

Development of Women-related Policies and its Implications for Future Policies Agenda in Korea

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This paper reviews the development of women's policies in Korea with special attention to the role of the Ministry of Gender Equality in shaping gender policies for the past 10 years. First, this paper will introduce the characteristics of women's policies. Second, this paper will discuss the achievements that the Ministry of Gender Equality(MOGE) has made and their impacts on changing the status of women in the labor market and the political sphere. Finally, this paper will discuss some policies agenda that women-related policies should consider to improve the quality of life of Korean women.

1. Characteristics of Women's Policies

1) Women's Rights and Interests

Korean women's policies consist of two types of gender issues in general: the first issue is about improvement in women's rights and interests. The second issue is related to the adoption of a gender mainstreaming perspective in analyzing political and social agenda.

Policies aimed at improving women's right and interests basically embrace the policies to enhance safety and to promote political status of women. Women tend to be at the risk of sex-related violence, such as sexual violence, domestic violence, and prostitution (sex trafficking). Although there are legal

protections set to protect women from social violence and risks, most women who suffer from violence appeal that the violence tends to be committed at home or by their acquaintances. Further, women tend to be excluded from legal protection. That is, socially disadvantaged women are also subject to the greatest risk of violence.

The policies to eliminate social discrimination is another issue related to women's rights and interests. The Ministry of Gender Equality started to investigate cases of social discrimination against women from 1999 through 2005, and afterwards, the Human Rights Commission has been investigating and trying to correct the cases. Further, Korean women's policies have been designed to develop women's human resources and enable them to be part of social mainstream. For this purpose, the Ministry of Gender Equality has offered vocational trainings for women and the future career guidance and counseling programs for women in college.

The forth issue concerning women's rights and interests includes efforts to expand the opportunities for women to participate in the political sphere. By applying the Affirmative Action (AA) to public areas (such as public servants and congressmen), the policy aims to increase the proportion of female politicians and thus to reinforce women's empowerment.

Transferring domestic care work to public

areas is also an issue related to women's rights and interests. Unpaid home care, such as caring for children, sick family members, and chores, tends to devalue women's status in the labor market as well as at home. Further, women who take primary responsibilities for those unpaid home care tend to be excluded from paid work in the labor market. Thus, a critical issue is how we can carefully evaluate unpaid home care and support those careworkers, most of whom are women.

2) Gender Mainstreaming Perspectives

The Ministry of Gender Equality has tried to adopt a "gender mainstreaming perspective" in building and evaluating the governmental policies. It includes gender-based analyses and gender-sensitive budgets. That is, it not only aims at increasing the budget to improve women's lives, but also aims at profoundly changing social values and attitudes toward men and women. Further discussion will follow.

2. Accomplishments of Women's Policies

1) Adopting and Institutionalizing Gender Mainstreaming Strategies

The need for gender-sensitive budget and its operation for improving women-related policies and services was discussed at the 1995 Beijing Women's Conference. The 'Gender-sensitive budget and document request proposal' submitted by the Gender Equality and Family Committee of the National Assembly was passed by the National Assembly on November 8, 2002; and the government launched the 'Gender-sensitive budget analysis plan' and the 'Gender-sensitive budget analysis.' In 2004, gender-based analysis was performed on 10 key policies to

review gender discrimination. In 2006, the Ministry of Planning and Budgeting included the instructions in the 'Budget Guide' requesting that budgeting reflect gender-based analysis. But it was pointed out that building a firm foundation for gender policy implementation requires sharing gender equality awareness among government employees and that the current and future policies must be revised in accordance with gender-based analysis of the effects of budgeting on each gender.

Gender-based analysis is a policy analysis tool to facilitate formulation and implementation of gender-equality policies. This evaluation systematically integrates gender and policy requirements into policy-making process in respect with socio-economic characteristics of each gender. In 2002, the Women's Development Act Revision provided a legal ground for a gender-based analysis and impelled the mandatory implementation of gender-based analysis for central and local governments. In 2004, gender-based analysis was performed on several key policies, and the analysis expanded to 290 institutions in 2008. These efforts are being made to alleviate the persisting gender discrepancy at the individual policy and project level.

2) The Expansion of Women's Participation in Policy-making Process

In March 2004, the Political Party Act was revised to increase the proportion of women's representation (over 50%) at the National Assembly and at the 'Do' / City Council elections. One of the Articles from the above Act encourages political parties to assign 30% of the local assembly candidacy nomination to

women.

Increasing participation of women in policy-making process also includes increasing the number of women and expanding women's role in various governmental committees. The Women's Development Act provided a solid ground for women's participation in policy-making roles. Women's participation in governmental committees had only reached 2.2% in 1984, but the rate has considerably increased since 1998, reaching 30% in 2002.

An index to evaluate whether women are well represented in policy-making is the proportion of women in government positions. By establishing and performing Women's Employment Goals (1996~2002) and Gender Equality Employment Goals (2003~2007), the government has achieved a substantial increase in women's employment in governmental positions.

3) Strengthening the Equal Employment Act

Although an increasing number of women have been entering the labor market, women still leave the labor force at the time of marriage and childbirth. Further, even when women are employed, they tend to experience various forms of discrimination in making occupational choices, promotions, and employment conditions such as wage. A range of policies have been legislated to eradicate such discriminations and establish equal opportunity at work places. The Sexual Equality Act of 1987 (December) provided the foundation for gender equality in workplace by outlining equal opportunity and treatment, maternity protection, making work and home compatible, improving women's career competence, and anti-sexual harassment regulations. As part of these efforts,

strengthening maternity protection, sharing its cost with the public and reforming the protection system for women are being proposed to secure continuity in women's employment. The establishment of the MOGEF with 90-days mandatory maternity leave and childcare leave allowance has played a significant role in fostering women's employment and stabilizing women's career.

4) Strengthening the Human Rights of Women

An Act was legislated to bring an end to human trafficking and to offer protection for victims of sex-trafficking and sex peddlers. This Act contributes to raising social awareness of sex trafficking and punishes the third-parties who facilitate sex trafficking. With this effort, Korean policy to prevent sex trafficking has reached international standards. In addition to providing victims with legal protection, the government offers assistance for the rehabilitation and self-reliance of those women wishing to leave the industry as well as providing protection for victims of sex-trafficking. The victim assistance programs include counseling, legal assistance, shelter, medical and psychological therapies, and vocational training.

The Act on the Punishment of Sexual Crimes and Protection of Victims thereof (1994), the Special Act for the Punishment of Domestic Violence, and the Prevention of Domestic Violence and Victim Protection Act (1997) define sexual abuse and domestic violence as social crimes that the government must intervene to prevent and punish by law. Programs for prevention of sexual abuse/domestic violence and for protection of victims include the 'enforcement of victim protection' and the 'prevention plan.' In addition,

counseling centers and shelters have been established to offer legal, medical and vocational training services.

3. Future Agenda for Women's Policies

1) Developing Women's Human Resources and Assisting Women Returning to the Labor Market

The MOGE offers various programs to support housewives who wish to return to work after taking break from paid work due to childbirth and child rearing. Programs include vocational training in social service sectors such as childcare, education, welfare, and culture to help them to get a job at related institutions, schools, and social welfare centers as well as at private homes.

Building women-friendly culture in organizations is another project for the MOGE to increase opportunities for women who wish to stay in the labor market and enjoy promotion. The MOGE has developed the "Women Friendliness Index (WFI)," and plans to award the institutions including public and private organizations certificates of women-friendly institutions.

2) Protecting Women's Human Rights and Overall Support

One major project that the MOGE plans to expand is the program to assist women who immigrated to Korea through marriage. Responding to the rapid increase in the number of foreign women who move to Korea to get married, the MOGE has launched a support program for marriage-based immigrant women. This program was designed to offer social support for difficulties these immigrant women might encounter, such as family conflicts, language problems, and childbirth

and childcare. Thus, the programs contain Korean language courses, pregnancy and childbirth guidance, as well as childcare courses provided in various languages such as Chinese, Vietnamese, English and Russian. By performing these programs, the MOGE plans to provide more support programs to aid marriage-based immigrant women to facilitate their adaptation to Korea.

Another major project that the MOGE plans to carry out is a campaign to prevent sexual harassment against minorities including teenagers, women and foreign workers. The MOGE has worked to establish information and protection service center in three major cities (Seoul, Daegu and Gwangju) and to operate one-stop service for victims of sexual abuse and domestic violence.

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Observing Changes in the Status of Korean Women through Statistics

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This paper briefly presents the changes in the life and status of Korean women by analyzing relevant indicators.

1. Population, Family, and Health

106.1 births of male vs. 100 births of female

The indicator of sex ratio at birth is significant in Korea which represents the status of women since there has been a preference for sons in childbirth throughout Korean culture. According to the change of sex ratio at birth for the past thirty years, the figure was the lowest 105.3 in 1980 and the highest 116.5 in 1990. The reason why there was a disparity of sex ratio at birth in 1980 and 1990 is revealed when this paper focuses on sex ratio at birth by birth order. There was no explicit difference of sex ratio at birth by birth order in 1980 that showed the lowest sex ratio at birth: the sex ratio at birth among the first children, second children, third children, and fourth children were 106.0, 106.5, 106.9, and 110.2 respectively. However, there was a distinctive difference of sex ratio at birth by birth order in 1990 that presented the highest sex ratio at birth: the sex ratio at birth among the first, second, third, and fourth children were 108.5,

117.0, 188.8, 209.2 respectively. This result seems to be influenced by the increase of induced abortion through medical surgery rather than simply by a higher preference of son in childbirth compared to other times. There had been a gradual decline of sex ratio at birth since 1990 and the figure in 2007 was 106.1. In case of the sex ratio at birth among the third and fourth children in 2007, the figures were 115.4 and 119.4 respectively.

<Table 1>

Sex Ratio at Birth by Birth Order

Unit: %

Year	Total	First Children	Second Children	Third Children	Fourth Children and upward
1975	112.4	120.0	109.8	110.8	105.5
1980	105.3	106.0	106.5	106.9	110.2
1985	109.4	106.0	107.8	129.2	146.8
1990	116.5	108.5	117.0	188.8	209.2
1995	113.2	105.8	111.7	177.2	203.9
2000	110.2	106.2	107.4	141.7	167.5
2005	107.7	104.8	106.4	127.7	133.5
2007	106.1	104.4	105.9	115.2	119.4

Source: Korean Women's Development Institute (2008), Women in Korea.

The total fertility rate in 2007 was approximately 1.26 which increased by 0.13

over the previous year. The total fertility rate in Korea had decreased from 3.74 in 1975, and there has been a slight increase since 2006 onwards. The fertility rate of the age group between 30~34 was 102.2 with increase of 12 over the previous year, and the figure of the age group between 25~29 was 96.1 with increase of 6.2 over 89.9 of the previous year.

The number of women household heads who have responsibility to support the members of the household has increased by around 3.2 times from 1,169 in 1980 to 3,689 in 2008. The increase rate of women heads of household was far higher than that of men albeit the number of men householders is larger than that of women in terms of scale since the number of men householders has increased by about 1.9 times from 6,801 in

<Table 2>
Age-specific Fertility Rate and Total Fertility Rate

Unit : Births per 1,000 women, per women

Year	Age-specific Fertility Rate ²⁾ (per 1,000 women)							Total Fertility Rate
	15~19	20~24	25~29	30~34	35~39	40~44	45~49	
1975	14.2	177.6	262.8	145.6	57.9	20.7	5.0	3.47
1980	12.9	141.4	244.1	106.6	30.6	8.5	2.0	2.83
1990	4.2	83.2	169.4	50.5	9.6	1.5	0.2	1.59
1995	3.6	62.9	177.1	69.6	15.2	2.3	0.2	1.65
2000	2.5	39.0	150.6	84.2	17.4	2.6	0.2	1.47
2005	2.1	17.9	92.3	82.4	19.0	2.5	0.2	1.08
2006	2.2	17.7	89.9	90.2	21.5	2.6	0.2	1.13
2007	-	19.6	96.1	102.2	25.8	-	-	1.26

Note: 1) The average number of babies born to women during their reproductive years (age 15-49), commonly used for comparison of fertility rates.

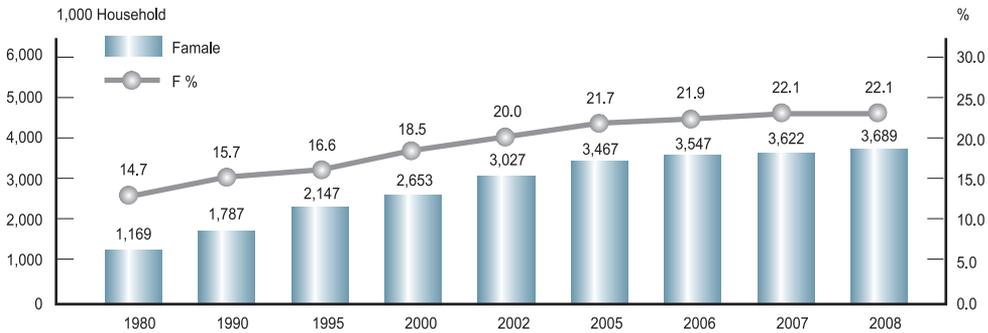
2) The number of births in each age group by the total female population (in thousands) in each age group

Source: Korea National Statistical Office, Annual Report on the Vital Statistics.

22.1% of the head of households in 2008 are women

1980 to 12,985 in 2008. The proportion of women heads of households has risen moderately from 14.7% in 1980 to 22.1% in 2008.

Figure 1. Female heads of household

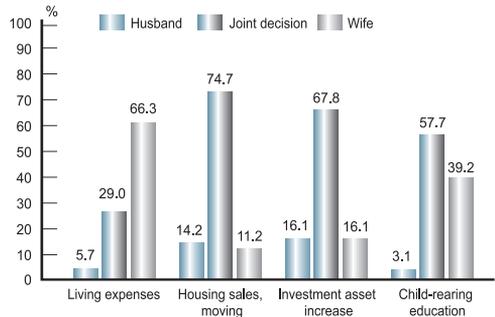


Source: Korea National Statistical Office, Population and Housing Census Report. Materials in Population Projection are utilized for the figures after 2002.

Decision making by man and wife within a household

According to a research in 2006, most decision-makings within a household were made jointly by the husband and the wife. Although 65.3% of living expenses were determined by wives in 2006, many other agendas in household were determined jointly by the man and the wife, such as selling and buying a house and disposal, investment and multiplication of a property, and childcare and education. In case of decision making about childcare and education which is considered vital in recent days, the proportion of wives' decision is 39.2% which is significantly higher than husbands' decision (3.1%).

Figure 2. Decision-making by Married Couples: 2006



Note: Survey with married households of ages from 15 to 59 years old
 Source: Korea Institute for Health & Social Affairs, National Fertility and Family Health Survey Report 2006.

Married women's contribution to house chores (3 hours and 18 minutes) in 2004 was 7.6 times higher than married men's contribution (26 minutes)

Married women’s use of time for house chores in 2004 was 3 hours and 18 minutes which was 2 hours and 52 minutes more than married men (26 minutes) according to the Life Time Use Survey conducted by the Korea National Statistical Office. Though married women’s use of time for house chores explicitly declined when compared to the first survey in 1999, married women devoted their time 7.6 times more than married men did. In case of unmarried men and women, the use of time for house chores slightly increased over 1999 when it was 45 minutes and 18 minutes for women and men respectively.

<Table 3>
Time Spent on Household Affairs by Marital Status

Unit: Hours

Year	Single			Married		
	Total	Female	Male	Total	Female	Male
1999	0:25	0:37	0:15	2:39	4:30	0:36
2004	0:30	0:45	0:18	1:58	3:18	0:26

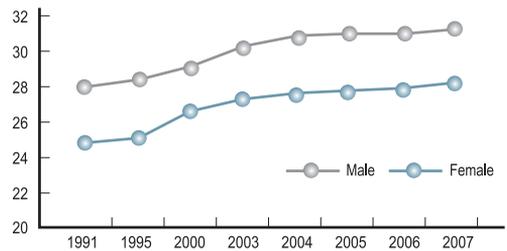
Note: Population of age 20 and over.
 Source: Korea National Statistical Office (2000, 2005), Life Time Use Survey.

International marriages account for 11.1% of all the marriages (345,592) in 2007

The average age at first marriage in 2007 was 28.1 years old for women and 31.1 years old for men (women’s mean age at the first marriage is 3 years earlier than men’s age at the first marriage) and this presents 2.7 years increase for both men and women compared with 1995. The number of marriages had

declined from 398,484 cases in 1995 to 316,375 cases in 2005. However, overall 345,592 couples were married in 2007, showing increase from 2005. Recently, the interest in multicultural family is increasing as international marriages increase. The proportion of international marriage was very low (3.4%) in 1995, but the highest percentage of international marriage was 13.6% (43,121 cases) in 2005 that presented the lowest number of marriages, and 11.1% of all the marriages were international marriages in 2007.

Figure 3. Mean Age at First Marriage



<Table 4>
International Marriage

Unit: Hours

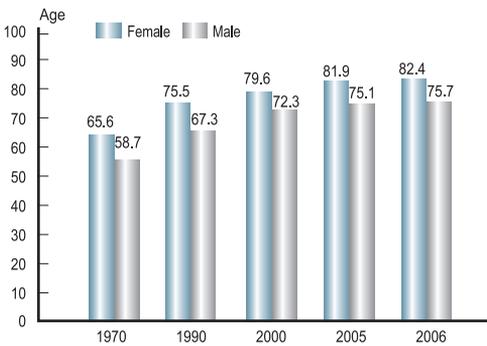
Year	Total Marriages	International Marriages		
		Sub total	Wives with different nationality	Husbands with different nationality
1995	398,484	13,494 (3.4)	10,365	3,129
2000	334,030	12,319 (3.7)	7,304	5,015
2005	316,375	43,121 (13.6)	31,180	11,941
2007	345,592	38,491 (11.1)	29,140	9,351

Note: () refers to the percentage of international marriages out of the total number of marriages
 Source: Korea National Statistical Office, Annual Report on the Vital Statistics.

6.9 years increase in women’s life expectancy in 2006 compared to 1990

Women’s life expectancy in 2006 was 82.4 years old, which was 6.7 year longer than men’s life expectancy (75.7 years old). This means that 6.9 years and 8.4 years increase for women and men respectively, compared to 1990. The gap of life expectancy between men and women increased between 1970 and 1990: 6.9 years in 1970 and 8.2 years in 1990. Nevertheless, the decreasing tendency of life expectancy gap between men and women was observed: 7.3 years in 2000 and 6.7 years in 2006.

Figure 4. Average life expectancy



Source: Korea National Statistical Office, Life Table 2006.

2. Education

25.4 among 100 women in 2005 graduated from college and higher

25.4% of Korean women of 25 old years of age or older was educated in colleges or higher education. In case of women’s educational attainment, there were 77.1% of women who graduated from elementary school in 1975, but

the percentage of women who were educated lower than elementary school was 25.5% in 2005. Furthermore, the proportion of women who graduated from high schools and colleges and higher were 37.0% and 25.4% respectively in 2005. Nevertheless, men whose educational opportunities were higher than women showed decrease among those educated at elementary school and lower, and increase among those educated at colleges and higher.

<Table 5>

Distribution of Women Population 25 Years Old & Over by Educational Attainment

Unit: %

Year, Sex		Elementary School and lower	Middle School	High School	College and higher
1975	Female	77.1	12.1	8.4	2.4
	Male	53.1	17.7	9.7	9.5
1985	Female	54.1	20.5	20.2	5.2
	Male	31.9	20.5	32.1	15.5
1995	Female	35.0	17.1	34.8	13.1
	Male	17.8	14.2	41.4	26.6
2005	Female	25.5	12.1	37.0	25.4
	Male	12.2	10.2	39.7	37.8

Note: Age 25 and over.

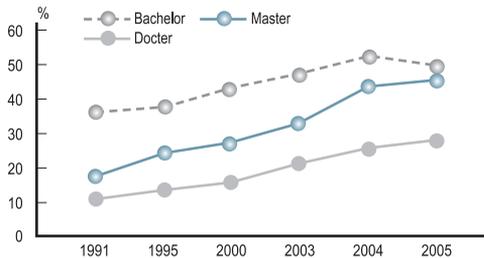
Source: Korea National Statistical Office, Population and Housing Census Report

Women constitute 27.9% of doctoral graduates in 2007

Korean women have presented great development in terms of equal right for education. The proportion of women among those with bachelor’s degree was only 37.0% in 1985 but the proportion increased by 12.2% to reach 49.2% in 2007. Moreover, the proportion of women among those who hold master’s degree and doctoral degree during corresponding period increased 28.4% and 17.7% respectively. This reflects a great

change of increasing higher education for women. There seems to be no or very slight disparity between men and women in the number of people who holds bachelors' and master's degree due to the increase of women's participation in higher education. Nevertheless, the percentage of women among doctoral graduates was 27.9% in 2007 which was explicitly lower than the proportion of men doctoral graduates.

Figure 5. Degree Holders



Note: Figures for bachelor's degree holders include colleges, universities, teacher training colleges and open universities. Figures for 1985 and 1990 include college and teacher training college only.
Source: Korea National Statistical Office, Population and Housing Census Report, Population Projection, & Korea Ministry of Education & Human Resources Development, Statistical Yearbook of Education.

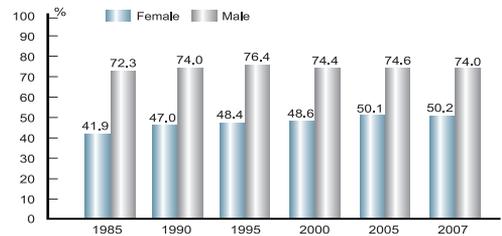
3. Economic Activity

Women's labor market participation 50.2% in 2007 increasing by 8.3% over 1985

The economic activity participation rate has increased gradually although not at great speed. Women's labor market participation rate reached 50% range in 2005 for the first time from 41.9% in 1985, and the figure in 2007 was 50.2% which was 8.3% higher than that of 1985. On the other hand, men's labor market participation hit its peak of 76.4% in 1995, and men's labor market participation in 2007 was 74.0% because of gradual decline from the

peak. Although the disparity of labor market participation between men and women decreased from 30.4% in 1985 to 23.8% in 2007, the gap of labor market participation rate between men and women is still wide.

Figure 6. Economic Activities by Sex



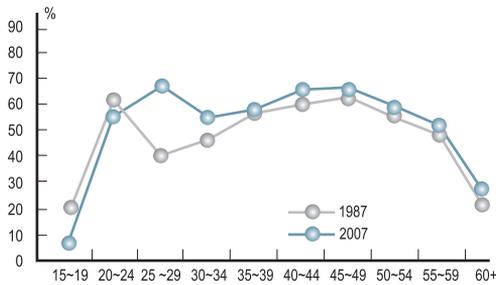
Source: Korea National Statistical Office, Annual Report on the Economically Active Population.

M-shape of Korean women's labor market participation graph due to child delivery and child rearing

The change in Korean women's labor market participation rate is presented as M-shape line graph. In case of data in 2007, women's labor market participation between ages 15 to 19 was 8.0%, but it increased gradually and reached its peak of 68.0% between ages 25 to 29. After marriage, women's labor market participation was 53.6% between ages 30 to 34 that decreased by 14.4% due to child delivery and child rearing. Re-entering the labor market, women between 55 and 59 years old indicated higher labor market participation rate than the average participation rate. This pattern is similar with the fluctuation of women's labor market participation rate in 1985. Two differences between the present and 1985 are: the change in age for first diminution in labor market participation due to child delivery and child rearing between 25 and 29, and increase in women's labor market participation in the

age group older than 29 years of age.

Figure 7. Participation Rate of Economically Active Women by Age



Source: Korea National Statistical Office, Annual Report on the Economically Active Population Survey.

Women in professional and technical occupations account for 19.3% of women workers in 2007

The proportion of women in professional and technical occupations among employed women was 19.3%, which is 13.9% increase over 1985. The proportion of women in professional and technical occupations was less than 10% by the early 1990's but the percentage increased to 11.4% in 1995, 14.0% in 2000, 17.5% in 2005, and 19.3% in 2007 respectively. Furthermore, in light of the scale of increase in the professional and technical workers' rate of men and women, women's increase scale is larger than that of men except in 1995. The women's proportion of professional and technical workers has increased and reached 26.6% in 2007 except for women's great decrease in 1995 because of drastic increasing scale of men's proportion in professional and technical occupations.

<Table 6>
Professional and Technical Workers by Sex

Unit : 1,000 persons, %

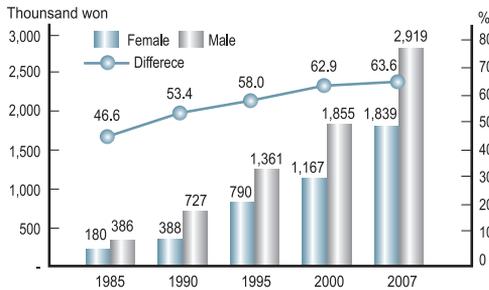
Year	Female			Male			Women proportion among professional & technical workers
	Employed workers	proportion among professional & technical workers	Proportion of professional & technical workers among employed workers	Employed workers	Professional & Technical workers	Proportion of professional & technical workers among employed workers	
1970	3,513	85	2.4	6,104	377	6.2	18.4
1975	4,261	87	2.0	7,431	329	4.4	20.9
1980	5,222	186	3.6	8,462	546	6.5	25.4
1985	5,833	317	5.4	9,137	773	8.5	29.1
1990	7,376	566	7.7	10,709	1,009	9.4	35.9
1995	8,267	939	11.4	12,147	2,407	19.8	28.1
2000	8,769	1,225	14.0	12,387	2,716	21.9	31.1
2005	9,526	1,669	17.5	13,330	3,107	23.3	34.9
2007	9,826	1,900	19.3	13,607	3,296	24.2	36.6

Source: Korea National Statistical Office, Annual Report on the Economically Active Population Survey.

Average monthly wage of women salary workers in 2007 was 1,839 thousand won, which was 63.6% of men's

Korean employed women are suffering not only from difficulty of reconciling work and child delivery and child rearing but also from lower income level than that of men. Although the average monthly wage of women salary workers in 2007 increased to 1,839 thousands won compared with 2000, it was only 63.6% of men salary workers' average monthly wage. The ratio of women's income against men's income has increased from 46.6% in 1985, to 53.4% in 1990, 58.0% in 1995, 62.9% in 2000, and 63.6% in 2007, but women's income is still distinctively lower than men's income.

Figure 8. Average Monthly Wage



Note: Average Monthly Wage=Monthly salary+(Total yearly bonus÷12).

Source: Korea Ministry of Labor, Survey Report on Wage Structure, Survey Report on Occupational Wage Survey.

4. Korean Women's Political and Administrative Participation and International Comparison of the Social Status of Korean Women

Women constituted 13.7% of representatives at the 18th National Assembly, showing increase by 0.7% compared to 2004

Political sphere in Korea is one of the sectors with low participation of women. The percentage of women representatives in the 18th National Assembly (299 persons) is 13.7% (41 persons) in 2008. It is the highest proportion of women representatives, though there has been increase in the number of women representatives from 1 in 1978, to 6 in 1988, 16 in 2000, 39 in 2004, and 41 in 2008. In addition, the number of women representatives in local assemblies has increased from 0.9% in 1991, to 3.4% in 2002, and 14.5% in 2006, but the percentage of women's participation is still lower than that of men.

<Table 7>

Women Elected in General and Local Elections

Unit: Person, %

Year	National Assembly			Local Council		
	Total	Number of women representatives	F %	Total	Number of women representatives	F %
1971	204	5	2.5	-	-	-
1973	146	12	8.2	-	-	-
1978	154	1	0.6	-	-	-
1981	276	9	3.3	-	-	-
1985	276	8	2.9	-	-	-
1988	299	6	2.0	-	-	-
1991	-	-	-	5,169	48	0.9
1992	299	3	1.0	-	-	-
1995	-	-	-	5,756	128	2.2
1996	299	9	3.0	-	-	-
1998	-	-	-	4,179	97	2.3
2000	273	16	5.9	-	-	-
2002	-	-	-	4,167	140	3.4
2004	299	39	13.0	-	-	-
2006	-	-	-	3,626	525	14.5
2008	299	41	13.7	-	-	-

Source: Korea National Election Commission, Web DB.

67.7% who passed the higher civil examination for foreign affairs were women in 2007

Recently, Korean women's administrative participation is increasing at high ranks. The percentages of successful women candidates among public service personnel employment examination were 67.7% in the higher civil examination for foreign affairs, 49.0% in the higher civil examination for national administration, and 45.5% in the examination for employment lowest-level officials (9th grade, administration and public peace). The comparison between 2007 and 2006 suggests 2.7% and 2.0% decrease in women's portion in

bare examination and examination for employment lowest-level officials (administration and public peace) respectively, and 4.4%, 31.7% and 7.7% of increase in the higher civil examination for national administration, the higher civil examination for foreign affairs, and examination for employment lower-level officials (7th grade, administration and public peace) respectively. Especially, the increasing rate in the higher civil examination for foreign affairs is drastic.

school attendance rate, and difference in real GDP per se between men and women. Korea is ranked as 26th in GDI among 93 nations in 2007/2008. Nevertheless, Korea was included in the lowest group as 64th among 93 countries in 2007 in light of GEM which suggests the degree of gender equality in the use of resources. GEM in 2007/2008 declined 5 ranks compared with figures in 2005. According to the increase and decrease of related indicators, there were 0.4% and 2%

**<Table8 >
Successful Applicant Rate in
Examination for Administrative**

Unit: Person, %

Year	Administration Service Category		Foreign Service 5th Category		Judicial Examination		Admin. & Safety Service 7th Category		Admin. & Safety Service 9th, Category	
	Total	F %	Total	F %	Total	F %	Total	F %	Total	F %
2001	233	25.3	30	36.7	991	17.5	531	16.8	2,611	39.5
2002	257	28.4	35	45.7	998	23.9	517	28.4	2,585	50.9
2003	223	31.8	28	35.7	906	21.0	500	23.0	1,587	50.8
2004	198	38.4	20	35.0	1,009	24.3	398	28.1	1,510	47.9
2005	216	44.0	19	52.6	1,001	32.3	575	27.7	1,968	44.9
2006	233	44.6	25	36.0	994	37.7	991	25.4	2,398	47.5
2007	251	49.0	31	67.7	1,011	35.0	641	33.1	2,522	45.5

Source: Korea Ministry of Government Administration, Yearbook of Ministry of Government Administration, Civil Service Commission, Korea Ministry of Public Administration and Security.

Korean GEM 64th among 93 countries

GDI (Gender-related Development Index) refers to the indicator which is used for recognizing the degree of gender equality though average life expectancy, literacy rate,

increases in women representatives and women’s in professional and technical occupations respectively, but women’s wage to men’s decreased by 0.08. It is noticeable that gender equality in Korea in development of human resources is improved in terms of the

result from GDI and GEM, but there is no improvement in the utilization of human resources.

<Table 9>
Gender-related Development Index Rank in Korea

Unit: Rank, Year, \$

Year	GEM Rank	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
2003	63	5.9	5	34	0.46
2005	59	13.0	6	39	0.48
2007	64	13.4	8	39	0.40

Note: GEM member countries – 70 nations in 2003, 78 nations in 2004, 80 nations in 2004, and 93 nations in 2007.

Source: UNDP. Human Development Report (2003, 2005, and 2007).

<Table 10>
Gender Empowerment Index Rank in Korea

Unit: Person, %

Year	GDI Rank	Life Expectancy at Birth (years)		Adult Literacy Rate (%)		Combined Gross Enrolment Ratio for Primary, Secondary and Tertiary Education (%)		Estimated Earned Income (PPP US\$)		HDI Rank
		Female	Male	Female	Male	Female	Male	Female	Male	
2000	30	76.2	69.0	95.9	99.0	84	94	8,342	18,529	31
2005	27	80.6	73.3	99.9	99.9	87	100	11,698	24,167	28
2007	26	81.5	74.3	99.9	99.9	89	102	12,531	31,476	26

Note: GDI member countries – 143 nations in 2000, 144 nations in 2005, and 157 nations in 2007.

Source: UNDP. Human Development Report (2000, 2005, and 2007).