a tool for the verbal messages and that of the visual messages. The tool for the verbal messages categorizes the degree of the sexist expression into three categories of opinion/argument, degradation/attack, and hatred/violence on the one hand, and also categorizes the base of the sexism into gender role stereotypes and gender conflicts on the other hand. Gender role stereotypes are again divided into those of gender roles, physical characteristics, personal traits and the negative attitudes on the opposite gender. The gender of the object of the sexual discrimination (women, men, or both women and men) needs to be specified. The tool provides concrete

stereotypical statements to choose from for each category such as “Housework and child rearing is women’s role” for the category of ‘gender roles’. The tool for the visual messages assesses sexual objectification of the visual messages and categorizes it into sexual instrumentalization of women(or men), over-exposure of a woman’s(or man’s) body, and fragmentation of the body.

The objects of the monitoring were online news sites, online communities and cafes and the internet broadcasting site(Afreeca TV). The online news sites were monitored with news contents and photos and comments attached to the news, the communities/cafes with postings and comments, and the internet broadcasting with the chattings. The news sites were three major portal sites(Naver, Daum, Nate) and online news sites connected to them were also monitored. Ten online communities and cafes were chosen for their popularity and gender representativeness. The internet broadcasting site was Afreeca TV.

The results of the monitoring show that even though the average frequency of the sexist remarks was not particularly high, some sites were indeed very sexist. Among the news sites, Nate was shown to contain the highest frequency of the sexist news items, photos and comments. Two of the ten communities and cafes have more than 3 sexist remarks on average on each posting and the maximum number of sexist remarks was 70. The most sexist type of the three sites(news sites, community/cafe, and internet broadcasting site) was internet broadcasting site. The Afreeca TV had 85 sexist broadcastings out of 149(57%).

Sexism of all three types of the online sites showed some common characteristics such as most sexist remarks were aimed at women and in many cases with expressions of hatred, degradation, and violence. In the sexist photos, women were sexually objectified, depicted as a sexual instrument,

overly revealed, and fragmented. Men, although in less frequencies, were also objects of sexism. Men were evaluated with their physical characteristics and negative attitudes toward men in general or certain male groups were revealed.

Analysis and Evaluation of Gender Budgeting in Korea(IV)

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This research paper is relevant in the sense that it investigates the macro- and micro-effectiveness of gender budgeting so that it can achieve mature and sustainable development.

First, we analyze whether gender budgeting is valuable in improving gender equality and whether it contributes to mid-to long-term economic growth and development by conducting a macro analysis of the effects of gender budgeting(Chapter II). Next, we analyze the impact of gender budgeting on financial programs for which gender budget statements are drafted and the impact on suppliers and consumers of relevant programs by conducting a

micro-analysis of the effects of gender budgeting(Chapter III). Finally, based on the research results, we present a plan to facilitate the development of gender budgeting(Chapter IV).

The main results are as follows. First, from a macro-perspective, we define 'effectiveness of gender budgeting' as the advancement in gender equality brought by the introduction of gender budgeting and the correlation with economic development. In order to analyze whether gender budgeting advances gender equality in practice, we track the change in the gender gap index resulting from whether gender budgeting was introduced or not through a cross-sectional analysis and a panel analysis. The results show that the introduction of gender budgeting in both OECD countries and non-OECD countries was effective in reducing the gender gap. Furthermore, we analyze the change in national gender equality index to observe the connection between it and the introduction of the system. We conduct a meta-analysis of the literature to analyze the association between economic development and the improvement in the gender equality index. The results show that as theoretical and empirical research on gender discrimination and growth understand that the presence of gender discrimination impacts economic development in a negative manner, national policies that will reduce gender discrimination are necessary to achieve economic growth.

Now, we will discuss the micro-analysis of gender budgeting effectiveness. First, we analyze how the scale and breakdown of the program budgets are changing in terms of gender equality, which is a significant change in the budgeting process brought by the implementation of gender budgeting. After gender budgeting was introduced in 2010, the number of target projects and budget scale of the gender budget has been rising. However, we know that the budget scale of some individual projects are incredibly large.

Secondly, to examine the impact gender budgeting implementation has on actual gender equality from the demand side, we analyze whether the number of beneficiaries and satisfaction levels of gender budgeting projects have increased after its implementation. Analysis results show that from the composition aspect of gender-sensitive target projects, the presence of continuing projects plays a positive role in improving the safety of budget compilation and enhancing the effects of gender budgeting implementation.

Third, we analyze the shift in awareness among governmental departments that are directly involved in the implementation process and government officials who compile and are in charge of the corresponding budget (the suppliers). Comparing awareness of gender equality before the drafting of gender budget statements and statements of accounts (2014~2015), it appears to be on an upward trend. Not only that, the trend by variable appears to be similar to the overall trend. The results of WTP of the drafting of gender budget statements and statements of accounts reveal that about one-third does not perceive drafting gender budget statements and statements of accounts as a cost.

Based on the analysis results above, the development plan for gender budgeting is as follows. First, we have to consistently monitor the association between gender budgeting implementation and the national gender equality index. Through these efforts, we need to establish a system that improves low gender equality indexes and budget-related fields and organizations. Specifically, we must analyze gender equality levels in the evaluation of the gender-sensitive settlement of accounts and incorporate the results into drafting the gender budget statement the following year.

Secondly, a gender equality index categorized by gender budgeting projects must be developed and the number of target projects expanded. As the majority of projects set up take-up rates among women or satisfaction levels as gender equality objectives, we need to provide a specific plan that creates a quantitative and qualitative index depending on whether it is possible to measure in a quantitative context, a department- representative performance index and a project performance index depending on the standard project, and an input index, a process index, an output index, and a outcome index depending on the characteristics or contents of the performance information measured and presented through indexes.

Finally, when setting outcome objectives of the gender budget statement and making out its basis of calculation based on the gender equality index standard for expanding the number of gender-sensitive target projects, we need to present specific methods to calculate the quantitative goal, build statistics data needed for the basis of calculation, and create a second method to set outcome objectives if there is conflict with the objectives of the performance plan. Additionally, we need to create a guideline related to gender equality effect analysis of gender-sensitive statements of accounts and its self-evaluation reports, to analyze the gender equality effects depending on a project's or organization's characteristics.

A Study on the Child Support Measures for Grandparents in the Dual-income Households

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Lee Sol

Hong Ji su

In South Korea, the number of grandparents who are taking care of the grand children have been expanding. This stems from the fact that Korea's typical working environment system is from 9am-6pm (full-time) and also due to a corporate culture that take overtime as a typical working condition. Therefore, many dual-income households and working women with young children need outside help in order to maintain their career. So far, South Korea has been expanding the country-led policy on child care support for the dual income households and working women. However, it is still not sufficiently supported. Many households are still in the blind spot away from the reach of the governmental support where they have to be dependent of the grandparents. Therefore, this study aims to examine the areas of difficulties in dual-income household and working women's child rearing and in particular, examine whether the child support measures for grandparents can be made into policies. In order to achieve this, first, this study identified the status of grandparents who are under the task of child support and their demands. And based on this research, the study explored ways to support grandparents who are raising the

grandchildren. Specifically, by the literature review, existing child support policy and the current condition for the grandparents raising grandchildren were compared and analyzed. And also, foreign cases on the child support measures for grandparents by the government have been examined. During the research, the reason for why the dual-income households and working mothers have to entrust their children to the grandparents have been analyzed. And as a method, 500 grandparents from the dual-income households and the parents of 100 children were researched. Then 19 grandparents and 2 parents were under in depths interview. Based on the above research method and the result, grandchild care support for the grandparents is needed, especially when they are taking care of infants. And specifically, it is necessary to consider the following support measures.

First, support expense should be funded to the grandparents who are taking care of the child rearing. When an infant from 0-2 years old are not utilizing the social child care support organizations, the study suggest the support should provide at least 30% to 50% of the support funding. In other words, when the grandchild is 0 years old, the support funding should be 300,000 won per month, at 1 years old, 250,000 won to 350,000 won and at 2 years old, 200,000 won to 250,000 won.

Second, there need a support assistant to help care for the child rearing for the grandparents. If grandparents' child care support can be utilized as an alternative to infant rearing, it is constituted as an all day care. At this time, there is a need to alleviate the burden of grandparents. Therefore, support assistant such as caretaker or secondary teachers are needed to give some time of rest for the grandparents. And for each districts, 1-2 times per week, this study propose a measure to utilize this caretaker support system.

Third, this study suggest, there needs a program which can support grandparents to raise their grandchildren. For securing the space for the child support by the grandparents, it can be utilized by using the existing local community's child care support centers. Through out using these organizations, there should be programs where grandparents can gather up together to jointly exchange child rearing information, support information and child support counselling. Therefore, this study suggests that these programs should be instituted under the names of Baby Playground or Parenting Sharing Center where support programs for the grandparents can be promoted.

Fourth, when the support cost for grandparents are initiated by the government, management for the program is needed to efficiently derive the performance.

Fifth, for the families in poverty and grandparent headed family, there need a comprehensive support such as providing the minimum cost of living, providing jobs for the grandparents and supporting raising the grandchildren.

Policy Measures to Support School-Age Children of Vulnerable Families

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This study is designed to identify the influence of family factors on the academic achievement of children of vulnerable families and to suggest ways to promote related policies. To this end, a secondary data analysis of Korean Children and Youth Panel Survey(KCYPS) data was carried out to examine the effects of poverty on children's academic achievement as well as related processes, and to verify the mediating effects of parents' child-rearing attitudes on children's academic achievement. Afterwards, a survey on school-age children of vulnerable families was conducted and a path model analysis on the impact of learning-related individual/family factors and social support factors on academic achievement was conducted.

The results of study are as follows. First, the poverty (family vulnerability) sequentially affects child-rearing attitudes, learning habits,

and academic achievement, thereby contributing to the lowering academic achievement of children. Second, family factors also have influence on learning habits and self-esteem, subsequently, on academic achievement. Lastly, it was

revealed that more attention is required to the way of approaching vulnerable family issues based on family types, because the level of family capability factor was not influenced significantly by family structure. This results signify that the level of family capabilities and parent-child relationship indices, as well as economic resources and family structures, should be considered all together when determining standards for choosing learning support service recipients. Because even children from two-parent families can produce varying academic achievements according to the level of family capabilities. Based upon the above research results, the following three policies are proposed herein: 1) measures for family empowerment as an environmental factor related to the learning of school-age children of vulnerable families; 2) measures to support children's learning as an individual factor; and 3) measures to improve the system to support school-age children's learning

Study on the Legislative Adjustment for the Integrative Operation of Protection and Support of Female Victims of Violence

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The purpose of this study is to suggest the framework act (bill) on the prevention of violence against women based on the examination of relevant laws, legislative examples of foreign nations, and opinions of experts, with a view to convert the current legal system where relevant laws on violence against women, the act on the protection of victims of domestic violence, the act on the protection of victims of sexual violence, and the act on the protection of victims of sexual traffic, are operated independently into the system of framework act related to violence against women.

Although the acts on the prevention of domestic violence, sexual violence, and sexual traffic provide rules and regulations from a neutral standpoint, given that most of the victims are women, the goal of relevant policies is to support female victims. However, with the whole amendment of the 「Framework Act on Women's Development」 into the 「Framework Act on Gender Equality」

in 2014, the national perception of gender-equal support of victims of violence is building. Violence against women is a violation of human rights against women that happens due to the imbalance of strength between men and women, and currently this is the dominant type of incidents related to domestic violence, sexual violence, and sexual traffic. If, under the present situation, such policies that support male victims start being enforced or expanded, there is a possibility that the policies supporting female victims might be reduced or weakened. To prevent the occurrence of such a phenomenon, it is opportune to have discussions on the framework act that will protect and support female victims in the future.

Besides, those cases where services offered under individual acts on the protection of victims of domestic violence, sexual violence, and sexual traffic are similar, or those cases where laws and their actual enforcement do not coincide with each other (the emergency call center 1366, for an instance) can be discovered and prescribed in the framework act.

The contents of the study includes the examination of the concept of violence against women, the laws and policies relevant to protection and support of female victims of violence, and analysis of legislative examples of the United Kingdom and the U.S. And based on the results of the study, measures on legislative adjustment were suggested through the conference of experts and the Delphi survey.

Employed research methods include the review of literature, examination of legislative examples of foreign nations, conference of experts, and Delphi survey.

Basic aims of legislative adjustment were set as follows: making a rational

complementation in the policies concerning protection and support of female victims of violence, which has become necessary due to the legislative shift from the policy for women to the policy pursuing gender equality, resolving disagreement between legislation and enforced policies, integrating the laws and regulations in individual acts providing similar services, and introducing new institutions required to protect and support female victims of violence. Thereafter, the framework act (bill) on the prevention of violence against women, reflecting above mentioned contents, was suggested.

Strengthening Gender Equality Policy Infrastructure in the Asia-Pacific Region (V): Dissemination of Research Results and Measures for Expanding South Korea's Gender

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Eun Ha Chang

Jung Soo Kim

Seo Hee Kwak

Young Eun Ku

KWDI has been conducting a multi-year ODA research project since 2011 with an objective of establishing political and social infrastructure for gender equality policy in the Asia-Pacific region. During the year 2011 ~ 2012, KWDI partnered with Cambodia and Indonesia and carried out various programs including baseline surveys, policy dialogues and capacity building training. From 2013, KWDI expanded the project to include Myanmar and Vietnam as additional partners. Now KWDI is working with these four countries, sharing each other's experiences and deepening mutual learning.

The research report of 2015 comprises three elements. First, it analyzes the concept of gender governance and seeks to strengthen it within the partner governments. Especially, it focuses on encouraging cooperation and coordination between the line ministries. Second, it synthesizes past four years' research results with an aim of disseminating them in the partner countries. Third, it

reviews South Korea's gender ODA system and projects. Based on these, the report tries to connect partner countries' ODA demands and South Korea's ODA plans, and examines implications for expanding South Korea's ODA.

Chapter 2 begins with an analysis of the concept and challenges of gender governance. It analyzes gender governance system of the partner countries, including laws, institutions and gender related committees and focal points.

Chapter 3 introduces this year's research outcomes which include contents from the dissemination seminars and joint research results with each partner country. During the dissemination seminars, officials from partner countries' gender machinery shared their countries' gender equality policies and ODA projects by sector, and their findings are summarized herein. The report also introduces the joint research process on women's safety between KWDI and the UN Women Asia Pacific Regional Office which was newly started this year.

Chapter 4 reviews the mid and long-term results of the current multi-year ODA research project. The second monitoring was carried out this year, where surveys were conducted with 148 participants of KWDI's SSAGE(Set and Share the Agenda for Gender Equality) Workshop from 2011- 2014. It reviews the changes at the personal, institutional and national level and find ways for future cooperation with KWDI.

Chapter 5 introduces South Korea's gender ODA status and best practices from donor agencies and multilateral organizations. It lays out South Korea's ODA policy and issues, compares with that of the advanced donor countries, and also examines South Korea NGO's gender ODA situation. It concludes that South Korean government has more gender mainstreamed projects than women targeted ones.

Chapter 6 summarizes four partner countries' gender governance, gender ODA needs, and recommendations to the South Korean government to expand its gender ODA. It suggests inclusion of gender agenda in South Korea's 2nd ODA Basic Plan, active application of gender ODA guidelines in South Korea's gender projects, incorporation of gender perspectives in its concessional loan projects, role of the Ministry of Gender Equality and Family as leading ODAs in Gender Impact Analysis and Gender Budgeting, and finally KWDI's role as a supplier of gender training and capacity builder for gender officials from the partner countries.

Improving the Effectiveness of Institutions for Gender Mainstreaming in Enhancing Gender Equality

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Yun-Young Nam-Gung

Che-Yon Tong

Kyung-Mee Joo

Eun-Kyoung Lee

This study seeks methods to improve the effects of institutions of gender mainstreaming on gender equality. Gender impact analysis and assessment and gender-sensitive budgets are key tools of gender mainstreaming which aim to achieve gender equality in national programmes. The Basic Plan for Gender Equality Policy and the National Gender Equality Index are also strategies to resolve gender inequalities and gender issues in national policies. Combined, the goal of these four institutions of gender mainstreaming is to ensure a wide range of national policies are implemented in such a way as to enhance gender equality.

The Basic Plan for Gender Equality Policy includes a description of goals, visions and governmental tasks necessary to achieve a gender equal society, and the National Gender Equality Index assesses the realities faced by women in each sector of the society. The primary goal of this study is to seek ways in which the Basic Plan for Gender Equality Policy and the National Gender

Equality Index can be linked to gender impact analysis and gender budgeting. It also puts forward gender equality goals based on the gender mainstreaming institutions for each of the major bodies subject to a pilot analysis, highlighting the need for government accountability for the successful implementation of gender equality policies.

Research methods include a review of the theories of gender mainstreaming, an analysis of data on (preliminary) gender equality goals as well as on the contents of programmes subject to gender impact analysis and gender budgets, a survey of public opinion, a delphi survey of experts, and the operation of working groups for the setting of gender equality goals in each department of the government. Research outcomes are as follows. Preliminary gender equality goals are put forward to those departments closely linked to sectors with a low level of gender equality, amongst the eight sectors of the national gender equality index. These goals have been drawn through a primary examination of gender equality goals currently used in the gender budget, which were then cross-referenced with the gender equality issues seen in programmes subject to the National Gender Equality Index, the Basic Plan for Gender Equality Policy, gender impact analysis and gender budgeting.

Finally, this study recommends the interlinking of the gender mainstreaming institutions through a series of conceptual and technical links. Conceptual linkage means a focus on integrated outcomes across institutions rather than individual outcomes in each institutional operation, which could be expected to create a synergy effect as the primary goal of increasing gender equality is shared between the National Gender Equality Index, the Basic Plan for Gender Equality Policy, gender impact analysis and assessment, and gender budgets. Regarding technical linkage, given the significant overlap between gender impact analysis and gender budgets as tools of gender mainstreaming, this study

suggests detailed methods through which the two approaches could be linked at the technical level.

Effectiveness of Election Laws and Systems Related to Women's Political Representation

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Seon-Young Jeon

Eun-Joo Kim

This study analyzes effectiveness related to women's political representation through focusing on various domestic and foreign election systems and political relations laws. The purpose of this study is in providing measures to improve election laws and systems that would help expand women's political representation, which would eventually lead to preparation of actualization plans and development of public opinions for spreading women's political representation hereafter.

In order to meet these goals, the authors first analyzed the effectiveness of election laws and systems on women's political representation. Secondly, foreign case studies were investigated and implications were drawn for the case of Korea. More specifically, case studies related to election laws and systems established for expansion of women's political representation in foreign countries including France, Sweden, Belgium, Germany, United States, and Japan were investigated as well as the tangible results of these case studies.

Thirdly, the authors conducted a simulation experiment (election simulation analysis) that utilizes data from past elections and predicts the result of a particular election system in terms of the number of parliamentary seats by party, by gender, and etc. Fourthly, a survey about development plans of election laws and systems related to women's political representation during the 2016 general election was distributed to about 30 subjects including former and present members of the National Assembly, political parties, political scientists, and executives of political women's groups. Lastly, the authors proposed improvement plans for election laws and systems in order to expand women's political representation.

Also, the objective in terms of improving the election legislative system is to guarantee over a 30 percent share of political seats to be allocated to women, bringing the number of females up to an identical level as the number of males. The following lists various measures for reinforcing and practicing district quotas for women: ① obligation of 30% district female quota, ② stipulation of mandatory nomination of females in new districts that are established by redrawing election districts, ③ Enactment of the extra point system for female candidates during party elections, ④ Adoption of 20 percent strategic nomination of female candidate recommendation. Next, the following lists measures for enhancing the proportional representation system: ① expansion of proportional representation seats/enactment of proportional representation seat ratio, ② preparation of compulsory measures for performing quotas for women on proportional representation. Plans for improving women's political development fund and recommendation subsidy system for women running for office candidates are as follows: ① usage regulation for women's political development fund, ② improvement of the distribution method for recommendation subsidy system for women running for office candidates.

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*Keywords: women's political representation, election laws, election systems, district quotas for women, strategic nomination of female candidates, quotas for women on proportional representation, women's political development fund

Measures for Operating Cooperative Networks to Strengthen Support for Single-parent Families

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This research examined the current state and problems of networks to support single-parent families and presented measures for operating networks to provide customized support and integrated service in response to policy demands for single-parent families. To this end, we conducted a literature review and secondary data analysis, and to identify the current state of networks, carried out a survey using questionnaire, network analysis, held conferences and interviews with the people concerned.

The analysis of the demands for supporting single-parent families showed that there were different demands as well as common demands for the support depending on family types and income brackets. To meet the different demands according to the family types and income brackets of single-parent families, networks need to be facilitated.

The analysis of the current state of operating networks to support

single-parent families showed that there were a total of approximately 90 network institutions, a total of 402 networking times, and 5.9 networking times per institution. There were big differences in the total number of network institutions, the total number of networks, and the number of networks per institution between the institutions surveyed. The comparison of the distribution of the total network institutions and institution types showed that networks were not evenly established among areas when the total number of institutions was small. When it comes to the content of networks, exchange of information was made the most. In terms of the direction of networks, there were more cases of requesting networks than receiving them in all areas.

The problems of supporting single-parent families turned out to include: the internal conditions of institutions for network were vulnerable; although the institutions (heads) encouraged participation in network activities, administrative and financial support in the institutions was relatively insufficient; as the staff lacked awareness and competencies of network and had weak identities and professionalism on the case management of single-parent families, so it worked as barrier factors to facilitate networks; as the proportion of basic projects was high, the staff were heavily burdened with work when performing network activities. Because of this, they tended to be reluctant to take part in projects that are inconsistent with the character and content of their institutions.

In spite of all these problems, the support centers need networks with external institutions in order to comprehensively provide services and meet the demands of single-parent families. They should also operate networks in the direction of promoting the use of internal resources of the centers and external resources of other institutions. At the same time, the basis for operation in the organization should be laid to build and operate networks. Also, competencies of the heads of the institutions and the staff should be strengthened.

Research on the Measures to Strengthen the Effectiveness of Women and Family-Related Legislations (Ⅲ): In-depth Analysis of Childbirth Credit

Bok-soon Park

Hyo-jin Song

Mi-young Gu

Soo-wan Kim

Hye-kyung Yoo

Legislation related to women and family has developed at a very fast pace in Korea, and various legislative measures are being implemented for the reinforcement of policies concerning gender equality. Despite all these, no major changes are visible in reality for women. On the contrary, job insecurity and economic inequality, issues that women in Korea experience, are deepening, and they are living in a society where the occurrence of sexual violence or sexual harassment can be found in everyday news. Such a gap between law and reality, inversely, constitutes the reason why law and system are necessary. The problem is to build a structure where constant efforts to narrow the gap between law and reality can be made. Under the circumstances, this institute has been carrying out a 10-year research project from 2013 for the purpose of uplifting the effectiveness of legislation through gender-sensitive support of legislative activities in the Parliament, including enactment and amendment relevant to women and family.

This research aims at seeking measures to improve childbirth credit by analyzing the perception and opinions of experts through review of literature on childbirth credit, and by confirming national awareness and perception of childbirth credit. Credit system is an institution, where even if one fails to pay premium due to a socially valued action or unavoidable reasons, the insured period is still recognized. Childbirth credit system was introduced in Korea as a countermeasure on low fertility and with the goal of resolving blind spots in pension. However, its clear character as a policy has not been definitely established. For instance, there exists controversy over whether to regard pension credit system as an assistance of childbirth expenses, or to approach it from the perspective of recompense for childbirth, a social contribution.

To draw an improvement plan of childbirth credit system, first, controversial issues appeared in the preceding researches on childbirth credit system were analyzed. Above all, regarding the purpose and character of childbirth credit, the following diverse opinions of experts were revealed: ‘a model focused on birthrate vs. a model focused on income security, etc.,’ ‘recognition and compensation of unpaid labor, maternal work incentive, strengthening women’s eligibility as recipients, and boosting birthrate,’ ‘recompense, in nature, with public goods, for childbirth and child-rearing vs. economic reward for child-rearing, etc.’ In addition, most experts agreed to the opinion that the recognition level of childbirth credit system as a policy is low. And as one of the reasons for that, the fact that the time of its application occurs upon receipt of the benefit was pointed out. Another common opinion among experts was that its effectiveness in terms of boosting the birthrate, resolution of blind spots, and encouragement of enrollment is low. With regard to its effectiveness in gender-sensitive perspective, it was pointed out that since childbirth credit has a strong character as a recompense for a family as a unit, rather than for women, it might not appeal as women-friendly.

Second, to examine the perception of the general public on childbirth credit, a questionnaire survey with a total of 2,039 subjects was conducted. Respondents were randomly sampled in proportion to the population composition ratio by gender, age, and region referring to the population of resident registration, and additional allocation was made according to the population ratio by state of economic activity (employed / unemployed / not economically active) and employment status (wage worker / non-wage worker).

The results of the survey revealed that most people have almost no idea of what childbirth credit is (67.1% answered, 'do not know at all'). So, raising the awareness level of the system appears to be an urgent task. On the other hand, to the opinion that 'it is a benefit positively necessary for people,' as much as 61.7% answered they agreed—a rather different response from the low awareness level. Regarding the effect of the system, although a considerable number of them agreed that 'the government seems to make an effort to raise the birthrate' thorough childbirth credit system (average 3.7 points), the degree of agreement to the opinion 'childbirth rate is likely to increase due to the benefit of childbirth credit' was as low as 2.8 points. To the opinion that childbirth credit is a system that offers benefit to young generation as well, the level of agreement was 3.3 points on average; to the opinion that the National Pension Service seems to make an attempt to give benefit to women through childbirth credit, 3.4 points on average; to the agreement that it is helpful to secure income in old age, 3.2 points on average; and about the effectiveness in attracting enrollments, the average was 3.0 points.

When it comes to the direction for improvement, regarding the subject to be offered the benefit, those with the opinion that eligibility to receive the benefit should be given from the first child were twice more than those with the

opinion that the benefit should be offered from the second child as it currently is. About the recipient of childbirth credit, the number of those who answered that the benefit should be preferentially given to women was a little higher than that of those who answered it should be provided according to the agreement between the spouses. The rate of opinion that women should be preferential recipients of the benefit tends to be higher among women and among the respondents in more advanced ages. Regarding the financial resources of childbirth credit, far from the opinion of experts that emphasizes the finance should be borne by the National Treasury, the dominant opinion was that the finance should be covered by the fund and tax half and half.

In general, about the childbirth credit system itself, the rate of those with the opinion that it should be expanded was higher about by half than that of those who thought it should be reduced or maintained as is. About the introduction of child-rearing credit, also, those who agreed its introduction was as high as 62%. Regarding the subjects of child-rearing credit, the rate of those who thought that it is desirable to preferentially apply it to those in low-income brackets was the highest.

Finally, from the contents described thus far, specific improvement measures were drawn. Then, they were categorized into short-term improvement measures and mid-to-long term improvement measures based on the urgency and easiness in reaching agreement from a women-friendly viewpoint, and practicality from the viewpoint of financial easiness. Short-term improvement measures include expansion of childbirth credit to the first child, additional introduction of child-rearing credits, setting the preferential application of credit to women as 'default value', and application of childbirth credit to legal maternity leave (period of maternity leave). For mid-to-long term improvement measures, stipulation on the portion of finance for childbirth credit borne by the

government, and changing the time of application from the current method where additional inclusion occurs upon the acquisition of pension right to the method where support of premium occurs upon the outbreak of factors requiring credit.

Research on the Measures to Strengthen the Effectiveness of Women and Family-Related Legislations (Ⅲ): Examples of Legislation of Foreign Nations Concerning the Application of employment Insurance to Part-time Workers

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Legislation related to women and family has developed at a very fast pace in Korea, and various legislative measures are being implemented for the reinforcement of policies concerning gender equality. Despite all these, no major changes are visible in reality for women. On the contrary, job insecurity and economic inequality, issues women in Korea experience, are deepening, and they are living in a society where the occurrence of sexual violence or sexual harrassment can be found in everyday news. Such a gap between law and reality, inversely, constitutes the reason why law and system are necessary. The problem is to build a structure where constant efforts to narrow the gap between law and reality can be made. Under the circumstances, this institute has been carrying out a 10-year research project from 2013 for the purpose of uplifting the effectiveness of legislation through gender-sensitive support of legislative activities in the Parliament, including enactment and amendment

relevant to women and family.

This research intends to draw legislative tasks for Korea through the comparison and analysis of legislative examples of foreign states. Currently, interest in part-time employment is rising in Korea, and increase in the number female part-time employees is contributing to the increase in part-time employment. This phenomenon is displaying a fast speed of increase with the most vulnerable group, middle-aged or older women with low educational background, being at the center of it. Yet, current legislation on employment insurance sets conditions concerning eligible beneficiary of unemployment benefits that are comparatively hard for part-time workers to have access to. Therefore, improvement in the direction to strengthening the application of employment insurance to part-time workers is required. In this context, in order to draw the points that require improvement in The Employment Insurance Act, one of the social security legislations in Korea, this research examined legislative examples of foreign nations with ample examples of research and policy regarding the protection of part-time workers, and grasped the support policies of each nation.

In the case of Netherlands, one of the nations examined, where the rate of part-time workers is the highest in the world, employment of part-time workers make up 49.6% of total employment as of 2014. The employment insurance system in Netherlands was first introduced in 1949 with the enactment of 「Unemployment Insurance Act (Werkloosheidswet)」, and 「Act on the Prohibition of Discrimination according to Working Hours (Wet verbod op onderscheid naar arbeidsduur, WOA)」 of 1996 prohibits employers from differentiating between full-time and part-time workers. Accordingly, employment insurance in Netherlands, also, takes all the working hours of workers, regardless of full-time workers and part-time workers, as basis for

application of employment insurance.

Secondly, in the case of Canada, while as high as 27% of the female workers aged 15 or older are part-time workers, only 12.3% of male workers are part-time workers as of 2014. Besides, since the second half of the 1970s the rate of women in the total part-time workers is 70%. With the reform of 「Employment Insurance Act」 in 1996, the basis for the eligibility to receive employment insurance benefits completely shifted from the requirement of weeks of work to that of hours of work. This change in requirement for it to be based on hours of work means that old requirement based on weeks of work is abolished, and all the working hours of employees, regardless of their working system, can be taken as the basis of the application of employment insurance.

In Germany, the third nation examined, part-time work has rapidly increased in a short period of time, during which most of the increase in the employment of female workers was due to the increase in part-time employment. In the case of Germany, the application of employment insurance is implemented through the partial unemployment benefit system. This partial unemployment benefit system was introduced in 1998 in order to address such cases where those employed workers who are obligated to be insured in many number of social insurance policies fail to receive unemployment benefits for the reason of them being laid off from some job posts or maintaining other employment relationships.

Lastly, in the case of the U.S., the total number of part-time workers was 27,587,000 as of 2014. Of them, 17,724,000 are women and 9,863,000 are men—the rate of female part-time workers accounts for some 64.2%. The application of employment insurance of part-time workers in the U.S. can be found in

「American Recovery and Reinvestment Act, ARRA」, which was signed by the President Obama on Feb. 17, 2009. Its main contents are ‘to expand the beneficiaries of unemployment benefits to the unemployed who work only part-time’ and ‘to grant unemployment benefits for additional 26 weeks to participants of job training programs,’ and ‘to expand benefits for the unemployed with dependents,’ etc.

With reference to the trends in the legislative examples of those nations, the following implications were drawn. First, based on the fact that whether or not employers offer employment insurance makes big difference in the enrollment rate of part-time workers, education, and guide for employers regarding the enrollment of part-time workers in social insurances should be strengthened, so that blind spots in the enrollment in employment insurance of part-time workers can be substantially resolved. Second, reexamination of the exclusion of extremely short-time workers is necessary. Being excluded from employment insurance, a protection against unemployment, just for the reason of being extremely short-time worker, is excessive and subject to normative criticism that it does not coincide with labor legislation that prohibits differentiation against part-time workers. Therefore, of the number of measures being discussed to solve the problem, the measure of adding up working hours needs to be examined. Third, since the legislation and policies concerning employment insurance of Korea were designed with full-time employment as the model, they have limitations in reflecting the unique characteristics of part-time employment. Therefore, as confirmed in the examples of partial unemployment benefit system implemented in Germany and Netherlands it is necessary to clarify solutions to such irrational problems that uniquely part-time workers are likely to experience and the deprivation of eligibility for unemployment benefits. In addition, a reform should be made, so that current situation of supply and demand of non-regular workers, including part-time workers, and factors affecting the

situation can be grasped through employment insurance database. Lastly, Netherlands and some states in the U.S. operate the system where employment insurance grants benefits to those who reduced working hours from full-time to part-time. Although Korea has the system that supports the employers who changed work system from full-time to part-time, the big difference is that no benefit is provided to the workers who made such a change. The policies of work-family balance assistance and creation of part-time jobs should be more positively promoted later, by considering the measure to pay benefits to those who reduce working hours.

Policy Projects for Elderly Women's Active Life (Ⅲ): Promotion of Social Activities in Community

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I . Objective and necessity of research

Positive participation in social activities is a vital factor in maintaining a creative and vigorous life in old age. As a response to life in old age, the current trend is to attach more significance to voluntary activities. Volunteer services and social contribution activities can be regarded as a type of social participation that contributes to the society in pursuit of the common good. As meaningful volunteer work is all through one's life, its necessity and meaning grows more serious in old age. It is known that the desire for volunteer service and social contribution is intensified in old age, and social participation and volunteer service in old age have positive influence on self-esteem and satisfaction in life.

Such international organizations as WHO, UN, EU, etc., also, find social participation of the elderly through volunteer services to positively influence

successful aging and recommend it. In this context, this research sought measures for the participation of the elderly in social activities, which include work, community activity, volunteer service, social contribution activities, etc.

II. Characteristics of elderly women's participation revealed in the implementation of policy and projects

As for important elements for successful aging and active life in old age, health, work, learning activity, and social participation activity, etc. are referred to. Relevant government ministries are expanding such social contribution projects, as well as volunteer service projects that utilize the knowledge and experiences of retired baby boomers. Looking into the current status of participation by gender in major projects offered by

government ministries shows that though the rate of women's participation in general, volunteer services is higher than that of men, their participation rate in such social contribution activities that utilize experiences and professional capability is lower than that of men. In addition, although women's participation rate in job-related projects is higher, this can be explained by the fact that poor women with lower educational background make up a large portion of the aged population in Korea. This shows that the social characteristics of elderly women, including low education level, low income, career discontinuity, etc., are reflected in the volunteer services and social contribution activities of the aged as well.

III. Current status of participation in social and voluntary activities

This research examined the current status of social and voluntary activities of the elderly. As a result of the investigation of male and female senior citizens

aged 60-79, a total of 1,197 cases were used for the final analysis. For the experience in volunteer work, a total of 773 cases, comprising the cases from the survey of general public and the cases from additional survey of those with experience of volunteer work, were analyzed.

1. Current status of participation in social activities

- Currently, the kinds of activities that elderly people in our society engage in the most are hobbies, friendship, exercise, and religious activities. 14.3% of female and 16.4% of male respondents answered that they participate in volunteer services. In general, women showed rather lower level of participation in social activities than men. The rate of women's participation in social activities is lower than that of men except for cases of the activities related to religion, culture, and arts.

- The rate of experience of those aged 55 or older (full years counted in, and hereafter the same applied to all the ages referred to) of participating in group activities, of which the purpose is other than friendship, is 36.5% (Women 37.3%, Men 35.6%). The rate of participation in religious organizations is the highest with 54.5%, followed by the rate of participation in organizations of senior citizens with 23.1%. The rate of the experience of playing the role of a leader or an executive in group activities is 38.0%, — men shows 17.5% higher experience rate at 47.5% while that of women only at 30.0%.

- The rate of those aged 55 or older with experience of participating in community development and management is 12.7% (Women 10.1%, Men 15.7%). While the demand for the participation of senior citizens in the development, management, and decision-making of the community is high at 82.7%, those with the opinion that such opportunities are insufficient account

for up to 69.8% of the respondents.

- As for the difficulties hampering the participation in social activities, time, health, information, cost, ability, old age, and family care were cited in that order. Women show higher rate of citing health, family care, ability, information as problems in their social activities. With regard to the most required policy for the participation in social activities of the aged, provision of information was mentioned most at 45.7%, followed by life-long education that supports social activities at 32.7%, opportunities for social participation that enables the utilization of experiences and professional capability at 30.8%, support of cost at 21.3%, expansion in the participation in community projects at 18.5%, fostering of gatherings at 17.0%, and grandchildren foster service at 8.4%, in that order.

2. Current status of participation in volunteer services and social contribution activities

- Of those aged 55 or older, the rate of those having the experience of voluntary or social contribution activities up to date is revealed to be 23.3% — with the rate of men (25.3%) higher by 3.7% than that of women (21.6%). Of the total respondents, the rate of those who participated in volunteer services or social contribution activities in the past one year (Aug. 2014-July 2015) is 15.3% (Women 14.3%, Men 16.4%). The biggest motivation, of those aged 55 or older with the experience of volunteer work, for the participation in volunteer services was ‘to find the meaning of life and do something worthwhile’ (54.9% of the total, 57.1% for women, 52.8% for men). The intention to participate in volunteer services or social contribution activities in the future is high with 46.0% (women 42.2%, men 50.2%) — a very high percentage considering the rate of

participation in the past year.

- As to the type of volunteer services and social contribution activities those aged 55 or older engaged in, 'housekeeping, cleaning, etc.' was answered most by 47.3%, followed by 'activities related to health care and welfare (37.8%)'. The results of having the respondents choose the field of activities they wished to participate in the future revealed that in the case of women, 'activities related to health care and welfare (64.2%)' is the most desired field of activity, followed by 'housekeeping, cleaning, etc. (53.4%)', 'activities related to environment (35.8%)', 'cultural activities (22.4%)', and 'education activities (11.9%)', in that order. The field of activities the greatest number of male respondents chose is 'activities related to environment (53.2%)', and the second most desired by male respondents is 'activities related to health care and welfare (48.6%).'

- The effect on individual participants who participated in volunteer services or social contribution activities was extremely positive: 96.5% answered 'to have spent time meaningfully'; 95.5% said 'it was helpful for my physical and mental health'; 95.3% 'I felt like I was a person who is necessary in the society'; 94.6% 'it was helpful in maintaining and expanding relations with people'; 90.9% 'I was able to utilize my capability and grow in the process', and 89.5% 'It made me think that I have made a contribution to the community.'

- Asked about the difficulties in volunteer services and social contribution activities, 63.2% of respondents (72.5% among women, 54.9% among men) cited 'such individual conditions as health, time, cost, etc.' Women are found to have more difficulty than men in 'such individual conditions as health, time, cost, etc. (17.6%)' and in 'lack of competence in knowledge, skill, etc.'

- With regard to what they feel most required for their volunteer services and social participation activities, 43.6% mentioned 'provision of information and connection to activity opportunities'; 24.9% 'participation in relevant organizations or meetings'; 21.1% 'relevant education'; and 8.9% 'reward', 58.9% of the participants of voluntary services (63.0% of women, 55.0% of men) attended education related to voluntary and social contribution activities, and most of them, or 98.7% (98.3% of women, 99.1% of men), said 'education was helpful,' which shows the effect of education on voluntary and social contribution activities is really great.

- In general, respondents' perception of voluntary and social contribution activities are very positive. However, 80.5% of them answered that 'the opportunity to work that accompanies income, rather than voluntary and social contribution activities, is more important.' This can be interpreted that they think voluntary activities have great meaning in old age, but what is more important is to work. Given that women show rather lower level than men in terms of perception, competence, current participation rate, and intention of future participation, measures to encourage positive activities of women are required.

IV. Policy suggestions

*Strengthening the services supporting social activities of women in the early phase of old age in their 50s and 60s

*Offering women-friendly and close-to-life type of information regarding activities of elderly people

*Support of education and cost for the participation in social and voluntary activities

*Social exchange programs that prevents the alienation of the aged including elderly women who live alone

*Improvement of the perception of the elderly on social participation

*Creation of a gender-sensitive environment in the community that encourages participation of senior citizens

*Expansion of opportunities of professional volunteer services that utilize the talents of retired women

*Fostering women leaders in the community activities of the aged

*Support for female senior volunteers, social contribution organizations, and small groups

*Promotion of women's volunteer activities based on institutions

*Diversification of the fields of women's voluntary activities

*Establishment of consistent reward policy and education for raising awareness of female senior citizens

*Systemization of support services for the participants in volunteer service support institutions

●●● 2015 KWDI Abstract

*Projects for supporting the connection and integration of learning, voluntary activities and work to foster a active life of female senior citizens

Migrants' Family Formation and Policy Approach

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Family migration is the one of major types of migration with labor migration and humanitarian migration. And family migrant had a large share of total migrants for a long time in western society. As the family migrants increases rapidly, it is a key agenda to develop the policy to regulate the number and composition of family migrants and integrate migrant's family economically and socially.

In Korea, from the last decade on, an increasing number of migrants has leaded to remarkable increase of migrant's family. However, Korean society has focused attention to a part of family migration, marriage migrant and their so-called 'multicultural family' with being totally indifferent to other part of family migration, other groups of migrant's families. There are little known about the number of migrant's family other than 'multicultural family' and their life. Thus, this study approaches how various groups of migrants form their family in Korea and how their family life is by analyzing '2014 Foreigners Labor Force Survey' database and interviewing some migrants who have experiences in family life in Korea. Especially, for foreign migrants, legality of

presence has a major variable on their family formation and family life and this study approaches two different groups of migrants, one with stable visa status and the other group of undocumented migrants. In addition, this study analyzes the present policy of Korea, German and Japan related to foreign migrant's family to make references for policy recommendation.

The analysis of '2014 Foreigners Labor Force Survey' Database shows the result that half of foreign migrants live together with their family members, which implies that a large number of migrant's family other than so-called 'multicultural family' is already present in Korea. However, the Korean government gives little consideration to the presence of migrant's family and their real life related to marriage, child-birth, education, employment and ageing.

Among the foreign migrants, International student is the group Korean government tries to settle down. However, their family life including marriage, pregnancy and childbirth, child-rearing and education are not considered in government policy. As they can't devote themselves to work and should focus on study, it is a big burden to afford family life like housing, pregnancy, childbirth, and especially child-rearing. Because of that burden, it is reported that some international students give up Korean life after their graduation, which means that recent Korean policy for settlement of international student is hard to succeed. In addition, the fact that they are officially qualified to approach some public services related to family life cannot guarantee the real approach because public services assume requisites foreigner are not allowed.

Furthermore, it is to be critically considered that main public services for social welfare and employment are based on absolute dichotomy. This system has serious limitations in that policy approach for immigrant's social and

economic settlement is vacant during long period before acquiring nationality. In current system, foreign migrants are irrelevant to social services, even though suffer in various problem and policy approach starts after the relevant timing has past.

It is worth pay attention to foreign migrants groups who have stayed in Korea for a long time and are likely to settle including permanent residents(F-5), overseas Koreans(F-4), Working Visitor(H-2). They are getting older during their long stay in Korea for last one or two decades. But, their economic condition is still weak and working ability has lessened due to their ageing. Their child-generation is also hard to get a proper job, so that they might be exposed to economic difficulties. As they don't acquire nationality, they cannot approach the social service to support employment. As a result, it is likely that an increasing number of permanent resident and nationalized Korean suffer from poverty.

On the other hands, there are group of undocumented migrants who form new family in Korea or live together with family members following from origin country. In fact, from the early of 2000s, there are NGO's activities and IO's approaches to this group, especially their child's difficulties in school entrance, which lead to some improvement in legal basis for school entrance. In addition, NGO's support such as medical treatment and child-rearing gives the minimum social security for them. However, without legal status, they have to live a family life solving various problems such as pregnancy, childbirth, child-rearing and education and so on out of official area.

It is also worth noting that there is an child-generation grown up in Korea as undocumented migrant for a long time. As grown up in Korea, they can't understand their parents who insist on 'returning a homeland' some day. On the

other hand, as undocumented, they often face obstacles that their Korean peer don't meet and experience separation from them. With crisis of belonging and of identity, they might keep a distance from Korea society even they are living in.

Besides, it is needed to pay attention to undocumented and unmarried mother, which are not earnestly pursued before. They suffer dual vulnerability in family life as undocumented migrant and unmarried single mother. They might be forced in danger of basic living, even be faced more serious danger to find a way to solve their problem by themselves.

As such, family migration is quickly deployed and a number of migrant family is already present in Korea. Their impact on Korean society is growing, but the government policy remains quite limited. It is necessary that Korea government concerns family migration/ migrant family as the main issue of related policies and develop a wide range of policy measures concerning various groups of migrant family and their family life such as marriage, pregnancy, childbirth, child-rearing and education, health, housing, basic living, employment, aging and so on.

Analysis of Support Provided for Drafting Local Government Gender Budget Statements and Statements of Accounts

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In order for gender budgeting at the local government level to be run smoothly and effectively, it is essential that support be given to government officials involved in the process and for them to improve their related capability. However, most local government officials have a low understanding and acceptance level of gender budgeting and express that they feel great pressure and encounter obstacles in managing it. Therefore, in this paper, we will examine how external experts are being utilized to help local government officials manage gender budgeting more effectively, and suggest strategies for education and consulting provided to assist gender budgeting at local level, which differ from region to region.

First, we examine cases of external assistance provided to improve the financial situation of local governments by focusing on investment screening, feasibility studies, local financial analyses and diagnosis system, and

participatory budgeting. If you compare support from experts provided to local government financial management systems and local gender budgeting, while financial investment screening, feasibility studies, local financial analyses and diagnosis system, and participatory budgeting for both are based on 「Local Government Finance Act」, legal regulations for support from experts differ. In the case of local government financial management systems, expert support has been taking place as an effort to internalize a third party objective point of view and specialty in a certain field. We have recognized that it has to be designed to be suitable for the institutional context, which reflects the purpose of implementation and characteristics of its operation. In the process of establishing the expert support system, which helps manage local government gender budgeting more effectively, we find the need to consider whether consulting services for drafting local government gender budget statements and statements of accounts are legally obligated, whether there are designated specialized agencies to provide support in the process of drafting gender budget statements and statements of accounts, and whether the content discussed in the consulting sessions for drafting local government budget statements and statements of accounts was reflected in the execution of programs and budget formulation process.

Secondly, we investigate the current status of support provided to drafting local government budget statements and statements of accounts and its problems. We analyze the demand and supply of support for drafting local government budget statements and statements of accounts in the following manner. In the case of demand, we figure out the experience local government officials had with training and consulting for local gender budgeting (demand which has already occurred), as they are the recipients of such services, and their intention of receiving training and consulting services in the future (demand that will occur in the future). Also, we re-analyze the results of the

2014 study of the opinions of government officials who drafted local government gender budget statements. In the case of supply, we analyze records of training and consulting services provided on local government gender budgeting and settlement of accounts from each region and the 2013-2014 records of training and consulting services data submitted by regional gender impact assessment centers.

Third, we ask the opinions of experts to improve the drafting of local government gender budget statements and statements of accounts. We conduct an in-depth study on the training and consulting services by surveying the heads of regional gender impact assessment centers and examine the budget related to training and consulting services of local government gender budgeting, opinions on how to improve the content and method of education and consulting services, and the work regional gender impact assessment centers do related to gender budgeting. Furthermore, we survey 108 consultants who have experience providing external support for drafting local government gender budget statements and statements of accounts to understand their experience providing consulting services for gender budgeting and to inquire what content and method of training they preferred. In particular, we ask about the consulting targets, consulting content, number of programs they provided consulting to, consulting fees, difficulties they face as a consultant, training they received to provide consulting services, satisfaction levels, opinions on how to improve the process, education methods they prefer, and educational content they prefer.

Based on the analysis results above, we present the following policy proposals. First, we have to expand and specialize the support provided to drafting local government gender budget statements and statements of accounts. It is especially necessary to make training for government officials who draft local government gender budget statements and statements of accounts

compulsory so that metropolitan governments and primary local governments receive training on gender-sensitive settlement of accounts in the first half of the year and training on gender budgeting in the second half of the year. We can concentrate on providing officials in charge of the budget with training on establishing a cooperative system between related departments and officials in charge of programs with training on the specifics of filling in the items. In order for training on local government gender budgeting to operate independently of gender impact assessment training, local governments need to give attention and provide support. Also, consulting must be differentiated depending on the region and target. While officials in charge of the budget need face-to-face consulting services, officials in charge of programs need written consulting services, and in the case of officials in charge of the budget, among whom consulting services were in high demand, it is necessary to introduce consultants with an arsenal of specialized knowledge to increase the level of satisfaction with the consulting services. Furthermore, we need to provide additional support to employing a gender budgeting specialist who is exclusively responsible for gender budgeting in each region's gender impact assessment center. These specialists will do work related to training and consulting on gender budgeting and analyze the gender budget statement and statements of accounts of their own region.

Secondly, we need to improve the abilities of local government gender budgeting consultants. In the case of external consultants, if regional gender impact assessment centers provide supervision and hold regular small-scale evaluation meetings, it can improve the external consultants' specialization in gender issues so that their consulting capacities are strengthened. In the case of in-house consultants, one possible plan to improve their abilities is for the Korean Institute for Gender Equality Promotion and Education to provide in-depth training and regional gender impact assessment centers to hold regular

small-scale evaluation meetings together with external consultants. In-depth training for local government gender budgeting consultants should involve more than helping them gain a basic understanding of the items that need to be filled out in local government gender budget statements. It should include content such as the gender budget's position within the local government's budget structure and its relation with other budget systems (especially the performance budgeting system) and plan to build a gender-segregated statistical database within primary local governments.

Third, each region needs to develop its own consulting manual for local government gender budgeting consultants that they can refer to so that each region's demand for women's policy and the level of gender equality can be reflected in the gender budgeting process. This will help raise the effectiveness of local government gender budgeting and will help systematize the support given to the experts in the region.

A Study on Corporations' Formal and Informal Network Characteristics on Gender and Its Effect

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Youngjin KIM

Jeehye PARK

This study aims at empirical investigation of formal and informal network characteristics on gender and its effect data collected from male and female wage workers. Furthermore, we examined the impact of network management of female workers on their career development and organizational performance. Through the results of this research, we would like to provide better understanding on how network characteristics are differ by gender, and how this difference; might be utilized in female staff development. Also, empirical evidences of individual and interpersonal network management would be critical factor of individual level performance along with organizational performance have been verified. Under this research purpose, we have separated network based on its type and relation: 'informal network' which shows high interpersonal intimacy and communicate for personal matters, while 'formal network' for work task and career counseling.

Research methodology has been designed as follow: Firstly, we re-analyzed previous data. Then on-line based survey has been conducted in, order to

comprehend network profile of male and female wage workers, 1,200 data have been collected from professional, clerical, sales, and service areas. Lastly, three firms that each possesses different industry, size, and gender composition.

Findings from our research results can be summarized as below:

First, both female and male data show high sex homophily. Then, male workers show more instrumental network use, and receive better resources from their network. Compared to male workers, female sample provides less instrumental network application in general. However, female with high education level and position, and professional show similar network characteristics with male workers. Female with high career aspirations and clear career goal engages in active network use though difficult circumstances by themselves. Both male and female highly appreciate the importance and necessity of network, but somewhat passive in actual network use. Regardless of gender, both show positive relationship between network use and individual performances. Next finding addresses the ratio of female workers results in different network activities by gender due to sex homophily. Minor gender goes peripheral and shows stronger hierarchy by gender. It has also verified that firm's support for external network activity which relates to task helps firm performance improvement.

Implications from these basic findings are as below:

Firstly, female workers need to change their attitude and consciousness for networking behavior. Secondly, firm's active network activity support is required for individual and organizational performance improvement. Thirdly, task related network activity support for female managers is also required. Also specific organization analysis procedure which can utilize internal network

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structure analysis cannot be overlooked. Lastly, implication addresses social and cultural awareness should be reformed fostering corporate culture backs up both work and family balance and resolve gender imbalance in labor market.

Impact of government policies on women's employment and policy suggestions for improvement in different fields

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Kwon So-young

Yoon Ja-young

An Ju-hee

Improvement in women's employment rate has ripple effects in various social areas such as childbirth, education and income security after retirement. It has been quite a while since the active implementation of policies for increasing women's employment rate, and as policies become more concrete, they require efforts for further specification of their orientations and goals. In addition, comprehensive research is needed to improve structural problems in different fields, to develop various socioeconomic conditions related to women's employment, and to implement relevant policies in more coordinated ways.

The study attempts to improve policies by analyzing and evaluating the relationship between relevant policies and women's employment according to women's life cycle stages. The focus was placed on the analysis of the impact of child care policy regarding infants and preschool children on women's employment. An analysis was made on why women leave the labor market when their children reach school age through education support activities and

field research at schools. Consideration was given on the issue of wage, a key working condition for women's return to the labor market after career interruption. To solve the problem of low wage in the women's labor market and to deal with the gender wage gap, the issue of gender wage gap under the minimum wage system was examined thoroughly.

To set the direction of the study, analysis of previous studies and reanalysis of related source data were made. A survey on the actual conditions of educational practices and women's employment was carried out to tackle the lack of relevant previous studies and data. It was also attempted to reflect diverse opinions on the study through joint organization of expert advisory meetings, forums and conferences, and to share and disperse the results of the study.

The results of the analysis of various policies, programs and environment that enable women to continue to work without career interruption according to their life cycle show varied influences of different programs on women's employment according to their unique purposes.

The results of the analysis of the impact of infant and preschool child care policies — which have recently been focused on child care support under the overall direction of reinforcement of services and reduction of cash grants — on women's employment indicate that support for child care expenses has a positive influence on women's employment and is thus helping to accomplish policy goals. On the other hand, the increase in cash grants including child care allowance appears to undermine women's labor supply by raising unearned income.

As it is seen through the changes in employment effect of child care

expenses over several years that the outcome of women's employment does not immediately respond to policy input but is generated after several years of gap, as a result of accumulated effects of a policy, we need to consider the prevention effect against women's career interruption and the reemployment effect in a longer term.

The alleviation of child care burden should be made in a way that diminishes gender role division. As seen from the result of provision of child care allowance, policies that have the effects of promoting the stereotype that the primary responsibility for child care lies with women and traditional gender role division should be avoided. In this regard, expansion of child care services forms the basis of not only increasing women's participation in economic activities but also resolving traditional gender role division in child care.

The results of the analysis of the education support policy for elementary school children and its impact on women's employment showed that support for school education had a negative impact on women's employment. There were opinions that mothers' jobs had a negative influence on children and

that it gets even more difficult to maintain work-family balance after children enter elementary school. Employed mothers who actively took part in children's education support programs were likely to quit or want to quit their jobs. Their perception that the parental role was important to children's relationships with friends, as well as their feeling that it is more difficult to maintain work-family balance when their children enter elementary school, positively affected their possibility of career interruption. Moving and change of address related to entrance to elementary school, which were used as proxy variables indicating their enthusiasm for children's education, had a positive influence on the possibility of career interruption.

Until recently, decision making in schools considering working parents has been quite limited. Education support activities of children in lower grades at elementary schools still tend to use women's labor. In particular, education support activities in schools with high income effect, that mainly target mothers without jobs and with spouses earning sufficient levels of income, may reproduce the gender role division that leads to recognition of women's employment as supplementary.

Social expectation on the mothers' role in the outcomes of children's education have a negative impact on women's employment by imposing the role of schools on parents as well as gender role division. An innovation of school education is needed so that the functions and roles of schools may be performed more sufficiently.

Numerous education activities taking place in schools should be carried out on the premise of the employment of parents. Concerning such issues as school starting hours and discretionary holidays, it is necessary to conduct opinion polls and reflect the results. In addition, schools should make active efforts to build cooperation networks in the local communities to deal with the problems of the blind spot of child care. The difficulties of work-family balance that get aggravated in the elementary school age indicate the necessity of expansion of child care policies that have been focused on infants and preschool children until the present. The discussion on how to fill in the gaps in child care after school hours should be extended beyond lower grades in elementary schools.

It is clearly seen that, among common problems of child care in the preschool age and lower-grade elementary school age, one of the key problems is that of long working hours. One of the most fundamental problems that undermine women's employment is how work-centered Korean society is.

Finally, the results of the analysis of the minimum wage policy and its impact on women's employment showed that the problem of women's low wages needs to be considered as a central issue in the improvement of the overall labor market structure. As seen in the discussion on the improvement of the

labor market structure, the problems of women, non-regular workers and small businesses are main factors that aggravate the dual labor market. The lack of wage premium from better skills or longer service years in business types or job types with a high percentage of low wage workers leads to widening wage gaps, and female workers are concentrated in these dual labor markets.

Women in the low wage sector tend to be middle-aged or elderly and low-educated. Women who return to work after career interruption make up the majority in the low wage labor group. Their low wage provides the cause of quitting jobs once again after returning to the labor market. The effort to diminish the low wage sector is highly important to increasing the women's employment rate and activating a female workforce whose careers have been discontinued.

The fact that the average wage of married workers is rising as compared to that of unmarried workers and the relative increase in the average wage of workers in their 30s indicate the increasing ratio of workers with long service years. These changes have appeared since 2013 and can possibly continue in the women's labor market. Thus, the policy for prevention of women's career interruption is a key policy measure for alleviation of the wage gap. In this regard, policies for improvement in discrimination in workplaces and work-family balance as well as child care support policies should be further strengthened to diminish career interruption.

Minimum wage sets the lower limit of wage, and it can help reduce the wage gap by affecting the wage level of low-wage female workers. Therefore, it is important to consider the policy goal of alleviating the gender gap in the process of determining minimum wage.

The ratio of women located in the blind spot of the minimum wage system still remains high, limiting the effect of the system on the labor market; thus, it is necessary to reinforce administrative power in relation to the implementation of minimum wage.

As previous studies on the causes of the gender wage gap have shown, its alleviation in the high-wage sector is required to solve the overall gender wage gap. Therefore, an increase in the number of high-wage female workers is the most effective means for solving the problem. The increase in minimum wage has relatively limited effect on the solution of the gender wage gap, although the effect is positive. In this regard, a number of different policy measures should be developed in addition to the minimum wage system.

Based on the above results, the following policy suggestions were made.

1) Promotion of friendliness of child care support policy to women's employment

* Reduction of cash support and increase in service support

-Establishment of policy direction in which expansion of cash support is avoided, and service support is

enhanced to promote women's participation in the labor market. Introduction

of essential payment conditions
other than age or economic levels.

2) Enhancement of gender equality in child care

* Expansion of fathers' participation in child care

-Negative perception of child care for infants and preschool children in child care facilities is a mechanism that focuses on the responsibility of child care on women. It is necessary to strengthen measures for the expansion of child care participation by men so that both parents can share responsibilities in child care.

-Facilitation of men's child care leave, expansion of company incentives for more active utilization of programs including work-hour reduction during the period of rearing young children and compulsory disclosure (linkage to the employment pattern disclosure system)

3) Reinforcement of the public aspects of child care

* Development of a mid- to long-term plan for reinforcement of the public aspects of child care and establishment of a governance system

-Alleviation of the asymmetry of information through the government's supply of information and enhancement of the authentication function as well as reduction in the burden of expenses

-Development of and compliance with the mid- to long-term plan including adjustment of the ratios of national/public and private expenses as well as stipulation of agreement among stakeholders

4) Improvement in the quality of child care

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- * Improvement in the working conditions of child care teachers

- Development of a plan for improvement in working conditions for social service workers in general, including introduction of a salary class system reflecting educational and career backgrounds, etc.

- * Improvement in the evaluation and accreditation system

- Compulsory implementation of evaluation and accreditation system-Expansion of participation by teachers and parents in the evaluation and accreditation process

- Linkage to financial support for child care institutions based on results of the evaluation

- 5) Promotion of friendliness of education support activities to working mothers

- * Promotion of friendliness of the policy for participation of parents to employment

- Focus of parent participation activities at schools on working parents and limitation of activities during weekdays

- Limitation of parent participation in unnecessary support activities and normalization of education activities at schools

- * Promotion of friendliness of school schedules to employment

- Setting of school start/dismissal hours considering the work hours of

employees (from around 8:30 to 18:30 in general) if the rigidity in the labor market cannot be improved in the short term -As short-term vacations result in the absence of child care, they should be held based on prior opinion polls and solutions for the absence of child care should be sought

*Reinforcement of detailed notification function on students' education activities and outcomes as well as promotion of fairness

-Revision of relevant guidelines so that announcement of schools' plans on education activities can be made regularly and systematically-Prior provision of evaluation guidelines to avoid the influence of mothers' participation on the education outcomes of students as well as reinforcement of notification

6) Alleviation of gender wage gap

* Monitoring the gender wage gap

-Implementation of tangible measures to alleviate the ongoing gender wage gap. Specification of 'implementation of measures to solve gender wage gap' in relevant laws

* Reinforcement of gender impact evaluation from the wage system

-Gender impact evaluation from the minimum wage system, salary peak system, etc.

* Crackdown on wages lower than the minimum wage

-Reinforcement of administrative power to reduce the number of workers who

receive wages lower than the minimum wage

- Wider dissemination of employment rules and standard employment contract

7) Establishment of the governance system for alleviation of the wage gap

- * Establishment and operation of a Korean-style EEOC within the National Human Rights Commission of Korea

- Establishment and operation of a committee for correcting discriminatory measures related to wage

- Reinforcement of the organization structure to implement measures against wage discrimination based on gender and employment patterns

8) Improvement in the minimum wage system

- Specification of ‘alleviation of the wage gaps based on gender and employment patterns’ as a factor to be considered in determining the minimum wage

- Analysis of the gender gap by the Research Committee under the Minimum Wage Council and active utilization at the time of deliberation on the minimum wage

Working Conditions and Health Status among Korean Domestic Workers

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Jin-Joo Jung
Hyun-Woo Kim

This study had three objectives as follows: (1) examine the disparities in working conditions and health status of domestic workers compared with women workers and women caregivers, (2) parse out the specific working conditions and the health issues among domestic workers and the differences in health and safety perceptions according to job mediators, and (4) find out the associations of working conditions with health and safety statuses.

Firstly, compared to women workers and even women caregivers, domestic workers were likely to work in poor working conditions. In particular, they were all at high risk of suffering repetitive motion injuries. For example, domestic workers were more likely to have a higher incidence of musculoskeletal disorders than their women workers and caregivers counterparts. Their prevalence of musculoskeletal disorder was similar to women farmers.

Secondly, there were no differences in both intensities and quantities of work among domestic workers in different mediations. Its intensities and quantities,

however, can become heavily whether clients want domestic workers to do additionally. Furthermore, most domestic workers had to do work even if they were feeling ill, because they were primary breadwinners in a household. These characteristics of domestic working were significantly associated with poor health and work accident. Interestingly, information and education programmes on occupational health and safety were also differently provided by employment mediation and, as the result, domestic workers' experiences of poor health and work accident were affected by mediation they involved.

Lastly, most domestic workers felt that their job was a burden on their health and safety. Client Involvement with domestic working and lack/ absent of break time and health/safety information and education were highly related to their health status and work accident.

Based on these findings above, this study suggested several ways for policy support for domestic workers' health and safety rights.

**Current situation of women's safety in local
setting and ways to strengthen capability to
respond to crisis: centered in Seoul
Metropolitan City**

Mi-Hye Chang

Bok-Soon Park

Sunghoon Rho

Hoon Lee

Jiyoun Jeoung

The main factor that threatens safety of women currently is violence committed against women. Although the government is putting in practice various policies to create a society where women are safe, the number of violence against women is not decreasing. It is important to understand current situation of violence committed against women in order to come up with effective policies for women's safety. However it has been difficult to quote accurate statistical figure since consideration of relevant charges and results of large-scale surveys have been the only way to understand statistic on violence against women so far. In this research, family violence cases collected from family violence helpline operated by Seoul Metropolitan Police Agency are analysed. Women's safety index was calculated on the basis of report statistics in each administrative district to find out if there is a correlation between environment of local community and women's safety.

Occurrence of violence is not only affected by personal or sociocultural

phenomenons but by environment of local community as well. Thus it is important to find out danger factors in local community where violence occurs and to provide ways to deal with them. In this research, women's safety index in different administrative districts are analyzed and through studying the environment of smaller local communities, factors affecting occurrence of violence are investigated.

The following policies are advised on the basis of result of the analysis mentioned above. Firstly, services for women's safety can be improved by using information-telecommunication techniques. Occurrence of violence against women can be reduced by monitoring and analyzing video footage of surveillance cameras installed in local community and analyzing their violence prevention effect. Recurrence of family violence can be reduced by alarm services. The use of 'safe trip home' service which is operated in many districts at the moment and location share application can be promoted by integrating them together. Women's safety map can be prepared more accurately with active participation of local residents. Secondly, projects designed to improve women's safety can be improved according to characteristic of each local community. Projects for women's safety suitable for local community can be operated by analyzing and monitoring effect of projects that are already in practice in local community. Safety projects for all stages of life cycle must be put into practice considering demographical characteristic of local community. It is necessary to include various education contents designed on the basis of characteristic of local community in safety training programs for women according to stages of life cycle. Thirdly, cooperation system in local community should be strengthened. Meetings held by experts in women's safety should be regularized in local community and more relevant experts should be trained. Family violence solution team which is in operation currently by police department should be diversified with success stories developed and shared to

enable other local communities to benchmark. In addition, temporary residence for victims should be supported by local community to protect them from further family violence.

Measures for the Vitalization of Substitute Workers to Support the Coexistence of Work and Family

Moon Mi-kyeong

Kwon So-young

Geum Chang-ho

The current government aims to reach the goal of a 70% employment rate through the creation of employment for youth and women with the public sector (the government and public agencies) at the center. It wants to achieve this goal through the prevention of women's career disruption and a policy for supporting the coexistence of work and family. If we look at the different career stages of women workers in the labor market, the prevention of women's career disruption and a policy on work-family coexistence -- particularly for maternity leave and a family duty system, etc., for workers who are caring for infants ? can become an important policy.

However, on the ground, the utilization rate of substitute workers to fill in the vacuum during maternity leave is 5.5%, which is considerably insufficient. The low use of substitute workers in policies to support maternity leave and work-family coexistence forms a hindering, linked, and vicious circle.

The important result of this research's analysis is the finding that in public agencies, business gaps that occur because of maternity leave, etc., are handled

through introducing new substitute workers or adding to other colleagues' workloads. Moreover, the most frequent way of handling maternity leave was to burden other colleagues, but there was no compensation for them. Because of this result, there is a basis for measures to establish extra pay by vitalizing the use of substitute workers to act as proxies, and we suggest that public agencies establish management systems exclusively for substitute workers, etc.

Korean Longitudinal Survey of Women and Families: The 2015 Annual Report

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Young-taek Kim Young-ran Kim

Chi-seon Song Yeon-gyu Lim Byeong-hun Lee

Yun-suk Lee

Eun-sue Kang

The Korean Women's Development Institute has conducted the Korean Longitudinal Survey of Women & Families(KLoWF), a nationwide panel survey, in order to investigate women's lives and the structure of families and changes in families since 2006. This longitudinal survey keeps track of changes in women's status in economic activities by life cycle and job experiences as well as changes in family relationships and values, family types, family formation process and events, and family structure.

Beginning with its first wave in 2007 to survey women only, ages between 19 and 64 years old, the Korean Longitudinal Survey of Women & Families(KLoWF) comprehensively addresses almost all areas of women's lives with the following distinctive features.

First, the KLoWF collects longitudinal data most suitable for supporting

polices on women and families as well as related studies. Second, the KLoWF is a survey that grasps the dynamic aspects of women and families. and The KLoWF aims to build a form of longitudinal data that has historical and periodical quality about changes of individual women and families, focusing on women. Also, the purpose of the survey is to provide rudimentary academic and policy data that can objectively show the actual conditions of women, their families, and changes in the work and daily lives of women who are at the center of rapid changes.

The KLoWF has questionnaires for households, individual women, and jobs to show the overall aspects of women's lives. Considering the features of the panel. The questionnaire for households consists of general features of family composition, housing status, household income, household spending, and assets and debts. The questionnaire for individual women is composed of overall areas of personal experiences and relationships between family members, including the respondent's growing background and general features, marriage and marital life, pregnancy and childbirth experiences, children's education and relationship with children, family-related values, and women's health. The basic structure of the questionnaire for jobs is to confirm whether the respondent has a current job, then to proceed the survey depending on the answer to this question. If the respondent has a current job, she is asked about characteristics of the job, satisfaction with the job, duties other than main duties, discrimination, and

maternal protection system depending on her employment status, including that of wage worker, non-wage worker, and special-type worker. If the respondent currently has no job, she is asked about her job-seeking experiences.

Subjects of the fifth wave survey included the original sample households and original eligible household members, ages between 19 and 64, from the first wave survey as well as split-off households and eligible household members of

split-off households from the second through the fifth wave surveys. To be the subjects of this survey, eligible household members of the split-off households should live with original eligible household members according to the principles for tracking split-off households. Therefore, the subjects of the fifth wave survey included 12,285 eligible female household members of the 9,592 households surveyed in the fourth wave survey and all split-off households and eligible household members of split-off households established from the fifth wave survey.

Accordingly, the 2015 KLoWF research report includes the following research contents:

First, we completed the fifth wave main survey of 12,285 female eligible household members of a total of 9,592 households, then analyzed the results of the survey.

Second, we made open the data from the 1st to 5th main surveys for experts at home and abroad and held academic symposiums jointly with the two representative surveys of the Korean Women's Development Institute, namely, the Korean Longitudinal Survey of Women & Families (KLoWF) and the Korea Women Manager Panel (KWMP).

Third, we conducted a basic analysis based on the results of the fifth wave survey. The basic analysis was made of the overall features of the fifth wave survey contents, and for main questions items, we analyzed the fifth survey in comparison with the 1st? 4th wave surveys. Also, we added the results of in-depth analysis of jobs, health, and marital life in order to promote the policy use of the KLoWF data.

Fourth, we performed an interim fieldwork in preparation for the sixth wave survey. In the interim fieldwork, we monitored the panel using various information collected from the fifth wave survey and specified ways to retain the panel based on the results of the monitoring.

Fifth, based on the results of the previous five surveys, we reviewed the questionnaires for the surveys of the coming ten years, presented directions for improving the questionnaires, and introduced research papers that used the KLoWF data.

A Comprehensive Study to Resolve the Japanese Military‘Comfort Women’ Issue (I)

Inseon Lee
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Dong-Sik Kim
Jeong-Sook Kang
Yoon-Joo Cho

One of the challenges facing studies on the Japanese military ‘comfort women’ issue is to go beyond the narrow topic of ‘forced mobilization’, and to create a realm for in-depth research with a broader sense of coercion which incorporates the compulsory nature of mobilization under a colonial regime as well as the captivity and violence practiced upon the victims of sexual slavery.

This study focuses on two different topics in order to achieve this goal. The first is a historical research on ways the victims of the ‘comfort women’ system were mobilized, and this research consists of two axes. One is on the major trends and discussions related to the Japanese military ‘comfort women’ issue, and the other is an in-depth analysis on the Japanese military ‘comfort women’ system and the mobilization of Joseon women. Existing literature related to the topic, Japanese newspapers, magazines, and trial records, which were created during the period of intensive mobilization of ‘comfort women’ by the Japanese military, were collected in order to understand the major trends and discussions

regarding the issue. The victims' testimony and soldiers' memoirs were analyzed in order to understand the nature of the mobilization and victimization caused by the 'comfort women' system. These consist of testimonies from Joseon women who were victimized by the 'comfort women' system and from Chinese victims of sexual violence practiced by the Japanese military, as well as the memoirs of Japanese soldiers themselves.

The second is an attempt to verify the results caused by the broader sense of coercion, which includes forced mobilization, detainment, and continued sexual violence. Psychosocial aftereffects experienced by the victims of the 'comfort women' system in Korea were collected and analyzed in depth in order to investigate the effects of various forms of coercion. Victims of the Japanese military 'comfort women' system may have not only experienced severe psychosocial aftereffects caused by forced mobilization, detainment, and sexual violence, but also may be still under the influence of the psychological and physical trauma 70 to 80 years after the fact. Analysis and professional diagnosis of the victims' psychosocial aftereffects are important and meaningful research when studying the issue of 'comfort women', as it proves actual physical and psychological effects of the practice of coercion, which used to be found only in primary historical records and victim testimonies. Despite efforts to measure the severity of post-traumatic stress disorder (PTSD) experienced by the victims, professional and systematic in-depth studies of the research and diagnosis of psychosocial aftereffects are yet to be conducted. This paper made an attempt to systematically analyze the victims' psychosocial aftereffects, by re-analyzing the victim testimonies and art therapy records while examining physical and psychological conditions of the live victims.

Major findings of the historical research are as follows.

Firstly, there were only a few trial records of the Japanese Government-General of Joseon related to military ‘comfort women’. The low quantity of these records can be interpreted as the authority’s condoning of the illegal practices, and even participating in the system. This policy was executed by the brokers, Japanese army contractors, and military ‘comfort station’ operators. The members of the industry known as brokerage agencies and recruiting agencies were often connected to traffickers, and commonly deceived women who were trying to get regular jobs into prostitution. There isn’t much literature which proves a precise connection between military ‘comfort women’ and brokerage agencies, but newspaper advertisements and trial records present cases indicating the connection. Cases involving brothel owners moving to battlefields to operate military comfort stations as well as Japanese military contractors and ‘comfort station’ operators were also examined.

Secondly, a quantitative analysis was conducted on the data collected from testimonies from the 1990s to the present made by 238 Korean ‘comfort women’ who were recognized by the Korean government as victims. The mobilization was concentrated during the period in which the Japanese military ‘comfort women’ system was becoming a regular practice. Despite a law which restricted the mobilization of women under the age of 17, many in reality were still trafficked as young as 12 years old. Multiple parties including soldiers, civilians attached to the military, policemen, as well as Korean and Japanese brokers participated in this. Considering that soldiers, civilians attached to the military, and policemen represented “undeniable governmental authority”, forced mobilization in which governmental authority was involved was very common. The proportion of forced mobilization based on governmental authority including village and town foremen reached 55.7%.

Thirdly, according to testimonies from Chinese victims, the Chinese ‘comfort

women' system was established during the Japanese invasion into China, mostly by mobilizing local women. The analysis suggests four different types of Chinese 'comfort women': officially mobilized women through the Japanese military, local women who were forcibly taken by the Japanese military, the women temporarily taken by the Japanese military, and the women who were raped in military bases and forced to accompany the military to various regions throughout their mop-up operations.

Lastly, analysis of the Japanese soldiers' memoirs revealed their perspective of the 'comfort women' system. 'Comfort stations' were operated as a strategy to take care of the soldiers' sexual demands and to maintain military order, with the Japanese military playing a major role in mobilizing and managing women. The soldiers saw the 'comfort women' system as a type of state-regulated prostitution at the time.

The analysis of the victims' testimony and the soldiers' memoirs suggest that the perceptions of the victims and soldiers regarding 'comfort women' and 'comfort stations' were significantly different. It also shows that both military and governmental authority actively participated in mobilizing women, and that it was the military's role to manage the 'comfort stations'.

The findings from the analysis on the victims' psychosocial aftereffects are as follows.

Firstly, according to the analysis of oral testimony from 10 victims made between the mid to late 1990s and the early to mid 2000s, all of them were suffering from psychosocial aftereffects. Despite the fact that almost half a century had passed since their time as 'comfort women', 3 of them were still experiencing PTSD and complex PTSD, and the rest of them were also believed

to had experienced PTSD and complex PTSD in the past.

Secondly, the analysis of 93 pieces of art created by 6 victims in 2012 as part of an art therapy program suggests that they had distorted body image issues and low self-esteem, as well as experiencing depression, resentment, delusional disorder, and attention deficit disorder. The negative effects of the events related to the 'comfort women' system were reflected at an unconscious level through non-verbal expressions in their art.

Finally, the psychiatric examination conducted on the victims living in the House of Sharing showed that the conditions of 5 victims were beyond simple psychiatric symptoms, severe enough to be professionally diagnosed for hwa-byung or major depression. The result of the physical examination on the victims revealed that 7 of them were in conditions requiring medical attention in the near future. It was, however, difficult to confirm that their current physical symptoms were caused by the victimization experienced in the 'comfort women' system.

Korean Women Manager Panel

Nan-Jue Kim
Min-Jung Kang
Geon-Pyo Park
Byung-Yoo Jeon
Mi-Youn Park

Christine Lagarde, the first woman to head the International Monetary Fund (IMF) in sixty four years, mentioned “3 L’s” that women need against discrimination. She calls for opening the door to women’s learning, labor and leadership in the economy. In light of women’s learning, labor and leadership in Korea, their learning standard is high. The overall educational standard in generation of young women is as high as men’ standard because women’s college entrance rate has overtaken men’s since 2009. The reality of the two other L’s, labor and leadership for women in Korea, however, is different from that of learning. The employment rate of women, which is the basis of labor-related issues, is 54.9% between 15 and 64 years of age in 2014. This shows that the employment rate of women is 20.8%p lower than that of men, 75.7%. In addition to the wide disparity between women and men in the employment rate, the position of Korean women in leadership is so poor. According to “glass-ceiling index” in 2015 created by The Economist, South Korea ranked 28th in “women on company boards” and 27th in “share of senior

managers who are women” among the 28 OECD member countries surveyed.

The women manager panel survey is crucial to come up with measures based on a recognition about the realities to improve the situation of Korean women in labor and leadership of learning, labor and leadership that IMF Managing Director Christine Lagarde pointed out. The purpose and the need of the women manager panel survey is to trace the process that women workers pursue their careers without being interrupted and grow into a key within their companies and to continue to grasp and examine the role of companies and support from the country for women manager to build their careers.

In addition, the accumulated information from the women manager panel survey will be useful as the source of the basis for planning how to manage women workforce in order that companies can make use of women workers and they can play key roles in their companies. The purpose of the study is to investigate a lot of information and construct data according to time series about women managers so that women can pursue their careers without being interrupted by work-life balance and have major roles in their companies.

The women manager panel survey in 2015 completed the 5th wave survey in 2014 on sample management and carried out “the maintaining survey of the women manager panel survey” to continue to establish and maintain trustworthy relationships with women manager panel in 2015. The maintaining survey is to prepare for the 6th wave survey by surveying changes to the identities of panel, the preferred way, and the degree of cooperation in the previous survey. Besides this, the survey in 2015 was weighted by longitudinal section following that the 5th wave survey completed in 2014 was weighted by cross section.

For the analysis of the existing survey results, the results of the company

survey by the HR managers from the first survey in 2007 to the 5th survey in 2014 were analyzed based on longitudinal section. This is the first attempt in the women manager panel survey in which the survey aims to provide an insight into the status of the management of women workforce, the attitudes of companies toward it, and the changes in the system of the utilization over seven years' time.

The symposium on the panel survey with Korean longitudinal survey of women and families by Korean Women's Development Institute was first held in the Korea Chamber of Commerce and Industry with outside experts to release and share the results of the 5th wave survey on September 22, 2015. Outside experts as well as the women manager panel survey researchers presented a comparison of men manager's factors with those of women in achieving promotions, investment decisions on women manager's job training, success in their career, and more in the symposium. After the analysis of some factors of being left out of the women manager panel and the results of the analysis of women manager's promotion and continuous service that the women manager panel survey researchers had presented in the symposium were corrected and complemented through sample management and an in-depth analysis, they were published in 2015 women manager panel survey report.

Establishing the Roles of the Women's Employment Support Center and Policy Agenda after the Restructuring of the Employment-Welfare Service Delivery Systems

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Ghill, Hyunjong

This research focuses on the issue of maintaining identities in the integrated employment-welfare delivery system and specific ways to make up for the functions and roles of the New Job Centers for Women. The research goals and questions are as follows: first, to examine whether the current model for the Korean-style Employment Welfare Plus Centers is appropriate from the position of the women's employment support centers; second, to discuss the issue of identities and a new role model for the New Job Centers for Women that moved into the Employment Welfare Plus Centers by analyzing how the New Job Centers perform their unique functions and roles in the Plus Centers; third, to explore new customers and service identities of the New Job Centers by analyzing the way to optimize overlapping and linked services between the different centers that moved in the same centers; fourth, to analyze the issues of how the internal process works at the New Job Centers, such as if the internal process implemented by the New Job Centers works as well in the private enclosed spaces (PES) of the Employment Welfare Plus Centers and if not, what are the specific reasons; and fifth and last, to analyze the issue of

governance by looking into the operation of the governance system of the Employment Welfare Plus Centers that comprises the central and local governments as well as private institutions, and to make suggestions for improvement through the analysis of the problems the New Job Centers are exposed to in that process.

Based on the research findings, we make the following suggestions for improvement.

-Improvement Suggestion 1: Re-examine ways to form a “geographical integration” to make a single brand

for employment and welfare services

-Improvement Suggestion 2: Seek ways to incentivize the move-in of the New Job Centers

-Improvement Suggestion 3: Develop appropriate models for the move-in of the New Job Centers through various attempts

-Improvement Suggestion 4: Diversify the models for the move-in using the metropolitan New Job Centers for Women

-Improvement Suggestion 5: Develop phased application models for the suburb move-in models

-Improvement Suggestion 6: Clarify the assessment criteria and methods in the Employment Welfare Plus Centers

① Clearly measure and assess links according to the composition of different service portfolios by target

② Reflect performance in the assessment depending on the difficulty of getting a job

-Improvement Suggestion 7: Encourage agreements on distribution in the

initial counseling

- ① Agree to the standards for securing experts and distributing users
- ② Prepare a manual for user distribution principles
- ③ Make it a duty to record counseling
- ④ Redesign the spaces in the Employment Welfare Plus Centers

-Improvement Suggestion 8: Improve the vulnerable governance system of the

New Job Centers: designate

responsible counterparts in the centers

-Improvement Suggestion 9: Call for improving the environment so that the

New Job Centers can apply a

package-type employment model in the Employment Welfare Plus Centers as well. The model includes

counseling, vocational training, and job placement as a package and has strengths for women on a career

break

-Improvement Suggestion 10: Analyze core customers of the New Job Centers and develop customized

services: build a close case management system

-Improvement Suggestion 11: Differentiate customer discovery (core customers) and create jobs in the

community: bolster outreach

-Improvement Suggestion 12: Strengthen the brand image of employment and welfare services through

moving self-support centers in

-Improvement Suggestion 13: Seek ways to promote cooperation of service providers: conduct regular

education and workshops

-Improvement Suggestion 14: Overcome the limitation of failure to link welfare with employment service

Support for Child, Youth, and Disabled Victims of Sexual Violence: Current Situation and Measures to Improve Policy

Mijeong Lee

Deuk-kyoung Yoon

Hyun-hye Lee

This research surveys the current situation of various support services related to victims of sexual violence who are children, youth, and people with disabilities. It examines problems and intends to present measures to improve support services and policy. To collect data, we surveyed support agencies for victims of sexual violence and interviewed child, youth, and disabled victims of sexual violence, as well as their guardians.

Emotional support and the course of psychological counseling given by support organizations for child, youth, and disabled victims of sexual violence and their guardians are the most positive points, according to our evaluation. Points of improvement demanded are, first, that awareness about sexual violence is improved among the police handling the investigation in the criminal justice system and doing the detective work. The problems that were pointed out are that court-appointed attorneys are lacking in expertise, the people who take testimony are lacking in expertise, the investigators who record the affidavit are lacking in their understanding of the characteristics of victims, and there is also a lack of specialized centers for people with disabilities.

This research proposes the following tasks: active promotion of support agencies for victims of sexual violence; strengthening of ties and building a cooperative system among support agencies for victims of sexual violence; expansion of education for the prevention of sexual violence against children, youth, and people with disabilities; establishment of a specialized support center and expansion of protection facilities for child victims of incest and disabled victims of sexual violence; improvement of the way that male child and youth victims are supported; strengthening of monitoring and education about attorneys appointed by the court for victims; expansion of the use of court-appointed public attorneys who are exclusively for victims; actualization of pre-interviews of victims before they give testimonies; and expansion of support for people with Level 3 mental disabilities when giving testimony.

A Study on the Improvements of the Legal System for Protection of Children of Multicultural Families

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Soyoung Kim

So-Young An

Yeon-Jae Kim

This study took a two-pronged approach to address issues and problems of the legal system for children of multicultural families. It sought to identify material and urgent issues that require legal protection from human rights perspectives and develop improvements for the legal system to address them for children with various multicultural family backgrounds including ① children eligible for support under the existing Multicultural Family Support Act, foreign-born children and refugee children under the Refugee Act, and ② unregistered children who fall outside the legal system.

For this purpose, this study reviewed the statistical status of children of multicultural families and relevant domestic and international laws. Interviews were conducted with 25 adolescents and their parents with multicultural backgrounds in order to understand the current status, issues, and problems. The interviews revealed problems that included unpaid childcare expenses and lack of childcare after the break-up of multicultural families, difficulties of continued

education by foreign-born adolescents, Korean-born refugee children, no guarantee of the right to medical care and education due to impossible birth registration of unregistered immigrant children. In addition, expert consultations were conducted with field experts including activists, counselors, lawyers, etc. relating to children of multicultural families for four times in order to obtain advice on issue identification and improvements development.

Plans for expansion were proposed in support of children of multicultural families and rights security, based on the aforementioned fact-findings.

Also proposed were better understanding of multicultural families in divorce procedures for protection of children going through a divorce, increased number of human resources with expertise and guarantee of stay for guarantee of visitation rights. Measures for prevention and solution of child dispossession and the applicable provisions on strengthening support for multicultural families in crisis before and after divorce were developed. The enactment of international adoption procedures regarding adoption and dissolution of adoption of foreign-born children and programs for parental education before adoption, and inclusion of dissolved foreign-born children into those eligible for support under the Single-Parent Family Support Act and granting of simplified naturalization qualifications were suggested as well. In addition, the reinforcement of counseling and support for children who are victims of domestic violence and child abuse in multicultural families, requirement of specification of grounds, establishment of applicable special provisions on refugee children under the Multicultural Family Support Act, and inclusion of foreign-born and refugee children into those eligible for support under the Single-Parent Family Support Act were proposed too.

Plans for fast-track processing of application and humanitarian consideration for refugee children who need protection, payment of additional living expenses in case pregnant women and children aged less than three years old are accompanied, and inclusion of humanitarian residents and children into those eligible for support under the Urgent Welfare Support Act should also be included. The establishment of the special provisions on foreign birth registry in the Family Relation Registration Act or the provisions on foreign birth registration and verification in Korea in order to protect rights of children of multicultural families who could not receive legal protection, and introduction of birth notification by medical institutions were highly recommended. This study also proposed plans for excluding foreign children under the age of 18 under the Immigration Control Act from those eligible for compulsory eviction in order to prevent compulsory eviction of immigrant children and establishing the special provisions on stay permit to guarantee family union rights. In addition, plans to seek an alternative for detention of minors and their parents for protection of human rights of illegal immigrant children, and stipulate local healthcare insurance for guarantee of the immigrant children's right to medical care and permission of admission and transfer, which is currently at the discretion of a principal for guarantee of the right to education were proposed as well.

Family Change and Policy Development: based on the analysis of gender, generation, and social class

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Jin-hee Choi

Meejung Chin

Sujin Kim

Family, a unit of social, economic, and cultural life that includes gender and intergenerational relationships, is an important forum connecting individuals with societies and has a crucial relationship with social changes. Moreover, gender, intergenerational relationships, and income level are at work in a complex way. This study observes family changes along the axes of gender, generation, and income level, identifies policy needs that arise in the process of change, and deduces policy objectives and challenges.

For our analysis, we used the Society Survey and Time Use Survey by Statistics Korea, Korean Longitudinal Survey of Women and Families by Korea Women's Development Institute, Korean General Social Survey, and National Marriage and Birth Trend Survey, with the following results on family changes:

Family changes were noticeable in all key areas, structure, relationship, values, and caring, but the degree of change varied depending on gender, generation, and income level. Regarding the changes in family structure, the

ratio of unmarried people increased for both males and females. For males, in particular, there was a big increase margin for those in their 30s and 40s. In terms of generation, it is noteworthy that single households increased in all age groups, with the biggest margin of increase among males in their 40s. For the income groups, the lowest income group had the highest ratio of single households. As for average number of people in a household, the lowest income group had the lowest figure while the highest income group had the highest figure.

Level of satisfaction in family relationships showed a consistent trend across 6 areas of satisfaction - spouse, children, parents, spouse's parents, siblings, and overall family relationship. For generations, the level of satisfaction was the highest in 20s and 30s in all areas, whereas the 50s and 60s showed the lowest level of satisfaction. In particular, for satisfaction on relationship with the spouse's parents, women showed a very low level of satisfaction.

In terms of family values, negative perception of remarriage decreased, and tolerance towards divorce, cohabitation before marriage, and births outside marriage increased across all age groups. In particular, there was a high margin of increase in 20s and 30s. For income groups, the lowest income group had higher level of tolerance.

Lastly, in the area of family caring, there were clear gender differences in all areas, including time spent and areas of participation. Moreover, Such differences showed no significant improvement over time.

Such family changes show that family relationships are centering more around husband and wife rather than parents and children. Also, although people are becoming more open towards family composition, there were hardly any

changes when it comes to the gender relationships within the family. The 20s and 30s had the biggest margin of change, while the 50s and 60s showed very narrow margin of change whilst agreeing with the changes themselves. Meanwhile, for males in their 40s, there was an increase in the need to participate in childcare and housework. Therefore, it seems that family policies targeting males in their 30s and 40s must be established to keep up the momentum of the family changes taking place.

Family changes also appeared in different income groups, with the most notable changes in the lowest income groups. The lowest income group had the biggest change in family structure, and tolerance toward events that give impetus to family changes, such as divorce, cohabitation before marriage, and births outside marriage, also changed the most in this group.

Based on the above results, policy recommendations are as follows. The development direction of family policies are: first, strengthen support for families with children; second, strengthen support policies for work-life balance; and third, strengthen family policies for gender equality. Detailed challenges are as follows.

○ Suggestions the policy basis for development of family policies

- Revise the Framework Act on Healthy Families
- Re-establish the coordination agency for family policies
- Introduction of Evaluation System on Basic plan for Healthy Families
- Consider introducing a scheme for Family Impact Analysis
- Allocate and expand budget for family policies appropriately

○ Strengthen support for families with children

- Strengthen tax support related to child raising
- Expand community-based caring spaces and groups

○ Strengthen support policies for work-life balance

- Strengthen childcare service priority for children of working parents
- Strengthen support and establish anti-discrimination basis regulation for “workers with family obligations”
- Expand campaign to secure “family time”
- Change 3 major reform challenges for working hours to 4 major reform challenges
- Build family-centered socioculture

○ Strengthen family policies for gender equality

- Increase paternity leave to 7 days
- Consider introducing practical daddy quotas for childcare leaves
- Create website for working dads
- Investigate and promote cases of paternity support in companies
- “Paternity education on-the-go” to Family Friendliness Certification System
- Build platform for paternity support

○ Strengthen family policy support for various groups

- Develop measures to address increase in diversity of and need for single households
- Strengthen education on family relationships per family cycle, and support family life of elderly households

●●● 2015 KWDI Abstract

- Deregulate/eliminate requirements for persons with support obligations in National Basic Livelihood Security Act
- Strengthen social support for open attitude towards family structure

Women's Jobs in the Creative Economy(Ⅱ): Creating Jobs by Enhancing the Social Economy

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Seung-Hyun Lee

Hae-Jin Lee

Sun-Haeng Lee

Kyung-Sook Lee

The creative economy can be achieved when accompanied by organizational changes going beyond industrial policy levels in order to promote the creativity of individuals, businesses, and local communities in a comprehensive and systematic manner. The starting point of the second-year research of “Women’s Jobs in the Creative Economy” was the intuition that expansion and enhancement of the social economy can bring such changes. Therefore, studies are needed to explore the conditions for establishing and promoting the social economy, how enhancing the social economy at the local community levels can satisfy the needs of residents for jobs, care, and other social needs, and furthermore how enhancing the social economy drives economic and social development and facilitates sustainable growth of the local communities. Also, a close analysis is needed to examine how this process facilitates women’s economic and social participation, promotes their rights and interests, and eventually results in greater gender equality.

This research also starts from the preposition that enhancing the social economy at the local community levels is an important prerequisite, then attempts at theoretical justification that based on what grounds, the social economy can become a driving force for promoting the creative economy. Then, the research looks into theoretical bases at the local levels regarding the possibilities of the creative economy and the social economy contributing to strengthening the local innovation competencies and local regeneration projects. It also discusses how the creative economy and the social economy, respectively, can contribute to economic and social development and integration of local communities in a distinctive manner. Based on these theoretical discussions, we empirically measured the size and portion of the social economy at the national level, identified the effects of the social economy on increasing employment and facilitating women's participation in social and economic activities. We also selected particular areas and grasped through surveys of the actual conditions how the production and supply of goods and services and the supply of care labor and social services at the local community levels are organized by social methods rather than by the price mechanisms of the market.

This research aims to explore policy support measures to transform social enterprises, village businesses, and cooperatives into new local creative enterprises through the convergence of local creative industries and cultural and artistic resources. It also aims to examine changes that enhancing the social economy will bring in the quality, quantity, and form of local women's jobs. Finally, the research proposes policy measures for creating jobs for women.

Lastly, improve services of the New Job Centers for Women. The results of the survey and the analysis showed that employment retention rates were low in the occupational types that traditionally hire a majority of women and in the manufacturing sector. In the educational service area, where highly educated women are employed in large numbers, it was highly likely that there was a high turnover and low employment retention rate. These findings imply that in order to raise retainment, more women need to enter new areas of employment. To this end, it is necessary to improve evaluation indicators to ease the separation between the genders and occupational types so that the New Job Centers for Women can link their employment efforts with diverse business and occupational types. Second, it is necessary to make effort to expand services that report high satisfaction among the services of the New Job Centers for Women. Vocational training needs to be improved toward a vocational training system that induces employment.

Prevention of Workplace Bullying among Women Workers: Survey Analysis and Policy Suggestions

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Sulgi Jeong

This study examines workplace bullying and harassment in Korea to explore possibilities for prevention and resolution of workplace bullying within the existing legal framework, and proposes policy measures based on a survey of current regulations and legislations addressing workplace bullying in some other countries, drawing upon any relevant points or issues a comparative survey may highlight as pertinent to discussions in establishing such measures in Korea.

1. National policies including legal regulation and its effects

Firstly, the existing legal framework concerning workplace bullying in Korea was examined by analyzing lawsuits involving workplace bullying or harassment. This involved looking into legal precedents and previous determinations by the National Human Rights Commission of Korea, gathering media reports, and extensive research into the current situation as regards workplace bullying. Through this process three characteristics of workplace

bullying in Korea were identified, based on which the following six categories of workplace bullying could be determined: (1) structural bullying or personal bullying depending on whether bullying is institutional or related to management policies, (2) internal to the organization or external to it (for instance, bullying by clients) depending on whether the perpetrator is a coworker or not, (3) discriminatory (for instance based on gender or race) or non-discriminatory bullying depending on whether the bullying is characterized by discrimination or certain biases.

Despite the fact that workplace bullying in Korea takes many forms, there is as yet no separate provision within the current labor law that specifically prohibits or aims to prevent workplace bullying. Article 8 of the Labor Standards Act prohibits violence against workers, but this provision is limited since it applies only to employers and does not expressly prohibit violence by and from coworkers or superiors. In addition, although the Act on the Prohibition of Discrimination of Disabled Persons: Remedy Against Infringement on Their Rights defines ‘harassment’ quite broadly as “any physical, psychological, emotional, or verbal acts committed against persons with disabilities in the form of organized exclusion, neglect, abandonment, aggravation, harassment, abuse, monetary extortion, and infringement of sexual self-determination,” this is also limited by the fact that it merely prohibits discriminatory bullying or harassment without provisions for any recourse to rectification of discriminatory practices.

At present, three possible means of legal recourse exist for victims of workplace harassment or bullying. One is to seek compensation for damages from the perpetrator or the employer. In addition to damage claims for any unlawful conduct by the perpetrator of workplace bullying, it is possible to claim liability for unlawful treatment or joint unlawful treatment from the

perpetrator when employer is either said perpetrator, or abetted and/or participated in harassing the victim. And since according to case law an employer has duty of care, i.e. is obliged to consider and protect the safety and rights of any employee as an extension of the terms of the employment contract, it is possible to demand liability in cases where the employer has not fulfilled his or her duty to prevent workplace bullying or has failed to intervene or take appropriate measures against bullying.

The second recourse is legal action pursuant to the Act on the Prohibition of Discrimination. Compensation may be claimed in accordance with Act on the Prohibition of Discrimination of Disabled Persons: Remedy Against Infringement on Their Rights for damages incurred by discriminatory practice or conduct toward persons with disabilities (Article 46), while in cases of workplace bullying toward employers on or desiring to take parental leave, the Equal Employment Opportunity and Work-Family Balance Assistance Act provision prohibiting unfair treatment (Article 19 (3)) may be applicable. But these recourses are limited by the narrow language of these legislations, which are confined to instances of workplace bullying or unfair treatment by employers and not by coworkers or superiors (Article 14 (2)).

The third recourse is to apply for industrial disaster (occupational health and safety) care. Victims of workplace bullying can suffer from depression and other psychological consequences and mental health problems due to extreme stress, and there have been instances of victims committing suicide. Workers and surviving family members of workers who have suffered psychologically as a result of workplace bullying are eligible to claim occupational health and safety insurance payouts. However, the number of accepted claims for insurance payout for work-related psychological damages remain extremely low, with only 43 claims out of 129 being successful in 2012, 41 claims out of 122 in 2013,

and 45 claims out of 135 in 2014. Measures to broaden the scope of work-related psychological illnesses that are accepted as damages falling under the purview of industrial disaster (occupational health and safety) are urgently needed.

2. Current situation with regard to workplace bullying

Through a survey of the current state of workplace bullying, both in general and according to gender, this study was able to determine the different forms of bullying in the workplace, their effects and consequences, and the ways in which such cases were dealt with within the workplace at present. One thousand people in the service sector, especially in work environments dominated by men as well as those dominated by women, and workplaces where the gender ratio was more or less balanced, were surveyed. An in-depth interview was also carried out using a structured questionnaire, with focus group interviews complementing individual in-depth interviews.

Realizing that there is a lack of accumulated research and data on workplace bullying, the focus of this survey was on a general understanding of the realities of workplace bullying among service sector workers. In addition, the responses were compared not so much individually and irrespectively of gender, but in the context of gender and the particular work environment to which each respondent belonged (for instance, whether their work environments were predominantly male or female). Of the total number of victims of workplace bullying surveyed, 31.5% admitted to experiencing operational bullying while 7.4% admitted to experiencing subjective bullying. In other words, workers' exposure to workplace bullying (i.e. actual occurrence) was in fact four times higher than the respondents themselves were aware of. Although many of the respondents were in fact experiencing bullying at work, it appeared that only

some of them aware that they were victims, despite the results indicating that the average occurrence of bullying was 78.2, or, roughly three times a week. Breaking down the results according to gender, women's experience of gender-specific workplace bullying occurred at a rate of 33.2 times, or at least once a week. Being told to clean up the office pantry or to play host to guests since "you are a/the woman" were some of the examples of enforced gender roles, and this form of gender-related harassment showed the highest occurrence at an average rate of 13.8 times during a six-month period, with being addressed in an inappropriate manner the second frequent form of gender-based bullying and harassment in the workplace. In analyzing the survey results according to gender, it was found that women were far more likely to be victims of both operational and subjective bullying and at much more frequent intervals. As for the personal consequences of workplace bullying, women showed greater signs of depression, desire for aggression, and suicidal inclinations. Women were more frequently and at a much higher rate exposed to workplace bullying, and consequently were affected much more than their male counterparts. The status of women within the labor market, the power structure between the genders, and certain psychological tendencies no doubt played their part in these findings, and these are factors that need to be explored and analyzed further in future. Additionally, these findings imply the necessity of taking gender characteristics into account when legislating or policymaking with respect to workplace bullying and harassment. The results of the survey were also instrumental in determining the characteristics or organizational principles specific to particular workplaces, the different methods by which victims coped with workplace bullying, and the effects of workplace bullying as well as its costs.

The focus group interviews were conducted to determine the realities of workplace bullying. The main questions posed during both the focus group and

individual in-depth interviews included: the different forms of workplace bullying or harassment workers are subject to depending on their gender and their form of employment, coping mechanisms when faced with bullying or harassment in the workplace, the consequences and felt effects of bullying, the atmosphere of the workplace, and possible measures for prevention, intervention and resolution. The respondents had experience of being bullied or harassed in their place of work by either their coworkers or their immediate superiors, and were selected with their demographical and sociological characteristics in mind for a balanced representation. Analysis of the responses according to certain recurring themes revealed the following as the most relevant issues in discussions about workplace bullying: ① defining workplace bullying ② repression and evasion as two factors fostering workplace bullying, ③ 'conflicts' and 'discrimination' arising from a competitive environment, ④ because one is a woman, ⑤ do in the workplace as you would do in the military, ⑥ increased vulnerability the weaker one is deemed, ⑦ deteriorating health, lethargy and/or rage, diminished work performance and lowered organizational commitment as consequences of workplace bullying, ⑧ safety measures to ensure protection and prevention, and restoring trust to foster community-feeling within the workplace as necessary changes to be made.

3. Legislation in Other Countries

In some western countries as well as in Japan, workplace bullying is understood as a serious threat to occupational health and safety and for human resources management, and the focus of discussion and policy implementation for effective prevention along with sexual harassment in the workplace. In contrast, previous studies into workplace bullying in Korea have tended to focus on sexual harassment or have centered mainly on research into specific occupations such as the health and medical sector. This study therefore looks at

existing legislations and policies concerning workplace bullying in Japan, France and the UK to draw relevant lessons that may be instrumental to Korea.

Japan's legal system is in many ways similar to that of Korea, and legal recourse for victims of workplace bullying as well as current measures for the prevention of bullying involve prohibition, damage claims against employers or perpetrators for failing to fulfill their duty of care, and compensation through occupational health and safety insurance payouts.

In France, workplace bullying is addressed according to severity through dual recourse: in addition to the French Labor Code, the Social Modernization Act, an extensive anti-discrimination legislation and a general framework for equal treatment in employment and occupation offer regulation and preventive as well as criminal provisions to combat moral harassment in the workplace. Accordingly, lawsuits are common and continue to increase, while the high effectiveness of and trust placed in legal procedures for dealing with such cases guarantees the efficacy of such combative measures. Workers are provided with the means to actively confront and prevent harassment and bullying in the workplace through systems that give workers the right to warn and to stop work in reaction to moral harassment at work, as well as hold employers liable for failing to hold up their strict obligation to ensure safety (*l'obligation de securite de resultat*). Workplace harassment is understood in the context of occupational health and safety, and employers' liability is widely recognized along with the need to strengthen their obligations toward workers. Due to this duality of approach in which the Labor Code provides the legal framework for sexual and moral harassment that is complemented by additional provisions on sexual and moral harassment in anti-discrimination legislation, workers who have been harassed or bullied in their place of work are able to select from a broad range of options which legal recourse to take as befits their particular case and

circumstance.

The United Kingdom does not have any specific laws for dealing with ‘workplace’ harassment and bullying as does France, but the Protection from Harassment Act was passed in 1997 to regulate stalking. This law continues to regulate all forms of harassment. For instance, workers can claim damages against an employer pursuant to this legislation for any harassment that arises from an employment relationship (including post-termination harassment by a co-worker and harassment by third parties such as a client) if the employer is held to be vicariously liable for the act in question. The Equality Act of 2010 also prohibits harassment ‘related to’ a legally protected characteristic, which includes age, disability, gender reassignment, race, religion and belief, sex and sexual orientation. This law recognizes any act of harassment by any persons employed by the same employer or by an agent of the principal as harassment by the employer or the principal, although the employer may contest if he or she had taken all reasonable steps to stop harassment.

Management Strategies and Methods for Gender Impact Assessment following the Implementation of the Gender Impact Analysis and Assessment Act (III): Development of Performance Index and Performance Analysis

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Sol Lee

Yunkyu Ryu

Bomi Kim

The present study aimed to develop a performance index to assess the Gender Impact Analysis (GIA) policies of central administrative agencies and local governments, and to conduct pilot analysis on their impact on gender equality. The year 2015 marks the 10th anniversary of public officials' direct conduction of GIA on their tasks, as well as the 4th anniversary of the Gender Impact Analysis and Assessment Act. Therefore, there is a need to evaluate how well the central administrative agencies and local governments have been realizing the goals of GIA policies. To conduct such evaluation, an appropriate performance index needs to be developed first.

The present study first defined the performance outcome of GIA policies, based on literature review and focus group interview with about 30 experts. The performance outcome was defined to include both the "output of policy

promotion”, or how well and stably the policies are being implemented, and the “outcome of gender equality policy”, or results that would not have been possible without the implementation of GIA policies. More specifically, the “output of policy promotion” is defined as initial performance records of administrative agencies on policy implementation, such as the development of legal, human resources, and material infrastructures, submission of analysis reports, and number of public officials who have received relevant training.

The “outcome of gender equality policy” is defined as a broader impact that reaches higher level policies, such as the inclusion of gender equality goal in agency’s vision and goal statements, gender-equal policy improvements, greater representation of women in the process of policy decision making, increased satisfaction of male and female policy beneficiaries, greater collection and application of gender-disaggregated quantitative and qualitative data, increase in public officials’ gender sensitivity, and development and management of gender governance among various interested parties in local communities.

The process of developing the GIA performance index comprised four steps. In Step 1, the literature related to performance index was reviewed, and a focus group interview was conducted with about 30 GIA experts in Step 2. In Step 3, eight experts were consulted to obtain their opinions. Lastly in Step 4, a pilot performance analysis was conducted on the Ministry of National Defense and Rural Development Administration, which are central administrative agencies, and the local governments of Incheon and Jeollanam-do Province. In addition, a survey was carried out with 500 public officials and experts. Through these methods, the appropriateness and applicability of performance index were tested.

Through the establishment of the definition of GIA performance and the four-step process described above, the following GIA performance index was

developed. The index consists of two domains \Rightarrow 10 sub-domains \Rightarrow 21 indices \Rightarrow 45 common sub-indices for central administrative agencies and local governments, and 5 additional sub-indices for local governments (see Figure 1).

Directions for the application of performance index and future studies are as follows. First, the index can be utilized by the Ministry of Gender Equality and Family, central administrative agencies and local governments conducting actual GIA, expert researchers, and monitoring groups. Second, the index can be utilized selectively based on the purpose of performance evaluation. Third, a three-year period is considered appropriate for the performance evaluation of each administrative agency, in order to minimize administrative load and allow time for policy improvements to take place. Fourth, more research is needed in the future to further develop the proposed performance index. More specifically, research is needed to identify which indices are core indices that require primary attention and which are optional indices, and to increase the reliability of measurements and collected data.

Evaluation of the Outcomes of Gender Impact Analysis and Assessment in Incheon and Improvement Strategies

Yoon, Yeonsook

Park, Hongju

Han, Mikyung

Since Incheon-Si began to conduct Gender Impact Analysis & Assessment (GIA) in 2005, the GIA has been expanded in terms of its numbers of analyzed projects. The GIA has been further developed at the local government level since the enforcement of the Gender Impact and Assessment Act in 2012. The strategies for establishing the GIA system were also discussed.

Incheon-Si and sub districts such as Gun and Gu provide education program for government employees in order to promote the GIA. The government employees in charge of the GIA also hold workshops to share their experiences and find ways to promote the system, while seeking ways to encourage citizen participation. In addition, since its establishment in 2012, the GIA center in Incheon has supported the implementation of the GIA.

Accordingly, there has been an agreement on the reinforcement of GIA promotion system, the increase of numbers of potential GIA projects, the reliability of the GIA report, and the reinforcement of the GIA supporting system. However, at this point, we should consider what the ultimate goals of

the GIA are, and how we assess the outcomes of the GIA in terms of its contribution to gender equality. Therefore, based on the index for assessing GIA outcomes developed by the Korean Women's Development Institute, the present study aimed to conduct the GIA, analyze the outcomes, and find ways to improve the GIA system.

The index for assessing the GIA outcomes include two main areas, 'the degree of the GIA system development', and 'the degree of gender equality achieved by the GIA system.' The first index consists of sub-areas including the establishment of legal basis for the GIA, the GIA promotion system, the budget for implementing the GIA, the GIA outcomes, and the education system for cultivating government employees' understanding of gender sensitive policies or the GIA. The second index includes sub-areas such as the institutional accountability for implementing gender-equality policies, the reinforcement of female representation, the support for devising policies gender-equally, the cultivation of government employees' gender sensitivity, and the creation and utilization of gender statistics and qualitative data. In doing so, we took into account the characteristics of Incheon-Si by adding indices measuring the promotion system, the development of new GIA projects, and the degree of government employees' gender sensitivity.

In order to evaluate the current states of the GIA in Incheon, we classified the GIA projects into the GIA of institutions and of representative projects. The target institutions were selected based on the adequacy of analysis units, the validity of policy outcomes, and the solidity of cooperation system. The target projects were selected on the basis of the appropriateness of the feedback system, the degree of citizens' satisfaction, and the formation of community networks. The two representative projects are the 'Comfortable 500 steps for Women' and the 'Grassroots Center for Women' in Bupyeong-Gu. Regarding

the development of the GIA system as an institution, both Incheon-Si and Bupyeong-Gu established gender mainstreaming system within the organization (e.g., the GIA for law and ordinances as an evaluation criteria on promotion system and department assessment). In particular, Bupyeong-Gu drew government employees' attentions and strengthened the foundation for gender-sensitive policies by revising the GIA ordinances including the appointment of the GIA officials, specification of their duties, and encouragement of citizen participations. Bupyeong-Gu also established the foundation for local governance. Incheon-Si developed the GIA promotion system to enhance its effectiveness by encouraging cooperations between the officials and the center for the GIA (e.g., the selection of new projects and consulting). In addition, both Incheon-Si and Bupyeong-Gu secured budgets for education programs and gender-mainstreaming researches to implement the GIA. Incheon-Si run its own gender-sensitive education programs which represent the characteristics and needs of individual participants based on their positions.

Regarding its gender professionalism, both Incheon-Si and Bupyeong-Gu specify the GIA tasks on their web-pages, which officialize the GIA within organizations. By suggesting to make more than 30% of new projects the GIA targets annually, Incheon-Si actively implemented the GIA and secured large numbers of target projects and improved cases from gender perspective. However, two-year rotation system of government employees delayed the achievement of gender professionalism and substantiality in the GIA process.

Next, Incheon-Si and Bupyeong-Gu have achieved gender equality through the implementation of the GIA. Incheon-Si actively sought new target projects for the GIA, which enabled the GIA in more various areas. By publishing best practices of the GIA in Incheon, its collection enhanced our understanding of the GIA outcomes and improved the process of the GIA. Incheon-Si and

Bupyeon-Gu also considered the outcomes of the GIA as the evaluation criteria of the department. However, because of the lack of incentives, it was not enough to draw attentions from government employees or to encourage active participations, which requires further improvement strategies.

For institutional accountability, Bupyeong-Gu successfully implemented gender-equality policies based on the supports from the head and district assemblies. For example, the improvement of community environments lead to enhance the quality of citizens' lives and achieve a high level of citizens' satisfaction, which further encouraged women's active participation. The women's network in a community improved private and public governance. Furthermore, according to the case analysis, the gender-equality policies gave advantages to various groups including males and community members, while also increasing females' advantages from those policies. Most of all, the formation of private and public governance encouraged citizens' participation in citizens' council, students' council, and married women SNS supporters for the grassroots center, which increased the satisfaction of both women and men. However, at the initial stage of projects, citizens did not actively participate in sharing opinions. We need strategies to encourage citizens' participation and keep the sustainability of the outcomes of private and public governance.

In conclusion, the significance of evaluation criteria in the GIA guidelines, the factors shaping the GIA outcomes and improvement strategies were discussed. First of all, we examined the significance of the evaluation criteria in the GIA guidelines in three aspects. 1) With those criteria, we can evaluate the degree of the GIA system development and the development trajectories. 2) Those criteria will help us to assess the organizations implementing the GIA in various aspects, which further enable the improvement of the environments of gender-mainstreaming policies. 3) Those criteria will also compare differences

between organizations at various dimensions (e.g., provincial assemblies, metropolitan councils, and local governments).

According to the analysis of the GIA outcomes, the important determinants of the GIA outcomes were the attentions from the head and district assemblies, the evaluation and incentives based on the implementation of the GIA, and the cooperation system with local women's policy institutes.

In addition, to improve the GIA outcomes, government officials mainly in charge of the GIA are needed to be appointed to connect with relevant systems and policies, secure the budgets for the GIA, select new projects of the GIA, investigate/improve feedback systems, publish guidelines for improvement strategies of individual target projects, enhance the quality of quantitative evaluation criteria, make incentive programs, organize the promotion systems for implementing the GIA in local community, and form a social consensus by promoting the GIA system to publics.

Evaluation of the Outcomes of Gender Impact Analysis and Assessment in JeollaNam-do and Improvement Strategies

Moon-Geum Son

Jung-Woo Seo

Hyang-Sook Jeon

The present study provides a local-level analysis of the achievements of and challenges facing the Gender Impact Assessment (GIA) since its implementation in 2005, and puts forward effective management methods for the GIA system. Through case studies of the policies of the local government in Jeonnam Province, we explored the utilization of GIA system in the policy field and the practical process of integrating a gender-sensitive perspective in policies. This includes the consideration of factors and obstacles influencing gender mainstreaming in local government, and the role of GIA. This analysis of the current management of the GIA system leads to suggestions for future strategies and improvement of methods.

This study has developed and applied criteria to evaluate the outcomes of the GIA system in collaboration with the Korean Women's Development Institute (KWDI). The criteria have been used to analyze policies which distinctly reflect the local characteristics of Jeonnam Province. Various research methods were utilized, including the review of national and international literature and administrative documents, focus group interviews with experts, field research,

in-depth interviews, and workshops.

The main contents of the study can be divided into two stages. The first is the development of criteria for evaluating GIA outcomes and subsequent pilot analysis, and the second is the application of these criteria to local policies in Jeonnam Province. Regarding the terms of the criteria, an indicator on the extent to which gender equality has been achieved through the implementation of the GIA has been added, in order to overcome the limitations of the existing indicators which focused solely on the institutional development of the system. The evaluation results of the criteria when applied to the local policies of Jeonnam Province showed the need for improvement in the following four aspects; the level of expertise in gender issues, the willingness of the institution, the need for more formalized systems, and the need for reforms at both the department and the institutional level.

The policy analysis presented here focuses on policy outcomes as well as civil servants' implementation strategies. The 'Healing Forest Construction Project' and the 'Community Meals Service Project in Peak Farming Seasons', which clearly reflect the local characteristics of Jeonnam Province, were selected for the analysis. The results showed that the role played by the responsible civil servant is key to successful policy implementation. Thus, in order to influence the gender awareness of civil servants it is argued that increased participation and cooperation of gender experts, members of the local councils, and civil society organizations in the GIA system is essential for the GIA to achieve its aim of a more gender-equal society.

Finally, based on the research findings, the study suggested practical ways in which the outcomes of the GIA in Jeonnam Province can be improved: the reinforcement of the GIA operational frameworks, the enhancement of the GIA

●●● 2015 KWDI Abstract

effectiveness, and the vitalization of gender governance. It is argued that these three elements will encourage responsible civil servants to improve the gender-sensitivity of policy outputs, and thereby increase the satisfaction of local residents in Jeonnam Province.

Basic Research on Korean Men's Life (Ⅱ): Focus on the conflict in values of young men concerning gender equality

Sang-su Ahn

In-soon Kim

Jung-hyun Lee

Bo-ra Yun

This research was conducted with the objective of understanding the main issues and background of conflicts in values of young men concerning gender equality. This is based on the assumption that the atmosphere of misogyny and hate speech against women spreading on the Internet and Social Network Service (SNS) started out from such conflicts in gender equality values held by young men. Three actions were undertaken for the research. First, Latent Dirichlet Allocation (LDA) and Semantic Network Analysis (SNA) - unstructured big data analysis methods - were used to collect data from and analyze the “Ilgan Best” (Daily Best) site bulletin board along with comments on news on portal sites via web crawling. Second, a survey was conducted with a total of 1,500 men and women aged 15 to 34 (1,200 men and 300 women) participating. Third, Focus Group Interviews (FGI: 6 groups, a total of 27 people) were carried out with participants including high school students, college students and the general public.

Analysis of the Ilgan Best site and comments on news on Portal sites using

LDA and SNA methods showed that in the case of the Ilgan Best site, misogynic expressions represented by the terminology "kimchi nyeo (kimchi woman)" is regarded as one of the important political and social topics in our society. This topic clearly expressed hostility towards women. Another analysis using SNA showed a negative and aversive character against women when daily or neutral issues unrelated to women were mentioned in the "Ilgan Best" (Daily Best) bulletin board. These issues seemed to be closely related to various topics such as social issues, studies, employments, family, broadcasting, etc. The criticism and hostile expressions used against women included abusive language belittling the level, appearance and sexuality of women. The comments on news on portal sites were found to be more moderate compared to the expressions used on "Ilgan Best" sites, but the topics were mostly criticisms associated with workplace and marriage, lack of or low public awareness on the part of women, and favors enjoyed by women such as excessive requests from women while not performing national defense duty and criticisms related to menstrual leave.

In a survey of about 1,500 young men and women, people were asked of their experience with misogynic articles and comments on the Internet or Social Network Service, level of sympathy to the expressions of hatred against women, experience of uploading articles or comments expressing hatred against women, gender equality awareness, degree of internalized misogyny, etc. The result of the survey revealed the following. Of all respondents, 89.3%, of college students, 84.8% of teenagers (aged 15 to 18), and 83.0% of women answered that they have encountered expressions hostile to women, which accounted for 83.7% of all respondents. Of these respondents, 54.2% of men and 66.7% of male teenagers expressed sympathy with expressions hostile against women, showing a higher level of sympathy with hatred for women in the younger generation. Men sympathizing with women-hating expressions included those

who had a low level of gender equality awareness and high levels of hostile gender prejudice or internalized misogyny, men who had a larger gender role conflict, men with low self-esteem, and men with high self-esteem about their appearance. However, no attention was given to their economic level, prospects for future, or outlook for employment. This revealed that the hatred against women is not an issue restricted to the economically-vulnerable class or a few losers, but a general phenomenon among men, and the conflict in gender equality value between men and women exists in a very extensive manner.

About 21.3% (129 people) of the respondents sympathizing with women-haters said that they have experienced uploading misogynic articles or comments, out of which 92.2% were men. This means that an actual 8.6% of all respondents have experience uploading articles expressing hatred toward women. These people had a high level of internalized misogyny and a greater number of people belonged in the group that had relatively bright and optimistic views of life and employment.

The survey showed that social criticism for the "Kimchi Nyeo", the target of major hatred, was permitted as much as men who committed adultery or men who paid for sex. They are the target of harsher criticism than feminists and the target of the strongest emotion of hatred among different types of emotions.

Respondents also pointed out that the people benefiting the most in the Korean society were women in their 20s and 30s. Such response was stronger among teenagers.

Men and women of the younger generation had a bleak outlook for the future, on such topics as employment, marriage, and buying a house. Women respondents showed a bleaker outlook for the future compared to their male

respondents. The most favorable government policies supporting the younger generation has been "employment of and increase of jobs for the young generation", "introduction of father's quota system (paternity leave)", "improvement of job culture of long-working hours ", and "policy to cut marriage costs".

Based on such outcomes, the research reviewed policies related to alleviating the phenomenon of misogyny and policies supporting the younger generation, and discussions were made on such topics.

**Women and family policy implementation
strategies in preparation for national
reunification and prospects for social
integration in reunified Korea (I)**

Hye-kyung Chang

So-young Kim

Jin-hee Choi

Byung-ro Kim

Sung-mi Park

This study aims to set directions and identify tasks for women and family policy in the context of national reunification by making an in-depth analysis of five key areas in women and family policy relevant to social integration in reunified Korea.

Based on a detailed account of the concept, value and direction of social integration, the five areas are discussed taking into account social integration, heterogeneity, post-reunification policy environment and other key issues and challenges pertaining to national reunification and their policy implications. Consideration is also given to the situations of both Koreas, North Korean defectors and the case of German reunification. The five areas are: (1) prospects for changes in women's political/social status and policy for women; (2) integration of family and family culture between the two Koreas in preparation for reunification; (3) labor market, employment of women and work-family balance; (4) health policy for women and children; and (5) care service as a

foundation task for social integration.

Different research methodologies are employed for the five areas, including literature review, analysis of statistical data, in-depth interviews, general and expert surveys, scenario technique, expert consultation, expert forum and overseas case study.

Directions for women and family policy in the context of national reunification, proposed based on the research results, are as follows: 1) establishing gender-sensitive perspectives; 2) laying practical foundation for integration that can reduce disparities between the South and the North in regards to women and family; and 3) taking a gradual and pluralistic approach to the integration of women and family policy. Policy tasks are proposed, depending on their focus, for three different categories: the tasks in preparation for reunification, the urgent tasks right after reunification, and the mid- and long-term tasks for reunified Korea. Tasks in preparation for reunification focus on refining current policies, replenishing existing infrastructure and greater preparedness in the South Korean society. The tasks include substantializing women and family policy for North Korean defectors, replenishing women and family policy infrastructure in South Korea, reviewing basic laws concerning women and family in the context of national reunification and a greater role of South Korean municipalities on matters concerning women and family policy. Tasks right after reunification are characterized by the provision of urgent aid to vulnerable groups in North Korea and concentration of South Korea's administrative capacity on the North. The tasks include providing urgent aid to vulnerable groups and concentrating administrative capacity through public-private collaboration. Tasks for reunified Korea emphasize establishing new mid- to long-term policy and infrastructure and mutually shared growth in which the South supports the growth of the North. The suggested tasks include

forming a Women and Family Committee for Unified Korea (a tentative name) as a control tower for mid- to long-term policy implementation, building women and family policy infrastructure for reunified Korea, integrating legislations concerning gender equality between the South and the North (Unified Korea Gender Equality Act (a tentative name)) and nurturing administrative capacity of reunified Korea in regards to women and family policy.

How to enhance social integration after the unification: Role of social care services

Young Jun Choi
Gyu Seong Hwang

This study examines the role of social care services for children and disabled adults as a means of enhancing social integration based on the assumption that South and North Korea are unified in 2020. Existing literature on unification tends to pay heavy attention to political and economic aspects of the unification. Or social welfare literature relating to the unification tends to focus on the adaption of North Korean defectors in South Korea or current social care laws and policies in North Korea. However, there are very few studies discussing the role of social care policies after the unification.

In this context, this research attempts to investigate the influence of social care policies on social integration with special attention to four care-related aspects, 1) child development, 2) quality of life of disabled adults, 3) gender equality, and 4) women's employment. And, this study also discusses what kinds of social care services could be desirable after the unification. As a research method, TAIDA, one of future scenario planning methods developed by Kairos Future, was adopted. For predicting socio-economic changes and the role of social care services after the unification, firstly, the study analyses the socio-economic and policy trends in North and South Korea during the last two

decades after ‘the arduous march’ in North and ‘the financial crisis’ in South. Secondly, it critically reviews the role of social care services in the process of the German unification. Then, by analysing the expert survey in which 30 experts took part in, the study highlights the importance of social care services after the unification and proposes policy strategies to expand social care services in North after the unification.

This study emphasizes the importance of social care services after the unification, which could enhance social integration not only by protecting children and the disabled but also by creating stable jobs and restraining massive migration from North to South. It also proposes the immediate universal childcare services using current infrastructure in North in post-unification Korea whereas the government could adopt the more gradual approach in expanding the adult social care considering the role of cash benefits and how to establish care infrastructure.

Link strategies between gender budgeting and performance budgeting

Soo-Bum Park

Ga-won Chung

Hui-Jeong Kwon

Local governments have been adopting performance budgeting, gender budgeting, and participatory budgeting since program budgeting was introduced in 2008. Gender budgeting has a close relationship with performance budgeting in a sense that it is intended to manage the performance of government programs from a gender sensitive perspective. However, gender budgeting and performance budgeting in local governments differ in terms of their scope and we have suggested four strategies to make a link between them.

First, gender equality objective on gender budget statement can be included in the performance budget statement as one of the strategic objectives. Second, gender budget statement can be written at the level of unit programs not at the level of detail programs. Third, performance objectives on the performance budget statement can be utilized in the gender budget statement when appropriate. If not, the performance objectives on the gender budget statement should not be contradictory to the performance objectives on the performance budget statement. Fourth, it is crucial for all the related departments collaborate to share information and expertise.

Study on the Establishment of the First Basic Plan on Gender Equality

Lee, Sooyeon

Hwang, Jungim

Ma, Kyoung Hee

Kim, Nanjue

This study aims to develop the draft of the First Basic Plan on Gender Equality. In 2014, the Framework Act on Women's Development was restructured into the Framework Act on Gender Equality which began to be implemented in July, 2015 and requires its basic plan to be established. This basic plan needs to be faithful to the principles and philosophies of the Framework Act on Gender Equality and at the same time to present the goals and direction for its implementation by assessing the previous plans of women's policies under the Framework Act on Women's Development in terms of their accomplishments and limitations and the new policy environment under the new act.

This study contains the assessment of the previous women's policies; the discussion of the possible contribution of the gender equality policies under the current stage of the national development, the policy's relation to other policies, and the people's expectation on and acceptance of the gender equality policies and the new global issues of gender equality initiated by U.N., E.U., and other

international organizations; the direction of the basic plan such as goals, vision, categories, objects, and emphasis of the gender equality policies; the projects (7 upper level projects, 22 middle level projects and 74 practical projects; and finally examination of other countries' (Germany, Sweden, and Norway) basic plans on gender equality.

The seven upper level projects are the increase of the female representation and participation, strengthening of female economic capacities, diffusion of work and family balance, eradication of violence and protection of human rights, gender equal welfare and health system, expansion of gender equal consciousness and culture, and augmentation of implementation capacity for gender equality and gender mainstreaming policies.

A Study on the utilization of childcare leave of public servants in local governments

Meekyung Moon

Boktae Kim

Haeyoung Kim

With an aim to contribute to the promotion of women's economic participation through support for work-family balance, which is a state agenda of the incumbent government, this research attempts to examine the impact of the use of childcare leave on human resource management in local autonomous bodies in order to suggest improvement measures.

Recognizing the importance of female resources, the government has included "equal opportunities and fair treatment for women in public positions" (98) and "expansion of women's economic participation and gender equality" (65) in its 140 state agendas. In addition, the government aims to cultivate 100,000 talented female human resources, to increase the proportion of female public servants to 15% by 2017 (9.3% by 2012), and to produce qualified female leaders in each area (30,000 persons by 2017) by setting a target number for each public organization and establishing a female leadership academy.

To achieve these goals, policies to support work-family balance are needed in order to prevent women's career disruption. At the center of these policies are

childcare leave and flexible work arrangement systems. These two systems are essential in response both to projected labor shortages due to the aging of society and to shifting values related to work.

In reality, however, workers have yet to be reassured that they can use the childcare leave without having to bear any disadvantages.

This research examines the use of childcare leave among public servants in local autonomous bodies and its impact on their promotion and work placement. The improvement measures suggested based on the findings of this study are expected to promote career advancement and work-family balance on the part of individual public employees and the maximization of the use of human resources on the part of the organization through gender-sensitive human resource management.

Measures to apply industry-specific characteristics by business type in the certification system for family-friendly corporations

Hong, Seung ah

Kim, Eun ji

The certification system for family-friendly corporations, which was introduced in 2008, has taken its solid base as one of the Korean government's major projects for raising awareness of and creating a family-friendly social and corporate environment to build and expand a family-friendly corporate culture. At this juncture, new mid-to-long-term measures should be put together to complement institutional infrastructure so that the certification system can develop further and spread into other parts of the society. In particular, the certification system should be made more convenient and accessible for corporations to seek the certificate for family-friendly corporation, further developing the certification system as a highly practical and useful system supporting work-life balance of male and female workers.

The purpose of this study is to identify characteristics of corporations by their business type and how the certification system for family-friendly corporations is operated, and thus to examine the need for new measures to reflect characteristics of corporations depending on their business type and review measures to be newly introduced to make the certification system more reliable and valid. To that end, this study examines the necessity and feasibility of

subdividing categories of certificates granted under the system by analyzing the current status of human resources management of corporations by business type and of the certification system. Then, this study proposes measures to reflect such different characteristics in the certification system.

For the above-mentioned purpose, this study conducts statistical analysis based on the data of certified family-friendly corporations, FGI (Focus Group Interview) on examiners who evaluate companies' family-friendliness, expert advisory council, and carries out case studies on similar certification systems both at home and abroad. The results are as follows: The results of the analysis on corporations that are currently certificated as family-friendly demonstrate that the size of corporations and the composition of workforce within corporations, rather than different characteristics of corporations by business type, have effects on the implementation of the certification system. Particularly in case of SMEs, the age of workers within corporations are found to be closely associated with the implementation of the certification system. As a matter of fact, the age structure of workers in corporations is one of the most important factors affecting how well the certification system is run and how a family-friendly corporate culture is formed within corporations.

The results of FGI on examiners who evaluate companies' family-friendliness also highlight that demographic characteristics of employees, such as whether corporations have workers who are in the age of childbearing and childrearing highly influence the selection process. Therefore, the age structure and gender composition of workers in corporations constitute key factors determining the selection of certificate winners under the system. The case studies on similar certification systems both at home and abroad also show that the size of corporation, rather than type of business, affects whether corporations are eligible for certification.

Based on such findings, this study concludes that it is too early to reflect characteristics by business type in the implementation of the certification system for family-friendly corporations. Nonetheless, this study suggests a gradual approach in reflecting characteristics by business type in the implementation of the certification system after an enough amount of data on corporations becomes available and alternative measures to reflect characteristics by business type.

Analysis of Indicators for Improvement of Women's Social Status in 2015

Jae-seon Joo
Young-ran Kim
Nan-ju Kim

This research analyzed statistical changes and characteristics, and factors for changes of 46 “Indicators for Improvement of Women’s Social Status” in five areas. The indicators were developed in 2013 to monitor policies on women’s affairs of the Park Geun-hye administration. Based on the analysis, we proposed directions for policy improvement according to the changes. The results of the analysis were used as rudimentary data for women’s policy coordination meetings and the Cabinet meeting. The results of further monitoring will be shared with related ministries to be used in establishing and evaluating women’s policies.

The 2015 research was conducted as follows: First, we analyzed the trends in changes of “Indicators for Improvement of Women’s Social Status” by indicator. The trends were divided into recent and 10-year changes, then characteristics and factors for the changes were presented. Second, we analyzed the first and second half of the year and reported the analysis from time to time. For the analysis, main indicators were divided into the first and second half of the year and provided as rudimentary data for the Cabinet meeting.

Also, the analyzed indicators were provided for women-related meetings from time to time to raise their application levels. Third, we proposed directions for improving the indicator system and ways to develop new indicators.

The Actual Condition and Improvement Plans of Violence Prevention Programs in Preschool and Daycare Center

My-Hye Chang

Deuk-Kyonng Yoom

JaeYeong Cheon

Jiyoun Jeoung

Eh-Ehn Song

The society has been putting various effort into establishment of a society where children and youth are protected from violence. As one of the efforts, the government extended trainings to prevent sexual violence, the core of prevention of violence, to kindergartens and daycare centers nationwide. The government implemented trainings to prevent sexual violence on 68,708 kindergartens and daycare centers nationwide since 2013 and reported the result to 'Integrated Management of Prevention Training(<http://shp.mogef.go.kr>)' of Ministry of Gender Equality & Family.'

Kindergartens and daycare centers, being different from other public institutions that implement violence prevention trainings, implement the training for relatively shorter period of time and the main target is children. Thus it is necessary to understand the current situation and to analyze ways to improve efficiency of the training. In this research, the result of sexual violence prevention trainings provided by Ministry of Gender Equality & Family in 2013

is analyzed and FGI has been done against teachers and heads of daycare centers. The problems in violence prevention trainings implemented in kindergartens and daycare centers are studied and the ways of improvements are suggested on the basis of the results of site examination and consulting done by Ministry of Gender Equality & Family and minutes of meeting with Korea Edu-care Association.

On the basis of quantitative data, the rate of implementation of sexual violence prevention training in kindergartens and daycare centers is 76.8% being lower than the overall average of 81.7%. The rate of kindergartens and daycare centers showing poor performances is 29.3% being lower again than the overall average of 23.3%.

As a result of FGI and analysis of reports of Ministry of Gender Equality & Family, violence prevention trainings currently implemented in kindergartens and daycare centers are considered as part of various safety trainings. General safety trainings include safety training for fire, disaster, disappearance, abduction and traffic. This is well stated in the proposed annual plan. According to the proposed annual plan, different safety trainings should be practiced taking turns every year. Thus daycare centers were not aware of the fact that the main party enforcing violence prevention training is Ministry of Gender Equality & Family and that training resources are provided on the website of Ministry of Gender Equality & Family.

Violence prevention trainings were performed by various parties such as teachers of kindergartens and daycare centers, outside trainers, police officers or fire fighters and training teams from NGOs. However confusions can be created on description of offenders and different ways of emergency management as the contents of the training differs according to the party who executes the training.

The contents of the trainings targeting teachers and parents of children, pupils of kindergartens and daycare centers does not include after-crisis support system and psychological support plans which makes it difficult for trainees to learn appropriate ways of response.

Upon the analysis of the above, the ways to improve effectiveness of violence prevention trainings in kindergartens and daycare centers are as follows. Firstly, various ways to get management teams of kindergartens and daycare centers with poor performances involved should be developed. In order to do this, care information system commonly used by heads of daycare centers and local governments should continuously be involved. And opportunities should be provided for more management teams of daycare centers by providing cyber trainings rather than on-site trainings. Secondly, trainers to provide violence prevention trainings for pre-schoolers should be trained. The effectiveness of the training can be improved by having trainers who can develop and teach appropriate violence prevention trainings according to developmental stages of children. Thirdly, various models of violence prevention trainings according to types of kindergartens and daycare centers must be developed. Compared to other public institutions, there is relatively larger number of kindergartens and daycare centers with many different types. Thus in terms of site examination and consulting, appropriate examples according to types and sizes of kindergartens and daycare centers to enable them to benchmark proper models of violence prevention training must be developed.

Gender Analysis of Policies for Stabilizing the Livelihood of the Disabled in the Community

Sun-Joo Cho

Young-Sook Kim

Youn-Sun Chang

As the number of disabled people has been steadily rising in Korea, the age and type of disabilities has become more diverse. To reflect this change, analyses that are based on factors such as gender, age, income, should be conducted, but there has not much research so far. Not only that, the overlap and fragmentation of policies for disabled women lowers the effectiveness and efficiency of these policies, thus requires further analysis. Therefore, this research paper explores the characteristics of the disabled in the community that make up a large proportion of the total disabled population and conducts a gender analysis of the policies designed for this population and search for ways to improve the efficiency and effectiveness of these policies.

We use a variety of research methods. First, we review the literature. By analyzing related laws, policies, programs, and data, we lay the groundwork. Secondly, we analyze the expenditure budget of related departments and the gender budget of related programs. Furthermore, we restructure the data from the survey of the state of the disabled in 2011 and 2014 to create a dataset of the disabled in the community over 18 years of age and analyze according to

gender, age, and type of disability. Finally, we hold meetings of experts to find policy implications and verify the effectiveness of the research.

The total number of disabled people in Korea is on an upward trend, especially noticeable in the number of disabled women. Based on the analysis of the raw data from the survey of the state of the disabled in 2011 and 2014, the estimated number of disabled people over 18 years of age increased by 10,000 for men and 20,000 for women in 2014 compared to 2011, thus verifying that the number of the disabled in Korea is rising. In 2014, disabled men made up 57.5% of the total disabled population, which was more than the 42.5% of disabled women but the percentage of disabled women is rising markedly. However, there is a glaring lack of policies that reflect the distinct characteristics of disabled women and their demands and in addition, related programs.

This may be due largely to the fact that government policies have not been quick to follow the switch in paradigm from welfare support centered around benefits to support aiming for social integration. Another issue uncovered in the research is that the disabled themselves are not involved in the policy making and implementation process, and the policies are not fit for the circumstances of the region, thus the satisfaction levels with the policies are very low.

The Ministry of Health and Welfare oversees the policies for stabilizing the livelihood of the disabled in the community, the Ministry of Employment and Labor supervises issues related to the employment of the disabled, and the Ministry of Gender Equality and Family is in charge of issues pertaining to disabled women. Policies that support disabled women include disabled women housekeeping program, support for childbirth costs, and support for the education of disabled women, but according to the evaluation methods of the

social welfare service delivery system (total of 8), these services are inadequate in terms of the principle of accessibility, principle of unification, principle of appropriateness, and the principle of durability.

The main policies for the disabled from 2011 to 2014 were centered around a total of eight programs: childcare?education program, support for medical treatment and rehabilitation, service support program, employment?loan support program, support program for public utility charges, program for tax benefits, and other programs. In 2014, while it is true that a new support system was created and financial support was expanded compared to 2011, a change in paradigm from welfare support centered around benefits to one of social integration has not occurred.

We conduct a matching analysis and a difference in differences analysis to analyze the effect of policies for stabilizing the livelihood of the disabled in the community. First, by conducting a matching analysis, we examine whether the 30% reduction in the long-term care insurance for the disabled in the first and second-degree who registered between 2011 and 2014 had an influence on the increase in percentage of disabled women. The results show that the extra costs of disability for women was higher than men by 17,200~21,240 won in 2011, but seeing how 0 was included in the 95% confidence interval in 2014, there was a decrease in gap in extra costs of disability between men and women. Secondly, through a difference in differences analysis, we investigate whether the 30% reduction in the long-term care insurance for the disabled in the first and second-degree who registered between 2011 and 2014 led to the closing of the gap in the extra costs of disability between the disabled in the first and second-degree and those in the third-degree and under. As a result, the estimation of effects of the reduction in long-term care insurance for the disabled in the first and second-degree was ?0.14 (signifying approximately a

14% in reduction of costs), showing that it did influence the costs of disability.

In order to satisfy the diverse needs and demands of the steadily increasing disabled population, there is a need for customized support policies that consider gender and age. In particular, this research paper reveals that the current policies in place do not reflect the actual needs and requirements of disabled women by age. To improve policies for disabled women, it is vital to develop policies that minimize local and departmental variations. In its current state, local governments have divergent levels of awareness and execution methods. In most cases, policies of the departments for the disabled are sporadic. Thus, we need to keep track of related legislation and guidelines and integrate the delivery system. It is also necessary to advance beyond the existing descriptive statistical analysis of the state of the disabled to conduct an in-depth evaluation by considering the relevance, effectiveness, efficiency, and utility of the policies. Through these efforts, we must design effective programs and policies that reflect the various needs and demands of disabled women. In addition, providing customized services depending on gender?age?region and improving the items in the survey of the state of the disabled are other suggestions. Currently, as the items in the survey of the state of the disabled and the programs that are supported by the relevant policies are different, no matching is occurring. Especially, even though all items related to women are applicable, the fact that survey items related to women are divided into separate categories of marital life and disabled women, is something to be fixed. Last, the analysis must be made more intensive than the current survey of the state of the disabled, which merely gives an overview of the current situation, by improving the access to the data and widely promoting this data.

A Study on the Meaning of Abolition of Adultery from Family Policy Perspectives and Future Policy Plans

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On Feb. 26, 2015, the constitutional court scraped the criminal anti-adultery law, saying it was unconstitutional (Article 241 of the Criminal Code) (Constitutional Court 2015.2.26. 2009heonba17 ? 205 deng (consolidation) decision). Key controversy over the abolishment of the anti-adultery law has been centered on its judicial legitimacy and effectiveness since the court's review of the law started for the first time in 1990. However, as discussions have been mostly concentrated on relationship between individuals and the country, the social context of gender and families where an act of 'adultery' takes place are not fully considered.

The abolishment of the anti-adultery law is a social phenomenon that demonstrates changes in conjugal relations and family structure from family perspectives. As conjugal relations are individual relations as well as family relations at the same time, adultery, which has been governed through the Criminal Code, is being changed into one of the reasons for the break-up of marital relations. This can be explained in the context of family changes. It

relates to discussions on how Korean families are changing, what are the trigger factors, the nature of conjugal relations, which is the starting point of modern family, and direction of their changes.

This approach helps to understand the meaning of modern family and conjugal relations that have not been highlighted in the controversy over the abolishment of the anti-adultery law and evolves into discussions on what roles family policies should play and what support should be provided in order to respond to the direction of family changes. In addition, though there is a diagnosis by experts that there will not be a great deal of changes that the abolishment of anti-adultery law will bring about, there are mounting concerns over ‘rampant sexual misconducts,’ and ‘surging break-ups of families.’ This study intends to arouse public opinion by raising family issues that require policy intervention. Thus, this study seeks to explain the meaning of the abolishment of the anti-adultery law from family perspectives, developing the implications of family policies and future response initiatives. Key research methodologies include analysis of materials and literature, legal and family counseling experts, gender and family researchers, collective group meetings from the general public including female groups aged between 20s and 30s and male groups aged between 30s and 40s, and advisory meetings across the researches.

First, a look into issues of the abolishment of the anti-adultery law and limitation of discussions on the abolishment of the anti-adultery law from family perspectives shows the following results. Key issues of the abolishment of the anti-adultery law include ① the legitimacy of government intervention: regulations for the benefit of public welfare vs. protection of sexual self-determination rights, ② the adequacy of means: legal restriction vs. individual moral law, ③ the effectiveness of criminal punishment. The

constitutional court's ruling was based on ① 'criminal prosecution is no longer appropriate for extramarital affairs' ② the effectiveness of criminal punishment is doubtful as means of psychological restraint to help maintain a marriage or prevent adultery.

The court's decision brought legal disputes to an end. However, the needs for new disputes and discussions are raised. All the more so in that there have been limited discussions in relation to the abolishment of the anti-adultery law from family perspectives including conceptual issue of liberal sexual self-determination rights, children welfare that are in blind spots, and overlook from gender perspectives in extramarital affairs.

Second, efforts to define the nature of modern family and develop policy implications at the point of the abolishment of the anti-adultery law produce the following results. Korea's modern family is changing into an arena for close relations that individuals select and build up through mutual adjustment in communities with normative binding power. This indicates that there is a room for accelerated instability in relations.

An observation into extramarital affairs in the context of conjugal relations and issues reveals that there are families having difficulties in responding and adapting to such changes. In particular, such difficulties are discovered in conjugal relations that are unequal. They failed to smoothly address psychological burden and emotional difficulties in the course of divorce, and tended to project their conflict situations into their relations with their children.

Therefore, intervention of experts or organizations in the course of divorce and measures for support are required in order to appease conjugal-conflicts and smoothly handle the break-up for those who have difficulties in adjustment and

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mediation before and after divorce.

Research on measures to prevent campus sexual harrassment and sexual violence and strengthen victim protection

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Campus sexual harrassment and sexual violence is an act that violates the individual's human rights and the right to learn. This research examines the problems points in treating damage and settling grievances resulting from campus sexual harrassment and sexual violence, and intends to find ways in which the protection of victims can be strengthened. Because we consider that improving the awareness of people inside the university is an important point in order to prevent sexual harrassment and sexual violence, we intend to examine measures for strengthening prevention education. This research collected and utilized data reported to the Ministry of Gender Equality & Family on sexual harrassment prevention education, and also collected the opinions of people in charge of settling grievances about sexual harassment and sexual violence.

Educational institutions are included in The Framework Act on Gender Equality, Etc., which presents the basis for the prevention of sexual harrassment in universities and arranges an official window for counseling for sexual

harrassment and handling grievances. However, the rate at which victims of campus sexual harrassment and sexual violence report incidents is extremely low. That is because they fear that they can be victimized a second time if they point out the problem of a lack of trustworthiness in the process and result. Among campus sexual harrassment and sexual violence incidents, the most frequent type is between students, but the reality is that access to prevention education is difficult.

After an incident report is received at the campus's official window, there are many cases in which the perpetrator and the victim are not separated, even though it is necessary, and there are also cases in which, during the course of handling the incident, the contents of the victimization are made known to others, and the victim is re-victimized. In comparison to the complexity of the incidents of campus sexual harrassment and sexual violence, the expertise of grievance counseling organizations and investigative committees is insufficient. The people in charge at grievance counseling organizations interview all the parties (the victim, the person who reported the incident, and the person who was reported) while also offering counseling to the victim. In this situation, it is hard for the person in charge to maintain a neutral attitude. When we look at the present situation of campus sexual harrassment prevention education, there is a big gap among universities.

Policy recommendations for strengthening campus sexual harrassment and sexual violence prevention education and protecting victims are as follows. First, the Ministry of Education, which handles university education overall, should amend the Higher Education Act and the Framework Act on Education while simultaneously developing detailed projects, and universities' efforts to prevent sexual harrassment should be reflected in evaluations. Second, an inspection and scoring system for violence prevention education that is

specialized for universities has to be developed. In addition, the development of a method of violence prevention education that considers the diversity of university community members is needed. Third, the establishment of a nationwide university grievance organization support center that offers consulting about campus grievance counseling organizations is needed, and in order to guarantee the expertise of the people in charge of grievance organizations, it should be an obligation to designate a full-time staff who has this fall under his or her duties. Improving awareness about sexual harrasment and sexual violence among the chief administrators in universities is also an important problem. Fourth, support for victims' medical treatment, legal support, counseling, and psychological healing must also be substantially achieved. Fifth, the expertise and competence of members participating on investigative committees has to be strengthened. Sixth, support has to be strengthened for autonomous activities that aim to implement a culture of gender equality on campus, and campus sexual harrasment and sexual violence has to be prevented.

A research on discrimination in personnel management as using the parental leave and flexible working in government sector

Meekyung Moon

Boktae Kim

Taewook Huh

Parental leave and flexible work programs are deemed to be policies that have been crafted to effectively respond to changes in the labor force and perspectives on jobs in a low-fertility and aging society. In order to promote female labor force participation and work-life balance, the key policies of the incumbent government, this research study aimed to identify any discrimination in personnel management against those in public offices who use the aforementioned two systems, and to devise possible remedies.

According to the study results, the following policy suggestions have been made to allow government employees to benefit from parental leave and flexible work programs without any concerns about discrimination. First, to prevent telecommuters, remote workers and Parental leave users from suffering disadvantages in performance evaluation, related rules and regulations need to be revised, seeking ways to come up with differentiated assessment criteria. Second, leaders such as ministers and vice-ministers should actively accept and facilitate the systems to prevent the use of both programs from negatively affecting the appraisal of work performance and thereby to allow public

officials to make the best use thereof in wider contexts. To this end, a diversity of flexible work programs should also be carried out. Third, substantial pay raises are required for parental leave users. Fourth, taking into account that most parental leave takers have significant fears about their jobs when they come back to work, effective retraining programs should be designed and extensively implemented.

Linkage Strategies for Employment Success Package and Saeil Center(Career Development Center for career interrupted women)

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Choi, Yoonjung
Oh, Minhong

This research aims to discuss how to cooperate or differentiate between the Employment Success Package and the New Job Centers projects by examining the environmental factors for two policies. In other words, the research analyses similarities and differences of these services in phases focusing on linking two systems so that the two policy projects can produce synergic effects. Specifically, in revising the guidelines for the New Job Center projects, the research discusses about the performance-based reward system and its public nature.

The research has the following contents:

First, it analyzes the background to implement the Employment Success Package and the New Job Center projects and methods of project operation in parallel, and presents a summary of their similarities and differences.

Second, it analyzes job features and employment effects by the demographic, economic, and social characteristics of women eligible for the Employment

Success Package projects and users of the New Job Centers.

Third, it analyzes the actual conditions in phases and effects of the Employment Success Package projects and participants in the New Job Centers as manifest in the field.

Fourth, it presents policy measures to promote the performance of the projects through synergic effects linking the Employment Success Package and the New Job Center projects.

The results of the analysis show that the two projects may have overlapping services as they are similar in operation methods in the project design phase. However, in carrying out the two projects, they have considerable differences in the target groups and performing process.

Employment Success Package projects I and II are designed to incorporate packages from phase 1 to 3. Vocational counsellors focus on phase 1 when they should take the lead. When they complete this phase, the portion of counseling is raised with allocation of support funds. On the other hand, the New Job Center projects put more focus on job placement and employment than counseling. The results of analyzing the distribution of participants in the two projects by area show that job-seekers participating in services provided by the New Job Centers are much diverse in groups than those people covered by the Employment Success Packages.

In the final analysis, classification of career-interrupted women is needed to link the two projects. Also, delivery systems should be restructured to take charge of specialized services. In fact, women those whose careers are interrupted in the long term and who want to redesign their careers need to be

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supported with additional policies by designating them as cases subject to management.

Study on the Revitalization of Policy Improvement through Gender Impact Analysis and Assessment with a Storytelling Method

Kyung-Hee Kim

Hee-Jung Yoo

Dool-Soon Kim

Sol Lee

Gender Impact Analysis and Assessment (GIAA) has been operated in the Republic of Korea since 2005 and underwent a transition with the independent legislation of the Gender Impact Analysis and Assessment Act in 2011. Since the act came into force policies subject to GIAA have included legislation and basic plans as well as programmes, the range of analytical targets has expanded and hence, the number of targeted programmes has considerably increased. In some local areas ordinary citizen have participated in the monitoring and given feedback on the suggestions for policy improvement which were the outcomes of GIAA. This implies that the impact of GIAA on policy improvement is drawing attention not only from civil servants but also residents in the local communities, and furthermore that a social consensus on the necessity of GIAA for the extension of gender equality has been growing. It also demonstrates that there has been an increase in the level of participation and variety of actors putting the policy improvements of GIAA into practice.

This study aims to provide a comprehensive understanding of the process

through which public bodies implementing the GIAA have selected GIAA-targeted programmes and attempted to improve policies accordingly, through an analysis of case studies of the operation process of GIAA with a storytelling method. Research methods include a literature review and interviews with civil servants, experts, and activists in civil groups. Suggestions for policy improvement are offered as an outcome of this research, as outlined below.

Firstly, while there are differences in the selection procedures of GIAA-targeted programmes by different public bodies, it has been found that the person in charge of GIAA in each body plays a decisive role in the selection of GIAA-targeted programmes. The selection procedures for GIAA-targeted programmes are critical to the achievement of policy improvements through GIAA, because when major policies highly relevant to gender and with big public impact are subject to GIAA the scope for policy improvement is so much greater. Therefore, it is essential that the civil servants in charge of GIAA in each organization have a good understanding of GIAA and undertake the role professionally. In this regard, it is recommended that each organization designate the role of the person in charge of GIAA as an expert position, implying a dedicated term of four years or longer, or otherwise recruit additional gender experts in order to ensure continuity and professionalism.

Secondly, it is critical that the civil servant in charge of writing-up the GIAA report has a good understanding of gender-sensitivity and the items of analysis and assessment. In order to draw adequate suggestions for policy improvements after a comprehensive analysis on the gender differences existent in the GIAA-targeted programme it is important to provide in-depth training on gender-sensitivity to the person in charge. Also methods of consultancy need to be secured to ensure proper communication and mutual co-operation between

civil servants and consultants.

Finally, it is put forward that policy improvements suggested as a result of GIAA need to be followed up continually for several years rather than for one year as present, and also that civil groups participate fully in the monitoring process. As long as the ultimate goal of GIAA lies in the achievement of gender equal society, the substantive outcomes should be evaluated according to how much the ordinary citizen can feel the changes of policy improvements. Hence the key evaluators of the outcome of policy improvements should not be the policy actors, but rather policy recipients, and storytelling methods provide an important tool with which to ensure their involvement.

An Empirical Study for Linking Gender Budgeting and Gender Impact Assessments

Hyo-Joo Kim

Soo-Bum Park

Hui-Jeong Kwon

Gender mainstreaming is a policy that aims to improve a nation's gender equality. The main tools used in gender mainstreaming are gender budgeting and gender impact assessments. Thus, these two systems institutionally complement each other within the context of gender mainstreaming and it is necessary for them to be mutually linked to improve the effectiveness of the system.

Currently, while these two systems were introduced with similar objectives and reasoning, there are differences in how they are managed. The basis for execution, the execution system, and the content differ. When the two systems are being executed separately, as they are now, although each system can contribute to raising gender awareness among government officials, they cannot improve overall national gender awareness.

However, considering the fact that the ultimate goal for both systems is to improve overall national gender equality, links between the two must be established. This study examines the need to link these systems from this

perspective. As a result, the four main reasons to link these systems are the following four.

First, the key information needed to transform the budgeting system is obtained through gender impact assessments. Second, the ability to execute policy improvements is secured through gender budgeting. Third, there is a synergy effect when the two systems are linked. In this study, we use Data Envelopment Analysis(DEA) to present empirical research on this effect. Fourth, it is the appropriate time to link these systems as they are well-established at this point.

Finally, the desirable way forward is as follows. First, the hierarchy between the two has to be considered. When doing so, the one higher up the hierarchy is the system that does not experience much change. Secondly, various actors must be involved in the linking process. If the current state-centered governance is expanded to a type of governance that includes a variety of actors, there will be stronger linkage effects.

Research on Implementation Plans for Reinforcing Employment Competency of Marriage Immigrants

Bok-Tae Kim
Seung-Hyun Lee

The purpose of this study is in proposing implementation plans for reinforcing the employment competency of married immigrants. In the accomplishment of the research purpose, the authors first examined the characteristics of female marriage immigrants' economic activities and current policies on female marriage immigrants. The results of the study revealed that 52.4% of female marriage immigrants are currently in the state of employment and that 82.5% of female marriage immigrants engaged in either service or simple labor work are paid less than \$1,250 per month on average. 84.1% of currently unemployed female marriage immigrants showed intention to work in the future. The participation rate of female marriage immigrants in different economic activities was 17% higher for those who have experienced employment support services than those who have not. Also, those who have received help from the employment support services showed higher earned income and lower working hours than those who have not used any of the employment support services. On the other hand, female marriage immigrants that have experiences with the multicultural family support center showed lower participation rate in economic activities and earned income than those with no experiences with the multicultural family support center. In order to enhance

both the employment rate and quality of job, a complementary cooperation between organizations specializing in employment support services and multicultural family support center is necessary. Current policies on female marriage immigrants' employment support seek to expand the number of eligible applicants as well as the organizations and programs that offer employment support services. Such status shows that policies supporting economic activities of female marriage immigrants are continuing to proliferate both quantitatively and qualitatively. However, businesses specialized for female marriage immigrants are still scarce as female marriage immigrants have been simply added to the existing list as an additional target of each governmental ministry's businesses on job creation and employment education training. Moreover, although it is difficult to estimate the budget just for female marriage immigrants, according to the second multicultural family support policy's implementation plans by year, about \$3 million was assigned in 2013, \$5.7 million in 2014, and \$4.97 million in 2015. This implies that the overall budget for employment support services targeted to female marriage immigrants is exceedingly low.

Secondly, the authors studied the Women's Saeil Center and multicultural family support center's programs strengthening employment competency of marriage immigrants. As a result of analyzing the performance of the Saeil Center's vocational education and training programs, most of the programs lacked participation of female marriage immigrants. Currently, female marriage immigrants are only participating in few particular programs that are offered under limitation. Also, the number of marriage immigrants employed after participating in the program ranged from none to five per center, which suggests that the vocational education training programs at the Saeil Center is practically of no help for female marriage immigrants. Vocational education programs targeting just female marriage immigrants could not be found as well.

The authors looked at employment and education support programs offered by 211 multicultural family support centers nationwide. In doing so, programs were assorted by regions including metro region, urbanrural complex region, and rural region. The results showed no difference in terms of the programs' setup, making it difficult to make an evaluation that a specialized employment education takes place depending on different regions. Furthermore, the big gap between the number of users receiving the basic employment knowledge education and the number of users getting the employment training from organizations specializing in employment training that connects one to employment shows that the process of becoming employed after receiving basic employment knowledge education is full of challenges. Thus, education programs must be designed so that recipients of the policy receives enough specialized education even after the basic employment knowledge education.

Thirdly, this research diagnoses employment support organizations for female marriage immigrants through the PEST-SWOT analysis and proposes different policy directions. In terms of the policy direction in regards to enhancing marriage immigrants' employment competency, strengths and opportunity factors of the Saeil Center and multicultural family support center should be emphasized while their weaknesses and threats should be complemented through cooperation. As of now, employment support policies for female marriage immigrants are being implemented in a way that focuses on dealing with weaknesses and threats of the Saeil and multicultural family support center. Hence, making adjustments to the policy direction and building a new system that fits with the new policy direction are necessary. Firstly, we should push forward the employment support policies for female marriage immigrants in terms of both economic and social enhancement. Next, diversity of female marriage immigrants should be sought after so that they can become one active economic subject in the Korean society. Thirdly, systematic support programs

that encompass employment training, employment, and follow-up management after employment should be equipped.

For implementation plans that can reinforce marriage immigrants' employment competency, first, job search and employment support training programs run by the governmental sectors should focus on searching for jobs that can utilize female marriage immigrants and eventually augment their employment competency. Secondly, private sectors should develop the 'Global together connection work' in each region as their job search and employment support education program. Thirdly, community idea contests and incubating businesses (self-group known as UPGRADE business) should be implemented for female marriage immigrants in the economic and social fields. Businesses that encourage female marriage immigrants to seek for jobs by themselves and to consider different ideas for idea contests related to employment will expand the limited field of employment and create new jobs.

Keywords: Marriage immigrant, enhancement of employment competency, Women's Saeil Center, multicultural family support center, PEST-SWOT analysis

Research on Measures to Improve the Survey on Sex Trade

Mijeong Lee
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Jaeyoung Cheon
Mi-Rye Jung

According to Article 4 of the Act on the Prevention of Sexual Trafficking, a survey is implemented every three years for the policy to prevent sex trade. However, the policy application of the survey data does not meet expectations. This research places the 2016 survey in front, inspects problem points of the existing survey, and intends to seek measures of improvement to increase the utilization of the survey.

For this research, we examined the existing survey and evaluation reports from the National Statistical Office, etc., that were used for that survey. We implemented face-to-face consultation meetings with related experts.

The survey is implemented every three years, but in order to consider prostitution and forms of solicitation as an emergency, it is necessary to conduct the survey each year, and due to this, it is necessary to amend Article 4 of the Act on the Prevention of Sexual Traffic. A one-year survey cycle secures flexibility on the choice of what to research in relation to prostitution,

and therefore the responsiveness of policy can be raised. Also, in order to concretely revise the content presented on the survey, in Article 2 Paragraph 2 of the same law's enforcement regulations, it has to be made possible to secure data on emergency phenomena related to prostitution in order to make effective policy responses.

The following measures for improvement in research on prostitution areas are presented: improvement of survey questionnaire items, utilization of data from the police and local governments, research into exploitative situations of female prostitutes, research into the course of the decline and closure of sex-trade areas that have declined or have been reduced, research into small-scale recruitment areas, reexamination of businesses that have changed their classifications, ways of changing camptown surveys, coffee shop area classification and discussion of the survey method. Also presented through points of improvement are helpful results and ways, etc. of establishing a policy to close concentrated areas of prostitution and escape prostitution.

The following is presented about the survey of the actual situation of working prostitution and related measures for improvement: Instead of a nationwide sample survey, we have to seek research that can actually give help to sex-trade prevention policy through a tailored, in-depth survey that focuses on the issues.

Causes for Cover-Ups of Sexual Harassment in Public Offices and Suggestions for Improvement: With Focus on Central and Local Governments

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Mi-young Gu

Jeong-hye Kim

The study aimed to examine obstructive factors to reporting sexual harassment incidents in public offices and possible ways to handle these incidents appropriately without covering them up.

In the study, laws and measures related to sexual harassment in public offices as well as the current status of sexual harassment incidents were examined. In addition, an analysis of the problems in handling these incidents and causes for concealment in public offices was made, as well as suggestions for possible improvements in laws and measures related to sexual harassment in these offices. The research was carried out using such methods as literature study, in-depth interviews with nine public officials in central and local governments who had dealt with sexual harassment incidents, and consultative meetings with experts.

As a result of the study, a compulsory designation of key essential items in the standard guidelines for the prevention of sexual harassment was suggested as a way to improve relevant laws and guidelines. As possible ways to improve

the operation of laws and measures, the following suggestions were made: development of active measures to improve the awareness and attitude of managers regarding sexual harassment incidents; introduction of various education programs for the prevention of sexual harassment; expansion of education for officers in charge of handling cases of sexual harassment and development of a detailed manual for dealing with such cases; promotion of participation by external experts in the overall processes of handling these incidents; development and distribution of a manual on how to protect sexual harassment victims and their privacy; and reinforcement of regulations against concealment of sexual harassment.