

**2014 Modularization of Korea's Development Experience:
Gender Mainstreaming in Policy Making:
Gender Impact Assessment
and Gender Budgeting in Korea**

2014



Ministry of Gender Equality & Family
Republic of Korea



KWDI

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Gender Mainstreaming in Policy Making: Gender Impact Assessment and Gender Budgeting in Korea

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Preface

The study of Korea's economic and social transformation offers a unique window of opportunity to better understand the factors that drive development. Within about one generation, Korea transformed itself from an aid-recipient basket-case to a donor country with fast-paced, sustained economic growth. What makes Korea's experience even more remarkable is that the fruits of Korea's rapid growth were relatively widely shared.

In 2004, the Korean Ministry of Strategy and Finance (MOSF) and the Korea Development Institute (KDI) launched the Knowledge Sharing Program (KSP) to assist partner countries in the developing world by sharing Korea's development experience. To provide a rigorous foundation for the knowledge exchange engagements, the KDI School has accumulated case studies through the KSP Modularization Program since 2010. During the first four years, the Modularization Program has amassed 119 case studies, carefully documenting noteworthy innovations in policy and implementation in a wide range of areas including economic policy, administration-ICT, agricultural policy, health and medicine, industrial development, human resources, land development, and environment. Individually, the case studies convey practical knowhow and insights in an easily accessible format; collectively, they illustrate how Korea was able to kick-start and sustain economic growth for shared prosperity.

Building on the success during the past four years, we are pleased to present an additional installment of 19 new case studies completed through the 2014 Modularization Program. As an economy develops, new challenges arise. Technological innovations create a wealth of new opportunities and risks. Environmental degradation and climate change pose serious threats to the global economy, especially to the citizens of the countries most vulnerable to the impacts of climate change. The new case studies continue the tradition in the Modularization Program by illustrating how different agents in the Korean society including the government, the corporations, and the civil society organizations, worked together to find creative solutions to challenges to shared prosperity. The efforts delineated include overcoming barriers between government agencies; taking advantage of new opportunities opened up through ICT; government investment in infrastructure; creative collaboration between the government and civil society; and painstaking efforts to optimize

management of public programs and their operation. A notable innovation this year is the development of two “teaching cases”, optimized for interactive classroom use: Localizing E-Government in Korea and Korea’s Volume-based Waste Fee System.

I would like to express my gratitude to all those involved in the project this year. First and foremost, I would like to thank the Ministry of Strategy and Finance for the continued support for the Modularization Program. Heartfelt appreciation is due to the contributing researchers and their institutions for their dedication in research, to the former public officials and senior practitioners for their keen insight and wisdom they so graciously shared as advisors and reviewers, and also to the KSP Executive Committee for their expert oversight over the program. Last but not least, I am thankful to each and every member of the Development Research Team for the sincere efforts to bring the research to successful fruition, and to Professor Taejong Kim for his stewardship.

As always, the views and opinions expressed by the authors in the body of work presented here do not necessarily represent those of the KDI School of Public Policy and Management.

December 2014

Joon-Kyung Kim

President

KDI School of Public Policy and Management



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Summary

1. Research Background and Conditions in Korea at the Time of GIA/GB Introduction

This paper aims to introduce Korean experiences of Gender Impact Assessment (GIA) and Gender Budgeting (GB), which were introduced as implementation tools for gender mainstreaming in Korea during the 2000s. In particular, focus is placed on the process of their introduction, the operation mechanisms, challenges in implementation of relevant policies and measures and their major achievements and future tasks. The objective of this paper is to provide examples to KSP partner countries of how the operation of gender mainstreaming in policy planning and execution may be used as a way to achieve greater gender equality in society.

At the international level, GIA and GB were first introduced as part of a search for alternative approaches to women's issues and the promotion of gender equality. Since the 1970s, the international community led by the United Nations (UN) has increasingly recognized the limitations of the Women-in-Development (WID) and Gender and Development (GAD) approach, which were the core means for advancing women's status and promoting gender equality. The view that a gender-sensitive perspective should be reflected in every public policy became widespread in the mid-1990s and the international community began to search for more systematic methodologies and practical policy tools for achieving this goal. Finally, in 1995, at the 4th World Conference on Women in Beijing, the idea that gender mainstreaming is essential for substantive gender equality was formally declared as a policy platform and GIA and GB were suggested as key tools for implementing this gender mainstreaming.

In line with the international trends, the Korean government adopted GIA and GB sequentially. The legal base for the GIA was set up in 2002 through a revision of the framework Act on Women's Development and that for the GB lied in the framework of the National Finance Act, enacted in 2006 (<Table 1>). While GIA and GB have the same goal in that both policies pursue gender equality, there are several differences in their implementation.

Table 1 | Comparison between GIA and GB

	GIA		GB	
	Gender Impact Assessment (2002~2011)	Gender Impact Analysis and Assessment (2012~)	The National Fiscal System	Local Fiscal Systems
Goal	Achievement of gender equality	Achievement of gender equality	Achievement of gender equality	Achievement of gender equality
Legal Base	The framework Act on Women's Development (amended in 2002)	Gender Impact Analysis and Assessment Act (enacted on September 15, 2011/enforced on March 16, 2012)	National Finance Act (enacted October 4, 2006/enforced on January 1, 2007)	Local Finance Act (amended in March 2011)
Date of Policy Introduction	2005	March 16, 2012	Fiscal year 2012 (implemented in 2009)	Fiscal year 2013 (implemented in 2012)
Responsible Ministry	Ministry of Gender Equality and Family	Ministry of Gender Equality and Family	Ministry of Strategy and Finance (in cooperation with Ministry of Gender Equality and Family)	Ministry of Strategy and Finance (in cooperation with Ministry of Gender Equality and Family)
Participating Programs	Projects (budget/non-budget)	Laws, plans, projects	Projects (budget)	Projects (budget)
Selection Methods for Participating Programs	Bottom-up	Point-based checklist	Top-down	Consideration of GIA-participating projects in the last 3 years (2009~2011), etc.
Participating Institutions	Central administrative bodies, Local governments, offices of education	Central administrative bodies, Local governments, offices of education	Central administrative bodies	Local governments
Submission of Reports	No submission	Submission to the National Assembly	Submission to the National Assembly	Submission to the local council

Looking at the socio-economic status of Korea during the introduction and development of GIA and GB, women's status was lower than men's in a number of respects. For example, data on the labor force participation rate showed that while the male participation rate was 73~75 percent, the female participation rate was only 49~50 percent, more than 20 percentage points lower. The employment rate slightly dropped year-on-year from 60 percent in 2002. The gender-disaggregated data showed a male employment rate around 70~72 percent and a female employment rate around 47~48 percent, again a 20 percent difference. In terms of the gender pay gap, female income as a percentage of male income was 65~68 percent, the widest gap among OECD countries. Regarding the crude marriage and divorce rates, there were 6.2~6.8 cases of early marriages per 1,000 population.

Regarding the university admission rate, the gender-disaggregated data indicated a higher proportion of women than men going to university in general. The proportion of seats held by women in the national parliament was 15.7 percent in 2012, which means there were still only a small number of female representatives.

2. Gender Impact Assessment

2.1. Goals and Achievements

The main purposes of GIA are threefold. First, it attempts to analyze and assess in a systemic, comprehensive way in which public policies affect men and women differently in a bid to realize substantive gender equality. Second, GIA aims to establish efficient policy improvement systems by analyzing every policy element that could be discriminatory by gender. The third purpose is to improve people's overall satisfaction about government policies through a policy execution process that takes gender into consideration.

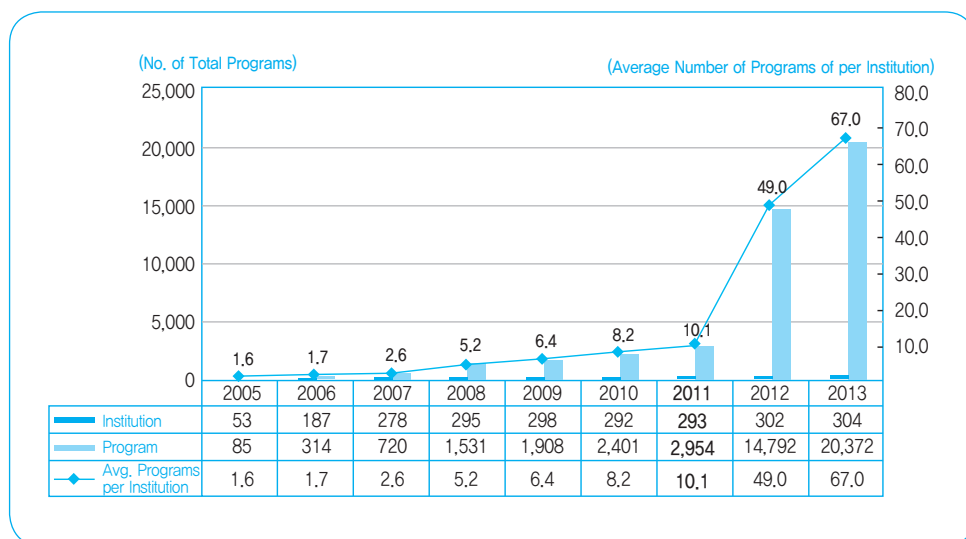
To realize the purposes of the GIA, the Korean government has set up and implemented annual goals for GIA every year since 2005. The outcomes of GIA for the last ten years, from its implementation in 2005, can be summarized as the establishment of an institutional framework for GIA, integration of a gender-sensitive perspective into policies and enhancement of the gender-awareness of civil servants.

Above all, the legal and institutional frameworks for GIA have contributed to continuous and comprehensive promotion of GIA as a method to achieve substantive gender-equal policy making, in line with the original goals of the GIA. The Gender Impact Analysis and Assessment Act was legislated in September 2009 to compel matters regarding GIA performance. Furthermore, the Committee on Gender Impact Analysis and Assessment was

created. The Committee consists of the chief analysis and assessment officers of the Ministry of Strategy and Finance, the Ministry of Education, the Ministry of Security and Public Administration, the Ministry of Gender Equality and Family, the Office for Government Policy Coordination, the Ministry of Government Legislation and the commissioned external specialists. In addition, there are 17 institutions supporting GIA, one in the capital city and 16 in each metropolitan city and province (as of December 2012).

On top of that, GIA has contributed to the integration of a gender perspective into policies. First, the numbers of GIA-participating institutions and programs have increased and GIA has expanded in various policy areas. Second, a framework for producing and making use of gender-disaggregated data has been strengthened. Third, the proportion of women in the decision-making process of the relevant committees has increased through GIA. Fourth, projects have become more gender-sensitive in their contents and execution methods. Fifth, some gender-discriminatory provisions of laws to be enacted, revised or already being enforced by the government have been modified. There have been consistent rises in the numbers of GIA-participating programs. In particular, when the GIA was first implemented in 2005, 53 administrative institutions conducted GIA on 85 programs in total. However, in 2013, 304 institutions conducted GIA on 20,372 programs ([Figure 1]).

Figure 1 | GIA-participating Institutions and Programs per Year



Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014, p.64.

Lastly, it can be said that the operation of the GIA system has contributed to improving civil servants' awareness not only of the GIA system itself but also of gender equality in general.

2.2. System Operation Process

The establishment of the Ministry of Gender Equality and Family and the legal base of the GIA served as the starting points for the institutionalization of GIA in Korea. The operation process of the GIA system can be divided into three phases as follows. First, the preparation phase of the GIA ran from 2002, when the legal base was first made, until 2004, when the institutional framework was constructed and the system began to be implemented. The Ministry of Women's Affairs was established in January 2001 as a separate ministry responsible for planning and constructing women's policies in the government. The Ministry made great efforts to institutionalize the GIA during the preparation phase. For example, the Ministry established a legal basis for the GIA by revising the Framework Act on Women's Development in 2002. Moreover, the Ministry established guidelines for GIA and disseminated them to the central administrative bodies and local governments in June 2004. Additionally, in 2004 a group mainly comprised of gender specialists conducted an in-depth analysis on ten major policies in various areas.

The second phase is the introduction phase, which ran from 2005, when civil servants started to conduct the GIA on policies (or projects) implemented by their own departments, until 2011, when the Gender Impact Analysis and Assessment Act was enacted. The Ministry of Gender Equality and Family took steps to settle the system as follows. For example, it set up an administrative framework for the system. Moreover, in order to encourage administrative bodies to participate actively in GIA and praise those civil servants and institutions that conducted the GIA successfully, the Ministry began selecting and awarding institutions with the best practices. In addition, the collaboration framework among diverse ministries was established to ensure stable performance of GIA.

The extension phase, which is the third phase, runs from the enforcement of the Gender Impact Analysis and Assessment Act (May 16, 2012) until present day. The notable changes occurring in this phase are as follows. Whereas most GIA-participating programs were government projects in the past, the coverage of the GIA system was extended to cover laws intended to be enacted/revised, plans with durations of three years or more (mid-/long-term plans) and core projects/appropriation projects by local governments. Furthermore, the results of comprehensive analysis on the one-year outcomes of GIA are to be reported to the State Council and submitted to the National Assembly.

2.3. Operation Strategy and Framework

Establishing a strong legal base for the system was an important step for the operation of the GIA system. The first legal base for the GIA system was established by one provision (Article 10) added to the Framework Act on Women's Development in 2002.

However, the growing concern over the limitations of Article 10 of the Framework Act on Women's Development consequently led to the enactment of the Gender Impact Analysis and Assessment Act in 2011 and its enforcement in March 2012. The Gender Impact Analysis and Assessment Act is a stand-alone act that clearly stipulates all matters concerning the overall management of the GIA system. Given these developments, it can be argued that the legal foundation of the GIA system of Korea has been firmly established.

The current GIA process can be broken into five of the following steps: ① each institution selects those programs on which it will perform GIA, GIA reports are then prepared and submitted; ② the Ministry of Gender Equality and Family and the chief analysis and assessment officers examine the reports and provide feedback; ③ those institutions responsible for the GIA, having received policy recommendations on their reports from the Ministry or the chief analysis and assessment officers, report back to them the feedback on the programs; ④ each institution prepares a comprehensive report on the results of GIA to the Ministry; ⑤ the Ministry prepares a combined comprehensive report on GIA and submits it to the State Council and then the National Assembly.

The annual schedule for GIA is as follows. GIA on laws and mid-/long-term plans are conducted all year round, but GIA on projects has fixed deadlines. Namely, the central administrations and local governments are required to submit reports on GIA on projects by the end of March and end of August, respectively.

2.4. The Contents for the GIA

The central and local governments that conduct the GIA decide the criteria for selection of programs subject to the GIA. The Ministry of Gender Equality and Family, which directs the management of the GIA system, has only provided guidelines for the creation of a selection criteria. This practice goes back to the introduction of GIA and has continued until now.

The majority of indicators used for GIA are qualitative, because of the difficulty in quantifying different policy impacts by gender. The Ministry of Gender Equality and Family has provided indicators to be used for GIA every year since 2005. The indicators have been

changed slightly over the years depending on the levels of understanding of civil servants or their demands for greater clarity. As the programs subject to GIA have been extended to include acts and subordinate statutes and mid-/long-term plans since the enactment of the Gender Impact Analysis and Assessment Act in 2012, the Ministry has begun to provide separate indicators for each type of GIA-participating program in consideration of their different characteristics. In addition, there are six indicators for GIA on Acts and subordinate statutes to be enacted or amended, classified in terms of gender distinctions and gender stereotypes, differing characteristics according to gender and gender equality in participation. Meanwhile, the indicators for GIA on mid-/long-term plans provide analysis and assessment on the visions and objectives that a plan aims to achieve, on the possibility that the strategic/main projects of the plan affect women and men differently, on gender needs and on the policy measures necessary to promote gender equality. Lastly, there are six indicators for GIA on projects classified in terms of the policy environment according to gender and the measures necessary to promote gender equality.

3. Gender Budgeting

3.1. Goals and Outcomes

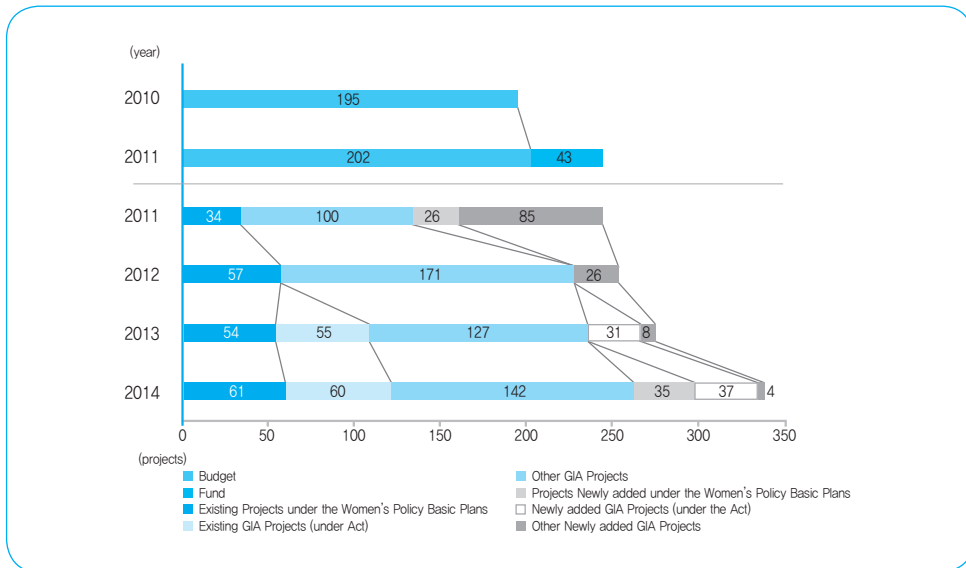
GB does not simply refer to a separate budget for women. It aims to promote gender equality through an analysis of the impact of budgets on men and women and thereby adapting the process of budget allocation and execution.

The primary accomplishments of GB since its official introduction in 2009 are as follows. Firstly, gender-disaggregated statistics on budget projects have been accumulated. Gender-disaggregated data on target groups, beneficiaries and the budget allocations of each policy have been collected through the preparation of a gender budget plan.

Secondly, the results of gender budget reports for each policy are reflected in the process of preparing the gender budget plan for the following fiscal year. In other words, the government pays special attention to the projects in which the proportion of female beneficiaries is more than 10 percent lower than the proportion of females in the target population.

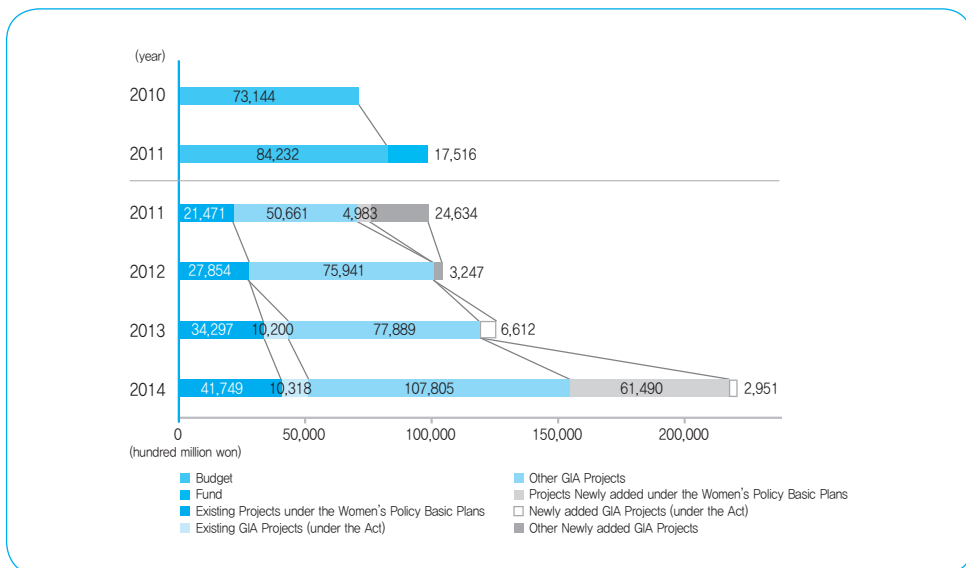
Third, the number of budget projects subject to gender impact analysis and the size of their average budgets have continuously increased. The government has attempted to allocate budgets in a gender-sensitive way by gradually increasing the number of GB-participating institutions and projects, as well as the size of GB ([Figure 2], [Figure 3]).

Figure 2 | Projects Subject to GB



Source: Ministry of Gender Equality and Family, <Comprehensive analysis and Management Plans on Gender Budget Plans and Reports>, 2013b.

Figure 3 | Size of Budget for GB-participating Projects



Source: Ministry of Gender Equality and Family, <Comprehensive analysis and Management Plans on Gender Budget Plans and Reports>, 2013b.

Fourth, government ministries have begun to approach their own policies and projects in a gender-sensitive way by establishing goals for gender equality in the process of preparing a gender budget plan.

3.2. Operation Process

In Korea, the necessity of GB became a subject for discussion since women's organizations started to lead campaigns for its introduction in the late 1990s. In 2002, the Korean Women's Association United submitted a 'Petition for the Preparation of Policies for GB' to the National Assembly. In response to the petition, the Gender Equality and Family Committee of the National Assembly adopted the 'Resolution on the Preparation of Gender Budgeting and Submission of Documents Associated with Women's Policy', which was resolved at the National Assembly plenary session in November 2002.

In 2006, the Taskforce for Research on Gender Budgeting was established under the Special Committee on Budget and Accounts of the National Assembly. As a result of the efforts of the female members of the National Assembly, the Ministry of Planning and Budget provided each ministry with guidelines for budget allocation in 2006 and 2007, which stipulated that 'in the case of projects whose gender impacts are considered meaningful, the budget shall be allocated in consideration of GIA results.' The National Finance Act, passed in September 2006, laid the legal groundwork for GB. The Act included principles for the allocation and execution of gender-sensitive budgets and responsibilities for the preparation of a gender budget plan.

Implementation of GB at the national level began in the fiscal year of 2010 in accordance with the provisions of the National Finance Act. In 2013, Gender Budget Plans were prepared by 42 institutions for 339 projects and the combined total of budgets and funds was 22,444.9 billion KRW, showing increases in both the number of projects and the combined budget compared to 2012. Through the gender budget reports and gender budget plans prepared over the last five years, it has become possible to examine whether the projects were being executed in a gender-sensitive way. In this process, the institutional causes of gender gaps in project benefits are revealed and recommendations for improvement can be made.

The GB was officially introduced at the local level in line with the revision of the Local Finance Act in 2011. According to the Act, the local governments began submission of Gender Budget Plans for 2013 as attached documents to the general budget bill from the second half of 2012.

3.3. Operation Strategy and Framework

The legal foundation for GB lies in the National Finance Act, the National Accounting Act and the Local Finance Act. Clause 5 of Article 16 of the National Finance Act stipulates that the government shall evaluate the impacts of public expenditure on women and men and attempt to reflect the results of the evaluation in the national budget allocation.

The management guidelines for the GB system at the local level are based on the relevant provisions in the Local Finance Act, which are in many ways similar to those in the National Finance Act. Clause 2 of Article 36 of the Local Finance Act stipulates that the head of the local government shall attach a gender budget plan to each budget bill, which will analyze the expected impacts of the budget on women and men in advance.

According to the GB framework at the national level, each year the Minister of Strategy and Finance and the Minister of Gender Equality and Family first decide the methods for selecting GB-participating projects and what contents should be included in the gender budget plan. The confirmed list of GB-participating projects, guidelines and templates for the preparation of gender budget plans are delivered to the planning and financial officers of each ministry through the Ministry of Strategy and Finance. After that, this information is distributed to the project officers in each ministry, who then submit project overview reports (together with gender budget plans for each project) back to their planning and financial officers. Finally, the planning and financial officers compile outcome goals for gender equality and an all-inclusive list of projects and submit them to the Ministry of strategy and Finance, along with the project overview reports.

On the local level, the Ministry of Security and Public Administration decides the methods for the selection of GB-participating projects and the guidelines for preparation of gender budget plans together with the Ministry of Gender Equality and Family, based on national policy directions, the 4th Women's Policy Basic Plan and results of GIA. The confirmed guidelines for local gender budget plans are delivered to each local government together with guidelines for budget allocation and execution (Instructions from the Ministry of Security and Public Administration).

Each local government then prepares a gender budget plan in accordance with the guidelines from the Ministry of Security and Public Administration. The guidelines suggest that first of all each local government set up 1~3 goals for gender equality according to their own characteristics and conditions and with consideration of local demands for women's policy, the campaign promises of the head of the local government associated with gender equality, the 4th Women's Policy Basic Plan and so on.

3.4. Detailed Contents of Gender Budgeting

The projects subject to GB for 2015 at the national level are selected according to the following criteria: budget projects executed in accordance with the implementation plans of the 4th Women's Policy Basic Plan (2013~2017); projects subject to GB in the previous year (2014); and projects that GIA is possible. At the national level, the criteria for selecting projects and the methods of preparation of GB documents have gradually evolved over the last five years since the introduction of GB. With regard to the selection criteria, while GB-participating projects in the early stages were mostly those projects that had relatively straightforward gender benefit analysis, the scope of projects subject to the GB has gradually been extended to focus on projects in which the importance of gender benefit analysis is likely to be significant, as well as the main projects of the ministries. In addition, in the early years goals for gender equality were just a collection of the goals outlined in the gender budget plans of each division, whereas they have now become more concrete and better reflect the specific roles and characteristics of each ministry.

The selection criteria for local government projects subject to GB in 2015 are as follows. The GB covers both general accounts and special accounts. In most cases gender budget plans are prepared on a per-project basis.

4. Success Factors and Future Tasks

4.1. Success Factors

The main success factors for the stable management of GIA and GB in Korea can be summarized as follows. First, one of the most critical success factors for GIA and GB in Korea is the establishment of a strong legal basis that ensures the system's stability. The legal groundwork for GIA and GB paved the way for their official introduction and has ensured the stable management of the systems over the years. Thus, the establishment of a strong legal basis for GIA and GB has been essential in guaranteeing their stable management and encouraging the active engagement and commitment of civil servants. In other words, the binding force of the laws guarantees the stability of the systems.

Second, strengthening the operational framework for the systems has ensured the stable management of GIA and GB. GIA and GB in Korea have their own operational frameworks, which are regarded as one of the important factors in the success of the systems. The establishment of an operational framework for the system, which clearly specifies the roles

and responsibilities of ministries and civil servants, has been a major factor in the successful management of GIA and GB.

Third, establishment of a collaboration framework between the Ministry of Gender Equality and Family and institutions conducting the assessment is considered as one of the important factors that guarantees the system's stability. The collaboration frameworks between the Ministry of Gender Equality and Family and other ministries has laid the foundations for GIA to become an important policy tool through which to integrate a gender-sensitive perspective in government policies. It is noteworthy that a strong institutional framework ensures the accountability of civil servants in the system. This framework thus allows the stable and sustainable management of the system in administrative bodies in which civil servants frequently change roles.

Fourth, the training of civil servants is also an important factor for successful management of the systems. In Korea, civil servants carry the main responsibility for the implementation of GIA and GB. They select GIA-/GB-participating programs, prepare analysis reports based on the indicators and draw up recommendations and plans for gender-sensitive policy-making and budgeting. This is a distinguishing feature from other countries, where in most cases gender experts are chiefly responsible for GIA. Thus, in Korea, civil servants' gender awareness and their ability with gender-sensitive analysis have been essential requirements for the operation of GIA and GB. The training programs have played an important role in enhancing civil servants' understanding of and reducing their resistance to the systems. Consequently, their accountability regarding gender-sensitive policy has been increased. Thus, it can be seen that since the success or failure of GIA and GB hinges on the understanding and the will of civil servants, who are the key agents of the systems, training for civil servants is a key factor to the success of the systems.

Fifth, support from the Korea Women's Development Institute and local centers for GIA is considered as the last success factor for the systems. In Korea, the Korea Women's Development Institute has analyzed the international trends associated with gender mainstreaming strategies and supported policy development and legislation to promote the systems in practice in Korea. The Institute was established in 1983 to conduct research on women's policies, with the aim of increasing women's participation in society and is affiliated with the National Research Council for Economics, Humanities and Social Sciences under the Prime Minister's Office. In addition, the Centers for GIA located in 16 local areas have also provided support for the management of GIA and GB in the local governments.

4.2. Future Tasks

So far, GIA and GB in Korea have passed a number of milestones. However, GIA and GB in Korea still have several future tasks necessary to successfully achieve their goal of gender equality in society. In this regard, the main weakness of GIA and GB in Korea and the future tasks necessary for improvement can be summarized as follows.

First, capacity building is necessary for the effective implementation of the laws and systems. One of the major challenges currently faced by GIA and GB in Korea is the gap between the laws and reality. Despite well-established laws and institutional frameworks, there is still a long way to go in terms of system implementation. Thus, there is a need for the government to take measures to ease the gap between the institutional basis and legal framework of GIA and the running of GIA in practice. Above all, the status and administrative capacity of the Ministry of Gender Equality and Family must be strengthened through human resource development and increased finance, so that it is better placed to operate the system. With more staff and financial resources, the Ministry's effort to promote the system could bring about more significant results in policy improvement. Besides, there is a need to increase the accountability of the Ministry of Strategy and Finance and the Ministry of Safety and Public Administration, which are responsible for GB.

Second, the policy feedback framework needs to be strengthened. There has been criticism that the results of policy feedback have been relatively small compared to the large increase in the number of programs subject to the systems and the size of the programs' budgets.

Third, the gender governance needs to be strengthened based on a partnership between the government and civil society. Since the introduction of a gender mainstreaming strategy as a key tool to achieve gender equality in the mid-1990s, the international society has realized both theoretically and empirically that a partnership between the government and civil society is essential to enhance the effectiveness of GIA and GB. However, the gender governance based on such a partnership has not yet been successfully established in Korea.

5. Implications for KSP Partner Countries

This study suggests four points for KSP partner countries to consider when referring to the Korean experiences of GIA and GB. First, the establishment and strengthening of legal and institutional bases of GIA and GB are key to their effectiveness. Particularly, the legal provisions need to include clear roles and responsibilities of the government, selection

standards for programs subject to the systems, a policy feedback process and the training of civil servants. Further, the provision of practical guidelines for the implementation of the systems is essential.

Second, a cooperative framework among the ministries and gender specialists needs to be strengthened. As GIA and GB commonly aim to integrate a gender-sensitive perspective into every government policy, they need to be promoted based on a comprehensive partnership amongst government ministries and institutions. For instance, gender-disaggregated statistics are necessary to prepare gender budget plans and reports or to conduct GIA and the allocation of the gender-sensitive budget and policy feedback integration can be conducted only when based on cooperation between ministries and institutions. On top of that, in order to ensure the quality of the systems and enhance the effectiveness of policy feedback integration, the placing of gender specialists in decision-making positions of the administrative bodies is essential.

Third, if the government plans to make civil servants responsible for implementing the systems, such as in Korea, the gender-sensitive training of civil servants is essential. It is desirable for the training to be offered not only to civil servants directly responsible for GIA or for preparing gender budget plans and reports, but to all civil servants, because all civil servants will need a good understanding of the systems of GIA and GB for smooth cooperation amongst the ministries.

Fourth, the establishment of specialized education centers for gender-sensitive training or the creation of gender-sensitive training courses in existing training institutes for civil servants is recommended, in order to ensure the quality and coverage of training. Such specialized institutions can play a significant role in the process of not only introducing the GIA and GB systems but also promoting the systems, since they conduct analysis on possible solutions to challenges faced in operating the systems and offer education and training to civil servants that the government cannot directly provide. It is thanks to the constant support of such research and education institutes over the years that GIA and GB in Korea could consistently produce valuable outcomes in government policy.

2014 Modularization of Korea's Development Experience
Gender Mainstreaming in Policy Making:
Gender Impact Assessment and Gender Budgeting in Korea

Chapter 1

Introduction

1. Research Background
2. Socio-economic Conditions of Korea at the Time of GIA/GB Introduction

Introduction

1. Research Background

This paper aims to introduce Korean experiences of Gender Impact Assessment (henceforth, GIA) and Gender Budgeting (GB), which were introduced as implementation tools for gender mainstreaming in Korea during the 2000s. In particular, focus is placed on the process of their introduction, the operation mechanisms, challenges in implementation of relevant policies and measures and their major achievements and future tasks. The objective of this paper is to provide examples to KSP partner countries of how the operation of gender mainstreaming in policy planning and execution may be used as a way to achieve greater gender equality in society.

At the international level, the GIA and GB were first introduced as part of the search for alternative approaches to women's issues and the promotion of gender equality. Since the 1970s, the international community led by the United Nations (UN) has increasingly recognized the limitations of Women-in-Development (WID)¹ and Gender and Development (GAD)² approaches, which were the core approaches to advance women's status and promote

1. Women-in-Development (WID) refers to a strategy that emphasizes women's participation in the development process, focusing on the fact that women have previously been excluded from the development process despite the importance of their role in development. For example, according to WID, maternity leave is necessary for working women and the beneficiaries of the policy are women who have given birth while in employment.

2. Gender and Development (GAD) focuses on relations between men and women, while WID pays attention to only women's issues. This approach emphasizes that the differences between men and women are dynamic and socially constructed and analyzes not only the productive but also the reproductive activities of men and women. For example, parental leave is necessary and the beneficiaries of the policy must be both men and women, because both sides are responsible for child care. Thus, fathers must share parental leave together with mothers.

gender equality (Corner, 1999; Hannan, 2003). The view that a gender-sensitive perspective should be reflected in every public policy became widespread in the mid-1990s and the international community began to search for more systematic methodologies and practical policy tools for achieving this goal. Finally, in 1995, at the 4th World Conference on Women in Beijing, the idea that gender mainstreaming is essential for substantive gender equality was formally declared as a policy platform and GIA and GB were suggested as key tools for implementing this gender mainstreaming (UN, 1995). In due course, the UN member states³ were required to implement gender mainstreaming according to their own national circumstances and Korea was one of the countries to do so.

In line with the international trends, the Korean government adopted GIA and GB sequentially. The legal base for the GIA was set up in 2002 through a revision of the framework Act on Women’s Development and that for the GB lied in the framework of the National Finance Act, enacted in 2006. While GIA and GB have the same goal in that both policies pursue gender equality, there are several differences in their implementation. The main differences are highlighted in the table below. In this regard, policy efforts have been made to strengthen the linkage between the two systems so that their synergy has a maximum effect on boosting gender equality.

Table 1-1 | Comparison between GIA and GB

	GIA		GB	
	Gender Impact Assessment (2002~2011)	Gender Impact Analysis and Assessment (2012~)	The National Fiscal System	Local Fiscal Systems
Goal	Achievement of gender equality	Achievement of gender equality	Achievement of gender equality	Achievement of gender equality
Legal Base	The framework Act on Women’s Development (amended in 2002)	Gender Impact Analysis and Assessment Act (enacted on September 15, 2011/enforced on March 16, 2012)	National Finance Act (enacted October 4, 2006/enforced on January 1, 2007)	Local Finance Act (amended in March 2011)
Date of Policy Introduction	2005	March 16, 2012	Fiscal year 2012 (implemented in 2009)	Fiscal year 2013 (implemented in 2012)

3. GIA systems were established in 34 countries and GB has been introduced in 68 countries out of the 195 UN member states (as of May 2014) [Official Website of UN Member States; Kim, 2014].

	GIA		GB	
	Gender Impact Assessment (2002~2011)	Gender Impact Analysis and Assessment (2012~)	The National Fiscal System	Local Fiscal Systems
Responsible Ministry	Ministry of Gender Equality and Family	Ministry of Gender Equality and Family	Ministry of Strategy and Finance (in cooperation with Ministry of Gender Equality and Family)	Ministry of Strategy and Finance (in cooperation with Ministry of Gender Equality and Family)
Participating Programs	Projects (budget/non-budget)	Laws, plans, projects	Projects (budget)	Projects (budget)
Selection Methods for Participating Programs	Bottom-up	Point-based checklist	Top-down	Consideration of GIA-participating projects in the last 3 years (2009~2011), etc.
Participating Institutions	Central administrative bodies, Local governments, offices of education	Central administrative bodies, Local governments, offices of education	Central administrative bodies	Local governments
Submission of Reports	No submission	Submission to the National Assembly	Submission to the National Assembly	Submission to the local council

As such, GIA and GB in Korea have different legal bases, operation systems and analysis methods. In contrast, in other countries an integrated system for gender impact assessment generally covers both policy and budget areas. In addition, in Korea the executive branch leads management of the systems under the presidential system and this fact should be taken into account when KSP partner countries refer to Korea's experience. If partner countries have a parliamentary system or a monarchy, different institutional grounds or operational frameworks for the system may be necessary depending on their own government structures.

Lastly, it has to be stressed that this research in no way asserts that Korea's GIA and GB are the best models in the world. These two systems have been developed and promoted in various ways in many other countries along with the aforementioned global trends and the GIA and GB systems of Korea were not entirely new. It is widely considered that while these systems have been systemically developed in Korea in terms of their legal base, operational frameworks and analytical methods, so far they have not achieved their crucial aim of mainstreaming a gender perspective throughout the government administration or achieved substantive gender equality in society (Kim, 2013; Korea Women's Development Institute, 2014; Korean Association for Public Administration Special Committee for Women, 2014).

Realistically, gender equality cannot be achieved in the short term. Thus, gender mainstreaming strategies must be developed from a long-term perspective. In this regard, GIA and GB in Korea should contribute to integrating a gender perspective into policy planning and execution processes throughout the administration.

2. Socio-economic Conditions of Korea at the Time of GIA/GB Introduction

<Table 1-2> gives some information on the socio-economic status of Korea during the introduction and development of GIA and GB. The data is chosen based on the dates of establishment of the legal bases for GIA and GB and the date when GIA reports began to be prepared.

Table 1-2 | Condition of Korea at the Time of GIA/GB Introduction

		2002	2005	2006	2009	2012
Dates in the GIA/GB System		Establishment of Legal Base for GIA	Initial Operation of GIA	Establishment of Legal Base for GB	Initial Operation of GB	Enforcement of the Gender Impact Analysis Assessment Act
Population	Total	48,229,948	48,782,274	48,991,779	49,773,145	50,948,272
	Male	24,200,192	24,456,234	24,557,004	24,929,939	25,504,060
	Female	24,029,756	24,326,040	24,434,775	24,843,206	25,444,212
Government Type		Presidential System				
GDP (world ranking) (\$/ position)		608.9 billion (11)	898 billion (10)	1.011 trillion (11)	902.3 billion (14)	1.2224 trillion (14)
Labor Force Participation Rate (%)	Total	62.0	62.0	61.9	60.8	61.3
	Male	75.0	74.6	74.1	73.1	73.3
	Female	49.8	50.1	50.3	49.2	49.9
Employment Rate (%)	Total	60.0	59.7	59.7	58.6	59.4
	Male	72.2	71.6	71.3	70.1	70.8
	Female	48.4	48.4	48.8	47.7	48.4
Gender Pay Gap (%)	Female to Male Earnings Ratio	64.8	66.2	66.6	66.5	68.0
Female Householders	No. of Persons	3.027 million	3.467 million	3.669 million	4.245 million	4.812 million
	Percentage (%)	20.0	21.7	22.5	24.9	26.8

		2002	2005	2006	2009	2012
Crude Marriage Rate (No. of cases per 1,000 population)		6.3	6.5	6.8	6.2	6.5
Crude Divorce Rate (No. of cases per 1,000 population)		3.0	2.6	2.5	2.5	2.3
Total Fertility Rate (No. of persons)		1.166	1.076	1.123	1.149	1.297
Life Expectancy (years)	Total	77.0	78.6	79.2	80.5	81.4
	Male	73.4	75.1	75.7	77.0	77.9
	Female	80.5	81.9	82.4	83.8	84.6
University Admission Rate (%)	Total	74.2	82.1	82.1	81.9	71.3
	Male	75.8	83.3	82.9	81.6	68.6
	Female	72.4	80.8	81.1	82.4	74.3
Proportion of Seats Held by Women in National Parliament (%)		5.9	13.4	13.4	14.7	15.7
Gender Gap Index Rank (score) (GGI) ^{a)}		-	-	92/115 (0.6157)	115/134 (0.6146)	108/136 (0.6356)
Gender Inequality Index Rank (score) (GII) ^{b)}		-	-	-	-	27 (0.153)
Human Development Index Rank (score) (HDI) ^{c)}		24/135 (0.830)	22/135 (0.851)	22/135 (0.858)	19/135 (0.872)	12/186 (0.909)

a) The Gender Gap Index (GGI) is an index designed to measure gender equality and was introduced in 2006 by the World Economic Forum. It shows the magnitude and scope of gender-based disparities in economic participation and opportunities, educational achievement, health and political power. The GGI was designed not to measure the 'level' of a certain sector, but to reveal only the gaps between men and women (Data on a 0-to-1 scale, 0 = worst score, 1 = best score).

b) The Gender Inequality Index (GII) was introduced by the United Nations Development Programme (UNDP) in 2010 and measures the gap between actual and potential achievements of a country due to gender inequality. The GII was developed as an alternative measure to the Gender Empowerment Measure (GEM) and the Gender Development Index (GDI). It comprehensively measures and gauges how women's status and rights are being guaranteed legally and institutionally in reproductive health (maternal mortality rate, adolescent birth rates), women's empowerment (proportion of parliamentary seats occupied by females, proportion of adult females with at least some secondary education) and economic status (labor market participation) (Data on a 0-to-1 scale, 1 = worst score, 0 = best score).

c) The Human Development Index (HDI) was created by the UNDP to measure average achievement in key dimensions of human development. In order to estimate the levels of achievement in each country in terms of health, education and living standards, the HDI indicators measure life expectancy, educational attainment (adult literacy rate, elementary/middle/high school enrollment rate) and the gross national income per capita (purchasing power parity, percentage of population living in poverty) (Data on a 0-to-1 scale, 0 = worst score, 1 = best score).

Sources: Population: Ministry of Security and Public Administration, 「Data on Resident Registration Population」, each year.

World GDP ranking: MK Business News, July 13, 2014
 (<http://vip.mk.co.kr/news/view/21/20/1178963.html>) (Accessed on August 18, 2014).

GDP: Bank of Korea, 「National Accounts」, each year, (<http://ecos.bok.or.kr/>) (Accessed on August 19, 2014).

Gender-disaggregated data on labor force participation rate: Statistics Korea, 「Economically Active Population Survey」, each year.

gender segregated data on employment rate: Statistics Korea, 「Economically Active Population Survey」, each year.

Female householders: Statistics Korea, 「Household Projections」 April, 2012.

Gender pay gap: Ministry of Employment and Labor, 「Survey on Working Conditions According to Employment Type (past Basic Survey on Wage Structure)」, each year.

Crude marriage rate, crude divorce rate: Statistics Korea, 「Statistical Yearbook of Population Dynamics (Marriage/Divorce part)」, each year.

Fertility rate: Statistics Korea, 「Statistical Yearbook of Population Dynamics (Overview/Birth/Mortality part)」, each year, 「Statistics on Birth· Death in 2013 (tentative data)」 February, 2014.

Life expectancy: Statistics Korea, 「Life Table」, each year.

Gender segregated data on university admission rate: Ministry of Education· Korean Educational Development Institute, 「Statistical Yearbook of Education」, each year.

Proportion of seats held by women in national parliament: IPU, 「Women in National Parliament」 (<http://www.ipu.org/wmn-e/classif-arc.htm>) (Accessed on August 19, 2014).

Gender Gap Index (GGI): World Economic Forum, 「The Global Gender Gap Report 2013」 p. 245 (http://www3.weforum.org/docs/WEF_GenderGap_Report_2013.pdf).

Gender Inequality Index (GII): UNDP, 「Human Development Report」 2013
 (http://www.index.go.kr/potal/stts/idxMain/selectPoSttsIdxSearch.do?idx_cd=2842&clas_div=&idx_sys_cd=756&idx_clas_cd=1).

Human Development Index (HDI): UNDP, 「Human Development Report」 2013
 (http://kosis.kr/statHtml/statHtml.do?orgId=101&tblId=DT_2KAAB01&conn_path=I3).

The key features of the data are as follows. First, the population of Korea has continuously increased since the introduction of GIA and GB. The figures show the population growth from 48,229,948 in 2002 to 50,948,272 in 2012. However, the male-female ratio of population has remained close to 50:50. The government's structure in Korea is based on the presidential system. Korea's GDP world ranking reached number 10 at the time of system adoption, but declined slightly to 14 in 2009 and 2012. The labor force participation rate has remained around 60~62 percent over the years. However, the gender-disaggregated data shows that while the male labor force participation rate is around 73~75 percent, the participation rate of the female labor force is only 49~50 percent, more than 20 percent lower. The employment rate has slightly dropped year-on-year from 60 percent in 2002. The gender-disaggregated data shows a male employment rate around 70~72 percent and a female employment rate around 47~48 percent, again a 20 percent difference.

In terms of the gender pay gap, female income as a percentage of male income was 65~68 percent, the widest gap among OECD countries. The proportion of female householders has increased from 20 percent in 2002 to 26.8 percent in 2012, which indicates that more women have become responsible for their family's livelihood in recent years. Thus, it can be seen that there is a need to enhance women's economic participation opportunities and their working conditions in light of their increased role as breadwinners in the family. On the contrary, the data indicates that women's economic participation rate, employment rate and average income have remained much lower than men's in practice. In this regard, there is much room for improvement in guaranteeing women's autonomy and achieving gender equality.

Regarding the crude marriage and divorce rates, there have been 6.2~6.8 cases of early marriages per 1,000 population. The early divorce rate has slightly declined year-on-year, from 3.0 in 2002 to 2.3 in 2012. The total fertility rate, which refers to the average number of children women bear over their lifetimes, has shown slight increase from 1.166 in 2002 to 1.297 in 2012. However, the birth rate has remained low. Total life expectancy has increased, from 77.0 years in 2002 to 81.4 in 2012, although the gender-disaggregated data shows that female life expectancy was about seven years higher than that of men.

The university admission rate has fluctuated throughout the years, from 74.2 percent in 2002 to 82.1 percent in 2005 and back down to 71.3 percent in 2012. The gender-disaggregated data indicates a higher proportion of women than men go to university in general. For example, male and female university admission rates were 68.6 percent and 74.3 percent in 2012, respectively. This fact implies that human resource development for women has been actively carried out. The proportion of seats held by women in the national parliament has risen from 5.9 percent in 2002 to 15.7 percent in 2012.

Finally, there are several key international measures showing the status of gender equality in Korea in a global context, such as the Gender Gap Index (GGI), Gender Inequality Index (GII) and Human Development Index (HDI). According to the data, although Korean women's HDI ranking is high, women's status is still low in society. For instance, while Korea's HDI ranking has risen from 24 out of 135 countries in 2002 to 12 out of 186 countries in 2012, its GII ranking was only 27 out of 148 countries in 2012. Moreover, Korea is still ranked low in the GGI index released by the World Economic Forum (WEF), which was the 115th among 134 countries in 2009 and the 108th among 136 countries in 2012.

Under these circumstances, a variety of activities of Korean women's organizations to address gender inequality of society have consequentially led to the introduction of GIA and GB in Korea. For example, beginning in 1998, the Korean Women's Association United measured the fraction of the total government budget that went to women and submitted alternative budget plans to the government ministries and political parties every year. And the Korean Women's Link also has analyzed the budgets for women's policies implemented by local governments and has organized regular seminars on the results of the analysis since 2001.

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Chapter 2

Gender Impact Assessment

1. Goal and Achievements
2. System Operation Process
3. Operation Strategy and Framework
4. The Contents for the GIA

Gender Impact Assessment

1. Goal and Achievements

1.1. Definition of GIA

Since the UN and its member states adopted the gender mainstreaming strategy as a tool to achieve gender equality, GIA has been introduced in each country. Terms for GIA are varied between countries and are likely to change depending on the political/social context within a country. For example, the term ‘gender-based analysis plus’⁴ is used in Canada, ‘gender impact assessment’⁵ in Bangladesh, ‘gender analysis pathway’⁶ in Indonesia and ‘gender analysis’⁷ in Malaysia.

In Korea, the name and meaning of the GIA has also been slightly revised following the introduction of the system and its relevant laws. For instance, the Ministry of Gender Equality and Family decided to use the term ‘Gender Impact Assessment’ at the start of the GIA. This name was chosen based on the assumption that using the term ‘impact assessment’, which was familiar to civil servants given a number of similar evaluation systems in the administration at that time, could avoid unnecessary misunderstanding.

4. <http://www.parl.gc.ca/Parlinfo/Compilations/FederalGovernment/MinisterialResponsibilities.aspx?Language=E>.

5. [http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\\$file/Accchange-E.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/$file/Accchange-E.pdf) [Accessed on May 8, 2014].

6. [http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/\\$file/Accchange-E.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Policy/$file/Accchange-E.pdf) [Accessed on May 8, 2014].

7. [https://wpqr4.adb.org/LotusQuickr/cop-mfdr/PageLibrary482571AE005630C2.nsf/\\$defaultview/E91D6C90226FF4E748257C030052D711/\\$File/Malaysia%20knowledge%20product-%2010Oct13.pdf?OpenElement](https://wpqr4.adb.org/LotusQuickr/cop-mfdr/PageLibrary482571AE005630C2.nsf/$defaultview/E91D6C90226FF4E748257C030052D711/$File/Malaysia%20knowledge%20product-%2010Oct13.pdf?OpenElement) [2014.4.24] [Accessed on April 24, 2014].

Gender Impact Assessment in this context referred to a key tool to develop and implement policies for gender equality through the analysis of various elements of policy-making, such as the different characteristics of women and men and their socioeconomic disparities (Ministry of Gender Equality and Family, 2005).

However, the term was changed to ‘Gender Impact Analysis and Assessment’ in order to emphasize the importance of ‘analysis’ after the enactment of the ‘Gender Impact Analysis and Assessment Act’ in September 2011. In contrast ‘Gender Impact Analysis and Assessment’ is described as a ‘system that integrates a gender-sensitive perspective into public policies for gender equality by analyzing and assessing various elements, including the different features of women and men and socioeconomic disparities in the process of policy planning and execution (Ministry of Gender Equality and Family, 2014a: 3)’. Meanwhile, Article 2 of the Gender Impact Analysis Assessment Act stipulates that ‘the term “gender impact and analysis and assessment” means the analysis and assessment conducted by the head of a central administrative agency or local government shall be conducted with regard to the impact that a policy is likely to have on gender equality when the policy is formulated or implemented, hence ensuring that the policy contribute to the realization of gender equality.’

1.2. Purposes and Goals

1.2.1. Purposes

The main purposes of GIA are threefold (Ministry of Gender Equality and Family, 2014:3). First, it attempts to analyze and assess in a systemic, comprehensive way in which public policies affect men and women differently in a bid to realize substantive gender equality. Realizing substantive gender equality means ending gender discrimination through the reflection of GIA results in policy planning and execution, not merely the production of GIA reports. Second, GIA aims to establish efficient policy improvement systems by analyzing every policy element that could be discriminatory by gender. This implies that the GIA system should play a crucial role in discovering the different conditions and policy needs of men and women. The third purpose is to improve people’s overall satisfaction about government policies through a policy execution process that takes gender into consideration.

These purposes have a lot in common with widely shared values of GIA in the international community. For instance, the UN presents four purposes of GIA as a whole. First, the system is necessary to analyze how new or existing public policies affect men

and women differently when planning a policy or preparing a bill. Second, GIA contributes to the establishment of policy alternatives for gender equality or expansion of gender mainstreaming. Thirdly, it aims to provide policymakers with a list of gender-related questions that have to be considered with regard to policies and laws, so as to improve gender-sensitivity in the process of policy-making. Lastly, GIA ultimately pursues substantive gender equality in society by integrating a gender perspective into every step of policy planning and execution (UN, 1995; UNDP, 2001).

1.2.2. Goals

To realize the purposes of the GIA, the Korean government has set up and implemented annual goals for GIA every year since 2005. Goals have been modified as the government has accumulated experience of system management. In particular, the goals from 2005 to 2008 were mainly about the successful settlement of the system. For example, the goal in 2005 was the establishment of gender-equal policy through a policy innovation system that refines gender-neutral government policies/programs/laws to include gender-sensitivity. Since 2009, however, the realization of gender-equal policy by improving the quality of system management has become the main issue (Ministry of Gender Equality and Family, 2005~2012, each year). The settlement of the system, which was the main goal in the early stage of GIA, can be interpreted as ensuring the stability of every component of the system management, such as the legal basis, institutional framework, methods for analysis and assessment and the participation of civil servants. In contrast, improving the quality of the system management, which has been a core goal since 2009, should be understood in the context of the 3rd Women's Policy Basic Plan (2008~2012) and the 4th Women's Policy Basic Plan (2013~2017)⁸, which are the medium-/long-term comprehensive national plans aimed at women's development and gender equality. In order to ensure the quality of the system, the 3rd Women's Policy Basic Plan suggested the enactment of the Gender Impact Analysis and Assessment Act, an increase in the number of GIA-participating programs and institutions, designation of support institutions and the compilation of gender-disaggregated statistics (Ministry of Gender Equality and Family, 2008b: 112~113). In particular, there was a consistent demand for the enactment of the Gender Impact Analysis and Assessment Act (Kim et al., 2009b; Kim et al., 2007; Han et al., 2008). It was argued that the locus of accountability and division of roles in system performance were ambiguous in the implementation of GIA in 2005, since the system was relying legally on only one article of

8. As the Five-Year Plans were at the national level, the Plans seek to achieve gender equality and integrate society in the medium-/long-term. The first Five-Year Plan was implemented from 1998 to 2002 and since then it has been re-established and promoted every five years.

the Framework Act on Women's Development. Thus, it was necessary to establish a further legal basis that fully defined matters regarding the performance of GIA, as well as the roles and accountabilities of government agencies and research and consultation institutes. In addition, the government pledged to broaden the range of application of the system to all government agencies (the central administrative bodies, local governments and offices of education) and public institutions by 2012 and increase the number of GIA-participating programs gradually. Also, it promised to designate Centers for GIA to provide support (research, education, consultation, etc.) to government agencies and public institutions implementing GIA.

It is stipulated in the 4th Basic Plan for Women's Policy that the government should ensure the quality of GIA and strengthen the operational framework (Ministry of Gender Equality and Family, 2012:117~118). To ensure the quality of GIA, the government pledged to strengthen the Special Gender Impact Analysis and Assessment (Special GIA)⁹ and release GIA results and feedback implementation outcomes. This demonstrates the government's will to enhance the quality of GIA and to reinforce the accountability of the government concerning its results.

1.3. Outcomes

The outcomes of GIA for the last ten years, from its first implementation in 2005, can be summarized as follows: the establishment of an institutional framework for GIA, integration of a gender-sensitive perspective into policies and enhancement of the gender-awareness of civil servants. These were the expected outcomes of GIA when it was first introduced. The four interviewees contacted as part of this research similarly highlighted these three points as the main achievements of GIA. In particular, they argued that the legal and institutional frameworks for the GIA have been well established. Meanwhile, in terms of gender mainstreaming in various policies and gender awareness of civil servants, some progress has been made since the system was adopted, although there is still room for improvement. These points are discussed in more detail below.

9. The Special Gender Impact Analysis and Assessment (Special GIA) refers to GIA conducted by specialists on projects associated with the advancement of women in central administrative bodies, local governments and public institutions. The main difference between Special GIA and GIA is that while the civil servants in charge of GIA are those who conduct the analysis and assessment, in the case of Special GIA, specialists are responsible for analysis and assessment. Furthermore, Special GIA covers not only policies in government agencies, but also projects in public institutions.

1.3.1. Establishment of a Comprehensive and Legally Binding Framework

The legal and institutional frameworks for GIA have contributed to continuous and comprehensive promotion of GIA as a method to achieve substantive gender-equal policy making, in line with the original goals of the GIA.

a. Enactment/Enforcement of the Gender Impact Analysis Assessment Act Enhancing Accountability of GIA-participating Institutions

The legal basis of the GIA when it was first implemented in 2005 lay in Article 10 (Analysis, Assessment, etc. of Policies) of the Framework Act on Women's Development, which stipulated that 'the State and local governments shall, in the process of developing and implementing policies under their jurisdiction, analyze and assess in advance the effects of such policies on women's rights and interests, women's participation in society, etc.'. The wording has a normative and declaratory meaning that emphasizes the appropriateness of GIA. The legal base was criticized as being too weak to urge the administrative bodies that had a low accountability and awareness about gender equality to implement GIA.

Therefore, an additional law was legislated in September 2009 to compel matters regarding GIA performance. The Gender Impact Analysis and Assessment Act clearly stipulated the functions and accountabilities of GIA-related administrative bodies in regard to GIA, including the accountabilities of the government and other agencies; the GIA-participating policies and institutions; the process of feedback from GIA results; the preparation of GIA reports and their submission to the state council and the National Assembly; and the designation of institutions responsible for GIA¹⁰. An amendment to the Act in March 2014 included the announcement of comprehensive GIA reports. This led to the standardization of system performance and to strengthening and clarifying the roles and accountabilities of administrative bodies with regard to the GIA. In summary, the Gender Impact Analysis and Assessment Act, which was the main subject of the 3rd and 4th Women's Policy Basic Plans, has been enacted and a policy on comprehensive GIA reports is expected to come into effect this year.

10. The details of the Gender Impact Analysis and Assessment Act are described in <Appendix 1>.

Box 2-1 | Main Provisions of Gender Impact Analysis and Assessment Act

Main Provisions of Gender Impact Analysis and Assessment Act

[Enforcement Date September 25, 2014]

[Act No.12530, 15. Amended in March 24, 2014]

- Responsibilities of Central Government, etc. (Article 3)
- Matters subject to Analysis and Assessment (Article 5)
- Timing of the Analysis and Assessment (Article 7)
- Preparation of the Report on Analysis and Assessment, etc. (Article 8)
- Reflection of Outcomes of Analysis and Assessment (Article 9)
- Special Gender Impact Analysis and Assessment (Article 10)
- Recommendations on the Improvement of Policies (Article 11)
- Preparation and Submission of Comprehensive Analysis Reports, etc. (Article 12)
- Establishment and Functions of the Committee on Gender Impact Analysis and Assessment (Article 13)
- Designation of an Officer Responsible for Analysis and Assessment, etc. (Article 14)
- Education on Analysis and Assessment (Article 15)
- Advice on Analysis and Assessment (Article 16)
- The Gender Impact Analysis and Assessment Agency (Article 17)
- Collection and Diffusion of Information on Analysis and Assessment, Training of Professional Human Resources, etc. (Article 18)

Source: National Legal Information Center of the Ministry of Government Legislation, (<http://www.law.go.kr/IsInfoP.do?IsiSeq=152320&efYd=20140925#0000>, accessed on August 6, 2014).

b. Establishment of the Collaboration Framework and Strengthening of Accountability in the Assessment

One of the primary outcomes of GIA has been the establishment of a collaboration framework amongst the government ministries through the creation of the Committee on Gender Impact Analysis and Assessment in March 2012. In the early stages of the GIA, there was the Advisory Committee under the Ministry of the Gender Equality and Family. However, it solely played a role of consultation and did not have any power to deliberate or coordinate matters regarding the performance of the GIA in cooperation with other government ministries.

The Committee on Gender Impact Analysis and Assessment consists of the chief analysis and assessment officers of the Ministry of Strategy and Finance, the Ministry of Education, the Ministry of Security and Public Administration, the Ministry of Gender Equality and Family, the Office for Government Policy Coordination, the Ministry of Government Legislation and six commissioned external specialists. The chairperson of the Committee is the Deputy-Minister of Gender Equality and Family. The main function of the Committee is to deliberate and coordinate matters regarding the performance and improvement of the GIA system.

Box 2-2 | Main Functions of the Committee on Gender Impact Analysis and Assessment

Main Functions of the Committee on Gender Impact Analysis and Assessment

The Committee shall deliberate on and coordinate the following matters.

- Matters regarding the basic direction of the analysis and assessment
- Matters regarding guidelines and methods of analysis and assessment
- Matters regarding recommendations of policy improvement following the outcomes of analysis and assessment
- Matters regarding the announcement of outcomes of analysis and assessment
- Matters regarding the selection of policies subject to Special Gender Impact Analysis and Assessment
- Other matters that the committee chairperson deems necessary for the composition and operation of the Committee

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014, p.115.

It is of great significance that the Committee has been legally authorized to deliberate on and coordinate matters associated with GIA, in contrast with the previous Advisory Committee. Moreover, the fact that the chief analysis and assessment officers of the ministries are members of the Committee is noteworthy. In particular, the participation of the Ministry of Strategy and Finance in the Committee is essential given its overall responsibility for GB. Also, the Ministry of Security and Public Administration, responsible for the Joint Evaluation System of Local Governments, plays an important role in encouraging local governments to promote GIA. Collaboration with the Ministry of Government Legislation, that coordinates and provides support for government legislative plans, is also necessary for the operation of GIA.

The following example of Collaboration with the Ministry of Government Legislation is regarded as a good model of participation for the GIA-related Ministries in the Committee. When the government plans to enact or amend an Act or a subordinate statute, it needs to conduct GIA in advance under the Gender Impact and Analysis Assessment Act. As of October 4, 2012, the Ministry of Government Legislation amended Article 11 (examination of bills) of the Enforcement Regulation of Guidelines for Legislative Tasks. The revised article stipulates that matters regarding the GIA shall be attached to a bill when submitting it for deliberation, otherwise it cannot pass the deliberation process. This aims to prevent the creation of laws that include provisions that might cause gender discrimination.

In addition, another achievement of the Committee is the creation of a policy that a senior civil servant, such as a director or general manager, is to be appointed as the chief analysis and assessment officer in each GIA-participating institution, so that he/she can be responsible for the GIA performance in his/her own institution in accordance with the Gender Impact Analysis and Assessment Act. This ensures that high-ranking officers who have decision-making power take accountability for the system. As of 2013, all of the 304 central administration bodies and local governments had their own chief analysis and assessment officers (<Table 2-1>).

Table 2-1 | Number of Appointed Chief Analysis and Assessment Officers in 2013

Total	Central Administrative Bodies	Metropolitan Governments	Local Governments	Offices of Education
304	43	17	227	17

Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014, p.44.

The chief analysis and assessment officers bear most responsibility for the performance of GIA as a whole, including the selection of GIA-participating programs, preparation of GIA reports, reflection of GIA results and policy recommendations and training for civil servants.

c. Developing a Support Framework for GIA

At the start of the implementation of GIA, the institutional frameworks supporting GIA in matters such as training, consultation and research, was very weak. However, support institutions were designated in the capital/metropolitan cities and provinces across the country in 2012, in line with the enforcement of the Gender Impact Analysis and Assessment

Act. As of December 2012, there were 17 support institutions, one in the capital city and 16 in each metropolitan city and province (<Table 2-2>).

Table 2-2 | Support Institutions for the GIA (As of December 2012)

Region	Scope	Name of Institution	Date of Designation
Seoul	Central	Korean Women's Development Institute	May 10, 2008
Seoul	Local	Seoul Foundation of Women and Family	November 5, 2010
Busan	Local	Busan Women and Family Development Institute	October 20, 2008
Daegu	Local	Daegu Women and Family Foundation	June 25, 2012
Incheon	Local	Incheon Foundation for Women and Family	March 20, 2012
Gwangju	Local	Gwangju of Women	September 5, 2011
Daejeon	Local	Daejeon Development Institute	March 20, 2012
Ulsan	Local	Ulsan Development Institute	May 21, 2012
Gyeonggi	Local	Gyeonggi Family and Women Research Institute	May 10, 2008
Gangwon	Local	Gangwon Women and Family Research Institute	June, 1, 2009
Chungbuk	Local	Chungbuk Women's Development Center	September 7, 2012
Chungnam	Local	Chungcheongnam-do Women's Policy Development Institute	May 10, 2008
Jeonbuk	Local	Jeonbuk Development Institute	May 21, 2012
Jeonnam	Local	Jeollanam-do Women's Plaza	November 5, 2010
Chungbuk	Local	Chungbuk Women's Policy Development Institute	January 15, 2010
Gyeongnam	Local	Gyeongnam Development Institute	March 20, 2012
Jeju	Local	Jeju Development Institute	April 17, 2012

Source: Ministry of Gender Equality and Family, <2012 Comprehensive Report on the GIA>, 2013, p. 29.

The central support institution's main responsibility is supervising and providing assistance to the local support institutions; supporting GIA and GB in the central administrative bodies; supporting the improvement of the GIA system; providing consultation services; providing assistance in creating and managing the central database of GIA; finding good examples of GIA and promoting them; providing assistance in the selection of programs subject to Special GIA; and supporting research and development. The central support institution is

located in the Korean Women's Development Institute, which is a national policy research institute that specializes in women's issues. The Institute carried out the groundwork for the introduction of GIA and has supported its performance from the early stages.

Meanwhile, local support institutions are responsible for the local governance of gender equality, research and development about GIA and GB; support for training on GIA and GB; support for the management of consultants and increasing their capacity; assistance in creating and managing a local database of the GIA; finding good local examples of GIA and promoting them; and organizing a local forum for gender equality.

The Ministry of the Gender Equality and Family has provided budget support to the central support institution for the employment of three personnel exclusively responsible for tasks associated with GIA and also to 16 local institutions for the employment of one personnel per institution. The establishment of such support institutions for the GIA across the region has made a great contribution to enhancing the effectiveness of the system.

1.3.2. Integrating a Gender Perspective into Policies

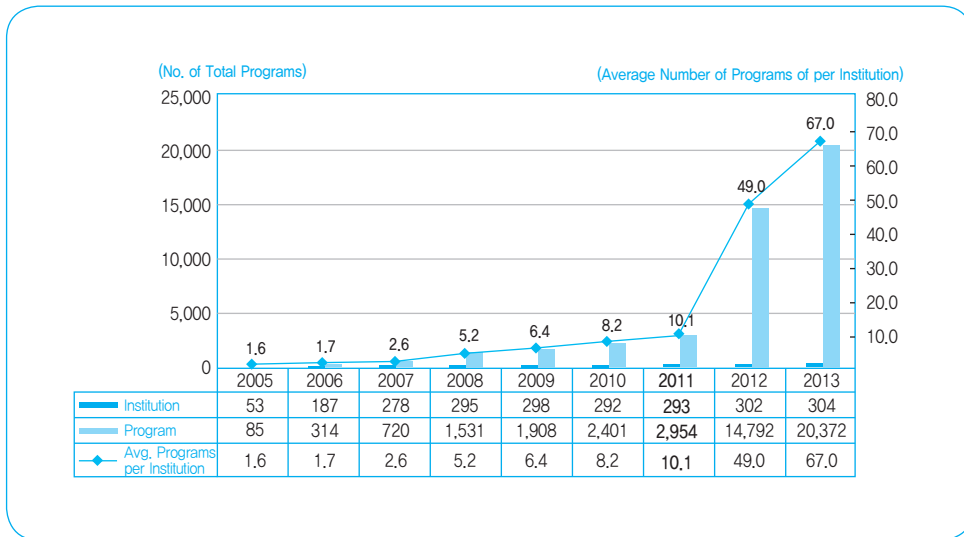
a. Increasing the Number of GIA-participating Institutions and Programs

GIA is a system that comprehensively analyzes and assesses differences and socio-economic gaps between men and women when planning and executing a public policy, so that the policy can benefit men and women equally. In this regard, the increase in the numbers of the GIA-participating institutions and programs is important.

From the start of GIA operation in 2005 up until 2013, there have been consistent rises in the numbers of GIA-participating institutions and programs. In particular, the numbers sharply increased when the scope of policies subject to the GIA was expanded from projects to include laws and mid-/long-term plans in accordance with the enforcement of the Gender Impact Analysis and Assessment Act in 2012.

As shown in [Figure 2-1], when the GIA was first implemented in 2005, 53 administrative institutions conducted GIA on 85 programs in total. However, in 2013, 304 institutions conducted GIA on 20,372 programs (Ministry of Gender Equality and Family, 2014b:64). The 304 institutions, which have implemented GIA, include most of the central administrative bodies, 17 metropolitan governments, 227 local governments and 17 offices of education. Moreover, the number of GIA-participating programs per institution also increased rapidly over the years, from 1.6 on average in 2005 to 6.4 in 2009; 10.1 in 2011; 49 in 2012; and 67 in 2013. The sharp increase in 2012 can be seen as a result of the enforcement of the Gender Impact Analysis and Assessment Act.

Figure 2-1 | Number of GIA-participating Institutions and Programs per Year



Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014, p.64.

The increase in GIA-participating institutions and programs implies that there have been increasing opportunities to integrate a gender perspective into policies. It can also be taken to show that the performance framework and procedures of GIA have stabilized well.

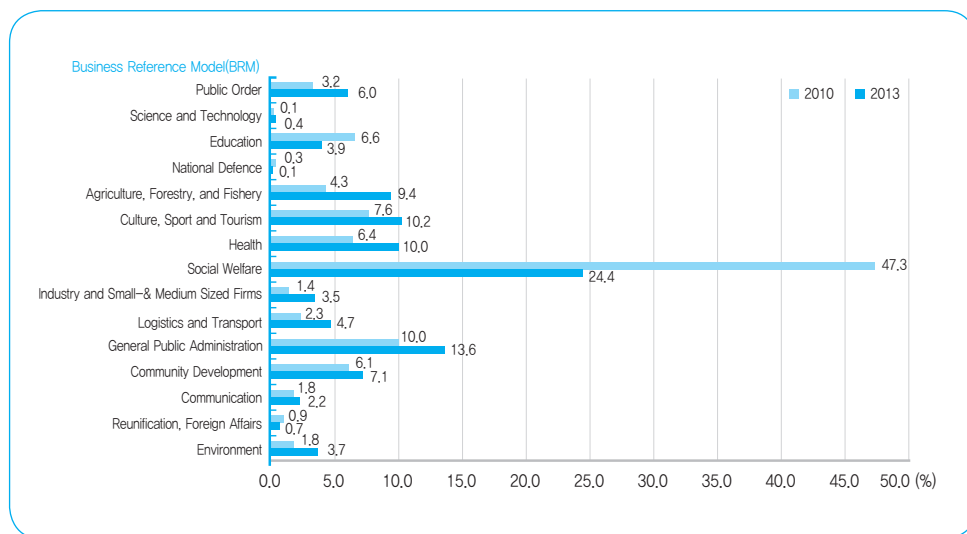
b. Expansion of GIA in Various Policy Areas

The policies of the Korean government are classified by the contents and purposes of their sub-programs into 15 categories in the Business Reference Model (BRM). This Model was used to study in which policy areas GIA is being most frequently conducted. In the early stages of GIA in 2005, more than 50 percent of GIA-participating programs belonged to the social welfare category. The GIA was hardly promoted in areas that were not directly related to gender or seemed gender-neutral, such as community development or the logistics and transport categories. The main reason for this was that the divisions of women’s policy or social welfare were responsible for the GIA in many institutions and the institutional framework for obtaining support from other divisions was not yet established. The lack of support from other divisions led to a tendency for policies implemented by the divisions responsible for GIA to be selected for GIA.

However, this phenomenon has been slowly mitigated and the scope of GIA-participating programs has gradually expanded into the 15 policy categories over the years. Especially following the enactment of the Gender Impact Analysis and Assessment Act, policy areas

with GIA-participating programs have considerably diversified. For instance, in 2010, before the Act was enacted, 47.3 percent of GIA-participating programs belonged to social welfare, however, this percentage declined to 24.4 percent in 2013, as shown in [Figure 2-2]. Concurrently, the percentage of GIA-participating programs in other policy areas, including public order, agriculture, forestry and fishery, general administration and environment, have all increased (Ministry of Gender Equality and Family, 2011b, 2014b). It can be said that the longstanding effort of the Ministry of Gender Equality and Family to encourage local governments to conduct GIA on at least one program per division achieved results. The expansion of the GIA into many new policy areas gives increasing opportunities to integrate a gender perspective in policies, which is the core objective of the system. In this regard, it can be judged as a valuable achievement of GIA.

Figure 2-2 | GIA-Participating Programs by Policy Category



Sources: Ministry of Gender Equality and Family, <2010 Comprehensive Report on the GIA>, 2011b, p.24; Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014b, p.67.

The figure above shows how the issue of program concentration in the social welfare category has been eased as the GIA has expanded into the 15 policy areas over time. This signifies that the effort to mainstream a gender perspective into a variety of policy areas has been effective.

c. Contribution to the Improvement of Gender-Sensitivity of Policies

The ultimate goal of GIA is to achieve substantive gender equality. Thus, it is important that GIA improve policies in a gender-sensitive way. The main outcomes of GIA in terms of gender-sensitive policy improvements are the following. First, a framework for producing and making use of gender-disaggregated data has been strengthened. Since GIA began there has been a rising tendency for gender-disaggregated human statistics to be produced and utilized in surveys or administrative reports in the government. For example, the Statistics Act, which was completely revised in 2007, prescribes that gender-disaggregated data be collected when producing human statistics. Moreover, the Korean Women's Development Institute began the operation of a gender statistics information system. Above all, helping civil servants recognize the importance of producing gender-disaggregated data can be seen as a positive outcome of GIA.

Secondly, GIA has contributed to increasing the proportion of women in the relevant committees through efforts to achieve gender equality in the decision-making process. Increasing female participation in committees has significant meaning in that it paves the way for a broader reflection of women's situations and demands in policy planning, thereby contributing to the formation of gender-equal policies. From 2005, when GIA was first conducted, the extent to which gender equality is achieved in the decision-making process has been included as one of the assessment indicators in GIA reports. An effort has been made to examine the proportion of women in committees associated with consulted on, deliberated on and decisions on GIA-participating policies; and if necessary to increase the proportion to above 30~40 percent. As a result, the rate of women's representation in various committees has been boosted in recent years, although it declined in the first few years of the GIA.

Table 2-3 | Rate of Female Participation in Committees under the Central Administration (Commissioned Position)

Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014.4
Percentage of Women [%]	27.9	29.6	26.9	27.0	24.6	22.3	24.8	25.7	27.7	29.6

Source: the Website of the Ministry of Gender Equality and Family http://www.mogef.go.kr/korea/view/policyGuide/policyGuide01_01_02d.jsp, accessed on August 20, 2014).

Thirdly, projects have become more gender-sensitive in their contents and execution methods. For example, policy improvements include the opening of new classes in vocational training in consideration of women’s interests in areas where the women’s participation rate has been generally low and the amendment of health care policies associated with female biology, such as pregnancy and childbirth.

Fourth, some gender-discriminatory provisions of laws to be enacted, revised or already being enforced by the government have been modified. For instance, efforts have been made to reform provisions that connote traditional gender stereotypes, such as ‘men are breadwinners’ or ‘women are responsible for house chores,’ or those that specify qualifications that may not be equally applied to men and women.

The following are exemplary cases in which laws, plans and projects have been improved in a gender-sensitive way through GIA.

<Law Amendments>

- 「Enforcement Ordinance for the Framework Act on Health, Safety and Welfare of Police Officers」 (National Police Agency, 2012)

「Enforcement Ordinance for the Framework Act on Health, Safety and Welfare of Police Officers」 (National Police Agency, 2012)	
Before GIA	After GIA
<ul style="list-style-type: none"> ○ An article requiring a survey on the status of health, safety and welfare of officers contained no provisions associated with maternity protection. ○ No representative of the Ministry of Gender Equality and Family (MGEF) was included in the ‘Deliberation Committee on the Policy for the Improvement of the Health, Safety and Welfare of Police Officers.’ ○ Gender was not considered when deciding the timing of and interval of medical examinations. 	<ul style="list-style-type: none"> ○ A provision associated with the working conditions of female police officers and maternity protection was included in the article regarding the survey (Article 3, Clause 2). ○ A representative of the MGEF was included in the Deliberation Committee (Article 4, Clause 2). ○ A provision requiring consideration of gender in the timing and interval of medical examinations was created in order to protect police officers of childbearing age and pregnant officers and to take into account different rates of disease incidences by gender (Article 6, Clause 3).

Source: Ministry of Gender Equality and Family, <2012 Comprehensive Report on the GIA>, 2013, p.80.

The results of the GIA on the Enforcement Ordinance for the Framework Act on Health, Safety and Welfare of Police Officers are the following. First, it was found that there was no provision associated with maternity protection included in a survey on the health, safety and welfare of police officers. Also, no representative of the Ministry of Gender Equality and Family was included in the ‘Deliberation Committee on Policy Improvement of Health, Safety and Welfare of Police Officers.’ In addition, gender was not considered when deciding the timing and interval of medical examinations (Ministry of Gender Equality and Family, 2013:80~81). Those shortcomings were amended when the National Police Agency revised the Enforcement Ordinance for the Framework Act on Health, Safety and Welfare of Police Officers on March 23, 2013 (Presidential Decree No. 24419, Other Laws and Regulations Amended).

After the GIA

「Enforcement Ordinance for the Framework Act on Health, Safety and Welfare of Police Officers,」 [Enforcement Date March 23, 2013]
[Presidential Decree No. 24419, March 23, 2013, Other Laws and Regulations Amended]

Article 3 (a survey on health, safety and welfare)

② A regular survey shall include the following

1. Matters regarding the economic situation of police officers, including income, expenses, assets, etc.
2. Matters regarding the family relations of police officers, including the marital status, childbirth, childcare, available support, cohabitation, family structure, etc.
3. Matters regarding the distribution and usage of welfare and sports facilities
4. Matters regarding the level of medical support, including the medical support institutions of police officers, etc.
5. Matters regarding disease and the health conditions of police officers
6. Matters regarding pregnancy, childbirth, care of children, etc. of female police officers
7. Matters regarding the habitation of police officers, including the use of staff accommodation, home ownership, etc. according to Article 9 of the Act
8. Matters regarding the working conditions of police officers
9. Other matters that the Commissioner General of the Korean National Police Agency and the Commissioner General of the Korea Coast Guard deem necessary regarding the health, safety and welfare of police officers

Source: Ministry of Gender Equality and Family, <2012 Comprehensive Report on the GIA>, 2013, p.81.

- 「Enforcement Ordinance for the Public Toilets Act」 (Ministry of Public Administration and Security, 2013)

「Enforcement Ordinance for the Public Toilets Act」 (Ministry of Security and Public Administration, 2013)	
Before GIA	After GIA
<ul style="list-style-type: none"> ○ According to the installation standards for rest facilities along highways, such facilities are not included in regulations requiring that the number of water closets in female toilets must be at least 1.5 times the number of water closets in male toilets. 	<ul style="list-style-type: none"> ○ The standards were revised so that public toilets along highways (where the traffic volume exceeds 50,000 vehicles per day) were included in the regulations (Announcement October 16, 2013) [Enforcement Date January 17, 2014] [Presidential Decree No. 24796, October 16, 2013, Partial Amendment]

Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014b, p.104.

The Ministry of Security and Public Administration revised the Enforcement Ordinance for the Public Toilets Act so that in public toilets along highways (where the traffic volume exceeds 50,000 vehicles per day) the number of water closets in female toilets is required to be at least 1.5 times the number of water closets in male toilets, ensuring that women can use public toilets along highways conveniently during peak-times like national holidays or vacations.

According to the original Article 6 of the Enforcement Ordinance for the Public Toilets, Etc. Act, places or facilities which accommodate more than 1,000 people, such as art halls, outdoor stages and parks/pleasure grounds, are regulated so that the number of water closets in female toilets must be at least 1.5 times the number of water closets in male toilets. However, the regulations did not include public toilets along highways, where women experienced inconveniences such as having to queue for a long time during peak travel times. This issue was addressed when the Ministry of Security and Public Administration included public toilets along highways in the list of facilities covered by the regulations (Enforcement Ordinance Article 6, Clause 1, Item 4 newly inserted) (Ministry of Gender Equality and Family, 2014b: 105~106).

<Mid-/Long-term Plan Improvements >

- 『The 2nd Yangju-Si Plan to Enhance the Convenience of Citizens with Mobility Difficulties (2012~2016)』 (Yangju-Si, Gyeonggi-Do, 2012)

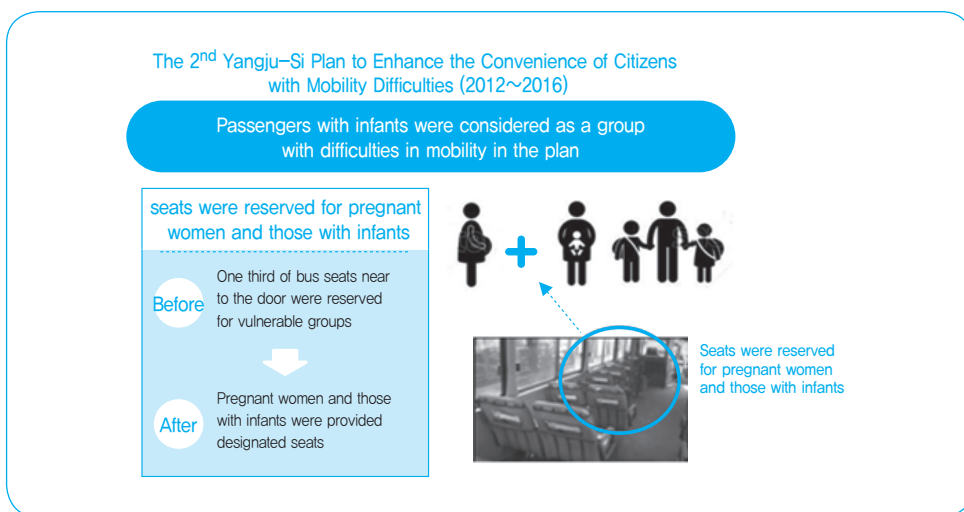
『The 2nd Yangju-Si Plan to Enhance the Convenience of Citizens with Mobility Difficulties (2012~2016)』 (Yangju-Si, Gyeonggi-Do, 2012)

Before GIA	After GIA
<ul style="list-style-type: none"> ○ One third of bus seats near the bus doors were reserved for vulnerable groups. Vulnerable groups included pregnant women but not those with young children. 	<ul style="list-style-type: none"> ○ Those traveling with infants were included in the reserved seats, with seats designated for 'the pregnant and those with infants.'

Source: Ministry of Gender Equality and Family, <2012 The Comprehensive Report on the GIA>, 2013, p.100.

Yangju-Si conducted GIA on the 2nd Yangju-Si plan to enhance the convenience of citizens with mobility difficulties (2012~2016) and found that passengers with accompanying infants also struggled with difficulties in mobility. This was reflected in the development of a new mid-/long-term plan.

The original plan stated that one third of bus seats near the bus door be reserved for vulnerable groups. Following GIA, Yangju-Si improved the plan so that not only pregnant women, but also those with infants were included in the reserved seats, reflecting the inconvenience of passengers traveling with infants on the bus (Ministry of Gender Equality and Family, 2013:100).






Source: Ministry of Gender Equality and Family, <2012 Comprehensive Report on the GIA>, 2013, p.100.

- 『Basic Plan for Public Design in Hwasun-Gun』 (Hwasun-Gun, Jeollanam-Do, 2013)

『Basic Plan for Public Design in Hwasun-Gun』
(Hwasun-Gun, Jeollanam-Do, 2013)

Plan for women-friendly design in the construction of public facilities frequently used by women in accordance with the “Generous Welfare Policy that Makes People Happy”

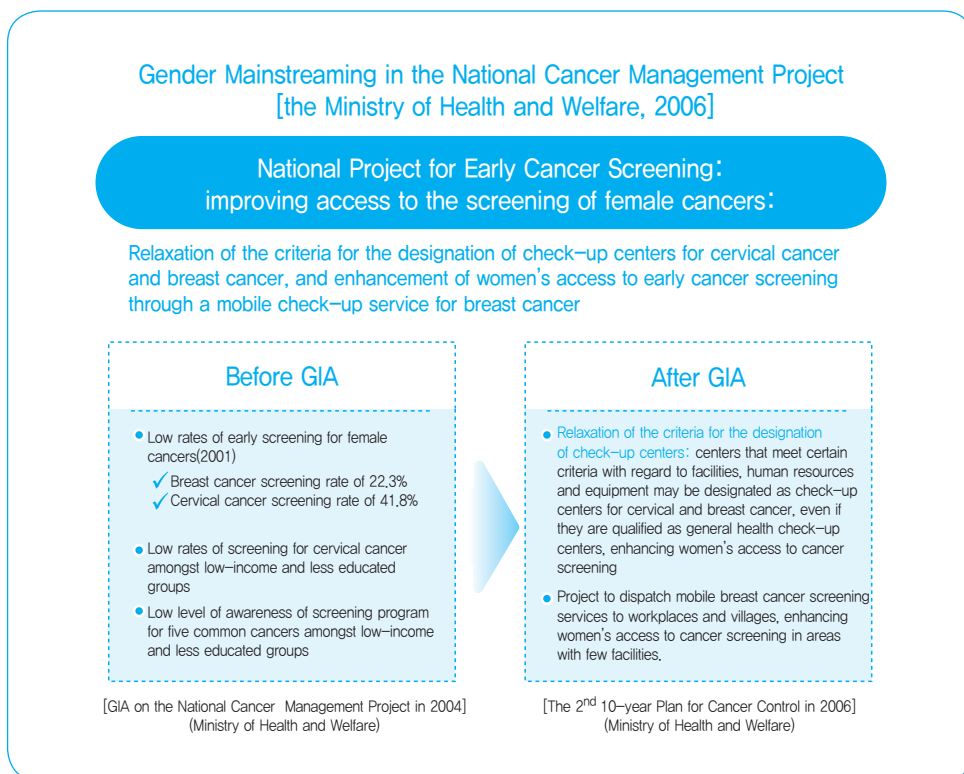
Recommendation	Result
the plan shall be based on a principle of ‘universal design’ that take women, the weak and the elderly into consideration	women-friendly designs in the construction of public facilities consideration of differences in the usage of public facilities according to gender and age
 <p>[Public Building] decrepit facilities, enclosed walls and rails</p> <ul style="list-style-type: none"> - Creation of standards for removal of walls or replacement with transparent walls, installation of CCTV, etc. 	<p>[Public Toilet] signs difficult to recognize, no consideration of gender</p> <ul style="list-style-type: none"> - Creation of standards for the installation of gender-marked sign boards, etc. 
	 <p>[Bench] lack of consideration of the different physical characteristics of pedestrians</p> <ul style="list-style-type: none"> - Benches of different heights built in consideration of the diversity of pedestrians' heights

Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014b, p.134.

Following GIA on the Basic Plan for Public Design in Hwasun-Gun, Jeollanam-Do, it was suggested in 2013 that a women-friendly design be reflected in public facilities in urban areas that are frequently used by women. For instance, standards were created for the installation of gender-marked signboards and shelves in public toilets. To protect areas prone to crime, standards were developed for the removal of walls and replaced with transparent walls, the installation of CCTVs, among other efforts. In addition, benches of different heights were built in consideration of the diversity of pedestrians' heights, so as to cater not only to men, but also to women and children. This case can be a good model for gender mainstreaming in mid-/long-term plans or programs associated with public design (Ministry of Gender Equality and Family, 2014: 134).

<Project Improvements >

- National Cancer Management Policy (Ministry of Health and Welfare, 2006)




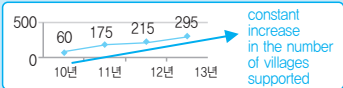
Source: Kim (2014), <Understanding of GIA>, Lecture Materials.

In 2004 the Ministry of Health and Welfare conducted GIA on a trial basis on the National Project for Early Cancer Screening under the National Cancer Management Policy. The results highlighted a low rate of early cancer screening amongst women. For cervical cancer, the rate of screening was particularly low among low-income and less educated groups. Moreover, it was found that such groups also tend to know less about the early screening program for five common cancers (stomach cancer, breast cancer, liver cancer, colorectal cancer and cervical cancer). Thus, in 2006 the Ministry of Health and Welfare relaxed the criteria for the designation of cancer check-up centers and implemented mobile check-up services, with the aim of increasing the rate of early screening and detection amongst women.

- Project for the Provision of Meals in Agricultural Villages (Naju-Si, Jeollanam-Do, 2013)

**Project for the Provision of Meals in Agricultural Villages
(Naju-Si, Jeollanam-Do)**

Provision of meals in agricultural villages to ease the burden of female farmers and to improve the health farmers' families

Befor GIA	After GIA
<ul style="list-style-type: none"> Female farmers faced a double burden of labor, since they had to take full responsibility for housework as well as assist on the farm. There was increasing demand for female farmers' participation in farm work due to the decrease in and aging of the agricultural population, as well labor shortages in the busy farming seasons. 	<ul style="list-style-type: none"> A project was started providing meals in villages during the busy farming seasons <ul style="list-style-type: none"> ✓ labor cost: 300 workers (40 days per village) ✓ material costs: 300 locations (25,000 KRW per day, 40 days in total) <div style="border: 1px solid black; padding: 5px; margin: 10px 0;">  </div> <p>Outcome</p> <ul style="list-style-type: none"> - easing of female farmers' double burden - improved health of farmers' families - increased opportunities for communal culture development and information exchange among villagers

Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014b, p.137.

Naju-Si, Jeollanam-Do conducted GIA on the Project for the Provision of Meals in Agricultural Villages in 2013 and incorporated the results and the demands of female farmers to improve the project. Its aim was to enhance farmers' health and to ease female farmers' labor burden. Particularly, female farmers were prone to physical exhaustion or deterioration in health during the busy farming seasons, mainly because they had to take full responsibility for housework while continuing to assist on the farm. Thus, Naju-Si started a project for the provision of meals in agricultural villages during the busy farming seasons in order to ease female farmers' labor burden and to provide opportunities to develop a communal culture. The results of GIA on this project indicated that it had an important role in improving the working conditions of female farmers and protecting their health (Ministry of Gender Equality and Family, 2014: 137).

1.3.3. Enhancement of Civil Servants' Gender Awareness

It can be said that the operation of the GIA system has contributed to improving civil servants' awareness not only of the GIA system itself, but also of gender equality more widely. In the early stages of the GIA system, a number of civil servants strongly argued that the policies they implemented were not relevant to gender (Kim, 2008; Kim, 2006). On top of that, a high proportion responded that they were not familiar with key terms associated with the system, such as 'gender impact assessment,' 'gender mainstreaming,' 'gender-sensitive policy,' and 'gender-disaggregated data.' Even though they may have heard about those terms, they did not know their exact meaning.

In recent times, however, civil servants' understandings about the key terms relevant to GIA and their gender awareness have improved (Kim et al., 2010; Ministry of Gender Equality and Family, 2012, 2013). One of the main reasons for this lies in active training for civil servants provided in the process of system operation. Training programs on GIA for civil servants have constantly expanded. In one local government institution, more than 70 percent of staffs have received such training more than once. <Table 2-4> and <Table 2-5> show the record of GIA training of civil servants in 2012 and 2013.

Table 2-4 | GIA Training of Civil Servants in 2012

(Unit: person (%))

Total	Central Administrative Bodies	Metropolitan Governments	Local Governments	Offices of Education
42,916 (100,0)	631 (1.5)	9,125 (21.3)	32,783 (76.4)	377 (0.9)

Source: Ministry of Gender Equality and Family, <2012 Comprehensive Report on the GIA>, 2013a, p.37.

The data on GIA training in 2013 in <Table 2-5> demonstrates that 154,037 persons in total participated in training courses, 3.5 times more than in 2012.¹¹ It is noteworthy that training is also offered to chief analysis and assessment officers who are considered as senior management.

11. The data on GIA training in 2012 is based on the 2012 Comprehensive Report on the GIA system (Ministry of Gender Equality and Family, 2013:37).

Table 2-5 | GIA Training of Civil Servants in 2013

(Unit: person (%))

	Training Participants per Level			Chief Analysis and Assessment Officers	Institution Management Officers
	Total	Officers of Levels 1~5	Officers of Level 6+		
Total	154,037 (100.0)	13,361 (8.7)	140,676 (91.3)	286	465
Central Administrative Bodies	3,941 (100.0)	946 (24.0)	2,995 (76.0)	21	61
Metropolitan Governments	20,705 (100.0)	4,090 (19.8)	16,615 (80.2)	22	31
Local Governments	127,573 (100.0)	8,025 (6.3)	119,548 (93.7)	233	351
Offices of Education	1,818 (100.0)	300 (16.5)	1,518 (83.5)	10	22

Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014b, p.48.

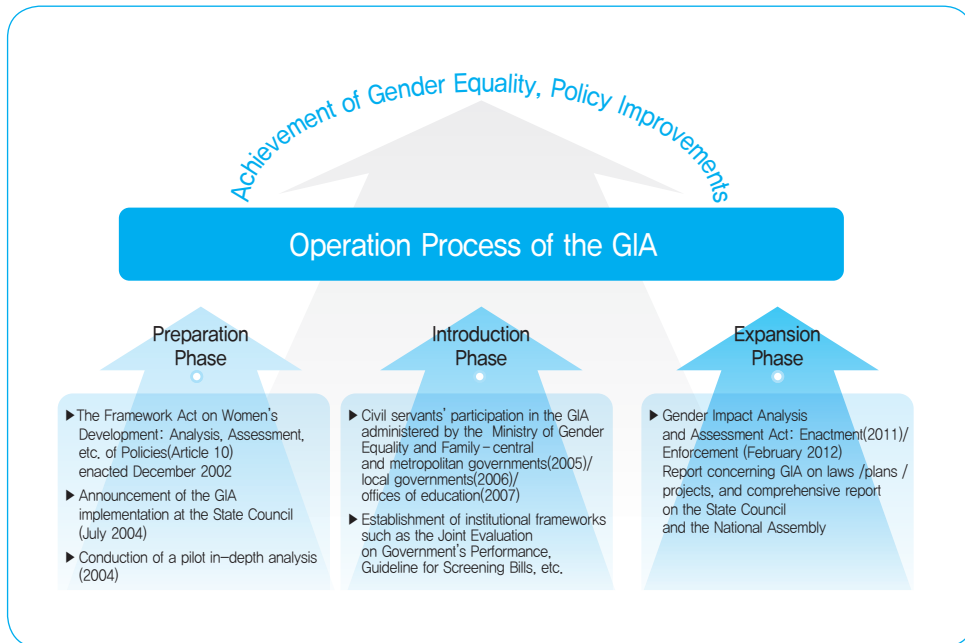
* In Korea civil servants are ranked into nine levels, of which level one is the most senior.

2. System Operation Process¹²

The operation process of the GIA system can be divided into three phases as follows: the preparation phase in which a legal basis and an operational framework for the system were prepared; the introduction phase when civil servants began to conduct GIA in earnest; and the expansion phase starting from the enforcement of the Gender Impact Analysis and Assessment Act ([Figure 2-3]).

12. This section is based on the writing of Dool-Soon, Kim in the 'Plans for Introduction of the Impact Assessment on Policies for Children and Adolescents,' by the National Youth Policy Institute (Park et al., 2014).

Figure 2-3 | Operation Process of the GIA System in Korea



Source: Kim (2014), <Understanding of GIA>, Lecture Materials.

2.1. The Preparation Phase

In order to institutionalize the GIA it was necessary to establish an administrative body that takes overall responsibility for it and a legal base that can compel its execution. In this regard, the establishment of the Ministry of Gender Equality and Family and the legal base of the GIA served as the starting points for the institutionalization of GIA in Korea. The preparation phase of the GIA ran from 2002, when the legal base was first made, until 2005, when the institutional framework was constructed and the system began to be implemented.

The Ministry of Women's Affairs¹³ was established in January 2001 as a separate ministry responsible for planning and constructing women's policies in the government. It was a part of the administration that had the authority to submit a legislative bill and execute a policy, in contrast to the previous organizations in charge of women's affairs, such as the Office of the Minister of State for Political Affairs (the 2nd Office) or the Special Committee for Women (Ministry of Women's Affairs, 2002:3). Since GIA is a process in

13. The title of the Ministry of Women's Affairs has changed several times until the present as the change of the government in Korea. As of 2014, its official title is the Ministry of Gender Equality and Family.

which assessment is conducted on how policies, programs and laws affect men and women differently (Kim et al., 2004:16), GIA must be implemented during the policy-making process of the government ministries. Thus, in order for GIA to be institutionalized it is essential to establish a government institution responsible for GIA that can oversee the policies created by various different types of government ministries and local government. This is the context in which the Ministry of Women's Affairs was created.

The Ministry of Gender Equality and Family made great efforts to institutionalize the GIA during the preparation phase, by establishing a legal framework, developing assessment indicators for GIA, conducting a pilot analysis and creating and revising guidelines. Firstly, the Ministry established a legal basis for the GIA by revising the Framework Act on Women's Development in 2002. In 2003, it inserted new provisions in the Enforcement Ordinance for the Act, concerning the provision of training in GIA, organization of an advisory committee, establishment of guidelines, etc. Such legal provisions were building blocks for the Ministry of Gender Equality and Family to construct the selection criteria for GIA-participating policies, the administrative framework of GIA, indicators for analysis and assessment and the system operation procedure, with the purpose of institutionalizing the GIA system.

Secondly, the Ministry of Gender Equality and Family created additional legal grounds for GIA in the 2nd Women's Policy Basic Plan (2003~2007). The 'integration of a gender perspective into policies' was the goal of the first program amongst the ten programs set up by the Plan and its core projects were 'increasing institutions which promote women's policies', 'preparation of a gender-sensitive budget' and 'establishing institutional grounds for gender analysis on a policy'. Specific sub-projects concerning gender analysis included 'establishing a framework for the evaluation of women's policy and gender policy analysis', 'producing and providing gender-disaggregated statistics' and 'expanding gender-sensitive education and training for civil servants (Kim et al., 2004: 16~17)'. Such sub-projects were essential to ensure the quality of GIA. It is of great importance that the necessity of GIA was recognized in a national mid-/long-term plan, which maintained the momentum for the introduction of the system.

Third, the Ministry of Gender Equality and Family attempted to raise awareness of the GIA system amongst the government ministries. For instance, a plan to promote the system was announced at the 1st Coordination Meeting on Women's Policy (September 24, 2003), the Chief Officers' Meeting on Women's Policy (May 28, 2004) and the State Council (July 6, 2004) (Ministry of Women's Policy, 2005: 2). At the State Council there was an instruction issued by the President to consider GIA results in the policy-making process to

ensure the quality of government policies. Advocacy by the head of the government or their political supporters is a necessary condition for the institutionalization of GIA (European Commission, 2001; Roggeband & Verloo, 2006; UNDP, 2001). In the case of Korea, there was strong support from the head of the government during the preparation period. It can be argued that this motivated civil servants to conduct the GIA in earnest and provided the political power necessary to obtain cooperation from various members of the State Council.

Fourth, the Ministry established guidelines for GIA and provided them to 41 central administrative bodies and 16 local governments in June 2004 (Ministry of Women's Affairs, 2005:2). In this process the Ministry explained the plan to promote the GIA system and called on every institution to designate a division responsible for the system. The institutional framework for the GIA was further developed through this process.

Fifth, in 2004 a group mainly comprised of gender specialists conducted an in-depth analysis on ten major policies in various areas, including health and welfare, human resource development, security and culture (Ministry of Women's Affairs, 2005:2). The analysis results played a crucial role in promoting the importance of the system and served as the primary examples that civil servants and researchers could refer to during the introduction of GIA.

2.2. The Introduction Phase (2005~2011)

The introduction phase ran from 2005, when civil servants started to conduct the GIA on policies (or projects) implemented by their own departments, until 2011, when the Gender Impact Analysis and Assessment Act was enacted. During this period, the system was performed on the basis of the framework Act on Women's Development and the Guidelines for GIA outlined above.

The system operation at this time was mainly focused on increasing the numbers GIA-participating administrative bodies and programs and thereby improving policies. For instance, GIA was implemented in 41 central administrative bodies and 16 metropolitan areas and provinces in 2005, the first year of the GIA. The following year it was test-operated in local governments and the coverage of GIA was extended to offices of education in 2007.

At the same time, the Ministry of Gender Equality and Family took steps to settle the system as follows. Firstly, it set up an administrative framework for the system, including guidelines for GIA that were renewed and provided at the beginning of each year. These guidelines included information on annual plans, the operation process and framework, the responsibilities and roles of each institution, the assessment indicators for GIA and

a format template for GIA reports (Ministry of Women's Affairs, the Annual Guidelines, 2005~2011). The Ministry also published handbooks on GIA in March 2005. Secondly, in order to encourage administrative bodies to participate actively in GIA and praise those civil servants and institutions that conducted the GIA successfully, the Ministry began selecting and awarding institutions with the best practices since 2005. In so doing, these good examples shared and promoted the effectiveness of the system to ordinary citizens. The titles of the awards are the President's Award, the Prime Minister's Award and the Award from the Minister of the Gender Equality and Family. This practice has continued until today.

Thirdly, the collaboration framework among diverse ministries has been established to ensure stable performance of GIA. It is noteworthy that in 2006, the second year of system implementation, the number of GIA-participating programs in each institution became one of the evaluation indicators in the Joint Evaluation on Government Performance, administered by the Ministry of Government Administration and Home Affairs. This shows that cooperation amongst the ministries associated with the GIA system was built from its early stages. The Joint Evaluation on Government Performance has significant implication for local governments, because considerable incentives, such as budget support, are provided to institutions that receive high evaluation scores. In this regard, the inclusion of the number of GIA-participating programs in the list of evaluation indicators played a significant role in encouraging the active participation of institutions in the system.

Since then, the number of GIA-participating programs has shown an exponential increase. At the same time, however, it was suggested that the quality of GIA reports needed to be enhanced. To encourage this, the 2007 Guidelines for the Preparation of Budgets and Fund Management Plans, released by the Ministry of Planning and Budget in 2006, stipulated that each administrative agency shall reflect GIA results in the allocation of the budget for next year's policies. The Ministry of Government Legislation also announced in the Guidelines for Screening Bills in 2006 that the gender impact of a bill be considered during the deliberation process (Ministry of Gender Equality and Family, 2006a, 2007a). In addition, the 2007 Guidelines for Education and Training, released by the Civil Service Commission in 2006, prescribed that the GIA be included in the main policies of each ministry. The Commission further created new courses on GIA in its training programs for civil servants for promotion to the rank of level 5 (Ministry of Gender Equality and Family, 2007b). In addition, Statistics Korea revised the Statistics Act (Article 18) in 2007 so that in cases where an agency intends to collect new statistics, it obtains prior approval from the Commissioner of Statistics Korea regarding the gender-disaggregation of data collected in a survey (Ministry of Gender Equality and Family, 2007c).

In short, the Ministry of Gender Equality and Family has promoted the GIA system in a variety of ways to strengthen and help settle the institutional framework of the system.

2.3. The Extension Phase (2012~2014)

The extension phase has been running from the enactment of the Gender Impact Analysis and Assessment Act (September 15, 2011) until now. There were consistent demands for enactment of such an act because Article 10 of the Framework Act on Women's Development, which had served as the legal basis of the GIA, included only declaratory provisions and was not able to guarantee the full accountability of participating institutions (Kim et al., 2009: 289; Han et al., 2008: 162).¹⁴

The notable changes occurring in this phase are as follows. First, the name of the system changed from Gender Impact Assessment to Gender Impact Analysis and Assessment, to place more emphasis on the importance of analysis.

Second, the scope of policies subject to the GIA has been extended. Whereas most GIA-participating programs were government projects in the past, the coverage of the GIA system was extended to cover laws intended to be enacted/revised, plans with durations of three years or more (mid-/long-term plans) and core projects/appropriation projects by local governments. Furthermore, the revised Act (March 2014) stipulated that laws, which had already been enacted and implemented in practice before the introduction of GIA, also be subject to Special GIA. In this way, the blind spots of the system could be addressed.

Third, the Act stipulates that the results of comprehensive analysis on the one-year outcomes of GIA are to be reported to the State Council and submitted to the National Assembly. In addition, according to the revised Act (March 2014), a report on feedback performance and policy improvement shall likewise be made. This contributes to raising awareness of the system amongst heads of government, ministers and members of the National Assembly, as well as ordinary citizens. Moreover, it led to further promotion of the system at the government-wide level and paved the way for the official engagement of the National Assembly. Finally, it is also a remarkable change that the scope of GIA-participating programs has been extended to include the projects of quasi-public bodies.

14. The history of the enactment/amendment of the Gender Impact Analysis and Assessment Act (Ministry of Government Legislation, Accessed on May 10, 2014).

3. Operation Strategy and Framework

3.1. Legal Base

3.1.1. The Initial Phase

The first legal base for the GIA system was established through revision of the Framework Act on Women's Development in 2002. GIA started to be promoted on the basis of the Article 10 (Analysis, Assessment, etc. of Policies), Clause 1 of the Act.

Box 2-3 | Framework Act on Women's Development, Article 10 Clause 1

「Framework Act on Women's Development」 Article 10 Clause 1 [December 11, 2002., Partial Amendment]

The state and local governments shall, in the process of formulating and implementing policies under their jurisdiction, analyze and assess the effects of such policies on women's rights and interests and their participation in society.

Source: National Legal Information Center of the Ministry of Government Legislation,
(<http://www.law.go.kr/lsInfoP.do?lsiSeq=148461&efYd=20140701#0000>, accessed on August 6, 2014).

However, there was criticism that this provision was too weak to encourage civil servants to take full responsibility for promoting the system. For example, roles and responsibilities were ambiguous and various elements regarding the system, such as the scope of targeted policies, were not specified in detail. Thus, it was repeatedly suggested that it would be necessary to enact a separate law to clearly define matters concerning the operation of the GIA system, including the accountability of the government, programs subject to GIA and the operational framework and support mechanisms.

3.1.2. The Present (2014)

The growing concern over the limitations of Article 10 of the Framework Act on Women's Development consequently led to the enactment of the Gender Impact Analysis and Assessment Act in 2011 and its enforcement in March 2012. This Act is considered fundamental for the operation of the GIA system in Korea, as it clearly stipulates essential details that central and local governments can refer to when implementing the system. Following the enactment of the Act, the accountability of central and local governments in

their GIA performances has been strengthened and the system operation and its institutional framework have been consolidated. The Act is described in detail in Chapter 2.1 and <Appendix 1>.

Meanwhile, in May 2015, the Framework Act on Women's Development was completely revised and its title has been changed to the Gender Equality Act. The Act now clearly specifies the policies subject to GIA and summarizes comprehensively all legal provisions regarding the system that the Gender Impact Analysis and Assessment Act prescribes in detail.

Box 2-4 | Gender Equality Act

「Gender Equality Act」 ([Enforcement Date July 1, 2015] [Act No.1269, May 28, 2014., Complete Amendment])

Article 15 (Gender Impact Analysis and Assessment") ① The central Government and local governments shall conduct analysis and assessment (hereinafter referred to as "gender impact analysis and assessment") with regard to an Act or a subordinate statute (referring to an Act, a Presidential Decree, an Ordinance of the Prime Minister, an Ordinance of a Ministry or an Ordinance or a Rule of a local government) that he/she intends to enact or amend; or to any plan or project that is likely to have a significant impact on gender equality.

② Matters necessary for gender impact analysis and assessment shall be prescribed by other laws and regulations.

Source: National Legal Information Center of the Ministry of Government Legislation, (<http://www.law.go.kr/lsSc.do?menuId=0&p1=&subMenu=1&nwYn=1&query=%EC%96%91%EC%84%B1%ED%8F%89%EB%93%B1&x=0&y=0#liBgcolor0>, accessed on August 6, 2014).

Given these developments, it can be argued that the legal foundation of the GIA system of Korea has been firmly established.

3.2. Operational Framework and Support Mechanisms

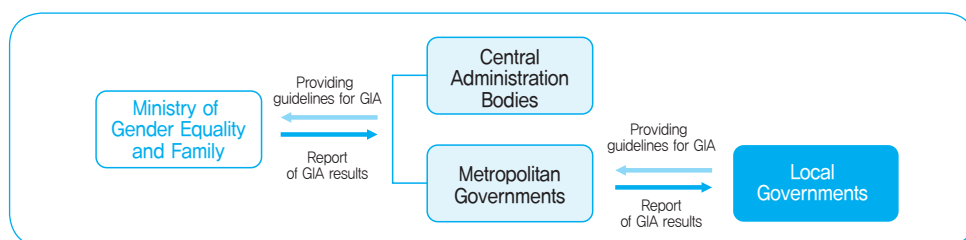
3.2.1. The Initial Phase

The history of the operational framework for GIA from its start in 2005 until the enactment of the Gender Impact Analysis and Assessment Act is shown in [Figure 2-4]. The Ministry of Gender Equality and Family played a central role as the control tower that monitored the system performance. It published handbooks and guidelines on GIA, offered training

courses on GIA for civil servants and provided consultation services to several institutions on a trial basis. In addition, the Ministry conducted a comprehensive analysis on the GIA outcomes in various institutions and selected and awarded exemplary cases and institutions.

Central and local governments initially conducted GIA. Each institution designated a division responsible for the GIA, which established annual plans for GIA, encouraged civil servants to reflect the results of GIA in policy planning and ran GIA-training courses for the staff in their own institutions.

Figure 2-4 | Operational Framework for the GIA in 2006

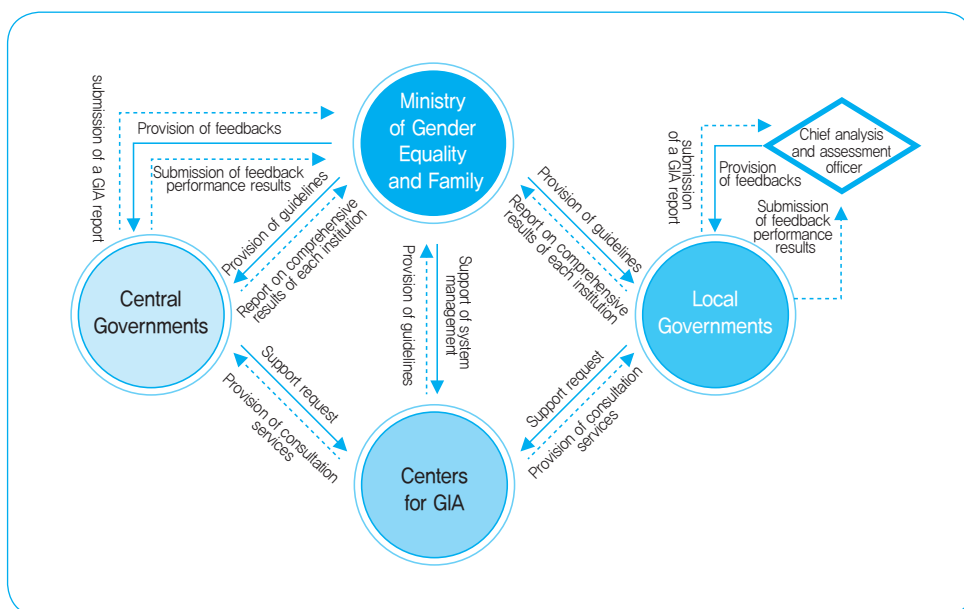


Source: Ministry of Gender Equality and Family, <2006 Guidelines for the GIA>, 2006, p.6.

3.2.2. Operational Framework After the Enactment and Enforcement of the Gender Impact Analysis and Assessment Act

The agents of GIA can be divided into three groups. The Ministry of Gender Equality and Family directs the management of the GIA system and both central and local governments, including offices of education, conduct GIA on their own policies. This division of roles is the same as before the enactment of the Gender Impact Analysis and Assessment Act, but several procedures and responsibilities of agents have been specified. In particular, before the Act, the Ministry of Gender and Equality did not provide feedback on the GIA reports submitted by civil servants. However, the enactment of the Act has led to the creation of a new feedback process, in which the Ministry provides institutions with policy recommendations for gender equality when necessary. Another result of the Act is that the Centers for GIA have been established throughout the country to provide consultation services and training to the central and local governments. These institutions mainly consist of researchers specializing in gender. In general they provide advisory services to help civil servants overcome the obstacles that they are likely to face in conducting GIA and run more general training courses. [Figure 2-5] describes the current operational framework and support mechanisms for the GIA system (as of 2014).

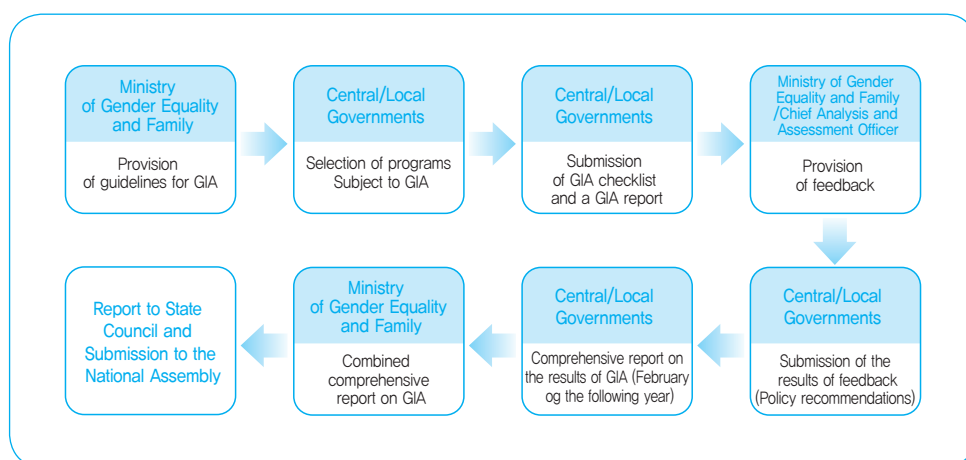
Figure 2-5 | Operational Framework and Support Mechanism for the GIA



Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014, p.40.

The GIA process can be broken into the following five steps: ① each institution selects the programs on which it will perform GIA, GIA reports are then prepared and submitted to the Ministry of Gender Equality and Family (for central administration bodies) or the chief analysis and assessment officer of the institution (in local governments); ② the Ministry of Gender Equality and Family and the chief analysis and assessment officers examine the reports and provide feedback; ③ those institutions or divisions responsible for the GIA, having received policy recommendations on their reports from the Ministry or the chief analysis and assessment officers, report back to them the feedback received on the programs; ④ each institution prepares a comprehensive report on the results of GIA to the Ministry; ⑤ the Ministry prepares a combined comprehensive report on GIA and submits it to the State Council and then the National Assembly. The operational framework for the GIA system in 2013 is described in detail in [Figure 2-6] and <Table 2-6>.

Figure 2-6 | Operation Process of the GIA



Source: Ministry of Gender Equality and Family, <2013 Comprehensive Report on the GIA>, 2014, p.41.

Table 2-6 | Operational Framework for GIA

Matters Subject to GIA		Each Institution	Ministry of Gender Equality and Family
Law	Draft of an Act (Central administration)	- Preparation/submission of the draft of the Act, GIA checklist and GIA report	- Examination of the GIA report and provision of feedback - Provision of consultation services and training courses on GIA
	Draft of a Subordinate Statute (Local government)	- Preparation/submission of the draft of the Subordinate statute, GIA checklist and GIA report - Examination of the GIA report by the chief analysis and assessment officer	- Provision of consultation services and training courses on GIA
Plan	Mid-/ Long-term Plan (Central administration)	- Preparation/submission of an annual plan, GIA checklist and GIA report	- Examination of the GIA report and provision of feedback - Provision of consultation services and training courses on GIA

Matters Subject to GIA		Each Institution	Ministry of Gender Equality and Family
Plan	Mid-/Long-term Plan (Local government)	<ul style="list-style-type: none"> - Preparation/submission of an annual plan, GIA checklist and GIA report - Examination of the GIA report by the chief analysis and assessment officer 	<ul style="list-style-type: none"> - Provision of consultation services and training courses on GIA
Project	Main Policy/Project (Central administration)	<ul style="list-style-type: none"> - Preparation/submission of GIA checklist and GIA report 	<ul style="list-style-type: none"> - Examination of the GIA report and provision of feedbacks - Provision of consultation services and training courses on GIA
	Appropriation Project (Local government)	<ul style="list-style-type: none"> - Preparation/submission of GIA checklist and GIA report - Examination of the GIA report by the chief analysis and assessment officer 	<ul style="list-style-type: none"> - Provision of consultation services and training courses on GIA
Special GIA		<ul style="list-style-type: none"> - Support for collection of data on GIA-participating programs - Establishment/implementation of a feedback performance plan and preparation of a report on its results 	<ul style="list-style-type: none"> - Conduction of the special GIA - Provision of policy recommendations and examination of feedback performance results
Comprehensive Results of Analysis and Assessment		<ul style="list-style-type: none"> - Submission of a comprehensive report on the results of GIA (February of the following year) 	<ul style="list-style-type: none"> - Preparation of a combined comprehensive report on the GIA - Report submitted to the State Council and then the National Assembly

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014, p.5.

3.3. Annual Schedule for GIA

<Table 2-7> shows the annual schedule for GIA. GIA on laws and mid-/long-term plans are conducted all year round, but GIA on projects has fixed deadlines. Namely, the central administrations and local governments are required to submit reports on GIA on projects by the end of March and end of August, respectively. The purpose of these deadlines is to establish a linkage between GIA and GB. When GIA is conducted in advance, its results can be reflected in the GB process in line with the budgeting schedule.

Table 2-7 | GIA Schedules (2014)

Period	Main Tasks
All Year Round	<p>(Each institution)</p> <ul style="list-style-type: none"> • Conducting GIA on laws <ul style="list-style-type: none"> - Laws subject to GIA: any Act, presidential decree, ordinance of the Prime Minister, ordinance of a ministry or other ordinance or regulation - GIA conducted in consultation with the responsible ministry/division • Conducting GIA on mid-/long-term plans <ul style="list-style-type: none"> - Plans subject to GIA: plans established triennially in accordance with the relevant laws - Time to conduct the GIA: at the earliest time amongst: 2 months before confirmation of the plan, 30 days before introduction of the plan in committee-stage or before consultation with the ministry/division
By the end of February	(Each institution) submission of the 2013 comprehensive report on the results of GIA to the MGEF
By the end of March	<p>(Central administration) submission of GIA reports on projects</p> <ul style="list-style-type: none"> - Any national agenda, annual performance plan or report, pledge or instruction, are subject to GIA * Reports must be prepared on any GB-participating project that has not accomplished its goals repeatedly and any newly-budgeted national agenda project in 2014.
By the end of April	(Ministry of Gender Equality and Family) Selecting programs subject to special GIA
Prior to Regular Session of the National Assembly	<p>(Ministry of Gender Equality and Family) Compiling the 2013 comprehensive report on the GIA and submitting it to the State Council and the National Assembly</p> <ul style="list-style-type: none"> - Preparing a report that comprehensively analyzes the outcomes of GIA and policy improvements in each institution, reporting it to the State Council and submitting it to the National Assembly
By the end of August	<p>(Local governments) Submission of GIA reports on projects</p> <ul style="list-style-type: none"> - Unit projects in the appropriation statement are subject to GIA. * The schedule may be subject to change depending on the situation of the local government.
September (scheduled)	<p>(Ministry of Gender Equality and Family) organizing the 9th Forum on GIA Best Practices</p> <ul style="list-style-type: none"> - Announcing examples of best practice based on the 'comprehensive report on the results of GIA' * Awarding prizes and certificates to institutions and civil servants
December (scheduled)	(Ministry of Gender Equality and Family) organizing the 2014 Workshop on GIA
By the end of December	(Ministry of Gender Equality and Family) provision of the results of special GIA

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014, p.8.

4. The Contents for the GIA

4.1. Selection of Programs Subject to GIA

The central and local governments that conduct the GIA decide the criteria for selection of programs subject to the GIA. The Ministry of Gender Equality and Family, which directs the management of the GIA system, has only provided guidelines for the creation of selection criteria. This practice goes back to when the GIA was first introduced and continues today.

On the other hand, the types of program that are subject to GIA have changed since the enactment of the Gender Impact Analysis and Assessment Act, as shown in <Table 2-8>. For example, projects executed on an annual basis were generally selected for GIA before the enactment of the Act, whereas following the enactment the range of GIA-participating programs has been extended to include Acts or subordinate statutes to be enacted or amended and mid-/long-term plans with durations of more than three years.

Table 2-8 | Types of Program Subject to GIA and Selection Criteria

	The Initial Phase (2005~2011)	After the enactment of the Gender Impact Analysis and Assessment Act (2012~present)
Types of Programs Subject to GIA	Main projects (budget and non-budget)	Main projects (budget and non-budget) Acts or subordinate statutes to be enacted or amended Mid-/long-term plans (duration of more than 3 years)
Selection Criteria	<ul style="list-style-type: none"> - Policies likely to have gender difference among beneficiaries according to the relevant statistics - Large-scale Policies receiving national attention - Policies with a large range of beneficiaries and significant knock-on effects (policies targeting only women are excluded) 	<ul style="list-style-type: none"> ○ Main projects <ul style="list-style-type: none"> - Projects targeting human resources (education, employment, welfare, etc.) - Projects for establishment/improvement of facilities (parks, roads, housing, etc.) - Projects likely to have an effect on both men and women ○ Acts or subordinate statutes to be enacted or amended <ul style="list-style-type: none"> - (only exclusion criteria are stipulated) Acts or subordinate statutes regarding operation/management of administrative agencies and acts or subordinate statutes targeting only women are excluded ○ Mid-/long-term plans <ul style="list-style-type: none"> - Plans that include projects targeting human resources - Plans that include projects regarding establishment/improvement of facilities - Plans that include projects likely to have an effect on both men and women

In the initial phase of the GIA system, there was considerable resistance among civil servants about the process of selecting policies subject to GIA. In particular, many argued that their policies were not discriminating against people based on gender, for example building a park or a road would be gender-neutral and unrelated to gender discrimination, because both women and men could equally use such facilities. In such an atmosphere, selecting new policies subject to the GIA each year was considered the most difficult task amongst all the procedures of the GIA.

The Ministry of Gender Equality and Family took diverse measures to address this issue. Apart from the basic tasks, such as preparing/providing legal bases or guidelines, the Ministry encouraged civil servants by offering gender-sensitive training or consultations with gender specialists. In addition, incentives were offered in the form of prizes for exemplary practices and institutions. It can be argued that such efforts consequently led to a decrease in the number of civil servants opposing GIA for the aforementioned reasons. More recently, the enactment of the Gender Impact Analysis and Assessment Act, which clearly specifies the programs subject to GIA, largely alleviated the remaining difficulties in the selection of GIA-participating programs.

4.2. Indicators for GIA

The majority of indicators used for GIA are qualitative, because of the difficulty in quantifying different policy impacts by gender. The Ministry of Gender Equality and Family has provided indicators to be used for GIA every year since 2005. The indicators have been changed slightly over the years depending on the levels of understanding of civil servants or their demands for greater clarity. In the early stages of the GIA system, civil servants complained that there were too many items per indicator so that it was a burden on them to prepare the report. They also asked for the indicators to be changed from qualitative to quantitative ones where possible, saying that the subjective judgments of the person in charge of GIA might influence the GIA results (Kim et al., 2009, 2010). Considering such requests, the number of items per indicator has been reduced and yes/no check boxes have been added. However, so far no major changes have taken place, since efforts to improve the indicators have been mostly centered on reducing the number of items and simplifying the indicators. Meanwhile, gender specialists have raised concerns over such simplification, arguing that the indicators have become too simple to provide an in-depth gender-sensitive analysis on policy impacts. As the programs subject to GIA have been extended to include

acts and subordinate statutes and mid-/long-term plans since the enactment of the Gender Impact Analysis and Assessment Act in 2012, the Ministry has begun to provide separate indicators for each type of GIA-participating program in consideration of their different characteristics.

4.2.1. Indicators for GIA in the Initial Phase

Indicators for the GIA in its initial phase were arranged based on policy development stages. As shown in <Table 2-9>, the indicators for GIA in 2006 were comprised of eight indicators in total and each indicator had several checkpoints that civil servants could refer to for clarity. A similar framework of indicators has continued up until today, although the number of assessment items has been reduced.

Table 2-9 | Indicators for the GIA in 2006

Section	Indicator	Checkpoints
Preliminaries	① Production and utilization of gender-disaggregated statistics	<ul style="list-style-type: none"> · Do the laws and statistics related to the policy make distinctions by gender? · Do the policy proposals and outcome reports use gender-disaggregated statistics?
〈The 1 st Step〉 Planning and Confirmation of Policy	② Recognition of the relevance of gender to the policy	<ul style="list-style-type: none"> · Are the different situations and demands of women and men reflected in the process of policy planning? - Has research been done on the demands of civic groups, the difference in level of policy satisfaction between men and women, etc. · Do laws, guidelines, basic plans, etc. related to the policy have separate (special) provisions or items regarding women? · When preparing policy alternatives, is gender considered as a main variable?
	③ Equal participation of women and men in the policy-making process	<ul style="list-style-type: none"> · What is the male-female ratio in committees associated with policy consultation, deliberation and decision, etc.? - Is the proportion of female committee members at least 30 percent? * The target proportion for 2007 is 38% according to the Women's Policy Basic Plan
	④ Gender equality in budget compilation	<ul style="list-style-type: none"> · Is there a separate budget for groups less likely to benefit from a policy amongst the budget categories in the policy execution?

Section	Indicator	Checkpoints
〈The 2 nd Step〉 Policy Execution	⑤ Gender equality in policy delivery	· Is there a difference between women and men's access to the policy services due to the service delivery framework (path)?
	⑥ Gender equality in policy promotion	· Is there a difference between women and men's awareness of the policy services due to the policy promotion strategy?
〈The 3 rd Step〉 Policy Assessment	⑦ Gender equality in policy beneficiaries (including budget allocation results)	<ul style="list-style-type: none"> · Is the male-female ratio of policy beneficiaries representative of the target population? · Is there a difference between the sizes of the budget prepared for women and men? · Is there a gender difference in the average subsidy per beneficiary? · Are women and men equally satisfied with the policy? · If there are differences between men and women in the level of policy satisfaction or policy benefits, do the responsible civil servants understand the causes of those differences?
	⑧ Gender equality in policy impact	<ul style="list-style-type: none"> · Do the policy results contribute to the improvement of gender equality and/or the enhancement of the social/economic status of women? · Do the policy results contribute to the removal of gender stereotypes? · Will the policy results have an influence on gender mainstreaming in similar policies in the future?

Source: Ministry of Gender Equality and Family, <2006 Guidelines for the GIA>, 2006. p.11.

4.2.2. Indicators for GIA in 2014

Since the enactment of the Gender Impact Analysis Assessment Act, the government has used indicators classified not by the policy development stage, but by the type of policy, distinguishing laws, plans and projects (Ministry of Gender Equality and Family, 2014a).

a. Indicators for GIA on Laws

There are six indicators for GIA on acts and subordinate statutes to be enacted or amended, classified in terms of gender distinctions and gender stereotypes, differing characteristics according to gender and gender equality in participation (<Table 2-10>).

Table 2-10 | Indicators for GIA on Laws

Indicator		Checkpoint
I . Gender Distinctions or Gender Stereotypes	1. Provision associated with gender distinctions or gender stereotypes	· Is there any provision associated with gender distinctions or gender stereotypes?
	2. Need to improve provisions associated with gender distinctions (gender stereotypes) and plans for improvement	· Is there any clear distinction between women and men in the provisions so that they are likely to affect one gender unfavorably or is the specification of a certain gender (including terms and measures used) based on gender stereotypes? · Is there any possibility of one gender being unfavorably affected in practice, even though there is no clear distinction based on gender in the provisions? · When necessary, has a plan been prepared for improving provisions involving gender distinctions or gender stereotypes and has that plan been reflected in a bill?
II . Characteristic According to Gender	3. Provisions associated with differing characteristics by gender	· Are there any provisions associated with the differing characteristics of each gender, such as the physical, social or cultural differences between men and women?
	4. Need to reflect differing characteristics by gender and plan for improvement	· Are there any matters regarding the law that need to be considered in terms of gender; including eligibility requirements for policy beneficiaries, the establishment of facilities, the production of data/surveys, etc.? · When necessary, has a plan for improvement been prepared in consideration of the differing characteristics by gender and has that plan been reflected in a bill?
III . Gender Equality in Participation	5. Provisions regarding committees, etc.	· Is there any provision regarding the composition of committees, deliberative bodies, consultative groups, etc. and the eligibility requirements for their members?
	6. Need to promote gender equality in participation and plan for improvement	· Do the eligibility requirements for members of committees, etc. cause gender discrimination so that a certain gender is more excluded from the decision-making process? · If women are more excluded in the decision-making process, are there rules in place to guarantee the number of female members with the aim of ensuring women's participation? · Where necessary, has a plan been prepared to promote gender equality in participation and has that plan been reflected in a bill?

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014. p.22.

b. Indicators for GIA on Mid-/Long-Term Plans

The indicators for GIA on mid-/long-term plans provide analysis and assessment on the visions and objectives that a plan aims to achieve, on the possibility that the strategic/main projects of the plan affect women and men differently, on gender needs and on the policy measures necessary to promote gender equality (<Table 2-11>).

Table 2-11 | Indicators for GIA on Mid-/Long-term Plans

	Indicator		Checkpoint
I. Visions and Objective ^{a)}	1. Possibility that the plan affects women and men differently	① Possibility that the plan affects women and men differently	· Do the plan's visions and objectives accord with the 4 th Women's Policy Basic Plan and is there any possibility that the plan affects women and men differently?
	2. Gender needs	② Different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences	· Are there differences between the needs of men and women associated with their backgrounds, residential areas, social networks, personal experiences and attitudes towards safety and violence? · Are there differences between the needs of men and women associated with their status of employment, position in the workplace, income, working conditions, etc.? · Are there differences between the needs of men and women associated with their physical characteristics?
II. Strategic and Main Project	3. Gender balance	③ Consideration of the different needs of male and female beneficiaries	· Based on the results of analysis on the different needs of men and women, were these different characteristics taken into consideration in targeting policy beneficiaries (including budget allocation)? (Gender equity does not simply mean that the ratio of male and female beneficiaries is 50: 50)
	4. Policy measures necessary to promote gender equality (policy improvement and policy feedback performance)	④ Plans to improve laws ⑤ Plans to improve projects (tasks)	· Have ways been sought to improve laws based on the analysis of visions, objectives and the strategic/main projects of the plan? · Have ways been sought to improve projects (tasks) based on the analysis of visions, objectives and the strategic/main projects of the plan?

a) 'Visions and objectives' means the goals of the plan and 'strategic/main projects' means the promotion plans, strategic and implementation tasks for each project in the plan.

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014. p.50.

c. Indicators for GIA on Projects

There are six indicators for GIA on projects classified in terms of the policy environment, according to gender and the measures necessary to promote gender equality (<Table 2-12>).

Table 2-12 | Indicators for GIA on Projects

Indicator		Checkpoint
I. Policy Environment According to Gender	1. Different needs of women and men	<ul style="list-style-type: none"> ① Different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences <ul style="list-style-type: none"> · Are there differences between the needs of men and women associated with their backgrounds, residential areas, social networks, personal experiences and attitudes towards safety and violence? · Are there differences between the needs of men and women associated with their status of employment, position in the workplace, income, working conditions, etc.? · Are there differences between the needs of men and women associated with their physical characteristics?
	2. Gender balance	<ul style="list-style-type: none"> ② Consideration of different needs as project beneficiaries by gender <ul style="list-style-type: none"> · Is the male/female ratio of project beneficiaries balanced compared to that of the target population? · Based on the analysis of the different needs of men and women, were these different characteristics taken into consideration in targeting policy beneficiaries? (Gender equity does not simply mean that the ratio of male and female beneficiaries is 50: 50)
		<ul style="list-style-type: none"> ③ Consideration of the different needs of men and women in budget allocation <ul style="list-style-type: none"> · Based on the analysis of the different needs of men and women, were these different characteristics taken into consideration in the budget allocation? (Including consideration of the male/female ratio of the target population, the special needs of men and women based on gender, etc.)

	Indicator		Checkpoint
II. Policy Measures Necessary to Promote Gender Equality (Policy improvement and policy feedback performance)	3. Act or a subordinate statute	④ Plans to improve laws (including guidelines)	· Are there plans to improve laws based on the results of analysis on gender differences in the policy environment? E.g. a provision that ensures at least 40 percent of committee members are women
	4. Budget	⑤ Plans to improve budget allocation	· Are there plans to reflect the results of analysis on gender differences in the policy environment in budget allocation?
	5. Project	⑥ Plans to improve project contents/project execution methods	· Are there plans to improve the project contents/project execution methods based on the results of analysis on gender differences in the policy environment and is this taken into account in project planning, etc.?

Source: Ministry of Gender Equality and Family, <2014 Guidelines for the GIA>, 2014. p.73.

The Ministry of Gender Equality and Family provides guidelines to civil servants on how to prepare a GIA report using such indicators. The formats of GIA reports on laws, plans and projects are shown in <Appendix 1>.

2014 Modularization of Korea's Development Experience
Gender Mainstreaming in Policy Making:
Gender Impact Assessment and Gender Budgeting in Korea

Chapter 3

Gender Budgeting

1. Goals and Outcomes
2. Purpose and Operation Process
3. Operation Strategy and Framework
4. Detailed Contents of GB

Gender Budgeting

1. Goals and Outcomes

1.1. Definition of Terms

It has been thought that national financial management and government budgeting were naturally gender-neutral since in principle they target all citizens equally. However, the planning and execution of certain projects might differently affect men and women. In many cases government policies or projects have been planned and executed without adequate consideration of gender differences in social roles, responsibilities, ways of life, etc., which consequently leads to gender disparities in benefits from the national budget (Budlender et al., 2002). In this regard, Gender Budgeting (GB) is an important tool for gender mainstreaming in the government budgeting process. Gender budgeting examines the impacts of the government budget on women and men separately and incorporates their unique needs and perspectives in the budgeting process.

Gender Budgeting is defined in various ways by foreign and domestic scholars and international organizations. According to Budlender (1998), GB does not aim to produce a separate budget for women, but rather aims to analyze the separate budgetary impacts on various groups including women and men. Thus, it ensures government policies and programs are developed with a gender perspective. The goal of GB is to promote gender equality by allocating the government budget in a gender-sensitive way. Similarly, UN-FEM, OECD and the Nordic Council of Ministers and the Belgium government (2001) defined GB as a system that analyzes any form of public policy and identifies the implications and impacts for women as compared to men, thereby ensuring that both male and female

needs and priorities are fairly incorporated into the budgeting process. GB can help improve transparency in budgeting and effectively demonstrate the government's responsibilities. According to the Council, a gender budget plan should include lessons learned from the previous fiscal year's expenditures and expected outcomes from this year's budgets towards gender equity. GB has been introduced in many countries following the 4th World Conference on Women in Beijing in 1995. As each country has its own political, economic, social and cultural contexts, the methods of system management are various. In particular, method of operating GB varies according to which body has the main responsibility for the system, whether the central government, local governments or gender specialists. Furthermore, there are also large differences in the methods of system operation according to the type/scope of budgets and the use of the GB reports produced.

Turning to the Korean government's definition of GB, the 2010 Guidelines for the Preparation of Budgets and Fund Management Plans prepared by the Ministry of Strategy and Finance states that GB is an ongoing process to transform budget allocation methods in a gender-sensitive way, through an analysis of the possible impacts on women and men of budget allocation, deliberation, execution and settlement. In this way, it aims to ensure that budgets benefit both women and men equally. The Ministry of Strategy and Finance et al. (2014) defines GB as a tool to analyze in advance the possible impacts of government budgets on men and women and to reflect results of the analysis in budget allocation. GB should evaluate whether the government's previous budgets have benefited both men and women equally and contributed to gender equality and then reflect the evaluation results in the following fiscal year's budget.

To sum up, GB does not simply refer to a separate budget for women. It aims to promote gender equality through an analysis of the impact of budgets on men and women and thereby adapting the process of budget allocation and execution.

1.2. Accomplishments

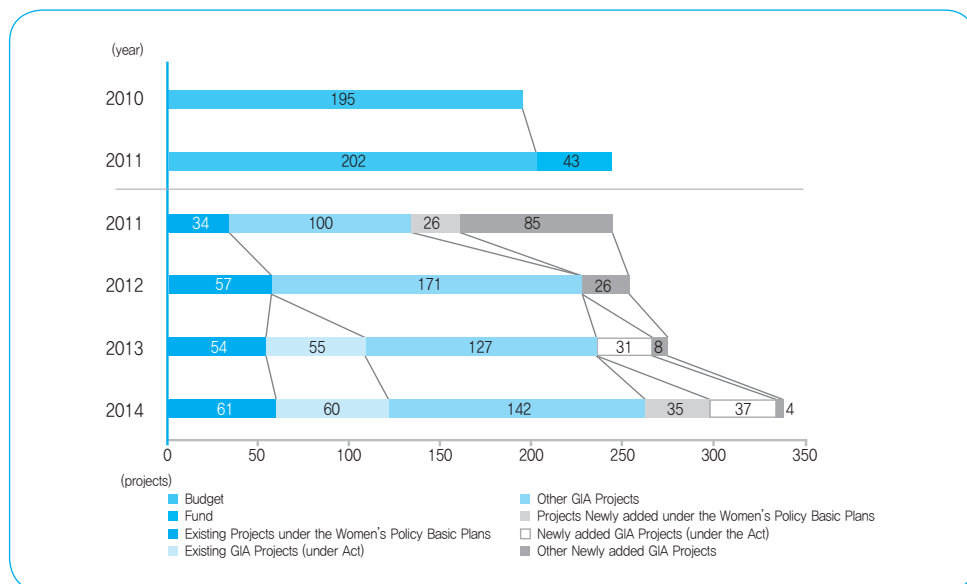
The primary accomplishments of GB since its official introduction in 2009 are as follows (Ministry of Strategy and Finance, et al., 2014). Firstly, gender-disaggregated statistics on budget projects have been accumulated. Gender-disaggregated data on target groups, beneficiaries and the budget allocations of each policy have been collected through the preparation of a gender budget plan. Such data reveals the differences in policy benefits and distribution of the budget for men and women. Thus, gender-disaggregated data plays a critical role in assessing the level of gender equality in budget allocation and execution and suggesting policy alternatives to promote gender equality.

Secondly, the results of gender budget reports for each policy are reflected in the process of preparing the gender budget plan for the following fiscal year. Specifically, projects in which a gender gap amongst beneficiaries of greater than 10 percent is shown have their gender budget reports subject to analysis in the following fiscal year (projects under the Women's Policy Basic Plan are excluded) and goals are set with the aim of easing the gender disparity in policy benefits. In other words, the government pays special attention to the projects in which the proportion of female beneficiaries is more than 10 percent lower than the proportion of females in the target population.

Third, the number of budget projects subject to gender impact analysis and the size of their average budgets have continuously increased. The government has attempted to allocate budgets in a gender-sensitive way by gradually increasing the number of GB-participating institutions and projects, as well as the size of GB. In practice, the total budget subject to GB has expanded from 7,314.4 billion KRW for 195 projects in 2010 to 22,436.9 billion KRW for 339 projects in 2014.

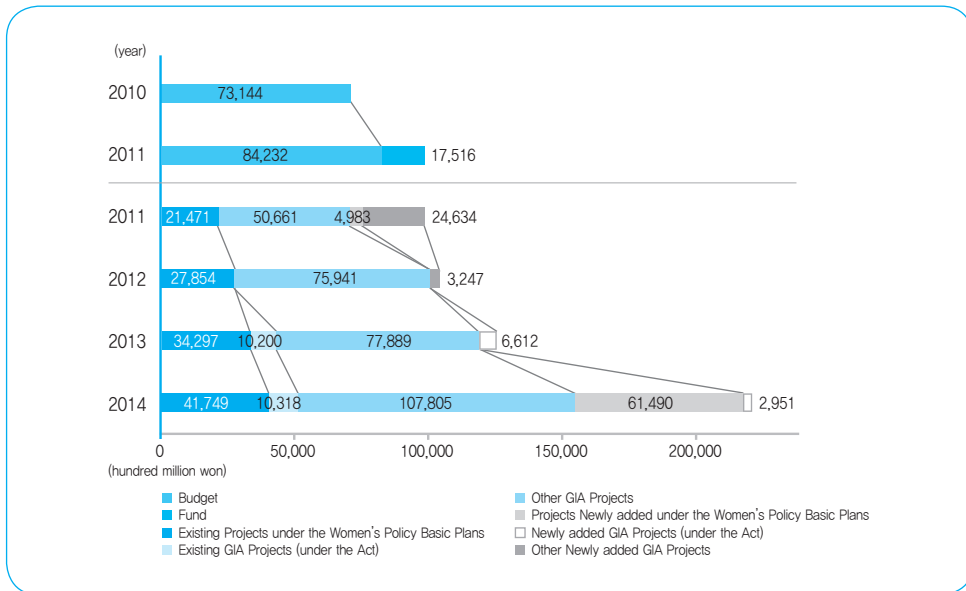
Fourth, the government's responsibility for gender equality has been strengthened by a continuous increase across the board in the government's budget for gender equality (projects under the Women's Policy Basic Plan).

Figure 3-1 | Projects Subject to GB



Source: Ministry of Gender Equality and Family, <Comprehensive analysis and Management Plans on Gender Budget Plans and Reports>, 2013b.

Figure 3-2 | Size of Budget for GB-participating Projects



Source: Ministry of Gender Equality and Family, <Comprehensive analysis and Management Plans on Gender Budget Plans and Reports>, 2013b.

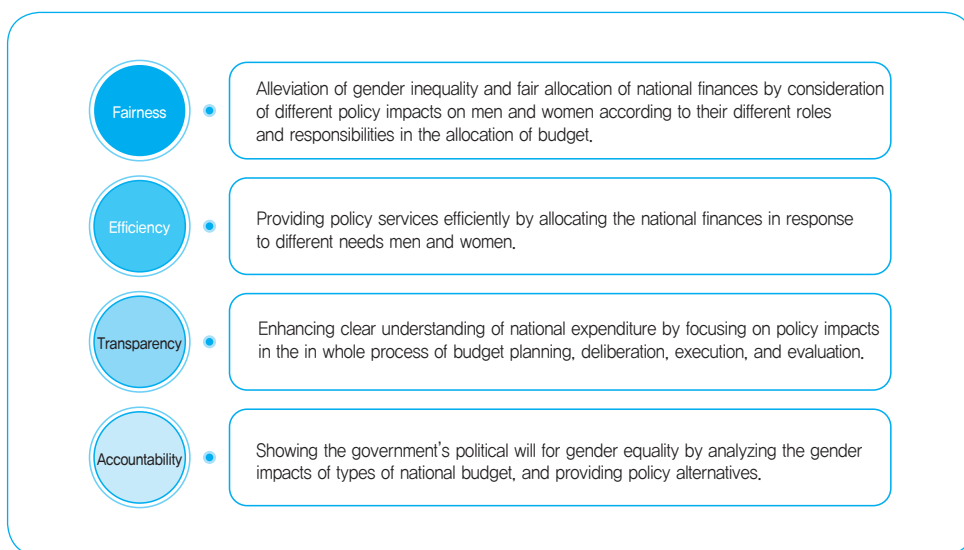
Fifth, the gender awareness of civil servants responsible for GB has been enhanced. According to a survey of civil servants working in the central administration, those who take charge of GB have a greater tendency to approach their projects from a gender-sensitive perspective than others and their commitment to gender equality has been strengthened over the years since the start of GB. For example, civil servants in charge of preparing gender budget plans in 2014 tend to have a better understanding of GB compared with those who prepared gender budget plans in 2012. However, apart from the civil servants responsible for GB, other civil servants in each ministry still tend to pay little attention to GB. Therefore, there is still room for improvement.

Lastly, government ministries have begun to approach their own policies and projects in a gender-sensitive way by establishing goals for gender equality in the process of preparing a gender budget plan. However, no formal procedure for ministries' to set up goals based on their own circumstances has been established yet.

1.3. Expected Outcomes

The expected outcomes of GB are as follows (Ministry of Strategy and Finance et al., 2010). Above all, it ensures a fair and balanced allocation of the national budget. In particular, it contributes to the alleviation of gender inequality by allocating the budget in consideration of the different impacts of policies on men and women according to their different roles and responsibilities. Secondly, it leads to more efficient management of the national finances. In other words, by allocating the national budget in response to the different needs of men and women, good policy services can be provided fairly and efficiently. Thirdly, GB enhances the transparency of national financial planning. It enables clear monitoring and evaluation of how and where the national budget is being used and analyzes the policy impacts of the whole process of budget planning, deliberation, execution and evaluation. Fourthly, it strengthens the government's accountability with regard to gender equality, as it provides an analysis of the gender impacts of all types of national budget and leads to suggestions for policy alternatives to enhance gender equality.

Figure 3-3 | Expected Outcomes of the GB



Source: Ministry of Strategy and Finance et al., <2011Preparation Guidelines for Gender Budget Plans>, 2010.

The main achievements of GB in practice can be seen in the following examples. The first example concerns enhanced transparency in national expenditure. The Project for Cultivation of Human Resources in the Cultural Content Industry, implemented by the

Korea Creative Content Agency, originally targeted professionals and potential workers in the cultural content industry. At first, the agency had no intention of considering gender in the selection of participants in the project. However, the results of a survey on project beneficiaries indicated that the proportions of the budget spent on female and male beneficiaries were 36.4% and 63.6% respectively, implying a significant gender disparity in project benefits. The disparity was found to be mainly due to the fact that the cost per person of the practice-based education provided by the project, in which women were more likely to participate, was relatively lower than that of education targeting senior managers or professionals, in which the participants were mostly men. Thus, through GB the civil servants involved could understand that the present budget allocation might worsen the gendered hierarchy in workplaces of the cultural content industry (women in lower-level office positions and men in senior management positions). In this regard, they started to seek alternative methods for budget allocation and project management.

Secondly, an example shows how budget efficiency has been improved. When the Ministry of Agriculture, Food and Rural Affairs launched the Education and Training Support Project for Farmers, with the aim of encouraging female farmers' participation in the project, the Ministry took the different needs of male and female farmers into consideration in the project planning stage. Through this, customized courses for female farmers were developed and promoted. It is further noteworthy that the Ministry designated the participation rate of female farmers in the training courses as one of the key indicators of the project and created sub-tasks for achieving this goal. As a result, the gender gap in project benefits was alleviated. The proportion of female project beneficiaries to male increased from 28.9 percent in 2011 to 38.7 percent in 2013 (2015 National Gender Budget Plans, 2014).

Third, regarding transparency in the allocation of national finances, through the accumulation of gender-disaggregated statistics on projects subject to GB, the administration, the National Assembly and the civil servants in charge could understand the gender impacts of the budget execution and the ways in which projects impact men and women differently (although there is still room for improvement in this regard). Such gender-disaggregated data can also play a critical role in the decision-making process.

Fourth, regarding the government's accountability for gender equality, the gender budget report includes an evaluation of whether the project outcome goals presented in the gender budget plan have been achieved. In general, ministries that have consistently prepared gender budget plans and reports have been more likely to attain their outcome goals and the proportion of budgets going to female beneficiaries has tended to become larger. Thus, as a result of GB, not only the Ministry of Gender Equality and Family, but also all of the

administrative bodies are made accountable for the promotion of gender equality through the monitoring of their own projects from a gender-sensitive perspective.

2. Purpose and Operation Process

2.1. Purpose

Government policies run the risk of reinforcing existing patterns of gender inequality in practice, even if unintended by policy-makers. Moreover, the budgets that might at first seem gender-neutral might be accessed by men and women differently in practice. The recognition of such possibilities led specialists on gender mainstreaming and women's policy, women's organizations and politicians to begin discussions over the introduction of GB. As such, GB was adopted in Korea as a way to address the problems caused by a failure to integrate a gender perspective in the process of economic development.

2.2. Operation Process and Strategy

2.2.1. Introduction Process

In Korea, the necessity of GB became a subject for discussion since women's organizations started to lead campaigns for its introduction in the late 1990s (Kim et al., 2007). Beginning in 1998, the Korean Women's Association United measured the fraction of the total government budget that went to women and submitted alternative budget plans to the government ministries and political parties every year. The Korean Women's Link also began analyzing the budgets for women's policies implemented by local governments in 2001. In 2002, the Korean Women's Association United submitted a 'Petition for the Preparation of Policies for GB' to the National Assembly. In response to the petition, the Gender Equality and Family Committee of the National Assembly adopted the 'Resolution on the Preparation of Gender Budgeting and Submission of Documents Associated with Women's Policy', which was resolved at the National Assembly plenary session in November 2002. After that, members of the Gender Equality and Family Committee began to raise awareness about GB among National Assembly members in various ways, including interpellations to the Minister of Gender Equality and Family and the Minister of Planning and Budget, the organization of expert meetings and forums and contact with the chairperson of the National Assembly Budget Settlement Committee.

In 2006, the Taskforce for Research on Gender Budgeting was established under the Special Committee on Budget and Accounts of the National Assembly. The Taskforce

suggested practical action plans for gender-sensitive budgeting for the 2007 fiscal year and called for gender mainstreaming in the process of policy execution and outcome management, as the first steps towards the adoption of GB.

As a result of the efforts of the female members of the National Assembly, the Ministry of Planning and Budget provided each ministry with guidelines for budget allocation in 2006 and 2007, which included ‘in the case of projects whose gender impacts are considered meaningful, the budget shall be allocated in consideration of GIA results.’ The National Finance Act, passed in September 2006, laid the legal groundwork for GB. The Act included principles for the allocation and execution of gender-sensitive budgets and responsibilities for the preparation of a gender budget plan. In line with the Act, the government is obligated to submit a gender budget plan and report each year, starting from fiscal year 2010.

In April 2010, a revision of the National Finance Act was passed in the National Assembly. The revised Act stipulated that funded projects shall be subject to GB and that gender budget plans should include ‘expected effects and goals in terms of gender equality and gender-based benefit analysis’. The Act played a significant role in evolving gender budget plans quantitatively as well as qualitatively. In 2011, gender budget reports on projects for the fiscal year 2010 were prepared. In this way, the preparation of all the necessary procedures for GB under the National Finance Act were completed.

2.2.2. Operation Process

a. National Level

Implementation of GB at the national level began in the fiscal year 2010 in accordance with the provisions of the National Finance Act. Gender Budget Plans for 2010 were first prepared in 2009 by 29 central administrative bodies covering 195 projects. The combined budget of the plans amounted to 7,461.1 billion KRW, which accounted for 3.7 percent of the national budget. In 2010 the scope of projects subject to GB was extended to include fund projects in accordance with the revision of the National Finance Act. In addition, a template for gender budget plans was evolved to specify outcome goals for performance management. In 2011, Gender Budget Plans were prepared by 34 institutions covering 245 projects, a 25.7 percent increase from the previous year. In 2012 the number of projects subjected to GB was increased to 275 and the combined budget was 13,306.7 billion KRW. In 2013, Gender Budget Plans were prepared by 42 institutions for 339 projects and the combined total of budgets and funds was 22,444.9 billion KRW, showing increases in both the number of projects and the combined budget compared to 2012.

Through the gender budget reports and gender budget plans prepared over the last five years, it has become possible to examine whether the projects were being executed in a gender-sensitive way. In this process, the institutional causes of gender gaps in project benefits are revealed and recommendations for improvement can be made.

**Table 3-1 | Operation Process of the Gender Budget Plan and Report System
(National level)**

Year	Operation Process
2006	A provision regarding the submission of gender budget plans and reports was included in the National Finance Act (to be applied to the budget allocation for fiscal year 2010).
2009	Preparation of the Gender Budget Plans for 2010 - 29 institutions covering 195 projects, 7,461.1 billion KRW combined budget (3.7 percent of the total budget of 203 trillion KRW)
2010	Preparation of the Gender Budget Plans and the Fund Management Plans for 2011 - 34 institutions covering 245 projects, 10,174.8 billion KRW combined budget (3.3 percent of the total budget of 309 trillion KRW)
2011	Preparation of the Gender Budget Reports for Fiscal Year 2010 - 29 institutions covering 195 projects, 7,420.8 billion KRW was used out of the allocated budget of 7,461.1 billion KRW Preparation of the Gender Budget Plans and the Fund Management Plans for 2012 - 34 institutions covering 254 projects, 11,272 billion KRW combined budget (3.5 percent of the total budget of 325 trillion KRW)
2012	Preparation of the Gender Budget Reports for Fiscal Year 2011 - 34 institutions covering 241 projects, 10,029.6 billion KRW was used out of the allocated budget of 10,207.6 billion KRW (reference: the annual expenditure budget/plan expenditure) Preparation of the Gender Budget Plans and the Fund Management Plans for 2013 - 34 institutions covering 275 projects, 12,913.7 billion KRW combined budget (including funds) (3.8 percent of the total budget of 342 trillion KRW)
2013	Preparation of the Gender Budget Reports for Fiscal Year 2012 - 34 institutions covering 254 projects, 11,042.6 billion KRW was used out of the allocated budget of 11,445.6 billion KRW (reference: the annual expenditure budget/plan expenditure) Preparation of the Gender Budget Plans and the Fund Management Plans for 2014 - 42 institutions covering 339 projects, 22,434.9 billion KRW combined budget (including funds) (6.3 percent of the total budget of 358 trillion KRW)
2014	Preparation of the Gender Budget Reports for Fiscal Year 2013 - 35 institutions covering 278 projects, 13,007.3 billion KRW was used out of the allocated budget of 13,557 billion KRW (reference: the annual expenditure budget/plan expenditure) Gender Budget Plans for 2015 are scheduled to be prepared.

* The budget figures are based on the plans released by the government.

Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

b. Local Level

The GB was officially introduced at the local level in line with the revision of the Local Finance Act in 2011. According to the Act, the local governments began submission of Gender Budget Plans for 2013 as attached documents to the general budget bill from the second half of 2012. While GB at the national level had a three-year preparatory period after the insertion of the provision regarding the submission of gender budget plans into the National Finance Act, the system at the local level did not have enough preparation time before its enforcement. Instead, all local governments were given the chance to draft a pilot gender budget plan on the basis of the 2012 budget bill that they had already prepared in the first half of 2012. In 2014, a total 244 local governments prepared gender budget plans for 12,805 projects and the total amount of the gender-sensitive budget was 14,603.8 billion KRW.

Table 3-2 | Operation Process of the Gender Budget Plan and Report System
(Local Level)

Year	Operation Process
2011	Insertion of a provision regarding the submission of gender budget plans and reports into the Local Finance Act (enforced since the budget allocation for the 2013 fiscal year)
2012	Preparation of Pilot Local Gender Budget Plans for 2013 Preparation of Local Gender Budget Plans 2013 - 11,803 projects, 12, 599 billion KRW (confirmed)
2013	Preparation of Local Gender Budget Plans for 2014 - 12,805 projects, 14, 603.8 billion KRW (tentative)
2014	Local Gender Budget Plans for 2015 are scheduled to be prepared Local Gender Budget Reports for fiscal year 2013 are scheduled to be submitted to the local council

Source: Ministry of Security and Public Administration, <2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments>, 2014.

3. Operation Strategy and Framework

3.1. Legal Basis¹⁵

The legal foundation for GB lies in the National Finance Act, the National Accounting Act and the Local Finance Act. Clause 5 of Article 16 of the National Finance Act stipulates that the government shall evaluate the impacts of public expenditure on women and men and attempt to reflect the results of the evaluation in the national budget allocation. According to Clause 1 of Article 26 of the Act, a gender budget plan is defined as a document that analyzes the expected impacts of the budget on women and men in advance. The gender budget plan covers the expected effects of the budget on gender equality, budget outcome goals and a gender benefit analysis, as specified in Clause 2 of Article 26 of the Act. As for the gender budget report, Clause 1 of Article 57 in the Act defines it as retrospective assessment of whether the budget has benefited women and men equally and has played a role in reducing gender discrimination. Further, this Clause prescribes that a gender budget report should include the results of the budget execution and an assessment on its expected future impact on gender equality. The Enforcement Ordinance for the National Finance Act specifies the contents that should be included in the gender budget plans and reports and stipulates that preparation guidelines for the plans and reports will be established in consultation with the Minister of Strategy and Finance and the Minister of Gender Equality and Family. The provisions regarding the gender-sensitive fund management plans and reports are similar to those for gender budget plans and reports.

The management guidelines for the GB system at the local level are based on the relevant provisions in the Local Finance Act, which are in many ways similar to those in the National Finance Act. Clause 2 of Article 36 of the Local Finance Act stipulates that the head of the local government shall attach a gender budget plan to each budget bill, which will analyze the expected impacts of the budget on women and men in advance. And according to Clause 2 of Article 53 of the Act, the head of the local government shall prepare a report retrospectively assessing whether the budget has benefited women and men equally and has contributed to reducing gender discrimination, to be attached to the budget report. The Enforcement Ordinance for the Local Finance Acts specifies the contents which should be included in the gender budget plans and reports and stipulates that preparation guidelines will be established in consultation with the Minister of Security and Public Administration and the Minister of Gender Equality and Family.

15. See (Appendix 2).

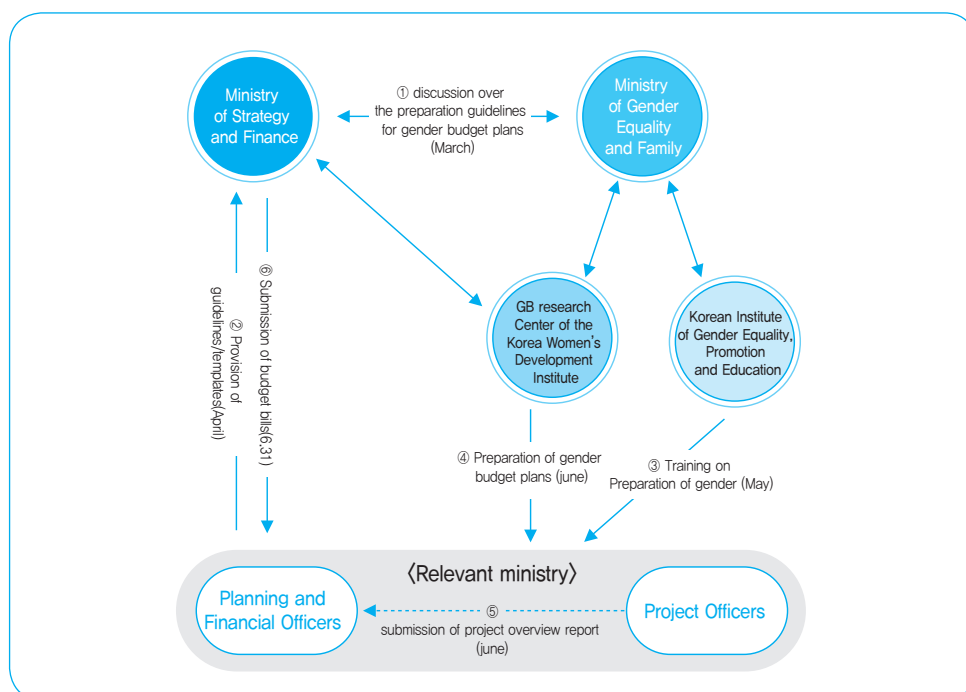
3.2. Operational Framework and Schedule

3.2.1. National Level

a. Framework for the Preparation of a Gender Budget Plan

According to the GB framework, each year the Minister of Strategy and Finance and the Minister of Gender Equality and Family first decide the methods for the selection of GB-participating projects and what contents should be included in the gender budget plan. The confirmed list of GB-participating projects, guidelines and templates for the preparation of gender budget plans are delivered to the planning and financial officers of each ministry through the Ministry of Strategy and Finance. After that, this information is distributed to the project officers in each ministry, who then submit project overview reports (together with gender budget plans for each project) back to their planning and financial officers. Finally, the planning and financial officers compile outcome goals for gender equality and an all-inclusive list of projects and submit them to the Ministry of Strategy and Finance, along with the project overview reports.

Figure 3-4 | Promotion Framework for the GB at the National Level



Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

b. Schedule for Preparation of the Gender Budget Plan

National gender budget plans are prepared in accordance with the annual schedule of general budget allocation. The Preparation Guidelines for Gender Budget Plans, which are included in the Guidelines for Budget Allocation and Fund Management Plans, are provided to all relevant ministries in April. Each ministry then selects and confirms GB-participating projects in cooperation with the Ministry Strategy and Finance and the Ministry of Gender Equality and Family and submits their gender budget plans to the Ministry of Strategy and Finance by June. After that, the Ministry of Strategy and Finance examines these gender budget plans and submits them as an attachment to the budget bill to the National Assembly in October.

Table 3-3 | GB Schedules (National level)

	Main Items
April	<p>2015 Preparation Guidelines for Gender Budget Plans (by the Ministry of Strategy and Finance to the relevant ministries, in cooperation with the Ministry of Gender Equality and Family)</p> <p>2015 Preparation Guidelines for Gender Budget Plans to the relevant ministries (included in the 2015 Guidelines for Budget Allocation and Fund Management Plans)</p>
May~ June	<p>Establishment of selection criteria for GB-participating projects (Ministry of strategy and Finance, Ministry of Gender Equality and Family)</p> <p>Selection and confirmation of GB-participating projects (relevant ministries)</p> <p>Examination of whether GB participating projects have been appropriately selected (Ministry of Gender Equality and Family)</p> <p>Coordination of GB-participating projects in consultation with the heads of the relevant ministries (Ministry of Strategy and Finance)</p> <p>Provision of training courses on the preparation of gender budget plans and support services for civil servants (Ministry of Gender Equality and Family)</p> <p>Provision of training sessions for planning and financial officers and project officers in the relevant ministries (Korean Institute of Gender Equality, Promotion and Education)</p> <p>Project officers: participation in training by the Ministry of Gender Equality and Family and preparation of gender budget plans (using Detailed Guidelines for 2015 Gender Budget Plans)</p> <p>Support for preparing gender budget plans (provided by GB Research Center of the Korea Women's Development Institute)</p> <p>Submission/collection of 2015 Gender Budget Plans (by relevant ministries to the Ministry of Strategy and Finance)</p> <p>Submission of gender budget plans to the Ministry of Strategy and Finance</p> <p>Submission of budget bills prepared by the relevant ministries to the Ministry of Strategy and Finance (by June 13)</p>

	Main Items
July-September	Examination of gender budget plans prepared by the relevant ministries (Ministry of Strategy and Finance)
October 1	Submission of gender budget plans to the National Assembly (Ministry of Strategy and Finance → National Assembly) Submission of gender budget plans as an attachment on the 2015 Budget Bill to the National Assembly

Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

3.2.2. Local Level

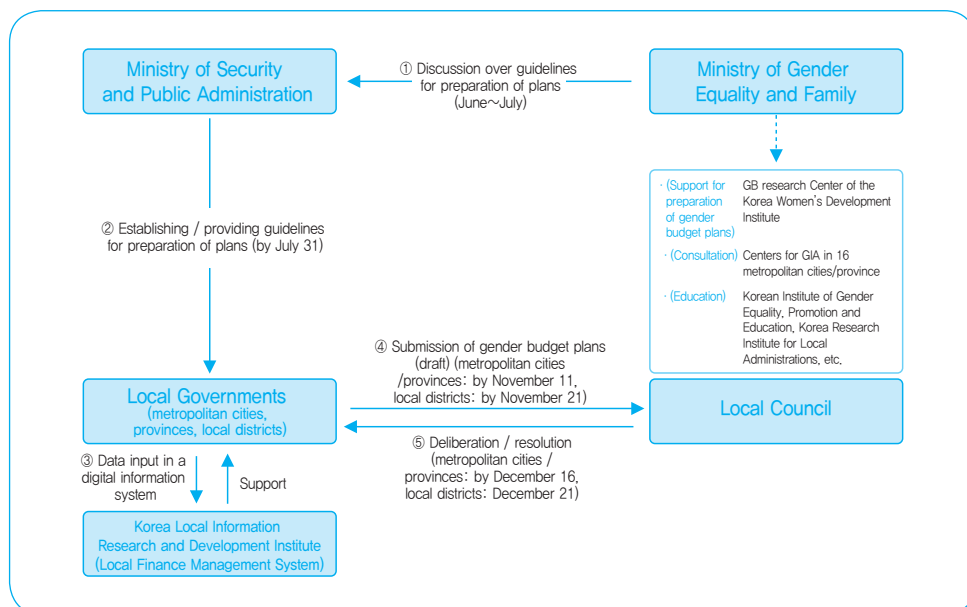
a. Framework for the Preparation of Gender Budget Plans

On the local level, the Ministry of Security and Public Administration decides the methods for the selection of GB-participating projects and the guidelines for preparation of gender budget plans together with the Ministry of Gender Equality and Family, based on national policy directions, the 4th Women’s Policy Basic Plan and results of GIA. The confirmed guidelines for local gender budget plans are delivered to each local government together with guidelines for budget allocation and execution (an Instruction from the Ministry of Security and Public Administration).

Each local government then prepares a gender budget plan in accordance with the guidelines from the Ministry of Security and Public Administration. The guidelines suggest that first of all each local government set up 1~3 goals for gender equality according to their own characteristics and conditions and with consideration of local demands for women’s policy, the campaign promises of the head of the local government associated with gender equality, the 4th Women’s Policy Basic Plan and so on. In addition, the finance and women’s policy divisions are responsible for the establishment of the goals for gender equality. When necessary, these divisions can obtain support from Centers for GIA located in 16 metropolitan cities/provinces. After that, each local government selects GB-participating projects based on the goals for gender equality and prepares a gender budget plan and a related budget bill. Finally, the finance division of the local government examines and confirms the budget bill and the gender budget plan. After approval by the head of the local government, such documents are submitted to the local council. The documents are computerized in the Local Finance Management System managed by the Korea Local Information Research and Development Institute under the Ministry of Security and Public Administration.

However, the lack of any official institutional procedures for the establishment of gender equality goals, which reflect specific characteristics of each government can be criticized, as can the lack of recognition of the importance of the goals amongst local officials. Consequently, there is a tendency to select GB-participating projects based upon the convenience of the government and the goals for gender equality are often set up only after the completion of the gender budget plans. In this regard, in order to achieve gender equality in each local area, it is essential that the local government prepare gender budget plans focusing on projects that require gender-sensitive monitoring and management. In addition, local women’s organizations and local residents have a duty to hold the head of the local government responsible for gender equality by paying close attention to the gender budget plans prepared by their own local governments.

Figure 3-5 | Schedule for Preparation of Local GB Plans



Source: Ministry of Security and Public Administration, <2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments>, 2014.

b. Schedule for the Preparation of Local Gender Budget Plans

Local gender budget plans are also prepared in accordance with the annual schedule of general budget allocation. The Guidelines for Preparation of Gender Budget Plans, which are included in the Guidelines for Budget Allocation and Fund Management Plans of Local

Governments, are provided to each local government in July. The divisions of projects, finance and women’s affairs of the local governments then select and confirm the GB-participating projects in consultation with 16 local centers for GIA. The relevant divisions submit the gender budget plans to the finance division within each local government by October. Lastly, each finance division collects and examines all gender budget plans of its own local government and submits them as an attachment on the budget bill to the local council in November.

Table 3-4 | Schedules (Local level)

	Main items
July	<ul style="list-style-type: none"> ○ Provision of guidelines for preparation of 2015 Gender Budget Plans (Ministry of Security and Public Administration → local governments, in consultation with the Ministry of Gender Equality and Family) - Provision of the 2015 Guidelines for Preparation of Gender Budget Plans (included in the 2015 Guidelines for Budget Allocation and Fund Management Plans of Local Governments)
August ~September	<ul style="list-style-type: none"> ○ Selection and confirmation of GB-participating projects (local governments) ○ Support and provision of consultation services for preparation of gender budget plans - (Support for preparation of gender budget plans) GB Research Center of the Korea Women’s Development Institute - (Consultation) Centers for GIA in 16 metropolitan cities/provinces - (Education) Korean Institute of Gender Equality, Promotion and Education, Korea Research Institute for Local Administration, etc. ○ Preparation of gender budget plans (each project division)
September ~October	<ul style="list-style-type: none"> ○ Submission/collection of the 2015 gender budget plans (relevant offices/bureaus → finance division) - Relevant offices/bureaus collect the gender budget plans prepared by each division and submit them with the budget bills to the finance division
October ~November	<ul style="list-style-type: none"> ○ Examination and confirmation of the gender budget plans of the local governments (finance division)
November	<ul style="list-style-type: none"> ○ Submission of gender budget plans to the local council - Submission of gender budget plans as an attachment on the 2015 Budget Bill to the council

Source: Ministry of Security and Public Administration, <2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments>, 2014.

4. Detailed Contents of GB

4.1. Selection of Projects

4.1.1. National Level

The selection criteria for projects subject to GB for 2015 are as follows (Ministry of Strategy and Finance et al., 2014).

- (1) Budget projects executed in accordance with the implementation plans of the 4th Women's Policy Basic Plan (2013~2017), which is the national plan for devising gender equality policies in line with the Article 7 of the Framework Act on Women's Development
- (2) Projects subject to GB from the previous year (2014)
- (3) Projects on which GIA is possible
 - Projects on which gender benefit analysis is possible and projects which are likely to have an important role in reducing gender inequality, selected from the main policies and projects of all relevant institutions, including national agendas
 - Projects which target women and families and which can contribute to reducing gender gaps and projects on which gender benefit analysis is possible
 - Budget projects amongst the policies subject to GIA¹⁶ for 2014

In order to determine which projects are not included in the aforementioned categories, the following checklist is used.

16. According to the Enforcement Ordinance for the Gender Impact Analysis Assessment Act (Enforcement Date: March 16, 2012), the administrative agencies and the local governments shall submit a gender budget plan when a project subject to GIA that year entails the budget execution.

Table 3-5 | Checklist I for the Selection of National Projects Subject to GB

<p>Step ①: Project designated in the Guidelines for GB</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>Step ②-1: Project name includes women-related terms</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>Step ②-2: (in practice) Project mainly targets women (ex: sexual violence/sexual harassment/prostitution, etc.)</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>Step ③: Project for women and families (ex: childcare, education for children, etc.)</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>Step ④: Project can play a role in reducing gender gaps</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>Step ⑤: Project on which GIA is possible (projects that provide support for individuals and commissioned projects are included) (ex: a project concerning employment, a project for human resource development, a living allowance subsidy project, a medical/healthcare project, a financial support project, etc.)</p> <p><input type="checkbox"/> ↓ No <input type="checkbox"/> Yes ⇒ Prepare a gender budget plan</p>
<p>No need to prepare a gender budget plan (Go to Checklist II)</p>



If a project is confirmed as not needing the preparation of a gender budget plan under Checklist I a second checklist is completed. A project overview report with the screening results from Checklists I and II is then submitted to the Ministry of Strategy and Finance and the Ministry of Gender Equality and Family for consultation.

Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

Table 3-6 | Checklist II for the Selection of National Projects Subject to GB

Step ①: Project target groups or beneficiaries are not specified	
1) Project targets whole population so that beneficiaries cannot be classified by gender (ex: security, etc.)	
2) Project not likely to have disparate impacts on specific individuals (ex: road construction, industrial infrastructure construction, etc.)	
<input type="checkbox"/> ↓ No	<input type="checkbox"/> Yes ⇒ No need to prepare a gender budget plan
Step ②: The male-female ratio of project target groups or beneficiaries cannot be artificially adjusted due to the characteristics of the project	
<input type="checkbox"/> ↓ No	<input type="checkbox"/> Yes ⇒ No need to prepare a gender budget plan
Step ③: Project budget is mostly comprised of management expenses (ex: operating costs, costs of establishing facilities, etc.)	
<input type="checkbox"/> ↓ No	<input type="checkbox"/> Yes ⇒ No need to prepare a gender budget plan
Prepare a gender budget plan	

Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

4.1.2. Local Level

The selection criteria for local government projects subject to GB in 2015 are as follows. The GB covers both general accounts and special accounts. In most cases gender budget plans are prepared on a per-project basis, however, when some parts of the project are difficult to analyze in terms of gender beneficiaries, their expected impact of gender equality, etc., the gender budget plan can be also prepared on a sub-project (unit project). In addition, gender budget plans do not deal with several budget items, such as administrative costs (minimal operating expenses of an institution), financial activities (the preservation of financial assets, not types of projects) and contingency funds. In terms of the official selection procedure for projects for GB, each local government selects projects that accord with its own established goals for gender equality in advance. The finance division in each local government then administers the GB process in cooperation with the women’s policy division and the project division, as well as the Center for GIA located in each area.

Table 3-7 | Selection Criteria for Local Projects Subject to GB

Project Subject to GB	Notes
Project under the Women's Policy Basic Plan	<ul style="list-style-type: none"> ◇ Projects in the local government's annual enforcement plan under the 4th Women's Policy Basic Plan (2013~2017) ◇ Projects included in the 2014 detailed plan of each local government for enforcement of the Women's Policy Basic Plan ◇ The Women's Policy Basic Plan is established every five years by the Ministry of Gender Equality and Family in accordance with the Framework Act on Women's Development (Article 7)
GIA-participating Project	<ul style="list-style-type: none"> ◇ Budget projects subject to GIA in accordance with the Gender Impact Analysis Assessment Act (enforcement date March 16, 2012) ◇ Projects on which gender benefit analysis is possible and that are likely to have an important role in reducing gender inequality
Specialized Project Promoted by the Local Governments	<ul style="list-style-type: none"> ◇ Projects promoted by local governments through their own budgets, such as the campaign promises and core projects of the head of the local government, projects on which gender benefit analysis is possible, etc.

Source: Ministry of Security and Public Administration, <2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments>, 2014.

The current selection criteria for local projects subject to GB are the same in metropolitan governments and other local governments. However, there is still no official procedure to select projects that accurately reflect the goals for gender equality established by each local government or gender issues specific to the local community. An example of how such a procedure could work at the local level is as follows. First, an analysis on current issues regarding gender inequality in the community and a survey of the policy needs of female residents are conducted in advance. Based on the results, the local government sets up goals for gender equality that best reflect the local situation. GB is then applied with the aim of achieving such goals. In particular, methods for budget allocation and project management can be improved through the preparation of gender budget plans in projects that require careful management. For such a procedure to be realized, local governance for gender equality needs to be strengthened by enhancing local government officers' abilities of gender-sensitive analysis; expanding the participation of locally-based gender specialists in the governance; and increasing the functions of the local center for GIA.

4.2. Preparation Methods for Gender Budget Plans

4.2.1. National Level

Table 3-8 | Preparation Methods for National Gender Budget Plans

Person in Charge	Item	Preparation Method
Planning and Financial Officer of each Ministry	I. Goal for gender equality	<ul style="list-style-type: none"> ■ Office of planning and finance of each ministry is responsible for preparation of gender budget plans ■ Goals for gender equality are established in line with the policy tasks in the 4th Women's Policy Basic Plan and each ministry's specific policy goals
	II. All-inclusive list of projects	<ul style="list-style-type: none"> ■ A list of projects subject to GB and the size of their budgets is presented each fiscal year (2014, 2015) ■ Changes regarding a project subject to GB are clearly specified (a project name change, a project excluded from/ newly included in the GB project list for 2015)
Project Officer of each Ministry	III. Project overview <input type="checkbox"/> Project name <input type="checkbox"/> Budget bill for 2015 <input type="checkbox"/> Project purpose <input type="checkbox"/> Project target <input type="checkbox"/> Project contents <input type="checkbox"/> Goals for gender equality <input type="checkbox"/> Expected impacts on gender equality <input type="checkbox"/> Gender benefit analysis (project targets, project beneficiaries, budget allocation) <input type="checkbox"/> Outcome goals for 2015	<ul style="list-style-type: none"> ■ The contents should correspond to a project overview report prepared by each ministry ■ Project name (general account/special account/fund) ■ The budget bill for 2015 ■ Project purpose ■ Project targets and contents ■ Goals for gender equality <ul style="list-style-type: none"> - Goals for gender equality are given in line with the project purpose, reasons for selection and policy tasks in the 4th Women's Policy Basic Plan ■ Expected impacts on gender equality <ul style="list-style-type: none"> - Expected impacts on gender equality through the achievement of project goals are selected ■ Gender benefit analysis (Project target population) <ul style="list-style-type: none"> - Project target population: not beneficiaries in practice, but specific groups that the project targets in the project planning step - Present project targets in 2012, 2013 and 2014 based on statistics (Project beneficiaries) - Project beneficiaries: groups (individuals) who benefited from the project in practice - Present the data on beneficiaries from 2012 to 2014: the data on beneficiaries in 2012 and 2013 is presented based on the results of budget execution that year, while the data on beneficiaries in 2014 is estimated based on the performance results to date

Person in Charge	Item	Preparation Method
		<ul style="list-style-type: none"> - If gender benefit analysis is impossible, the reason is explained below the table - If project targets and beneficiaries are all women or men, either 'the percentage of women 100% and men 0%' or 'the percentage of men 100% and women 0%' is written in the (GB analysis) column - If project targets and beneficiaries are based on 'facilities' or 'households' rather than people, the unit (number of persons) needs to be changed (ex: number of places, number of households) in the (GB analysis) column <p>(Budget)</p> <ul style="list-style-type: none"> - The budgets in 2012 and 2013 are presented based on the gender budget report for fiscal year 2013 and for the budget in 2014, the estimated figures until December 2014 are presented based on the data between January and June 2014 ■ Outcome goals for 2015 - Outcome goals: indicators for assessing the extent to which the goals for gender equality are achieved - Written in line with goals for gender equality and presented as numerical data based on the results of gender benefit analysis. - The performance results in 2013, the estimated data in 2014 and the target value for 2015 are presented <p>* Methods for measuring the level of outcome goal achievement:</p> <ul style="list-style-type: none"> ■ Results of gender benefit analysis and GIA (need to be written for all projects) - Based on the aforementioned results, the institutional causes for and actual conditions of gender gaps in practice are described in detail and the calculation of the level of outcome goal achievement is explained - For projects subject to GIA in 2014, use is made of the GIA results, such as the policy environment associated with gender, the measures needed for gender equality, etc. ■ Assessment results of gender budget reports in 2013 (only applicable for GB-participating projects in 2013) - Assessment results of gender budget reports in 2013, include the current situation of gender equality, performance outcomes, reasons for the project results, recommendations for improvement, etc. ■ Others (written optionally) - If there are results of an analysis on matters regarding a project besides the aforementioned reports, such as an analysis on the current condition/status of a project or a demand survey, they can also be presented as methods for measuring the level to which outcome goals are achieved

Source: Ministry of Strategy and Finance et al., <2015 Preparation Guidelines for Gender Budget Plans>, 2014.

4.2.2. Local Level

Table 3-9 | Preparation Methods for Local Gender Budget Plans

Person in Charge	Item	Preparation Method
Finance Division of Each Local Government	I . Goal for gender equality	<ul style="list-style-type: none"> ■ Finance division of each local government is responsible for preparation of a gender budget plan ■ A plan is written in consideration of the 4th Women Policy Basic Plan, campaign promises of the head of a local government, etc. <p>- 1~3 goals are established according to the specific characteristics and conditions of the local government and an outline of each goal is given</p>
	II . Direction of GB	<ul style="list-style-type: none"> ■ Describe the direction of gender budget allocation that accords with the goals for gender equality of the local government. <p>- Present the names, the numbers and the budgets of core GB-participating projects.</p>
	III . Overview and the size of GB (per category)	<ul style="list-style-type: none"> □ All-inclusive list of projects □ All-inclusive list of functions □ All-inclusive list of institutions <ul style="list-style-type: none"> ■ Automatic data input into the Local Finance Management System (web-based)
Office/Bureau	IV . Gender budget plan prepared by each office/bureau <ul style="list-style-type: none"> □ Direction of GB □ All-inclusive list □ All-inclusive list of projects 	<ul style="list-style-type: none"> ■ Allocation of gender budget <p>- Write a gender budget plan focusing on the numbers and the areas of projects subject to GB as well as the size of project budgets, based on the gender budget plans of each division prepared by each office/bureau</p> <ul style="list-style-type: none"> ■ All-inclusive list: automatic data input into the Local Finance Management System (web-based) ■ All-inclusive list of projects: automatic data input into the Local Finance Management System (web-based)

Person in Charge	Item	Preparation Method
Office/ Division	V. Gender budget plan of each division 1. All-inclusive project list □ Direction on allocation of gender budget □ All-inclusive list □ All-inclusive list of projects 2. Overview of each project □ Project outline □ Project subject to the GB □ Necessary expenses □ Gender benefit analysis □ Analysis on causes for gender gap □ Outcome goal □ Expected impacts on gender equality	1. All-inclusive project list - Direction of the allocation of gender budgets - All-inclusive list: automatic data input into the Local Finance Management System (web-based) - All-inclusive list of projects: automatic data input into the Local Finance Management System (web-based) 2. Overview of each project - Project outline - Types of project - Necessary expenses (automatic data input into the Local Finance Management System (web-based)) - Gender benefit analysis (the same method as used to write the <gender benefit analysis> column in the national gender budget plan) - Analysis on the causes of gender gaps (focusing on gender differences in political, economic, social and cultural conditions and policy demands in relation to the project) - Outcome goals (the same method as used to write the <Outcome goals> column in the national gender budget plan) - Expected impacts on gender equality (the same method as used to write the <Expected impacts on gender equality> column in the national gender budget plan)

Source: Ministry of Security and Public Administration, <2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments>, 2014.

4.3. Progress of the Gender Budget Plan and Report Preparations

At the national level, the criteria for selecting projects and the methods of preparation of GB documents have gradually evolved over the last five years since the introduction of GB. With regard to the selection criteria, while GB-participating projects in the early stages were mostly those on which gender benefit analysis was relatively straightforward, the scope of projects subject to the GB has gradually been extended to focus on the projects in which the importance of gender benefit analysis is likely to be significant, as well as the main projects of the ministries. In addition, in the early years, goals for gender equality were just a collection of the goals outlined in the gender budget plans of each division, whereas they have now become more concrete and better reflect the specific roles and characteristics of each ministry.

The item concerning outcome goals was added to the gender budget plan template in 2011. Outcome goals and target values for gender equality are outlined in each gender budget plan and the level of goal achievement is presented in the gender budget report. The data shows that in general the levels of achievement have improved over time in ministries that have prepared a gender budget plan and report every year. Although the figures are still lower than the measured level of achievement of projects under the regular budget, they are expected to improve (Park, 2013). The results of an analysis of female project beneficiaries from 2010 to 2011 indicate that projects with a gender budget plan saw a rise in the percentage of female project beneficiaries (Woo et al., 2010). Further research also shows that there has been an increase in the ratio of female to male beneficiaries in the majority of institutions that have prepared gender budget plans and reports consistently, with the exception of a few ministries (Kim et al., 2013).

2014 Modularization of Korea's Development Experience
Gender Mainstreaming in Policy Making:
Gender Impact Assessment and Gender Budgeting in Korea

Chapter 4

Conclusion

1. Success Factors and Future Tasks of Gender Mainstreaming
2. Implications for KSP Partner Countries

Conclusion

1. Success Factors and Future Tasks of Gender Mainstreaming

1.1. Success Factors

1.1.1. A Strong Legal Basis to Ensure System Stability

The most critical success factor for the stable management of GIA and GB in Korea was the establishment of a strong legal basis. The legal groundwork for GIA and GB paved the way for their official introduction and has ensured the stable management of the systems over the years. Two gender specialists pointed out during interviews that the legal and systemic frameworks of GIA and GB in Korea are among the best in the world and they have played an important role in the process of planning and the performance of the systems.

In fact, a significant difference can be seen in the outcomes of GIA before and after the enforcement of the Gender Impact Analysis and Assessment Act. For example, GIA-participating programs were originally mainly projects under the Framework Act on Women's Development, but in line with the enforcement of the Gender Impact Analysis and Assessment Act the scope of programs subject to GIA has been greatly extended to cover laws, plans and projects. Accordingly, the number of GIA-participating programs has risen significantly from 2,954 in 2011 to 14,792 in 2012 and 20,372 in 2013 (Ministry of Gender Equality and Family, 2014b: 64). In addition, in accordance with the Gender Impact Analysis and Assessment Act, the government revised the Enforcement Regulation for Guidelines for Legislative Tasks, which stipulates that when the government plans to enact

or amend an act or a subordinate statute, GIA must be conducted on the plan in advance. In this way, the government could prevent making laws that include provisions that might cause gender discrimination.

Meanwhile, the legal foundation for GB in Korea lies in the National Finance Act, the National Accounting Act and the Local Finance Act. In 2002, the Gender Equality and Family Committee of the National Assembly began earnest discussions over the introduction of GB. In 2005, the Ministry of Planning and Budget provided each ministry with the Guidelines for Budget Allocation, which includes a provision that GIA results be taken into consideration in the budget allocation process. The GB system was successfully institutionalized with the enactment of the National Finance Act, which includes a provision on the submission of gender budget plans and reports.

Thus, the establishment of a strong legal basis for GIA and GB has been essential in guaranteeing their stable management and encouraging the active engagement and commitment of civil servants. In other words, the binding force of the laws guarantees the stability of the systems.

1.1.2. Strengthening the Operational Framework for the Systems

In order to successfully institutionalize impact assessment systems, such as environment impact assessment, regulatory impact analysis and the gender mainstreaming policies, it is necessary to establish an operational framework that clearly specifies the roles and responsibilities of agencies in the system management and execution (Leu et al, 1996; Radaelli, 2002; Rodrigo, 2005; Kim et al, 2006; OECD, 2006). GIA and GB in Korea have their own operational frameworks, which are regarded as one of the important factors in the success of the systems.

The operational framework for GIA has been strengthened by the enforcement of the Gender Impact Analysis and Assessment Act. The Ministry of Gender Equality and Family plays the role of a control tower that monitors system performance. And the central administrations and local governments (including offices of education) prepare GIA reports and plans for policy improvement based GIA results and policy recommendations. In addition, the Committee on Gender Impact Analysis and Assessment (under the Minister of Gender Equality and Family) provides support for the stable management of GIA. Additionally, the Ministry also operates Centers for GIA in the capital city and 16 metropolitan cities and provinces. The Centers offer training courses on GIA for civil servants, with the aim of providing support to the central administrations and local governments in conducting GIA.

Meanwhile, for the GB system in Korea, different administrative agencies have responsibility for the management of GB at the national and local levels. The Ministry of Strategy and Finance is responsible for the management of GB at the national level and the Ministry of Security and Public Administration has the responsibility at the local level. The government ministries and local governments submit their gender budget plans to the Ministry of Strategy and Finance and the Local Council, respectively.

To sum up, the establishment of an operational framework for the system that clearly specifies the roles and responsibilities of ministries and civil servants has been a major factor in the successful management of GIA and GB.

1.1.3. Establishment of a Collaboration Framework between the Ministry of Gender Equality and Family and Institutions Conducting the Assessment

One of the main factors for successful development of GIA from its start in 2005 is the establishment of a collaboration framework between the Ministry of Gender Equality and Family, which is responsible for the overall management of GIA and the institutions conducting GIA. There are three key examples. First, the government has established a connection between GIA and the Joint Evaluation on Government Performance administered by the Ministry of Safety and Public Administration. As the system that evaluates the overall policy performance of the local governments each year, the Joint Evaluation on Government's Performance has significant implications for local governments, especially as the results of the evaluation determine the national ranking of local governments, which entails considerable financial incentives or penalties. The Ministry of Gender Equality and Family and the Ministry of Safety and Public Administration agreed to include the performance outcomes of GIA as evaluation indicators for the Joint Evaluation. Specifically, in 2006, the number of GIA-participating programs in the local government was made an evaluation indicator and after 2007, outcomes of GIA training for civil servants and policy feedback performance have also been added as indicators. The collaboration between GIA and other evaluation systems, such as the Joint Evaluation on Government's Performance, has played a significant role in encouraging local governments to conduct GIA. In fact, the majority of GIA-participating programs to date have been in local governments and the majority of GIA-training has focused on local government civil servants.

Secondly, a collaboration framework between Statistics Korea and the Ministry of Gender Equality and Family has been established. In particular, the Statistics Act (Article 18), revised in 2007, stipulates that in cases where an agency intends to collect new statistics,

it shall obtain prior approval from the Commissioner of the Statistics Korea regarding the gender disaggregation of data collected in the survey (Ministry of Gender Equality and Family, 2007c). This means that data must be gender-disaggregated when producing human statistics. As a result, there has been an increase in the production and utilization of gender-disaggregated statistics in surveys and administrative reports. The collection of gender-disaggregated data on the policy needs of men and women in diverse sectors of the society is essential for the success of GIA. In this regard, the establishment of the collaboration framework between Statistics Korea and the Ministry of Gender Equality and Family, by facilitating the production of gender-disaggregated statistics, has been an important factor in the success of GIA.

Thirdly, the Ministry of Gender Equality and Family, in consultation with the Ministry of Government Legislation, amended Article 11, Clause 1 ('examination of a bill') of the Enforcement Regulation for Guidelines for Legislative Tasks on October 4, 2012. The revised article stipulates that matters regarding GIA shall be attached to a bill when the government submits it for deliberation. Since the enactment of the Gender Impact Analysis and Assessment in 2012, GIA must be conducted whenever the government plans to enact or amend an act or a subordinate statute, prior to its deliberation. This has contributed to the active conduction of GIA in the three years since the introduction of the Act.

These examples of collaboration between ministries at the national level have had an influence on local governments. There has been a rise in the number of local governments that have made similar regulatory provisions that GIA be conducted on local statutes in advance whenever the local government intends to enact or revise them.

To sum up, the collaboration frameworks between the Ministry of Gender Equality and Family and other ministries has laid the foundations for GIA to become an important policy tool through which to integrate a gender-sensitive perspective in government policies. It is noteworthy that the strong institutional framework ensures the accountability of civil servants in the system. This framework thus allows the stable and sustainable management of the system in administrative bodies in which civil servants frequently change roles.

1.1.4. Gender-Sensitive Training for Civil Servants

In Korea, civil servants carry the main responsibility for the implementation of GIA and GB. They select GIA-/GB-participating programs, prepare analysis reports based on the indicators and draw up recommendations and plans for gender-sensitive policy-making and budgeting. This is a distinguishing feature from other countries, where in most cases gender

experts are chiefly responsible for GIA. Thus, in Korea, civil servants' gender awareness and their ability with gender-sensitive analysis have been essential requirements for the operation of GIA and GB.

In this regard, the Korean government established specialized education institutions to enhance civil servants' gender awareness and trained them in gender-sensitive analysis. The Korean Institute of Gender Equality, Promotion and Education and research institutes for women's policy in local areas are examples of such institutions. In this way, training on GIA and GB has been provided for civil servants of the central administrations and local governments. The number of participants in GIA training has risen every year (Ministry of Gender Equality and Family, 2014b: 234~235). In particular, the participation in the training of the chief analysis and assessment officers and institution management officers, who are responsible for management of GIA, has significant implications.

The training program focuses on enhancing gender sensitivity, understanding of GIA and GB, practice for preparation of GIA reports and gender budget plans. The training programs are opened on a rolling basis throughout the year and have played an important role in enhancing civil servants' understanding of and reducing their resistance to the systems. Consequently, their accountability regarding gender-sensitive policy has been increased.

It can be seen that since the success or failure of GIA and GB hinges on the understanding and the will of civil servants, who are the key agents of the systems, training for civil servants is a key factor to the success of the systems.

1.1.5. Support from the Korean Women's Development Institute and Local Centers for GIA

Since the mid-1990s, the international community has emphasized the importance of GIA and GB as policy tools for achieving gender equality. In Korea, the Korean Women's Development Institute has analyzed the international trends associated with gender mainstreaming strategies and supported policy development and legislation to promote the systems in practice in Korea.

The Institute was established in 1983 to conduct research on women's policies, with the aim of increasing women's participation in society and is affiliated with the National Research Council for Economics, Humanities and Social Sciences under the Prime Minister's Office. In 2004, a research department for gender-sensitive policy planning was established within the Institute and conducted a number of research projects that laid the groundwork for GIA and GB, including the Research Project on Guidelines for Gender-Sensitive Policy

Development by Policy Area, the Research Project on Strategies for Innovation of Gender Budgeting, the Study on the Conditions and Status of Civil Servants' Gender Awareness and Improvement Plan and the Analysis on Gender Mainstreaming in Local Governments and Plans for Cooperation with the Ministry of Women's Affairs (Korea Women's Development Institute, 2013: 208~210). In 2005, the Gender Impact Assessment Center was established within the Institute, with responsibility for supporting the management of GIA and researching on gender mainstreaming. Some examples of the center's roles are: research on gender mainstreaming and GIA in Korea and abroad; comprehensive analysis on GIA and the selection/promotion of exemplary cases; creation and management of the GIA database; research on the development of indicators for GIA and on guidelines for policy improvement; research on citizens' participation in the systems; and the provision of consultation services and feedback on GIA to the central administrations¹⁷.

In 2007, the Gender Budgeting Research Center was established within the Korea Women's Development Institute to support the introduction and management of GB. The Center is responsible for the following tasks: organizing a support team for preparation of gender budget plans and reports; developing templates and guidelines for gender budget plans and reports; developing customized training programs; support for the establishment of policies associated with GB; analysis and assessment on gender budget plans and reports prepared by the central administrations and local governments; research on mid-/long-term development plans for GB; studies on GB in other countries; cooperation with institutions and ministries in other countries, etc. Through these roles, the Center has provided specialized support to the Ministry of Strategy and Finance (national level), the Ministry of Safety and Public Administration (local level) and the Ministry of Gender Equality and Family¹⁸.

On top of that, the Korean Women's Development Institute has established a gender statistics information system (<https://gsis.kwdi.re.kr/gsis/>) that provides gender-disaggregated data. The availability of such data is one of the important factors for the successful management of GIA and GB in Korea as it reveals and quantifies the real gap between women and men in various different respects.

17. See more details in the official website of the Gender Impact Assessment Center of the Korean Women's Development Institute (<http://gia.kwdi.re.kr>).

18. See more details in the official website of the Gender Budgeting Research Center of the Korean Women's Development Institute (<http://gb.kwdi.re.kr>).

Additionally, the Centers for GIA located in 16 local areas have also provided support for the management of GIA and GB in the local governments. The Ministry of Gender Equality and Family designated the Centers in 2012 in line with the Gender Impact Analysis and Assessment Act and has provided salary support for one gender specialist in each Center. The Centers support the management of GIA and GB in a number of ways, including help with the selection of GIA-participating programs; provision of consultation services on the preparation of GIA reports; provision of feedback on GIA reports; help with the selection of GB-participating programs; provision of consultation services for prepping gender budget plans and reports; and support for training on GIA and GB for civil servants. In addition, consulting groups mainly comprised of gender researchers and activists in women's organizations have been organized in each Center. The groups play a critical role in building gender-sensitive local governance in local communities and providing constant support to the local governments regarding policies on gender mainstreaming and gender equality.

1.2. Future Tasks

So far, GIA and GB in Korea have passed a number of milestones. The Korean government has established a strong legal basis for the systems and set up a systemic framework to promote them. Moreover, through these systems policies have been improved in a gender-sensitive way and the gender awareness of civil servants has been enhanced. In so doing, the government's support for gender equality has been strengthened as a whole. However, GIA and GB in Korea still have several future tasks necessary to successfully achieve their goal of gender equality in society (Kim et al., 2013; Ministry of Gender Equality and Family, 2013; Lim et al., 2013; Jo et al., 2013; Ministry of Gender Equality and Family, 2014b; 4 interviewees) and the challenges and solutions to them are deeply intertwined. In other words, while one weak point in the system is likely to lead to a number of related problems, one critical idea may solve many problems at the same time. The most significant limitation of GIA and GB in Korea is that the goal on gender equality is not yet widely recognized in politics, the government and civil society. Thus, a framework to systematically enhance gender equality across all sectors, which could be called a Korean 'Gender Management System', has not yet been established. This implies that gender equality is still not seen as a major overarching issue in the national goals of the Korean government.

In this regard, the main weakness of GIA and GB in Korea and the future tasks necessary for improvement can be summarized as follows.

1.2.1. Capacity Building for the Effective Implementation of the Laws and Systems

One of the major challenges currently faced by GIA and GB in Korea is the gap between the laws and reality. Despite well-established laws and institutional frameworks, there is still a long way to go in terms of system implementation. For example, while the law clearly prescribes that policy feedback be performed, in practice there are only a few cases of policy improvement based on such feedback. According to one gender specialist during an interview, in general, practices tend to lag behind systemic legal systems in Korea. This is also the case for GIA. In particular, although there is a provision in the Gender Impact Analysis and Assessment Act that results of GIA should be reflected in plans of policy improvement, it is rarely enforced in practice. It is not a problem with the legal framework, but a problem with the weak capacity to enforce implementation of the system. In other words, the Korean society does not yet have enough capacity to fully ensure all the provisions associated with GIA are implemented.

Therefore there is a need for the government to take measures to ease the gap between the institutional basis and legal framework of GIA and the running of GIA in practice. Above all, the status and administrative capacity of the Ministry of Gender Equality and Family must be strengthened through human resource development and increased finance, so that it is better placed to operate the system. For example, it is necessary to place gender specialists who are capable of leading the system operation at the decision-making tables, but currently, there are very few gender specialists in the administrative agencies of Korea. Although at least one gender specialist is currently included as staff in each Center for GIA, they do not have the power to make decisions on gender-sensitive policies, but only to support the system operation following the decisions of the administrations. Two gender specialists argued that one of the main problems of GIA is that even though its institutional framework and its legal basis seem very solid, the promotion of the system is very weak. Overall, civil servants' gender awareness is low and the Ministry of Gender Equality and Family, the responsible Ministry for the system, does not have sufficient human and material resources to support the management of the system, despite its strong accountability for the system. Thus, with more staff and financial resources, the Ministry's effort to promote the system could bring about more significant results in policy improvement. Meanwhile, when it comes to GB, the Ministry of Strategy and Finance, the responsible Ministry, seems to have little accountability for the system, even though its human and material resources are enough to fully implement it. Therefore, taking the goal of gender equality into consideration in setting up national agendas and placing a high priority on women's

policy in the government are important steps to helping settle the GIA and GB systems in the ministries.

On top of that, gender mainstreaming is based on the idea that every policy is related to gender. If gender mainstreaming is promoted in every policy area, the leading ministry needs the power to have influence over the policy-making process in other ministries. However, the problem is that the current status of the Ministry of Gender Equality and Family in Korea is relatively low compared to other ministries. The success of gender mainstreaming is dependent on the extent to which the position of the Ministry of Gender Equality and Family can be strengthened.

Besides, there is a need to increase the accountability of the Ministry of Strategy and Finance and the Ministry of Safety and Public Administration, which are responsible for GB. Increasing the accountability means strengthening the ministries' will to understand the core concepts and actively promote the system, as well as allocate increased human and material resources. In order to improve policies in a gender-sensitive way through GIA and GB, the government needs to move beyond just preparation of GIA reports or gender budget plans and reports. Particularly, when there is a policy recommendation in GIA reports about increasing or adjusting the budget, the ministries should reflect it in the gender budget plans for the following year.

1.2.2. Strengthening the Policy Feedback Framework

The common goal of GIA and GB is to achieve gender equality in society. The first step to accomplishing this goal is to improve policies and allocate the government's budget in a gender-sensitive way. However, there has been criticism that the results of policy feedback have been relatively small compared to the large increase in the number of programs subject to the systems and the size of the programs' budgets. Analysis shows that GIA and GB each have their own weak points in the policy feedback framework.

First, institutional procedures for policy feedback through GIA have been established in line with the enforcement of the Gender Impact Analysis and Assessment Act. However, so far in Korea no monitoring and evaluation has been conducted on whether policy feedback has been well implemented. Furthermore, it is difficult to regularly check if or how the ministries and the local governments have improved their policies in accordance with the feedback they have received over the years, when such improvements often need a long time to implement. This difficulty is made worse by the characteristics of the Korean administrative bodies in which civil servants change their roles frequently and only a small

number of them are in charge of the operation of GIA. Therefore, one essential step in order to make the administrative bodies better reflect policy recommendations and feedback in the policy-making process is to designate more civil servants who are responsible for the operation and management of GIA.

Meanwhile, in terms of GB, an official procedure for policy feedback needs to be established. Currently, gender budget reports are often not reflected in the budget allocation and execution for the following year in practice. Thus, the gender budget report is not yet hugely effective due to the lack of institutional framework for policy feedback. Strengthening the mechanisms of examination of gender budget plans and reports in the National Assembly would ensure an official evaluation of the extent to which a project has contributed to reducing gender gaps and to what extent the budget has been executed in a gender-sensitive way. Another important step to increase the effectiveness of gender budget reports is to change the outcome goals in the reports from simply measuring the immediate project outputs to analyzing the outcomes associated with gender equality from a longer term perspective.

1.2.3. Strengthening Gender Governance Based on a Partnership between the Government and Civil Society

Since the introduction of a gender mainstreaming strategy was a key tool for achieving gender equality in the mid-1990s, the international society has realized both theoretically and empirically that a partnership between the government and civil society is essential for enhancing the effectiveness of GIA and GB (Woodward, 2004; Kim et al 2009a, 2009b). However, gender governance based on such a partnership has not yet been successfully established in Korea. Regardless, gender specialists and civil society are actively supporting the idea of such governance.

According to one female specialist on gender, who was interviewed for this research, Korea has a presidential system in which the executive branch has relatively more power than the judicial and legislative branches. In this system, administrative bodies tend to be highly bureaucratic. Thus, management of the systems based solely on an institutional framework is not enough to make up for the weak points of the systems. Therefore, strengthening wider gender governance is necessary to ensure their sustainability. Currently, several women's organizations and citizens' groups have started to monitor if and how government policies are being improved through the policy feedback frameworks of GIA and GB.

The reasons behind civil servants' ambivalent attitudes towards NGOs' participation may vary. However, their awareness of the need to strengthen the gender governance must be improved. It can be hoped that as more positive experiences are accumulated of enhancing

the satisfaction of men and women with government policies in collaboration with civil society, civil servants will understand better the necessity of gender governance. Following this, both the government and civil society should make a mutual effort to enhance citizens' awareness of gender-sensitive policies.

2. Implications for KSP Partner Countries

2.1. Current Situations of Gender Equality in KSP Partner Countries

2.1.1. Current Conditions in KSP Partner Countries

Currently, the Korean government is cooperating with a total of 50 countries around the world in the Knowledge Sharing Program (KSP). Nine countries are in Sub-Saharan Africa; six are in the Middle East and Northern Africa; eight are in Europe and Central Asia; 13 are in Southeast, South and Northeast Asia; and 14 are in Southern America and the Caribbean (official website of KSP). More detailed information on the KSP partner countries is presented in <Table 4-1>.

Table 4-1 | List of KSP Partner Countries by Region

Region	Country
Sub-Saharan Africa (9 countries)	Ghana, Gabon, South Sudan, South Africa, Mozambique, Ethiopia, Equatorial Guinea, Democratic Republic of the Congo, Tanzania
Middle East and Northern Africa (6 countries)	Libya, Saudi Arabia, United Arab Emirates, Algeria, Oman, Kuwait
Europe and Central Asia (8 countries)	Romania, Azerbaijan, Albania, Uzbekistan, Ukraine, Kazakhstan, Tajikistan, Turkey
Southeast, South and Northeast Asia (13 countries)	Lao People's Democratic Republic, Mongolia, Myanmar, Bangladesh, Vietnam, Brunei, Sri Lanka, Indonesia, China, Cambodia, Thailand, Pakistan, Philippines
Southern America and the Caribbean (14 countries)	Dominican Republic, Mexico, Bolivia, Brazil, Haiti, Ecuador, El Salvador, Honduras, Uruguay, Jamaica, Colombia, Trinidad and Tobago, Panama, Peru
Total	50 countries

Source: Official Website of the Knowledge Sharing Program (KSP), <http://www.ksp.go.kr/kr/pillars/policypartner.jsp>, accessed on August 6, 2014).

The conditions of the KSP partner countries in comparison with those of South Korea are as follows. As shown in <Table 4-2>, the population of South Korea is around 49 million as of 2013 and 14 partner countries, most notably China and Indonesia, have larger populations. In terms of GDP, Korea's GDP was the 15th highest in the world in 2013 (1,197.5 billion \$) and only the GDP rankings of China, Brazil and Mexico are higher than that of Korea.

**Table 4-2 | Comparison between South Korea and KSP Partner Countries:
Population and GDP Ranking**

	Korea	Countries with Higher Population/Area/GDP than Korea
Population	49 million	China, Indonesia, Brazil, Pakistan, Bangladesh, Mexico, Philippines, Ethiopia, Vietnam, Turkey, Democratic Republic of the Congo, Thailand, Myanmar, South Africa
GDP World Ranking (as of 2013), (\$/position)	1,197.5 billion, 15 th	China, Brazil, Mexico ※ The data of 15 countries, including Gabon and South Sudan, is not available.

* The sample of each country's population varied from 2011 to 2014.

Sources: population: Country Profiles, Website of the Ministry of Foreign Affairs

(http://www.mofa.go.kr/countries/index.jsp?menu=m_40, accessed on August 6, 2014), GDP world ranking (2013): World Bank (<http://databank.worldbank.org/>, accessed on August 6, 2014).

In terms of government structure (<Table 4-3>), 27 countries, including Ghana and Gabon, have a presidential system, like South Korea. Five more countries, including Ethiopia and Bangladesh, have adopted a parliamentary system. There are monarchies in Oman, Kuwait and Cambodia. Besides, these, other government types represented in the partner countries include mixed presidential-parliamentary systems, the theocratic monarchy, mixed parliamentary democracy-presidential systems and socialist republicanism. The government type is an important variable in the implementation of the KSP, since it determines the national power structures and the methods of policy-making.

Table 4-3 | Comparison between South Korea and KSP Partner Countries: Government Type

Same as Korea (presidential system)	Different from Korea		
	Parliamentary System	Monarchy	Others ^{a)}
27 Countries (Ghana, Gabon, South Sudan, Mozambique, etc.)	6 Countries (Ethiopia, Bangladesh, etc.)	Oman, Kuwait, Cambodia	15 countries (Vietnam, Brunei, Sri Lanka, China, etc.)

a) Mixed presidential-parliamentary system, theocratic monarchy, mixed parliamentary democracy-presidential system, socialist republicanism, etc.

Sources: Country Profiles, Ministry of Foreign Affairs

(http://www.mofa.go.kr/countries/index.jsp?menu=m_40, accessed on August 6, 2014).

The socio-economic conditions of KSP partner countries are as follows (World Bank 2012; KOICA official website). Firstly, gender-gaps in school enrollment rates in elementary and middle schools have been narrowing in a number of countries. In particular, female enrollment rates are higher than male rates in several countries of Latin America and East Asia. However, the female elementary and middle school enrollment rates in most countries of Sub-Saharan Africa and Southeast Asia are still significantly lower than the male rates.

Secondly, looking at the current conditions of labor force participation, more than 500 million women in the world have entered the labor market over the last 30 years, as women's employment rates in paid work in developing countries have increased. This is largely due to a dramatic decrease in the fertility rates in a number of countries, including Bangladesh, Colombia and Iran, which has led to increasing opportunities for women to participate in the labor force.

Thirdly, with regard to the gender differences in the type of employment, women are more likely to do unpaid, domestic work or to work in informal sector jobs than men. Particularly, most female farmers tend to do smaller scale farming or grow less profitable crops than male. And female entrepreneurs have a tendency to run smaller-sized firms or do less profitable business than their male counterparts. Thus, women around the world commonly suffer from a lower economic status than men.

Fourth, in terms of the decision making power at home and in society, women, especially poor women, are likely to have less power to make decisions and manage resources in most countries.

2.1.2. Current Situation of Gender Equality in the KSP Partner Countries

<Table 4-4> shows the current situation of gender equality in the KSP partner countries. The countries in Europe, Central Asia and Latin America and the Caribbean have good records in terms of women’s capacity development and gender equality. In contrast, countries in Sub-Saharan Africa, the Middle East and Northern Africa have relatively low records in both sectors. Meanwhile, in countries in Northeast Asia and the Pacific, including South Korea, the level of gender inequality is similar to that of Sub-Saharan African countries, even though many have well-developed policies in relation to women’s development.

Table 4-4 | Gender Index of KSP Partner Countries by Region

Region ^{a)}		Gender Gap Index ^{b)} (GGI)	Gender Inequality Index ^{c)} (GII)	Human Development Index ^{d)} (HDI)	Social Institutions and Gender Index ^{e)} (SIGI)
Sub-Saharan Africa		0.67	0.58	0.50	0.34
Middle East and Northern Africa		0.60	0.55	0.68	0.31
Europe and Central Asia		0.72	0.32	0.74	0.21
Southeast, South and Northeast Asia	East Asia and the Pacific	0.67	0.33	0.70	0.19
	South Asia		0.54	0.59	0.30
Southern America and the Caribbean		0.70	0.42	0.74	0.12

a) Countries are classified by geographical region. (According to the UDNP, countries in the Middle East and Northern Africa are classified as “Arab States”). In GII and HDI, South Sudan and Somalia are classified as countries in the Middle East and Northern Africa. However, in SIGI, they are classified as the countries in Sub-Saharan Africa.

b) GGI: Data on a 0-to-1 scale (0 = worst score, 1= best score)

c) GII: Data on a 0-to-1 scale (1 = worst score, 0 = best score)

d) HDI: Data on a 0-to-1 scale (0 = worst score, 1 = best score)

e) SIGI: Data on a 0-to-1 scale (1=worst score, 0=best score)

Sources: Gender Gap Index (GGI): World Economic Forum (2013) “The Global Gender Gap Report 2013” pp.12~13.

Gender Inequality Index (GII): UNDP (<http://hdr.undp.org/en/data>, Accessed on August 6, 2014)

Human Development Index (HDI): UNDP (<http://hdr.undp.org/en/data>, Accessed on August 6, 2014).

Social Institutions and Gender Index (SIGI): <http://genderindex.org/ranking>. Accessed on August 6, 2014).

<Table 4-5> presents detailed information on the conditions of gender equality in the KSP partner countries by region in comparison with those in South Korea¹⁹. First, the countries in Sub-Saharan Africa have high gender inequality in every sector. Considering the high inequality in educational attainment between male and female children, the KSP strategy should focus on strengthening the education system for both adult women and female children. In addition, according to the statistics, gender gaps in economic participation are relatively low in most African countries, because African women not only take charge of household chores, child rearing and care work, but also engage in many parts of the production labor. However, enhancing women's economic empowerment is a prerequisite to improving their overall living conditions.

Secondly, the Middle East and Northern Africa are regions in which gender inequality is the highest in the world. In particular, gender inequalities in political and economic participation are the most severe, but gender gaps are relatively narrower in the health and education sectors than in other regions. This implies that the issue of gender inequality in the Middle East and Northern Africa is interconnected with the culture in which women's mobility and participation in economic and social activities are restricted.

Thirdly, the countries in Eastern Europe and Central Asia have relatively lower gender inequality than those in other regions. Especially, in terms of women's economic opportunity and participation these countries show the most positive statistics. In contrast to the high economic participation rates, however, the level of women's political participation in this region is only just ahead of the Middle East and Northern Africa. Furthermore, gender gaps in survival rates are high due to the imbalance in the sex-ratios of newborn infants in several countries. This may be related to the fact that there has been an increase in cases of prenatal sex determination and sex-selective abortion, as economic development has proceeded in most countries of Eastern Europe and Central Asia.

Fourth, while the countries in East Asia and the Pacific generally have lower gender disparity than the other regions, conditions vary hugely according to the country and women's political participation still remains low.

Fifth, South Asia has the highest gender gaps in the world in educational attainment (the school enrollment rate of female children) and health sectors. It also ranked among the lowest in women's economic participation and opportunities. However, this region has the narrowest gender gap in women's political participation due to the high level of female political participation in several countries, such as Sri Lanka and Bangladesh.

19. OECD (2011), *Aid in Support of Women's Economic Empowerment*, OECD-DAC Working Party on Statistics and DAC Network of Gender Equality; Recited in the official website of Korea (http://www.koica.go.kr/program/type/communication/gender/1295092_3046.html).

Lastly, the countries in the Latin American region show the lowest gender gaps in every sector, next to developed countries. In this region, the gender disparity is very low in educational attainment and health and female participation is comparatively higher in the economic and political fields than the other regions considered above. <Table 4-5> shows the comparison of the social conditions of women between South Korea and KSP partner countries.

**Table 4-5 | Comparison between South Korea and KSP Partner Countries:
Social Conditions of Women**

	Countries that have Higher Records than Korea	Korea	Countries that have Lower Records than Korea
Female labor Force Participation Rate (as of 2012, %)	19 Countries (Algeria, Saudi Arabia, Pakistan, etc.)	49.9	29 Countries (Philippines, Indonesia, Brunei, Trinidad and Tobago, Ukraine, etc.) ※ The data of 2 countries are not available.
Proportion of Seats held by Women in the National Parliament (as of 2013, %)	17 Countries (Haiti, Myanmar, Sri Lanka, etc.)	15.7	31 countries (Azerbaijan, Libya, Gabon, etc.) ※ The data of 2 countries are not available.
Gender Gap Index (GGI) (2013)	(Gender gap is wider than Korea) Kuwait, Ethiopia, Turkey, Turkey, Oman, Saudi Arabia, Pakistan	111 (0.64)	(Gender gap is narrower than Korea) 34 countries (Philippines, Brazil, Mexico, China, etc.) ※ The data of 9 countries are not available.
Gender Inequality Index (GII)(2013)	(Gender inequality is higher than Korea) 43 countries (Indonesia, Cambodia, Panama, etc.)	17 (0.10)	※ The data of 7 countries are not available.
Human Development Index (HDI) (2013)	49 countries (Pakistan, Peru, Philippines, etc.)	15 (0.89)	※ The data of 1 country is not available.

Sources: Female labor force participation rate: UNDP (<http://hdr.undp.org/en/data>, accessed on August 6, 2014), Proportion of seats held by women in national parliament: UNDP (<http://hdr.undp.org/en/data>, accessed on August 6, 2014).

Gender Gap Index (GGI): World Economic Forum (2013) “The Global Gender Gap Report 2013” pp.12~13. (0 = worst score, 1 = best score).

Gender Inequality Index (GII): UNDP (<http://hdr.undp.org/en/data>, accessed on August 6, 2014) (1 = worst score, 0 = best score).

Human Development Index (HDI): UNDP (<http://hdr.undp.org/en/data>, accessed on August 6, 2014) (0 = worst score, 1 = best score).

The female labor force participation rates are higher in 29 partner countries than the 49.9 percent of Korea, which implies that women are ready to actively participate in the labor market in many countries. Further, 31 partner countries have a higher proportion of seats held by women in the national parliament than Korea and it can be hoped that their cooperation may help the smooth adoption of GIA and GB. In terms of gender equality, Korea ranked 111th on the Gender Gap Index (GGI), while 34 partner countries' rankings, including Philippines, Brazil, Mexico and China, were higher. The GGI shows the magnitude and scope of gender-based disparities in the economic participation and opportunity, educational achievement, health and political power. The GGI was designed not to measure the 'level' of a certain sector, but to reveal only the gaps between men and women. Thus, the GGI ranking can be high in countries where the level of women's development is low, but gender gaps are narrow, for example in education or the economic sector.

According to the Gender Inequality Index (GII), 43 partner countries have more severe gender inequality than Korea. In contrast to the GGI, the GII measures the level of female development and gender inequality in a variety of aspects. In other words, the GII comprehensively measures and gauges how women's status and rights are being guaranteed legally and institutionally in reproductive health (maternal mortality rate, adolescent birth rates), women's empowerment (proportion of parliamentary seats occupied by females, proportion of adult females with at least some secondary education) and economic status (labor market participation). Meanwhile, Korea is ranked 15th in the world on the Human Development Index (HDI) and only one partner country's ranking was higher. The HDI was created to measure average achievement in key dimensions of human development. In order to estimate the actual levels of achievement in each country in terms of health, education and living standards, the HDI indicators measure life expectancy, educational attainment (adult literacy rate, elementary/middle/high school enrollment rate) and the gross national income per capita (purchasing power parity, percentage of population living in poverty).

To sum up, in terms of women's labor force participation rate and the proportion of parliamentary seats occupied by females, there are a number of partner countries with better records than Korea. However, most partner countries lag behind Korea in issues of women's development and social security, such as female education, economic participation and health.

2.2. Implications for KSP Partner Countries

This study has introduced Korean experiences of GIA and GB in the political and administrative contexts of Korea. The Korean government is a presidential system in which the authority of the administrative branch is strong. Further, the central government has a strong influence over the local governments in Korea, despite the semi-autonomous local system. In addition, the value of efficiency has tended to be considered a high priority in policy making and implementation mainly due to the history of rapid economic growth in a short period of time. For this reason, questions related to visible outcomes of the two systems have been repeatedly raised over the last 5~7 years. In response to those questions, the government has presented exemplary cases of policy improvement through GIA and GB, the outcomes of GIA training of civil servants, the increasing number of GIA-/GB-participating programs and the increase in the size of the total budget subject to analysis. However, these outputs are not the goals that the systems ultimately aim to reach. GIA and GB need to contribute to a social transformation towards a gender-sensitive society, not merely the production of short-term outputs. For this, they need to play a significant role in integrating a gender-sensitive perspective into the national goals of the Korean government and in establishing gender governance based on the partnership between government and civil society. In this regard, the Korean government has still a long way to go. Below, this study suggests four points for KSP partner countries to consider when referring to the Korean experiences of GIA and GB.

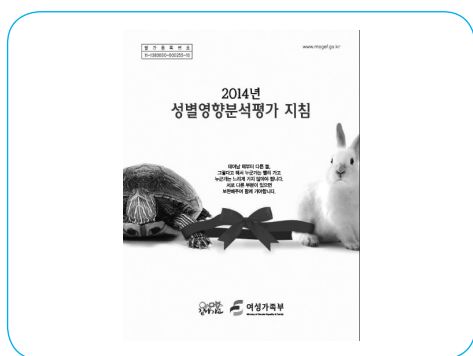
2.2.1. Establishment of Legal and Institutional Bases for the Systems

In Korea, which has a presidential system of government and a written law-based legal system, the first step to introduce a policy is the establishment of a legal basis that ensures the sustainability of the policy. Thus, the Korean government created the legal provisions as the first step in the introduction of GIA and GB. What is noteworthy in the Korean experience is that the attitudes of civil servants towards the systems have changed according to the extent of the legally-binding power that the provisions have regarding the systems. For example, in the initial stage, GIA was promoted based on only one legal provision of the Framework Act on Women's Development. Thus, the selection standards for programs subject to the system and the responsibilities and roles of the government were vague and this consequently led to rather passive attitudes amongst the civil servants towards the system. However, since the enforcement of the Gender Impact Analysis and Assessment Act, the responsibilities and roles of the government and the selection standards for programs subject to the system have become rigorous and civil servants have become more willing to accept the system's

necessity. Thus, the establishment and strengthening of legal and institutional bases of GIA and GB are key to their effectiveness. Particularly, the legal provisions need to include clear roles and responsibilities of the government, selection standards for programs subject to the systems, a policy feedback process and the training of civil servants.

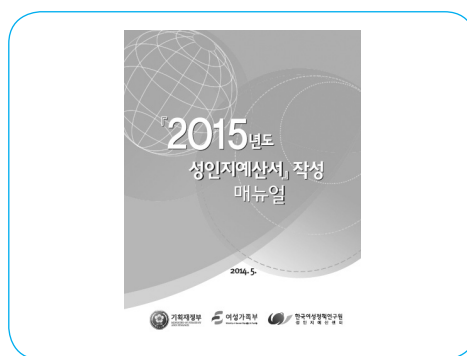
Further, the provision of practical guidelines for the implementation of the systems is essential. In Korea, the Ministry of Gender Equality and Family has provided annual Guidelines for GIA. And the Ministry of Strategy and Finance together with the Gender Budget Research Center of the Korea Women’s Development Institute prepare and provide the Preparation Guidelines for Gender Budget Plans and Reports ([Figure 4-1] and [Figure 4-2]). The Guidelines include a basic overview of the system, selection standards for participating programs, an operational framework that specifies roles and responsibilities of agents, indicators for analysis and assessment, templates of plans and reports, annual schedules of events and the training of civil servants.

Figure 4-1 | Example of the Guidelines for GIA



Source: website of the Ministry of Gender Equality and Family (http://www.mogef.go.kr/korea/view/policyGuide/policyGuide01_02_03.jsp?func=view¤tPage=0&key_type=&key=&search_start_date=&search_end_date=&class_id=0&idx=693559, accessed on October 9, 2014).

Figure 4-2 | Example of the Preparation Guidelines for Gender Budget Plans



Source: website of the Gender Budgeting Research Center of the Korea Women’s Development Institute (http://gb.kwdi.re.kr/kr/contents/publish/etc_list.jsp, accessed on October 9, 2014).

In terms of GB, the following points need to be considered in establishing the legal and institutional basis for the system. Above all, an in-depth discussion should be conducted over the short-/long-term goals of GB and the positioning of the gender-sensitive budget

in the general budget. For the selection of programs subject to the system, applying GB to policies on which the government of the country places high priority is a good strategy to help settle the system in its initial stage. For example, the Korean government has selected policies on which gender benefit analysis is possible and policies that are likely to have an important role in reducing gender inequality among the key policies of the government. In addition, an official procedure for policy feedback integration needs to be established to enhance the effectiveness of GB in the allocation of the national budget.

2.2.2. Establishment of a Cooperative Framework amongst the Ministries and Gender Specialists

As GIA and GB commonly aim to integrate a gender-sensitive perspective into every government policy, they need to be promoted based on a comprehensive partnership amongst government ministries and institutions. For instance, gender-disaggregated statistics are necessary to prepare gender budget plans and reports or to conduct GIA and the allocation of the gender-sensitive budget and policy feedback integration can be conducted only when based on cooperation between ministries and institutions. In Korea, the Committee on Gender Impact Analysis and Assessment has been established to deliberate on and coordinate matters regarding the performance and improvement of GIA. The chief analysis and assessment officers of the Ministry of Strategy and Finance, the Ministry of Education, the Ministry of Security and Public Administration, the Office for Government Policy Coordination and the Ministry of Government Legislation participate as commissioners in the Committee.

On top of that, in order to ensure the quality of the systems and enhance the effectiveness of policy feedback integration, the placing of gender specialists in decision-making positions of the administrative bodies is essential. Without this, there is a significant possibility that the exercises GIA and GB might not move beyond perfunctory paperwork and the goal of actual policy improvement left unaccomplished. However, a strong political will in the upper levels of government is needed to place gender specialists in high positions in the institutions. In Korea, there are still only a few gender specialists in the central administrations and local governments.

2.2.3. Offering Gender-Sensitive Training to Civil Servants

If the government plans to make civil servants responsible for implementing the systems, such as in Korea, the gender-sensitive training of civil servants is essential. It is desirable for the training to be offered not only to civil servants directly responsible for GIA or for preparing gender budget plans and reports, but to all civil servants, because all civil servants will need a good understanding of the systems of GIA and GB for smooth cooperation

amongst the ministries. Especially, the training of civil servants in high-level positions who have decision-making powers should be ensured. In Korea, there has been criticism that most trainees have been low-level officers and those in local governments and there have been only a few training courses for high-level officers or those in the central administrative bodies. However, thanks to the strong efforts of the Ministry of Gender Equality and Family and a constant questioning about this issue by the National Assembly, training on GIA and GB has been gradually expanded to high-level officers and civil servants in the central administrative bodies. For example, gender-sensitive training courses have become compulsory subjects in the regular education programs for civil servants in the Central Officials Training Institute and the Local Government Officials Development Institute.

Secondly, while the main contents of the training programs vary according to goals of the training, the characteristics of trainees and the length of the training, they commonly include a focus on raising gender awareness, basic understanding of GIA and GB and gender-disaggregated statistics. With regard to the length of the training, a 7-hour one-day course (or 14 hours over two days) is desirable, as shown in (<Table 4-6> and <Table 4-7>).

Table 4-6 | Examples of Training on GIA for Responsible Civil Servants

Subject	Main Contents	Length
Gender-related Issues in GIA-participating Programs	- Gender-sensitive perspectives and gender-related issues in GIA-participating programs	2 hours
Understanding GIA and GB	- Concepts and necessity of GIA - Operational framework and expected outcomes of GIA - Concepts, necessity and policy directions of GB	2 hours
Preparation Guidelines for GIA Reports and Case Studies	- Preparation guidelines for GIA reports - Case studies of exemplary reports	2 hours
Preparation Guidelines for Gender Budget Plans and Reports and Case Studies	- Preparation guidelines for gender budget plans and reports (each indicator) - Case studies of exemplary plans and reports	2 hours
Practice in Preparing GIA Reports and Gender Budget Plans and Reports	- Practice in preparing reports (per type of project) - Practice in preparing reports (per institution, per project)	3 hours

Source: Official Website of the Korean Institute of Gender Equality, Promotion and Education (http://dems.kigepe.or.kr/eduInfo/gender_effect_course02.jsp, accessed on October 9, 2014).

Table 4-7 | Examples of Training on GB for Responsible Civil Servants

Subject	Main Contents	Length
Directions of GIA	- Understanding the selection criteria for GIA-participating programs, the official procedure for GIA and the measures needed to conduct GIA	1 hour
Understanding of GB	- Concepts, necessity and policy directions of GB - Characteristics of gender budget plans in Korea in comparison with examples of other countries	1 hour
Understanding of Gender-sensitive Perspectives and Budget Analysis	- Main points of gender-sensitive perspectives - Policy recommendations from a gender-sensitive perspective	1.5 hours
Practice in Preparing Gender Budget Plans (1): Preparation Guidelines and Case Studies	- Main changes in selection criteria for participating programs and preparation guidelines for gender budget plans - Understanding of the preparation methods of gender budget plans (per ministry, per project)	1.5 hours
Practice in Preparing Gender Budget Plans (2): Manuals for Input in Digital Information System	- Understanding of the official procedures for GB and the project selection - Understanding the data input methods in digital information system	1 hour

Source: Official Website of the Korean Institute of Gender Equality, Promotion and Education (http://dems.kigepe.or.kr/eduInfo/gender_effect_budget02.jsp, accessed on October 9, 2014).

Thirdly, with regards to training methods a variety of methodologies can be used, such as practice-centered education based around case studies, participant-centered learning through discussion with the aim of sharing participants' different experiences of policy making and implementation, group activities to analyze problems and draw up solutions and direct tutoring.

Fourth, the establishment of specialized education centers for gender-sensitive training or the creation of gender-sensitive training courses in existing training institutes for civil servants is recommended, in order to ensure the quality and coverage of training. The educational infrastructures for gender-sensitive training of civil servants in Korea are considered to be well-established, where the Korean Institute of Gender Equality, Promotion

and Education and its local offices offer specialized gender-sensitive training programs for civil servants and further gender-sensitive training courses are provided by the Central Officials Training Institute and the Local Government Officials Development Institute.

2.2.4. Establishing Research and Education Institutes for Gender Equality

A research and education institute that conducts specialized analysis on gender and regularly provides education programs on gender awareness for civil servants and citizens is an essential feature for gender mainstreaming. This suggestion applies both to countries where GIA and GB have already been promoted and to countries planning to introduce the systems.

GIA and GB ultimately aim to transform society in a gender-sensitive way by questioning existing male-oriented social structures and demanding the dissolution of gendered hierarchy. However, it is difficult for the government to play a leading role in accomplishing those goals, because of the intrinsic nature of governments to seek stability and be averse to change. Thus, a public research institute specializing in gender is a good foundation to begin these challenging tasks.

In Korea, the Korea Women's Development Institute is a gender-specialized research institution established by the government and the Korean Institute of Gender Equality, Promotion and Education is an educational institute that specializes in gender and the promotion of gender equality. Research centers for women's policy in local areas and financially supported by local governments are in charge of both education and research on the gender issues of each local area. Thus, it is possible for one institution to both conduct research and provide education. Such specialized institutions can play a significant role in the process of not only introducing the GIA and GB systems but also promoting the systems, since they conduct analysis on possible solutions to challenges faced in operating the systems and offer education and training to civil servants that the government cannot directly provide. It is thanks to the constant support of such research and education institutes over the years that GIA and GB in Korea could consistently produce valuable outcomes in government policy.

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Appendix 1. Legal Basis of GIA and Templates for Report

1. Gender Impact Analysis and Assessment Act

[Enforcement Date September 25, 2014]

[Act No. 12530, March 24, 2014: Partial Amendment]

■ GENDER IMPACT ANALYSIS AND ASSESSMENT ACT

Article 1 (Purpose)

The purpose of this Act is to realize gender equality in formulation and implementation of policies by providing for basic matters regarding analysis and assessment of the impact that policies of the central government and local governments have on gender.

Article 2 (Definitions)

The terms used in this Act shall be defined as follows:

1. The term “gender impact analysis and assessment” means the analysis and assessment that the head of a central administrative agency or the head of a local government shall conduct with regard to the impact that a policy is likely to have on gender equality when the policy is formulated or implemented, hence making the policy contribute to the realization of gender equality;
2. The term “central administrative agency” means a central administrative agency under the Government Organization Act or a central administrative agency established pursuant to any other Act;
3. The term “local government” means a local government under the Local Autonomy Act or the Office of Education of a Special Metropolitan City, a Metropolitan City, a Do or a Special Self-Governing Province.

Article 3 (Responsibilities of the Central Government, etc.)

- (1) The central government and local governments shall take measures to ensure gender equality in formulating and implementing a policy.
- (2) The central government and local governments shall recognize the importance of gender impact analysis and assessment (hereinafter referred to as “analysis and assessment”) and shall endeavor to ensure that the procedure provided for in this Act is executed properly and smoothly.

Article 4 (Relationship to other Acts)

Except as otherwise provided for specifically in any other Act, provisions of this Act shall apply to analysis and assessment.

Article 5 (Matters subject to Analysis and Assessment)

- (1) The head of a central administrative agency or the head of a local government shall conduct analysis and assessment with regard to an Act or a subordinate statute (referring to an Act, a Presidential Decree, an Ordinance of the Prime Minister, an Ordinance of a Ministry or an Ordinance or a Rule of a local government) that he/she intends to enact or amend or a plan, a project, etc. that is likely to have a significant impact on gender equality (hereinafter referred to as “policy subject to analysis and assessment”).
- (2) Matters necessary for the criteria and procedure for selection of policies under paragraph (1) subject to analysis and assessment shall be prescribed by Presidential Decree.

Article 6 (Considerations in Analysis and Assessment)

The head of a central administrative agency or the head of a local government shall conduct analysis and assessment and prepare a report on analysis and assessment, taking the following matters into comprehensive consideration:

1. Gender-based statistics categorized by gender;
2. Gender-based benefit analysis;
3. A scheme for policy improvement according to the outcomes of analysis and assessment;
4. Other matters prescribed by Presidential Decree with regard to the guidelines for analysis and assessment.

Article 7 (Time to Conduct Analysis and Assessment)

The head of a central administrative agency or the head of a local government shall conduct analysis and assessment in the course of formulation or implementation of a policy subject to analysis and assessment: Provided, that the analysis and assessment be conducted before the examination by the Ministry of Government Legislation on the Bill of an Act or a subordinate statute, where it is intended to enact or amend an Act or a subordinate statute within his/her remit.

Article 8 (Preparation of Report on Analysis and Assessment, etc.)

- (1) Where the head of a central administrative agency or the head of a local government completes the analysis and assessment, he/she shall prepare a report on the analysis and assessment and shall submit it to the Minister of Gender Equality and Family, as prescribed by Presidential Decree.
- (2) The Minister of Gender Equality and Family may notify the head of the competent central administrative agency or the head of the competent local government of his/her opinion on the review of the report on the analysis and assessment submitted to him/her.

Article 9 (Reflection of Outcomes of Analysis and Assessment)

- (1) The head of a central administrative agency or the head of a local government shall reflect the outcomes of the analysis and assessment in the relevant policy and shall submit a report on the outcomes thereof to the Minister of Gender Equality and Family every year.
- (2) The central government and each local government shall endeavor to reflect the outcomes of the analysis and assessment in the preparation of the gender-sensitive budget and the gender-sensitive fund management plan under the National Finance Act and the Local Finance Act.

Article 10 (Special Gender Impact Analysis and Assessment)

- (1) The Minister of Gender Equality and Family may conduct analysis and assessment on a specific policy within the remit of a central administrative agency or a local government, which is closely related to the improvement of women's status or a project, among the policies subject to the analysis and assessment under Article 5 or specific projects closely related to the improvement of women's status, among projects executed by a public institution (referring to a public institution under Article 4 of the Act on the Management of Public Institutions; hereinafter the same shall apply).
- (2) When the Minister of Gender Equality and Family intends to conduct the analysis and assessment under paragraph (1), he/she shall notify the head of the competent central administrative agency, the head of the competent local government or the head of the competent public institution that he/she plans to conduct the analysis and assessment under paragraph (1). In such cases, the head of the competent

central administrative agency, the head of the competent local government or the head of the competent public institution may omit the analysis and assessment of the policy subjected to the analysis and assessment upon receipt of such notice.

- (3) The Minister of Gender Equality and Family shall notify the head of the competent central administrative agency, the head of the competent local government or the head of the competent public institution of the results of the analysis and assessment under paragraph (1) and the head of the agency, local government or public institution shall reflect the outcomes thereof in the relevant policy or project upon receipt of such notice and shall submit a report on the results of reflection to the Minister of Gender Equality and Family.
- (4) Matters necessary for the procedure and method for the analysis and assessment under paragraph (1) shall be prescribed by Presidential Decree.

Article 11 (Recommendation of Improvement of Policies)

- (1) When the Minister of Gender Equality and Family considers it necessary for the realization of gender equality as a result of the special gender impact analysis and assessment under Article 10, he/she may recommend the head of the competent central administrative agency, the head of the competent local government or the head of the competent public institution to improve the relevant policy.
- (2) Upon receiving the recommendation to improve a policy pursuant to paragraph (1), the head of the competent agency, local government or public institution shall establish and implement measures for the improvement and shall notify the Minister of Gender Equality and Family of the results thereof.
- (3) Matters necessary for the recommendation to improve a policy and the establishment and implementation of measures for the improvement under paragraphs (1) and (2) shall be prescribed by Presidential Decree.

Article 12 (Preparation and Submission of Comprehensive Analysis Report, etc.)

The Minister of Gender Equality and Family shall review the results of the performance of the analysis and assessment by each central administrative agency and each local government and the results of improvement of policies, prepare a report on the results of his/her comprehensive analysis, report thereon to the State Council at least once a year and submit it to the National Assembly.

Article 13 (Establishment and Functions of Committee on Gender Impact Analysis and Assessment)

- (1) The Minister of Gender Equality and Family shall have the committee on gender impact analysis and assessment under his/her control (hereinafter referred to as the “Committee”) in order to have the Committee deliberate on and coordinate matters regarding the operation and improvement of systems for the analysis and assessment.
- (2) The Committee shall deliberate on and coordinate the following matters:
 1. Matters regarding the basic direction of the analysis and assessment;
 2. Matters regarding the guidelines and methods for the analysis and assessment;
 3. Matters regarding the recommendation of policy improvement following the outcomes of the analysis and assessment;
 4. Matters regarding the announcement of outcomes of the analysis and assessment;
 5. Other matters that the committee chairperson deems necessary for the composition and operation of the Committee.

Article 14 (Designation of Officer Responsible for Analysis and Assessment, etc.)

- (1) In order to conduct the analysis and assessment efficiently, the head of the competent central administrative agency or the head of the competent local government may designate a public official under his/her control as an officer responsible for the analysis and assessment.
- (2) Matters necessary for the designation and missions of an officer responsible for the analysis and assessment under paragraph (1) shall be prescribed by Presidential Decree.

Article 15 (Education on Analysis and Assessment)

- (1) The head of a central administrative agency or the head of a local government shall conduct educational programs for public officials under his/her control on the analysis and assessment in order to ensure the efficient performance of the analysis and assessment.
- (2) Matters necessary for the scope of persons subject to education on the analysis

and assessment and the frequency of the education shall be prescribed by Presidential Decree.

Article 16 (Advice on Analysis and Assessment)

- (1) The Minister of Gender Equality and Family may provide advice to the head of a central administrative agency or the head of a local government with regard to the analysis and assessment.
- (2) The Minister of Gender Equality and Family may entrust a public or private institution or organization with the execution of works for providing advice under paragraph (1).

Article 17 (Gender Impact Analysis and Assessment Agency)

- (1) In order to provide support necessary for the analysis and assessment by central administrative agencies and local governments, the Minister of Gender Equality and Family may designate a national or public research institute, a research institute funded by the central government or a local government or a private research institute specified by Presidential Decree as a gender impact analysis and assessment agency (hereinafter referred to as “assessment agency”).
- (2) Matters necessary for the functions of an assessment agency, the criteria and conditions for the designation of such agency shall be prescribed by Presidential Decree.

Article 18 (Collection and Diffusion of Information on Analysis and Assessment, Training of Professional Human Resources, etc.)

- (1) In order to enhance expertise in the analysis and assessment, the Minister of Gender Equality and Family shall collect and disseminate information related to the analysis and assessment and shall prepare a scheme for training human resources specializing in the analysis and assessment.
- (2) In order to collect and diffuse information related to analysis and assessment under paragraph (1), the Minister of Gender Equality and Family shall establish and operate a system for providing information related to such analysis and assessment.
- (3) Matters regarding the establishment and operation of the system for providing information under paragraph (2) shall be prescribed by Presidential Decree.

ADDENDA

Article 1 (Enforcement Date)

This Act shall enter into force six months after the date of its promulgation.

Article 2 (Transitional Measure concerning Gender Impact Analysis and Assessment Agency)

An agency assisting in the analysis and assessment of policies pursuant to the Framework Act on Women's Development at the time this Act enters into force shall be deemed the gender impact analysis and assessment agency under this Act.

Source: http://elaw.klri.re.kr/kor_service/lawView.do?hseq=29028&lang=ENG, accessed on August 6, 2014.

2. Checklist and Template for Analysis and Assessment Report²⁰

2.1. Act or a Subordinate Statute

(Name of Institution)
Checklist for Gender Impact Analysis and Assessment
 (Act or a subordinate statute)

Name of law					
Section	Revision() Enactment()				
Type	Act () Presidential decree () Prime Minister decree () Ministerial decree () Ordinance () Regulation()				
Responsible division	Chief officer	Division		Name	
				Tel.	
	Officer in charge	Division		Name	
				Tel.	
Enactment Schedule	Consultation with relevant institution	~ (days)			
	Pre-announcement of legislation	~ (days)			
	Deliberation by Ministry of Government Legislation*	~ (days)			
Attached file	1. Act or a subordinate statute (draft) (a comparative table of the prior and amended article provisions needs to be included)				

Selection criteria		Choose one	Main contents
Exclusion Criteria	<input type="checkbox"/> Laws regarding the operation/management of the institution ex) equipment, organizational structure, record, goods, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	<input type="checkbox"/> Laws that directly aim to enhance women's status or promote gender equality ex) Support of Female Farmers and Fishermen Act, Act on Promotion of Economic Activities of Career-Interrupted Women, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	<input type="checkbox"/> Laws subject to modification for easier understanding(Ministry of Government Legislation)**	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	<input type="checkbox"/> Laws in which the only sunset clause is revised	<input type="checkbox"/> Yes <input type="checkbox"/> No	

* The local government can change the deliberation institution according to its own situation.
 ** Laws in which only the phrasing of a provision is expected to be modified in 2014.

20. Ministry of Gender Equality and Family (2014), "2014 Guidelines for the GIA."

(Name of Institution)
Gender Impact Analysis and Assessment
(Act or a subordinate statute)

○ Name of law:

I. Overview

■ Purpose of enactment/revision

-
-
-

■ Outlines of enactment/revision

-
-

II. Results of analysis and assessment (per item)

Item for analysis and assessment		Result
<input type="checkbox"/> Gender distinction or gender stereotypes	1. Provision associated with gender distinction (gender stereotypes)	<input type="checkbox"/> Yes <input type="checkbox"/> No
	2. Need to improve a provision associated with gender distinction (gender stereotypes) and improvement plan	<input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Characteristics according to gender	3. Provision associated with characteristics according to gender	<input type="checkbox"/> Yes <input type="checkbox"/> No
	4. Need to reflect characteristics according to gender and improvement plan	<input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Gender equality in participation	5. Provision associated with committee, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No
	6. Need to promote gender equality in participation and improvement plan	<input type="checkbox"/> Yes <input type="checkbox"/> No

① Gender distinction or gender stereotype

1. Provision associated with gender distinction or gender stereotypes

<Related provision>

○

2. Need to improve a provision associated with gender distinction (gender stereotypes) and improvement plan

<Necessity and its reasons>

○

○

•

<Plan for provision improvement>

Current law	Improved version

② Characteristics according to gender

3. Provision associated with characteristics according to gender

<Related provision>

○

4. Need to reflect characteristics according to gender and improvement plan

<Necessity and its reasons>

○

○

<Plan for provision improvement>

Current law	Improved version

Gender equality in participation

5. Provision associated with committee, etc.

<Related provision>

○

6. ■ Need to promote gender equality in participation and improvement plan

<Necessity and its reasons>

○

○

■

<Plan for provision improvement>

Current law	Improved version

Institution/ Division			
Head of division	Name		Position
	Tel.		
Officer in charge	Name		Position
	Tel.		
	Email		

2.2. Plan

(Name of Institution) Checklist for Gender Impact Analysis and Assessment (Plan)					
Name of plan					
Section	New plan ()		Re-established plan () th		
Relevant statutory provision					
Responsible division	Responsible institution and division	Name of institution		Name of division	
		Name of person in charge		Tel.	
	Relevant institution	Name of institution		Name of division	
		Name of person in charge		Tel.	
		Name of institution		Name of division	
		Name of person in charge		Tel.	
		Name of institution		Name of division	
		Name of person in charge		Tel.	
Schedule for establishment of plan	Consultation with relevant institution	~ (days)			
	Preparation of draft plan	~ (days)			
	Introduction to/ deliberation by the committee	~ (days)			
Attached file	Plan (draft) with its summary				
Selection criteria		Result	Main contents		
Exclusion criteria	<input type="checkbox"/> Laws that directly aim to enhance women's status or promote gender equality	<input type="checkbox"/> Yes <input type="checkbox"/> No			
	-ex) a plan to support female farmers and fishermen, a plan for promotion of economic activities of career-interrupted women, a basic plan for nurturing female scientists and engineers, etc.				
Inclusion criteria	<input type="checkbox"/> Plan that includes a human resources project	<input type="checkbox"/> Yes <input type="checkbox"/> No			
	<input type="checkbox"/> Plan that includes a project regarding the establishment/ improvement of facilities	<input type="checkbox"/> Yes <input type="checkbox"/> No			
	<input type="checkbox"/> Plan that includes a project likely to have differing impacts on women and men	<input type="checkbox"/> Yes <input type="checkbox"/> No			

(Name of Institution) Checklist for Gender Impact Analysis and Assessment (Plan)

○ Name of plan:

I. Overview

Vision and objective

○ ※ *Describe implementation goals and improvement goals of a plan, etc.*

Strategic and main project

○ ※ *Describe promotion plans, strategic and implementation tasks of a main project.*

II. Vision and objective

(1) Gender impact

Item for analysis and assessment	Result
1. Possibility of having differing impacts on women and men	<input type="checkbox"/> Yes <input type="checkbox"/> No

1. Possibility of having differing impacts on women and men

< Analysis results >

○

III. Strategic and main project

	Item for analysis and assessment	Result
<input type="checkbox"/> Gender needs	2. Different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences	* <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Gender balance	3. Consideration of different needs of male and female beneficiaries	** <input type="checkbox"/> Considered <input type="checkbox"/> Will improve later <input type="checkbox"/> Not relevant

* Yes: If there is a strategic or main project in which women and men may have different policy needs due to their socio-cultural/ economic/ physical (biological) differences and their needs must be considered in project planning, check the 'Yes' box.

※ This does not mean the plan brings about gender discrimination.

* No: If the plan is not related to the different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences, check the 'No' box.

** Considered: If the different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences were taken into consideration in the process of planning strategic and main projects check the 'Considered' box.

** Will improve later: If the different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences need to be considered in the process of planning strategic and main projects, check the 'Will improve later' box.

** Not relevant: If there is no difference between men's and women's needs according to their socio-cultural/ economic/ physical (biological) differences, check the 'Not relevant' box.

Gender needs

※ For the items below, answer if applicable or you can give a comprehensive answer to all items.

2-1. Different needs of women and men according to their socio-cultural differences

■

<Analysis results >

○ ※ Provide relevant statistical data, if any.

2-2. Different needs of women and men according to their economic differences

<Analysis results>

○ ※ Provide relevant statistical data, if any.

2-3. Different needs of women and men according to their physical (biological) differences

<Analysis results>

○ ※ Provide relevant statistical data, if any.

(2) Gender balance

3. Consideration of different needs of male and female beneficiaries based on gender

<Analysis results >

○ Statistical data: * (Other statistical data relevant to the plan can be added)

	Year 2012		Year 2013	
	Targets	Beneficiaries	Targets	Beneficiaries
Total	No. of persons	No. of persons	No. of persons	No. of persons
Women(ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)	No. of persons (%)
Men(ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)	No. of persons (%)

* Source of data:

○ Gender gap and its causes

-

Reflection of needs

○ ※ Describe in detail how gender needs have been reflected in policy planning.

Measures for gender equality (policy improvement and policy feedback performance)

Item for analysis and assessment	Improvement plan
4. Plan to improve relevant laws	
5. Plan to improve projects(tasks)	

- ※ If the analysis results show that there is no need to reflect gender differences or a plan has already reflected them, do not fill in the blanks. Write only when you have a future plan for improvement.
- ※ If the plan aims to improve relevant laws, write the name of laws and their improvement plan.
- ※ If the plan aims to improve relevant projects (tasks), write the name of projects and their improvement plan.

Information of responsible division

Institution/ division			
Head of division	Name		Position
	Tel.		
Person in charge	Name		Position
	Tel.		

2.3. Project

(Name of Institution) Checklist for Gender Impact Analysis and Assessment (Project)

Name of project			
Responsible division	Head of division	Name of division:	Name/Tel.
	Person in charge	Name of division:	Name/Tel.
Attached file	<ul style="list-style-type: none"> • Central administration: documents of the plan which the project belongs to 		

Step	Selection criteria		Results	Main contents
Step 1	Exclusion criteria	<input type="checkbox"/> Project that directly aims to enhance women's status or promote gender equality - ex) a project of support for female farmers and fishermen, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Step 2	Inclusion criteria	<input type="checkbox"/> Project targeting people - ex) education, employment, welfare, security, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Project regarding the establishment/ improvement of facilities - ex) park, road, housing, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	
		<input type="checkbox"/> Project likely to have differing impacts on women and men - ex) a nurturing industry, a research and development project, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No	

(Name of Institution) Checklist for Gender Impact Analysis and Assessment (Project)

○ Name of project:

I. Overview

Project purpose

○ ※ Write the same project purpose as it is in the project proposal.

○

Project background

○

Outline of the project

○ ※ Write the project targets, names and main contents of sub-projects, etc. as they are in the project proposal.

○

Budget

(Unit : 1 million KRW)

Project name	Budget*		
	Year 2013 (A)	Year 2014 (B)	Variation(B-A)

* For local governments, write the amounts of 2014 budget(A) and the 2015 budget bill(B).

II. Policy environment associated with gender

Item for analysis and assessment		Result
<input type="checkbox"/> Gender needs	1. Different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences	* <input type="checkbox"/> Yes <input type="checkbox"/> No
<input type="checkbox"/> Gender balance	2. Consideration of different needs of women and men in project benefits	** <input type="checkbox"/> Considered <input type="checkbox"/> Will improve later <input type="checkbox"/> Not relevant
	3. Consideration of different needs of women and men in project budget allocation	** <input type="checkbox"/> Considered <input type="checkbox"/> Will improve later <input type="checkbox"/> Not relevant

* Yes: If there is a possibility that women and men may have different policy needs due to their socio-cultural/ economic/ physical (biological) differences so that their needs must be considered in project planning, check the 'Yes' box.

※ This does not mean the plan brings about gender discrimination.

* No: If the project is not related to gender difference in policy needs according to socio-cultural/ economic/ physical (biological) differences, check the 'No' box.

** Considered: If the different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences were taken into consideration in the process of project planning and execution, check the 'Considered' box.

** Will improve later: If the different needs of women and men according to their socio-cultural/ economic/ physical (biological) differences need to be considered in the process of project planning and execution, check the 'Will improve later' box.

** Not relevant: If there is no difference between men's and women's needs in a project according to their socio-cultural/ economic/ physical (biological) differences, check the 'Not relevant' box.

Gender needs

※ For items below, answer if applicable or give a comprehensive answer to all items.

1-1. Different needs of women and men according to their socio-cultural differences

■ <Analysis results >

○ ※ Provide relevant statistical data, if any.

1-2. Different needs of women and men according to their economic differences

■ <Analysis results >

○ ※ Provide relevant statistical data, if any

1-3. Different needs of women and men according to their physical (biological) differences

■ <Analysis results >

○ ※ Provide relevant statistical data, if any.

Gender balance

2. Consideration of different needs of male and female beneficiaries based on gender

■ <Analysis results >

○ Project target: -----*

	Year 2012		Year 2013	
	Targets	Beneficiaries	Targets	Beneficiaries
Total	No. of persons	No. of persons	No. of persons	No. of persons
Women(ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)	No. of persons (%)
Men(ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)	No. of persons (%)

* Source of data:

* As for local governments, write the data on project beneficiaries in 2013 and 2014.

○ Gender gap and its causes

■ Reflection of needs

○ ※ Describe in detail how gender needs have been reflected in policy planning.

3. Reflection of gender needs in budget allocation

-
- <Analysis results >

○ Budget allocation

	Year 2012	Year 2013
Total	million KRW	million KRW
Women(ratio)	million KRW (%)	million KRW (%)
Men(ratio)	million KRW (%)	million KRW (%)

* For local governments, write the data on budget allocation in 2013 and 2014.

○ Gender gap and its causes

-

- Reflection of needs

○ ※ Write Detailed facts that gender needs have been reflected in policy planning.

III. Measures for gender equality (policy improvement and policy feedback performance)

Item for analysis and assessment	Improvement plan
4. Plan to improve relevant laws (guidelines are included)	
5. Plan to improve budget allocation methods	
6. Plan to improve project contents/project execution methods	

※ If the analysis results show that there is no need to reflect gender differences or the project already reflected them, do not fill in the blanks. Write only when you have a future plan for improvement

※ Describe improvement plans for the laws, the budget and the project contents in detail.

■ Information of responsible division

Institution/ division				
Head of division	Name		Position	
	Tel.			
Person in charge	Name		Position	
	Tel.			

Appendix 2. Legal Basis of GB and Templates for Gender Budget Plans and Reports

1. Legal Basis of GB

1.1. National Level

■ NATIONAL FINANCE ACT

Article 16 (Budgeting Principles)

The government shall comply with the following principles for formulation and execution of its budget: *<Amended by Act No. 10288, May 17, 2010; Act No. 11614, Jan. 1, 2013>*

5. The government shall evaluate the impacts of the budget on both men and women and shall strive to reflect the results thereof in the formulation of its budget.

Article 26 (Preparation of Gender-Sensitive Budget)

- (1) The government shall prepare a report on analysis conducted in advance on the impact that the budget is likely to have on females and males, alike (hereinafter referred to as “gender-sensitive budget”).
- (2) The gender-sensitive budget shall include the expected effects of gender equality, performance objectives, benefit analysis by gender, etc. *<Newly Inserted by Act No. 10288, May 17, 2010>*
- (3) Detailed matters concerning preparation of the gender-sensitive budget shall be prescribed by Presidential Decree. *<Amended by Act No. 10288, May 17, 2010>*

Article 34 (Documents Accompanying Budget Bills)

Each budget bill to be submitted to the National Assembly pursuant to the provisions of Article 33 shall be accompanied by the following documents: *<Amended by Act No. 10484, Mar. 30, 2011; Act No. 11614, Jan. 1, 2013>*.

9. The gender-sensitive budget;

Article 57 (Preparation of Gender-Sensitive Settlement of Accounts)

- (1) The government shall prepare a statement to evaluate whether females and males have equally benefited from the budget and whether the budget has been executed towards addressing gender discrimination (hereinafter referred to as “gender-sensitive settlement of accounts”).
- (2) The gender-sensitive settlement of accounts shall include results of execution, effect analysis on and evaluation of gender equality, etc. *<Newly Inserted by Act No. 10288, May 17, 2010>*

Article 68-2 (Preparation of Gender-Sensitive Fund Management Plans)

- (1) The government shall prepare a report that analyzes in advance the effects of the fund on males and females (hereinafter referred to as “gender-sensitive fund management plan”).
- (2) The gender-sensitive fund management plan shall include the expected effects of gender equality, performance objectives, benefit analysis by gender, etc.
- (3) Detailed matters concerning preparation of gender-sensitive fund management plans shall be prescribed by Presidential Decree.

Article 71 (Documents Accompanying Draft Fund Management Plans, etc.)

The government or a fund managing entity shall, when it submits to the National Assembly a draft fund management plan or a draft revised fund management plan (hereinafter referred to as “draft fund management plan, etc.”) pursuant to Article 68 (1) or 70 (2), attach the following documents thereto: Provided, that documents that coincide with those documents already submitted may be omitted when submitting a draft revised fund management plan: *<Amended by Act No. 9278, Dec. 31, 2008; Act No. 10288, May 17, 2010>*.

6. The gender-sensitive fund management plan.

Article 73-2 (Preparation of Settlement Statement of Accounts of Gender-Sensitive Fund)

- (1) The government shall prepare a report that evaluates whether males and females receive equal benefits of the fund and whether the fund is executed in the direction to reduce gender discrimination (hereinafter referred to as “settlement statement of accounts of gender-sensitive fund”).

- (2) The settlement statement of accounts of gender-sensitive fund shall include the result of execution, effect analysis on and evaluation of gender equality, etc.

ADDENDA

Article 5 (Applicability to Preparation and Submission of Gender-Sensitive Budget and Statement on Gender-Sensitive Settlement of Accounts)

The provisions of Article 26 that require preparation of the gender-sensitive budget, the provisions of subparagraph 9 of Article 34 that require submission of the gender-sensitive budget, the provisions of Article 57 that require preparation of the statement on the gender-sensitive settlement of accounts and the provisions of Article 58 (1) 4 that require submission of the statement on the gender-sensitive settlement of accounts shall be applicable to the budget bill and the settlement of accounts for fiscal year 2010 first and subsequently.

ADDENDA <Act No. 10288, May 17, 2010>

- (4) (Applicability to Preparation and Submission of Gender-Sensitive Fund Management Plan and Settlement Statement of Accounts of Gender-Sensitive Fund) The amended provisions of Article 68-2 and subparagraph 6 of Article 71 shall apply to a gender-sensitive fund management plan in fiscal year 2011 and the amended provisions of Article 73-2 shall apply to a settlement statement of accounts of gender-sensitive fund in fiscal year 2011.

■ NATIONAL ACCOUNTING ACT

Article 15-2 (Supplementary Documents for Report of Settlement of Accounts)

- (1) The settlement of revenue and expenditure under subparagraph 2 of Article 14 (excluding a fund's settlement of revenue and expenditure) shall be accompanied by the following documents:
- 7. Gender-sensitive settlement of accounts;
- (2) Each fund's settlement of revenue and expenditure shall be accompanied by the following documents: <Amended by Act No. 10289, May. 17, 2010>.

2. Gender-sensitive fund settlement of accounts;

- (5) More specific details concerning preparation of gender-sensitive settlement of accounts under paragraph (1) 7 and gender-sensitive fund settlement of accounts under paragraph (2) 2 shall be prescribed by Presidential Decree.
<Amended by Act No. 10289, May. 17, 2010>

Source: (National Finance Act), http://elaw.klri.re.kr/kor_service/lawTotalSearch.do, accessed on August 6, 2014.
 (National Accounting Act), http://elaw.klri.re.kr/kor_service/lawView.do?hseq=24224&lang=ENG, accessed on August 6, 2014.

1.2. Local Level

■ LOCAL FINANCE ACT

Article 36-2 (Preparation and Submission of Gender-Sensitive Budgets)

- (1) The heads of local governments shall prepare a report analyzing beforehand the impact of a budget on females and males (hereinafter referred to as “gender-sensitive budget bill”).
- (2) A budget bill under Article 127 of the Local Autonomy Act shall be accompanied by a gender-sensitive budget bill.
- (3) Detailed matters concerning the preparation of gender-sensitive budget bills shall be prescribed by Presidential Decree.

Article 53-2 (Preparation and Submission of Gender Sensitive Account Settlement)

- (1) The heads of local governments shall prepare a report evaluating whether females and males are receiving equal benefits from budgets and budgets are being executed toward the improvement of gender discrimination (hereinafter referred to as “gender sensitive account settlement”).
- (2) An account settlement prepared under Article 134 (1) of the Local Autonomy Act shall be accompanied by a gender sensitive account settlement.
- (3) Other detailed matters concerning the preparation of gender sensitive account settlements shall be prescribed by Presidential Decree.

ADDENDA <Act No. 10439, Mar. 8, 2011>

Article 2 (Applicability to Preparation and Submission of Gender Sensitive Budget Bills and Account Settlements)

The preparation and submission of gender sensitive budget bills under the amended provisions of Article 36-2 and gender sensitive account settlements under the amended provisions of Article 53-2 shall begin to apply to the budget bill and account settlement for fiscal year 2013.

Source: (Local Finance Act), http://elaw.klri.re.kr/kor_service/lawTotalSearch.do, accessed on August 6, 2014.

2. Template for a Gender Budget Plan

2.1. National Level²¹

2.1.1. Goal for Gender Equality and All-Inclusive List of Projects

(Name of Ministry)

1. Goal for gender equality

* Office of planning and finance of each ministry is responsible for preparation of a plan that covers all projects in the ministry.

□ * Goals need to be comprehensively described in line with policy tasks of the 4th Women's Policy Basic Plan and specific policy goals of each division.

○

-

(ex)

□ Expansion of employment opportunities for women

○ Support for women's economic participation through job training courses or job introduction services in the information/technology industry where the rate of female employment is low

2. All-inclusive list of project

□ Project information

* The table below is applicable to budget projects.

(Unit: million KRW)

Accounts	Project name	Year 2014 (A)	Budget Bill for 2015 (B)	Variation (B-A)	Rate of change (%)	Note
General accounts	① ○ ○ ○ ○ (Name of project for 2014)*					
	● ● ● (Name of sub-project)					

21. Source: Ministry of Strategy and Finance et al., (2015 Preparation Guidelines for Gender Budget Plans), 2014.

Accounts	Project name	Year 2014 (A)	Budget Bill for 2015 (B)	Variation (B-A)	Rate of change (%)	Note
General accounts	②○○○**	1,234**	(Blank)	△1,234	Decrease	<ul style="list-style-type: none"> ■ The Responsible ministry will be changed to ○○ ministry in 2015. ■ The project will be financed by ○○ fund from 2015. ■ The project will be integrated into ○○ project from 2015. ■ The project will be completed in 2014.
	③○○○***	(Blank)	5,678***	5,678	Increase	
	④○○○ ¹⁾					
○○ Special accounts	⑤△△△2)					
	▲▲▲(Name of sub-project)					
	⑥△△△					
Total amount						

1) Project under the 4th Women’s Policy Basic Plan

2) Project subject to Gender Impact Analysis and Assessment in 2014

* If a project name is changed, write the name for 2014 in brackets below the name for 2015.

** For a project that was subject to GB in 2014 and has been excluded from the project list for GB for 2015, fill the budget amount only in the <Year 2014> column and write the reason for the exclusion.

*** If a project has been newly included in GB project list for 2015

- For a project that was started from 2014 and has been newly included in the GB-participating project list for 2015, do not fill in the <Year 2014> column and write the size of the budget in 2014 in the <Note> column.
- For a project that will begin in 2015 and has been newly included in the GB-participating project list for 2015, write the size of the budget bill in the <Year 2015> column.

** The below table is applicable to funded projects.

(Unit: million KRW)

Accounts	Project name	Year 2014 (A)	Budget Bill for 2015 (B)	Variation (B-A)	Rate of change (%)	Note
○○ Fund	① ○○○(Name of project for 2014)*					
	●●● (Name of sub-project)					
	② ○○○**	1,234**	(Blank)	△1,234	Decrease	<ul style="list-style-type: none"> ■ The responsible ministry will be changed to ○○ ministry in 2015. ■ The project will be financed by ○○ fund from 2015. ■ The project will be integrated into ○○ project from 2015. ■ The project will be completed in 2014.
	③ ○○○***	(Blank)	5,678***	5,678	Increase	<ul style="list-style-type: none"> ■ The amount of budget for 2014 is ○○ million KRW.
	④ ○○○1)					
	⑤ △△△2)					
	- ▲▲▲()					
	⑥ △△△					
	Total amount					

1) Project under the 4th Women’s Policy Basic Plan

2) Project subject to the Gender Impact Analysis and Assessment in 2014

* If a project name is changed, write the name for 2014 in brackets below the name for 2015.

** For a project that was subject to GB in 2014 and has been excluded from the project list for the GB for 2015, fill the budget amount only in the <Year 2014> column and write the reason for the exclusion.

*** If a project has been newly included in the GB-participating project list for 2015

- For a project that was started from 2014 and has been newly included in the GB-participating project list for 2015, do not fill in the <Year 2014> column and write the size of the budget in 2014 in the <Note> column.

- For a project that will begin in 2015 and has been newly included in the GB-participating project list for 2015, write the size of the budget bill in the <Year 2015> column.

2.1.1. Project Overview Report

3. Project overview report

○ ○ ○ ○ *Name of project
- △ △ △ △ Name of sub-project
(*If it is a sub-subject, write its name together with the name of project)

- Type of project (general account/○ ○ special account/○ ○ fund):
Name of project (*if it is a sub-subject, write its name)

- Budget bill for 2015: amount of the project budget (*if it is a sub-subject, write the amount of its budget)

- Project purpose:
 - * If it is a project, write a project purpose in the project manual.
 - * If it is a sub-project, describe its purpose based on the project manual.

- Project target
 -

- Project outline
 - * If it is a project, write the project contents in the project manual.
 - * If it is a sub-project, describe its contents based on the project manual.
 - Project period
 - Project support type
 - Project support institution

- Goal for gender equality
 - * Describe in connection with project purpose, reasons for being selected for GB and policy tasks of the 4th Women's Policy Basic Plan.
 -

- Expected impacts on gender equality
 - * Describe expected impacts on gender equality through achievement of project goals.
 -

□ Gender benefit analysis

○ Project target population

(Unit: No. of Persons)

		Year 2012	Year 2013	Year 2014
Total	Total			
	Women (ratio)	(%)	(%)	(%)
	Men (ratio)	(%)	(%)	(%)
○○ Course * If possible, describe the contents in detail.	Total			
	Women (ratio)	(%)	(%)	(%)
	Men (ratio)	(%)	(%)	(%)
△△ Course ** If possible, describe the contents in detail.	Total			
	Women (ratio)	(%)	(%)	(%)
	Men (ratio)	(%)	(%)	(%)

* Source of data: (ex) ○○System of the Ministry of Health and Welfare/the data for 2012 and 2013: based on the budget execution, the data for 2014: estimated figures.

○ Project beneficiaries

(Unit: No. of persons)

		Year 2012	Year 2013	Year 2014
Total	Total	No. of persons	No. of persons	No. of persons
	Women (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
	Men (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
○○ Course * If possible, describe the contents in detail.	Total	No. of persons	No. of persons	No. of persons
	Women (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
	Men (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
△△ Course ** If possible, describe the contents in detail.	Total	No. of persons	No. of persons	No. of persons
	Women (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
	Men (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)

* The data for 2012 and 2013: based on the budget execution, the data for 2014: estimated figures

○ Budget allocation

		Year 2012	Year 2013	Year 2014
Total	Total	million KRW	million KRW	million KRW
	Women (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
	Men (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
○○ Course * If possible, describe the contents in detail.	Total	million KRW	million KRW	million KRW
	Women (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
	Men (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
△△ Course ** If possible, describe the contents in detail.	Total	million KRW	million KRW	million KRW
	Women (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
	Men (ratio)	million KRW (%)	million KRW (%)	million KRW (%)

□ Outcome goal for 2015

* Describe outcome goals for 2015 in line with goals for gender equality and present them as numerical data based on the results of gender benefit analysis.

Outcome goal (indicator)	Performance results in 2013	Estimated data for 2014	Target value for 2015

○ Methods for measuring the level of outcome goal(indicator) achievement

(Results of gender benefit analysis or gender impact analysis and assessment) Need to be written for all projects

* Based on the results of gender benefit analysis, describe the institutional causes and current conditions/status of gender gaps in detail and present the methods for measuring the level of outcome goal (indicator) achievement. In addition, for projects subject to gender impact analysis and assessment in 2014, make use of the results of analysis and assessment, including measures taken for gender equality, etc.

(Assessment results of a gender budget report in 2013) Need to be written if applicable

* In the case of a project subject to GB before, make use of the assessment results of the gender budget report in 2013, including improvement plan, etc.
* In the case of a project not related to GB in 2013, write 'not applicable.'

(Others) Written optionally

* Present other methods for measuring the level of outcome goal (indicator) achievement, except for those mentioned above.

2.2. Local Level²²

2.2.1 Finance Division of Each Local Government

I. Goal for gender equality

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- ※ The finance division prepares a plan in consideration of the 4th Women Policy Basic Plan, pledges of the head of a local government, etc.
 - Outline 1~3 goals according to characteristics and conditions of each local government.
 - The summary of gender budget plans of each division prepared by each office/bureau need to be covered in this part.

II. Direction of gender budgeting

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- ※ Describe the direction of gender budget allocation in line with the goals for gender equality of each local government.
 - Present the names of core projects subject to GB per goal for gender equality. The sum of the budget for all projects needs to be equal to the total amount of the budget.
 - Core projects refer to new projects, high budget projects, main projects, etc. Describe the direction of gender budgeting by referring to gender budget plans of each division prepared by each office/bureau.
 - Refer to writing samples.

III. Overview of GB and the size of gender budget per category

- All-inclusive list
- All-inclusive list of projects
- All-inclusive list of functions
- All-inclusive list of institutions

- ※ Automatic data input into the Local Finance Management System (web-based)

22. Source: Ministry of Security and Public Administration, (2015 Guidelines for Budget Allocation and Fund Management Plan of Local Governments), 2014.

2.2.2. Office/Bureau

IV. Gender budget plan of each office/bureau

○ ○ ○ Office/Bureau

□ Direction of GB

○

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※ Describe the direction of GB focusing on the numbers and the areas of projects subject to GB, as well as the size of project budgets, by referring to the gender budget plans of each division prepared by each office/bureau.

- Core projects refer to new projects, high budget projects, main projects, etc.
- Refer to writing samples

□ All-inclusive list

※ Automatic data input into the Local Finance Management System (web-based)

□ All-inclusive list of projects

※ Automatic data input into the Local Finance Management System (web-based)

2.2.3. Office/Division (1. All-Inclusive List of Projects)

V. Gender budget plan of each division

1. All-Inclusive list of projects

○ ○ Office /division

□ Direction of GB

□

-

- ※ Describe a direction of GB focusing on the number and the area of projects subject to gender budgeting, as well as the size of project budgets, by referring to each project overview report.
 - Core projects refer to new projects, high budget projects, main projects, etc.
 - Refer to writing samples.

□ All-inclusive list

- ※ Automatic data input into the Local Finance Management System (web-based)

□ All-inclusive list of projects

- ※ Automatic data input into the Local Finance Management System (web-based)

2.2.4. Office/Division (2. Project Overview Report)

2. Project overview report

(Project name) ○○○○ (Account name)

- Project overview
 - Project purpose:
 - Project period:
 - Project background:
 - Total project budget:
 - Contents:

※ Write the project overview according to characteristics of the local government and project.
 ※ Write based on a project plan of an appropriation project statement.

- Project subject to GB
 - Type of project

Project under the Women's Policy Basic Plan	Project subject to GIA	Specialized project of each local government

※ Check "o" in the relevant column.

- Necessary expenses

※ Automatic data input into the Local Finance Management System (web-based). Expenses not related to GB can be deleted.

□ Gender benefit analysis

※ For a project that supports operation/management of a center, facility, institution, etc., make use of gender-disaggregated data on visitors to those places. When project beneficiaries are unspecified individuals, make an attempt to write male and female beneficiaries separately, if possible. If not possible, write only the total number of beneficiaries.

Write project target population and beneficiaries coherently in light of a project purpose, budget items, etc.

(ex) Seniors Care Project:

- Project target population - the number of senior citizens living alone in the xx area (based on the statistical yearbook)
- Project beneficiaries: the number of caregivers (×), the number of senior citizens who benefit from care services (○)

For a project under the Women’s Policy Basic Plan whose project beneficiaries are all women (100%), write only the number of female beneficiaries and the total number of beneficiaries. The percentage of total number of beneficiaries (100%) does not have to be written. Do not write the number/ratio of male beneficiaries.

For a project newly started from 2014, do not write data on project target population and beneficiaries, but just specify below the table that it is a new project. As for an ongoing project on which a gender budget plan has been prepared for the first time, fill in only the <Total> columns regarding project target population, project beneficiaries and budget items.

○ Project target population

	Year 2011	Year 2012	Year 2013
Total	No. of persons	No. of persons	No. of persons
Female (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
Male (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)

- Specify source of data and project target population (ex: male/female population in xx area, <Regional Statistical Yearbook>, Statistics Korea)

Project target population: groups that a project targets (○), beneficiaries in practice (×)

Use basic statistics, including regional statistical yearbooks of the Statistics Korea, white papers released by local governments, etc.

Write the data for 2011, 2012 and 2013, based on relevant basic statistics.

Specify source of data and project target population below the table.

- Unit: number of persons (the sum of the number of male and female must be equal to the total number of people) / % (the percentage of the total number of people is 100% and it does not have to be written).

□ Project beneficiaries

	Year 2011	Year 2012	Year 2013
Total	No. of persons	No. of persons	No. of persons
Female (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)
Male (ratio)	No. of persons (%)	No. of persons (%)	No. of persons (%)

* Specify project beneficiaries (ex: Participants in volunteer activities in xx area).

Groups that benefit from a project in practice

Write the data for 2011, 2012 and 2013. Write the data for 2011 and 2012 based on the budget execution results of the year, the estimated figures for 2013 on the basis of the performance to date.

Specify who the project beneficiaries are below the table.

Unit: number of persons (the sum of the number of male and female must be equal to the total number of people) / % (the percentage of the total number of people is 100% and it does not have to be written).

○ Budget allocation

	Year 2011	Year 2012	Year 2013
Total	million KRW	million KRW	million KRW
Female (ratio)	million KRW (%)	million KRW (%)	million KRW (%)
Male (ratio)	million KRW (%)	million KRW (%)	million KRW (%)

Write the amount of budget in the <Male> and <Female> columns separately. When it is not possible to classify the amount of budget by gender, make an attempt to divide up the budget in proportion to the number of male/female beneficiaries.

Write the data for 2011, 2012 and 2013. Write the data for 2011 and 2012 based on the budget execution results of the year, the estimated figures for 2013 on the basis of the performance to date.

Unit: million KRW (the sum of the budgets for male and female beneficiaries must be equal to the total amount of the budget) / % (the percentage of the total amount of the budget is 100% and it does not have to be written).

□ Analysis on causes of gender gaps

□

□

□ Outcome goal

Outcome goal	Performance results in 2012	Estimated data for 2013	Target value for 2014

*Method for measuring the level of goal achievement:

- ※ Set up a method for measuring the level of goal achievement in consideration of a project budget (performance) statement and methods for gender benefit analysis
- ※ In the case of an ongoing project, if there are no performance results in 2012 the <Performance results for 2012> column does not have to be filled in. In the case of a new project, fill in the <Estimated data for 2013>, <Target value for 2014> columns.
- ※ A written example of an outcome goal is presented in <Appendix 4>.

□ Expected impacts on gender equality

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- ※ Describe the expected impacts on gender equality through the execution of the project.
- ※ Describe in consideration of the project purpose, a gender benefit analysis, an analysis on causes of gender gaps, etc.

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