



KHDR on Gender Launching Seminar

Korean Women's Status through GDI, GEM

2005. 5. 9

(KWDI)

Contents

Human Development and Gender
Equality: Comparative Approach

Korean Women's Economic Activities
and Human Development

Korean Women's Political Participation
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Policy Recommendations



Human Development and Gender Equality: Comparative Approach



Economic Growth, Human Development and Gender Equality



GDI, GEM in Human Development Report



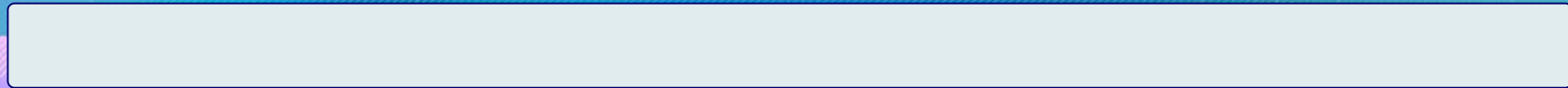
GDI, GEM of Korea



Conclusion

1. Economic Growth, Human Development and Gender Equality

Korean Women's Status through GDI, GEM



- 1966 (UNDP)

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Korean Women's Status through GDI, GEM



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Korean Women's Status through GDI, GEM

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Korean Women's Status through GDI, GEM

- 1990

- 1995 , 2003

- ,

- HDI: Human Development Index

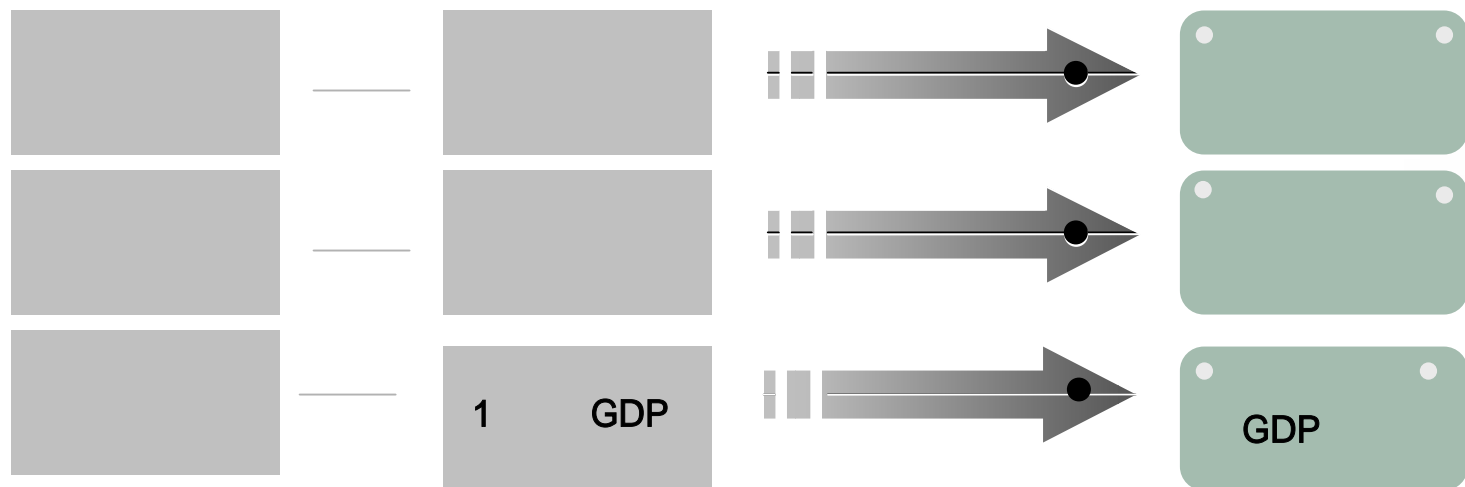
- HPI: Human Poverty Index

- GDI: Gender related Development Index

- GEM: Gender Empowerment Measurement

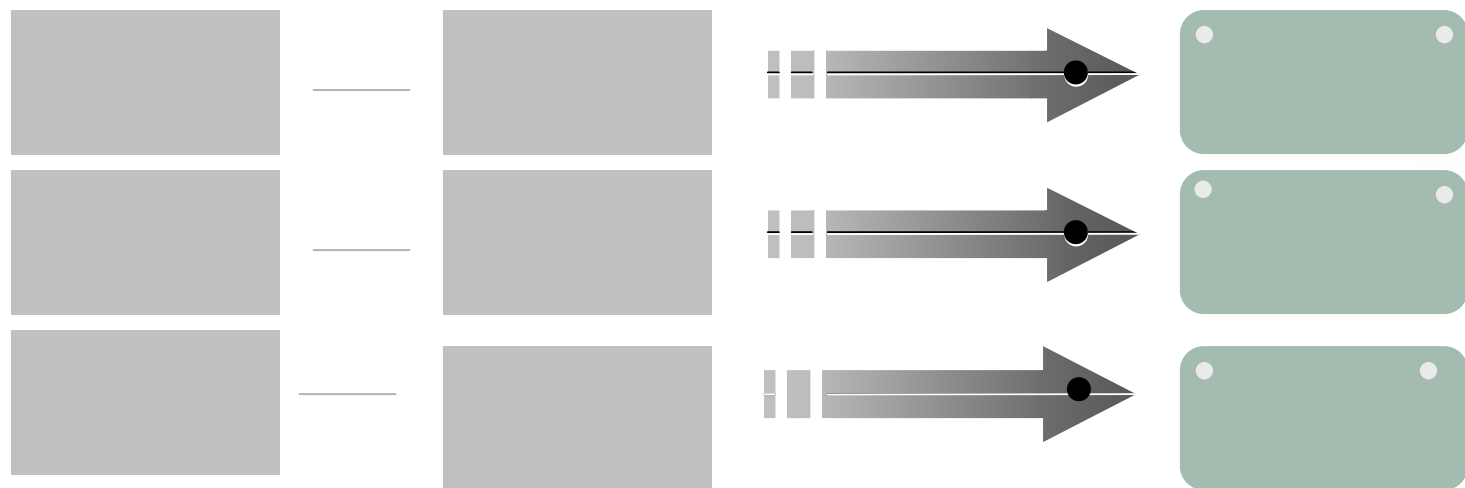
(Gender related Development Index, GDI)

* HDI



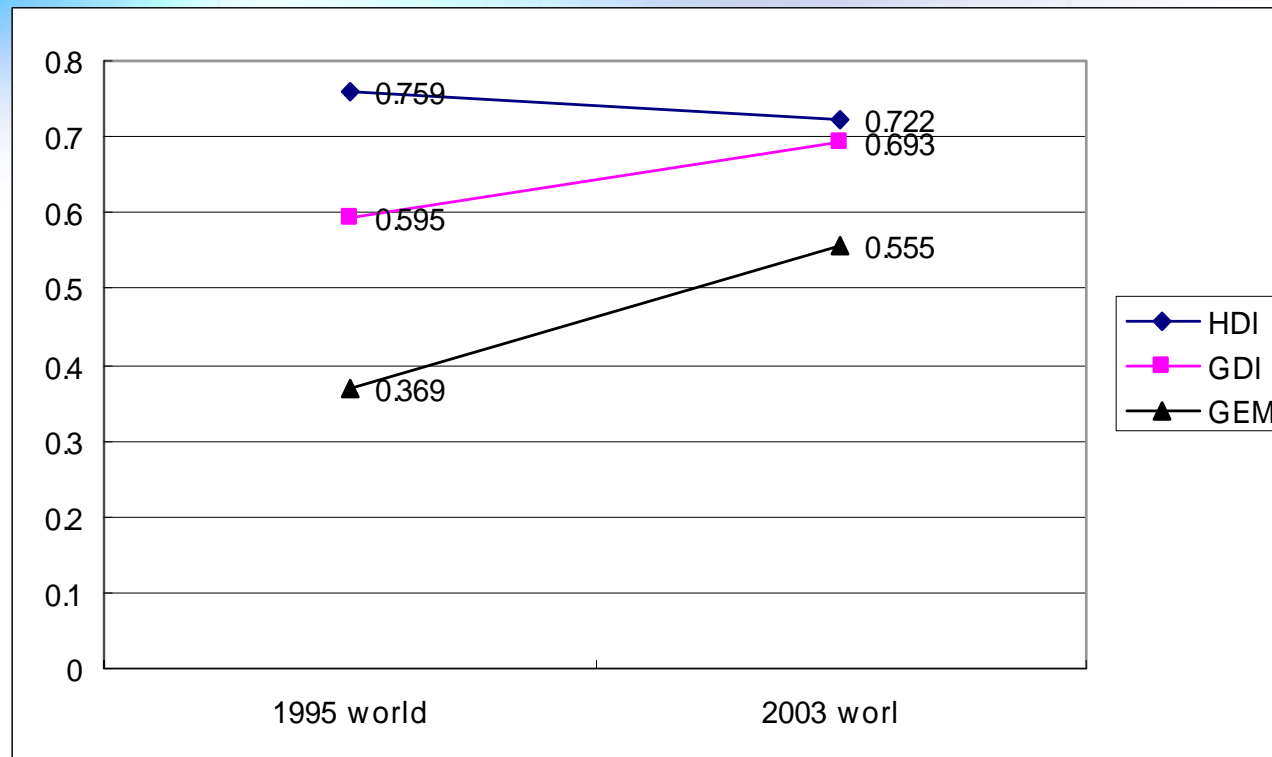
(Gender Empowerment Measure, GEM)

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: 1 GDP, ,

HDI, GDI, GEM

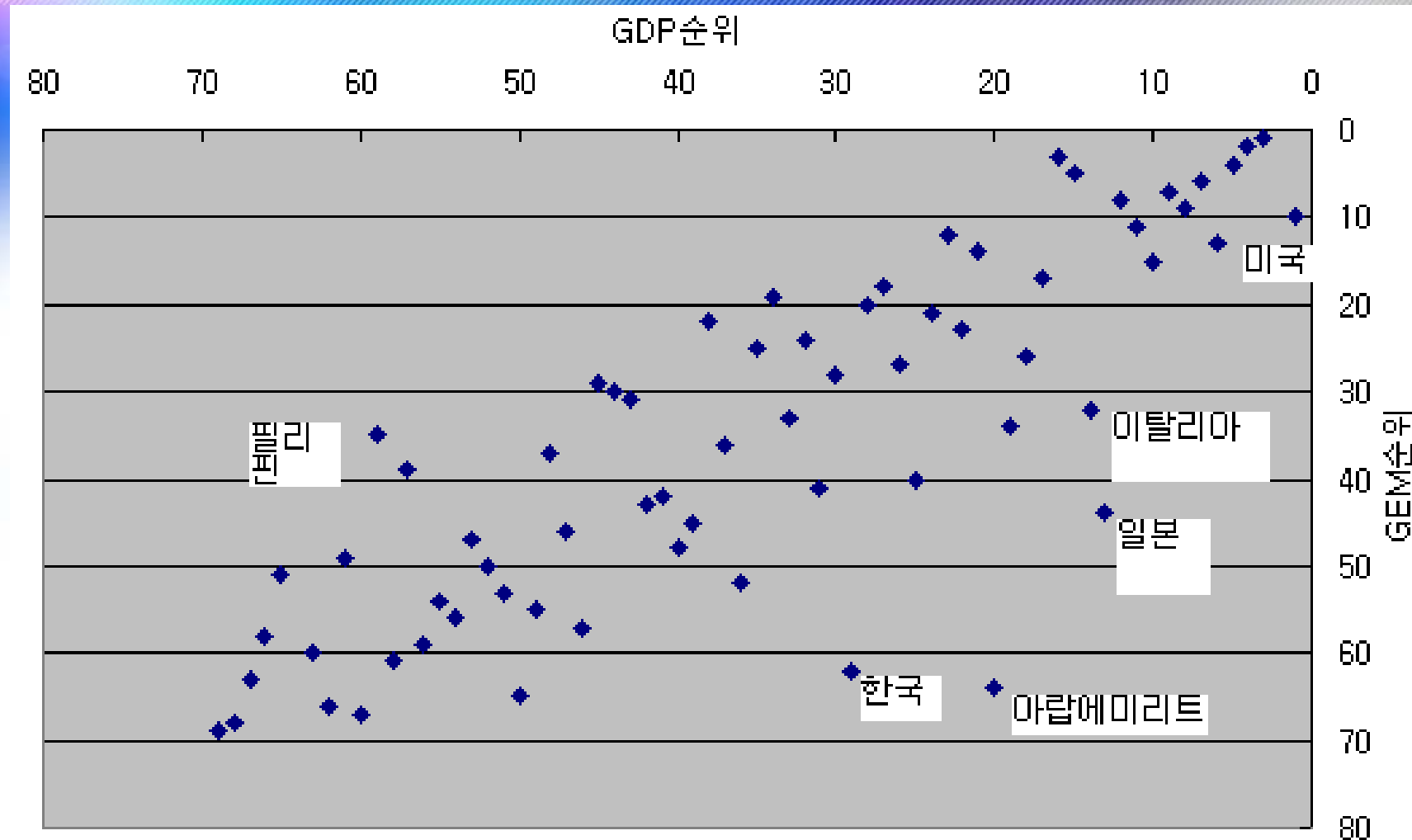


GDP, HDI, GDI, GEM

	HDI ////////	GDP ////////	GDI ////////	GEM
HDI ////////	1.000	.937(175)	.998(144)	.753(70)
GDP ////////		1.000	.950(144)	.790(70)
GDI ////////			1.000	.773(69)
GEM				1.000

Korean Women's Status through GDI, GEM

GEM GDP

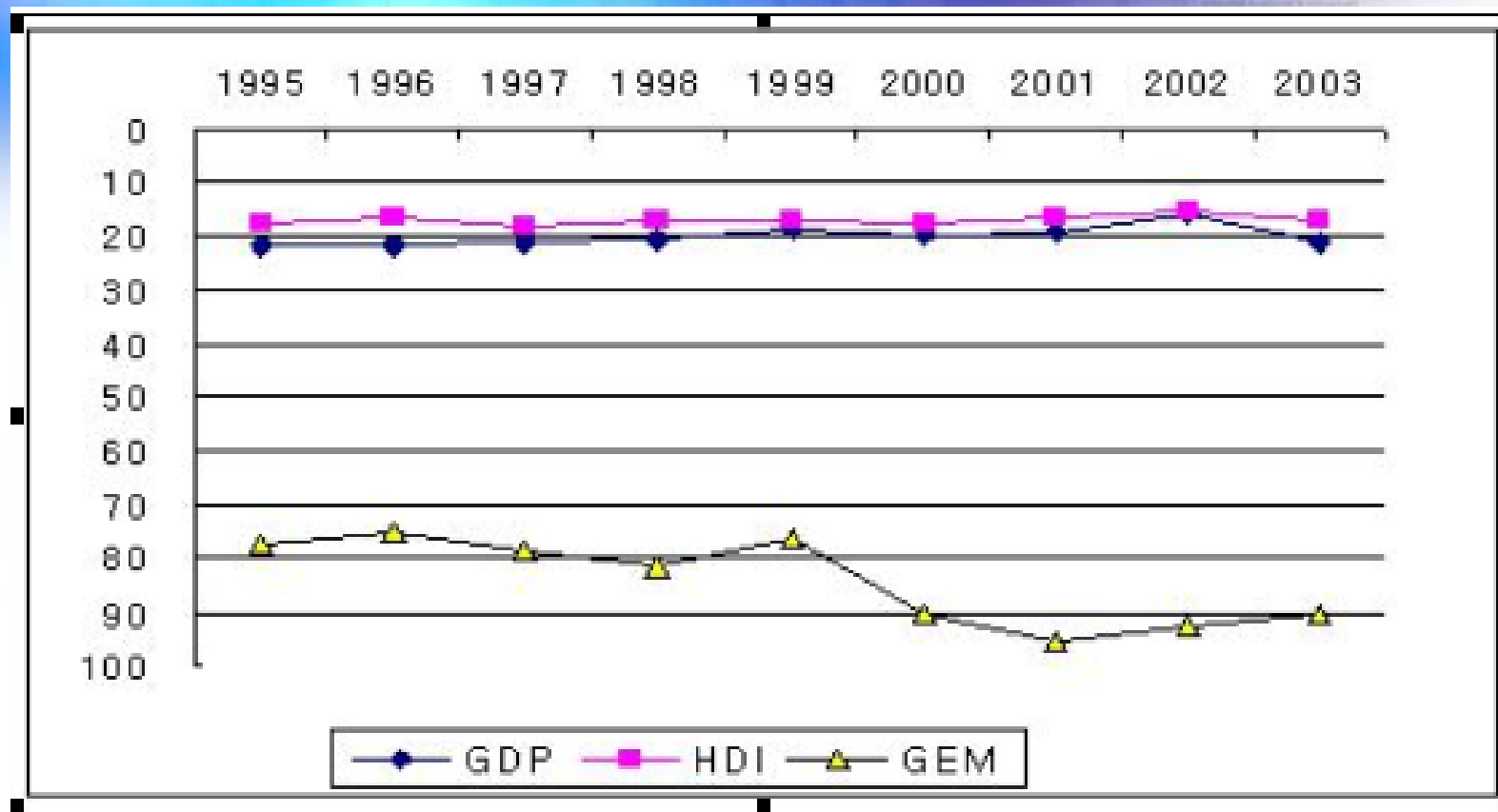


3.GDI, GEM of Korea

2004

- GDI: 29 /144
- GEM:68 /78
- HDI: 28 /177
- 1 : 37 /177

Korean Women's Status through GDI, GEM



4. Conclusion

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Korean Women's Economic Activities and Human Development

1

Comparative Approach on GEM

2

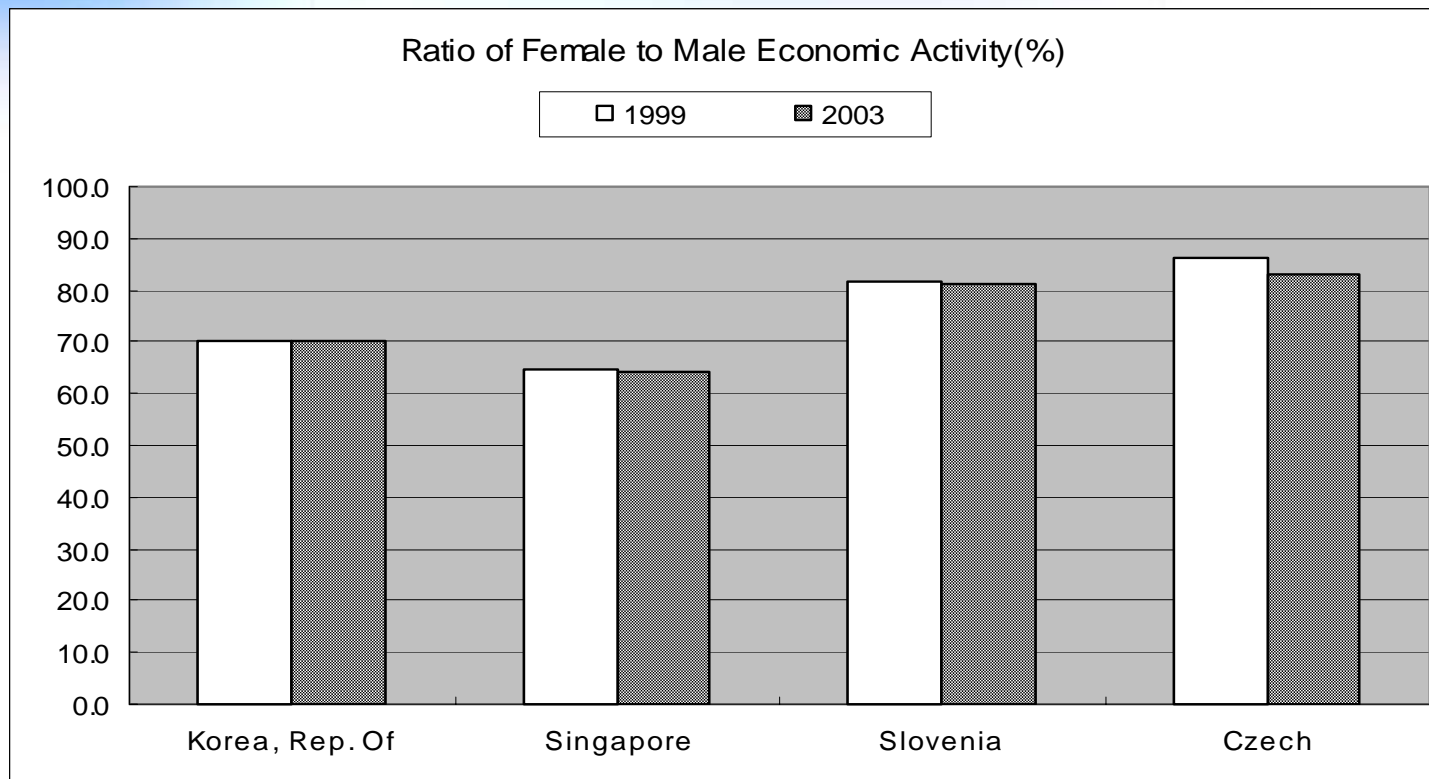
Korean Women's Economic Participation and Empowerment

3

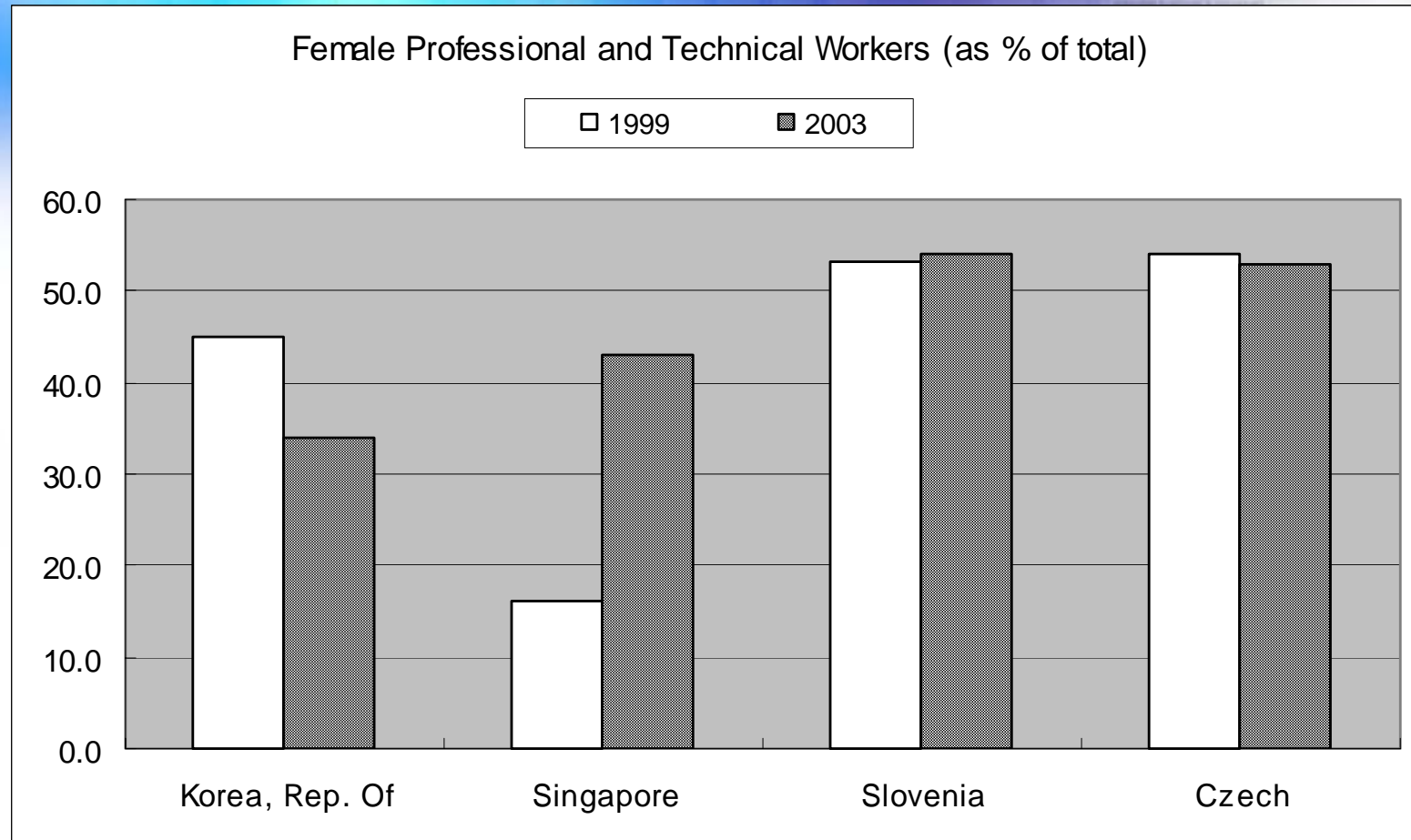
Discussion

1. Comparative Approach on GEM

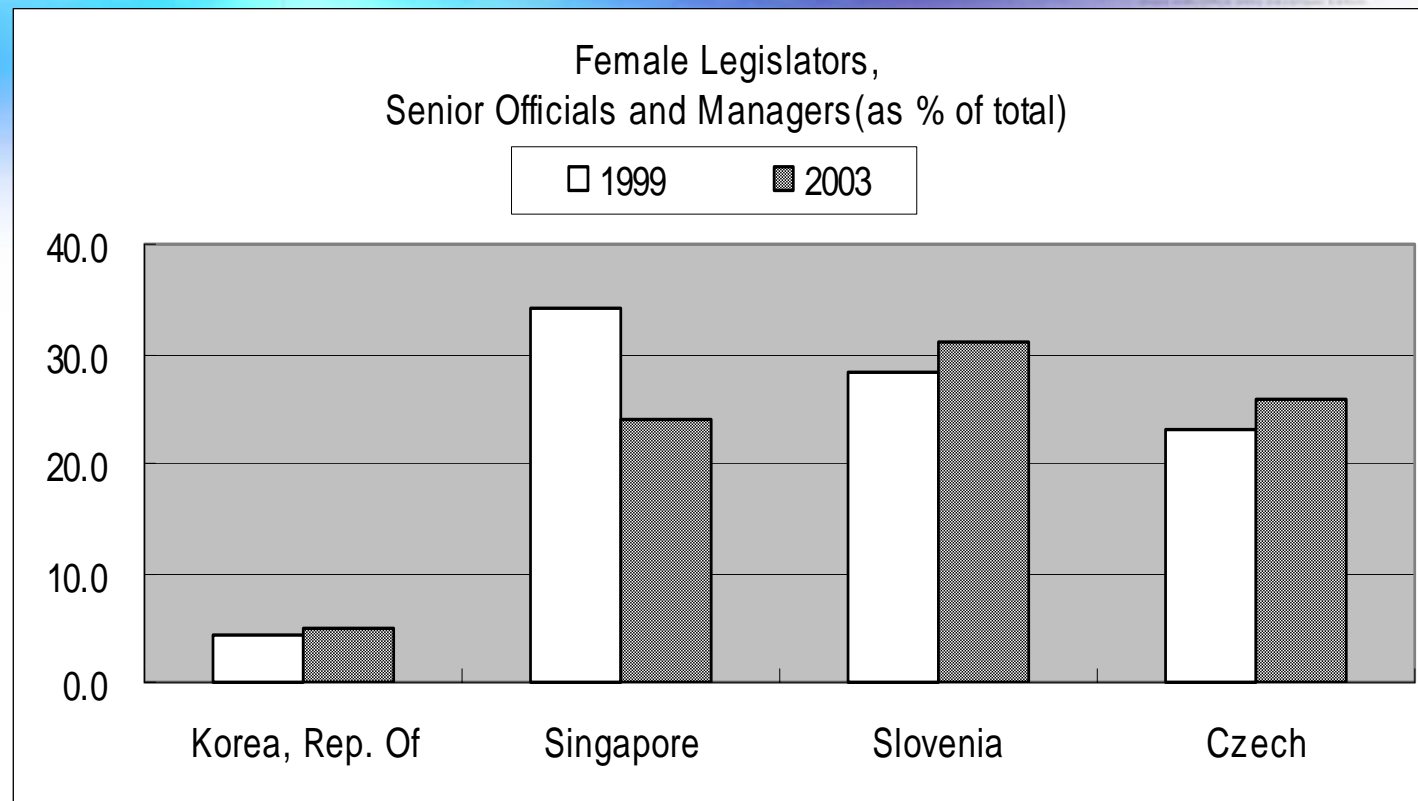
Comparison of Countries with similar HDI and GDI



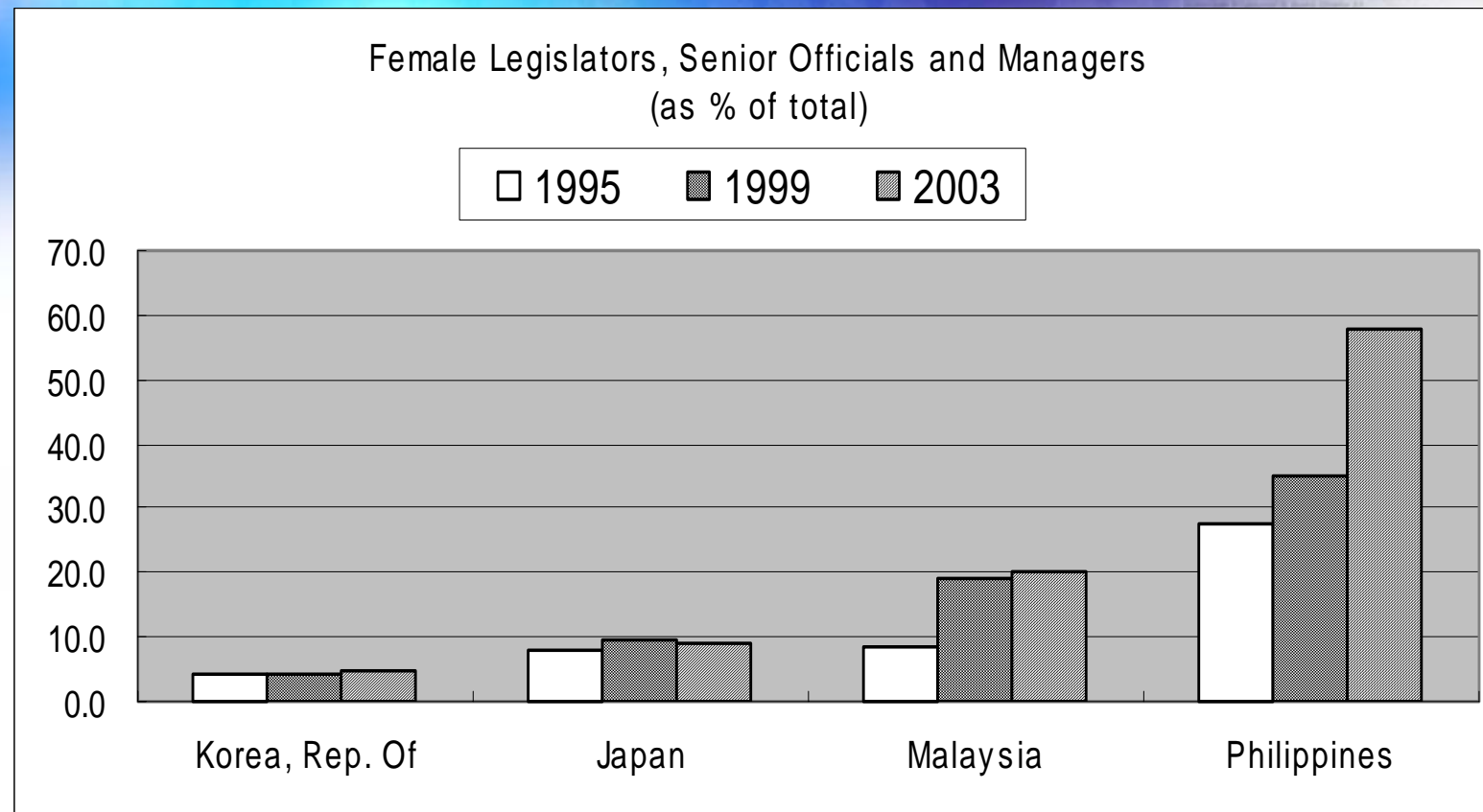
Comparison of Countries with similar HDI and GDI



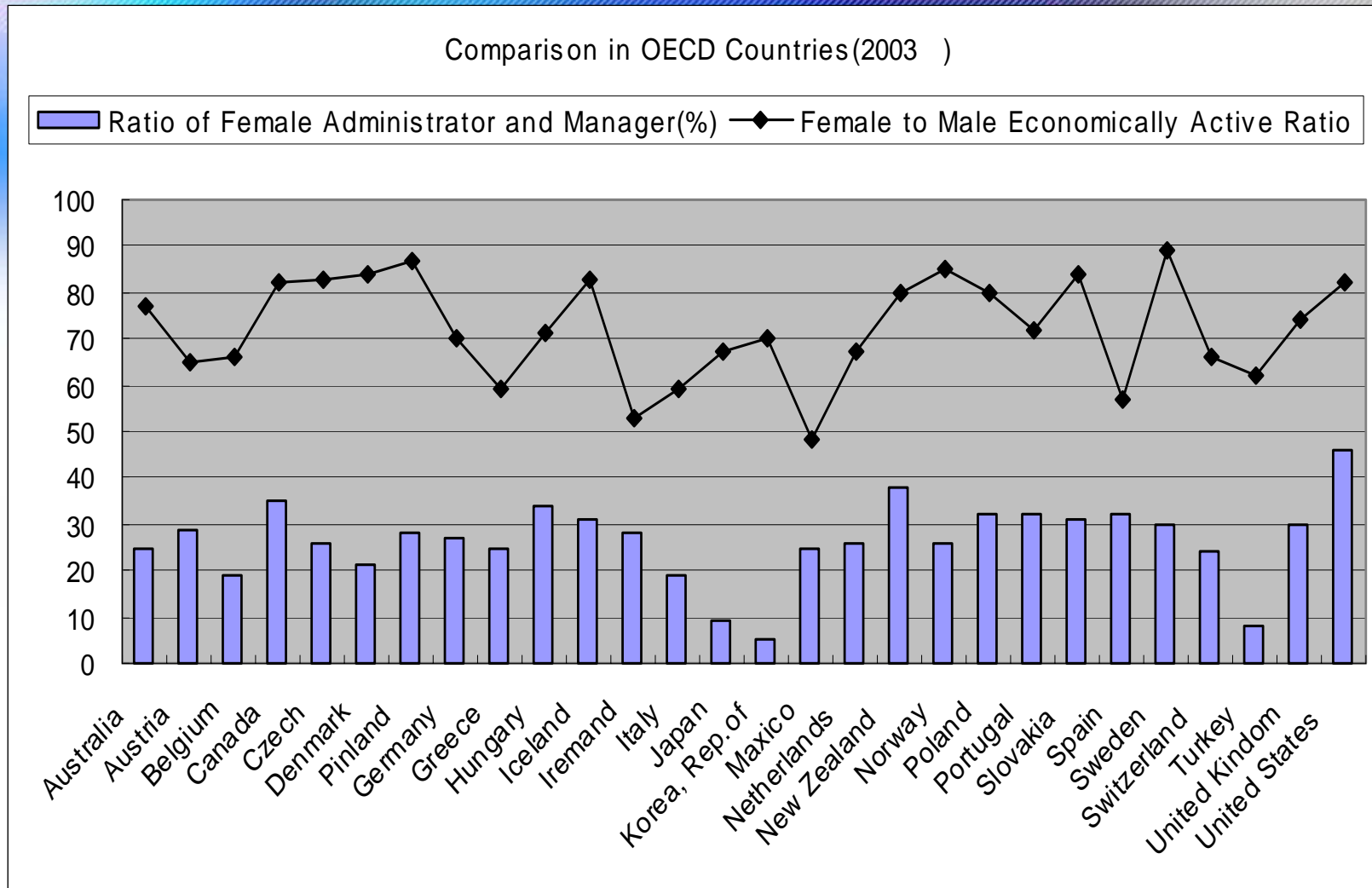
Comparison of Countries with similar HDI and GDI



Comparison between Neighboring Countries



Comparison in OECD Countries(2003)



2. Korean Women's Economic Participation and Empowerment

1) Pre- labor market: development of women's capacity

- Among the OECD countries, Korea has the lowest percentage of highly educated women participating in economy
- Unlike men, expected return of education for women is less likely to be a direct return such as getting a good job.
- In Korea, a traditional stereotyped image of women as 'wise mother and good wife' still prevails in a modern division between public and private spheres.

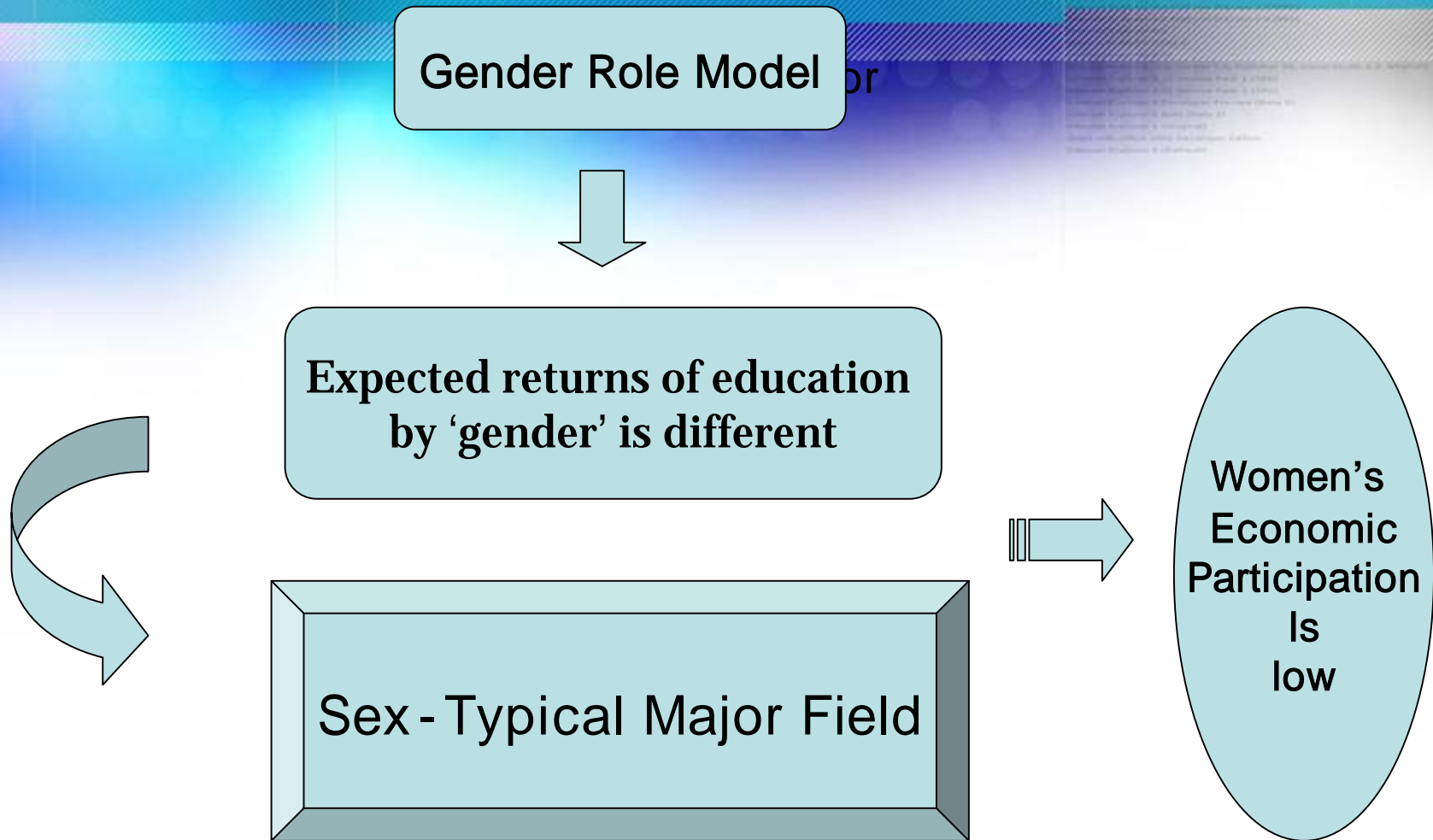
Expected Returns of Education by Gender

Students' Purpose for Pursuing Education by Area in 2002

Unit: Percent

		Total	Good job	Self- Development	Expectation Of Others	Social Advantages	Cultural Development	Others
Whole Country	Total	100.0	37.9	37.3	3.9	11.5	9.0	0.4
	Female	100.0	33.5	39.3	3.0	13.0	10.6	0.5
	Male	100.0	41.9	35.4	4.7	10.0	7.5	0.3
Urban	Total	100.0	36.7	38.5	3.9	11.2	9.3	0.5
	Female	100.0	32.0	40.6	3.0	12.8	10.9	0.6
	Male	100.0	40.8	36.5	4.7	9.8	7.9	0.4
Rural	Total	100.0	44.9	30.8	4.2	12.8	7.1	0.1
	Female	100.0	41.6	32.1	3.3	14.3	8.7	.
	Male	100.0	47.9	29.7	5.0	11.5	5.7	0.1

Source: National Statistical Office, Social Indicators in Korea (2003).



2) Women's economic status in the labor market

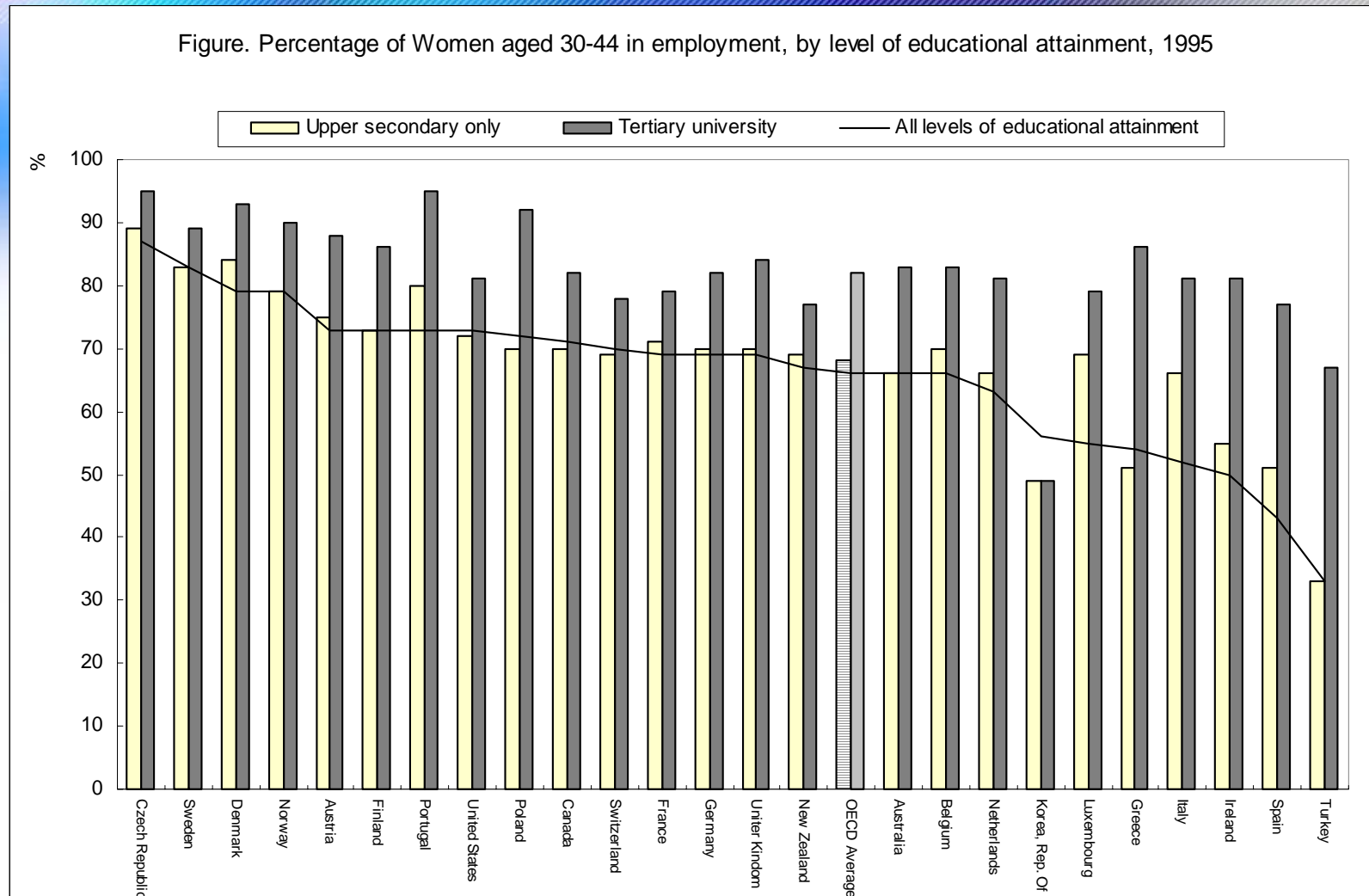
Female Economic Participation Rate

Economic Participation Rate in 1995, 2000, 2003

Participation(%)	1995	2000	2003
Total	61.9	61	61.4
Male	76.4	74.2	74.6
Female	48.4	48.6	48.9

Source: National Statistical Office, Economically Active Population Survey (1995, 2000, 2003)

The Lowest Percentage of Highly Educated Women in Employment



Occupation of women: 'professionals and technicians' and 'administrators and managers'

Workers by occupation and Sex

Unit: Persons (Percent)

Workers (Thousand Persons)	2000	2003
Female	8769(41.45)	9108(41.14)
0. Legislator, Senior Officials & Managers	23(0.26)	35(0.38)
1. Professionals	615(7.01)	777(8.53)
2. Technicians & Associate Professionals	587(6.69)	729(8.00)
* Professional., Technical, Adm. & Managerial Workers	1226(13.98)	1541(16.92)
3. Clerks	1285(14.65)	1496(16.43)
4. Service Worker	1815(20.70)	1852(20.33)
5. Shop & Market Sales Worker	1549(17.66)	1535(16.85)
* Service & Sales Workers	3364(38.36)	3387(37.19)
6. Skilled Agri., and Fishery Workers	984(11.22)	828(9.09)
7. Craft & Related Trade Workers	623(7.10)	435(4.78)
8. Plant and machine Operators & Assemblers	305(3.48)	305(3.35)
9. Elementary Occupations	983(11.21)	1116(12.25)
* Craft, Plant, Machine Operators & Elementary Workers	1911(21.79)	1856(20.38)

Source: National Statistical Office, Annual Report on the Economically Active Population Survey (2001, 2003)

Glass Ceiling: Women's Economic Empowerment is very Low

University Graduates Employees by Position and Sex in 2000

Unit: Persons, Percent

	Sex		% F-
	Male	Female	
Total	1,110,443(100.0)	263,640(100.0)	19.2
Official	103,832(9.4)	7,368(2.8)	6.6
Department Manager	92,141(8.3)	5,173(2.0)	5.3
Head of Department	174,540(15.7)	11,121(4.2)	6.0
Chief Clerk	58,497(5.3)	8,498(3.2)	12.7
Chief Workman	4,337(0.4)	488(0.2)	10.1
Non-Position	677,096(61.0)	230,992(87.6)	25.4

Source: Ministry of Labour(2001), 「 Survey Report on Wage Structure(2001) 」

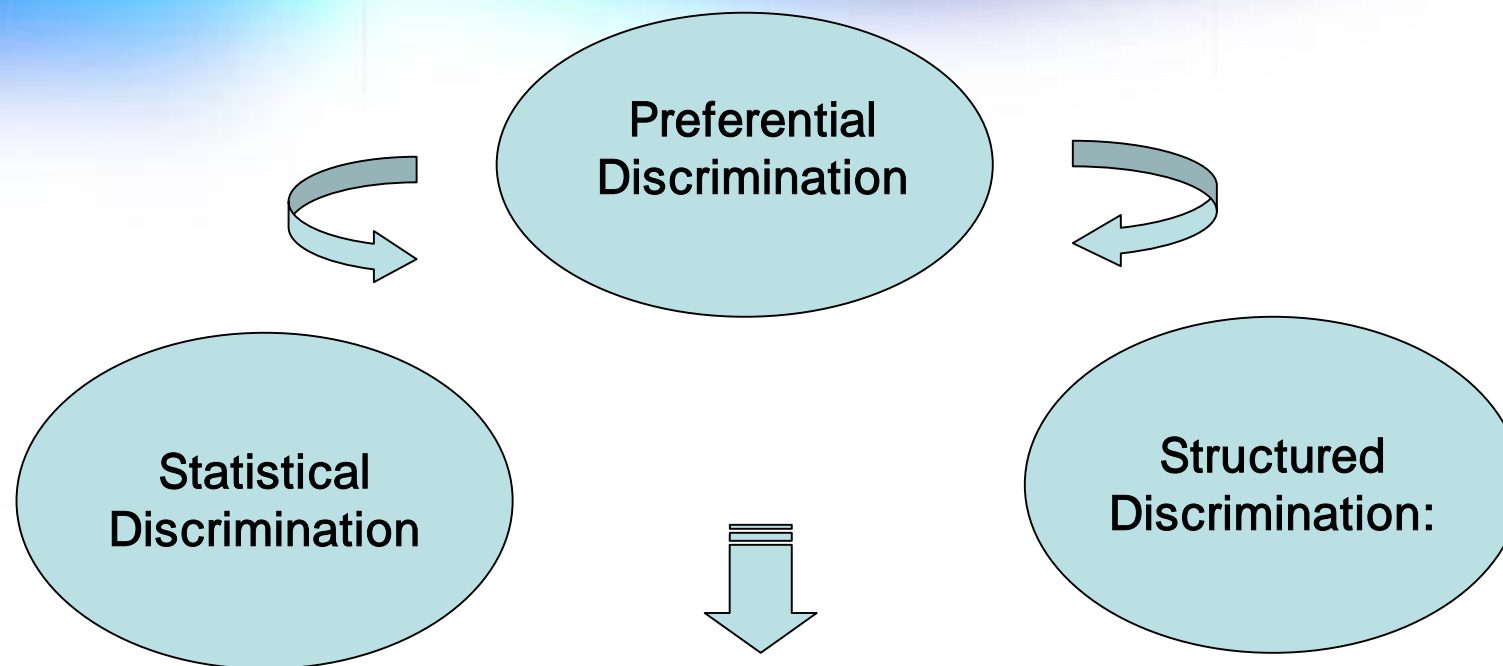
Returns of Employment by Gender is unfair

Average Monthly Wage by Occupation and Sex and Female-to-Male Ratio

Unit: Thousand Won, Percent				
	Occupation	Female(A)	Male(B)	% (A/B)
2000	All Occupation	1167	1855	62.9
	Legislator, Senior Officials & Managers	2289	2890	79.2
	Professionals	1696	2613	64.9
	Technicians & Associate Professionals	1370	2013	68.1
	Clerks	1183	1812	65.3
	Service Workers & Shop & Sales Works	987	1414	69.8
	Skilled Agricultural & Fishery Workers	736	1409	52.2
	Craft & Related Trade Workers	908	1631	55.7
	Plant & Machine Operators Workers	962	1556	61.8
	Elementary Occupations	775	1041	74.4

3. Discussion

culture-based discrimination against women in employment



Korean women's inferior economic status

Dual Burden

- social support systems helping women to cope with both a career and family life are almost non-existent.

Comparison Time Allocation by Sex with other top HDI ranking countries.
Unit: Minutes, Percent

Nation	Year	Work time (min)	Market Labour(%)			Non-Market Labour (%)		
			Male(A)	Female(B)	B/A	Male(A)	Female(B)	B/A
Korea	1995	488	56	34	0.6	44	66	1.5
	2003	431	88	45	0.5	12	55	4.6
Norway	1995	445	68	37	0.5	32	63	2.0
	2003	445	64	38	0.6	36	62	1.7
Netherlands	1995	377	52	19	0.4	48	81	1.7
	2003	308	69	27	0.4	31	73	2.4
Australia	1995	443	61	28	0.5	39	72	1.8
	2003	435	62	30	0.5	38	70	1.8

Source: UNDP, Human Development Report *(1995, 2003).

Korean Women's Political Participation and Human Development

1

Comparative Approach on GEM

2

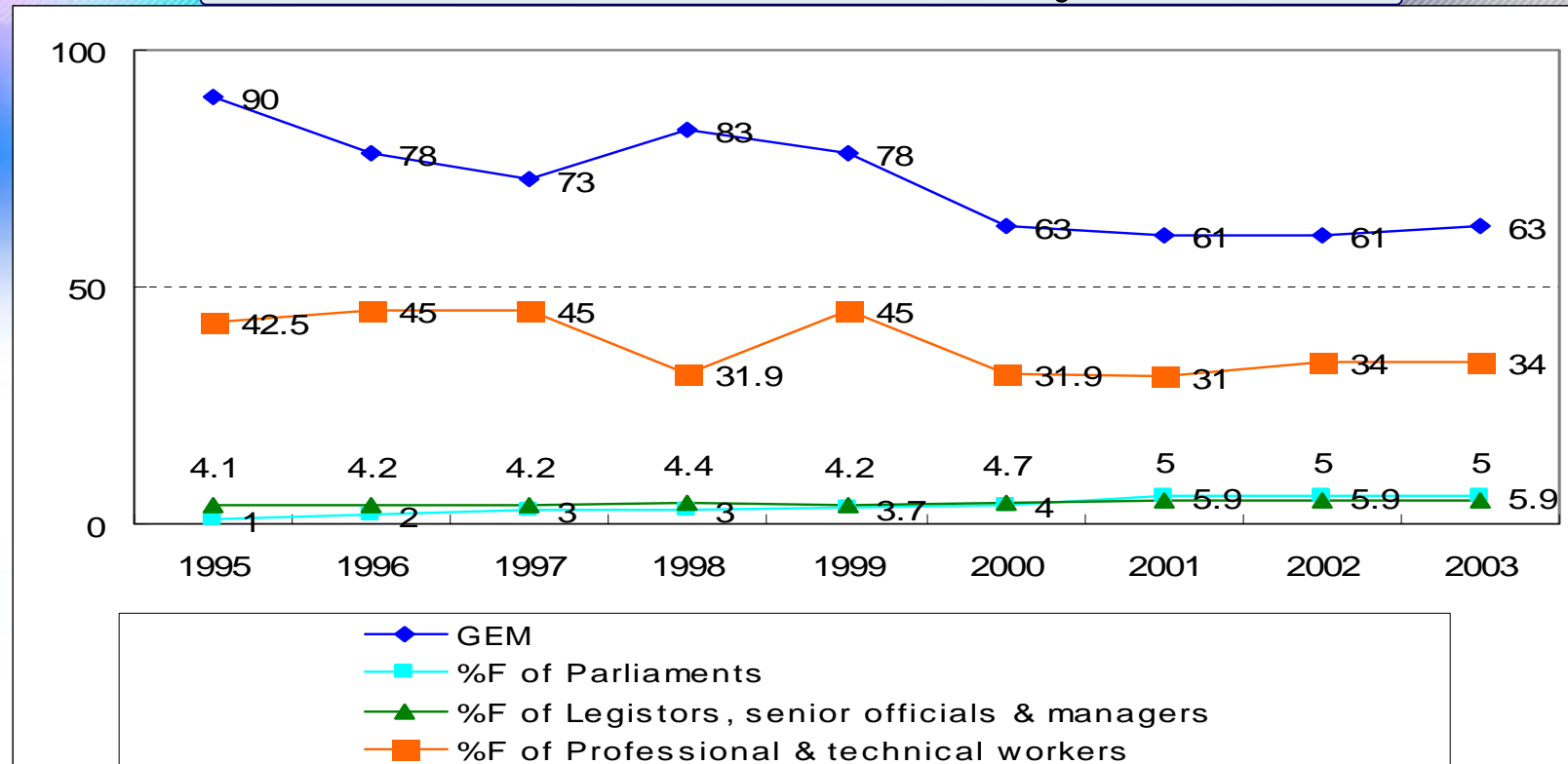
Korean Women's Political Status

3

The Changes in the 17th National Assembly

1. Comparative Approach on Gender

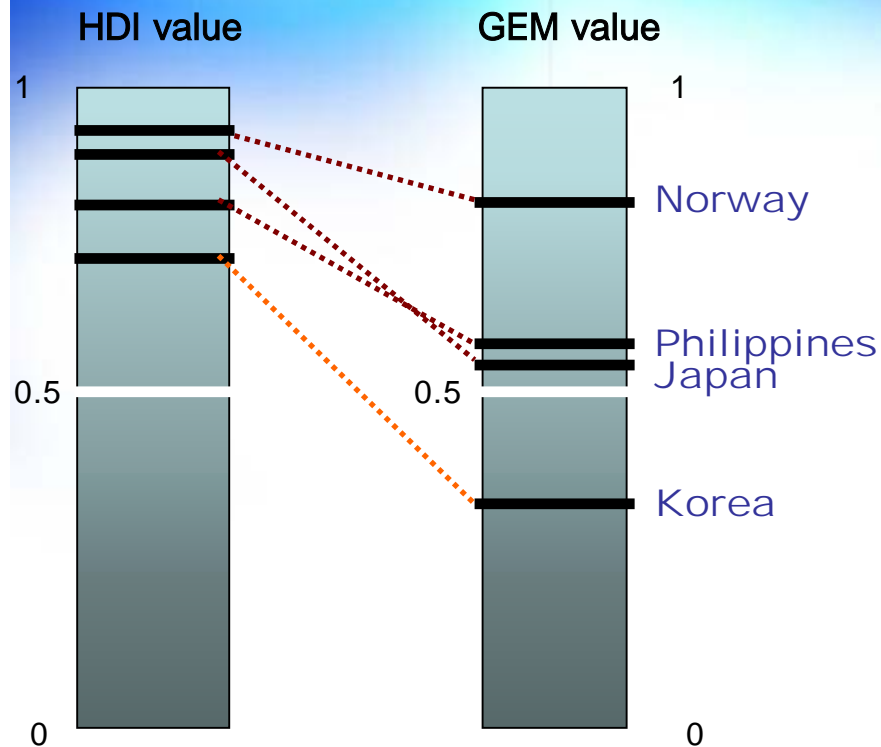
GEM of Korea in each year



-Korea's GEM and its scores on the various GEM components.

-Korean women's participation is limited not only in the private sectors but in the political sectors as well.

Comparison of Countries' Values of HDI and GEM(2003)



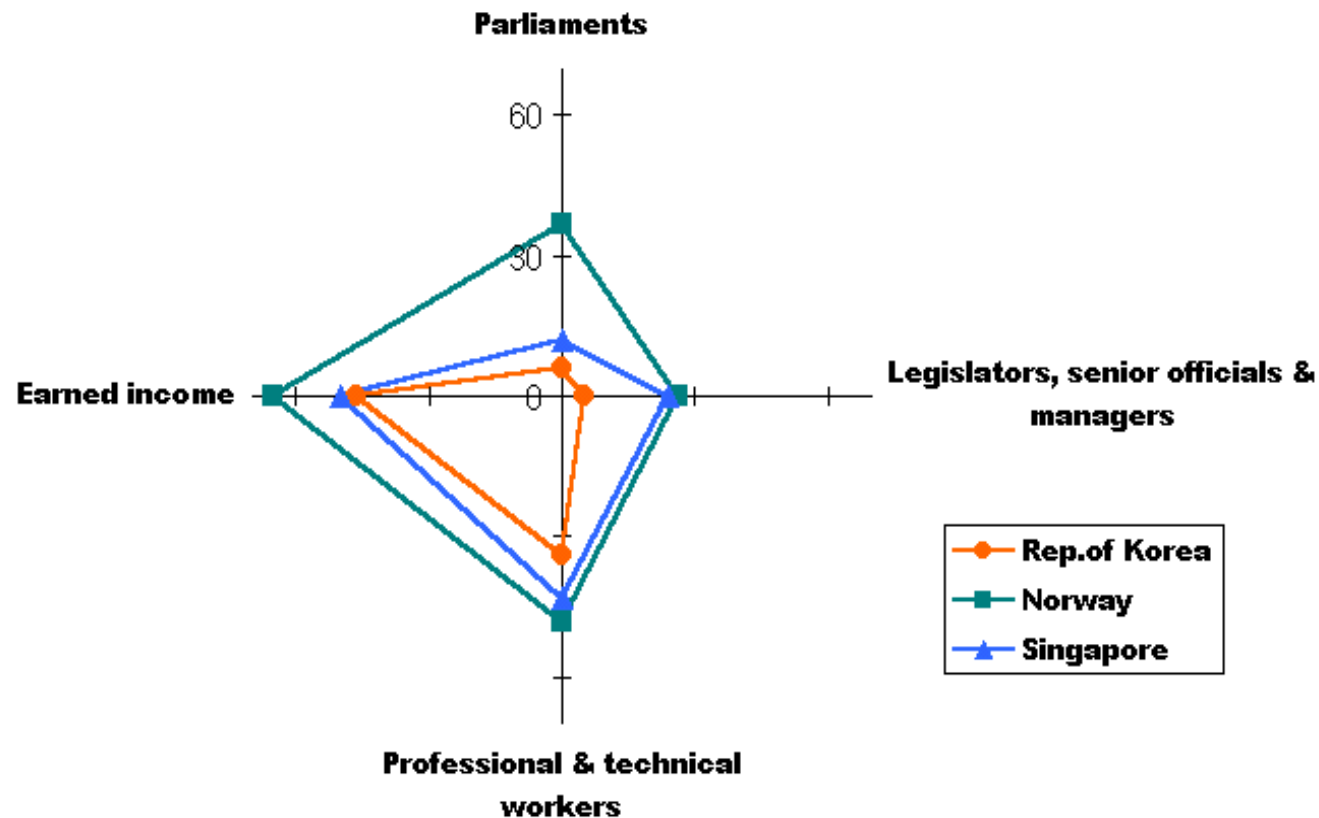
- This Figure help us see Correlation between HD and gender Equality in the simple way.

-Korea's GEM value of 0.363 lagged behind Norway's 0.837(0.908, 2004).

-Philippines' GEM ranking in the 35th (0.593),whereas HDI ranking is the 85th(0.751).

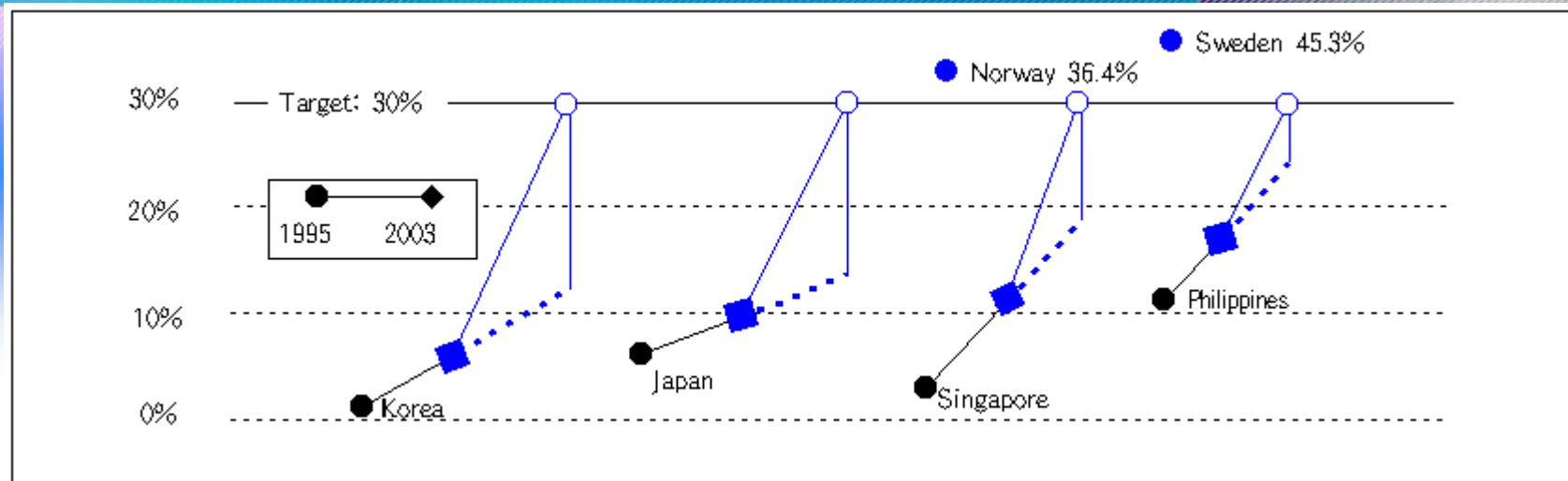
-Asian countries varies depending on their socio-cultural and historical context.

Comparison of Detailed indicators of GEM(2003)



- Distribution of the values of GEM components
- Regardless of the high economic levels, Asian countries have low women's status.

Comparison of Changes in the Ratio of Female Parliaments

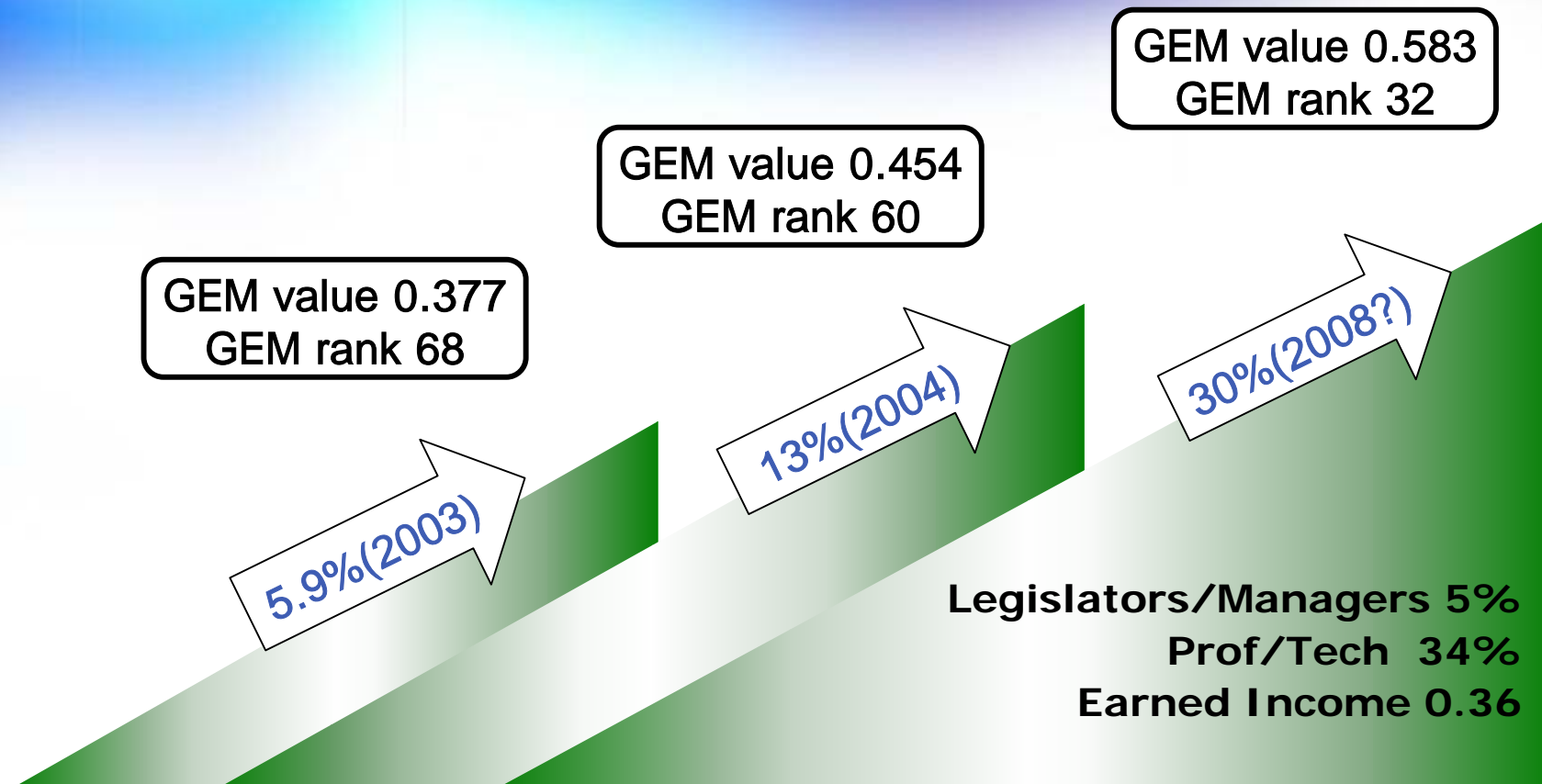


-How much efforts would be needed when Asian countries with low GEM ranks, such as Korea, Japan, Singapore, and the Philippines

-The triangle areas signify how much efforts the countries concerned would need to make in order to attain the 30% level within 10 years as recommended by UN on the basis of the change pace of the previous 8 years.

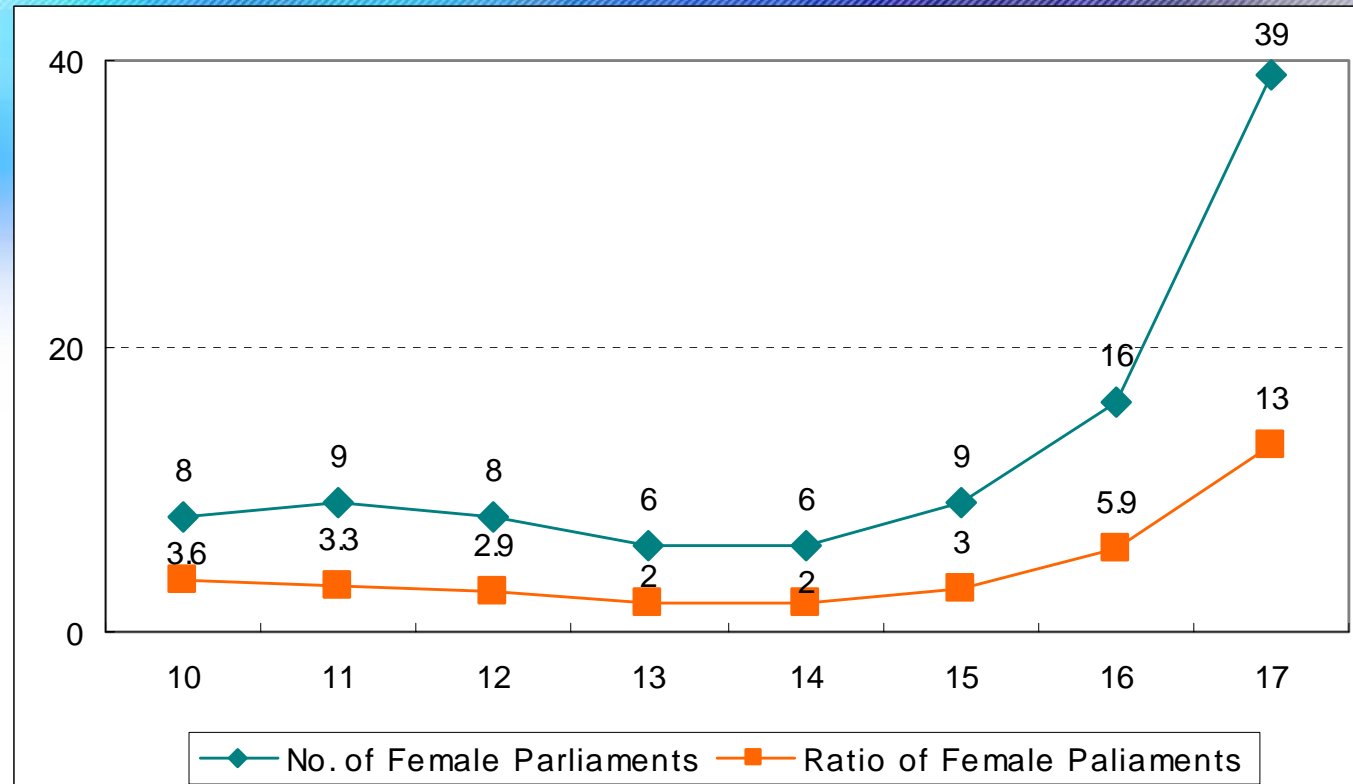
-The Philippines' area of triangle is the smallest and Korea is the largest.

The next plan to reach the goal(middle rank in GEM)



2. Korean Women's Political Status

Seats and Percentages of Women in the Korean NAs



-The status of Korean from 10th to the 17th National Assembly

-Until the 15th NA, women's share of seats was no more than 10, and then to 39(13%) in the 17th.

Women's participation in Municipalities

Unit: Persons, %

	Total	Male	Female	% F
3rd Broad Local Self-Government Cheep(2002)	16	16	0	-
2nd Broad Local Self-Government Cheep(1998)	16	16	0	-
1st Broad Local Self-Government Cheep(1995)	15	15	0	-
3rd Basic Local Self-Government Cheep	232	230	2	0.9%
2nd Basic Local Self-Government Cheep	232	232	0	-
1st Basic Local Self-Government Cheep	243	241	2	0.8%
3rd Broad Unit Local Councilor	609	595	14	2.3%
2nd Broad Unit Local Councilor	616	602	14	2.3%
1st Broad Unit Local Councilor	875	862	13	1.5%
3rd Basic Unit Local Councilor	3485	3408	77	2.2%
2nd Basic Unit Local Councilor	3489	3433	56	1.6%
1st Basic Unit Local Councilor	4145	4095	50	1.2%

Source: The Central Election Management Committee Website

- Women's participation in municipal election
- From central to local, the situation of women's participation in politics become progressively worse.

The reasons for women's low participation in politics

- 1) Unequal social structure in which women suffers few opportunities**
- 2) Confucian and patriarchal consciousness**
- 3) Coupled with division in gender roles, women are considered to belong in private sector with family**
- 4) Women have been excluded from politics because no social system to fairly evaluate women's capacity exists.**
- 5) Institutionalizing male-centered political organization**
- 6) Women's under-representation in the political process**

3. The Changes in the 17th National Assembly

Korean women's political participation in 17th NA

	17 th Assembly			16 th Assembly		
	Total	Female	F %	Total	Female	F %
Total seats	299	39	13.0%	273	16	5.9%
Proportional representation	56	29	51.8%	46	11	23.9%
Local district representation	243	10	4.1%	227	5	2.2%

Source: The Central Election Management Committee Website

Parties	Local constituencies			National constituencies			
	Total candidates	Female candidates	Female winners	Total candidates	Female candidates	Total winners	Female winners
The URI Party	243	11(4.5%)	5	51	26(51%)	23	12(52%)
The Grand national Party	218	8(3.7%)	5	43	21(48%)	21	11(52%)
The Millennium Democratic Party	182	8(4.4%)	0	26	15(57%)	4	2(50%)
Democratic Labour Party	123	12(9.8%)	0	16	8(50%)	8	4(50%)
The United Liberal Democrats	123	7(5.7%)	0	15	5(33%)	0	0
Others	386	20(5.2%)	0	39	16(41%)	0	0
Total	1175	66(5.6%)	10(15.2%)	190	91(47.9%)	56	29(51.8%)

Source: The Central Election Management Committee

Women's participation in the NA Committees of the 17th NA

Committees	Capacity	Unit: Persons	
		Female Participants	% F
House Steering Committee	21	4	19.0
Legislation and Judiciary Committee	15	1	6.7
National Policy Committee*	22	5	22.7
Finance and Economy Committee	25	4	16.0
Unification, Foreign Affairs & Trade Committee	26	3	11.5
National Defense Committee	18	3	16.7
Government Administration & Home Affairs Committee	24	3	12.5
Education Committee	19	4	21.1
Science, Technology, Information & Telecommunication Committee	20	3	15.0
Culture & Tourism Committee*	23	4	17.4
Agriculture, Forestry, Maritime Affairs & Fisheries Committee	22	0	0
Commerce, Industry & Energy Committee	22	1	4.5
Health & Welfare Committee	20	6	30.0
Environment & Labour Committee	16	2	12.5
Construction & Transportation Committee	26	0	0
Intelligence Committee	12	0	0
Women's Affairs Committee	16	12	75.0
Special Committee on Budget & Accounts	50	2	4.0
Special Committee on Ethics	15	0	0
Total	411	57	13.9

Source: National Assembly Website (www.assembly.go.kr)

Note: This(*) Means Women Chairperson of Each Committee.

-The NA is composed of 19 committees, each With different agendas.

-Women's participation rate in the committees is 13.9%.

-Except 4 committees, at least 1 or more women take part in each comm.

-Women's Affairs Comm.

The reasons for the increased seats held by women in the NA

1. Institutional factors

1) Acts

- Article 15 of the Basic Act for Women's Development Related to Policy Decision-making and Political Participation
- Three specific laws that pertain to the National Assembly election: the Political Party Act, the Election of Public and Electoral Fraud Prevention Act and the Act Related to Political Fund.

2) Party rules and norms: they serve as the very base for women politician's empowerment in nomination, pre-election, and organizational structure of the party

3) Parties' efforts including Pre-election system: political parties are the most effective institutions in recruiting female candidates.

The reasons for the increased seats held by women in the NA

2. Environmental elements: changes in political and social background

- As the level of women's education rises, the level of their economic activity also rises and the pattern of their participation in society becomes more diverse.
- Political parties and candidates for the NA election, regardless of sex, have now become sensitive to women voters
- Campaign pledges for women voters were found considerably more substantial as well as substantive compared to the ones in previous elections.
- Changes of political condition.
- Women candidates became icons of good and clean politicians.

The reasons for the increased seats held by women in the NA

3. Activities of women's groups

- Civic groups and/or women's organizational networks
- The legislation of the quota system for women was achieved by eighty-six women's groups which corroborated in pressing the government to that end from 1994 onward.
- [Women's Alliance Ready for the 17th General Election] and [Clean Politics Network of Women]
- Projects to search out competent women candidates were undertaken by the women's groups.

IV

Policy Recommendations

IV. Policy Recommendations Korean Women's Status through GDI, GEM

Differences in Index

	GEM	Seats in Parliament held by women (%)	Female Legislators, Senior officials and managers (%)	Female Professional and technical workers (%)	Ratio of estimated female to male earned income
Average of Top 15 in GEM ranks	0.777	30.2%	29.1%	49.9%	0.60
Average of Top 30 in GEM Ranks	0.700	24.9%	31%	51.0%	0.58
Average of all countries	-	14.4%	27.3%	48.9%	0.51
Korea (2003)	0.363	5.9%	5.0%	34.0%	0.46

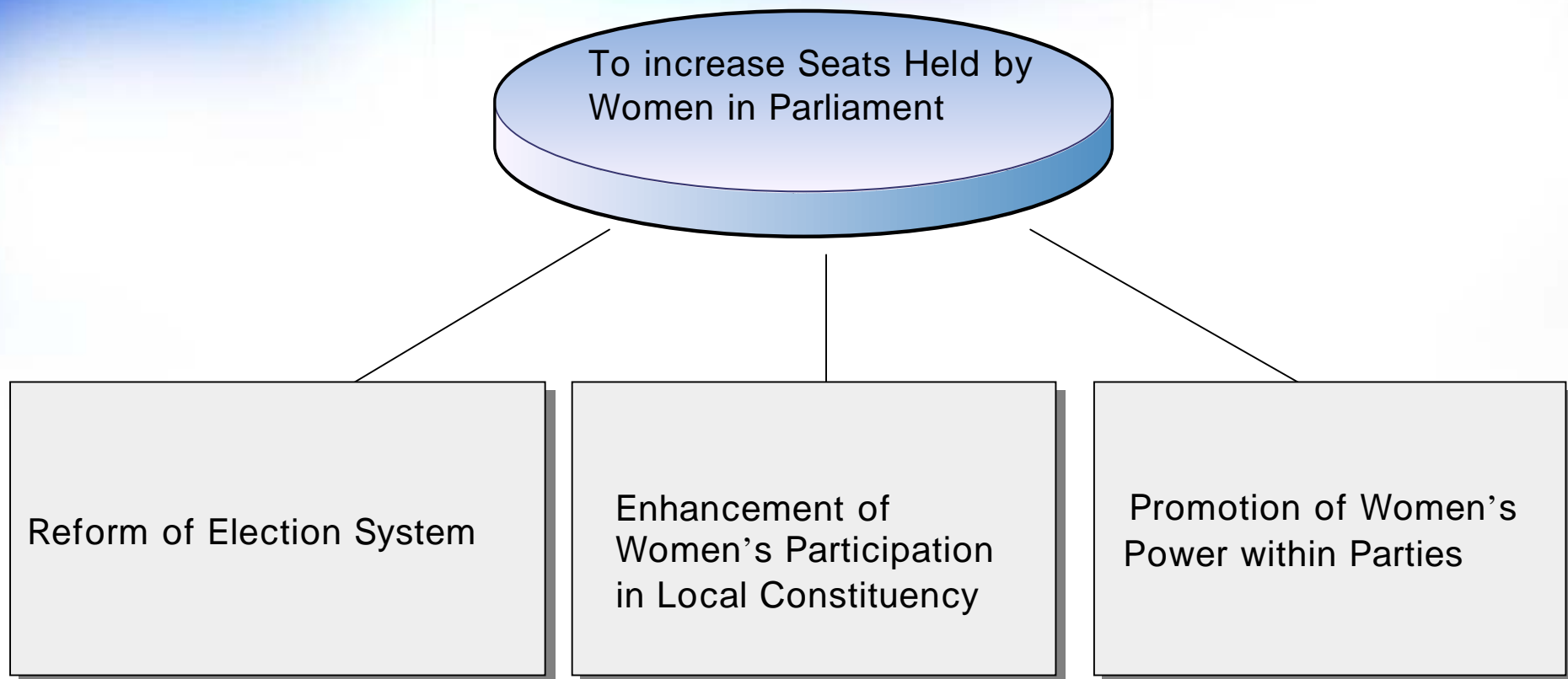
Government Policy

- The Prime Minister's Office for Government Policy Coordination :
 - “Measures for the Improvement in International Evaluation Indices”
 - Including GEM, 16 Indies -> Special Attention

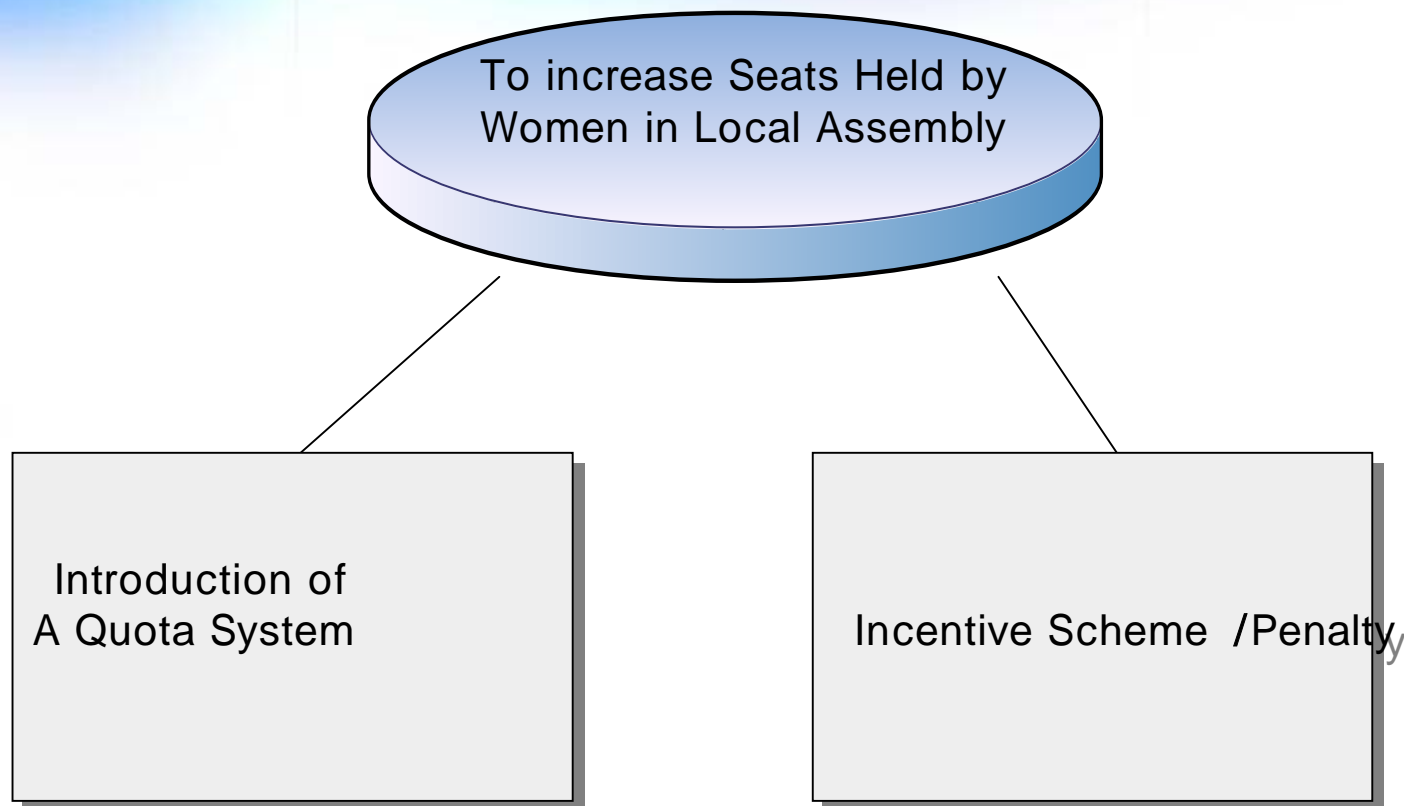
MOGE:

- Lead body in charge of matters.
- Submitted a plan for Enhancing Korea's GEM

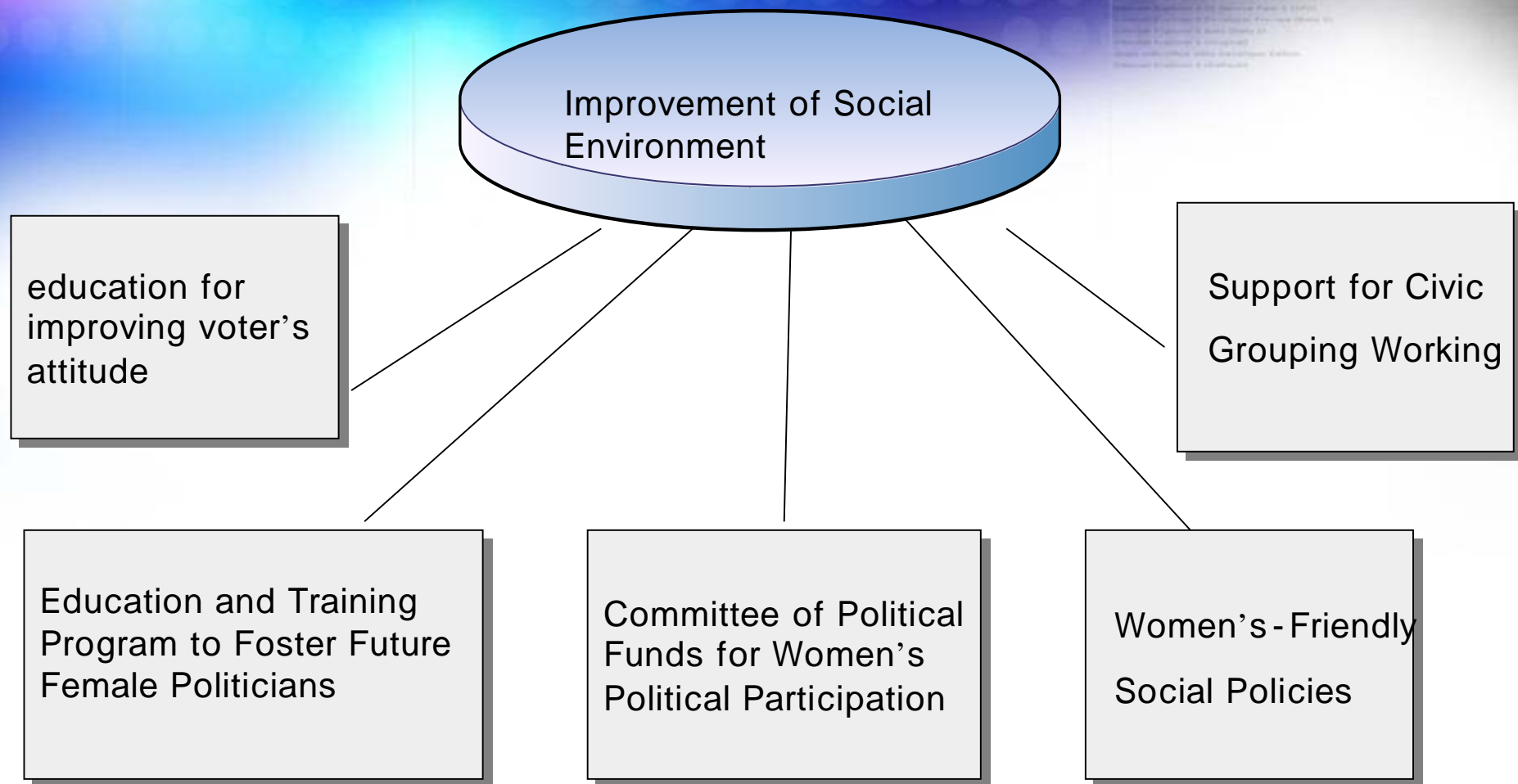
Enhancing Women's Empowerment in the Political Sector(1)



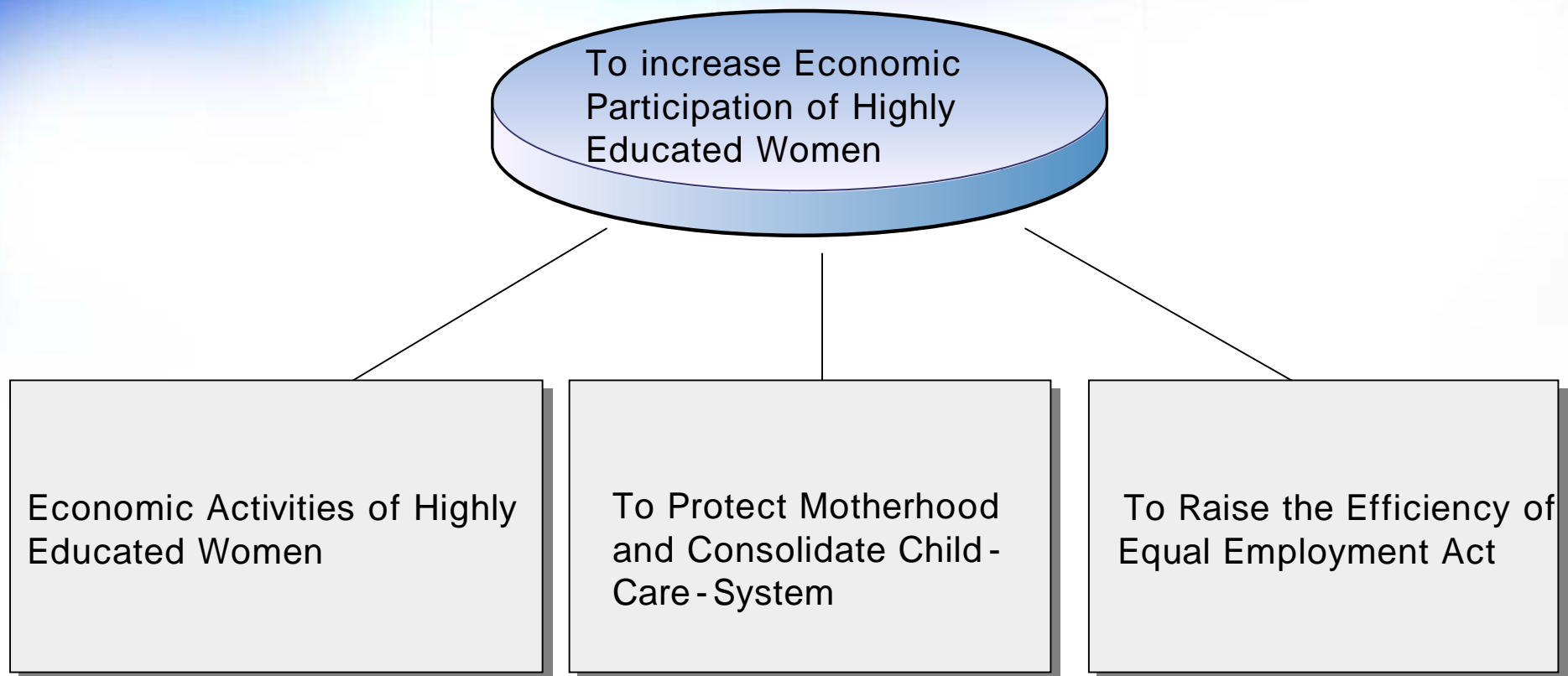
Enhancing Women's Empowerment in the Political Sector(2)



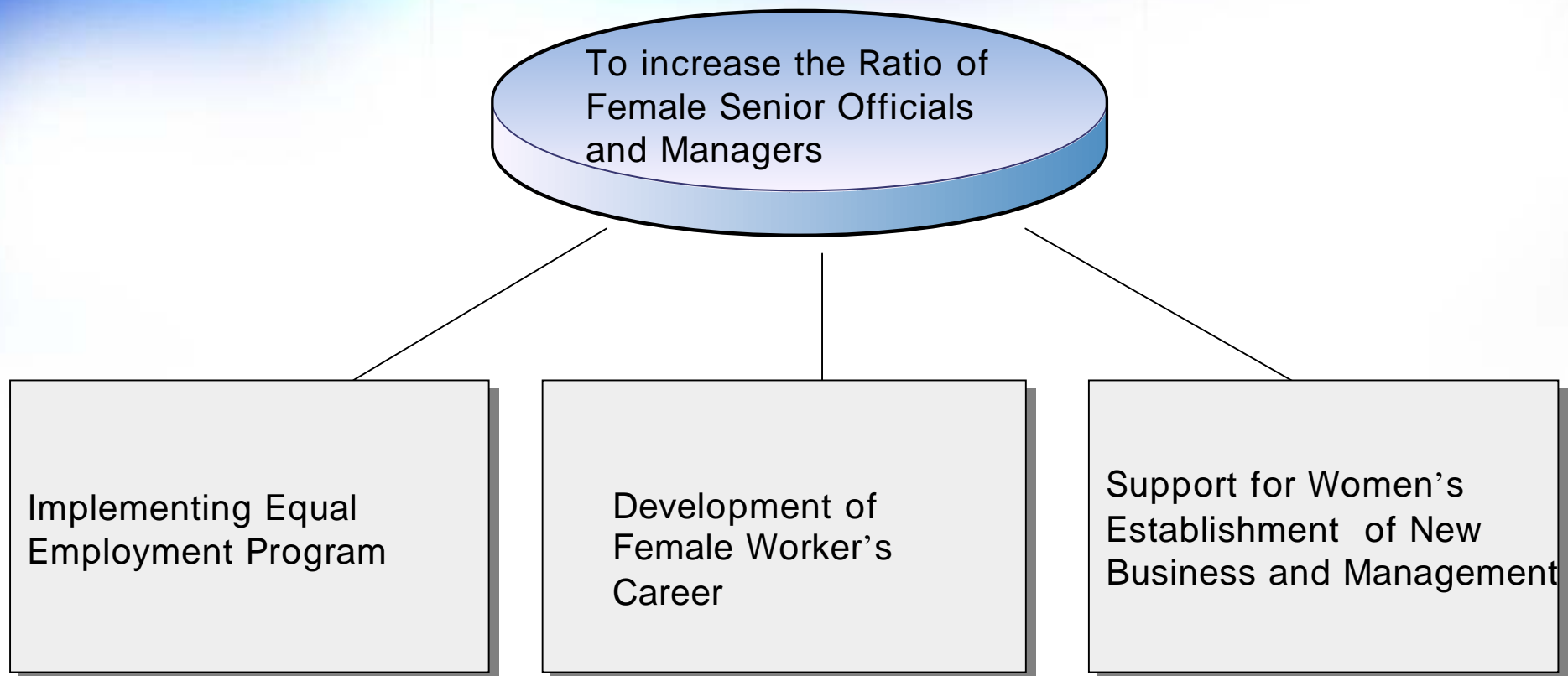
Enhancing Women's Empowerment in the Political Sector(3)



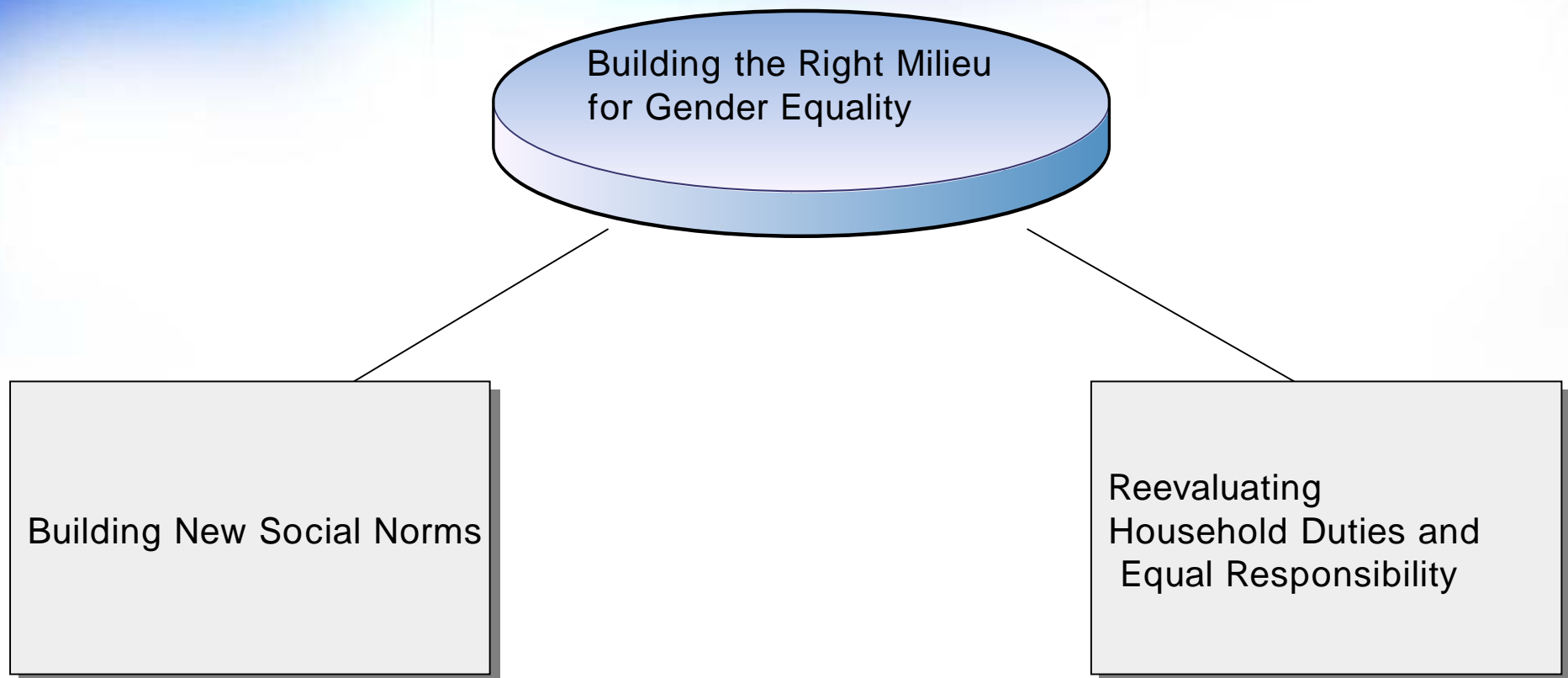
Furthering Women's Empowerment in the Economic Sector(1)



Furthering Women's Empowerment in the Economic Sector(2)



Building the Right Milieu for Gender Equality



Sustainable Development

The diagram is a funnel shape, wider at the top and narrower at the bottom. It is divided into four horizontal sections. The top section is a light blue rectangle containing the text 'Sustainable Development'. Below this is a light blue trapezoidal section containing the text 'Korea Women's Status'. The bottom section is divided into two light blue rectangular boxes, one on the left and one on the right, containing the text 'Policies in Political Sectors' and 'Policies in Economic Sectors' respectively. At the very bottom is a light blue rectangular box containing the text 'Right Milieu for Gender Equality Norms/Attitudes'. The funnel shape is created by light blue triangular wedges pointing downwards from the top section to the bottom section.

Korea Women's Status

Policies in Political Sectors

Policies in Economic Sectors

Right Milieu for Gender Equality Norms/Attitudes

Korean Women's Status through GDI, GEM

