

Template for the IAP (2020)

Economy: Republic of Korea

<p>Ratio of women's representation in leadership* in both the public and private sectors (based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>The following are the current state of women's representation by sector as of 2019 under the Plan to Enhance Women's Representation in the Public Sector (2018~2022):</p> <ol style="list-style-type: none"> 1. Senior officials in central government offices: 7.9% 2. Directors (grade 4) and above in central government offices: 20.8% 3. Directors (grade 5) and above in local governments: 17.8% 4. Executives in public organizations: 21.1% 5. Managers in public organizations: 25.1% 6. Managers in local state enterprises: 9.1% 7. Professors in state universities: 17.3% 8. Principals & vice principals: 44.1% 9. Military officials: 6.8% 10. Police: 12.6% 11. Coast guards: 12.7% 12. Government committee members: 43.0% <p>In 2019, women make up 20.9% of managers at private companies subject to affirmative action (business entities subject to public disclosure with more than 300 employees and companies with more than 500 full-time workers).</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>Targets for 2020 under the Plan to Enhance Women's Representation in the Public Sector (2018~2022) are as follows:</p> <ol style="list-style-type: none"> 1. Senior officials in central government offices: 8.2% 2. Directors (grade 4) and above in central government offices: 21.0% 3. Directors (grade 5) and above in local governments: 18.6% 4. Executives in public organizations: 21.8% 5. Managers in public organizations: 25.4% 6. Managers in local state enterprises: 9.3% 7. Professors in state universities: 17.5% 8. Principals & vice principals: 44.3% 9. Military officials: 7.4% 10. Police: 13.4% 11. Coast guards: 13.2% 12. Government committee members: 40.0% <p>As for the private sector, businesses are encouraged</p>

	to establish their own goals and working on them voluntarily to avoid hurting corporate autonomy.
Include a brief plan of action of how your economy plans to achieve your voluntary goals.	As improving women's representation in the public sector was set as a government agenda, the joint-ministry Plan to Enhance Women's Representation in the Public Sector was devised. The process for target management and enhanced institutions -- setting goals, monitoring of implementation, and revising goals upward -- aims to increase the share of women in senior positions. In a bid to spread the public sector's efforts to the private sector, a public-private cooperation system will be created, and joint projects will be implemented to strengthen women's decision-making power across overall society.