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**Review of the Effectiveness of Gender Impact Assessment  
and Development of its Cooperation System(IV): Focus on  
National Research Development Programmes**

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This research aims to find ways to activate Gender Impact Assessment(GIA) on national research development programmes, in order to enhance gender equality in the areas of science and technology. GIA is an institution designed to improve the gender equality of public policies through the evaluation of each policy from a gender-sensitive perspective. In this country, GIA on national research development programmes, which are central to policies in the areas of science and technology, has been very limited. Demands to incorporate a gender perspective into the research development process for science and technology have been made in international society for some time, questioning the notion that scientific rationality need show no regard to sex and gender, and highlighting the gender imbalance and the struggles of women researchers to

participate equally in these areas. These demands have been heeded and efforts to tackle the gender imbalance and improve gender-sensitive research have been made by developing guidelines, legislating an independent act to enhance the status of women scientists, and introducing gender equality policies in science and technology; however, the realities of gender inequalities have hardly changed.

This paper presents an analysis of gender ratios of leading researchers and co-researchers who have participated in national research development programmes and also of those involved in decision-making process of such programmes, as well as case studies on gender integration in the research development processes of science and technology. In order to develop indices for analysis and assessment that reflect the features of national research development programmes a pilot analysis has been performed. The pilot analysis targeted the bio and medical technology development programme since they have the largest budgets amongst the national research development programmes. Subsequently, opinions on the selection criteria for GIA-targeted national research development programmes and the adequacy of the indices developed above were collected through a Delphi survey with experts.

Based upon literature reviews, interviews and the Delphi survey with experts, four recommendations are put forward. Firstly, it is recommended that regulations concerning the national research development programmes be reformed. Women's active participation in the science and technology programmes has been discouraged due to persistent gender division, and therefore women's experiences have not been given sufficient weight in the development process. In order to tackle inequalities faced by diverse marginalized groups marginalized in the area of science and technology, it is suggested that Article 2 of the Framework Act on Science and Technology be revised and that a statistical system be established and the format of research proposals be amended so as to make gender ratios in the national research

development programmes easily identifiable.

Secondly, a system and procedures for the implementation of GIAA on national research development programmes should be established. In order to move towards gender equality, a division responsible for gender innovative policies and also a committee for gender innovation needs to be established in the Ministry of Science and ICT, which has control of the national research development programmes. In addition, gender-sensitive research plans should be included in the procedures of GIA, which are suggested to be as follows: (i) selection of the GIA-targeted programme, (ii) submission of analysis paper and gender-sensitive research proposal(optional), (iii) assessment feedback, (iv) submission of response plan, (v) implementation of response plan, (vi) reflection of GIA results in gender-budgeting.

Thirdly, provisional checklists for the selection of GIA-targeted programmes and indices for analysis and assessment are suggested. This research employed the indices of GIA produced by the Ministry of Gender Equality and Family, however, given feedback provided by experts, GIA index and checklist items concerning the writing of a gender-sensitive research proposal were provisionally revised in consideration of the specific features of the field of science and technology. Since different analytical methods are required depending upon the relevant agents in the national research development programmes, indices for GIA reports by civil servants and for gender-sensitive research proposals by researchers involved in those programmes are suggested separately.

Fourthly, recommendations are made on the selection and management of performance indices based upon GIA and gender budgeting. It is suggested that the outcomes of GIA and proposals for reform be included in the performance-goals index, which can be managed through a gender-sensitive balance sheet. It is suggested that performance-goals index include the gender training of civil servants in charge of the national research development

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programmes, the proportion of women in the research pool for science and technology, the development of special programmes for women researchers, the numbers of gender-sensitive research projects, and the proportion of women in the committees for planning and for policy selection and assessment.