

# **Republic of Korea**

## **National Review**

on the implementation of the  
Beijing Declaration and Platform for Action(1995) and the  
outcomes of the twenty-third special session of the General Assembly (2000)

in the context of the

twenty-fifth anniversary of the Fourth World Conference on Women  
and the adoption of the Beijing Declaration and Platform for Action

2019

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## **Introduction**

This report reviews major achievements made after the national review for the occasion of the 20<sup>th</sup> anniversary of the Declaration in the key 12 areas of the Beijing Declaration and Platform for Action. The report was prepared by 16 implementing ministries — including the Ministry of Gender Equality and Family, the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Employment and Labor, and the Ministry of Health and Welfare — and revised and complemented after consulting civil society organizations and experts.

## **Section One: Priorities, achievements, challenges and setbacks**

1. What have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women over the past 5 years?

### **■ Achievements**

#### **a) Strengthened the basis for promoting gender equality**

In March 2003, the Women’s Policy Coordination Committee, chaired by the Prime Minister, was established in accordance with Article 11 of the Women’s Development Act to coordinate tasks and policies related to women that involve different government offices and to examine key issues concerning women’s policies. As the Framework Act on Gender Equality of 2014 completely revised the Women’s Development Act in pursuit of a *de facto* gender equality where women and men are guaranteed equal rights, responsibilities and access to opportunities, the existing Women’s Policy Coordination Committee was developed into the Gender Equality Committee under the Prime Minister’s Office in 2015 to deliberate and coordinate inter-ministerial gender policies.

In addition, the Second Basic Plan for Gender Policy (2018-2022), which involve 20 government ministries and agencies, was set out in 2017. The Basic Plan included gender equality goals for each ministry for the first time. The government also strengthened the gender mainstreaming system by linking these gender equality goals in the Plan with the selection of tasks for gender impact assessment.

#### **b) Enhanced women’s representation and decision-making power**

The ROK government established “Plans to Enhance Women’s Representation in the Public Sector (2018-2022)” in 2017 and first introduced the specific targets for female high-rank public officials and female managers in public institutions. The government has been taking a lead in the public sector to improve women’s representation.

**<Improvements Made on Women’s Representation in the Public Sector(2014-2018)>**

(in %)

Type	Public officials			Executive members at public institutions	Female teachers/ professors		Women in the military	Female police officers	
	Central government		Local/ regional government		Professors at national universities	Principals and vice principals		General	Marine
	High-rank	Manager-level (above level 4)	Manager-level (above level 5)						
2014	4.5	11.0	11.5	11.7	14.5	30.0	6.8	9.0	6.8
2018	6.7	17.5	15.0	17.9	16.6	42.7	7.9	11.7	12.0

**c) Strengthened the prevention of violence against women and the response system**

With the occurrence of various types of violence against women such as dating violence and digital sex crime, the government strengthened policies for the protection and support of the victims of such violence against women by enacting the Framework Act on the Prevention of Violence against Women of 2018 (enforced on December 25, 2019). This adds to the existing legislations on violence against women such as the Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes, the Sexual Violence Prevention and Victims Protection Act, the Act on Special Cases Concerning the Punishment, etc. of Crimes of Domestic Violence, and the Act on the Prevention of Domestic Violence and Protection, etc. of Victims.

To ensure strict punishment and prevent the recurrence of sexual violence with the waves of #MeToo movement, the government improved relevant laws and policies: increased legal penalties for sexual assault or harassment by the abuse of occupational hierarchy or authority, strengthened punishment standards for sexual harassment perpetrated by public officials, prevented secondary victimization by delaying investigation of false accusation charges and actively defending truth-telling defamation charges against victims with the principle of justification of illegal action.

**d) Strengthened protection of women’s rights and support for women who are more vulnerable**

With the aim of supporting women with disabilities, the government operates Education Support Centers for Women with Disabilities to provide life-cycle counseling services and integrated information on legal, medical, housing, and employment issues.

In addition, based on the Support of Female Farmers and Fishermen Act, which was enacted in 2001 to support rural women, the government has been making national efforts to improve the status of female farmers by setting “The Basic Plan for Supporting Female Farmers” every five years. The implementation of the three five-year plans have improved the professional status and rights of women farmers and strengthened the infrastructure to promote the quality of life and empowerment for women in agriculture sector. The Fourth Basic Plan (2016-2020) is being

carried out with various tasks along with its vision of ‘creating a happy life and workplace for women farmers through realization of *de facto* gender equality’.

To reduce the burden of child care for low-income single parents and to secure their household livelihood, the government expanded its child care allowances for low-income single-parent families. In particular, the government is supporting young single parents aged 24 or less with an additional self-sufficiency support allowances.

In addition, the government has strived to strengthen protection of women’s rights and support for women who are more vulnerable. For example, the government enhanced monitoring for the local human rights protection and expanded pre-marriage education to protect the human rights of marriage migrant women.

#### **e) Improving gender-based discrimination in employment**

To close gender pay gap, the government included the related measures in the Sixth Basic Plan for Equal Employment Equalization (2018-2022). These measures include the addition of gender wage information in the wage distribution disclosure system for businesses (gender-equal wage disclosure system), mandating businesses that received lower ratings from the Affirmative Action system to report their gender wage gap status and ways to close the gap, development and dissemination of the Guidelines on Ensuring Gender-equal Pay, application of the Equal Employment Opportunity and work-Family Balance Assistance Act to all workplaces (previously, workplaces with less than five employees were excluded), and implementation of “The Measures to Eliminate Discrimination against Women in Employment”.

In strengthening support on the re-employment of women who experienced career interruption, the government has run the Women’s Re-employment Centers across the country and provided customized services for career-interrupted women such as counseling and vocational training. To alleviate the burden of childbearing for working parents, the ROK government improved the system to ensure maternal and paternal rights by raising the upper limit for paternity leave bonus and the income substitution rate for reduced hours due to child care from 60% to 80% of normal wage.

#### **■ Challenges and setbacks**

There has been a remarkable change in the institutional perspective for gender equality and empowerment of women and girls. However, according to the survey conducted on people in their 20s by the Korea Women’s Policy Institute in 2018, 77% of women and 47.6% of men perceived that women experience inequality. This showed that gender gap in the perception of equality was present. Therefore, it is necessary to strengthen gender equality education and expand the culture of gender-equality.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes?

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

■ **Eliminating violence against women and girls**

a) **Sexual harassment and sexual abuse**

In accordance with the tasks on “the elimination of sexual violence and protection of human rights” in the “Basic Plan for Gender Policies (2015-2017)”, the government established “Measures on the Elimination of Sexual Violence by Misuse of Authority” in March 2015. Based on these measures, public officials, soldiers, and teachers who perpetrate sexual assault can be fired and subject to restriction of employment in the sector. In addition, the Ministry of Gender Equality and Family and the Ministry of National Defense cooperated with each other to provide counseling for victims of sexual violence in the military, to strengthen medical assistance, and to provide effective victim support.

Furthermore, "Sexual Violence Investigation Team" was expanded to launch "Investigation Team for Women and Children" in 251 police stations nationwide, not only actively arresting perpetrators but also protecting and supporting victims. As a result, the number of sexual violence-related arrests increased from 28,034 in 2014 to 30,051 in 2018.



In 2016, the “Sexual Violence Prevention and Victims Protection Act” was amended to require all public agencies to set preventive measures such as the establishment of a sexual violence prevention education plan. In particular, the government improved the preventive effects of sexual violence by making it mandatory to submit the report on the prevention of recurrence when there is an occurrence of sexual violence and to monitor the progress. The government also underlined the responsibility of public institutions on the prevention of sexual violence by requiring mandatory self-prevention guidelines for public agencies such as national and local governments.

In addition, the government established the Comprehensive Safety Measures for Islands and Remote Areas and strengthened the protection for victims by conducting intensive investigations of vulnerable environments for violence against women, setting up female police in charge of violence against women, and providing preventive education on sexual violence in islands and remote areas.

In accordance with the amendment of the Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes, the Ministry of Justice streamlined the guidelines and investigation manual for sexual crime in December 2017. The investigation manual for sexual crime was distributed to relevant government offices in February 2018 to adopt the strengthened standards.

To eradicate sexual harassment and sexual violence crimes, the ROK government set up the measures to eradicate sexual harassment and sexual violence in each sector such as “measures to eradicate sexual harassment and sexual violence at work (November 2017)”, “measures to prevent sexual harassment and sexual violence in the public sector (November 2017)”, and “measures to eradicate sexual harassment and sexual violence at work and in the art and culture field (March 2018)”. For the full implementation of these measures, the government established and operates the Pan-Government Monitoring Team for the Eradication of Sexual Harassment and Sexual Violence” since March 2018.

In October 2018, the Ministry of Justice amended the Criminal Act and the Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes to strengthen the punishment against power-based sexual violence. Accordingly, the statutory punishment against power-based adultery and indecent assault in workplace has been toughened.

## **b) Domestic violence**

In 2014, the Act on Domestic Violence Prevention and Victim Protection, etc. was revised to expand the organizations subject to domestic violence prevention education, and to impose fines when individuals refuse police entry or investigation.

In June 2015, the Act on the Prevention of Domestic Violence and Protection, etc. of Victims newly recognized “imitative rape” (forced sodomy) as a domestic violence to strengthen human rights protection of victims and their families. The Act expands the scope of person with duty

to report; the compulsory fulfilment of urgent *ad hoc* measures including restraining order, for personal safety of victims. In December 2015, temporary protection was added to Women's Emergency Hotline Center #1366 Centers to allow temporary residence of victims of violence against women in the centers. In addition, the government designated the domestic violence eradication week.

In 2016, Anti-abuse Police Officers (APOs) were fielded to strongly counter domestic violence at the scene of crimes. In this regard, specialized training was provided, stern actions were taken against assailants, and customized protections and supports for domestic violence victims were provided, strengthening police capability to prevent offenses from taking place and effectively offer post-crime cares for victims. In 2018, 「Joint Guideline of the Ministry of Gender Equality and Family and the Korean National Police Agency In Response to Domestic Violence Cases」 was published to strengthen field officers' response capability on the spot.

In March 2018, the period of admission to shelters for domestic violence victims was extended from nine months to one year. In June 2018, domestic violence counseling centers were set up to be specialized in certain target groups such as foreigners and persons with disabilities. The government also provided the basis for supporting those who leave shelter with the self-reliance allowances.

In addition, the ROK government established the “Preventive Measures against Domestic Violence” by focusing on four areas that require urgent improvement to create a society that is safe from domestic violence: 1) Ensuring safety and protecting human rights of domestic violence victims; 2) Punishing domestic violence offenders and preventing recidivism; 3) Supporting domestic violence victims; and 4) Preventing domestic violence and improving public awareness.

### **c) Digital sex crime, stalking and dating violence**

In response to the digital sex crime that has emerged amid advanced technologies, such as networking technology and video equipment, the government set “Comprehensive Countermeasures against Digital Sex Crime” and established a digital crime prevention system in September 2017.

In particular, the "Digital Sex Crime Response Team" was formed in April 2018 to promptly delete and block circulating illicit images. Additionally, emergency review sessions are put in place for rapid assessment, thereby providing faster corrective measures against sexual crimes. As a result, the processing time for corrective measures was reduced from 10.9 days in 2017 to under three days in 2018.

※ Requests for corrective measures: (2015) 3,636 requests → (2018) 17,371 requests (Approx. 4.8-fold increase in three years)

The Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes was revised in 2018 to strengthen punishment against sex offenders. In April 2018, the government launched the first Digital Sex Crime Victims Support Center to provide one-stop comprehensive support services such as counseling, contents deletion, investigation, and legal and medical assistance for those who experienced illegal video shooting and dissemination. The Ministry of Gender Equality and Family has been monitoring the implementation of related policies and finding room for policy improvement by organizing an inter-ministerial coordination council on the eradication of digital sex crime, inviting experts from the private sector and the government.

In addition, "Cyber-Sexual Violence Investigation Team" was newly installed in each provincial police agency, and "Special Investigation Unit on Cyber-Sexual Violence" in each police station, for a prompt and active response to online sexual violence, an emerging area of social concern. 「Cyber-Sexual Violence Investigation Manual」 and 「Sexual Violence Eradication Work Manual」 were produced and distributed, and efforts were made to ensure that active and fair investigation is conducted through the education of police officers for more effective response and protective efforts of victims.

In response to stalking and dating violence, the relevant ministries and agencies jointly set up comprehensive measures in 2018. With these measures, the government is working to enact a law to punish stalking, to strengthen on-site police response to stalking and dating violence and victim protection, to organize a victim support system such as counseling and protection services, and to raise public awareness.

In addition, prosecutors have enforced tougher rules on detainment and prosecution since July 2018 when the rules were revised taking into account the nature of dating violence. To be specific, a stricter "three-strike out system" was introduced so that those who have been convicted of or under investigation for two or more dating violence against the same victim can be officially prosecuted and proactively arrested depending on the case if they commit another dating violence. The same will apply for those who have committed dating violence three times or more regarding one case.

In addition, the legal sentencing standards have become tougher, categorizing specific aggravated crimes considering the nature of dating violence. For instance, blackmailing to post online illicit videos featuring the victim is an aggravated crime on the grounds that it takes advantages of vulnerable situation of the victim.

Meanwhile, the "Framework Act on the Prevention of Violence against Women" of 2018 was legislated and set out the legal basis for supporting and protecting of victims of various types of violence against women, such as dating violence, stalking and digital sex crime.

#### **d) Eliminating violence against children and youth**

In 2013, to eradicate violence against children and youth, including girls and boys, the ROK government strengthened the legal punishment for all child/youth pornography crimes by making large-scale legal amendments.

In addition, the government set out its determination to strictly punish sex violence against children and youth in the law by abolishing the statute of limitation for all sex assault and murder crimes targeted at children and youth. These include forced harassment, rape, manslaughter, and murder crimes at children and youth aged under 13 and children and youth with physical or mental disabilities.

In 2018, the National Assembly passed an amendment to the law to punish sexual assault and harassment at young persons aged between 13 and 16 and abolish the application of the statute of limitation for sexual assault and harassment perpetrated at children and youth under 13 with authority and power.

#### **e) Providing preventive education on violence against women**

The ROK government focused on the preparation of the legal and policy bases for the violence prevention education and expansion of the quantity of education. It expanded mandatory preventive education at public institutions and strengthened education on violence prevention as follows: education on sexual harassment prevention in 1999; education on prevention of sex trafficking in 2008; education on sexual violence prevention in 2012; and domestic violence prevention education in 2013.

The revision of the law in 2014 made it mandatory to review the performance of education on the prevention of sexual violence, sex trafficking, and domestic violence. In 2018, a special investigation was launched to ensure the effectiveness of the preventive measures against sexual harassment and sexual violence in the public sector. In particular, the government set out improvement plans by conducting online surveys and on-site inspections.

To enhance the quality of preventive education, the government raised the points allocated when the head of the agency and the senior officials participate in the education as they can influence on the conditions of educational programs within the institution. The government also announces the list of agencies that show lower performance on the preventive education and conducts special education programs for managers.

※ Prevention education implementation rate: (2015) 99.0% → (2016) 99.5% → (2017) 99.5% → (2018) 99.8%

The Ministry of Employment and Labor requires businesses with more than 10 employees to conduct preventive education of sexual harassment within the workplace, as required by the Equal Employment Opportunity and Work-Family Balance Assistance Act and it reinforced the effectiveness of the policy by increasing the penalties for failing to provide preventive education

from KRW 3 million to KRW 5 million in 2018. Also, it mandated that businesses post materials for sexual harassment prevention training within the workplace at the same year (effective on May 29, 2018).

In addition, gender responsiveness education is conducted for the entire military personnel to enhance gender sensitivity and to create an environment free from sexual violence, helping the military concentrate on their service to the country. In particular, starting 2018, gender-responsive and sexual violence prevention programs are incorporated in special education courses for military generals and high-ranking decision making courses in order to increase gender responsiveness among general-level officials.

## ■ Political participation and representation

### a) Increasing female representation in public sector

In November 2017, the government jointly prepared a comprehensive plan for the next five years (2018-2022) to enhance women’s representation in the public sector. Through this plan, we set clear targets for the proportion of women in the decision-making positions in each field of the public sector within five year and put forward practical implementation plans to achieve these targets.

As a result of this plan, the rate of women in each field of the public sector shows a dramatic improvement. The share of women in the government committees has already reached its legal target of 40% in 2018.

#### <Improvements Made on Women’s Representation in the Public Sector (2014-2018)>

(in %)

Type	Public officials			Executive members at public institutions	Female teachers/ professors		Women in the military	Female police officers	
	Central government		Local/ regional government		Professors at national universities	Principals and vice principals		Officers	General
	High-rank	Manager-level (above level 4)	Manager-level (above level 5)						
2014	4.5	11.0	11.5	11.7	14.5	30.0	6.8	9.0	6.8
2018	6.7	17.5	15.0	17.9	16.6	42.7	7.9	11.7	12.0

### b) Increasing female representation in private sector

Also, public institutions, businesses with 500 employees or more, and local public enterprises and agencies are encouraged to meet the requirement quotas for women (ratio at entry and managerial levels) to address gender discrimination in employment, and Affirmative Action (AA) has been implemented to improve women’s participation in employment through

institutions to promote equality of employment opportunities. As a result of these measures, the female employment rate in private businesses and public institutions has been on an upward trend over the last 12 years as women's employment rate rose by 7.41 percentage points and by 10.34 percentage points at the managerial level. Compared to 2017, the female employment rate increased by 0.38 percentage points (38.18% in 2018) and by 0.17 percentage points at the managerial level (20.56% in 2018). AA has been gradually applied to enterprises of a smaller size. It was applied to local public enterprises and agencies with more than 300 employees in 2018 and to businesses with more than 300 employees and all local public enterprises and agencies in 2019.

### ■ Right to work and rights at work (gender pay gap and occupational segregation)

Also, the Government has stepped up its effort to address gender pay gap. Workplaces with poor performance in AA are required to submit their gender pay gap status and their plans to improve it, and the Enforcement Rule of the Equal Employment Opportunity Act was amended to this end in December 28, 2017. Subsequently, the Equal Employment Opportunity Act was amended to require all businesses to report their gender pay gap data in order to encourage their voluntary efforts. Its effectiveness is ensured by publishing the list of businesses which have shown poor performance in AA for three years in a row and 50 businesses were included in the list as of March 2019.

\* Gender Wage Gap(OECD) : ('13) 36.6% → ('17) 34.6%

### ■ Unpaid care and domestic work/work-family conciliation

#### a) Maternity leave and parental leave

Maternity leave for multiple births was increased to 120 days (90 days for single birth) and a policy of reduced working hours during pregnancy was adopted in 2014. Under the policy, female workers who are less than 12 weeks or more than 36 weeks pregnant are entitled to claim for reduced working hours by two hours a day. Also, the maximum monthly amount of maternity leave has continued to increase (1.35 M won before 2017 → 1.5 M won in 2017 → 1.6 M won in 2018 → 1.8 M won in 2019 (unit: KRW)) to improve livelihood support for pregnant workers.

With regard to childcare leave, the age of the beneficiaries has been extended from preschool children to children aged 8 years old and below or children in the second year of primary school in 2014. In the same year, to encourage the use of paternity leave, the government introduced the benefits for paternity leave whereby, if both parents take childcare leave in turn for the same child, the benefit for the second person (mostly fathers) is increased to 100 percent of the ordinary wage from the previous 80 percent. The period of the parental leave payments has been extended from one month to three months in 2016 and the maximum amounts paid has continued

to increase every year to 2.5 million won per month. The amount of monthly payment for childcare leave has also steadily increased every year. The payment for the first three months rose from 40 percent to 80 percent of the ordinary wage and the monthly amounts, up from a maximum of 10 million won to 15 million won and a minimum of 500,000 won to 700,000 won. The monthly payment for the remaining nine months also rose to 50 percent of the ordinary wage with a minimum of 700,000 won and a maximum of 1.2 million won.

In addition, the government revised law to significantly reduce National Health Insurance premiums for the period of childcare leave, with a view to alleviating financial burden associated with pregnancy and childbirth. Starting from 2019, people returning to work from childcare leave will be charged with the lower limit premium (Employee's share: KRW 9,010 per month in 2019). This is a significant drop from the upper limit of KRW 31,200 in 2018. The reduction of premiums will apply to all people on childcare leave, female and male alike (86.6% of women and 13.4% of men took up childcare leave benefits in 2017, according to the 2017 Employee Insurance Statistics Year Book).

## **b) Family-friendly management and work-life balance**

With emerging social problems such as low fertility, aging, and women's career interruption, the demand for work-family conciliation has been increasing in the Republic of Korea. Therefore, the government has introduced the work-family conciliation system to satisfy workers in need. At the same time, the government has operated the family-friendly certification system that promotes productivity by improving work culture.

The Family-friendly certification system is a system that grants the certification by the Minister of Gender Equality and Family to private enterprises and public institutions that implement a set of family-friendly policies such as maternity leave support and child care leave, and the flexible work hour system. Screening criteria include the introduction and utilization of childcare leave by male and female employees, infrastructure to support pregnant women, on-site daycare facilities, flexible working hours, telecommuting, and a smart work system.

The Ministry of Gender Equality and Family has been promoting the corporate culture that allows free use of family-friendly policies through the certification system. The number of companies with the family-friendly certification was 14 in 2008 when it first started, but increased to 3,328 by the end of 2018.

## **■ Changing negative social norms and gender stereotypes**

### **a) Gender-equal environment in the mass media**

According to the "Act on the Establishment and Operation of Korea Communications Commission" and "Broadcasting Act," the Korea Communications Standards Commission (KCSC) deliberates on broadcast content, after them being aired or distributed over broadcast, CATV relay broadcast, and/ or electric sign board broadcast channels, to ensure their compliance with fairness, publicness and accountability on the airwaves. In order to protect women and girls from distorted gender representation, discrimination and stereotyped gender roles, the provisions of Article 30 of the KCSC "Rules on Broadcast Review" safeguard gender equality across all areas of broadcasting without discrimination or prejudice based on gender, and the KCSC deals with its deliberation accordingly.

In particular, the number of cases regulated, which is in constant increase from 9 cases in 2015 to 11 in 2016 and 39 in 2018, in turn reflects the changing social awareness and sensitivity towards gender issues.

For broadcast advertising to which ordinary viewers are rather more exposed than broadcast programmes, the KCSC applies Article 13 (Discrimination Prohibition) of its "Rules on Broadcast Advertising Review" to prohibit depictions that encourage discrimination, prejudice or conflict based on gender, age, or occupation. The number of cases sanctioned so far counts to 3 cases in 2015, 19 in 2016, and 7 in 2018.

Additionally, the KCSC provides education and training to broadcasters on standards and practices to support their internal review process and to thereby ensure the effectiveness of KCSC's regulations, while elevating broadcast producers' gender sensitivity and awareness.

In strengthening the social responsibility of the mass media, raising awareness of viewer sovereignty and spreading the culture of gender equality, the government has been monitoring the media contents to see whether they reflect gender equality and has been providing feedback with the results since 2010.

The Gender Equality Award was established to select and award best practices in the media that contributed to the dissemination of gender-equal culture in 1999. In 2018, the award commemorated its 20<sup>th</sup> anniversary.

The government held an online event that invited citizens' participation to raise awareness of gender discrimination and improve culture in Korean society as part of the "With You" campaign that started with the #MeToo movement. The event helped form consensus on the importance of gender equality realization in everyday life by providing ideas for improvement on the eradication of sexual harassment and sexual violence and sharing the examples of language use that can be perceived as sexual harassment or gender discrimination.

## **b) Education to tackle gender bias**

In order to eliminate gender bias and promote gender-equal elementary and secondary education, "human rights," "gender equality," and "gender values" were incorporated in the 2015 Revised



National Curriculum, proclaimed in September 2015, particularly in the Pleasant Life and social studies of elementary subjects as well as ethics, technology/home economics, and health of middle and high school subjects.

The Ministry of Education (MOE) set out the legal basis for career education (Career Education Act, June 2015) that promotes gender equality, and diverse career education and experienced-based programs have been offered within the school curriculum. However, a limit to gender-equal career exploration exists due to traditional occupations, gender bias, etc. As a result, the MOE plans to make the basis for gender-equal career education, particularly by including relevant contents about the value of gender equality in the aim of the Career Education Act. With regard to this, the MOE has conducted a survey to receive suggestions from relevant institutions (in the first half of 2018), proposed the amended legislative bill (June 28, 2018), and is currently brought before the National Assembly (November, 2018).

Gender equality is taught during teacher trainings\* on career, so teachers can guide students about gender diversity in various career prospects, and Gender awareness is taught during trainings and workshops for career center staffs and volunteers in order to improve their understanding on gender equality.

*\* Customized coaching trainings for elementary and secondary career education teachers, homeroom teachers, and administrators (completed by 4,638 teachers and administrators, March to December of 2018)*

<p>3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination?</p>
--

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

### ■ Women living in remote and rural areas

The Ministry of Agriculture, Food and Rural Affairs is exerting tremendous efforts, at the national level, for empowering female farmers. To that end, the Ministry established "Master Plan for Fostering Female Farmers and Fishermen" every five years, on the basis of "Support of Female Farmers and Fishermen Act" established in 2001. The three master plans established infrastructure for the empowerment of women`s status and rights in the professional sector, and for raising the quality of lives and, building capacity of female farmers.

The 4th Master Plan for Nurturing Female Farmers (2016~2020) is aiming at creating workplace where female farmers can lead a happy life by realizing genuine gender equality. The plan includes various tasks to make rural areas more gender equal, building capacity of female farmers.

More importantly, the "Joint Ownership of Female Farmers" policy, introduced in March 2016, is empowering female farmers, recognizing the status of female workers as farmers. Moreover, in order to engage more rural women in decision-making process, the Ministry is working hard for women to be more represented in Food Policy Council, and in Agricultural Cooperative as members and executives.

Other than that, the Ministry is expanding its support to alleviate labor burden on female farmers by improving child-rearing environment in rural areas, by developing and distributing female-friendly agricultural equipments, and by executing hard tasks for female workers. It is also supporting stable settlement of migrant women in rural areas, and nurturing them to become next generation female farmers. For that, the Ministry is providing farming education at each settlement level, and educating them to better settle down in rural areas.

The Ministry of Agriculture, Food and Rural Affairs is pushing for establishing a department dedicated to female farmers, living up to the needs of them. And, it will continuously listen to the voices of female farmers through various channels, and provide support to them.

## ■ Women living with disabilities

The following actions have been taken to promote the health of women with disabilities: Since 2012, KRW 1 million per fetus has been given to women with disabilities who gave birth or had a miscarriage/stillbirth at or after 4 months of pregnancy. The aim is to reduce financial burden and foster birth-friendly culture for women with disabilities. To address various needs and concerns, the government has also provided a wide range of support for women with disabilities since 2006, including medical and welfare services, various information, counseling and case management, capacity building and training programs, self-help meetings, and introduction to community resources.

To promote the health of women infected with HIV/AIDS, relevant statistics have been managed as below:

There are two sources of the statistics on female HIV/AIDS cases: the HIV/AIDS reporting status managed by the Ministry of Health and Welfare; and the causes of mortality statistics produced by Statistics Korea. These statistics are based on the reports of HIV/AIDS cases filed by healthcare institutions since 1985, and the death reports and diagnoses received by local governments through demographic trends surveys since 1982.

<Statistics on female HIV/AIDS cases>				
Title of statistics	Responsible organization	Initial year of survey	Period	Main Variables
HIV/AIDS Reporting Status	Ministry of Health and Welfare	1985	1 year	Sex, age, infection routes, motivation for testing, year of reporting, survival, Korean/foreign nationals, testing institutions, anonymity of reporting, etc.
Causes of mortality statistics <sup>1)</sup>	Statistics Korea	1982	1 Year	Sex, education level, occupation, marital status, etc.

\* Source: Statistical information report (2018.12, Statistics Korea)

## ■ Migrant Women

### a) Third Basic Plan for Policies on Foreigners (2018-2022)

Under the Framework Act on Treatment of Foreigners Residing in the Republic of Korea, the Ministry of Justice (MOJ) promotes the prevention of discrimination against foreigners in Korea and their children, and provides human rights education. In accordance with the Act, the MOJ established and implemented the “Third Basic Plan for Policies on Foreigners (2018-2022)” and

has implemented the Plan, promoting coexistence, integration, safety, human rights, and cooperation as policy goals. Also, the Plan contains important tasks such as, implementing the Comprehensive Measures for Preventing Sexual Violence against Immigrant Women to protect their rights; to prevent discrimination against them; and to increase check-ups on the involvement in human trafficking for E-6 (Entertainment) visa holders.

**Comprehensive Measures for  
Preventing Sexual Violence against Immigrant Women (March 2018)**

The MOJ developed the *Comprehensive Measures* to prevent sexual violence against immigrant women. The Korean Immigration Service (KIS) is providing information regarding sexual violence and introducing counseling offices through Immigration Contact Center. The KIS also installed an ombudsman's office in all divisions and offices to protect rights and interests of foreigners in Korea. Moreover, the KIS developed measures to provide information through social integration agencies and utilize the network of foreign residents in Korea.

Moreover, the “Council on Promotion of Human Rights & Interests of Foreign Nationals” was established in the MOJ and each affiliate immigration office to develop measures to promote rights and interests of immigrant women and prevent discrimination against them.

**b) Improvement in the Standard for Visa Screening of Marriage Immigrants for Protecting Human Rights and Enhancing Social Integrity:**

The MOJ supports legitimate international marriage and assists marriage immigrants and their children to settle in Korea. Since 1 April 2014, the MOJ reinforced visa screening standards of marriage immigrants for a stable social integration. The new standards include a foreign spouse's proficiency in Korean language, a Korean spouse's substantive ability to support a family, and a limitation on number of invitations sent for a foreign spouse's visa.

**c) Inclusion Human Rights Education in the International Marriage Information Program:**

The MOJ has been providing the ‘International Marriage Information Program’ since October 2010 to promote a right understanding on international marriage, as well as to minimize maltreatment during the marriage process.

Accordingly, Korean nationals who are willing to be married with citizens from China, Vietnam, the Philippines, Mongolia, Uzbekistan, and Thailand, in which the seven countries designated

by the Minister of Justice, are only qualified to send an invitation upon the completion of the Program.

The Program contains an introduction of institution, culture, and manners of seven designated countries; information on the procedure of issuing marriage migrant visa and the relevant government policy including a screening standards; NGO's counseling cases of marriage immigration; and experiences of international marriage by others. In March 2018, the MOJ added a human rights education course which covers the ways to respect one another as a married couple, conflict resolution and domestic violence prevention.

**d) Improvement in Residence Status of Marriage Migrants' Family:**

In 2011, the MOJ allowed parents of marriage migrants to stay longer to support childbirth and childcare. Since 2 April 2018, parents of marriage migrants are eligible to apply for a long-term visa — which is valid up to four years and 10 months — until their grandchildren turn seven, which comprehended experts' recommendations on easing resident status requirements for the parents of marriage migrants, considering the difficulty of raising a child as a marriage migrant and the emotional stability of a child.

For single-parent families; families with more than three children; or families have other humanitarian reasons, the foreign grandparents can apply for a long-term visa regardless of the age of their grandchild, which aims to support more stable settlement of marriage migrants with their families while their children enjoy a good care of their grandparents.

**e) Support for migrant women victims of violence**

Migrant women are more vulnerable to violence due to economic status, and unstable visa status and are less likely to respond to violence properly. The government strives to provide support for these migrant women's independence and protect their human rights through medical and legal assistance, treatment/recovery programs, vocational training and housing provision. In 2004, the government started out two facilities for domestic violence victims who are migrant women. Since then, the number of facilities expanded to protect victims of violence who are migrant women. Currently, 32 facilities (28 shelters, 3 group homes, and 1 self-reliance support center) are in operation.

The ROK government is paying attention to the provision of necessary information to help prevent migrant women's exposure to violence due to lack of Korean language skills and to the promotion of violence prevention. The government has published a guidebook for migrant women that provides information on ways to respond to violence as well as the list of emergency assistance and protection facilities in 13 different languages and distributed to the immigration office, embassies, Women's Emergency Hotline Centers #1366, Danuri Call Centers, police stations and domestic violence counseling centers, and facilities for migrant women. At the same time, the government is working to raise public awareness by broadcasting the advertisement

on the prevention of violence against migrant women at public TV channels, train stations, supermarkets, and apartment complexes. In 2019, the government secured funds for the establishment of five migrant women’s counseling centers to provide counseling on complex issues such as their life and legal status and the budget for self-reliance assistance to support those who leave protection facilities.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

- Yes
- No

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes?

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls

- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women’s entrepreneurship and women’s enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women’s participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

## ■ Abolish violence against women and girls

### a) Sexual harassment and sexual abuse

In accordance with the “Framework Act on the Prevention of Violence against Women “of 2018 (enforced on December 25, 2019), related ministries, civil organizations, and experts will jointly organize the Committee on the Prevention of Violence against Women in the Ministry of Gender Equality and Family to review and coordinate policies to prevent violence against women and protect victims. A basic plan for the prevention of violence against women and protection and support for victims will be set up every five years. An annual implementation plan shall be established and enforced to provide the basis for a comprehensive and systematic prevention of violence against women. In addition to existing surveys on sexual violence, domestic violence, and sexual harassment, the government will conduct surveys of violence against women, such as stalking and dating violence and will implement effective policies by establishing a reliable statistical system.

Within the Korean National Police Agency (KNPA) developed a ‘Standard Survey Model on Victims of Sexual Violence’ in 2018, in cooperation with women’s organizations and related research institutes. Since February 2019, the KNPA offers scene-of-crime officers a training program and distributes educational and promotional materials.

The Government plans to strengthen the empowerment of victims protection by increasing the number of the Sunflower Centers — the first place where victims of sexual violence visit — and providing specialized education to women police officers sent to the centers. The Ministry of

Justice (MOJ) will continuously provide a public defender service to protect rights and interests of the victims of sexual violence when they face unfamiliar criminal and judicial procedures. The MOJ also plans to strengthen the public defender management system and continuously provide professional education and training for public defenders to further advance their expertise and work ethic, aiming at enhancing the overall quality of the service.

The MOJ will continue offering testimony assistant service for juvenile and disabled victims of sexual violence to help them clearly deliver their opinion in investigation and trial procedures. The MOJ will also continue to provide training for testimony assistants to ensure the quality of the services.

In addition, the Act on the Prevention of Sexual Violence and the Protection of Victims has been amended to require the head of the relevant institution or the employer to report the occurrence of sexual violence in the workplace and to take appropriate measures such as changing the work locations and grant a paid leave. In particular, the government will reflect participation in the sexual violence prevention education in the assessment of personnel management of public institutions, such as promotion and transfer. Similarly, the results of the university's review on the preventive education will be applied to the evaluation and certification of universities.

#### **b) Domestic violence**

The MOJ is trying to improve the regulatory system by expanding the types of violence to be charged as domestic violence and requesting for an arrest warrant for a felony offender. The Ministry is also trying to amend the emergency measures under the Act on Special Cases Concerning the Punishment, etc. of Crimes of Domestic Violence by including the clause 'arresting a flagrant offender' to immediately isolate the offender from the victim at the crime scene and imposing police officers a duty to provide explanation of protective orders and measures to victims.

The MOJ further plans to amend the Act for victim's recovery by including additional clauses; 1) to file a criminal charge to a person who fails to comply with ad hoc measures, 2) restriction on visitation rights, 3) extension of protection period for victims. There is a plan to consolidate punishment codes on sexual violence that exist in the criminal law and other special acts for easier public understanding.

The MOJ is developing ways to put offenders in jail to improve the effectiveness of emergency ad hoc measures. The MOJ is also planning to request for an arrest warrant for a felony offender and to add breaking & entering and non-compliance with eviction order to criminal domestic violence, defined by the Act on Special Cases Concerning the Punishment, etc. of Crimes of Domestic Violence.

The MOJ is working on improving the suspension of an indictment on condition of counseling by clarifying a target case, developing a manual for consultation, enhancing the effectiveness of



the counseling program, and charging the offender once he/she fails to fulfill the counseling program. Besides, the MOJ is planning to provide public defenders and intermediaries actively.

### **c) Digital sex crime, stalking and dating violence**

To eradicate digital sex crime, the government plans to hold a regular inter-ministerial council to ensure full implementation of countermeasures against digital sex crime. When an emergency arises, the council will provide a prompt response. In addition, the government will strengthen its support for digital sex crime victims by assisting immediate deletion of contents through the Digital Sex Crime Victims Support Centers and provide a stronger support on the new types of digital sex crime as the crime is expanding in its kind by working with current information and technology.

The ROK government plans to continue its efforts to improve public awareness to eradicate digital sex crimes, including taking and distributing illicit videos, by making promotional materials such as posters, webtoons, and video clips. The government's social media on the eradication of digital sex crime crimes will continue to work on enhancing public understanding of the policy and relieve fear of digital sex crime.

As for cyber-sexual violence, the Korean National Police Agency (KNPA) plans to develop automatic detection and analysis function regarding indecent materials being distributed in real time in streaming format via adult websites and social network services; to strengthen a collaboration system between the KNPA and the Korea Communications Standards Commission utilizing the KNPA's obscene materials database; and thereby to quickly and easily intercept and delete, through an effective system, specific obscene materials illegally taped.

Moreover, to effectively respond to cyber-sexual crimes that cross national borders, the KNPA will strengthen a nation-to-nation coordination and collaboration system.

On stalking and dating violence, the government plans to enact a separate punishment law for stalking crimes (the "Act on Punishment of Stalking Crimes, etc.") to strengthen punishment and treat them as obvious criminal acts. The government will work to establish plans to bring about stricter police response towards these crimes. In addition, the ROK government will continue to expand support for victims such as counseling, legal support, and protection services and to raise public awareness of stalking and dating violence so that people understand that these are also violence against women and girls.

### **d) Eradicating of violence against children and youth**

A major challenge for eliminating violence against children and youth including girls and boys lies in establishing laws and systems on the eradication of sexual exploitation of children and youth that includes sex trafficking. Currently, the government is discussing with the National Assembly to revise related laws to change the status of children and youth involved in

prostitution from perpetrators to victims of trafficking. The project is set as one of the national tasks.

#### **e) Enhancing preventive education on violence against women**

When there is an incident of sexual harassment or sexual violence within an organization, the second damage may occur if the manager does not respond properly to the initial case. To solve this problem, the government plans to provide compulsory education for people in management-level separately from other employees. The government will strengthen the education for managers by dealing with how to prevent secondary damage and respond to sexual violence cases. It will continue to work on raising public awareness of the prevention of sexual harassment or violence in the workplace.

Small businesses with less than 30 employees which previously failed to provide sexual harassment prevention training are required to provide preventive education within the workplace. To improve its effectiveness, the government is working to provide more small businesses with free-of-charge access to sex harassment training program. To this end, 47 regional employment and labor offices have created and are operating a pool of teachers providing free sexual harassment training.

In response to the #MeToo movement that recently received attention in the fields of art and culture, sports, and schools, the government has strengthened on-site inspection and consulting services and has developed related content. The government plans to continue its effort in improving on-site inspection for the violence incidents and developing and distributing materials.

Sexual violence and assaults have become prevalent in universities, and there has been a request for quality education. In this regard, the Ministry of Education (MOE) has advised universities to open courses (February, 2018) in the liberal arts about gender equality and to include education on sexual violence prevention in the “First Year University Students’ Orientation Guideline.” Universities are also advocated to disclose information in an effort to autonomously strengthen education on sexual violence prevention. The MOE will consistently assist universities to offer special lectures and courses on the prevention education in the future, and guide universities to spread a culture of eradicating violence against women and pursue gender equality.

The MOE is working to enact policies for an active/intensive review (e.g., corrective measures) of sexual harassment and/or sexual violence perpetrated by teachers. In particular, the MOE and the metropolitan offices of education have jointly carried out an annual sexual harassment and/or sexual violence eradication review, and comprehensively monitored individual schools’ regulations for perpetrators. The disciplinary period for teachers who have perpetrated sexual harassment and/or sexual violence is extended from five to ten years. The MOE plans to build an on-going monitoring system to oversee the metropolitan and provincial offices of education’s

measures to punish perpetrators and their efforts to eradicate sexual harassment and/or sexual violence.

*\*Amended the Educational Officials Act Article 52 (Special Cases concerning Prescription of Grounds for Disciplinary Actions).*

To raise the effectiveness of gender-responsive education and systematically conduct field-oriented sexual violence preventive education in the military, it is required that the military academies open a mandatory course (two credits) on the understanding and practice of gender-responsive leadership for an intensive gender-responsive education targeting military cadets from the early stages of training. In addition, gender programs for high-ranking military officials will be expanded and strengthened to eradicate sexual violence using authority, while high-quality education programs and content will be developed to increase the effectiveness of the programs.

In addition, the military will increase the number of discussion programs and lectures as well as the number of classes for more effective gender-responsive education. Discussion programs targeting key officials will be gradually expanded, and the evaluation of gender responsive levels will be included in the discussion and education programs designed to foster gender perspectives. At the end of education programs, surveys will be conducted to assess the trainees' satisfaction level on the validity and relevance of the class, and intention of retaking the courses. In addition, a monitoring system will be set up to identify challenges and make improvements, including quarterly on-site visits to check on program implementation.

## ■ Political Participation and Representation

### a) Implementing the Plan to Enhance Women's Representation in the Public Sector

In the Plan to Enhance Women's Representation in the Public Sector (2018-2022) that was introduced in November 2017, the government set the new target for female high-level public servants for women and the target for female executives in public institutions for the first time. By 2022, the government aims to reach the targets of 10% and 20% respectively.

#### <Plan to Enhance Women's Representation in the Public Sector (2019-2022)>

(in %)

Type	Public officials			Executive members at public institutions	Female teachers/ professors		Women in the military	Female officers	
	Central government		Local/ regional government		Professors at national universities	Principals and vice principals		General	Marine
	High-rank	Manager-level (above level 4)	Manager-level (above level 5)						
2019	7.2	18.4	15.9	18.4	17.0	43.0	6.7	12.6	12.6

2022	10.0	22.5	20.0	20.0	19.0	45.0	8.8	15.0	14.4
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**b) Promoting women’s representation in the private sector**

In 2019, the government will sign a voluntary agreement with companies to set voluntary targets for the number of women in decision-making positions and implement the plan. The government will form a cooperative body named Partnership for Gender Balance and Inclusive Growth with economic organizations to run various joint projects.

Support for training on those in charge of consulting and HR management in participating companies will be given to help companies that work towards enhancing women’s representation. The government will expand courses for mid-level managers and executives at the Academy of Promising Women Leaders. To spread women’s representation enhancement plans and its implementation, the ROK government will hold forums and panel discussions and raise public awareness by presenting best practices.

In addition, the government plans to announce its analyses on the proportion of female executives in the top 500 companies in Korea. In addition, the government will work to improve statistics in corporate management disclosure to be disaggregated by gender, include women’s representation in the Environmental, Social and Governance (ESG) criteria for large public funds, and finally add the proportion of women in decision-making positions to the criteria for the family-friendly company certification.

**■ Right to work and rights at work (gender pay gap and occupational segregation)**

The government will continue to implement Affirmative Action (AA) to enhance equality in employment. In order to improve the gender pay gap, all businesses subject to AA will be required to analyze the current status and causes of the gender pay gap so that companies can resolve the gender pay gap on their own. Also, in order to protect workers from gender discrimination in employment, the government will strengthen workplace inspections, including the expansion of the number of workplaces subject to the gender equality inspections.

**■ Unpaid care and domestic work/work-family conciliation**

Also the government plans to continue promoting paternity leave to create a family-friendly environment where both parents are engaged in childcare and prevent career interruption for women. The period of paid paternity leave will be extended to 3 days to 10 days and SME workers will receive a subsidy payment for five days of the paid leave. In addition, the government is looking to extend the limitations period for a payment claim from 30 days to 90 days after childbirth so as to allow the claimants to receive the payment when they needed it.

In addition, childcare leave which has been only used for the period of childcare will be permitted to be used during pregnancy and the reduced working hours will be extended from

the period of first 12 weeks or after 36 weeks of pregnancy to the whole period of pregnancy to secure the job security of female workers who may suspend their career because of miscarriage or premature birth.

### ■ **Negative social regulation and gender stereotype change**

Recently, with one-person media growing more popular, the government plans to include the genre in the gender monitoring and analysis for mass media. The government also has a plan to promote prompt monitoring of gender discrimination by opening an on-line forum where citizens can participate and report gender-discriminatory media contents. In addition, media literacy education focusing on gender equality will be provided for youth to help them suggest ideas for improvement on gender stereotypes portrayed in media.

The government also plans to help children and youth raise awareness of gender equality by kicking off the Gender-equal Children's Books and Art and Culture Project. The project will select children's books promoting gender equality and set aside a special zone for gender-equal books at school libraries and bookstores. Furthermore, the government will select books that focus on gender equality or books with gender-responsive perspectives and support the production of such books on gender equality.

The gender equality education is taught in subject areas and creative experiential activities throughout the entire schooling, particularly through the ethics education (including the gender equality education), which is one of the cross-curricular themes of the 2015 Revised National Curriculum. A revised monitoring standard (December, 2018) was distributed to a number of schools for creating a gender-equal school culture, and the metropolitan and provincial offices of education and schools are encouraged to use it. A consistent monitoring is in process to identify gender discriminating statements in the curriculum and/or textbooks. An editorial review as well as revisions and supplementation are made accordingly.

In addition, exemplary schools and cases of gender equality by the metropolitan and provincial offices, as well as exemplary teachers who have contributed to creating a gender-equal school culture will be awarded, and support for networking and information sharing with regard to gender equality education will be established.

## **Section Two: Progress across the 12 critical areas of concern**

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

\* Please see previous answer to question No.2.

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

■ **Expanding child care services or strengthening existing services**

a) **Child care services**

Since 2007, the ROK government has been providing public child care services, recognizing that the government needs to reduce child care burdens of working parents to ensure work-family conciliation. The child care service is a home visit service where a caregiver visits a child's home to provide care and offered to children aged 12 or younger with both parents working. Under the program, a household below the income threshold can get partial subsidy on the service cost.

In the past five years, the number of households that used the public child care services has increased by 25.5% from 51,000 households in 2013 to 64,000 households in 2018. The program has contributed to work-family conciliation for parents in their 30s and 40s. The government has gradually increased the scope of eligibility and hours to subsidize households with 120% of the median income.

As social environment for child care saw a rapid change due to an increase in women's labor market participation and the rise of nuclear families, the demand for quality care services for vulnerable young persons\* who are more likely to be deprived of care is constantly increasing. In this regard, the Ministry of Gender Equality and Family, Ministry of Health and Welfare, and

Ministry of Education are running various care programs that provide after-school extension activities for children and youth in elementary school.

*\* Children from low-income households, single-parent households, children living with grandparents, multicultural families, children/youth with disabilities, multi-child families, and families with working parents*

#### **b) All-day Childcare System**

From 2017 onwards, the government is promoting an all-day care system to improve policy effectiveness by connecting after-school programs for elementary school students. The inter-ministerial “Plans to Establish, Operate, and Implement All-day Childcare System” was established, and the Policy Coordination Council among the related government ministries, local and regional governments, regional education offices and local education support agencies, and childcare agencies was launched.

Accordingly, the cooperative system among related government agencies allowed users to access the service more easily by enabling joint response processes from the after-school care services for elementary school students, which had been provided in a separate manner. Now, the after-school programs are offered through the joint system of demand estimation, service provision, and monitoring and feedback.

The After-school Youth Academy provided by the Ministry of Gender Equality and Family started out in 2005 and offers meals, counseling, academic assistance, and creative activities to children and youth from the fourth grade of elementary school to the third graders in middle school. The number of academies has continuously increased to address blind spots concerning after-school care and limited opportunities of hands-on activities for vulnerable youth, especially in the areas of little care infrastructure and in the rural areas. In 2018, programs designed to foster creative and interdisciplinary talents were put in place across the nation, so that teenagers can evaluate and develop their own key abilities needed to prepare for the Fourth Industrial Revolution. Currently, the After-school Youth Academy is in operation in 280 locations nationwide.

The Korean government has established an all-day care system under which it operates community child centers and the Together Care program. To promote the sound development of local children who need after-school care, the community child centers provide a comprehensive range of welfare services, including protection, education, play, recreation, and linkage between guardians and local community resources. According to the 2018 data, 4,210 community child centers are in operation across the country and provide care for 110,000 children. The eligibility scope has been expanded to include children with working parents (2012). As a result, community child centers have become accessible not only for priority children from vulnerable families, but also for children whose parents both work and need after-school care support. To eliminate a stigma attached to community child centers, the criteria for



"general children" have been redefined (household characteristics and age (2018) → only age (2019)), which resulted in the increased rate of use (before: 20% → after: up to 40%).

While community child centers offer after-school programs focusing on children from low-income families, the "Together Care program" provides routine and temporary village care services targeting all primary school students.

*\* The government established 25 Together Care program implementing institutions in 2019, and plans to add 1,800 more by 2022.*

- *(Year of 2017) The Ministry of Health and Welfare and Ministry of the Interior and Safety jointly undertook a pilot project to establish community-specific care systems (10 city/county/district governments were selected, and remodeling support was provided)*
- *(Year of 2018) Together Care is implemented as a regular program. Together Care program implementing institutions have been established across 17 city/county/district governments (Feb. 2019), and 150 such institutions receive support for remodeling and HR costs.*

<b>&lt;Overview of Together Care Program Overseen by the Ministry of Health and Welfare&gt;</b>	
<b>Category</b>	<b>Contents</b>
<b>Purpose</b>	To provide care services to all children in need of care by utilizing safe and highly accessible public facilities within communities.
<b>Target Population</b>	Children aged 6-12 in need of care <b>(with a focus on primary school students)</b> - Together Care services are accessible to all families regardless of their income levels.
<b>Program Contents</b>	Identify and provide various services accommodating the circumstances and needs of communities. - E.g. part-time care services, cultural, arts, and sports programs, <b>commute support, linking care counseling and services, provision of snacks (or meals), etc.</b>
<b>Program Site</b>	Secure service spaces through facility remodeling. - Remodel public facilities, apartment complex community centers, and other available spaces that are highly accessible, open and safe. * Utilize community service centers, welfare centers, libraries, public health centers, etc.
<b>Operation Method</b>	Direct management by local governments, joint management, entrusted management, etc.
<b>Funding</b>	Installation and HR costs are jointly funded through central and local government budgets. Operating expenses are paid with user fees. Additionally, various community resources can be introduced and utilized.

### **c) Expanding childcare services and increasing their quality**

At the same time, the Korean government has taken the following actions to expand childcare services and increase their quality.

To alleviate parents' burden, Korea subsidizes childcare for all families with children aged 0-5, regardless of their income levels (2013~). In 2018, KRW 6.8989 trillion was spent on childcare subsidies, and 1.41 million children were enrolled in childcare facilities. In addition, a monthly child home care allowance is provided to families across all income levels (2013~). The allowance was introduced to reduce the burden for parents looking after children at home and to achieve equity between users of childcare facilities and non-users. In 2018, KRW 1.6452 trillion was spent on child home care allowances for 740,000 children. Additionally, to meet the urgent and temporary demand for childcare support, day care centers and comprehensive childcare support centers provide part-time childcare services funded by the government.

The Korean government intends to take greater responsibility for childcare and established the goal of enrolling 40% of children in state/public childcare facilities (~2021). To this end, the government added 574 state/public childcare facilities in 2018 and plans to add at least 550 annually. To reduce the heavy workload of ECEC teachers, Korea deployed 25,000 assistant teachers, and provided 2,036 substitute teachers for those on sick leave in 2018. Furthermore, Korea adopted an accreditation scheme (2006) for day care centers, which aims to ensure effective quality control of childcare services; encourage day care centers to voluntarily improve their services; and inform parents of the quality of childcare facilities. Previously, gaining accreditation was voluntary, but it will become mandatory for all day care centers (June 2019), with a view to enhancing quality control.

## ■ Expanding support for elderly people and intensive care needs

### a) Single-parent Families

According to the Survey of Single-parent Families in 2015, income of single-parent families is estimated to be less than half the income of families with both parents, and assets are estimated to be at about 20% of those of families with both parents. Most of the single-parents (84.7%) were employed, and half of them (48.5%) were working more than 10 hours per day. Only 22.4% of respondents owned legal support bonds from their former spouse. The difficulties experienced by single-parent families with children are expected to grow over time. Thus, policy intervention is necessary to provide stable support for single parents' child care responsibilities.

Against this backdrop, the ROK government gradually increased child care allowances to help with single-parent families' child care responsibilities. From 2018, the government expanded the scope of the eligibility for the single-parent family certificates from 52% to 60% of the median income.

For single parents aged 24 or less, additional support is available through child care and self-reliance assistance for young single-parents. In this case, monthly child allowances of 350,000 KRW is provided. If a young single parent is preparing General Education Diploma (GED), the government also supports tuition assistance of maximum 1.45 million KRW. If a teen single parent is enrolled in high school, tuition and registration fees can be supported by the government. If a young single parent is studying or seeking employment, s/he can receive self-reliance assistance allowances.

Low-income single parents can access welfare facilities for single parent families in addition to child care allowances. With the single parent family certificate, the household can benefit from a variety of low-income household assistance programs ranging from discounted utility bills, a higher priority level given on the waiting list for a daycare facility and public rental housing, to various voucher programs.

#### **b) Families with disabled children**

In the spirit of expanding assistance for the elderly and vulnerable populations who need intensive care, the ROK government also provides childcare support for families with disabled children.

Korea runs family and childcare support programs for disabled children under age 18 and their families, with the aim of reducing childcare burden and supporting normal social activities for guardians. Eligible families can use up to 600 hours of childcare services per child annually. Other support programs include self-help meetings, family counseling and treatment, parenting education, and respite exhibitions.

#### **c) Infertility**

The Equal Employment Opportunity and Work-Family Balance Assistance Act was amended in 2018 to introduce statutory leave for infertility treatment. Under the amended law, the employer should guarantee three-day leave for infertility leave at the request of the employees (the first one day with pay and the other two days without pay). It is expected to contribute to securing a work-life balance for infertile couples and ultimately improving pregnancy and fertility rates.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

- Yes  
  No

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities
- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

**■ Introduced or strengthened social protection programmes for women and girl**

**a) Parental leave benefits and support for career-interrupted mothers**

As for childcare leave, the age of the beneficiaries has been extended from preschool children to children aged 8 years old and below or children in the second year of primary school. In addition, to encourage the use of paternity leave, the government introduced the benefits for paternity leave whereby if both parents take childcare leave in turn for the same child, the benefit for the second person (mostly fathers) is increased to 100 percent of the ordinary wage (up to 1.5 million South Korean won) from the previous 80 percent. The period of the parental leave payments has been extended from one month to three months in 2016 and the maximum amounts paid has continued to increase every year to 2.5 million won per month. The amount of monthly payment for childcare leave has also steadily increased every year. The payment for the first three months rose from 40 percent to 80 percent of the ordinary wage and the monthly amounts, up from a maximum of 10 million won to 15 million won and a minimum of 500,000 won to 700,000 won. The monthly payment for the remaining nine months also rose to 50 percent of the ordinary wage with a minimum of 700,000 won and a maximum of 1.2 million won.

Also, the government created new job centers for women offering a comprehensive employment support service for women whose careers had been interrupted. It is continuously increasing the number of new job centers from 72 in 2009 to 130 in 2013 and to 158 in 2018, making efforts to better adapt them to demand. For example, the manual for employment support program was revised and applied to the job centers in 2018 and the number of professional training courses in high value added sectors, introduced in 2016, rose from 25 to 47 in 2018. In addition, 35 new

job centers are providing programs for career interruption prevention to ensure better job security and create a corporate climate conducive to a better work-family balance, and 30 new job centers are providing consulting service for prospective entrepreneurs.

#### **b) Basic pension policy**

The Korean government provides Basic Pension for older women with a view to strengthening social security programs for women and girls.

The Basic Pension was introduced and enforced in July 2014. The eligible population is older persons in the bottom 70% income bracket. As of December 2018, 5.10 million people have received up to KRW 250,000 per month in Basic Pension benefit.

As the number of the older population rises every year, so does that of Basic Pension beneficiaries. Along with this, the Reference Pension Benefit has been raised annually. As a result, the total budget for the Basic Pension has reached KRW 11.8 trillion in 2018 (Central government budget: KRW 9.1 tn; and local government budget: KRW 2.7 trillion).

Among 5.10 beneficiaries, 3.16 million are women, which accounts for 62% of the total beneficiaries. The share of female beneficiaries goes up with an increase in age. Women also account for a bigger share of single-household beneficiaries at 81.6%.

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women's access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

**■ Introduced/strengthened conditional/unconditional cash transfers**

The Korean government newly adopted the Child Benefit policy designed to increase conditional/non-conditional cash transfer for women and girls in September 2018 in order to promote children's rights and welfare by reducing childcare burden for families and creating an environment for healthy child development.

The Child Benefit targets certain age groups and is paid monthly in cash—KRW 100,000 per month is given per child under age 6. When it was first introduced, the Child Benefit was selective and excluded the richest 10 percent. However, in April 2019, this income eligibility criteria will be eliminated, which means all families with children under age 6 will become eligible for the Child Benefit (Retrospective payments will be made for the period of January-March, when the monthly Child Benefit is paid in April 2019). In September 2019, the eligibility criteria will be further relaxed to cover children under age 7.

**■ Improved access to social protection for specific populations**

The Ministry of Employment and Labor is working to address the loopholes in the maternity protection system of the employment insurance. Part of its effort includes providing maternity leave subsidies for working women who are not covered by the employment insurance and thus are not entitled to maternity leave benefits (50,000 a year, including self-employed persons, dependent self-employed workers and persons exempted from the employment insurance law) funded by the general account budget. This new policy will be implemented in the second half of 2019 and plans to offer a monthly subsidy of 500,000 won for three months.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

**■ Promoted women's access to health services through expansions of universal health coverage or public health services**

With a view to strengthening healthcare services related to pregnancy and childbirth, the National Health Insurance has annually expanded its coverage of prenatal services. Since 2005, congenital anomaly and rubella tests have been covered. Starting from the same year, women giving natural birth have been fully exempted from co-payments, a move aimed at promoting maternal-child health. Further actions have been taken to reduce out-of-pocket payments for essential prenatal tests during pregnancy such as sonography. In 2008, the government introduced an additional subsidy of KRW 200,000 per pregnant woman in the form of an electronic voucher entrusted to financial institutions (Happy People Card whose previous title was Gounmom Card). In 2012, the subsidy was raised to KRW 500,000 - KRW 700,000 for multiple pregnancy. Starting from 2016, pregnant women in medically underserved areas have been paid an additional KRW 200,000 on top of the subsidy. In 2019, the subsidy was increased to KRW 600,000 - KRW 1 million for multiple pregnancy. Furthermore, its scope of use has been expanded to include the purchase of drugs arising from doctor consultation and prescription for infants under age 1. Since October 2017, infertility treatment procedures have been standardized; and essential procedures such as sperm/egg collection and processing, embryo transfer, and thawing have been covered under the National Health Insurance (co-payment rate: 30%), alleviating financial burden for infertile couples.

## ■ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services

With a view to expanding health services specifically for women and girls, the Korean government has taken a number of actions to improve sexual and reproductive health, maternal health, mental health and HIV/AIDS-related services.

Korea aims to strengthen health services for pregnant women and new mothers. As the child bearing age is delayed, many married couples increasingly face infertility. To address this, the government expanded National Health Insurance benefit package in October 2017 to cover infertility treatments, which used to be non-reimbursable items. Infertility treatment procedures have been standardized, and starting from 2019, low income families (at or below 180% of the median income) will receive an additional infertility assistance of up to KRW 500,000, which otherwise would have been paid out of pocket. Starting from 2019, healthcare facilities providing infertility treatments will be regularly evaluated, and the evaluation results will be made public to help reproductively-challenged couples make an informed choice of hospital.

A bill to partial amendment to the Mother and Child Health Act, intended to put infertile couples of *de facto* unions under the category of infertile married couples, passed the plenary session of the National Assembly in April 2019, allowing infertile couples of *de facto* marriages to be entitled for the same financial aid for infertility treatments as legally married couples. The amendment will come into force six months after its promulgation.

In addition, the Korean government is working to improve emotional and psychological health through dissemination of mental health information and other efforts. In 2018, the government strengthened mental health management services for reproductively-challenged couples and new mothers with depression, mostly through the four (4) infertility and depression counseling centers (1 central and 3 regional centers).

Furthermore, Korea runs a medical subsidy program for high-risk pregnant women, which aims to ensure maternal-child health by providing essential health management and care services and thus reducing financial burden. High-risk pregnant women at or below 180% of the median income are eligible for this program, which covers full co-payments for reimbursable services and the costs of non-reimbursable services related to inpatient care. When the program was first introduced in July 2015, the scope of coverage was limited to three major diseases (preterm labor, labor-related hemorrhage, and severe preeclampsia). However, it was expanded to include 2 and 6 additional diseases in 2018 and 2019, respectively. As of 2019, a total of 11 diseases have been covered.

\* *Premature rupture of membranes, and placental abruption*

\*\* *Placenta previa, threatened abortion, polyhydramnios, oligohydramnios, cervical incompetence, and antepartum hemorrhage.*



Also, the Korean government has taken actions to promote the mental health of women.

To increase access to mental health services and strengthen early detection and interventions for mental disorders, Korea expanded the target population for depression screening as part of the national health check-up program. Starting from 2019, the screening cycle has been reduced to 10 years between the ages of 20 and 70. (Previously, the target ages were limited to only 40 and 66). In addition, the government expanded mental health and welfare centers (from 212 in 2014 to 243 in 2018), allowing ready access to relevant services for local residents with mental illness. The mental health and welfare centers provide a wide range of services, including case management, mental disorder prevention, response to suicide attempts, introduction to health and welfare services, and rehabilitation for local residents with mental illness.

### ■ **Strengthened comprehensive sex education through school and community programs**

The need for school sex education has increased as Korea developed economically, socially, and culturally. In response to the social needs, the National-level sex education standard was established, which provides practical educational materials.

The school sex education standard for elementary, middle, and high school levels was established from May 2013 to April 2014, and educational materials for sex education was developed from March 2014 to February 2015.

The appropriateness of the school sex education standard was verified through public hearings as well as content reviews by experts from January to April of 2014, and professional development sessions for teachers in charge of sex education were offered from February to April of 2015. Necessary revisions were made in July and September of 2015.

The school sex education standard not only tackles simple issues on sex, but it emphasizes the preventive measures, giving appropriate information and knowledge to students in different developmental phases so they can set proper values and attitudes on sex and take suitable actions. The school sex education standard is organized into five levels; primary, intermediate, and upper levels in elementary school as well as middle and high school levels. The primary domains include human development, social relationships, coping skills, health, and society and culture. Schools are requested to allot at least 15 class hours for sex education, using creative experiential activities and relevant subject hours.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?
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- Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

## ■ Measures taken to educate girls, TVET, and technology development programs

### a) Educating female students: capacity building for female students in the engineering field

New industrial fields\* that require accuracy and precision have been on the rise due to the industrial paradigm shift and transition to a knowledge-based society. It is necessary to improve the existing engineering education to enhance female students' self-efficacy in the engineering field and support their career prospects by lowering barriers that may hinder their career paths.

\* *ICT fields including IoT, Fintech, Big Data, etc.*

In order to improve the curriculum and educational conditions of engineering universities and to increase career prospects for women in the engineering field, customized and integrated curriculum for female students has been developed and implemented in addition to support for career development, employment, and start-ups. Support is provided to improve educational conditions for female students in the engineering field so they can develop their potentials and talents, according to the “plan to transform engineering universities (April, 2014)” and Article 11 Paragraph 2 of the Industrial Education Act. This includes WE-UP program (10 universities in 2018, 3.8 billion Korean won), annual evaluations (March, 2018), written and direct consultations (June, 2018), joint seminars (July, 2018), and WE-UP Day (November, 2018).

### b) Strengthened curriculum that eliminates discrimination and enhances gender awareness in all educational levels.

#### (1) Curriculum

The Ministry of Education has incorporated human rights, gender equality, and gender values in the elementary Pleasant Life and social studies as well as ethics, technologies/home economics, health in middle and high school curriculum of the 2015 Revised National Curriculum, publically announced in September 2015, for elementary and secondary learning that enhances gender awareness and eliminates discrimination.

The 2015 Revised National Curriculum was phased in and took effect, in the order of first and second grades in elementary school in 2017, third and fourth grades in elementary school and seventh and ninth grades in middle and high schools in 2018, fifth and sixth grades in elementary school and eighth and eleventh grades in 2019, and all grades by 2020.

In addition, cross-curricular teaching and learning materials which teaches about gender equality were developed in 2018, disseminated to all elementary, middle, and high schools across the nation in February 2019. It is taught systematically in all educational activities and creative experiential activities. Teaching and learning materials on gender equality provides contents about human rights, work-family conciliation, gender roles and so forth.

## (2) Textbook Monitoring

To develop textbooks that enable balanced learning on gender roles and gender equality, contents and components about gender equality have been strengthened and supplemented in the new textbooks. In addition, a common authorization standard and a subject-area authorization standard on gender equality are referenced when authorizing textbooks and/or providing expert consultations and editorials (Based on a Memorandum of Understanding with relevant professional agencies\*).

**(Common authorization standard) 5.** Is there a statement that perpetrates discrimination in all areas of political, economic, social, and cultural life in the aspect of gender/religion or social status?

**(Subject-area authorization standard/elementary physical education) 11.** Are contents written without any discrimination, not giving any distorting or favoring statements on particular religion, region, person, gender, goods, agencies, etc.?

\* *Professional agencies: Korean Legislation Research Institute, Institute for Unification, Northeast Asia History Foundation's Dokdo Research Institute, Korea Hydrographic and Oceanographic Agency, National Geographic Information Institute, National Human Rights Commission of Korea, Korea Copyright Commission, National Institute of Korean Language, and Korea Research Institute of Standards and Science*

For the new textbooks, a textbook monitoring team monitors textbooks (since May 2019), in which reviewed comments are delivered to the team of authors every month to make revisions and/or provide supplements, and thus gender discriminating contents are revised and/or supplemented if necessary (Completed six times in 2018, expected to conduct six times in 2019).

*\* Textbook monitoring report submitted every month (May to October, 2018), in particular, intensive expert reviews competed on ethics including gender equality (July and October, 2018).*

**c) Gender equality and ethics education provided to teachers and educators**

**(1) Gender equality education for teachers**

To improve teachers’ professionalism on gender equality education as well as to eliminate teachers’ bias about gender roles, courses on gender equality are offered in qualification and job trainings. In particular, based on the “Teachers and Administrators’ Qualification Training Curriculum Standard” (proclaimed by the Ministry of Education), gender equality education courses are offered during the qualification training. Mandatory trainings on gender equality and gender-responsive human rights education are included in the qualification training curriculum for the metropolitan and provincial office of education and educator training centers.

*\* Preventive education on sexual assaults, sexual violence, family violence incorporated in the compulsory training according to the Framework Act on Gender Equality (Advised the metropolitan and provincial offices of education and educator training centers, October 2, 2018).*

Moreover, teachers in different grade levels must take at least one hour of the mandatory preventive education every year according to Article 5 of the Sexual Violence Prevention and Victims Protection Act and Article 2 of the Elementary and Secondary Education Act.

Job trainings and leading teacher trainings are facilitated in order to help teachers teach about school gender equality and student rights from a perspective of comprehensive human rights education. In this regard, the Ministry of Education will also support the cultivation of “human rights leading teachers” through an intensive training (more than 30 hours), who will become consultants and material developers for each of the local offices of education. On- and off-line job trainings will be launched so that teachers who are interested in teaching about human rights education have an easy access to relevant contents and thus further build their capacities.

**(2) Gender equality education for pre-service teachers**

In order to increase opportunities for pre-service teachers to learn about gender equality education, gender equality education for teacher education institutions have been strengthened. This is followed by an official document, advocating teacher education institutions to incorporate gender equality education, and requiring them to teach about gender equality in the curriculum. A separate course as well as courses for the major/teaching/liberal arts is included in the program on the basis of each school conditions.

Institutions	Examples
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University of Education including Gongju National University of Education	Courses in major (elementary social studies) and liberal arts (family life education, multiculturalism research, etc.), seminar (human rights seminar on Tuesdays)
College of Education including Seoul National University, and Busan National University	Required to complete human rights/gender equality online education at least once every year Courses in major (educational sociology, civic education , democracy), teaching (life guidance and counseling), gender equality education for freshmen, special lectures

Teacher education institutions are advised to incorporate gender equality in the curriculum, and provide compulsory teaching on gender equality (confirmed in 2019, will be implemented in 2020).

**(3) Gender equality education in school for other educators**

Under the *Sexual Violence Prevention and Victims Protection Act* Article 5 and Article 2 of the same Act, professional counselors in the Wee center, Wee class, Wee school participate in a preventive education course to enhance their understanding about gender equality and to build their counseling competencies.

*\* Number of job trainings completed in 2018: 333 (February) → 343 (May) → 541 (October)*

**d) Safe, Non-violent, and Inclusive Educational Environment Promoted for Women and Girls**

**(1) Self-examination for gender equality school culture**

A self-examination index was revised according to reviewed comments of schools and policy research and was distributed, which aims to support schools to autonomously create a gender-equal environment, particularly based on their characteristics and conditions. Schools use the self-examination index to self-monitor the level of gender equality in schools, and make necessary changes to the school environment such as changing the school restrooms and changing rooms.

**(2) Designating and operating Gender Equality Research Schools and awarding exemplary schools**

The metropolitan and provincial offices of education review schools with a strong will to advance gender awareness as well as to improve their human and physical resources, and designate them as the Gender Equality Research Schools. These schools support the

development and operation of gender equality education programs, support relevant job trainings, and carry out information exchanges and networks with regard to gender equality education.

Awards are given to exemplary teachers and schools; schools that have created a gender-equal school culture are selected (December 2018, 19 teachers, December 2019, expected to select 17 teachers). The Ministry of Education will continue to promote the awards for exemplary teachers and schools that have contributed to gender equality, carry out self-examinations on school gender equality conducted by the provincial and metropolitan offices of education, and find outstanding educational programs through the operation of the Gender Equality Research Schools.

### ■ Promoting sanitary and hygiene management in schools and other education/training environments

In order to protect the health rights and maternity of women, school principals are to permit the absence (missed days) of elementary, middle, and high school female students who miss school days due to severe menstrual cramps (once per month). This is also stipulated in the Ministry of Education Decree No. 243, “Guidelines for the Preparation and Management of School Life.”

Annex

2) Absence

School principals can permit the absence of elementary, middle, and high school students due to severe menstrual cramps (once per month) as “(7) other reasons for absence permitted by the school principal.”

In order to ensure female students’ days for absence due to menstrual cramps in 2019, the provincial and metropolitan offices of education are finding the current state of its operation, and identify issues with regard to accepting the days of absence through continuous inspection and guidance.

### ■ Strengthened measures for continuation of studies for teenage parents

According to the census conducted by the Statistics Korea, teenage parents give birth to about 2,000 babies every year, yet various obstacles exist in maintaining academics once they become pregnant or have a baby. As a result, the Ministry of Education and the metropolitan and provincial office of education have designated and operated an alternative educational institution so that teenage parents can continue their studies. In 2016, a “teachers’ manual for

teenage parents” was developed and distributed so schools can provide support to teenage parents. In 2018, 17 metropolitan and provincial offices of education designated and operated at least one alternative educational institution, and as a result, 65 teenage parents were able to continue their studies. The system has been improved in 2019, in consideration of teenage parents who are reluctant to disclose their pregnancy or childbirth, and teenage parents can receive alternative education anywhere in the nation even if they are not in their school jurisdiction.

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

■ Intimate partner violence/domestic violence, including sexual violence and marital rape

- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls
- Other

■ **Intimate partner violence/domestic violence, including sexual violence and marital rape**

The ROK government protects and supports victims of domestic violence through the system with the Women's Emergency Hotline Centers #1366, Domestic Violence Counseling Centers, and Shelters for Domestic Violence Victims. At these facilities, the government provides protection services such as counseling, medical assistance, legal assistance, and treatment programs. The Women's Emergency Hotline Center #1366 Centers currently run in 18 cities across the country as of 2019 with the single, special telephone number 1366. The Call Centers provide 365/24 services to provide primary emergency counseling and to make referrals to medical, counseling, legal, and protection facilities.

As of 2018, there are 207 Domestic Violence Counseling Centers nationwide. These Centers provides counseling services for victims of domestic violence and runs rehabilitation programs for domestic violence perpetrators. There are 66 Shelters for Domestic Violence Victims in the country to provide meals, accommodation, counseling and treatment for victims of domestic violence.

The government further strengthened protection programs for victims of domestic violence by increasing the number of public rental homes from 123 homes in 2012 to 314 homes in 2018 to provide housing stability and self-reliance. .

From 2014, the government conducts health screening for residents of shelters for domestic violence victims within the first month of residing in the shelter. To help self-reliance of victims, the government introduced job training assistance for employment and entrepreneurship. In 2016, when shelters close down, the government mandated them to take appropriate measures such as moving residents to another shelter and issuing a refund for the tuition fees to protect the rights of the victims of domestic violence. In addition, the government continued to expand its support on medical expenses and living expenses and enhanced access to free legal assistance by increasing the number of agencies that offer legal services to victims of domestic violence.



In 2018, the maximum period of short-term admission for domestic violence victims was extended by three months to one year. This yielded higher stability for victims. From 2019, with the self-reliance assistance fund given to victims when they leave the shelter, victims can benefit from better economic stability.

## ■ Sexual harassment and violence in public places, educational settings and employment

The public sector is pursuing policies to secure the effectiveness of sexual harassment prevention measures and build a sexual harassment prevention system based on the Framework Act on Gender Equality. In the meantime, the public sector has enhanced the credibility of measures against sexual harassment in the public sector by taking the lead in supporting victims who reported the incident, requiring the institution to fully disclose the case and to show systematic responses towards any incident, and allowing the institution to set up the system by imposing punishment, separating the offender and victim, preventing the secondary victimization, and preventing recidivism.

Most public institutions provide the sexual harassment prevention education with the rate 99.4% in 2015, 99.7% in 2016, and 99.8% in 2017. The Ministry of Gender Equality and Family has played a leading role in disseminating manuals to help public institutions to cope with sexual harassment incidents within workplace by publishing various manuals such as “Handling Sexual Harassment Incidents in Public Institutions (2014)”, “Manual for Managers to Prevent and Handle Sexual Harassment (2015)”, “Prevention and Handling Methods for Sexual Harassment in the Workplace by Theme”, and “Handling Sexual Harassment and Violence Perpetrated by Head of Public Institutions (2018).”

To eradicate sexual harassment and sexual violence in the workplace using power in the workplace, the Ministry of Gender Equality and Family and other government ministries have set up and implemented systematic measures on the following issues: Sexual harassment at work (November 2017); the public sector (November 2017); complementary measures on the public sector (February 2018); migrant women (April 2018), and complementary measures on the eradication of sexual harassment and violence (July 2018). Here are some details.

- The government has introduced a new provision that requires employers to conduct an investigation if an employee complains of sexual harassment in the workplace and to protect the victims.
- The government has introduced a new provision that mandates the posting of materials for sexual harassment prevention training in the workplace and imposes penalties for failing to post them.

- The government has included investigation of sexual harassment claims in all labor inspection programs conducted by the Ministry and conducted labor inspections in 26,000 businesses and random inspections in businesses where sexual harassment occurred in 2018.
- The government has designated officials in charge of sexual harassment cases in 47 regional labor and employment offices and create an expert committee on sexual harassment and discrimination comprised of private experts in the field (August 2018) to enhance the remedies available to sexual harassment victims.
- The government is operating an anonymous report channel for sexual harassment within the workplace to encourage victims to report cases of sexual harassment.
- The government has developed and distributed a mobile application to raise public awareness about the concept of workplace sexual harassment and allow them to self-assess their own gender sensitivity (February 2018).
- The government has revised the manual for prevention and response to workplace sexual harassment (June 2018) and created news messages of sexual harassment prevention in a card format and distribute promotional video clips about remedies for sexual harassment (September 2018).

To help victims report incidents without the fear of secondary victimization, the government operates the Reporting Center for Sexual Harassment and Sexual Violence in the Public Institutions from March 2018. The Center provides systematic assistance to prevent recurrence of incidents by punishing perpetrators, implementing victim protection measures and conducting consultation to improve organizational culture.

## ■ Violence against women and girls facilitated by technology

In September 2017, the ROK government launched the inter-ministerial Comprehensive Measures against Digital Sex Crime to respond to a new kind of violence and set up the response system towards digital sex crime. The government set the Digital Sex Crime Response Team in the Korea Communications Standards Commission to ensure immediate removal and blocking of the video images that have been circulated in April 2018. The Response Team also conducts urgent deliberations. The Korean National Police Agency has established a cyber sexual violence investigation team within the existing cyber investigation team at each regional policy agency to build a system for prompt investigation.

In addition, the Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes was revised in 2018 to strengthen punishment against sex offenders. In April 2018, the government launched the first Digital Sex Crime Victims Support Center to provide one-stop comprehensive support services such as counseling, contents deletion, investigation, and legal and medical

assistance for those who experienced illegal video shooting and dissemination. The Ministry of Gender Equality and Family has been monitoring the implementation of related policies and finding room for policy improvement by organizing an inter-ministerial coordination council on the eradication of digital sex crime, inviting experts from the private sector and the government.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

**■ Introduced or strengthened violence against women laws, and their enforcement and Implementation**

\* Please see previous answers to question No. 2 and No. 13.

**■ Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)**

**a) Victims of sexual violence**

The government has set up comprehensive measures against sexual violence that include imposing strict punishment of sexual assault perpetrators, strengthening on-site response system, ensuring the effectiveness of preventive education, and strengthening the protection of victims. It has also strived to help victims to make full recovery and return to their daily life as soon as possible.

The government places a particular focus on expanding integrated and customized services for victims of sexual violence. To ensure the evidence of sexual violence is collected in a timely manner, the Comprehensive Support Centers for Sexual Violence Victims located within the hospital have police officers 24 hours a day, 365 days a year. This helps the prevention of secondary damage as victims are not required to make statement of their sex assault experience for several times. There are 39 Support Centers across the country. Since 2014, the government has provided home-visit counseling services and companion services for the medical services for children victims who find it difficult to visit Support Centers at hospital.

The government also strengthened support for victims of sexual violence who are more vulnerable by expanding support facilities. For example, since 2014, three more shelters have been built to provide meals, accommodation and protection services are provided to victims of sexual violence with disabilities. The first self-reliance support facilities for people with disabilities were established in 2018 to provide the career information and self-reliance education for victims who left the shelter. In addition, two more special shelters were established to protect and raise young victims of sexual violence perpetrated by family members or relatives. To strengthen support for sexual violence victims from foreign countries, the “2018 Guidelines for the Promotion of Women and Children’s Rights” outlines that victims of sexual violence can receive medical and legal assistance regardless of their registration status in Korea.

## **b) Victims of Sex Trafficking**

There are 29 counseling centers for victims of sex trafficking in 16 cities and provinces that provide help on initial response, counseling, emergency rescue activities, medical and legal support, and referral to support facilities. In addition to these centers, there are 40 facilities where critical welfare services for self-reliance such as meals, accommodations, counseling, legal and medical assistance, and vocational training are provided to victims of sex trafficking. The government also runs a group home where the women who have been forced into prostitution can reside for a certain period while preparing for their return to daily lives.

12 Self-reliance Support Centers located across the country provide help for sex trafficking victims with various vocational training, employment support, and guidance for education. The Centers provide emotional support and training for economic activities to victims so that they can be free from social prejudice, stigma and the fear of identity disclosure. The Self-reliance Support Centers function as a key infrastructure that broadens future career exploration and

strengthens victims' will to stay away from prostitution through common work spaces and job creation projects.

The ROK government focuses on helping victims of sex trafficking return to society by ensuring emotional stability and health when implementing support programs for these victims. To this end, the counseling centers for sex trafficking victims, facilities, and self-reliance support centers offer customized services tailored to each victim.

In addition, the government regularly monitors the implementation of its plan to shut down red-light areas in a meeting held by the sex trade prevention monitoring team composed of related ministries. Local governments are instituting ordinances to provide victims of sexual trafficking with livelihood, housing and other support based on each municipality's situation, and related agencies are working together to accelerate the shutdown of the red-light districts.

Related agencies are working together to accelerate the closure by establishing legal grounds such as the local governments' ordinances

### **c) Victims of Domestic Violence**

\* Please see a previous answer to question No. 13.

#### **■ Introduced or strengthened strategies to prevent violence against women and girls (e.g.in the education sector, in the media, community mobilization, work with men and boys)**

To prevent violence against women in the form of sexual harassment and sexual violence, the government works to improve violence prevention education in public institutions as a national task. All public institutions are required to submit educational performance reports to the Ministry of Gender Equality and Family every year. After the evaluation, these results are announced to the public through the media. Particularly, to strengthen the effectiveness of violence preventive education, the government has strengthened the management of underperforming organizations. Organizations with poorly maintained education programs are required to hold special education for managers, provide press release and submit implementation plans for enhancing the quality of prevention education. If a public institution fails to submit results or makes false submissions, the Ministry of Gender Equality and Family notifies the relevant ministry and works with the ministry to conduct field inspections and consultations.

Recognizing the influence of head of institutions and other executive level managers on the organizational culture, the government has focused on raising the effectiveness of preventive

education by adding to the performance criteria the education completion rate of the head of institution and the participation rate of executives in the education program.

**15. What strategies has your country used in the last five years to prevent violence against women and girls?**

- Public awareness raising and changing of attitudes and behaviours
- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

**Public awareness raising and changing of attitudes and behaviors**

To prevent violence against women in the form of sexual harassment and sexual violence, the government works to improve violence prevention education in public institutions as a national task. All public institutions are required to submit educational performance reports to the Ministry of Gender Equality and Family every year. After the evaluation, these results are announced to the public through the media. Particularly, the government ensures effectiveness of the system by announcing the list organizations that show low performance on the violence prevention education for more than two years in the media and allowing the public to access the information.

On the other hand, the government is working towards raising public awareness of violence and removing blind spots of education in local communities by providing a visiting violence prevention education service to people who lack the opportunities and access to education.

To heighten social awareness of domestic violence and prevent domestic violence, the government introduced the Domestic Violence Prevention Day (the 8<sup>th</sup> of every month, BoraDay) in August 2014. From 2015, the Act on the Prevention of Domestic Violence, etc. of Victims was amended to establish the Domestic Violence Eradication Week (November 25 to December 1) with the aim of raising public awareness of domestic violence.

The preventive education and campaigns on domestic violence emphasize domestic violence is not a “private family affair” but a crime, contributing to enhancing social awareness and resulting in the increase in reporting. For instance, 55% of respondents answered that they will call the police when they experience domestic violence at home in 2013. This rate increased to

61.4% in 2016. This shows that people now recognize that domestic violence is a crime that requires police reporting. In addition, the government expanded police training programs to strengthen their professional response towards domestic violence cases. As a result of heightened awareness of human rights and on-site response system, the police now send more domestic violence cases to prosecutors.

■ **Work in primary and secondary education, including comprehensive sexuality education**

\* Please see a previous answer to question No. 11.

■ **Perpetrator programmes**

The program on rehabilitation and treatment program provides individual, couple, and collective counseling programs for domestic violence perpetrators. Based on the Act on Special Cases concerning the Punishment, etc. of Crimes of Domestic Violence, domestic violence offenders who received a protective order by the court, recommended by police or counseling centers participate in counseling programs held at the Domestic Violence Counseling Centers across the country. 11,451 individuals participated in the program in 2013 and 15,559 individuals participated in 2017. According to the survey conducted on 2017 program applicants, 93% of spouses of participants responded the program was satisfactory. This shows the program's contribution to the prevention of domestic violence recurrence.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

## ■ Introduced or strengthened legislation and regulatory provisions

The government revised major laws to eradicate digital sex crime. Five out of eight amendments that are in process have been completed and three other amendments are currently pending in the National Assembly.

The five revised laws are the “Sexual Violence Prevention and Victims Protection Act”, “Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes”, “Telecommunications Business Act”, “Act on Promotion of Information and Communications Network Utilization and Information Protection”, and “Public Health Control Act.”

The main revisions are as follows: The revised law introduced the legal basis for the state support on the deletion of illegal contents for victims and to strengthen punishment with imprisonment when a person is involved in dissemination of illegally taken videos for profit. In addition, the previous gaps in laws that prevented from punishing dissemination of self-taken videos on one’s body without consent have been closed. The revised law expanded the concept of offenders to those who disseminate copies of the video file. In addition, the government strengthened the liability of network providers such as web portals and social media to prevent dissemination of illegally taken videos. Network providers are required to take appropriate measures against illegal videos and photos by removing the contents or restricting access when they recognize that illegally taken videos and photos are distributed through their informative and communication network channels. In the case of violation, the Korea Communications Commission may issue a corrective order and impose fines.

## ■ Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

To eradicate digital sex crime, the government recognizes the need to bring about a fundamental improvement in social culture that treats women’s body as a commodity and consumes it as entertainment. In this regard, the Ministry of Gender Equality and Family created a common catch phrase to raise awareness of digital sex offenses such as illegal video shooting and produced promotional materials such as posters and video clips to be distributed through various media channels.

The government opened a social media account on the eradication of digital sex crime named “the notifier of the policies on the eradication of digital sex crime” in August 2018 and has been working towards raising public awareness of digital sex crime and reducing the fear of the crime.

The Ministry has developed separate educational contents on the prevention of digital sex crime for each age group from elementary, middle, high school, and universities and continued public education through distribution of these contents.



17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of nonstereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

**■ Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media**

In response to gender discriminatory expressions used and gender stereotypes portrayed in the media, the ROK government revised the gender equality provision, Article 30 of the Regulations on Media Monitoring, at the end of 2016. The Regulations went into effect in 2017.

The government printed the “Guidebook on the Production Media Contents without Gender Discrimination” in 2017 and disseminated the booklets to related organizations such as the Korean Broadcasters Association, terrestrial and cable TV companies. The guidebook proposes the broadcasters, producers, and cast members the key things to consider for the realization of gender equality throughout the whole production process. The government plans to print the revised edition of the guidebooks to encourage media to portray various appearances.

**■ Introduced binding regulation for the media, including for advertising.**

\* Please see a previous answer to question No. 2.

## ■ Other actions

The Korea Communications Commission (KCC) supports the public service advertising (PSA) duties of Korea Broadcast Advertising Corporation (KOBACO, founded according to the Act on Broadcast Advertising Sales Agencies, Etc.), with the Broadcasting Communications Development Fund (according to the Framework Act on Broadcasting Communications Development), and in August 2018 the PSA "Someone Must Speak" (under the theme "Aiming for a Gender Equal Society") was produced and broadcast for two months on terrestrial and cable channels.

"Someone Must Speak" aimed to address the issue of gender discrimination that is so prevalent in Korean society, to create awareness on the careless words and actions that discriminate against women on a daily basis (carried out by those who don't even realize they are doing so), and to end the casual societal acceptance of these practices, thereby creating a societal consensus on these issues.

Furthermore, in March 2019, the PSA, "Pretending to Love" (under the theme "Preventing Dating Violence") was produced and broadcast on terrestrial and cable channels for two months starting in March 2019. "Pretending to Love" aims to create awareness on the issue of verbal or physical abuse and control over one's actions in romantic relationships, thereby creating a culture of mutual respect to foster healthy relationships.

<p>18. Has your country taken any action in the last 5 years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?</p>
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■ Yes

□ No

**a) Support of testimony assistants**

Since 2013, the Ministry of Justice (MOJ) has supported victims with professionally trained testimony assistants to ensure the victim's right to testify, especially those of children and disabled who have difficulty in communicating. Testimony assistant is qualified upon a completion of education and training courses selected by the MOJ, with proven professional experience in a field related to the psychology of or communication with children and persons with disabilities, such as psychiatry, psychology, special education, and speech pathology. During investigation and trial procedure, the testimony assistant mediates and assists victims understand questions and deliver testimony for judicial fact-finding, let alone prevent from secondary victimization.

Since its introduction, the number of victims received legal assistance from testimony assistant system has shown a steady increase, accumulated to the total of 5,419 cases throughout the past five years.

**<Number of Intermediaries Appointed for Victims of Sexual violence and Child Abuse>**

	2014	2015	2016	2017	2018
Sexual Violence	356	417	641	735	1003
Child Abuse	30	310	562	646	719
Total	386	727	1,203	1,381	1,722

**b) Other**

\* Please see a previous answer to question No. 3.

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

**■ Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**

**a) Mentorship for Young Women**

Mentorship for Young Women is a career development program that provides role models through female mentors to female college students, women on the job market, and women in their early career. This started as a cyber mentorship program in 2002 and merged with offline personalized mentoring program in 2016. The mentors and mentees in the program worked on the plans that can provide practical help on the mentee's career, considering the mentor's expertise and goals as well as mentee's career interest and aptitude. Through the mentorship program, mentees were able to develop leadership and receive emotional support. They also experienced various activities and lowered their entry barriers for new fields by communicating with female role models in their field of interest and participating in both direct and indirect career exploration activities.

The government also held the Mentoring Day, where a short-term mentoring program was provided with practical employment and entrepreneurship information and opportunities to build a network that can offer emotional support. The government plans to diversify its mentorship programs and support young women's career development by providing role models.

**b) Academy for Promising Women Leaders**

The Academy for Promising Women Leaders supports women to grow into a key leader in their organization and to increase women’s social participation through customized education tailored to each woman’s career and capacities and systematic network support.

The government has been running a user-friendly education by diversifying education methods. For example, for those who cannot participate in an on-site education, the government opened online courses and offered a mobile service to allow educational opportunities free from time- and location-wise restrictions.

By establishing an alumni association for executive level managers, holding the female leaders of next-generation conference, female managers at public institutions conference, and the academy for promising women leaders conferences, the government enhanced the effectiveness of education and supported network building activities among female professionals.

In addition, the government designated and operated regional hubs so that female professionals can take advantage of education programs at the Academy for Promising Women Leaders for women who live outside of Seoul area.

**■ Collected and analyzed data on women’s political participation, including in appointed and elected positions**

**a) Elected officials (Lawmakers in the National Assembly, and mayors and lawmakers in regional and local governments)**

- Female lawmakers in the National Assembly

(Source: The National Election Commission, Unit: Number or %)

Type	Total Number of Lawmakers (a+b)			Electorate District(a)			Proportional representation (b)		
	All	Women	Proportion	All	Women	Proportion	All	Women	Proportion
The 19 <sup>th</sup> (2012)	300	47	15.7	246	19	7.7	54	28	51.9
The 20 <sup>th</sup> (2016)	300	51	17.0	253	26	10.2	47	25	53.1

- Female mayors at regional and local governments

(Source: The National Election Commission, Unit: Number or %)

Type	Total Number of Mayors (a+b)			Regional (a)			Local (b)		
	All	Women	Proportion	All	Women	Proportion	All	Women	Proportion
The fifth election (2010)	244	6	2.5	16	-	-	228	6	2.6
The sixth election (2014)	243	9	3.7	17	-	-	226	9	4.0
The seventh election (2018)	243	8	3.3	17	-	-	226	8	3.5

- Female lawmakers at regional and local councils

(Source: The National Election Commission, Unit: Number or %)

Type	Total number of lawmakers at regional and local councils (a+b)			Regional councils (a)			Local councils (b)		
	All	Women	Proportion	All	Women	Proportion	All	Women	Proportion
The fifth election (2010)	3,649	739	20.3	761	113	14.8	2,888	626	21.7
The sixth election (2014)	3,687	845	22.9	789	113	14.3	2,898	732	25.3
The seventh election (2018)	3,750	1,060	28.3	824	160	19.4	2,926	900	30.8

## b) Female high-rank public servants and executives at public institutions

After the realization of a *de facto* gender equality was named one of key national agendas, the government devised the Five-Year Plan to Enhance Women's Representation in the Public Sector in November 2017. Under this plan, 12 action plans by area were established, including annual stocktaking of female high-ranking officials and female executives at public institutions. In an effort to raise the share of women in the public sector, the government regularly monitors the implementation of the plan (semiannual report to a Cabinet meeting and press release) and continuously manages the progress in order to raise the proportion of female leaders in the public sector.

- Female high-rank public servants

(Source: Ministry of Personnel Management, by 12/31 of each year, Unit: Number or %)

Year	2014	2015	2016	2017	2018
Number of high-rank public servants in the central government	1,502	1,515	1,490	1,501	1,514
Number of women	67	71	86	97	102
Proportion	4.5	4.7	5.8	6.5	6.7

- Female executives at public institutions

(Source: Ministry of Economy and Finance, by 12/31 of each year, Unit: Number or %)

Year	2014	2015	2016	2017	2018
No. of public institutions	302	316	323	330	337
All in the executive level	3,149	3,204	2,983	3,429	3,624
Women executives	367	390	375	406	647
Proportion	11.7	12.2	12.6	11.8	17.9

20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

The Republic of Korea continues to run programs tailored for more women to participate in the media, including information and technology, and enter the science and engineering sectors.

It also implements the gender quota system to encourage science and technology research institutes to recruit and promote more women.



21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Yes

No

The gender-responsive budgeting system was introduced through the enactment of the National Finance Act of 2006. It went into a full implementation from the fiscal year 2010. In 2011, the Local Finance Act was amended to introduce a gender-responsive budgeting at local and regional level. From the fiscal year 2013, the gender-responsive budgeting was fully implemented in central, local, and regional government agencies.

The amount of gender-responsive budget in 2019 is estimated to be 25.42 trillion won, which is for 261 projects submitted by 33 central government agencies. The 33 government agencies that carry out gender-responsive budgeting account for 61 percent of total central government agencies (54 agencies).

On the other hand, the amount of budget spent on the projects that are directly related to the realization of de facto gender equality through promoting gender equality and empowering women is 9.59 trillion won for 89 projects. This accounts for about 35.4% of the total gender-responsive budget.

The budget areas for the promotion of gender equality and women's empowerment include support for work-family conciliation, expansion of gender equality culture, support for gender-equal work environment, assistance for creating employment opportunities, support for fostering women in STEM fields, support for increasing women's economic participation, support for female enterprises, support for future female professionals, support to promote women's invention, support on fostering women in engineering, maternity and childcare support, support for expanding daycare centers and on-site daycare facilities at work, and support for childcare subsidies.

22. As a donor country, does your track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Yes

No

Our government has been tracking the ratio of its ODA invested in the promotion of gender equality and the empowerment of women, since it joined the OECD DAC in 2010, through "Gender Equality Markers" for all bilateral aid projects, excluding administrative costs.

"Gender Equality Markers" identify projects with "Principal Objectives" and "Significant Objectives," depending on the purpose and the target area of each project.

Projects reported as those with "Principal Objectives" mainly aim to prevent social, economic, or political gender discrimination; compensate for past gender discrimination; strengthen gender equality or anti-discrimination policies, legislation, and institutions; support gender-related organizations and institutions; or eradicate violence against women. On the other hand, if the above gender equality elements are relatively essential for a project, but not the primary motivation for its implementation, it is reported as a project with "Significant Objectives."

In the last five years, the proportion of gender equality-related projects among all bilateral aid projects remained at approximately 10% of total expenditure, and was reported as 9.8% in 2017.

**<2013-2017 Gross Disbursements of Bilateral Aid Projects Relevant to Gender Equality>**

(unit: million USD)

	Gross Disbursements				
	2013	2014	2015	2016	2017
<b>Total bilateral aids</b>	<b>1,375.01</b>	<b>1,476.92</b>	<b>1,548.90</b>	<b>1,622.45</b>	<b>1,702.25</b>
<b>Projects reported as Principal Objectives (A)</b>	28.85	25.16	43.96	52.25	45.05
<b>Projects reported as Significant Objectives (B)</b>	82.92	136.79	128.89	128.98	122.53
<b>Total (A+B)</b>	111.77	161.95	172.85	181.23	167.58
<b>Ratio</b>	8.13%	10.97%	11.16%	11.17%	9.85%

23. Does your country have a valid national strategy or action plan for

## gender equality?

Yes

No

The ROK government has set the legal and institutional basis for ensuring gender equality through a series of policies: The First Basic Plan for Women's Policies (1998-2002); the second phase (2003-2007); the third phase (2008-2012); and the fourth phase (2013-2017).

In 2015, the Women's Development Act was fully amended to the Framework Act on Gender Equality and went into effect on July 1, 2018. Thus, the Fourth Basic Plan for Women's Policy (2013-2017) was revised to be the First Basic Plan for Gender Policy(2015-2017). Spreading the culture of gender equality and expanding work-family conciliation were set as priority issues in the first Basic Plan.

In 2017, after the First Basic Plan for Gender Policy (2015-2017) phased out, the Second Basic Plan for Gender Policy was set up. The Second Basic Plan (2018-2022) established key policies for each sector aimed at raising awareness of gender equality, ensuring gender equality in women's employment and social participation, supporting work-family conciliation, and promoting women's safety and health. In addition, for the first time, the Plan laid out the implementation goals for the ministries to achieve in the next five years to improve the government policies in a gender-responsive way and enhance the level of gender equality in Korea.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women(if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

Yes

No

**a) Implementation of CEDAW**

As a member state of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Republic of Korea submitted the eighth national report in 2015. The national report was reviewed in February 2018, and the concluding comments were formulated as a result of review in March 2018.

To implement the concluding comments by the CEDAW committee, the government ministries jointly established a plan for the implementation of the comments, which was confirmed by the Gender Equality Committee under the Prime Minister's Office that coordinates and deliberates gender policy issues.

**b) Establishment of the National Action Plan for Human Rights**

Since the establishment of the National Action Plan for Human Rights (NAP) in 2007, the Government has monitored its implementation every five years as a part of the comprehensive national action to protect and promote human rights, also to comply with recommendations from the UN human rights mechanisms. The Third NAP was published in 2018 with the list of policy agendas which include building a foundation for promoting gender responsive policy to tackle gender inequality and discrimination against women, closing gender pay gap, enhancing women's representation, expanding education in gender equality, strictly monitoring hate speech and gender discriminatory contents in mass media. These agendas are the result of comprehensive review conducted by the relevant government institutions to reflect demands on human rights policy within the country, as well as the recommendations from international human rights treaty bodies, including CEDAW and UPR. The Third NAP also contains full-text of recommendations of UN treaty bodies including CEDAW and the 2012 report of the UP. The Fourth NAP is scheduled to be established in 2023.

25. Is there a national human rights institution in your country?

■ Yes

□ No

■ **The National Human Rights Commission of Korea and its work focused on gender discrimination challenges**

The National Human Rights Commission of Korea was established on November 25th, 2001 to protect and promote fundamental human rights for all abiding by the nonaggression principle. Discrimination violating equal rights is stipulated in Article 2 Section 3 of the 「National Human Rights Commission Act」. It involves treating someone favorably or unfavorably by exclusion and distinction on the basis of gender and also involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct to make someone feel offended and intimidated by using positions in power at workplaces etc.

In accordance with the Article 2 Section 3 of the National Human Rights Commission Act, the Commission established a ‘Counter Gender Discrimination Unit’ to undertake research activities on institutions, policies and practices related to gender discrimination and sexual harassment and to provide recommendations corresponding to discrimination issues. In addition, the Unit will undertake research activities in regards to implementation of international human rights treaties for women, issue responses to human rights challenges, make recommendations, receive complaints, investigate gender discrimination/sexual harassment issues and promote reconciliation.

■ **Three Resolutions/Decisions by the National Human Rights Commission of Korea which promoted Gender Equality**

The National Human Rights Commission of Korea submitted a written opinion on the issue of abortion to the Constitutional Court stating that enforcement of the criminal laws on abortion infringes on women’s right to self-determination, right to health, right to life and reproductive rights on February 25th in 2019. The Commission noted that criminalizing abortion under the current Criminal Act and allowing abortion only in limited cases under the Mother and Child Health Act violate women’s freedom and right to decide whether to stop pregnancy. In April 2019, the Constitutional Court ruled abortion ban as unconstitutional, ordering the law must be revised by 2020.

From 2002 to 2018, there had been 897 complaints related to gender discrimination issues. Among them, the Commission investigated and deemed 72 complaints to be gender

discrimination cases and provided recommendations accordingly. The quintessential decisions made by the NHRCK are as follows:

On September 11th, 2006, the Commission recommended the chairperson of the Korea Railroad Corporation (KORAIL) redress gender-based discrimination and improve employment conditions. The Commission noted that KORAIL confined female employees to certain service jobs and created unfavorable employment conditions. The Commission deemed this case to be discrimination based on sexism since KORAIL hired female workers only for the position of providing customer services on the grounds that such services are low value-added activities requiring simple and repetitive tasks.

It was revealed that an anonymous corporation which is a private organization had been granting its voting rights for the assembly to male shareholders only for the past 100 years. The Commission decided that this case constituted gender discrimination and made a recommendation. However, the recommendation was not implemented by the corporation. In response, some female shareholders filed a lawsuit and the Supreme Court ordered the corporation to pay ten million won to 38 female shareholders in compensation.

Female flight attendants at an airline were under strict dress codes to wear skirts. The Commission recommended trousers be allowed for female flight attendants on January 16th, 2013. The Commission deemed this case as gender discrimination since the airline required a uniform appearance to female flight attendants through very specific rules on hairstyle and makeup and did not provide trousers for them. The airline implemented the recommendation to redress the issue and allowed female flight attendants to choose between skirts and trousers at their disposal.

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

■ **Adopted and/or implemented a National Action Plan on women, peace and security**

In May 2014, the Government of the Republic of Korea set the first National Action Plan that involves eight ministries and agencies to fully implement the UN Security Council Resolution 1325 and to enhance women's participation, increase women's roles in conflict resolution and peacebuilding process, and to protect women's rights in armed conflict. To this end, the Government also created a UNSCR 1325 National Action Plan public-private consultation body, consisting of ministerial officials and experts from NGOs.

The first National Action Plan reaffirmed the importance of women's roles in the field of peace and security and contributed to strengthening gender mainstreaming in the field of national defense, diplomacy and unification by integrating gender-responsive perspectives into military, PKO, and primary and secondary school education curricula, and expanding ODA projects for providing peace education and assisting women's self-reliance in conflict areas.

The government established the Second National Action Plan in September 2018 to ensure more systematic and strategic implementation as it saw the need to expand the scope and promote awareness in the field of women, peace and security, and to further enhance private sector participation and strengthen the basis for implementation. Nine government ministries and agencies, including the Ministry of Gender Equality and Family, participated in the action plan.

To ensure effective implementation and monitoring of the National Action Plan, the implementation review meeting is held twice a year. After three years of implementing the Second National Action Plan, the government plans to review and revise the overall goals, detailed strategies and actions through consultations with related organizations and civil society.

■ **Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks**

The government added a new clause in the Framework Act on Gender Equality that mandates the National Action Plan and allows the Gender Equality Committee under the Prime Minister's Office to coordinate and examine the evaluation of the implementation (revised on December 12, 2017 and enforced on March 27, 2018). This move is to promote the full implementation of the National Action Plan of the Republic of Korea on the UN Security Council Resolution 1325 on Women, Peace and Security and reflect international trends focusing on women, peace and security.

Moreover, the Government launched the new initiative "Action with Women and Peace" in June 2018 in a bid to actively contribute to the WPS agenda such as combating sexual violence against women in conflict. As part of the initiative, the Government is working with international organizations such as UNFPA and UNICEF on projects that provide tailored assistance to Rohingya refugees (\$1million) and sexual violence survivors in the Central African Republic (\$1million), and is planning to undertake more projects based on Korea's experiences and expertise.

In addition, the Korea International Cooperation Agency (KOICA) included the area of 'Gender-based violence in conflict' in KOICA's humanitarian assistance civil-society partnership program in 2018. Under this program, KOICA is working on projects to provide assistance to refugee women in Bangladesh and Uganda (3 projects in 2018, 4 projects in 2019). Through these projects, KOICA will continue its effort to support women who are suffering in conflict and post-conflict situations to overcome their trauma and become agents of change to combat sexual violence in conflict.

The ROK also plans to create an international platform to discuss issues of critical importance on the Women, Peace and Security agenda, including sexual violence in conflict. In this regard, the Government plans to convene the first annual gathering of its initiative this July in Seoul. Various actors such as governments, international organizations, survivors and civil societies will gather to seek opportunities for cooperation on conflict-related sexual violence, emphasizing the importance of survivor-centered approach. Also, we will hold a 'Youth Global Essay Competition' where young generation can join the conference and present their creative and innovative solutions to combat sexual violence in conflict. Korea hopes that this conference helps enhance the WPS agenda, in the run-up to the 20th Anniversary of the adoption of the historic UNSC Resolution 1325 next year.



■ **Used communication strategies, including social media, to increase awareness of the women, peace and security agenda**

Since the UN Security Council adopted resolution 1325 on women and peace and security, the international society has paid continued attention to agendas for women, peace and security with a series of National Action Plans set by many countries. Despite the importance of the issue, the Republic of Korea lacked public awareness of women, peace, and security. Therefore, the government developed educational materials to promote women, peace and security to public.

In addition, we made efforts to raise public awareness by producing leaflets on the UN Security Council Resolution 1325 and distributing them at the Sex Violence and Domestic Violence Eradication Week and the 2018 Public Service Fair.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict
- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Other

■ **Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements**

a) **Inter-Korean women's cooperation and exchange**

The Government of the Republic of Korea recognizes the importance of including women's agenda through enhanced women's participation and their empowered roles in gender-responsive peacebuilding process in the Korean peninsula.

Since the Panmunjom Declaration of April 27, 2018 and the joint Pyongyang Declaration in September, 2018, inter-Korean cooperation is expected to expand with the new political change

taking place in the region. Against this backdrop, the government prepared the Third Basic Plan for Inter-Korea Relationship Development (2018-2022) that lays out plans to expand inter-Korean cooperation and exchange in various sectors, including women's affairs.

Seeking to identify the current status of women's representation in inter-Korean relations and to develop agendas and tasks for inter-Korean exchange and cooperation for women, the government funded research on specific gender impact assessment at national research institutes in 2018 and listed improvement measures for inter-Korean relationship. The government also supported the Women and Peace Symposium in June 2018 and held meetings with experts of women and peace field for four times between 2018 and 2019 to discuss ways to promote women's exchange program between two Koreas.

The government held a lecture on gender equality for the staff at the Ministry of Unification, a competent agency that oversees the Korean peace negotiation process. The lecture aimed at forming a consensus on the importance of women's participation in peacebuilding process and underlined issues of women, peace, and security.

In addition, the ROK government has encouraged participation from the private sector in the issues of women and peace, and the Inter-Korea women's exchange program at the private level by hosting the competitions on the programs (3 cases between 2018 and 2019).

Taking inter-Korea relationship and international politics into account, the Government of the Republic of Korea will endeavor to enhance women's representation in peacebuilding process in the Korean Peninsula. It will continue to support female exchange and cooperation among two Koreas on the private level to ensure sustainability and stability of the exchange program so that gender equality is promoted through the peacebuilding process.

#### **b) Higher share of women in key positions in the area of unification and inter-Korean dialogues**

Recently, environment surrounding the Korean Peninsula is changing rapidly following inter-Korean summits, US-DPRK summits and other events. In the process of establishing peace on the peninsula, reflecting gender perspective for the protection of women has become more important. Balanced female participation in the process of making important decisions for peace settlement is necessary. As of 2018, 2 out of 27(7.4%) senior level officers and 6 out of 26(23.3%) director level managers at the headquarter of the ministry are women. This number surpasses the overall objective set for the central administrative agencies to achieve practical gender equality. Also, a female senior level officer was appointed as the senior representative for inter-Korean dialogue of the Office for inter-Korean Dialogue early 2019.

As of December 2018, 36 inter-Korean dialogues (23x politics and military, 4x economy, 9x humanitarian and social) were held and female participation rate was 15% on average. This rate is meaningful as the ministry achieved the goal prior to the year 2020 which was set as the target

year for 15%. While looking into female participation for each sector of dialogue, there is a gap as politics and military sector has 14% participation, 18% for economy sector and 17% for humanitarian and social sector. We will continue to work with relevant institutions to improve situation to increase female staffs and participation rate.

Also as the inter-Korean dialogue requires high level of professionalism and experience to engage with North Korean counterparts with similar level of expertise, this unique characteristic had led to requirement for continuous effort to increase female staffs and in-service training within the institution.

## ■ **Integrated a gender perspective in the prevention and resolution of armed or other conflict**

### **a) Gender impact assessment on policies in the defense, foreign affairs, peace and unification fields**

After the United Nations Security Council adopted Resolution 1325 on women, peace, and security in 2000, the ROK government established the second National Action Plan and worked to expand gender-responsive approach in the prevention of conflict and peacebuilding process. Currently, the government conducts the Gender Impact Assessment on newly enacted or revised laws and major policies in the defense, diplomacy, peace, and unification fields. The government set up a system to connect projects that received policy improvement recommendations from the gender impact assessment to projects subject to gender-responsive budgeting report to ensure continued monitoring of implementation.

### **b) Gender education in the UN Mission, the Gender Equality Committee, etc.**

The Ministry of National Defense (MND) has pursued nine detailed tasks to improve the implementation of the 「United Nations Security Council Resolution 1325」 on women, peace & security. We have consistently taken measures to protect victims of sexual violence and conducted sexual violence prevention training and preventative activities to protect women from violence on the preferential basis. In addition, in order to strengthen the role of women in the field of international peace and security, we have promoted women's rights and strengthen their role through strengthening the evaluation and operation of gender impact analysis, increasing women's participation in decision-making and their representation, and cooperation with external organizations such as civic groups.

We have also increased the percentage of women dispatched for the United Nations Mission over time, and conducted gender awareness training before and after dispatch. The proportion of UN peacekeeping women is 16.6% in the second half of 2018 and will be increase to 20% by 2020. We have raised awareness of gender equality by conducting gender equality & sexual

violence prevention training and integrated training on women, peace & security for PKO dispatched troops through understanding the differences in the perception of disputes between men and women in conflict areas and analysis of gender inequality cases.

The MND has established and run the Gender Equality Committee of the MND, a policy advisory body, in order to strengthen the basis for promoting gender equality policies since 2018. The gender equality committee consists of the deputy minister of the Ministry of National Defense and the civilian committee as co-chairpersons, five officers in a key position and eight civilian members, including women and the judiciary. The committee has executed consulting on system improvement & policies for establishment and implementation of medium and long-term plans for the Gender Equality Policy of the Ministry of National Defense, performance analysis & evaluation, gender gap reduction & gender awareness improvement, and establishment of prevention measures and system to eradicate sexual violence. In addition, when necessary for the promotion of gender equality policies such as checking the status of implementation of sexual violence prevention activities, a visit to the unit has been carried out to grasp the reality in the military and the committee proposes measures for improvement from the perspective of gender.

#### ■ **Integrated a gender perspective in humanitarian action and crisis response**

More effective and efficient humanitarian aid to better support the most vulnerable groups such as children, women, and refugees has been Korea's key objectives since it was stipulated as a main element of the Humanitarian Assistance Strategy adopted in 2015. As concrete efforts to realize its objectives, the Korean government unveiled the vision of "Better Life for Girls" at the UN Sustainable Development Summit in September 2015, and also announced its commitments to expanding assistance for conflict-affected and fragile countries with a special attention to vulnerable groups at the World Humanitarian Summit in May 2016. When planning and implementing specific humanitarian assistance projects, the Korean government's top priority is to empower women and girls and the community they belong to, as well as to respond to their urgent humanitarian needs. To this end, the Korean government is carrying out various projects, such as 'Restoring the Dignity of Women and Girls in Newly Liberated Communities in North-East Nigeria', 'Saving Lives of Women in Syria through Cross Border Operations from Jordan', and 'Empowerment and Strengthening of Employment Opportunities and Capacities of Young Women and Adolescent Girls in and out School in Urban Areas of Sierra Leone'.

Moreover, gender issue was included as a cross-cutting element in the strategy the Korean government adopted in 2017 to provide assistance for the socio-economic development of Afghanistan. In accordance with this strategy, the Korean government is supporting projects on improving maternal and child health, preventing and responding to sexual violence, improving

access to quality education for girls, and supporting education and healthcare for refugees, women and girls in Afghanistan.

The Korean government also launched an initiative named “Action with Women and Peace” in June 2018 to scale up its contribution in the areas of women, peace, and security, which have become major issues in the international community since UN Security Council Resolution 1325. As part of the initiative, the Government is working with the international organizations such as UNFPA and UNICEF in projects that provide tailored assistance to Rohingya refugees (\$1million) and sexual violence survivors in the Central African Republic (\$1million), and is planning to undertake more projects based on our experiences and expertise.

28. Actions taken in the last 5 years to enhance judicial and nonjudicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

N/A

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children

- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Other

**■ Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices**

**a) Efforts to eradicate sexual offenses against children and youth**

In protecting children and youth from sex offenses, the government operates the Rehabilitation and Treatment Program for Young Victims of Sex Trafficking and strictly responds to sex offenses with the Sex Offenders Information Disclosure and Notification System to prevent recidivism. The government also implements the Employment Restriction and Mandatory Reporting System for Sex Offenders to restrict sex offenders' access to children and youth related organizations in advance. In addition, the Youth Sex Culture Center provides teens with opportunities to actively engage in practical hands-on experiences to help teenagers become responsible individuals with healthy sexual identities.

In accordance with the Act on the Protection of Children and Youth against Sex Offenses, information of sex offenders who received a disclosure order from the court is released on the Internet. When a sex offender moves into or out of the area, local residents with children and youth under age 19 and related organizations are notified by mail.

To restrict access of sex offenders to children and youth related organizations, the related government ministries monitor sex offenders at least once a year, and the court rules an employment restriction order with the maximum period of 10 years. Education on reporting obligations is provided to those who work in the children and youth related organizations to protect minors from sex offenses.

The government offers education programs for sex offenders in the prevention of possible secondary crime and to improve the sexual consciousness of the sex offenders, such as psychiatric therapy on their distorted fundamentals towards sex and enhance their sense of responsibility for victims. Through online reporting system on sex trafficking, the government is working to prevent sex offenses and spread social consensus on protecting children and youth against sex crimes.

The ROK government supports building a healthy view of sexuality through running a regular space for sex education where children and youth can engage in self-directed learning and providing a visiting service for the prevention of sexual violence. For young victims of sex trafficking, the government provides treatment and rehabilitation training and pre- and post-assistances to help their smooth and sound return to society and to prevent their re-entry to prostitution.

**b) Support of public defenders and testimony assistants to victims of sexual violence and child abuse**

The Ministry of Justice (MOJ) has provided public defender and testimony assistant since 2012 and 2013 respectively for victims of sexual violence and child abuse, including the girl child.

Victims of sexual violence and child abuse are eligible to apply for a free legal service from professional legal adviser, either from private lawyers who are willing to participate in the public defender system, or staff lawyers of the Korea Legal Aid Corporation as full-time public defenders. All expenses are covered by the MOJ. For the last five years, appointed public defenders provided legal assistance in the total of 91,463 cases.

**<Number of Public Defenders Appointed for Victims of Sexual violence and Child Abuse>**

	2014	2015	2016	2017	2018
Sexual Violence	13,068	14,795	17,396	17,795	20,762
Child Abuse	295	1,311	1,940	2,108	1,993
Total	13,363	16,106	19,336	19,903	22,755

Since 2013, The MOJ has supported victims with professionally trained testimony assistants to ensure the victim’s right to testify, especially children and disabled who have difficulty in communicating. Testimony assistant is qualified upon a completion of education and training courses selected by the MOJ, with proven professional experience in a field related to the psychology of or communication with children and persons with disabilities, such as psychiatry, psychology, special education, and speech pathology. During investigation and trial procedure, the testimony assistant mediates and assists in communication to help victims understand questions clearly and testify that contributes to judicial fact-finding, let alone prevent from secondary victimization. Since the introduction of the system, the number of victims received legal assistance from testimony assistants has shown a steady increase, accumulated to the total of 5,419 cases throughout the past five years.

**<Number of Intermediaries Appointed for Victims of Sexual violence and Child Abuse>**

	2014	2015	2016	2017	2018
Sexual Violence	356	417	641	735	1003
Child Abuse	30	310	562	646	719
Total	386	727	1,203	1,381	1,722

The MOJ required the police force to actively implement the expert and intermediary system at the initial stage of investigation on sexual violence and examined the implementation status in July 2015. In December the same year, the Ministry improved the standard for disposal of power-based sexual violence against the disadvantaged to strengthen the punishment against a hidden-camera offense and sexual violence against women and children. From 2017 to 2018, the MOJ found out the status of prosecutors designated for crime against women and children and sent them a guideline. The guideline was for helping the prosecutors to comply with a strengthened standard for processing cases of sexual violence against children and disabled women.

**<Disposal of Sexual Violence against Children and Juveniles from 2014 to 2018>**

Classification Year	Reported Persons	Process of Reported Persons					
		Total	Formal Trial Proceedings		Summary Trial Proceedings	Non-prosecution	Others
			Detention	Non-detention			
2014	4,626	4,688	670	1,212	14	1,430	1,362
2015	4,516	4,505	650	1,094	0	1,419	1,342
2016	4,615	4,585	572	1,130	2	1,461	1,420
2017	4,767	4,659	554	1,166	24	1,460	1,455
2018	4,585	4,513	491	1,240	19	1,404	1,359

※Non-prosecution: without suspension, suspension of prosecution, not classified as a crime, default of the right of arraignment, dismissal

※Others: stay of prosecution, suspension of unsworn witness, transference to juvenile protection, transferring to other authorities

※Relevant offenses: illicit sex with the minor, rape and pseudo-rape of the minor, and indecent act by force of the minor, violation of the Act on the Protection of Children and Youth against Sex Offenses (rape and pseudo-rape, pseudo-sexual intercourse, indecent act by force, illicit sex or indecent by force), violation of the Sexual Violence Prevention and Victims Protection Act (rape of minors under the age of thirteen), and violation of the Act in Special Cases Concerning the Punishment, etc. of Sexual Crimes (rape and pseudo-rape, pseudo-sexual intercourse, indecent act by force, illicit sex or indecent by force of minors under age of thirteen)

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?



- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

**■ Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards**

Women have different routes and mechanisms where environmental hazard is absorbed, metabolized and accumulated in the body, and excreted. When their life cycle is changed such as pregnancy, breast-feeding or menopause, women are getting more vulnerable to exposure to environmental hazards.

Against this backdrop, the Ministry of Environment had studied exposure levels of pregnant women, babies and adolescents to environmentally hazardous substances (e.g. heavy metals, endocrine disruptors) from 2013 to 2014 with an environmental health birth cohort and specific studies thereof. Based on the results, the government has been planning and performing long-term environmental health birth cohort study for children from 2015 to 2036. It also plans to understand exposure levels of 70,000 pregnant women to environmental hazards, with a view to have basic data for listing environmental hazards to be managed first. By doing so, the government will identify a correlation between major health impacts (e.g. environmental diseases) and environmental hazards, and set up recommended levels of each environmental hazard, which results in the establishment of environmental health evaluation and management system based on each stage of life cycle in Korea.

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk

## reduction, climate resilience and mitigation?

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

### ■ A Disaster relief for women and improving women's access to services such as catastrophe insurance

Under the Article 4-2 of the Disaster Relief Act (Usage, etc. of Temporary Residential Facilities), relief agencies may use any of the facilities of hospital-level medical institutions as temporary residential facilities to relieve victims of disasters, etc. whose residential facilities are lost or rendered virtually inhabitable as a result of disasters for the relief of the vulnerable in need of relief support including pregnant women, persons with severe disability, the elderly, etc.

As the elderly, infants, children, pregnant women are vulnerable to the communal living in temporary residential facilities, they are first identified and checked their current health status, provided with areas and goods necessary for a relief, such as sanitary pads for women.

Separate resting areas for the vulnerable including play areas for children are established, and the vulnerable are given areas near basic facilities such as toilets, washrooms, and others.

## **Section Three: National institutions and processes**

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

With the establishment of the Ministry of Gender Equality in 2001, the ROK government has been equipped with a ministry to work on promoting women's status and gender equality. In 2010, the Ministry of Gender Equality expanded to the current Ministry of Gender Equality and Family to oversee youth and family affairs. The Ministry of Gender Equality and Family is responsible for planning and integrating women's policies, promoting women's rights, fostering and protecting youth, coordinating family and multicultural family policies, and preventing and protecting from violence against women, children and youth.

In accordance with Article 11 of the Framework Act on Gender Equality, the Gender Equality Committee has been established and operated under the Prime Minister's Office. The Committee oversees important gender policy issues, including setting the Basic Plan on Gender Policy and its action plans, monitoring gender policy performance, evaluating gender policy and making improvement.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

Yes

No

To promote the nation's sustainable development in accordance with the Sustainable Development Act, the government established the Sustainable Development Committee that operates under the Minister of Environment. The Committee oversees the establishment and revision of the Basic Plan for Sustainable Development, monitoring of the national implementation plan, and revision of laws and regulations that influence sustainable development. The Enforcement Decree of the Sustainable Development Act allows the chair of the Sustainable Development Committee to invite relevant public officials from central government agencies and local governments. The Minister of Gender Equality and Family participates in the committee to work on the institutional process for implementation of SDGs.

The Third Basic Plan for Sustainable Development (2016-2035) has a policy goal related to gender equality. The Ministry of Gender Equality and Family is taking active part in the

implementation of sustainable development goals as a competent ministry responsible for gender equality issues.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

- Yes
- No

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and PfA	2030 Agenda for Sustainable Development
<input type="checkbox"/> <input checked="" type="checkbox"/> Civil society organizations	<input type="checkbox"/> <input checked="" type="checkbox"/> Civil society organizations
<input type="checkbox"/> <input checked="" type="checkbox"/> Women’s rights organizations	<input type="checkbox"/> <input checked="" type="checkbox"/> Women’s rights organizations
<input type="checkbox"/> <input checked="" type="checkbox"/> Academia and think tanks	<input type="checkbox"/> <input checked="" type="checkbox"/> Academia and think tanks
<input type="checkbox"/> <input type="checkbox"/> Faith-based organizations	<input type="checkbox"/> <input type="checkbox"/> Faith-based organizations
<input type="checkbox"/> <input type="checkbox"/> Parliaments/parliamentary committees	<input type="checkbox"/> <input type="checkbox"/> Parliaments/parliamentary committees
<input type="checkbox"/> <input checked="" type="checkbox"/> Private sector	<input type="checkbox"/> <input checked="" type="checkbox"/> Private sector
<input type="checkbox"/> <input type="checkbox"/> United Nations system	<input type="checkbox"/> <input type="checkbox"/> United Nations system
<input type="checkbox"/> <input type="checkbox"/> Other actors, please specify.....	<input type="checkbox"/> <input type="checkbox"/> Other actors, please specify.....

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

A range of government ministries related to the major 12 areas of the Beijing Declaration and Platform for Action engaged in the preparation of this report, with multiple stakeholders contributing to the preparation of this report, especially in the process of reviewing the report.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG

implementation?

- Yes
- No
- There is no national plan/strategy for SDG implementation

The Government of the Republic of Korea has set the 2030 national vision, K-SDGs, which encompasses all national policy areas, including social, economic, environmental, peace and global partnership, in 2018 to ensure the national implementation of the Sustainable Development Goals (SDGs) adopted by the United Nations. The K-SDGs were established to supplement the Third Basic Plan for Sustainable Development (2016-2035), which was prepared in 2016.

The K-SDGs have 17 goals and 122 detailed targets under the vision of “a sustainable country that embraces all people”, and one of the K-SDGs’ 17 goals, “ensuring gender equality together”, is targeting at achieving gender equality. The goal includes the elimination of discrimination and violence against women and girls, the recognition of unpaid care and domestic work, the enhancement of women’s representation, and the adoption of policies and laws to strengthen gender equality and women’s rights at all levels. The goal is also included as one of the core tasks in the national plan for SDGs.

#### **Section Four: Data and statistics**

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

**Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)**

Statistics Korea and the Ministry of Gender Equality and Family (MOGEF) established a council to improve gender-responsiveness of official statistics in each sector in 2017 after the First National Statistics Development Plan set out the improvement of gender mainstreaming statistics as one of its main tasks in 2015. The council was established with the purpose of making the national official statistics more gender responsive. Its operation is based on the following principles:

First, the Council is established to improve statistics in each field and discusses ways to improve official statistics to promote gender responsive policies. Each year, the two ministries will decide upon the focus area based on the MOGEF's research findings on improving official statistics.

Second, the steering committee members would consist of experts from Statistics Korea, the Ministry of Gender Equality and Family, and the Korea Women's Policy Institute. As the

official statistics of focus changes each year, research associates or experts from the responsible agencies may participate in the committee.

Third, the council holds a quarterly regular meeting, and additional meetings may be held, if necessary.

As it shows from who participates in the council, the council is run on the practical level. In 2017, the official statistics of focus was in health and social welfare as these fields produce important statistics related to women's affairs. In 2018, official statistics from the Ministry of Land, Infrastructure, and Transport and the Ministry of Employment and Labor as well as statistics in the education and culture field were chosen for improvement.

### ■ **Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**

The Ministry of Gender Equality and Family carried out the project for the improvement of existing data and reflection of recent gender issues in the following two directions:

First, the MOGEF conducted new surveys on violence against women and family status to reflect the latest issues. The MOGEF aimed at updating the existing data from 2014 to 2018 for the Survey on Sexual Harassment, Survey on Sexual Violence, Survey on Domestic Violence, Survey on Sex Trafficking and the Family Status Survey. The new rounds of surveys included various types of violence that have received public attention in the questionnaire to investigate various forms of violence against women in more detail. The Family Status Survey has been updated with a reconstructed concept of family and surveyed family members at each family level.

The second policy direction was on making gender-responsive subdivision and improving the national official statistics. This project started with the signing of a Memorandum of Understanding between the Ministry of Gender Equality and Family and Statistics Korea in 2011. Each year, Statistics Korea agreed to provide the official statistics to the MOGEF every six months. The Ministry of Gender Equality and Family examines the new official statistics provided to see if there is any improvement needed and make suggestions. The suggestions for improvement are then sent to the agency that produced the statistics through Statistics Korea. In this system, 30 items and 34 cases of improvements were made in the existing survey items, 3 items and 4 cases resulted in adding new survey items, and 10 items and 166 cases brought about change in the presentation of results by gender as of December 3, 2018.

### **<Approval/reflection rates of the gender-responsive improvement requests, 2012-2016>**

(Unit: Number of items (Cases), %)

Type	Improvement made on the survey items	Addition of new survey items	Gender disaggregation in the results
The number of requested items(Number of cases) (A)	77 (122)	10 (17)	80 (1,598)
The number of requested items approved by the institution (Number of cases) (B)	63 (89)	10 (14)	66 (1,212)
The number of requested items reflected by the institution (Number of cases) (C)	30 (34)	3 (4)	10 (166)
The proportion of approval over requests: $B/A \times 100$	81.8	100.0	82.5
The proportion of reflected requests over requests made: $C/A \times 100$	39.0	30.0	12.5
The proportion of reflected requests over approved requests: $C/B \times 100$	47.6	30.0	15.2

Note: 1) The number of approvals includes partial approval by the institution; 2) The number of requested items (cases) is based on the changes made in the survey questionnaires and results in the Statistics Policy Management System of Statistics Korea by December 3, 2018.

### ■ Developed a centralized web-based database and/or dashboard on gender statistics

For the development of a web-based database on gender statistics, the ROK government has worked on building a new database and renewing it since the gender-sensitive information system (GSIS) was first introduced in 2006.

Updates introduced after 2014 have brought about important statistics and statistical analyses on the panel surveys related women. These include gender-responsive budgeting documents, the gender responsive fund, the UN gender statistics, the Panel Survey of Female Managers, the Panel Survey of Women and Family. In addition, general statistics data such as the Survey of Community Health, Census, the Time Use Survey, and the Current Population Survey were disaggregated by gender as of their release dates. On the other hand, the government developed the web contents to enhance users' understanding and make it easier for them to utilize statistics. Data visualization tools that show gender gaps in different fields by region on map and on tables allow users to grasp the changes in the number and time-series more intuitively. Those contents also provide key indicators for professionals and policy makers for use as they may require more in-depth understanding of data. Along with these, key indicators provide additional information beyond numeric values. The government plans to build up a policy source book and open to public by adding more statistics that can be used as the bases for gender policy. The gender equality index is currently presented on the national, regional, and international level. More information on the gender equality index can be found under the "Statistical database>International>Themes>Women's status".

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?



- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

**■ Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**

This is a field where the Ministry of Gender Equality and Family and Statistics Korea are working together to improve the annual national statistics of Korea by constituting a joint council. Work on improving national statistics to be more gender-responsive has two main foci. One is to monitor new official statistics to produce gender disaggregated statistics, suggest new survey items, and revise existing survey items which are necessary for promoting gender policies. This approach first started with the MOU on the statistical work between the Ministry of Gender Equality and Family and Statistics Korea in 2011. It is one of the best approaches to improve the national official statistics to be more gender-responsive and requires a continued policy focus for the next five years. However, this approach has a shortfall as it can only revise newly approved official statistics, but not the existing official statistics that are of greater volume. Thus, the Ministry of Gender Equality and Family has analyzed national statistics in each sector and has proposed gender-responsive improvement plans to utilize statistics for examining the effect of gender equality and gender policies since 2016. From 2017 onwards, the Ministry of Gender Equality and Family has worked with Statistics Korea through the council to improve statistics in the fields of health and welfare, culture and education, employment and land. For

other fields, the council plans to continue the monitoring and improvement work in the next five years.

■ **Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps**

In working towards closing gender data gaps, the Republic of Korea has been conducting surveys on violence against women, such as the Survey of Sexual Violence, Survey of Sexual Harassment, Survey of Domestic Violence, and Sex Trafficking Survey, as well as surveys on women's family life, such as the Survey of Family Status, and the Panel Study of Women and Family. However, the government recognizes that these existing surveys cannot depict various women's life sufficiently. Therefore, the Ministry of Gender Equality and Family worked with the Statistics Korea to build a survey population for single-parent households based on the administrative data in 2018. It also promoted development of proper methodology to estimate the population with multicultural backgrounds in Korea. To realize gender-responsiveness in the national official statistics, the Ministry of Gender Equality and Family has worked with Statistics Korea through the council to make recommendations to related ministries and agencies to improve statistics in the fields of health and welfare, culture and education, employment and land. The MOGEF plans to work closely with Statistics Korea and related government departments to produce more gender-responsive statistics by connecting administrative data. It also plans to close gender data gaps by conducting analyses on the effects of gender equality and building various gender-responsive data to support related policies.

■ **Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)**

To build gender statistics, it is necessary to raise the user's understanding of the necessity and of gender statistics in the development and to ensure the production of gender statistics by statisticians. To this end, the Ministry of Gender Equality and Family developed Gender Equality Education Program in 2004, and since then, the Ministry has actively used the program to train statisticians, public officials, and legislative assistants in the National Assembly.

KOSTAT (the Statistical Training Institute) has been providing training on gender sensitivity, gender equality, and gender-based violence prevention as part of group courses since 2008 in order to promote gender sensitivity among public officials. In 2018, 14 out of 96 group training courses included gender sensitivity-related sections. KOSTAT also runs e-learning courses on gender-based violence prevention with the goal of promoting gender etiquette and a safe and healthy environment for public officials.

In addition to this program, the Ministry of Gender Equality and Family and Statistics Korea opened a new regular education course on gender statistics\* in the Statistical Institute under the Statistics Korea in 2019 to provide gender statistics training and empowerment through strengthened cooperation between the two ministries. With the introduction of the new course on gender statistics, the government plans to promote gender statistics courses to produce more gender-responsive statistics by connecting labor statistics with gender-responsive policies and to train statisticians who specialize in the related field. In this regard, the Ministry of Gender Equality and Family is planning to develop teaching materials in the field of labor and violence in 2019. It will expand and further develop the field of gender statistics education to lay a solid foundation to Korean gender statistics education.

*\* The course will be comprised of (1) gender sensitivity, (2) understanding gender-sensitive statistics (concepts, necessity, global issues etc.), (3) bringing gender issues into statistics (in the fields of labor and gender-based violence), (4) reflecting gender perspectives in the process of compiling statistics, (5) producing and disseminating gender-sensitive statistics*

In addition, KOSTAT plans to collaborate with UN SIAP and UN WOMEN to run a ‘gender-sensitive statistics’ course in the latter half of 2019, with the goal of strengthening the capacity of statistics officials in developing countries in Asia and the Pacific to produce SDG5 gender-sensitive indices.

The SDG5 gender-sensitive indices are part of the UN 2030 agenda. The course will cover key concepts from the indices, the basic framework, the process of data collection for each index, and the monitoring of cases where related data is used for policies. The course aims to strengthen the capacity of statistics officials in developing countries in Asia and the Pacific to produce SDG5 gender-sensitive indices, and is scheduled to run every year as a regular course.

38. Have you defined a national set of indicators for monitoring progress

on the SDGs?

Yes

No

If YES, how many indicators does it include and how many of those are gender-specific?

If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?

If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?

The Government of the Republic of Korea has set the 2030 national vision, K-SDGs, which encompasses all national policy areas, including social, economic, environmental, peace and global partnership, in 2018 to ensure the national implementation of the Sustainable Development Goals (SDGs) adopted by the United Nations. The K-SDGs were established to supplement the Third Basic Plan for Sustainable Development (2016-2035), which was prepared in 2016. The K-SDGs have 17 goals and 122 targets with a total of 214 indicators, among which nine are gender-specific SDG indicators.

39. Has data collection and compilation on SDG 5 indicators and on

gender-specific indicators under other SDGs begun?

Yes

No

If YES, please describe which indicators have been prioritized

If NO, explain the main challenges for collecting and compiling data on these indicators

To implement SDGs, the Government established K-SDGS in 2018, under which various indicators are established in relation to SDG 5, including the ‘incorporation rate of the gender impact assessment for policy improvement’ and the ‘goal achievement rate of the plan for enhancing women’s representation in the public sector.’ With regard to this, related data are compiled as well.

40. Classifications used in major surveys

- Geographic location
- Income
- sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts

Different surveys for social statistics have different classifications for common survey items on demographic/social characteristics, which makes it difficult to make comparisons between statistics. In particular, now that administrative data is used more widely, it has been frequently pointed that it is hard to link and analyze statistics due to the inconsistent classifications between different statistics or between survey statistics and administrative data. Accordingly, in 2018 KOSTAT introduced measures to standardize common items in socio-demographic statistics surveys. KOSTAT will implement standardization in gradual steps for existing statistics in a way that takes time series into account, while encouraging standardization to be implemented for new statistics when they are approved as national statistics.

The demographic items include socio-demographic characteristics such as name, gender, age (when the survey is conducted), age (birthday), marital status and relationship with head of the household, while the geographic items are address (residential area), and the socioeconomic items are level of educational, academic background, field of study, criteria of income survey (before tax/after tax), monthly income bracket (minimum/maximum), level of economic activity, industry, occupation, working status, residence type and type of occupancy.

Most of the items related to questionnaire #40 are covered by the standardization measures, but there is no suggested standard classification for race/ethnicity, status of sojourn for immigrants, and disability.

/END/