



Knowledge Sharing on Korea's Development  
in Women's Policies

# Establishment of Gender Statistics

Ki-Taek Jeon



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## Establishment of Gender Statistics

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Knowledge Sharing on Korea's Development in Women's Policies  
**Establishment of Gender Statistics**

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Korean Women's Development Institute(KWDI) is a government-affiliated think-tank under the Prime Minister's Office of South Korea. It has contributed to realizing gender equality, improving women's social participation and welfare and advancing family life and state through comprehensive researches on women's policies.

## Foreword

South Korea has transformed itself from being an aid receiving country to an aid giving one after achieving an unprecedented economic growth during the past half century. Such growth was not confined to economic spheres only, but happened in many social arenas. Women's advancement was one area that has seen another dramatic transformation.

While efforts has existed to share Korea's development experience, such as Knowledge Sharing Program(KSP) spearheaded by South Korea's Ministry of Strategy and Finance(MOSF) and Development Experience Exchange Partnership(DEEP) by the Ministry of Foreign Affairs, there hardly existed initiatives to share women's advancement experiences in particular. The current study is the first of its kind and compiles the case analyses of women's development in various areas of South Korean society.

This study is an essential part of KWDI's multi-year ODA project titled "Strengthening Gender Equality Policy Infrastructure in the Asia-Pacific Region." This is a project aimed at establishing political and social infrastructure for gender-equal policy in the Asia-Pacific region. We believe South Korea's cases could serve as one model to consider for our partner countries in achieving this goal.

KWDI plans to share these case studies through various means such as policy consultation, workshops and international conferences. We will also come up with potential gender-related ODA projects that South Korean government can work with partner countries based on Korea's comparative advantage/experience. Our ultimate goal is to design a women's policy model tailored to local needs and work together to translate it into practice.

I hope the concerted efforts made by KWDI and partner countries will bring substantive changes in the lives of women in Asia.

**Myung-sun Lee, Ph. D.**

President

Korean Women's Development Institute



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# I

## Introduction



The purpose of this chapter is to review Korea's experience of establishing gender statistics and to present its implications on establishing gender statistics in developing countries. Since Korea's entry to the OECD Development Assistance Committee (OECD/DAC) in 2010, there has been a growing demand for sharing Korea's development experience with donor countries from home and abroad. This demand is expected to increase continuously in the future as well, because the Park Geun-hye administration has also implemented the continued expansion of official development assistance (ODA) as its national agenda since its inauguration in 2013. In this situation, it will be a meaningful job to review Korea's development experience concerning gender statistics, an important tool for gender mainstreaming, and to identify its significance from the perspective of official development assistance.

Of course, it will be a difficult job to apply the Korean experience directly to all developing countries, because they have similarities and differences in their environment of producing gender statistics. For example, Korea has a decentralized statistical system. In this situation, the Ministry of Gender Equality and Family and Statistics Korea play two kinds of roles in producing gender statistics. First, the Ministry of Gender Equality and Family and Statistics Korea undertake the role of generating gender statistics for themselves as needed. Second, they play the role of actively facilitating the overall government-wide production of gender statistics in close cooperation with statistical producers other than the Ministry of Gender Equality and Family and Statistics Korea.

On the other hand, in countries with a centralized statistical system, the ministry of women's policy and national statistical offices will have different roles from those of the Korean ministries. The national statistical offices in these countries will be more important as the producer of gender statistics who identifies the demand for gender statistics from other government ministries and faithfully produces them. The ministry of women's policy in these countries,

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together with other government ministries, will put more emphasis on their role as the user who calls for gender statistics necessary for themselves.

Therefore, a prudent approach will be necessary to apply the Korean experience of gender statistics with a decentralized statistic system to countries with a centralized statistic system. If this is the case, what are the reasons for the possible international sharing of Korea's experience of establishing gender statistics, in spite of the above-mentioned deviations between countries in their environment of producing gender statistics? The reasons include the following:

First, Korea has a rich experience of building gender statistics. Korea published a publication on gender statistics titled *Social Statistics and Indicators on Women* for the first time in 1986. This was four years earlier than the first issue of *The World's Women* by the United Nations. Also, Korean local governments began to publish their own publications on gender statistics in the mid-1990s. Furthermore, using advanced information and communications technology, Korea has provided users with statistical information on the websites dedicated to gender statistics, unrestricted by time and space. This Korean experience will be a good reference for those countries which intend to publish a new publication on gender statistics or provide information and communication technology-based gender statistics services.

Second, Korea has an experience of implementing its unique laws on gender statistics. Countries across the world produce gender statistics based on various laws. For instance, such countries as Spain, Australia, and Denmark set forth the production of gender statistics in gender equality laws. Switzerland, Israel, Britain, and Hungary have the law on statistics as a legal basis for producing gender statistics (Ki-taek Jeon, et al., 2012: 15-24). On the other hand, Korea produces gender statistics based on the Framework Act on Women's Development, a law related to gender equality, and the Statistics Act. Accordingly, implementers of these laws, namely, Statistics Korea and the Ministry of Gender Equality and Family, work closely together to develop

Korea's gender statistics. This Korean experience will offer an important guideline for those countries interested in the efficient operation of legal systems related to gender statistics.

Third, Korea has developed gender statistics along with gender impact assessment and gender-sensitive budget (or gender budget). Gender impact assessment and gender budget are representative elements of gender mainstreaming. Gender statistics are needed for the efficient operation of these systems. Korea has fully implemented gender impact assessment since 2005 and gender budget since 2010, both systems actively spreading in the central government and local governments. As a consequence, the nation has made various efforts to meet the newly-emerging demand for gender statistics. This Korean experience of gender statistics interacting with gender mainstreaming system will be able to provide meaningful support for those countries that aim to introduce gender impact assessment and gender budget.





## II

# Korea's Environment for Establishing Gender Statistics

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Before going into further discussion of Korea's experience of building gender statistics, we are to review Korea's environment of establishing gender statistics in this section. Korea's environment of establishing gender statistics can be largely divided into international and domestic environments. Here the international environment refers to the UN's recommendation of producing gender statistics to its members through the World Conference on Women. The UN's recommendation has the same positive impact on Korea's production of gender statistics as on other UN members. Next, the domestic environment refers to Korea's policy on women and decentralized statistical system. All kinds of policies on women and gender mainstreaming system implemented by Korea's central and local governments are positive factors for facilitating the nation's gender statistics. The aforementioned decentralized statistical system in Korea has both positive and negative impacts on the nation's building gender statistics.

### **1. Increased Demand for Gender Statistics from the International Community**

The demand for gender statistics from the international community represented by the UN works as a positive factor for facilitating Korea's building gender statistics. The UN adopts recommendation proposals and the Platform for Action by reflecting the impending women's policy issues of the time based on the outcomes of the past World Conferences on Women, beginning with the first World Conference on Women in 1975. By demanding through the recommendation proposals and Platform for Action that its members produce gender statistics, the UN makes women visible on the official statistics of each member nation. Also, UN members that approved the declaration and the Platform for Action at the fourth World Conferences on Women in Beijing

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can expand the production of gender statistics while taking follow-up measures.

Specifically, since the first World Conference on Women in 1975, the UN codes of conduct for the World Conference on Women have emphasized the production of gender statistics. Each Platform for Action presents areas that are needed to develop gender statistics by reflecting the current women's policy issues of the time when the World Conference on Women was held. The Platform for Action also defines the roles of UN organizations, regional committees, and each member nation for the production of gender statistics (See <Table II-1>).

<Table II-1> Main contents on gender statistics in the UN Platform for Action for the World Conference on Women

	Main contents (representative clauses)
The 1st World Conference on Women (1975)	<ul style="list-style-type: none"> <li>▪ Limitations of existing statistics and the importance of gender statistics (161-165)</li> <li>▪ Disaggregation of gender in data collection and analysis (167)</li> <li>▪ Areas for developing gender statistics (168)</li> <li>▪ Roles of the UN and the State in producing gender statistics (169-173)</li> </ul>
The 2nd World Conference on Women (1980)	<ul style="list-style-type: none"> <li>▪ Disaggregation of gender in data collection and analysis (92)</li> <li>▪ Areas for developing gender statistics (93-99)</li> <li>▪ Roles of the UN regional committees in producing gender statistics (286)</li> <li>▪ Roles of the UN organizations in producing gender statistics (258-263)</li> </ul>
The 3rd World Conference on Women (1985)	<ul style="list-style-type: none"> <li>▪ Importance of gender statistics (58)</li> <li>▪ Roles of the State in producing gender statistics (64, 130, 179)</li> <li>▪ Areas for developing gender statistics (282)</li> <li>▪ Roles of the UN organizations in producing gender statistics (312, 317, 333)</li> <li>▪ International cooperation for the production of gender statistics (351, 364)</li> </ul>
The 4th World Conference on Women (1995)	<ul style="list-style-type: none"> <li>▪ Importance of gender-disaggregated data (206)</li> <li>▪ Roles of the State in producing gender statistics (207)</li> <li>▪ Roles of the UN organizations in producing gender statistics (208)</li> <li>▪ Areas for developing gender statistics (67, 68, 104, 109, 120, 129, 145, 146, 165, 190, 193, 194, 203, 256, 258, 274, 275)</li> </ul>
The 23rd special session of the General Assembly on Women (2000)	<ul style="list-style-type: none"> <li>▪ Importance of gender-disaggregated data (64)</li> <li>▪ Areas for developing gender statistics (67, 70, 72, 85, 92, 93)</li> <li>▪ Roles of the State in producing gender statistics (77)</li> <li>▪ Development and use of gender statistics by the private sector and</li> </ul>

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	Main contents (representative clauses)
	<ul style="list-style-type: none"> <li>non-governmental organizations (80)</li> <li>▪ Development and use of gender statistics by the UN and international financial organizations (92)</li> </ul>
The 49th session of the United Nations Commission on the Status of Women (2005)	<ul style="list-style-type: none"> <li>▪ Importance of gender-disaggregated data (737)</li> <li>▪ Areas for developing gender statistics (117, 118, 182, 227, 240, 322, 457, 496)</li> </ul>
The 54th session of the United Nations Commission on the Status of Women (2010)	<ul style="list-style-type: none"> <li>▪ Reviewed the implementation of the Beijing Platform for Action, the outcome of the 23rd special session of the General Assembly on Women, and the realization of the UN new millennium development goals through questionnaires.</li> <li>▪ Reviewed areas lacking in gender-disaggregated data and statistics.</li> <li>▪ Reviewed areas where gender-disaggregated data are most effectively used for policy decisions and planning</li> </ul>

Source: Ki-tack Jeon, et al. (2012). <Table II-1> Main contents on gender statistics in the UN Platform for Action for the World Conference on Women, pp. 9-10.

We can see specific clauses related to gender statistics in the Platform for Action of the Fourth World Conference on Women, which earnestly adopted gender mainstreaming for gender equality strategy. Representative contents of the platform of action concerning gender statistics can be found in "Strategic Objective H.3: Generation and dissemination of gender-disaggregated data and information for planning and evaluation" of "H. Institutional Mechanism for the Advancement of Women (Articles 206 through 209 of the Platform)." For example, Article 206 states that statistics related to individuals are collected, compiled, analysed and presented by sex and age, and that statistics reflect problems, issues and questions related to women and men in society and proposes that each member "designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas." Also, Article 207 proposes that governments ensure

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the regular production of a statistical publication on gender for non-technical users, review and improve the official statistical system for the production of gender statistics, and use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

The recommendation proposals and the platform for action adopted at the UN World Conference on Women help our understanding of gender statistics by suggesting not only areas and methodologies necessary for building gender statistics but also the following characteristics of gender statistics:

First, gender statistics have a clear goal of resolving gender inequality. As they are closely related to women's movement, gender statistics have a strong character of practical use.

Second, gender statistics involve statistics of both men and women. Because existing statistics have been made based on men-centered systems and theories, this means that statistics should reflect the status of both sexes and in order to improve the status of women, it is meaningless to have statistics of women only but it is more important to compare statistics of women with those of men.

Third, gender statistics play the role of reviewing existing statistics and expanding statistical areas. In other words, they accelerate the expansion of the scope and methodology of official statistics by developing new statistics that reflect the gender issues of the time and calling for the improvement of existing statistics.

Finally, it is important to secure the public access of women at large and close collaboration between producers and users of statistics without limiting the use of statistics to some researchers or policy makers (You Kyoung Moon, et al., 2006: 9-10).

## 2. Implementation of National and Local Policies on Gender Equality

### A. Implementation of Policy on Women

Policy on women implemented by the Korean government has positive impact on Korea's building gender statistics. Policy on women, or women's policy, refers to any policy related to facilitation of equality between men and women, women's greater social participation and promotion of welfare. In the implementing process of such women's policy, gender statistics have important significance. Gender statistics are an important engine and resource as well for Korea's executing women's policy, because gender statistics enable the Korean government to efficiently implement its overall policy on women.

Specifically, we can identify the actual conditions of Korean men and women and current policy issues using gender statistics. For example, the labour force participation rate of Korean men and women is one of the representative gender statistics in Korea. The labour force participation rate of Korean women during the period of marriage, childbirth and childrearing is found to be low compared to that of women at different ages or men at the same ages. This reality enables the Korean government to make policy on women in an effort to prevent discontinuation of women's careers or facilitate their re-employment. In addition, gender statistics have provided important information for Korea's implementing process of women's policy and evaluating the performance of the policy.

Gender statistics used in Korea's implementing process of women's policy can be secured through such general methods of statistical collection as survey statistics, report statistics, and processed statistics. Gender statistics can also be secured not just through statistics approved as national official statistics by the commissioner of the Statistics Korea, but also through non-approved statistics and information collected by the central government ministries, local governments, and public organizations in the process of implementing government projects.

What are Korea's representative policies on women, and what influence do these women's policies have on gender statistics? Korea's representative policies on women include the Basic Plan for Women's Policy, the Master Plan for Women Human Resources, the Basic Plan for Healthy Homes, the Basic Plan for Multicultural Family Policy, the Basic Plan for the Promotion of the Economic Activities of Career-interrupted Women and the Basic Plan for Equal Employment and Support for Work-Family Reconciliation.

The Basic Plans for Women's Policy is a government-wide master plan for women's policy which suggests not only the basic directions for women's policy, but also policy objectives and agenda concerning the facilitation of gender equality, women's greater social participation, and promotion of women's welfare. Based on the Framework Act on Women's Development, the Korean government has formulated and implemented the Basic Plan for Women's Policy every five years since 1998. According to the Basic Plan for Women's Policy, which had been implemented three times from 1998 to 2012, Korea has laid the legal and institutional foundations for the abolition of patriarchal headship system, prohibition of discrimination against employment and enforcement of active employment measures, prevention of violence against women, support for women with discontinued careers, and introduction of gender impact assessment. As of 2013, the fourth Basic Plan for Women's Policy (2013-2017) is under implementation (The Ministry of Gender Equality and Family, 2013).

The Master Plan for Women Human Resources is a national plan which aims at strengthening women's competencies and maximizing the use of women's competencies throughout their whole lifetime. It is also designed to implement the use of women's workforce as a mainstream policy together with carrying out national development strategies. The Master Plan for Women Human Resources has been established every five years since 2006. As of 2013, the second Master Plan for Women Human Resources (2011-2015) is under implementation. The first Master Plan for Women Human Resources Development laid the framework

for nurturing women human resources, including various jobs for women and greater employment opportunities, building infrastructure for women human resources, and improving policy implementing system.

The Basic Plan for Healthy Homes is a mid- to long-term master plan for family policy which was established and implemented on the basis of the Framework Act on Healthy Homes, which had been legislated in 2005. The first Basic Plan for Healthy Homes (2006-2010) raised social awareness of low fertility and family problems, laid the institutional basis for implementing integrated family policy, made efforts to expand support for various families, and built infrastructure for diversifying family support projects. As of 2013, the Second Basic Plan for Healthy Homes (2011-2015) is under way.

The Basic Plan for Multicultural Families Policy is a legal plan which is established every five years based on the Support for Multicultural Families Act. The plan aims to support multicultural families so that immigrants by marriage and others may settle and lead a stable life in the Korean society. The First Basic Plan for Multicultural Families Policy was implemented from 2010 to 2012. This period saw Korean language education for immigrants by marriage and others, translation and interpreting support, support for childcare costs for children from multicultural families, support for speech and language development, support for children's life. As of 2013, the Second Basic Plan for Multicultural Families Policy (2013-2017) is under implementation.

The Basic Plan for the Promotion of the Economic Activities of Career-interrupted Women is a mid- to long-term comprehensive national plan designed to actively encourage labor market participation of women who have interrupted their economic activity for such reasons as pregnancy, childbirth, childrearing, and care of family members, or who hope to get a job although they have never done economic activity. This plan was made on the basis of the Act on the Promotion of the Economic Activities of Career-interrupted Women, which had been enacted in 2008. As of 2013, the First Basic Plan for the



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Promotion of the Economic Activities of Career-interrupted Women (2010-2014) is under implementation.

The Basic Plan for Equal Employment and Support for Work-Family Reconciliation is a national plan which has been made and implemented every five years since 1994 on the basis of the Act on Equal Employment and Support for Work-Family Reconciliation (formerly, the Equal Employment Act). The Basic Plan for Equal Employment and Support for Work-Family Reconciliation which has been implemented to date has laid the foundation for promoting women's employment, including equal opportunity for employment, improvement of working conditions, and strengthening of maternity protection. The plan has also given opportunities to share the social burdens for maternity protection costs through the prohibition of indirect discrimination, legislation of the concept of sexual harassment at workplaces, extension of maternity leave period, and improvement of childcare leave system.

Various policies on women implemented by the Korean government have the following effects on Korea's building gender statistics. First, women's policies contribute to establishing gender statistics by actively using Korea's gender statistics. Those policies on women we have mentioned in the above use gender statistics in the process of analyzing the current status and future prospects in order to establish the policies. For example, the Fourth Basic Plan for Women's Policy suggests the current status of 2011 and prospect on 2017 by main indicators for the grand tasks of the Basic Plan (See <Table II-2>).

〈Table II -2〉 Case of using gender statistics in the 4th Basic Plan for Women's Policy

Major tasks	Main indicators	2011	2017	Remarks
Strengthen women's economic competencies	Women's labour force participation rate	54.9%	60.0%	The Survey of Economically Active Population (Statistics Korea)
	Wage gap by gender	63.9% ('10)	70.0%	The Survey of Working Conditions by Type of Employment (Ministry of Employment and Labor)
Build the basis for care support and work-family reconciliation	National and public childcare facilities' coverage for childcare	10.6%	30.0%	Education statistics (Ministry of Health and Welfare)
	Proportion of men's childcare leave	2.4%	5.0%	Employment insurance statistics (Ministry of Employment and Labor)
	Employed men's sharing housework	36 minutes ('09)	50 minutes ('14)	Employed men's average daily time spent on housework (The Time-Use Survey by the Statistics Korea)
Eradicate violence against women and guarantee their human rights	Number of sexual violence per 100,000 population	32.5 cases ('10)	30 cases	Crime analysis (Supreme Prosecutors' Office)
	Proportion of women brutal crime victims	77.3% ('10)	70.0%	Crime analysis (Supreme Prosecutors' Office)
Promote rights of women and families to welfare and health	Poverty rate of elderly women	47.2%	35.0%	Poverty Statistical Yearbook (The Korea Institute for Health and Social Affairs )
	Proportion of women national pension insurants	38.2%	45.0%	National pension statistics (National Pension Service)

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Major tasks	Main indicators	2011	2017	Remarks
	Childcare expense payment rate of non-childcare parent	22.4%	30.0%	Family Condition Survey (Ministry of Gender Equality and Family)
	Women's physical activity practice rate	10.3%	15.0%	National health statistics (Ministry of Health and Welfare)
Raise women's representation and expand their participation	Proportion of women in the National Assembly	15.7% ('12)	18%	National Election Commission
	Proportion of women in local assemblies	14.8% ('10)	20%	National Election Commission
	Proportion of women government officials in administrative positions	8.4%	14.0%	Statistics on the personnel affairs of national government officials (Ministry of Public Administration and Security)
Spread awareness and culture of equality	Sex ratio of the third child	109.5 persons	105.0 persons	Population Trend Survey (Statistics Korea)
	Awareness of the seriousness of gender discrimination	75.5%	72.0% ('15)	Women's Policy Demand Survey (Ministry of Gender Equality and Family)
	Women's lifelong education participation rate	32.0%	35.0%	Current Status of Lifelong Education (Ministry of Education, Science and Technology)
Strengthen competency and accountability of implementing gender equality policies	National gender equality index	62.6 points	68.1 points	National Gender Equality Index (Ministry of Gender Equality and Family)

Source: Ministry of Gender Equality and Family (2013a: 34) The 4th Basic Plan for Women's Policy.

Second, Korea's policies on women contribute to building gender statistics through the production of new gender statistics. In order to implement women's policies we have already examined, new gender statistics are needed in addition to the already-produced gender statistics. According to this policy needs, a new

statistical survey is conducted. For example, a new survey was conducted to carry out each women's policy, such as the survey of women's policy demand for the Basic Plan for Women's Policy, the national survey of families for the Basic Plan for Healthy Homes, the national survey of multicultural families for the Basic Plan for Multicultural Families Policy, the survey of economic activities of career-interrupted women for the Basic Plan for the Promotion of Economic Activities of Career-interrupted Women, and the survey of work-family reconciliation for the Basic Plan for Equal Employment and Work-Family Reconciliation.

## B. Gender Impact Assessment and Gender Budget System

Next, gender impact assessment and gender budget systems as well have positive impact on Korea's building gender statistics. Korea's gender impact assessment system has secured a legal basis through the amendment of the Framework Act on Women's Development in 2002. Specifically, this Act stipulates that "the State and local governments shall analyze and assess the impact of a policy on women's rights and interests and social participation in advance in the process of establishing and enforcing the policy." After going through a pilot project in 2004, the gender impact assessment system has been applied to the central administrative agencies and metropolitan local governments in 2005, to basic-unit local governments in 2006, and to provincial and municipal offices of education in 2007.

Also, the Gender Impact Assessment Act was enacted in 2011. This Act defines in detail matters concerning the implementation and support system of gender impact assessment, including the targets, periods, and reflection of assessment result of gender impact assessment. With the establishment of the individual law on gender impact assessment, the legal foundation became more

solid and the targets of gender impact assessment were expanded to laws, plans and projects of different levels of government agencies. As a result, the number of implementers of gender impact assessment increased from 53 in 2005 to 302 in 2012 and the number of the tasks during the same period soared from 85 to 14,793.

On the other hand, Korea's gender budget has different legal bases and introduction periods between the central and local governments. For example, the central government's gender budget is based on the National Finance Act, which was enacted in 2006. This Act states that the central government shall "assess the impact of a budget on women and men and make efforts to reflect the result in the government budgeting." The Act also requires the central government to draw up gender budget and account settlement bills. Through the amendment of the National Finance Act in 2010, the National Finance Act expanded to funds the projects subject to drawing up gender budget and account settlement bills. Also, the Act prescribed to include clear statement of expected effects on gender equality, analysis of benefits by gender, and performance objectives in the gender budget bill.

In October 2009, the government budget proposal for 2010 was submitted to the National Assembly of Korea. In the proposal, 29 central administrative agencies submitted gender budget bills for a total of 195 detailed projects as attached documents for the first time in Korea. In the government budget proposal for 2013, 34 central administrative agencies prepared and submitted gender budget bills for a total of 275 detailed projects to the National Assembly of Korea. This shows an increase in the agencies and projects subject to the gender budget over the years.

Next, the gender budget of local governments is based on the Local Finance Act, which was established in 2011. This Act defines that the head of local governments shall prepare gender budget and account settlement bills and submit them to the local assemblies. In 2012, 17 metropolitan governments and

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227 basic-unit local governments draw up gender budget bills for a total of 11,803 projects and submitted them to the local assemblies. This is an increase of over 4,000 projects from the 7,692 projects subject to pilot preparations of the budget bill in the first half of 2013 and demonstrates an active interest of local governments in the gender budget system.

Korea's gender impact assessment and gender budget have the following impacts on gender statistics. First, gender impact assessment and gender budget system themselves promote the production of gender statistics. Gender impact assessment and gender budget system can be operated effectively when gender statistics are well established. In other words, gender impact assessment or gender budget system cannot be implemented in the project or area where gender statistics are insufficiently built. For example, in order to draw up the gender budget bill or perform gender impact assessment, it is necessary to have gender disaggregated statistics centered on report statistics related to the targets of the project, actual recipients, and the current status of receiving the budget. Therefore, with an increase in the projects subject to preparing the gender budget bill and the projects subject to gender impact assessment, the production of gender statistics needed for the projects will go up. These gender statistics centered on report statistics are a characteristic unique to Korea's gender statistics as opposed to countries developed with gender statistics centered on survey statistics.

Also, gender impact assessment requires policy implementers to develop and implement measures for improvement based on the result of the impact assessment. According to the analysis of the Korean Ministry of Gender Equality and Family, the cases of accepting opinions on improvement related to the production and use of gender statistics accounted for 16.4 percent of the total opinions collected from the result of gender impact assessment of the projects implemented by basic-unit local governments in 2012. This figure was the second highest after 47.7 percent of accepting opinions on the improvement

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of the methods of performing policies (The Ministry of Gender Equality and Family, 2013b: 75). This shows that improvement opinions on gender statistics as a result of gender impact assessment by basic-unit local governments are actively accepted, and that consequently, gender impact assessment facilitates the production of gender statistics.

Second, Korea's gender impact assessment and gender budget system promote the production of gender statistics in new areas. Korea has implemented and expanded the two systems in new areas beyond the existing traditional women's policies or gender equality policies. For instance, project areas for gender impact assessment conducted by basic local governments in 2012 show that social welfare area accounted for the largest portion of the total areas, with 30.5 percent. On the other hand, gender impact assessment of projects in regional development and transportation and traffic areas took up 7.9% and 3.2%, respectively (The Ministry of Gender Equality and Family, 2013b: 36). Also, in the gender budget bills prepared by basic local governments in 2012, regional development and transportation and traffic areas occupied 3.0% and 2.6%, respectively. These are new areas to women's policies or gender equality policies. Therefore, this shows that gender impact assessment and gender budget system in new areas accelerates the production of gender statistics in new areas.

Third, Korea's gender impact assessment and gender budget system promote the production of gender statistics at local levels. As mentioned earlier, Korea's local government fairly actively participate in the process of operating gender impact assessment and gender budget system. This has led to a growing demand for gender statistics at the levels of metropolitan and basic local governments. Korea's existing official statistics were largely collected at the State and metropolitan governments, while official statistics collected at the basic local governments were relatively insufficient. As basic local governments have actively implemented gender impact assessment and gender budget system, there has been an increasing demand for regionally-classified gender statistics

that can show the situation of men and women in their regions.

### 3. Operation of Decentralized National Statistical System

Korea operates a decentralized statistical system. Here, decentralized statistical system refers to a statistical system in which each agency draws up statistics necessary for itself in order to perform its duties under its own responsibility as statistical activities are dispersed among each level of government agencies. On the other hand, centralized statistical system refers to a statistical system in which a specialized statistical agency draws up and supplies all statistics necessary for all the other agencies as all statistical activities of a nation are concentrated to the specialized agency (Statistics Korea, 2011: 16-19). centralized and decentralized statistical systems have the following strong and weak points as shown in <Table II-3>.

The current status of Korea's collecting national statistics shows characteristics of decentralized statistical system. In other words, Korea has a total of 387 agencies which collect national statistics, with 41 central administrative agencies, 261 local governments and 85 designated institutions. Of the total 905 nationally approved statistics, statistics collected by the Statistics Korea are 58 types, accounting for a mere 6.4% of the total.

〈Table II-3〉 Comparison of strong and weak points of centralized and decentralized statistical system

	Centralized type	Decentralized type
Main characteristics	<ul style="list-style-type: none"> <li>▪ A unified and specialized statistical agency draws up national basic statistics.</li> <li>▪ Establishes statistical contact points between government ministries and departments</li> </ul>	<ul style="list-style-type: none"> <li>▪ Individual agencies collect statistics necessary for themselves.</li> <li>▪ Establishes statistical coordination organizations</li> </ul>
Applicable countries	<ul style="list-style-type: none"> <li>▪ Canada, Sweden, Finland, the Netherlands, Australia, Indonesia, etc.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Korea, U.S., Japan, U.K, Taiwan, etc.</li> </ul>
Strong points	<ul style="list-style-type: none"> <li>▪ Develops statistics in balanced way and secures systematic statistical system</li> <li>▪ Promotes objectivity and reliability of statistics</li> <li>▪ Intensive use of professional statistical personnel</li> </ul>	<ul style="list-style-type: none"> <li>▪ Can use expertise from each area to develop related statistics.</li> <li>▪ Prompt response to statistical demand</li> </ul>
Weak points	<ul style="list-style-type: none"> <li>▪ Lack of using expertise by related administrative area</li> <li>▪ Difficulty of prompt response to statistical demand</li> </ul>	<ul style="list-style-type: none"> <li>▪ Brings waste in human resources and budget due to overlapped collections</li> <li>▪ Limited development of systematic statistics</li> <li>▪ Difficulty of intensively using professional statistical personnel</li> </ul>

Source: Korean Statistical Information Service (KOSIS, [http://kosis.kr/serviceInfo/serviceInfo\\_0201List.jsp](http://kosis.kr/serviceInfo/serviceInfo_0201List.jsp))

〈Table II-4〉 The current status of collecting national statistics by agency  
(As of April 1, 2013, the number of agencies, the number of statistics)

Agency	Number of agencies	Number of statistics	Types of statistics		Methods of preparing statistics		
			designated	general	survey	report	processed
Total	387	905	95	810	393	442	70
Government agencies	302	744	76	668	294	399	51
Central administrative agencies	41	338	59	279	172	140	26
(Statistics Korea)	1	58	42	16	43	2	13
(Other agencies)	40	280	17	263	129	138	13
Local governments	261	406	17	389	122	259	25
Designated institutions	85	161	19	142	99	43	19
Financial institutions	7	24	9	15	10	6	8
Public corporations	22	42	2	40	17	23	2
Research institutions	19	28	2	26	22	3	3
Associations and organizations	24	39	4	35	34	3	2
Other institutions	13	28	2	26	16	8	4

Source: Statistics Korea (2013). Work Plan for 2013.



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Korea's decentralized statistical system as mentioned above has the following significance from the aspect of building gender statistics. First, statistics collecting agencies can produce gender statistics necessary for themselves. This means that they can produce gender statistics using expertise from each area as a strength of decentralized statistical system. Especially, they can make active use of professional knowledge and experiences accumulated in the process of implementing each ministry's policy on women for the production of gender statistics. As can be seen in the following section, Korea's central administrative agencies and local governments have published their own publications on gender statistics. This is a positive effect of decentralized statistical system on Korea's building gender statistics.

Second, there are deviations between agencies in producing gender statistics.

For example, among the Korean central administrative agencies, only a limited number publishes their publications on gender statistics. These central administrative agencies have their own duties on women's affairs or had the government official dedicated to women's policy called Women's Policy Officer. Agencies other than these central administrative agencies do not actively produce gender statistics, including gender-disaggregated statistics.



### III

## Korea's Experience of Establishing Gender Statistics

- |  |    |
|--|----|
| 1. Development of Related Laws                         | 29 |
| 2. The Basic Plan for Women's Policy                   | 35 |
| 3. Expansion of the Production of Gender<br>Statistics | 39 |



This section presents Korea's experience of building gender statistics, focusing on the development of related laws on gender statistics, including the Framework Act on Women's Development and the Statistics Act. The section also addresses the development of related policies including the Basic Plan for Women's Policy, publications on gender statistics, gender statistics database services, cases of development and improvement of gender statistics.

## 1. Development of Related Laws

### A. The Framework Act on Women's Development

The Framework Act on Women's Development is an important legal basis for Korea's building gender statistics. Since its enactment in 1995, the Framework Act on Women's Development has provided a basis for producing gender statistics by defining the government's preparing gender statistics in the paragraph 1 of "Article 13 (Investigation, etc. of Women Related Affairs)." Then through partial amendment of the Act in 2002, the Framework Act has provided a legal basis for producing gender statistics by stating in the paragraph 3 of "Article 13 (Investigation, etc. of Women Related Affairs)" that "When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units." In addition, the Framework Act on Women's Development has laid a legal basis for establishing gender statistics by prescribing women-related investigations and building information system in "Article 13 (Investigation, etc. of Women Related Affairs)."

Although the Framework Act on Women's Development contributed to building gender statistics by providing a legal basis for producing gender statistics, the Act had limitations in promoting nationwide gender statistics. This is because the ministry concerned with this Act, the Ministry of Gender Equality and Family, is not a ministry in charge of national statistics (You

Kyoung Moon, et al., 2007: 24). Although it has a coordinating function of women's policy, the Ministry of Gender Equality and Family has limitations in performing duties of building national gender statistics, including the improvement of statistics of other ministries from a gender-sensitive perspective compared to the Statistics Korea which approves for collection of statistics.

In this context, the gender quota system in politics can be seen as providing an equal right in the political decision-making processes that decide on how to allocate equal opportunities instead of the right for allocating those opportunities. In other words, the small number of female members at the national assembly not only shows visibly how unjust it is that women are not able to take up the seats, but also it is against the democratic equality of not giving the opportunity for women to directly participate in the political decision-making processes. Therefore, the gender quota system in politics allowed women to directly participate in the political decision-making processes where they have been banned for a long period in the Korean society, thereby acting as a means of encouraging democracy in the society as a whole (Ji Young Moon, 2012: 177-178).

〈Table III-1〉 Changes in the provisions on gender statistics in the Framework Act on Women's Development

Year	Provisions	Remarks
Enacted on Dec. 30, 1995 Act no. 5136	Article 13 (Investigation, etc. of Women Related Affairs) ① The government shall conduct surveys on problems involving women through opinion polls and <b>collection of gender statistics</b> for the efficient establishment of women's policies. ② The government shall strive to provide information related to women by establishing information system.	Newly established the Presidential Commission of Women's Affairs in 1998.
Partially amended, Jan. 29, 2001 Act no. 6400	Article 13 (Investigation, etc. of Women Related Affairs) ① The Ministry of Women's Affairs shall conduct surveys on problems involving women through opinion polls and <b>collection of gender statistics</b> for the efficient establishment	Newly established the Ministry of Women's Affairs

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Year	Provisions	Remarks
	of women's policies.<Amended, Jan. 29, 2001> ② The Minister of Women's Affairs shall strive to provide information related to women by establishing information system.<Amended, Jan. 29, 2001>	in 2001.
Partially amended, Dec. 11, 2002	Article 13 (Investigation, etc. of Women Related Affairs) ① If necessary for developing efficient women's policies, the Minister of Women's Affairs shall conduct basic surveys and opinion polls on problems involving women. <Amended, Jan. 29, 2001, Dec. 11, 2002> [<Enforcement date, Mar. 12, 2003>] ② The Minister of Women's Affairs shall strive to provide information related to women by establishing information system. <Amended by Act no. 6400, Jan. 29, 2001> ③ <b>When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units.</b> <Newly established, Dec. 11, 2002.> [<Enforcement date, Mar. 12, 2003.>] Act no. 6836 (Management of the National Funds Act), partially amended, Dec. 30, 2002	
Act no.7413 (The Government Organization Act) Partially amended, Mar. 24, 2005	Article 13 (Investigation, etc. of Women Related Affairs) ① If necessary for developing efficient women's policies, the Minister of Gender Equality and Family shall conduct basic surveys and opinion polls on problems involving women. <Amended by Act no. 7413 (The Government Organization Act), Jan. 29, 2001, Dec. 11, 2002, Mar. 24, 2005> ② The Minister of Gender Equality and Family shall strive to provide information related to women by establishing information system. <Amended by Act no. 6400 (The Government Organization Act), Jan. 29, 2001, by Act. no. 7413 (The Government Organization Act), Mar. 24, 2005> ③ <b>When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units.</b> <Newly established, 2002.12.11> [<Enforcement date, 2003.3.12>]	Expanded from the Ministry of Women's Affairs to the Ministry of Gender Equality and Family
Act no. 8852 10th (other Act) partial amendment, Feb. 29, 2008	Article 13 (Investigation, etc. of Women Related Affairs) ① If necessary for developing efficient women's policies, the Minister of Women's Affairs shall conduct basic surveys and opinion polls on problems involving women. <Amended, Jan. 29, 2001, Dec. 11, 2002, Mar. 24, 2005, Feb. 29, 2008> ② The Minister of Women's Affairs shall strive to provide information related to women by establishing information system. <Amended, Jan. 29, 2001, Dec. 11, 2002, Mar. 24, 2005, Feb. 29, 2008>	Changed from the Ministry of Gender Equality and Family to the Ministry of Women's Affairs

Year	Provisions	Remarks
	③ <b>When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units.</b> <Newly established, Dec. 11, 2002>	
Act no.9126 11th partial amendment, Jun. 13, 2008	Article 13 (Investigation, etc. of Women Related Affairs) ① If necessary for developing efficient women's policies, the Minister of Women's Affairs shall conduct basic surveys and opinion polls on problems involving women. ② The Minister of Women's Affairs shall strive to provide information related to women by establishing information system. ③ <b>When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units.</b> <Wholly amended, Jun. 13, 2008>	
Act no. 9932, Jan. 18, 2010, Amended other Act	Article 13 (Investigation, etc. of Women Related Affairs) ① If necessary for developing efficient women's policies, the Minister of Gender Equality and Family shall conduct basic surveys and opinion polls on problems involving women. <Amended, Jan. 18, 2010> ② The Minister of Gender Equality and Family shall strive to provide information related to women by establishing information system. <Amended, Jan. 18, 2010> ③ <b>When the State and local governments compile population statistics, they shall include distinction of gender as one of major analysis units.</b> [Wholly amended, Jun. 13, 2008]	Changed from the Ministry of Women's Affairs to Ministry of Gender Equality and Family

## B. The Statistics Act

At present, the Statistics Act together with the Framework Act on Women's Development has a legal ground for Korea's building gender statistics. However, the Statistics Act prior to 2007 had no legal basis for producing gender statistics. The Statistics Act could become a legal basis for producing gender statistics because the Ministry of Gender Equality and Family contributed to inserting a clause that could be a basis for producing and improving gender statistics in the process of carrying out the whole amendment in the Statistics Act in 2007 (You Kyoung Moon, et al., 2007: 18). The Statistics Act included

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gender distinction in "Article 18 (Approval for Collection of Statistics)" as a requirement for approval of national official statistics. Subsequently in 2010, the Statistics Act was amended to include "the collection and distribution of gender statistics classified by gender" in the business of a staff member in charge of statistics.

#### 〈Box III-1〉 Provisions on gender statistics in the Statistics Act

Article 6 (Designation and Management of Staff in Charge of Statistics)

(1) The heads of statistics collecting agencies shall designate and manage a staff member in charge of statistics from among the staff under their control, and have him/her administer overall business in the following subparagraphs concerning the collection, dissemination and use of statistics under jurisdiction. In such case, the scope of a person subject to designation shall be prescribed by Presidential Decree.  
<Amended by Act No. 10196, Mar. 31, 2010>

1. Business of integration, coordination and quality control of statistics duty of the statistics collecting agency and an agency under its jurisdiction;

2. Business concerning cooperation with other statistics collecting agencies;

3. Business concerning the collection and distribution of gender statistics classified by gender, if natural persons are included in statistics.

(Left out)

Article 18 (Approval for Collection of Statistics)

(1) In cases where the head of a statistics collecting agency intends to collect new statistics, he/she shall obtain prior approval of the Commissioner of the Statistics Korea on the matters prescribed by Presidential Decree, such as name, kind, purposes, subject matters of

survey, methodology of survey, gender distinction in the matters of survey, etc. The same shall apply in cases where he/she intends to change the approved matters or to suspend the collection of statistics that have been approved.

These changes in the Statistics Act have the following significance with regard to establishing gender statistics. First, they further increased the possibility of building national gender statistics. That is to say, according to the legal basis for producing gender statistics as prescribed in the Statistics Act under jurisdiction of the Statistics Korea in charge of national statistics, Korea became capable of implementing the production of gender statistics more strongly than before. This means that the production of gender statistics could be expanded to the overall national statistics without being limited to women's affairs.

Second, they specified the main agent of establishing gender statistics. Previously in the Framework Act, "the State and local governments" was defined as the main agent of establishing gender statistics, but the Statistics Act defined the agent as "staff in charge of statistics" more specifically.

Third, they specified the establishment of gender statistics as a process of collecting statistics. Previously, the Framework Act on Women's Development stated, "When the State and local governments compile population statistics," but the Statistics Act specified the collection of gender statistics at the time of survey in its provision "gender distinction in the matters of survey." This enabled the nation to introduce a gender-sensitive perspective in the early production phase of national statistics (You Kyoung Moon, 2007: 18).

## 2. The Basic Plan for Women's Policy

The Basic Plan for Women's Policy plays an important role in Korea's establishing gender statistics. As we've already examined, this master plan for women's policy facilitates the establishment of gender statistics by using gender statistics in the process of formulating and implementing the Basic Plan for Women's Policy. The Basic Plan for Women's Policy also contributes to producing gender statistics by including the establishment of gender statistics in its tasks to be implemented.

The First Basic Plan for Women's Policy implemented the development of statistical data, evaluation of the value of housewife's housework and its institutional reflection from a gender-sensitive perspective. Regarding the development of gender statistics from a gender-sensitive perspective, the Basic Plan implemented the design and complementation of a questionnaire for classification by gender when conducting statistical surveys if possible and gained achievements to some degree. However, the Presidential Commission on Women's Affairs dedicated to women's policy was limited in directly intervening in or making up for the design of the questionnaire made by other ministries. In this situation, it was an important achievement to have divided "housework" into "housework" and "childrearing" in the answers to the question of current economic activity in the Statistics Korea's survey of the economically active population. The evaluation of the value of housewife's housework and its institutional reflection was implemented as part of forming equal family culture. This was significant because for a specific method, the First Basic Plan used Time-use Survey, which is a representative gender statistic (You Kyoung Moon, et al., 2007: 12).

The Second Basic Plan for Women's Policy (2003-2007) implemented surveys of specific women groups, including women with non-regular jobs, women in agriculture, and elderly women and to establish statistics together with the

production and distribution of gender statistics. Concerning the production and distribution of gender statistics, the Basic Plan designated (established) a department in charge of producing gender statistics promoted the production of required gender statistics, newly established items by gender, and improved report forms of report statistics.

The Third Basic Plan for Women's Policy implemented the development of national and regional gender equality indicators and collection of gender statistics related to volunteer services together with the establishment of statistics by gender. In particular, since the Third Basic Plan for Women's Policy, education of gender statistics has been conducted for government officials. In relation to the establishment of statistics by gender, the Basic Plan pursued the disaggregation of all population statistics by gender among the nationally-produced statistics, improvement of the basis for producing and using statistics, and improvement of the process of producing statistics by gender.

〈Table III-2〉 Main contents on gender statistics in the 1st-4th Basic Plan for Women's Policy

	Task name	Main contents
The 1st Basic Plan for Women's Policy	Evaluation of the value of housewife's housework and its institutional reflection	<ul style="list-style-type: none"> <li>▪ Conduct a time-use survey to find out the amount of housework</li> <li>▪ Include housework satellite account in the system of national accounts</li> <li>▪ Identify areas of applying the value of housework and research the methods of applying the value</li> <li>▪ Amend the Inheritance Tax and Gift Tax Act</li> </ul>
	Development of statistical data from gender-sensitive perspective	<ul style="list-style-type: none"> <li>▪ Design and complement the questionnaire for gender distinction when conducting a statistical survey if possible</li> <li>▪ Specify women's economic activity conditions in the questionnaire of the economically active population</li> <li>▪ Classify workers by gender subject to the basic statistical survey of businesses</li> </ul>
The 2nd Basic Plan for Women's	Creation of the basis for gender analysis of policies	<ul style="list-style-type: none"> <li>▪ Produce and distribute gender statistics</li> </ul>

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	Task name	Main contents
Policy	Establishment of a statistical basis for the survey of non-regular workers	<ul style="list-style-type: none"> <li>Establish a statistical basis for the periodical production of statistics on non-regular workers</li> </ul>
	Establishment of infrastructure for systematic implementation of policies on women in agriculture	<ul style="list-style-type: none"> <li>Build gender-sensitive statistics including the survey of the current status of women in agriculture</li> </ul>
	Establishment of gender-sensitive statistics on welfare for the elderly	<ul style="list-style-type: none"> <li>Build gender-sensitive statistics to implement policies suitable for the traits of elderly women</li> </ul>
The 3rd Basic Plan for Women's Policy	Establishment of statistics by gender	<ul style="list-style-type: none"> <li>Disaggregate all population statistics by gender among nationally produced statistics</li> <li>Improve the basis for producing and using statistics</li> <li>Improve the process of producing statistics by gender</li> </ul>
	Promote the education of gender impact assessment and gender budget	<ul style="list-style-type: none"> <li>Strengthen the education of statistics by gender for the staff in charge of statistics</li> </ul>
	Reinforce the implementation of women's policy through gender equality indicators	<ul style="list-style-type: none"> <li>Collect and publish gender equality indicators</li> <li>Pursue to make a brand of gender equality indicators</li> </ul>
	Expand the production and use of regional gender equality indicators and gender statistics	<ul style="list-style-type: none"> <li>Develop gender equality indicators suited for each local government based on the gender equality indicators at the national levels.</li> <li>Publish "gender statistics" which can show the current status of women by region</li> </ul>
	Facilitate the survey and public relations of volunteer services to spread the volunteer service culture	<ul style="list-style-type: none"> <li>Collect statistics on volunteer services, including statistics by gender through the analysis of volunteer service activities</li> </ul>
The 4th	Expansion of the	○[New] Build a gender statistics production and monitoring system

	Task name	Main contents
Basic Plan for Women's Policy	production of gender statistics and systematic management	(The Statistics Korea, the Ministry of Gender Equality and Family, central government ministries, provinces and cities) <ul style="list-style-type: none"> <li>▪ Monitor whether gender distinction is made in the nationally-approved statistics of the central and local governments</li> <li>▪ Distribute manuals for producing and using gender statistics</li> </ul> ○[New] Publish publications on gender statistics and provide online service by the central and local governments (central government ministries, provinces and cities) <ul style="list-style-type: none"> <li>▪ Each central government ministry shall publish gender statistics reports to provide information on the current status of gender and gender equality in the relevant policy areas.</li> <li>▪ Metropolitan and basic-unit governments shall publish gender statistics reports to provide information on the levels and features of gender equality in the region.</li> </ul>
	Expand and specialize gender-sensitive education for government officials	○[New] Develop and operate education programs specialized for the business in charge (The Ministry of Gender Equality and Family, Statistics Korea, government ministries) <ul style="list-style-type: none"> <li>▪ Conduct education of the production of gender statistics for statistics producers, education of gender-sensitive policy planning focusing on the planning stage, and education of implementation and management of policy improvements</li> </ul>
	Strengthen the policy coordinating functions to realize gender equality	○Raise the use of national and regional gender equality indicators (The Ministry of Gender Equality and Family, provinces and cities) <ul style="list-style-type: none"> <li>▪ Check policies for setting and improving critical management indexes and build a system in connection with critical management indexes, gender impact assessment, and gender budger</li> <li>▪ Enhance public relations on national and regional gender equality indicators</li> <li>▪ Strengthen feedbacks using regional gender equality indicators at local government levels</li> </ul>

Source: You Kyoung Moon, et al. (2007), Related contents quoted from "<Table 2-4> the 1st Basic Plan for Women's Policy" (13), "<Table 2-12> the 2nd Basic Plan for Women's Policy" (18), "the 3rd Basic Plan for Women's Policy", and "the 4th Basic Plan for Women's Policy."

The Fourth Basic Plan for Women's Policy under implementation as of 2013 carries out the Expansion of the production and systematic management of gender statistics, education of the production of gender statistics for statistics producers, and promotion of the use of national and regional gender equality

indicators. Regarding the Expansion of the production and systematic management of gender statistics, the Basic Plan implements the establishment of a gender statistics production and monitoring system, publication of books and periodicals on gender statistics by the central and local governments, and provision of Web services. To this end, it is monitored whether gender distinction is made in the nationally-approved statistics of the government ministries and local governments; manuals are distributed for producing and using gender statistics; and gender statistics reports are published by the central, metropolitan, and local governments. This shows that along with gender-sensitive management of the nationally-approved statistics, Korea has distributed all kinds of information on gender statistics.

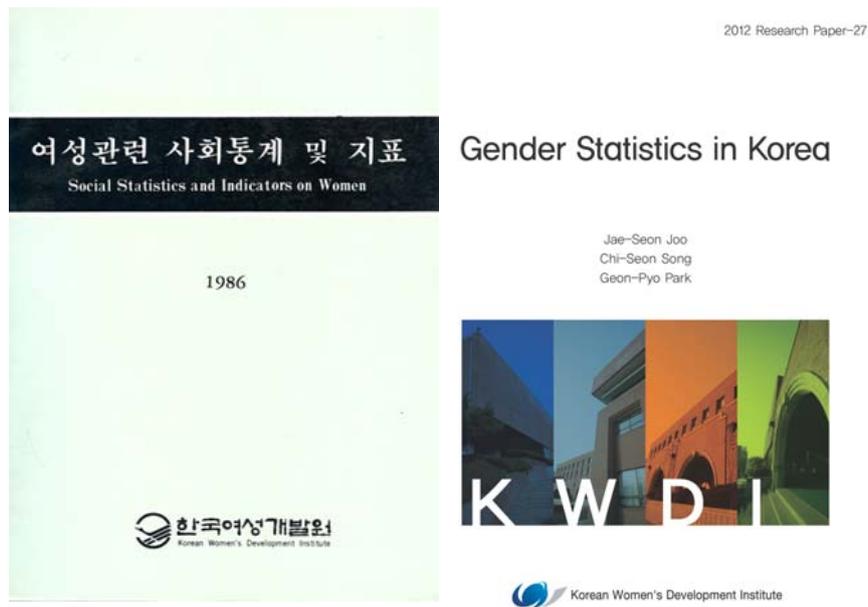
### 3. Expansion of the Production of Gender Statistics

#### A. Publication of Books on Gender Statistics

##### 1) Korean Women's Development Institute

Korean Women's Development Institute published *Social Statistics and Indicators on Women*, Korea's first publication on gender statistics in 1986. This publication is based on the awareness of the problem that as existing social indicators could not present women's particular situation and did not have sufficiently clear gender distinction, they were limited in identifying women's conditions and evaluate their status. Accordingly, the Institute developed women-related social indicators for understanding the quality of women's overall lives, including women's conditions and status of the nation, population size, family structure, education, employment, and health. Then, it published a book which contains statistics and indicators according to the indicator systems set by area,

including population, family, household, education, income/employment/economic activity, health, nutrition, social welfare, housing, social activity, and public security. As *Social Statistics and Indicators on Women* had limitations in reflecting rapid social changes due to its publication only twice in 1986 and 1993, the Institute began to publish *Statistical Yearbook on Women* in 1994. Then, *Statistical Yearbook on Women* changed its name to *Gender Statistics in Korea* in 2008. The Institute has published updated statistics to show the time-series change of women's status while revising and complementing existing indicator systems and statistical tables.<sup>1)</sup> For diversification of statistical publications, the Korean Women's Development Institute has also published *Statistical Chart on Women*, *Regional Statistics on Women*, and *Women in Korea*.



[Figure III-1] Covers for Social Statistics and Indicators on Women and Gender Statistics in Korea

1) Refer to the "Appendix" for the indicator system and the list of indicators of *Gender Statistics in Korea 2012*.



[Figure III-2] The Korean Women's Development Institute's publications on gender statistics

## 2) The Central Government Ministries

With the expansion of the department in charge of women's policy, gender statistics reports were also published by the central government ministries. These gender statistics reports by the central government ministries were published in the process of carrying out women-related work of the related ministries. For example, the Ministry of Employment and Labor included statistics related to women's employment in *Women and Employment*, the first report on gender statistics among the central government ministries, in 1983. This publication was to meet the policy demands of the Labor and Women's Bureau, which took charge of women's affairs at that time. In the process of undertaking government responsibilities to improve women's status or resolve gender in equality, policy demands for gender statistics in the related areas were raised and met in the specific form called the report on gender statistics.

For example, the Ministry of Gender Equality and Family published *Statistical Yearbook on Women and Families* in 2005 and in 2006 respectively. The Offices of Women's Policy Officer in six ministries, which was established together with the new establishment of the Ministry of Women's Affairs in 2002, also published gender statistics. The Ministry of Justice has bi-annually published *The Ministry of Justice Statistics on Women* since 2000. The Ministry of Public Administration and Security published statistics on government officials in Women in Public Service and has regularly published *Statistics of Women Public Officials in Local Governments* since 2005.

〈Table III-3〉 The current publications on gender statistics by the central government ministries

Year of publication	Related projects	Ministry
1983-annual	Published a statistic-centered report <i>Women and Employment</i>	Ministry of Employment and Labor
2000-bi-annual	Published a statistical handbook <i>The Ministry of Justice Statistics on Women</i>	Ministry of Justice
2005	Published a research report <i>Study of the Restructuring of the Ministry of Justice Statistics on Women</i>	
2001	Published a statistical handbook <i>Women's Health and Welfare: Phenomena and Statistics</i>	Ministry of Health and Welfare
2003	Published a statistical and research report <i>Statistical Handbook for Korean Women's Health</i>	
2000-2003	Published part of the statistical handbook <i>Women in Public Service</i>	Ministry of Public Administration and Security
2005,07,08	Published <i>Statistics on Women Public Officials in Local Governments</i>	
2002	Published a research report <i>Study of Welfare Indicators for Women in Agriculture</i>	Ministry of Agriculture, Food, and Rural Affairs
1997-annual	Published a statistical handbook <i>Women's Lives Seen through Statistics</i>	Statistics Korea

Year of publication	Related projects	Ministry
2005, 2006	Published a statistical yearbook <i>Statistical Yearbook on Women and Families</i>	Ministry of Gender Equality and Family

Note: The names of ministries are recent ones.

Source: The Ministry of Gender Equality and Family and the Statistics Korea (2013: 20), "<Table 1> The current publications of books on gender statistics by the central administrative agencies (Dec. 2012)."



[Figure III-3] Publications on gender statistics by Korea's central government ministries

### 3) Local Governments

The metropolitan and basic local governments currently publish publications on gender statistics as below. Except for Sejong special city, 16 metropolitan governments have published their own publications on gender statistics. The metropolitan cities of Daegu, Incheon, Gwangju, Daejeon, and provinces of Chungbuk, Chungnam, Jeonbuk, Jeonnam, and Jeju have published their own publications on gender statistics since the late 1990s. Also, the special city of

Seoul, metropolitan cities of Busan, Ulsan, and provinces of Gyeonggi, Gangwon, Jeonnam, Gyeongbuk, and Gyeongnam began to publish their own publications on gender statistics in the 2000s.

Entering the 2000s, some of the basic local governments published their own publications on gender statistics. For example, the city of Jeonju published *Statistical Yearbook in Jeonju* in 2000, for the first time among the local governments. The city of Goyang (*Statistics on Women in Goyang*) and the district of Seocho (*Women in Seocho Seen through Statistics*) published their own publications on gender statistics in 2003 and 2007 respectively. Entering the 2010, a growing number of local governments published their own publications on gender statistics. In other words, beginning with the city of Ansan in 2010, such local governments as the city of Iksan (2010), the city of Anyang and the district of Bupyeong (2012), and the city of Siheung (2013) published their own publications on gender statistics.



[Figure III-4] Publications on gender statistics by Korea's local governments

〈Table III-4〉 The current publications on gender statistics by the local governments

Local government names	Publications (former titles)	The year for the first publication	The year for the recent publication	Publication interval
Seoul	<i>Women in Seoul Seen through Statistics</i>	2004	2011	2 yrs.
Busan	<i>Statistical Yearbook on Women and Families in Busan (Statistics on Women in Busan)</i>	2005	2011	1 yr.
Daegu	<i>Women's Lives in Daegu Seen Through Statistics (Gender Statistics in Daegu)</i>	1998	2009	Irregular
Incheon	<i>Gender Statistics in Incheon</i>	1997	2009	Irregular
Gwangju	<i>Gender Statistics in Gwangju (Under publication)</i>	1999	2012	2 yrs.
Daejeon	<i>Statistics on Women and Families in Daejeon (Statistics on Women in Daejeon)</i>	1998	2012	1 yr.
Ulsan	<i>Gender Statistics in Ulsan (Under publication)</i>	2007	2012	Irregular
Gyeonggi	<i>Statistics on Women and Families in Gyeonggi</i>	2000	2008	3 yrs.
	<i>Gender Statistics by City and County in Gyeonggi</i>	2006	2010	2 yrs.
Gangwon	<i>Gender Statistics in Gangwon (Statistics on Women in Gangwon)</i>	2003	2009	3 yrs.
Chungbuk	<i>Gender Statistics in Chungbuk (Statistics on Women in Chungbuk)</i>	1999	2011	Irregular
Chungnam	<i>Women's Lives in Chungnam Seen Through Statistics (Statistics on Women in Chungnam)</i>	1997	2008	2 yrs.
Jeonbuk	<i>Gender Statistics in Jeonbuk</i>	1999	2003	Irregular
Jeonnam	<i>Gender Statistics in Jeonnam (Statistics on Women in Jeonnam)</i>	2004	2012	Irregular
Gyeongbuk	<i>Statistics on Women and Families in Gyeongbuk (Statistics on Women in Gyeongbuk)</i>	2001	2009	Irregular
Gyeongnam	<i>Gender Statistics in Gyeongnam</i>	2004	2011	Irregular
Jeju	<i>Statistical Yearbook On Women and Families in Jeju (Statistics on Women in Jeju)</i>	1998	2011	2 yrs.
Jeonju	<i>Statistical Yearbook in Jeonju</i>	2000	2002	Irregular

Local government names	Publications (former titles)	The year for the first publication	The year for the recent publication	Publication interval
Goyang	<i>Statistics on Women in Goyang</i>	2003	2003	Irregular
Seochon	<i>Women in Seochon Seen through Statistics</i>	2007	2007	Irregular
Ansan	<i>Gender Statistics in Ansan</i>	2010	2013	Irregular
Iksan	<i>Gender Statistics in Iksan</i>	2011	2011	Irregular
Anyang	<i>Gender Statistics in Anyang</i>	2012	2012	Irregular
Bupyeong	<i>Gender Statistics in Bupyeong</i>	2012	2012	1 yr.
Siheung	<i>Gender Statistics in Siheung</i>	2013	2013	Irregular

Source: Ministry of Gender Equality and Family·Statistics Korea (2013: 21), Partially revised based on "<Table 2> The current publication of books on gender statistics by the local governments (Dec. 2012)".

These metropolitan and basic local governments published their own publications on gender statistics, because there was a growing need for production of their own gender statistics as local government system was enforced on a large scale in the late 1990s and the local governments implemented their own policies on women. In the recent years particularly, demand for gender statistics has increased at the levels of district, county, and city according to the execution of gender impact assessment and local gender budget system. As a consequence, basic local governments have increasingly published their own publications on gender statistics.

Not only local governments but also Regional Statistics Offices have published books on gender statistics. While *Women's Lives Seen through Statistics* published by the Statistics Korea since 1997 to celebrate Women's Week, *Women's Lives Seen through Statistics* published by Regional Statistics Offices reflect features of the region of publication. For example, *Women's Lives in Gwangju/Jeonnam Seen through Statistics* was published in 2006, and

subsequently in 2008 and 2009 most Regional Statistics Offices across the nation published *Women's Lives Seen through Statistics* at the metropolitan government levels. *Women's Lives Seen through Statistics* published by Regional Statistics Offices features bi-annual or irregular publication, unlike those published by the Statistics Korea and Regional Statistics Office in Chungcheong.

Statistics included in the reports on gender statistics published by the central and local governments as well as those in *Gender Statistics in Korea* by the Korean Women's Development Institute have recently spread to a wide range of areas, including health, safety, environment, and transportation. This trend shows that Korea's policies on women go beyond the areas of traditional women's policies to expand toward a new area.

## B. Statistical Database Service

### 1) Gender Statistics Information System (GSIS)

Gender Statistics Information System is a database service dedicated to gender statistics provided by the Korean Women's Development Institute. Gender Statistics Information System was established to overcome the limitations of the conventional method of distributing information on gender statistics and actively respond to a new demand for information on gender statistics. Accordingly, the Internet-based GSIS has overcome the temporal and spatial limitations in the methods of distributing information on gender statistics in such book form as *Gender Statistics in Korea*, and it responded to the demand for gender statistics arising from the implementation of gender impact assessment, gender budget, and women's policies.

The Korean Women's Development Institute built the GSIS in the first phase of the project between 2006 and 2008. During this phase, the Institute planned the whole project, built a nationwide gender statistics database, made websites

in Korean and English, established a metropolitan and local government gender statistics database, constructed an international women statistics database, and translated gender statistics database into English.

In the second phase, which began in 2009, the Institute set the proliferation of the GSIS for the direction of the project and has since carried out specific projects. That is, the Institute spread gender statistics information for policy support and for the convenient use of the public, provided statistical services for women's policies specialized by user group, strengthened accessibility through the promotion of awareness and service connection, enhanced timeliness of gender statistics database, and sought the stable maintenance of service system.

Gender Statistics Information System built women's statistics database, regional gender statistics database, international gender statistics database, and other statistical database for OECD statistics, women and families policy statistics, gender impact assessment statistics, and gender budget statistics to provide database services. The GSIS has also provided statistics by theme, including regional gender equality indicators, chart on gender statistics, millennium development goals statistics, statistics on the Korean longitudinal survey of women and families, indicators for women with disabilities and statistics on multicultural families.



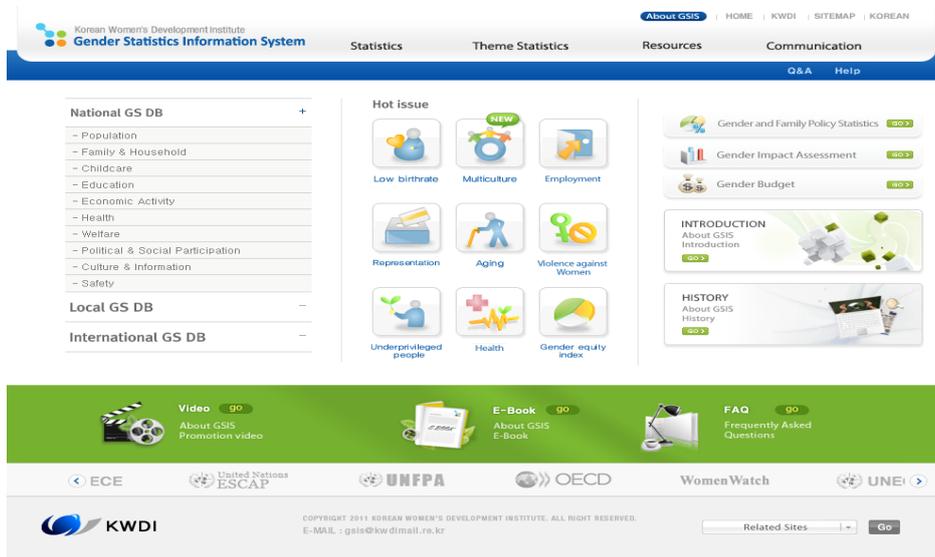
### III. Korea's Experience of Establishing Gender Statistics ●●● 49



[Figure III-5] The Korean Women's Development Institute's website for Gender Statistics Information System: Korean  
 Source: Website for Gender Statistics Information System  
 (http://gsis.kwdi.re.kr/gsis/kr/main.html)



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[Figure III-6] The Korean Women's Development Institute's website for Gender Statistics Information System: English

Source: Website for Gender Statistics Information System  
(<http://gsis.kwdi.re.kr/gsis/eg/main.html>)

## 2) Korean Statistical Information Service (KOSIS)

Korean Statistical Information Service is a statistical service run by the Statistics Korea. The KOSIS provides services for various types of nationally-approved statistics collected by the Statistics Korea and about 120 agencies. It also provides latest statistics of international organizations including the International Monetary Fund, the World Bank, the Organization for Economic Cooperation and Development unrestricted of time and space.

For domestic statistics, the KOSIS provides all kinds of statistics in 16 areas, including population/household, environment, transportation/information and communications, finance/banking/insurance, employment/labor/wage, agriculture and forestry/fishery, wholesale and retail industry/service industry, trade/foreign exchange/international balance of payments, prices/household income and expenditure/mining and manufacturing industry/energy, economy/corporate business



### III. Korea's Experience of Establishing Gender Statistics ●●● 51

(company), education/culture/science, health/society/welfare, construction/housing/land, national accounts/regional accounts/national assets (national wealth), administration.

**KOSIS** 국가통계포털  
Korean Statistical Information Service

KOSIS 100대 지표

1인당국민총소득(명목)(13) 2,869.5만원	주계인구(14) 50,423,955 명	합계총생산(13) 1,119 억
· 1인당국민총소득(13) 2,869.5 만원	· 실업률(14.04) 3.9 %	· 고용률(14.04) 80.6 %
· 기대수명(12) 81.4 년	· 경제성장률(14.1/4) 0.9 %	· 실질GDP(14.1/4) 0.9 %
	· 소비자물가(14.04) 1.5 %	· 증권가스주회용량(10) 668.8 백만t CO <sub>2</sub> -eq

주제별 통계: 인구·가구, 환경, 교통·정보통신, 재정·금융·보험, 고용·노동·임금, 농림·어업, 도시·주택·서비스, 무역·외환·국제수지, 물가·가계, 항공·에너지, 경제·기업경영(사업제), 교육·문화·과학, 보건·사회·복지, 건설·주택·토지, 국민계정·지역계정·국가자산(국부), 행정

공지사항: 청년패널조사 신규통계표 등록, 대졸자직업이동경로조사 신규통계표 등록, 경상남도고성군기분통계 신규 서비스, 경상남도거제시기분통계 신규 서비스

FAQ: 국가통계포털 사이트에서는 어떤 서비스를 하고 있나요?, 통계표를 보는 방법은 무엇인가요?, 통계자료가 너무 방대하여 찾기가 어렵습니다. 통계자료를 파일로 다운받으려면 어떻게 하나요?

이용안내: KOSIS 구성내용, 통계표조회방법, 통합검색방법

통계청 (302-701) 대전광역시 서구 청사로 189 (토산동, 정부대전청사 3동)  
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[Figure III-7] The Statistics Korea's website for Korean Statistical Information Service: Korean

Source: Website for Korean Statistical Information Service (<http://kosis.kr/>)



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KoSIS, a window to the world

**KOSIS** Korean Statistical Information Service

HOME SITEMAP KOREAN

Statistical Database   Visualization   Bulletin Board   About KOSIS

**Major Indicators of Korea**

Population Projections ('14)	50,423,955 persons	Total Fertility Rate ('13)	1.19 persons
Monthly Average Household Income ('14.1/4)	4,403,278 won	Employment-Population Ratio ('14.04)	60.6 %
Unemployment Rate ('14.04)	3.9 %	GDP Growth Rate(Real) ('14.1/4)	0.9 %
Per Capita GNI (at current prices) ('13)	2,859.5 ten thousand won	Consumer Price(Year_on_year) ('14.04)	1.5 %
Life Expectancy at Birth ('12)	81.4 years	Degree of Air Pollution(Ozone) ('12.12)	0.015 ppm

**Statistical Database**

Population/Household	Environment	Transportation/Information and Communication	Finance/Banking/Insurance
Employment/Labor/Wage	Agriculture, Forestry and Fishery	Wholesale and Retail Trade/Service Industry	Trade/Foreign Exchange/Balance of Payments
Price/Household Income and Expenditure	Mining and Manufacturing Industry/Energy	Economy/Corporate Business (Company)	Education/Culture/Science
Health/Society/Welfare	Construction/Housing/Land	National Accounts/Regional Accounts/National Wealth	Administration

**Visualization**

News Releases   **FAQ**   Q&A   + MORE

Homo Statistics	Now Preparing Men vs Women	Economically Active Population Survey in April 2014	2014-05-14
Business Cycle Clock	G20 Statistics	Consumer Price Index in April 2014	2014-05-01
		The Index of Services in March 2014	2014-04-30
		The Industrial Activities in March and in the First Quart...	2014-04-30
		Livestock Statistics in the First Quarter of 2014	2014-04-11
		Economically Active Population Survey in March 2014	2014-04-09
		Consumer Price Index in March 2014	2014-04-01
		Rice Production Cost Survey in 2013	2014-03-31

**Pop-up Zone**

English version of KOSIS provides official statistics on 103 subject matters of 19 statistical agencies as of Apr. 30, 2014

Explore Korea through Statistics

STATISTICS KOREA   go>   Statistical Standards   go>   Statistical Shopping Mall   go>   MDSS Overview   go>

STATISTICS KOREA   COPYRIGHT(C) 2014 STATISTICS KOREA. ALL RIGHTS RESERVED. Government Complex Daejeon, 189 Cheongsu-ro, Seo-gu, Daejeon, Republic of Korea, 302-701 (zip) TEL +82-42-481-9114

[Figure III-8] The Statistics Korea's website for Korean Statistical Information Service: English

Source: Website for Korean Statistical Information Service (<http://kosis.kr/eng/>)

In addition, the KOSIS offers general users and experts with regional statistics collected by administrative district and provided by theme and agency; international statistics which provide major international indicators and statistical data for identifying international economic and social trends; statistics on North Korea by collecting North Korea-related statistical information dispersed at home and abroad; customized statistics for users at large by selecting interesting data related to everyday life; visualized content which provides statistical information using visualization techniques.<sup>2)</sup>

## C. Development and Improvement of Gender Statistics

### 1) Production of Gender Statistics through New Statistical Surveys

Gender statistics are produced in two methods: One method is to develop new gender statistics which have not been previously produced. The other is to improve existing statistical surveys to produce new gender statistics. Here, we will examine Time-use Survey as a case of producing gender statistics through a new statistical survey.<sup>3)</sup>

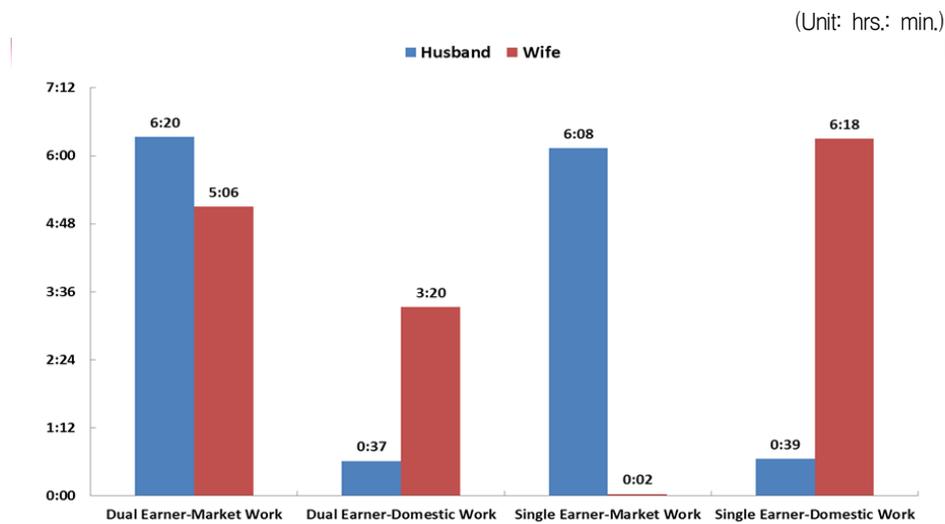
Korea conducted a time-use survey three times in 1999, 2004, and 2009 at the interval of five years. Time-use Survey identified how Korean people used their day of 24 hours to provide basic data for measuring their life styles and quality of life. The survey also aimed to find out the time required for unpaid housework to analyze the economic value of housework, to provide basis data to integrate the household satellite accounts into national account system, and to provide as basic data for making policies on labor, welfare, culture, and transportation or for academic research.

Time-use Survey is conducted of household members 10 years old or above in approximately 8,100 sample households. Also, Time-use Survey of approximately 21,000 people proceeds with interview survey and individual journals kept by respondents. The question items consist of four items on households, 17 items on individuals, time journal for two days, and one item on satisfaction with Time-use Survey.

According to the result of Time-use Survey of 2009, Korean men's time spent

- 
- 2) In addition to the Statistics Korea, other government ministries, including the Ministry of Employment and Labor, the Ministry of Health and Welfare, the Ministry of Education, and the Ministry of Culture, Sports, and Tourism provide online statistical services.
  - 3) For cases of producing gender statistics through new statistical surveys other than Time-use Survey, refer to *Handbook for Producing and Using Gender Statistics 2013* (The Ministry of Gender Equality and Family Statistics Korea, 2013).

on housework was conspicuously small compared to women's. In particular, it turned out that the difference in time spent on housework by husbands with working wives and by husbands with full-time housewives was a mere two minutes. This result shows not just women's time spent on housework but also the imbalance in reconciling work and family. Therefore, this survey result has been used as an important statistical indicator for implementing policies on work and family reconciliation



[Figure III-9] Time spent on housework by dual and single earners  
Source: Constructed based on Time-use Survey result of 2009 on the website of the Korean Statistical Information Service (<http://kosis.kr/eng/>).

## 2) Production of Gender Statistics through Improvement of Existing Statistics

### a) Addition of an item on gender

The most basic form of gender statistics is gender-disaggregated statistics. To produce gender-disaggregated statistics, it is necessary to include an item on





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- b) Addition of question or answer items in the questionnaire to show gender conditions

Conditions of women and men can be statistically identified not only by developing new statistical surveys like the Time-use Survey but also by improving existing statistical surveys. For example, an item on the conditions of childcare has been added to the sample survey items related to population in the Census since 2000 (See <Figure III-11>). As a result, Korea could make a specific policy on childcare based on the question items on the conditions of children 13 years old or below by finding out whether the respondent had children under six, which generally affects married women's employment, and whether their parents have a job (The Ministry of Gender Equality and Family and the Statistics Korea, 2011: 28-29).

Also, the Survey of Wage and Work Hours of Corporate Businesses conducted by the Ministry of Employment and Labor in 2008 added an item to find out whether companies introduced work-family reconciliation system, which was an important issue related to women's employment at the time of the survey (See <Figure III-12>). These are representative cases of producing gender statistics through improvement of existing statistical surveys to cope with policy issues related to gender equality.

**세는 나이 1세부터 13세까지의 아동만 기입합니다. [ 8 ]**

<b>8 아동 보육</b>	
<p><b>이 아동은 지난 일주일 동안 낮(오전 9시~오후 6시)에 누가어느 곳에서) 돌보았습니까?</b></p> <ul style="list-style-type: none"> <li>• 지난 일주일은 「2005년 10월 23일 ~ 10월 29일」입니다.</li> <li>• 학생은 방과 후의 보육 상태를 기준으로 합니다.</li> <li>• 두 가지 이상인 경우 주된 것 두 곳에만 표시합니다.</li> </ul>	<ul style="list-style-type: none"> <li>① 자녀의 부모</li> <li>② 조부모(친가, 외가)</li> <li>③ 기타 가족 또는 친·인척</li> <li>④ 가사도우미, 이웃 사람</li> <li>⑤ 유치원</li> <li>⑥ 어린이집, 놀이방</li> <li>⑦ 기타 보육시설</li> <li>⑧ 학원(예·체육 포함)</li> <li>⑨ 혼자 또는 아동끼리 지냄</li> <li>⑩ 기타( )</li> </ul>
<p><b>이 아동의 어머니는 이 가구에 살고 있습니까?</b>  <b>함께 살고 있다면 어머니의 성명을 기입하여 주십시오.</b></p>	<ul style="list-style-type: none"> <li>① 함께 살고 있음</li> </ul> <p>→성명 <input style="width: 80px; height: 20px;" type="text"/> <input style="width: 20px; height: 20px;" type="text"/></p> <ul style="list-style-type: none"> <li>② 함께 살고 있지 않음</li> </ul>

[Figure Ⅲ-11] Item on childcare in the 2005 Census: Korean  
 Source: Constructed based on the 2005 Census on the website of the Statistics Korea Census (<http://census.go.kr/>).

(일·가족 양립 제도 관련) - '08년 7월 1일 기준

내 용	제도 있다		제도 없다	현재 없으나 도입계획이 있다		
	활용	미활용		'09년까지 도입	'10년 이후 도입	
<b>① 유연근무제도</b>	원격 및 재택근무	1	2	3	4	5
	시차출퇴근제	1	2	3	4	5
	집중근로시간제	1	2	3	4	5
	직무공유 <sup>1)</sup>	1	2	3	4	5
	플러팅-파트타임전환제	1	2	3	4	5
<b>② 휴가·휴직제도</b>	태이엄진휴가	1	2	3	4	5
	가족간호휴가	1	2	3	4	5
	물입치료휴가	1	2	3	4	5
	입당휴가	1	2	3	4	5
	아버지육아휴직 <sup>2)</sup>	1	2	3	4	5

주: 1) 직무공유: 하나의 직무를 두 사람 이상의 근로자가 공유하여 직무공유자 간에 업무시간을 한례적으로 조정하는 제도  
 2) 아버지 육아휴직 할당제: 육아휴직의 일정기간을 아버지가 의무적으로 사용하도록 하고, 휴가를 안하면 휴가가 지동적으로 소멸되는 제도

[Figure Ⅲ-12] Item on work-family reconciliation system of the Survey of Wage and Work Hours of Corporate Businesses (2008) by the Ministry of Employment and Labor: Korean  
 Source: Website for the labor and employment statistics of the Ministry of Employment and Labor (<http://laborstat.molab.go.kr/>).

The production of gender statistics was also possible through improvement of existing answer items. For example, in the case of the answer item for activity conditions over the past week in the Economically Active Population Survey by the Statistics Korea, there was no item on childcare before 1997. However, since 1997, childcare was added to answer items for activity conditions over the past week. This enabled us to identify the size of men and women population who were not economically active due to childcare and housework. As can be seen in <Figure III-13>, the answer items of "commute and other" became more specific in 2003. This enabled us to identify more specifically the activity conditions of economically non-active population by gender (Ministry of Gender Equality and Family·Statistics Korea, 2011: 30).

In 1993	In 1997	In 2003
<p>⑦ 활동 상태</p> <p>지난 1주간 주로 무엇을 하였습니까?</p> <p>1. 일하였음(가-1)로 감) 2. 일시휴직 6. 연소·연로 3. 구직활동 7. 심신 장애 4. 가 사 8. 기타(이유: 5. 통 학 )</p>	<p>⑦ 활동 상태</p> <p>지난 1주간 주로 무엇을 하였습니까?</p> <p>1. 일하였음 (가-1)로 감) 2. 일시휴직 6. 통 학 3. 구직활동 7. 연소·연로 4. 가 사 8. 심신장애 5. 육 아 9. 기타(이유: )</p>	<p>⑦. 지난 1주간 주로 무엇을 하였습니까?</p> <p>1. 일하였음(12백으로) 2. 일시휴직 3. 구직활동 4. 육 아 5. 가 사 6. 정규교육기관 통학 7. 일시학원 통학 8. 취업을 위한 학원·기관 통학 (교시학원, 직업훈련기관 등) 9. 취업준비 10. 진학준비 11. 연 로 12. 심신장애 13. 군입대 대기 14. 결혼 준비 15. 쉬었음 16. 기타</p>

[Figure III-13] Changes in the answer items of activity conditions of the questionnaires for the Economically Active Population Survey: Korean  
Source: Constructed based on the questionnaires of the relevant year for the Economically Active Population Survey on the website for statistical explanation database of the Statistics Korea (<http://meta.narastat.kr/>)

c) Improvement of report statistics

The cases suggested in the above are improvements for survey statistics. Gender statistics can also be produced through improvements of the report form and process of report statistics as well. For example, the provisions on the statistical report of government official personnel affairs are a basis for producing all kinds of statistics related to government official personnel affairs. According to the provision in the guidelines for preparing the attached document form No.1 prior to 2006 that statistics on the present number of women officials be collected separately, Korea could produce gender-disaggregated statistics on the current number of government officials. However, there was no separate provision on women officials concerning the attached document form No. 2 related to statistics on government official appointment, including new recruitment, promotion or retirement. Therefore, by adding items on women officials in the guidelines for drawing up the attached document form No. 2 in 2006 as shown in <Figure III-14>, the Korean government could make a gender analysis of matters concerning the government official appointment (The Ministry of Gender Equality and Family·Statistics Korea, 2011: 31).

**Before improvement**

[별지 제2호서식] <개정 96.12.19>  
공무원임용통계

통계년도: \_\_\_\_\_ 기관명: \_\_\_\_\_ 직종: \_\_\_\_\_ 직급: \_\_\_\_\_ 성별: \_\_\_\_\_

1. 신규채용

구분	계	특 별 계 용																			
		임용시험(공채)	임용시험(특채)																		
합계																					
1급																					
2급																					
3급																					
4급																					
5급																					
6급																					
7급																					
8급																					
9급																					
연구관																					
연구사																					
지도관																					
지도사																					

2. 승진임용 및 상위직급대우

구분	계	특 별 계 용																			
		임용시험(공채)	임용시험(특채)																		
합계																					
1급																					
2급																					
3급																					
4급																					
5급																					
6급																					
7급																					
8급																					
9급																					
연구관																					
연구사																					
지도관																					
지도사																					

- ※ 작성요령
1. 매년 1월부터 12월말까지의 연간 임용별 인원을 합하여 기입한다.
  2. 특정직공무원은 등 서식에 준하여 작성하되, 필요한 경우 해당직 종에 적합한 서식으로 별도로 작성한다.
  3. 지방공무원은 등 서식에 준하여 별도로 작성한다.

**After improvement**

[별지 제2호서식] <신설 2004.6.11> <개정 2006.6.11>  
공무원임용통계

통계년도: \_\_\_\_\_ 기관명: \_\_\_\_\_

1. 신규채용

구분	계	특 별 계 용																			
		임용시험(공채)	임용시험(특채)																		
합계																					
소 계																					
1급																					
2급																					
3급																					
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연구관																					
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  3. 지방공무원 등 서식에 준하여 별도로 작성한다.
  4. 여성공무원 통계의 부가제 도입한다. (내 별도 표기한다)

[Figure III-14] Improvement case of statistics on government official: Korean

The Current Status of Registered People with Disabilities by the Ministry of Health and Welfare is a representative improvement case for the form of collecting report statistics. Any person who intends to register as person with disability pursuant to Article 32 of the Welfare of Disabled Persons Act and Article 3 of the enforcement rule of the Act shall submit the application form for disabled person registration to the head of district, town, or county under jurisdiction as prescribed in the Attached Document No. 1 of the enforcement rule of the Act. This application form for disabled person registration requires the applicant to fill in his or her basic personal information such as name, address, and resident registration number. As such, the applicant's resident registration number enables gender analysis of the gender distribution of registered disabled persons and types of their disabilities. However, as existing

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report forms left out gender information collected from the application form for disabled person registration, they were limited in producing gender-disaggregated statistics, including the gender distribution of registered people with disabilities. Therefore, by improving the report forms related to the current status of registered people with disabilities, Korea became capable of producing richer statistical information on registered people with disabilities than before. (The Ministry of Gender Equality and Family·Statistics Korea, 2011: 32).



# IV

## Implications of Korea's Experience of Establishing Gender Statistics

1. Secure Leadership for Gender Statistics 65
2. Foster Experts 65
3. Expand Gender Statistics Education 66
4. Reinforce the Roles of the Ministry of  
Gender Equality and Family and the  
Statistics Korea 66



## 1. Secure Leadership for Gender Statistics

For the efficient establishment of gender statistics, it is necessary to secure active leadership. Active leadership is actually an important element of securing legal grounds and budget necessary for building gender statistics. The leadership of the National Assembly played an important role in the legislation of Korea's Framework Act on Women's Development and the Statistics Act. Also, the proliferation of the publication of gender statistics among Korea's local governments is closely related to the leadership of the local governments. As we have already examined earlier, the proliferation of women's policies, including gender impact assessment, gender budget, women-friendly cities, among Korea's local governments, and greater demand for gender statistics resulted from the interest and determination of local government leaders. Therefore, leader's interest and determination should be secured to build gender statistics efficiently.

## 2. Foster Experts

For the efficient establishment of gender statistics, it is necessary to foster experts. As we have already examined before, experts played an important role in Korea's establishing and developing gender statistics. Specifically, the actual proliferation of gender statistics in Korea started from the publications on gender statistics first published by a group of experts at the Korean Women's Development Institute. Therefore, experts equipped with expertise of gender statistics and professionalism should be nurtured to build gender statistics efficiently. Also, mid- to long-term support should be provided for expert groups so that they can establish gender statistics in a proactive manner.

### 3. Expand Gender Statistics Education

For the efficient establishment and dissemination of gender statistics, it is necessary to expand gender statistics education of various groups including government officials. Government officials undertake a crucial role in establishing gender statistics, because the government is the largest producer of statistics in every society. As such, the establishment of gender statistics requires government officials' positive awareness and rich knowledge of gender statistics. Therefore, various types of gender statistics education should be conducted of major producers and users of statistics, including public officials, private organization members, and expert groups, to expand the base of gender statistics.

### 4. Reinforce the Roles of the Ministry of Gender Equality and Family and the Statistics Korea

For the efficient establishment of gender statistics, it is necessary to reinforce the roles of the Ministry of Gender Equality and Family, which is in charge of women's policies, and the Statistics Korea. The Ministry of Gender Equality and Family has accumulated information and knowledge of gender statistics needed for implementing national gender equality policy. Therefore, in a centralized statistical system, it is necessary for the Statistics Korea to positively accept opinions of the Ministry of Gender Equality and Family. In a decentralized statistical system as well, the Statistics Korea performs an important role. As we have already examined earlier, in a decentralized statistical system, the Ministry of Gender Equality and Family is limited in intervening statistical production of other ministries and departments. Therefore, the roles of the Ministry of Gender Equality and Family and the Statistics Korea should be strengthened at the same time in the midst of close connection between the Statistics Korea and the Ministry of Gender Equality and Family.



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(<http://gsis.kwdi.re.kr/gsis/eg/main.html>)

Website for the Korean Statistical Information Service (<http://kosis.kr/>)

Website for labor and employment statistical database by the Ministry of Employment and Labor (<http://laborstat.molab.go.kr/>)

Website for the Population and Housing Census by the Statistics Korea  
(<http://census.go.kr/>)

Website for the statistical explanation database by the Statistics Korea  
(<http://meta.narastat.kr/>)

Website for the Statistics Korea (<http://kostat.go.kr/portal/korea/index.action>)





# Appendix



## Indicator system for Gender Statistics in Korea 2012

Category	Area of interest	Sub-area of interest	Individual indicators
A. Population	Total population	Population trends	Total population
			Population by province and city
			Registered foreigners
		Future population	Population projection
	Population composition	Population by age	Population by age
			Mean age
			Structure of population
			Aged population by age
			Dependency ratio and aged population index
		Population by marital status	Population component ratio by marital status
			Percentage of never married persons among aged 25 to 44
	Births	Fertility rate	Crude birth rate, age-specific fertility rate and total fertility rate
			Sex ratio at birth by birth order
			Average number of births by age of married women
			Expecting and ideal number of children by age
		Family plan and abortion	Practiced contraception rates of married couples
			Induced abortion rate of married women
			Cesarian section
	Deaths	Mortality rate	Deaths
			Mortality by age and sex ratio of mortality
	Population migration	Internal migration	International migration
Net migrants by inter-province			
		Family composition by the gender of	Trends in general households and future households

Category	Area of interest	Sub-area of interest	Individual indicators
B. Family	Family composition	head of household	
		Family (household) type	Distribution of households by the number of generations
			Distribution of households by type of family
			Distribution of grandparents-grandchildren households
			Multicultural households
			Dispersed family conditions and reasons
		Head of household	Distribution of head of households by marital status
			Distribution of householders by area and age
			Distribution of single-parent householders by marital status
			One-person householders by age
	Distribution of the elderly households living alone by age		
	Family formation	Marriage	Mean age at first marriage and remarriage
			Total marriages and crude marriage rate
			Remarriages and remarriage rate
			Marriage by age of husband and wife
			Component ratio by marriage type
			Marriages with foreigners
			Marriages with foreigners by nationality
			Opinions on marriage
		Opinions on remarriage	
		Divorce	Mean age at divorce, total divorces and crude divorce rate
Component ratio of divorce by length of marriage			
Component ratio of divorce by reason			
Opinions on divorce			

Category	Area of interest	Sub-area of interest	Individual indicators	
	Family care	Housework	Housework by marital status	
			Housework by dual or single earner household	
			Opinions on sharing housework	
		Childrearing	Opinions on rearing children by age and by marital status	
			Senior care	Main provider of living expenses for parents
				Parents living together or not and their lodgers
		Opinions on supporting parents		
		Family life	Satisfaction	Satisfaction with family relationships
			Living arrangements	Type of housing occupancy by head of households
	Youth life		Worries of young people	
	Senior life		Preparation of the old age	
		Ways to meet the cost of living (60 years old and over)		
	C. Childcare	Current child care	Children subject to care and use of facilities	Children subject to care by age and children at childcare facilities
				Childcare facilities and children at those facilities by administrator
Estimation of childcare facilities' coverage for children (0-5 years) of working mothers				
Workers at childcare centers by administrator				
Special childcare centers and children by administrator				
Childcare information centers by province and city				
Childcare		Current status of childrearing		
		Difficulties in raising children		
Use of childcare centers		Childcare needs	Satisfaction with childcare facilities	
			Reasons for not using childcare facilities	
		Childcare expenses	Reasons for dissatisfaction with childcare facilities	
The most urgent childcare issue				

Category	Area of interest	Sub-area of interest	Individual indicators
D. Education	Satisfaction with childcare centers	Satisfaction with childcare centers	Need for expansion in childcare facilities
			Number of children receiving childcare benefits
			Childcare and education expenses by household
	Education opportunity	Education levels	Average years of educational attainment by age
			Composition of population by educational attainment (25 years old and over)
			Expected education levels of students themselves by educational attainment
			Expected education purpose of students themselves by educational attainment
		School education	Number of kindergartens, kindergarteners, teachers, kindergarten enrollment rate
			Enrollment rate by school level
			Advance rate of graduates to higher school level
			Number of co-educational schools and single-sex schools by school level
			Distribution of high school students by school type
			Distribution of college students by field of study
			Distribution of university students by field of study
			Distribution of graduate students by field of study
			Number of degree holders and the number of degree holders per 10,000 population
			Number of master's and doctoral degree holders by field of study
			Distribution of overseas students
			Number of expulsion, dropout, temporarily absence from high school
			Satisfaction with educational attainment by age and reasons for dissatisfaction
Continuing education	Lifelong education participation rate		
	Average daily time for study among adults (aged 20 and over)		

Category	Area of interest	Sub-area of interest	Individual indicators
			Number of private institutes, instructors and attendees by program type
		Vocational training	Distribution of in-plant vocational trainees by industry
			Distribution of vocational trainees among the unemployed by age
	Educational conditions and resources	Teachers and educational administrators	Rate of women as educational professionals
			Number of teachers by level of school and by position
			Number of professors by position in college and higher level institutes
		Education expenses	Number of professors by type in college and higher Level institutes
			Burden of educational expenditures and reasons for burden of educational expenditures
			Average monthly expenditure on private education per student by level of school
	Educational result	Education effect	Wage gap by educational attainment
			Opinions on effect of school education
		Human resources development	Employment rate of high school graduates by program type
			Employment rate of college graduates by field of study
			Employment rate of university graduates by field of study
			Employment rate of graduate school graduates by field of study
Consistency between occupation and field of study by educational attainment			
Current human resources	Size and characteristics of economic activity	Economically active population by marital status	
		Trend in economically active population by type of farm household	
		Economically active population by age	

Category	Area of interest	Sub-area of interest	Individual indicators
E. Economic Activity			Economically active population among people aged 65 or over
			Economic activity participation rate and unemployment rate by educational attainment
			Economically active population by marital status and educational attainment
			Economically active population by age and marital status
			Economically active population by city/province
		Economically inactive Population	Unemployed persons by employment experience
			Economically inactive population by age
			Economically inactive population by status
			Discouraged workers
			Reasons of not looking for a job by educational attainment and by age
	Current status of employment	Employment structure	Distribution of employees by industry
			Distribution of employees by industry and by age
			Distribution of employees by educational attainment and by industry
			Distribution of employees by marital status and by industry
			Distribution of employees by type of farm household and by industry
			Distribution of employees by occupation and by age
			Distribution of employees by educational attainment and by occupation
			Distribution of employees by marital status and by occupation
			Distribution of employees by city/province and by industry
Distribution of workers in congressional, professional and administrative position			

Category	Area of interest	Sub-area of interest	Individual indicators
			Distribution of employees by city/province and by status of employment
			Distribution of employees by status of employment
			Distribution of unpaid family workers among the employed
			Households by economic activity status
		Wage	Average monthly wage and wage gap by industry
			Average monthly wage and wage gap by occupation
			Average monthly wage and wage gap by size of enterprise
			Average monthly wage and wage gap by education attainment
			Initial wage by educational attainment
			Average annual wage and wage gap by career year
	Working condition	Job security	Distribution of wage workers by wage group
			Distribution of employees working less than 36 hours by marital status and by industry
			Distribution of employees working less than 36 hours by marital status and by occupation
			Percentage of daily workers among laborers
			Distribution of non-regular workers by age
			Distribution of non-regular workers by educational attainment
			Distribution of non-regular workers by marital status
			Distribution of non-regular workers by industry
			Distribution of non-regular workers by occupation
			Job applicants, job openings and employment rate
Accession and turnover rates by industry			
Reasons for transfer from the initial job of youth			

Category	Area of interest	Sub-area of interest	Individual indicators
		Working hours	group (15-34 years old)
			Average monthly hours, days and daily hours for work by industry
			Average monthly hours, days and daily hours for work by occupation
	Labor-management relations	Participation in union	Union membership and union density
	Opinions on employment	Opinions on employment	Opinions on female employment
			Opinions on obstacles to female employment by marital status
			Reasons for job selection
	Income	Family economy+	Household assets by sex of Household head
			Level of satisfaction with income by sex
	F. Health	Health conditions	Life year
Life expectancy by age			
Physique			Students' height by age
			Students' weight by age
			Prevalence of obesity among population aged 19 years old and over
Health consciousness and behavior			Prevalence of smoking among persons aged 20 years old and over
			Prevalence of drinking among persons aged 20 years old and over
Individual health assessment and management			Self-evaluated health by age
			Health management by age
			Average time for daily sleep by age
		Average time for daily exercise by age	
Sickness		Sickness conditions	Morbidity rate, days of sickness, and days of sickness in bed
			Amount of stress
	Rate of depression		

Category	Area of interest	Sub-area of interest	Individual indicators
			Rate of suicide consideration
			Utilization of health examination and cancer examination
			Rates of treatment and average number of days in treatment
		Injury and disease	Injured workers from industrial accidents
			Cases of HIV/AIDS new infection for the past two weeks
		Fertility and mortality	Pregnancy/childbirth
	Death		Number of deaths from the leading causes of death
			Mortality rate by the order of causes of death
			Mortality rate by major chronic diseases
	Use of health and medical service	Use of medical service	Service benefits of medical insurance
			Average frequency of diagnosis by types of medical institutions
		Medical service	Satisfaction with medical service
			Reasons for dissatisfaction with medical service
	Health and medical resources	Health and medical human resources	Number of medical personnel
			Licensed medical technicians, medical records officers and opticians
		Social insurance	Public pension
National pension insurants by age group			
National pension insurants by standard monthly income			
National pension beneficiaries by benefit type			
Public pension beneficiaries and benefit rate by type of pension and benefit			
Employment insurance		Maternity leave and child-care leave	

Category	Area of interest	Sub-area of interest	Individual indicators	
G. Social welfare			Maternity leave and child-care leave allowance by industry	
			Maternity leave by status	
			Employment pension insurants by industry	
			Employment pension insurants by size of establishment	
			Unemployment allowance	
		Health insurance	National health care insurant by type of health care insurance	
			Beneficiaries of health insurance and medical aid	
		Public assistance	Basic livelihood security	Basic livelihood security recipients by age
				Poverty rate of households of female household head
		Social welfare service	Social welfare workforce	Number of social workers holding certificates
	Social welfare public officials			
	Welfare for the elderly		Welfare facilities for the elderly	
			Economically active population among people aged 65 or over	
			Difficulties of the elderly	
			Welfare services wanted by people aged 60 or over	
	Mother/child protection		Low income single-parent families	
			Welfare facilities for single-parent families	
			Maternal and child welfare institutions	
	Welfare for people with disabilities		Distribution of registered people with disabilities	
			Distribution of registered people with disabilities by type of disability	
			Social welfare institutions, inmates and workers by institution type	
	Welfare for children		Number of adopted children	

Category	Area of interest	Sub-area of interest	Individual indicators
		Protection of women violence victims	Protection and counseling facilities related to sexual violence Counseling types of emergency call for women (1366)
H. Political and social participation	Political participation	Voter's political activity	Electoral participation rate
		Women's entry in politics	Percentage of female members of national & local assemblies
			Candidates and electees for metropolitan and local government heads
			Women in high-ranking positions at political parties
	Administrative participation	Participation in policy decision	Women's participation in the central and local governmental committees
		Government officials	Number of women government officials
			Women government officials at the central and local government
			Women government officials in administrative positions (Grade 5 and over)
			Women government officials in administrative positions (Grade 5 and over) by city/province
			Proportion of successful female applicants in national examination for higher civil service
			Proportion of successful female applicants in examination for administrative services
	Current status of women lawyers		
	Social/organizational activity and awareness	Organizational/volunteer activity	Participation rate in social organization
			Participation rate of volunteer service
		Social activity	Women working for the press
Religious affiliations by religion			
Proportion and ways of donation			
Class awareness		Class awareness	
		Possibility of class mobility within one's own generation	

Category	Area of interest	Sub-area of interest	Individual indicators
I. Culture and information	Cultural activity	Cultural workforce	Workers for content industry
		Cultural life	Percentage of people who read books
			Visiting culture and art facilities and watching sports
			Information sources for cultural activity
			Participation in and satisfaction with local cultural and art events
	Cultural awareness	Effect of traditional culture on life	
	Leisure activity	Leisure time	Leisure Time by leisure activity
		Leisure life	Types of leisure activity
			Number of domestic tours
			Experience of traveling overseas by age
			Satisfaction with leisure activity
			Reasons for dissatisfaction with leisure activity
	Contact and use of information and media	Contact and use of media	Percentage of People watching TV and hours spent watching TV
			Watching video & DVD
			Reading newspapers per week
	Degree and awareness of the use of information and communication s technology (ICT)	Degree of the use of ICT	Use of mobile phone by age
			Use of text message
			Ability of using computer
			Use of computer and the Internet
			Purposes of using the Internet by age
Internet shopping by age			
Awareness and impact of the use of ICT		Channel of information acquisition	
Awareness of the use of the Internet			
J. Safety	Safety awareness and accidents	Safety awareness	Degree of the fear of crimes
			Awareness of the danger of crimes

Category	Area of interest	Sub-area of interest	Individual indicators	
			Safety level of night walk	
			Awareness level of social safety	
		Traffic accidents	Number of driver's license holders and traffic accidents	
	Crimes and victims	Violence and crime against women	Number of incidences of sexual violence	
			Sexual violence victims by age	
			Distribution of rapists by age and by educational attainment and their repeated crime rate	
			Proportion of women to brutal crime victims	
			Follow-ups of legal action against sexual violence assaulters	
			Follow-ups of legal action against domestic violence assaulters	
			Follow-ups of legal action against sex trafficking assaulters	
			Sexual violence on cyber space	
			Number of criminal offenders and female delinquents	Number of criminal offenders and crime rate per 100,000 population
				Number of criminal offenders by type of violation
				Distribution of female criminals by age
				Number and proportion of female offenders by major crimes
				Proportion of female offenders by type of offense
				Proportion of women in juvenile delinquency
	Repeated offenders by type of offense			
	Law enforcement	Correction and treatment	Prosecution rate of penal offense and other than penal offense	
			Number of women prisoners	
		Observance of law	Law-observance level	

Category	Area of interest	Sub-area of interest	Individual indicators
K. International comparison			Population trend
			Live births and sex ratio
			School enrollment ratio
			Female teacher ratio and number of students per teacher
			Distribution of women workers by status of employment
			Women's economic activity rate by age
			Distribution of women workers by industry
			Percentage of women representatives, executives and administrators
			Percentage of women in the National Assembly
			Human Development Index (HDI)
			Gender-related equality index by country
			Gender-related equality index in Korea
			Gender empowerment measure by country
			Gender empowerment measure in Korea
			Gender Gap Index
Gender Inequality Index			