

Korean Women's
Development Institute

2022-2023

ANNUAL REPORT



한국여성정책연구원
Korean Women's Development Institute

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PREFACE



Korean Women's Development Institute is a research institute specializing in women's policy, and has been contributing to the establishment of national gender equality policies to realize gender equality in our society and to the enhancement of people's happiness.

KWDI publishes an annual report every year to share information on its research results and trends. The 2022-2023 Annual Report includes the major research activities of 2022 and the research projects to be carried out in 2023.

In 2022, KWDI performed research and projects with the aim of, first, restructuring labor and family policies in the post-COVID and digital transformation period, second, expanding policy areas to promote gender equality and respond to gender violence in the future society, and, third, improving comprehensive research for effective gender mainstreaming. In 2023, various research and projects will be carried out aimed at, first, new gender equality in response to political and social changes, second, reducing gender violence and promoting gender equality awareness, third, responding to the pandemic and digital transformation as well as changes in the economic structure, and forth, developing gender perspective policy tasks in response to demographic changes and expanding family diversity. In particular, as 2023 marks KWDI's 40th anniversary, we will make further efforts to promote our research achievements more widely.

As a world-class research institute on gender equality which leads an inclusive society, KWDI will do its utmost for the successful implementation of women's policies, by identifying policy agenda in various fields and conducting data-based policy research that reflects the gender perspectives of all ministries.

We look forward to your support and encouragement.

Thank you.

A stylized, handwritten signature in black ink that reads 'Munyh'.

Yookyung Mun
President of the Korean Women's Development Institute

01



Introduction

Mission and History

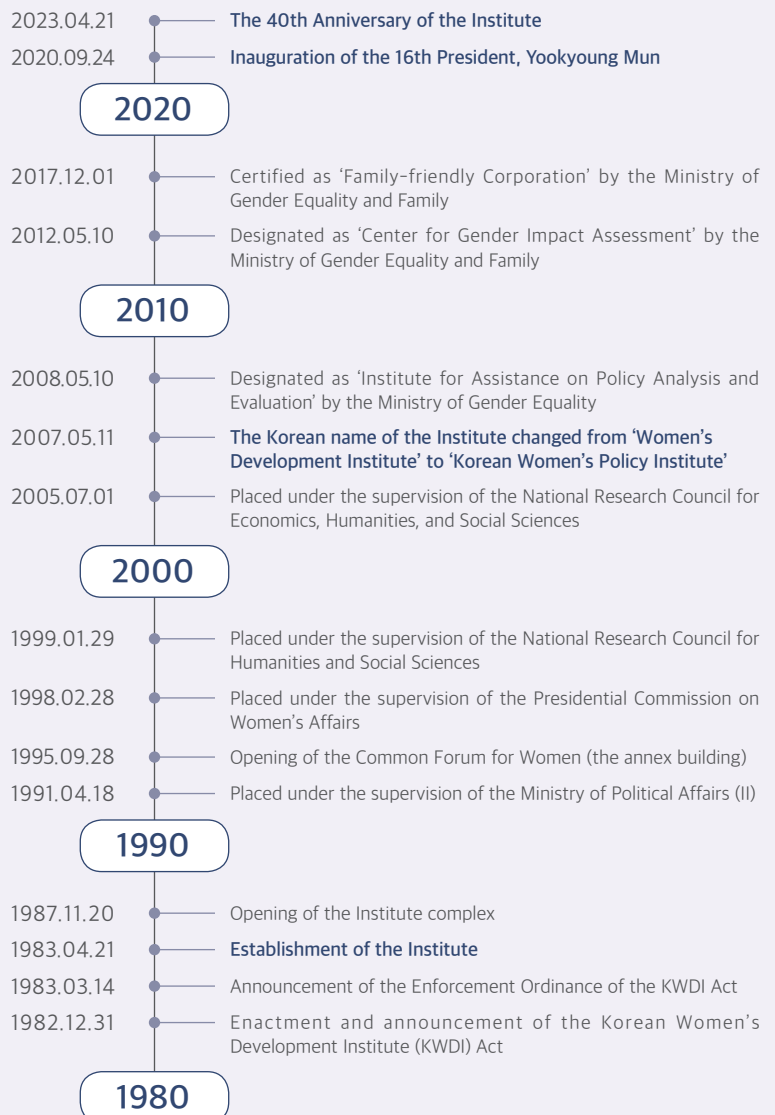
Vision and Goals

Organization

Mission

To contribute to the establishment of national gender equality policies for realization of gender-equal society and to the enhancement of citizen's happiness.

History



Vision and Goals

Vision

To become a global gender equality research institute,
leading an inclusive society

Mission

To contribute to the establishment of a national gender equality policies for
realization of gender-equal society and to the enhancement of citizen happiness

Goals



Expand the horizon
of future-leading
gender research



Innovate research
management system
through knowledge
management

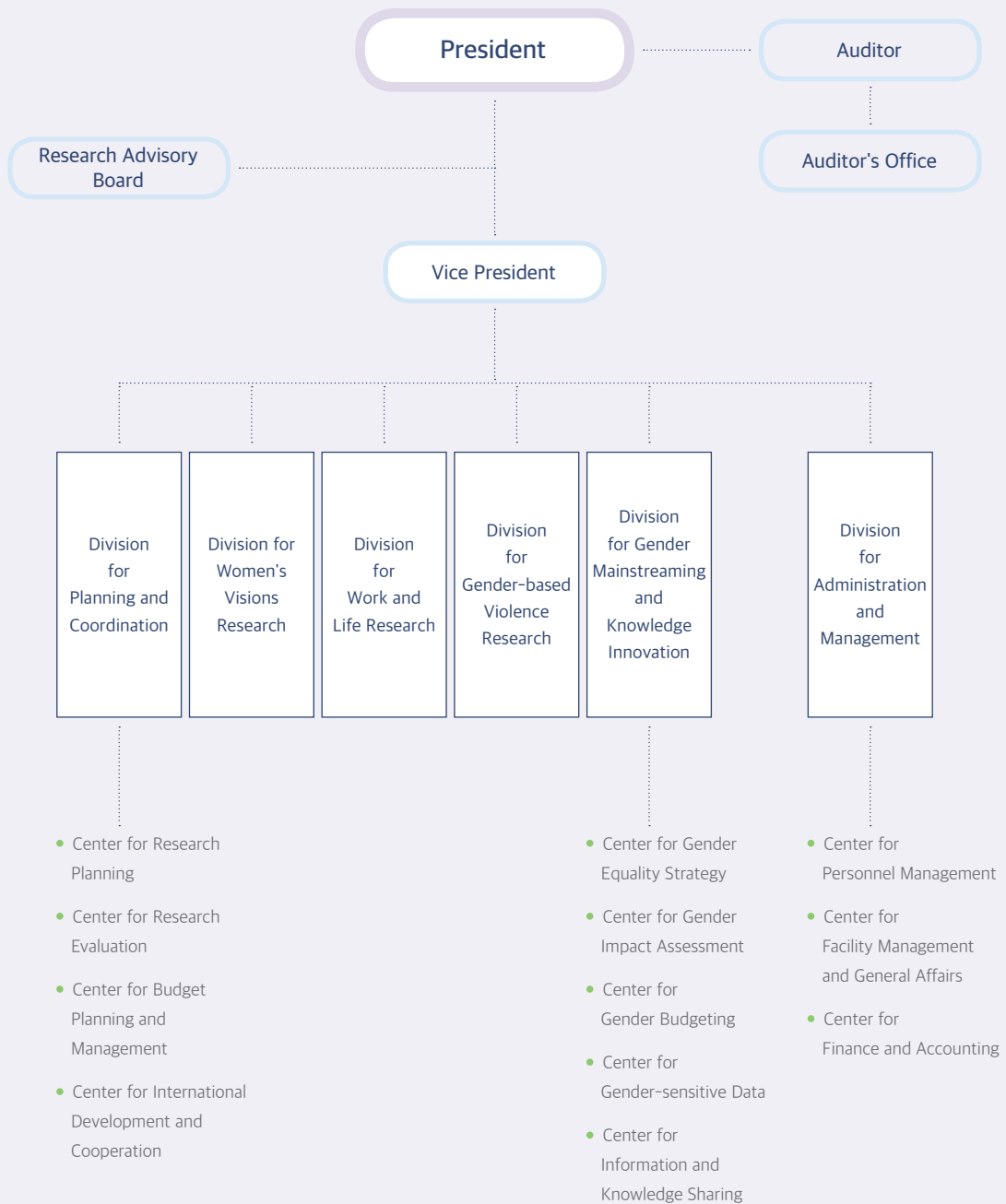


Establish a sustainable
innovation management
system

Strategies

- Restructuring of labor and family policies during the post-COVID 19 and digital transformation era
- Promotion of gender equality for future generation and expansion of policy areas to respond to gender violence
- Reinforcement of basic research for effective implementation of gender mainstreaming
- Reinforcement of virtuous cycle of research planning for policy consumers
- Innovation of research process through knowledge information sharing
- Strengthening of hub function of gender research
- Establishment of fair and transparent management system
- Creation of change-driven organizational culture

Organization





02

2022 Research Activities

Priority Research Projects

Research Projects

Dissemination Activities

Priority Research Projects

Number	Title	Project Manager
1	A Study of Establishing Protection and Support System for Human Trafficking Victims Review of international cases on implementation of protection and support measures for victims of trafficking, to draw out policy implication, and seek establishment of protection and support systems for victims of trafficking	Mijeong Lee, Senior Research Fellow
2	Study on Ways to Improve Gender Equality in Businesses through ESG Management Review of ESG Management and theoretical discussions, to overview current status and measures to utilize ESG management principles in dealing with gender issues in organizations	Seung-hyun Lee, Research Fellow
3	A Study for the Systematic Operation of Gender Equality Training In examining possibility of integrating into a national level gender equality education, which is currently oriented around demand- and individual-based, the study overviews limitations of segmented and individualized gender related education, to seek possible institutional measures	Yunjeong Choi, Research Fellow
4	South Korea's Strategy on Gender Equality ODA in the Post COVID-19 Era Establishing ODA strategy for gender equality by sector before Post-COVID era, ultimately contributing to sustainable 2030 agenda at global level	Jiso Yoon, Associate Research Fellow
5	A Study on Gender-mainstreaming Strategy in Korea: Towards an Integrated Approach For integrated management of gender mainstreaming policies, building a theoretical model to link among gender mainstreaming implementation tools, between the tools and other government systems, and between different government levels	Taek Myeon Lee, Senior Research Fellow
6	Challenges in the Gender Equality Policy for the Future Society(I): Gendered Innovation in Science Technology & New Industry Technology Development Examine the definition of gender innovation, process of establishing legal and institutional foundations, international trends, societal demands for gender innovation, and awareness and response in the current science and technology industry, to finally design roadmap for gender innovation policy in the industry	Seon-Mee Shin, Senior Research Fellow
7	A Study on the Reorganization of Social Care from a Gender Perspective: The Transformation of the Care Policy Paradigm in the Age of Individualization Investigate reorganization directions for social care policy of high quality from gender perspective	Eun Ji Kim, Senior Research Fellow

Research Projects

• Labor and Employment

Number	Title	Project Manager
1	Study on the Effect of Active Labor Market Policies on Women's Labor Markets	Jongsoog Kim, Senior Research Fellow
2	How Women are Affected by the EITC, CTC, and Minimum Wage, with Measures for Improvement	Woori Shin, Associate Research Fellow
3	A Study on the Equal Pay Law in Korea	Miyoung Gu, Research Fellow
4	The effect of Women's Form of Employment and Work Flexibility on Career Retention	Sungmi Jung, Research Fellow
5	A Study on Ways to Improve Gender Equality in Businesses through ESG Management	Seung-hyun Lee, Research Fellow
6	Challenges in the Gender Equality Policy for the Future Society(I): Gendered Innovation in Science Technology & New Industry Technology Development	Seon-Mee Shin, Senior Research Fellow
7	Policy Suggestions for Improving the Working Conditions of Part-time Workers Employed in Health and Social Work Industries: Focusing on Female-Dominated Occupational Categories	Yong Taek Kim, Research Fellow

• Representation, Law, Gender-equal Culture-Awareness, and Education

Number	Title	Project Manager
1	A Study on How to Improve the Operation of Gender-targeted Public Funding for Political Parties in South Korea	Eun Kyung Kim, Research Fellow
2	A Study for Enhancing the Effectiveness of Women and Family related Laws(X): Gender-Sensitive Revision of the Constitution	Seon-young Park, Senior Research Fellow
3	Gender Bias in the Use of Artificial Intelligence Deep Learning and Suggestions for Improvement	Mee-kyung Moon, Senior Research Fellow
4	Analysis on the Characteristics of the Youth's Digital Sexual Culture and Tasks of Sexuality Education	Jeonghye Kim, Associate Research Fellow
5	A Study for the Systematic Operation of Gender Equality Training	Yunjeong Choi, Research Fellow

Research Projects

• Family and Childcare, Low Fertility·Aging

Number	Title	Project Manager
1	Suggestions for Reducing Multidimensional Poverty and Gender Gaps among Single-parent Families	Mijin Park, Associate Research Fellow
2	Direction of Support System Reorganization in Line with Family Changes and Relevant Tasks	Hyo Jean Song, Research Fellow
3	A Study on the Reorganization of Social Care from a Gender Perspective: The Transformation of the Care Policy Paradigm in the Age of Individualization	Eun Ji Kim, Senior Research Fellow
4	Current Status of Using Services at Dementia Centers and Suggestions for Gender-Sensitive Improvement	Mijin Park, Associate Research Fellow

• Gender-based Violence and Safety, Health

Number	Title	Project Manager
1	A Study on Establishing Protection and Support System for Human Trafficking Victims	Mijeong Lee, Senior Research Fellow
2	Transformation of Support Systems for Victims of Domestic Violence in the Post-COVID-19 Era	Hyojung Kim, Associate Research Fellow
3	Safety Issues of Women Single-person Household and Policy Implications(I): Focusing on Individual and Environmental Risks for Victimization	Mihye Chang, Senior Research Fellow
4	A Study on Discrimination Experiences and Human Rights Promotion in Sexual and Reproductive Areas of Women with Severe Disabilities	Dongsik Kim, Senior Research Fellow
5	A Study on Improving Gender-sensitive Occupational Safety and Health Policy: Focusing on Female Workers in Service Jobs	Young-Taek Kim, Research Fellow

Research Projects

• Gender Mainstreaming, Gender Impact Assessment, Gender Budgeting, Gender Statistics, Panel Survey, and ODA

Number	Title	Project Manager
1	A Study on Gender Impact Assessment Operation Plan Reflecting Policy Characteristics: Focusing on Living SOC	Yun-Young Nam-Gung, Associate Research Fellow
2	A Study on Enhancing the Effectiveness of Specific Gender Impact Assessment	Dool-Soon Kim, Research Fellow
3	Study on Gender-Sensitive Improvement of Administrative Rules in the Field of Education	Dool-Soon Kim, Research Fellow
4	A Study on Mid-to-Long-Term Plan to Analyze and Evaluate Gender Responsive Budgeting	Taek Myeon Lee, Senior Research Fellow
	[4-1] Gender Budgeting in Selected OECD Countries: a Comparative Study Considering Institutional Contexts	
	[4-2] A Study on the Linkage of Local Government Gender Budgeting and the Medium-term Local Government Finance Plan	
5	[4-3] Operational Report on Gender Budgeting Strategies for 2022	Minjung Sung, Associate Research Fellow
	Operational Report on Gender Budgeting Council and Expert Committee for Gender Budgeting Assessment	Young-Sook Kim, Research Fellow
6	Strategic Projects for Gender Equality 2022: The Dissemination of Gender Equality Agendas for a Sustainable Society	Wonjung Kim, Associate Research Fellow
7	A Study on Gender-mainstreaming Strategy in Korea: Towards an Integrated Approach	Taek Myeon Lee, Senior Research Fellow
8	2022 Operation of Gender Statistics System	Sungmi Jung, Research Fellow
9	A Study on Big Data-Driven Women's Policy Agenda Development Strategy in the Post COVID-19 Era	Sun Mi Cho, Associate Research Fellow
10	Korean Longitudinal Survey of Women & Families: The 2022 Annual Report	Sun Mi Cho, Associate Research Fellow
11	2022 Korean Women Manager Panel	Seung-hyun Lee, Research Fellow
12	South Korea's Strategy on Gender Equality ODA in the Post COVID-19 Era	Jiso Yoon, Associate Research Fellow

Dissemination Activities

• Signing of MOU

Number	Partners	Date	Project Manager
1	UN Women	2022.10.	<ul style="list-style-type: none"> · Cooperate to provide and spread gender equality agenda in Korea and abroad · Hold joint forums concerning gender equality and women's empowerment in the Asia-Pacific region, and share expert knowledge and exchange personnel between the two organizations

• Policy Forums for Gender Equality Promotion

Order	Date	Forum Title	Host
128	6.30	June 1 Local Election and Female Representation	KWDI
129	10.4	Gaps and Improvements of Anti-Stalking Laws and Policies in Light of the "Sindang Subway Station Murder Incident"	KWDI
130	10.25	Advancing Gender Equality through ESG Management	KWDI
131	12.5	Care and Education - New Attempts and Discussion for Change	KWDI

Academic Events in Korea

Number	Date	Forum Title	Host
1	2.22	The 3rd Relay Forum on Gender Equality Policy in the Transition Era	KWDI
2	4.20	[The 39th Anniversary Seminar] Prospects and Challenges of the New Government's Gender Equality Policy	KWDI
3	5.27	[2022 Korean Association of Social Policy Spring Conference] Diagnosing the Times and Revitalizing Social Policy	Social Security Committee (SSC), Korea Labor Force Development Institute for the aged (KORDI), Korea Institute for Health and Social Affairs (KIHASA), Korea Social Security Information Service (SSIS), KWDI
4	6.24	[2022 KAPA Summer Conference and Annual International Conference] Managing Public Organizations to Promote Gender Equality Culture	Korean Association for Public Administration (KAPA), KWDI
5	7.13	[33th Gender and Legislation Forum] Significance and Challenges of Implementing the Act on Promoting Women's Economic Activity and Preventing Career Interruption	KWDI
6	9.30	Korean Longitudinal Survey of Women & Families(KLoWF) Conference 2022	KWDI
7	11.3	Korean Women Manager Panel(KWMP) Conference 2022	KWDI
8	11.9	Symposium on Analyzing the Careers of Women and Men in Science and Technology	Korea Foundation for Women In Science, Engineering and Technology (WISSET), KWDI
9	11.10	[2022 Family Policy Forum] How to Strengthen the Role of Family Centers to Support Single-person Households	Ministry of Gender Equality and Family (MOGEF), KWDI
10	11.12	[2022 Korean Association of Women's Studies Fall Conference] Strategies to Address Gender Segregation and Inequality in Jobs in the Age of Backlash	Korean Association of Women's Studies (KAWS), Sangji University, KWDI
11	11.24	Academic Seminar on Integrated Management of Gender Mainstreaming Programs	KWDI
12	11.29	[A Comparative Study of Gender-Responsive Budgeting Systems in OECD Countries] Focusing on Institutional and Organizational Contexts	KWDI
13	11.29	[34th Gender and Legislation Forum] Research on Improving the Effectiveness of Women and Family Legislation (I ~X), 10 Years of Achievements and Challenges	KWDI
14	12.14	[2022 Gender Equality Forum] Discussion on Diversifying the Approach to Gender Impact Assessment	Ministry of Gender Equality and Family (MOGEF), KWDI

Public Hearing

Number	Date	Forum Title	Host
1	9.22	Public Hearing to Revise Family Friendly Certification Criteria	Ministry of Gender Equality and Family (MOGEF) / KWDI
2	12.1	Public Hearing on the Third Basic Plan for Gender Equality Policy	Ministry of Gender Equality and Family (MOGEF) / KWDI
3	12.22	Public Hearing on the First Basic Plan for Single-parent Family Policy	Ministry of Gender Equality and Family (MOGEF) / KWDI

International Academic Events

Number	Date	Forum Title	Host
1	3.15	[The UN CSW 66 Side Event] Tackling Online Violence against Women: Experiences from the Republic of Korea and Global Partners	Ministry of Gender Equality and Family (MOGEF), KWDI, Government Office of Sweden
2	8.24	[Korea-Vietnam Women Forum 2022] Gendered Implications of COVID-19: On Women's Experiences and Policy Responses	KWDI, Vietnam Women's Union
3	11.3	UNFPA Korea Launch of the State of the World Population Report 2022	Korea Population, Health and Welfare Association (KoPHWA), Korean Parliamentary League on Children, Population and Environment (CPE), United Nations Population Fund (UNFPA), KWDI
4	11.24	[2022 Global Korea Forum] Protecting and Empowering Women in Conflict Zones and Fragile States	National Research Council for Economics, Humanities, and Social Sciences (NRC) / Korea Institute for International Economic Policy (KIEP) / KWDI
5	12.7	[The 14th Asia-Pacific Forum on Development and Gender] Partnering towards Gender-Responsive Recovery: A Regional Dialogue on Lessons Learned from the COVID-19 Pandemic	KWDI, UN WOMEN



03

2023 Research Activities

Research Goals and
Directions

Priority Research Projects

Research Projects

Research Goals and Directions

• Research Goals

Developing a New Women's Policy Agenda in a Transition to Gender Equality and Inclusive Societies

Developing new gender equality policy tasks in response to political and social changes	Developing policy tasks to reduce gender violence and promote gender equality awareness
Developing policy tasks to prepare for the pandemic, digital transformation, and changing economic structure	Developing gender-sensitive policy tasks in response to changing demographics and increasing family diversity

• Research Directions

Predicting changes in women's policies during the gender equality policy transition and forecasting future society	<ul style="list-style-type: none"> • Develop measures to make the gender mainstreaming system more robust • Produce customized statistics and establish a database to drive gender mainstreaming and gender equality policies • Strengthen domestic and international implementation of and cooperation for the global gender equality agenda
Prospect on social inclusion policies for inclusive gender equality	<ul style="list-style-type: none"> • Suggest directions for conflict resolution for inclusive gender equality policies • Analyze changes in gender-based violence and develop responses • Suggest forward-looking policies on women's health rights and sexual and reproductive rights • Address depression and stress-related mental health issues in women after the COVID-19 outbreak
Identifying gender-equal labor policies in preparation for the pandemic, digital transformation, and economic structural change	<ul style="list-style-type: none"> • Prepare measures to improve the competitiveness of female workers in response to the advance in the AI and digital industries • Innovation in women's job creation strategies, including fostering women's digital startups • Lead the shift in labor policies to restore women's employment in the with/post-COVID-19 era • Identify policies to address the gender gap in labor market such as the gender pay gap • Identify gender-sensitive women's labor market policies in line with climate change and carbon neutrality policies
Identify practical gender equality policies related to the aging society, low birthrate, and family diversity	<ul style="list-style-type: none"> • Develop gender-sensitive policies in response to the growing number of single-person households • Develop measures to improve work-life balance and the burden of caregiving after COVID-19 • Develop gender equality policy issues and policy measures considering various forms of family and life

Priority Research Projects

Number	Title	Project Manager
1	Analysis on Family Center Services and Restructuring of its Services from the Perspective of Family Change Analyze the current Family Center Programs from the perspective of changing family and develop workable reorganization measures in collaboration with the field.	So Young Kim Research Fellow
2	Conceptualization of Intimate Partner Violence as Gender-Based Violence and Policy Response Measures Attempt to conceptualize intimacy-based gender violence in the Korean socio-cultural context through a theoretical and empirical review and analysis of the forms and cases of intimate relationship violence, and explore ways to respond in light of future changes in demographic and social structure.	Hyojung Kim, Associate Research Fellow
3	Women's Labor Market with Digital Transformation and Policy Implications for Gender Gap Identify the status of the gender gap caused by digitalization of industries by analyzing the gender gap in the labor market in terms of employment, jobs, and wages, focusing on industries where digitalization is causing changes in the female labor market, and identify sector-specific policy tasks that can resolve gender gap.	Jongsoog Kim, Senior Research Fellow
4	A Study on Changes in Voting Behavior and Policy Voting by Generation of Women Voters Analyze the voting behavior and political participation of women voters by gender and generational factors, examining the differences, characteristics, and changes in their voting behavior in terms of policy voting, and explore the sustainability of the feminist vote in Korea in the future by analyzing the causes of gender differences in voting behavior, the factors that affect the mobilization of "2030" women voters, and the differences and changes in voting behavior by generation within women voters.	Eun Kyung Kim, Research Fellow
5	A Study on Gender-mainstreaming Strategy in Korea(II): Applications in Social Assistance Programs Select the National Basic Livelihood Security System, one of the core public assistance systems in the field of social security to analyze the actual application of the integrated gender mainstreaming management model and present gender inequality related issues in the form of policy tasks for each ministry	Taek Myeon Lee, Senior Research Fellow
6	Challenges in the Gender Equality Policy for the Future Society(II): Strategies for Strengthening Women's Old-age Income Protection Identify new challenges for promoting gender equality in old-age income security policies, where gender equality perspectives have not yet been sufficiently incorporated ahead of the transition to an ultra-aged, fourth industrial revolution society.	Ghung Gawon, Research Fellow
7	A Study on the Reorganization of Social Care from a Gender Perspective(II): Looking for Strategies to Improve Child Care Quality Explore strategies for quality child care from a gender perspective.	Young-Ran Kim, Research Fellow

Research Projects

• Labor and Employment

Number	Title	Project Manager
1	A Study on Job Security in Young Women Revealed from Their Job Mobility	Eun-Jin Oh, Senior Research Fellow
2	Effects of 2050 Carbon Neutral Policy on Women's Employment and Policy Proposal	Minjung Kang Research Fellow
3	Women's Labor Market with Digital Transformation and Policy Implications for Gender Gap	Jongsoog Kim, Senior Research Fellow
4	A Study for Women's Entrepreneurship Promotion in New Industries	Seung-hyun Lee, Research Fellow

• Representation

Number	Title	Project Manager
1	A Study on Changes in Voting Behavior and Policy Voting by Generation of Women Voters	Eun Kyung Kim, Research Fellow

• Family and Childcare, Multiculture and Low Fertility·Aging

Number	Title	Project Manager
1	Analysis on Family Center Services and Restructuring of its Services from the Perspective of Family Change	So Young Kim Research Fellow
2	Changes in Elderly Care due to Advances in Technology: Policy Implications from a Gender Perspective	Jin-Hee Choi Senior Research Fellow
3	A Study on Work-life Balance Policy of Single-parent Family	Mijin Park, Associate Research Fellow
4	A Study on Multicultural Acceptance and Intergroup Relationships in the Social Transition Period of COVID-19	Yi-Seon Kim, Research Fellow
5	Challenges in the Gender Equality Policy for the Future Society(Ⅱ): Strategies for Strengthening Women's Old-age Income Protection	Ghung Gawon, Research Fellow
6	A Study on the Reorganization of Social Care from a Gender Perspective(Ⅱ): Looking for Strategies to Improve Child Care Quality	Young-Ran Kim, Research Fellow

Research Projects

• Gender-based Violence and Safety, Health

Number	Title	Project Manager
1	Conceptualization of Intimate Partner Violence as Gender-Based Violence and Policy Response Measures	Hyojung Kim, Associate Research Fellow
2	A Study on Mandatory Reporting System of Sexual Violence and Sexual Harassment in School	Seon-young Park, Senior Research Fellow
3	A Study on the Employer's Legal Duty to Protect Sexual Harassment Victim	Miyoung Gu, Research Fellow
4	A Study on the Improvement of the Legal System through the Analysis of Sexual Violence Cases in Schools	Bok-soon Park, Senior Research Fellow
5	Safety Issues of Women Single-person Household and Policy Implications: Focusing on Environmental Risks for Victimization (Year 2)	Mihye Chang, Senior Research Fellow
6	A Study on Ensuring a Healthy and Safe Working Environment: Focusing on Miscarriage and Stillbirth	Dongsik Kim, Senior Research Fellow
7	A Gender Perspective of Women's Mental Health and Policy Improvement after the COVID-19 Outbreak	Yong Taek Kim, Research Fellow

• Gender Mainstreaming, Gender Impact Assessment, Gender Budgeting, Gender Statistics, Panel Survey, and ODA

Number	Title	Project Manager
1	A Study on Gender Analysis Methods and Applications for Policy	Ma, Kyoung Hee, Senior Research Fellow
2	A Study on Mid-to-Long-Term Plan to Analyze and Evaluate Gender Responsive Budgeting	Hyo-Joo Kim, Associate Research Fellow
	[2-1] A Study on Possibilities for Linking Participatory Budgeting and Gender Budgeting	
	[2-2] A Study on the Vitalization of Gender Impact Assessment for Mid-to Long-term Plans and the Linkage of Gender-Responsive Budgeting	
3	[2-3] Operational Report on Gender Budgeting Strategies for 2023	Minjung Sung, Associate Research Fellow
	Operational Report on Gender Budgeting Council and Expert Committee for Gender Budgeting Assessment	Young-Sook Kim, Research Fellow
4	Strategic Projects for Promoting Gender Equality in Future Society	Wonjung Kim, Associate Research Fellow
5	A Study on Gender-mainstreaming Strategy in Korea(II): Applications in Social Assistance Programs	Taek Myeon Lee, Senior Research Fellow
6	2023 Operation of Gender Statistics System	Sungmi Jung, Research Fellow
7	Korean Longitudinal Survey of Women & Families: The 2023 Annual Report	Sun Mi Cho, Associate Research Fellow
8	2023 Korean Women Manager Panel	Eun-Jung Kim, Associate Research Fellow

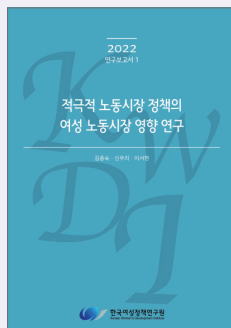


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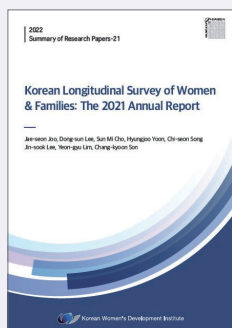
KWDI's Publications

KWDI's Major Publications
KWDI Social Media

KWDI's Major Publications



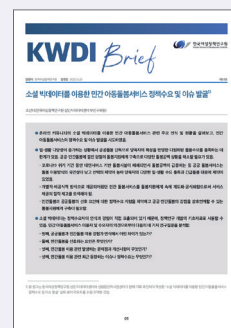
Research Reports



English Research Reports



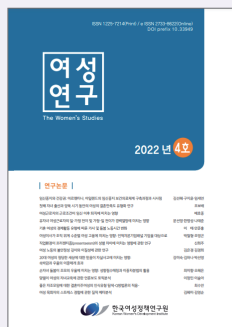
Issue Paper



KWDI Brief



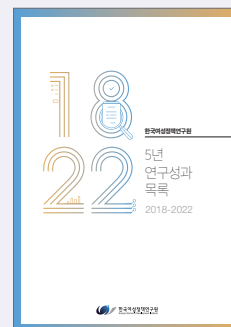
Gender Review



Women's Studies



Annual Report

List of Research
Achievements of Past 5 Years

KWDI Social Media



YouTube

<https://www.youtube.com/KWDI2010>


Instagram

<https://www.instagram.com/kwdipage/>


Facebook

<https://www.facebook.com/kwdipage>


NAVER Blog

<https://blog.naver.com/kwdi1983>



한국 여성 정책 연구원
Korean Women's Development Institute

Date of Publication	March, 2023
Publisher	Yookyoung, Mun
Publishing Agency	225 Jinheung-ro, Eunpyeonggu, Seoul, 03367, Korea, Korean Women's Development Institute
TEL.	82-2-3156-7000 eng.kwdi.re.kr
design·Printing	Seilfocus



한국 여성 정책 연구원
Korean Women's Development Institute



www.kwdi.re.kr

The First Partner for Gender Equality

225 Jinheung-ro, Eunpyeonggu, Seoul, 03367, Korea

TEL. 82-2-3156-7000 FAX. 82-2-3156-7007