

## Individual Action Plan (2016)

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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>The followings are the details of the fields and up-to-date ratios of women's representation in leadership in the public sector.</p> <ol style="list-style-type: none"> <li>1. Proportion of women in government committees: 34.1% (2015)</li> <li>2. Proportion of female public officers who are Level 4 and above (Central government offices): 12.0% (2015)</li> <li>3. Proportion of women in managerial positions in public agencies: 14.8% (2015)</li> <li>4. Proportion of female school principals and vice principals: 34.2% (2015)</li> </ol>
<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>The government of Korea set the following specific targets for the enhancement of women's representation in the public sector under the Park administration in 2013 and targets have been annually reviewed and updated.</p> <ol style="list-style-type: none"> <li>1. Proportion of women in government committees: 40.0% (2017)</li> <li>2. Proportion of female public officers who are Level 4 and above (Central government offices): 15.0% (2017)</li> <li>3. Proportion of women in managerial positions in public agencies: 18.6% (2017)</li> <li>4. Proportion of female school principals and vice principals: 36.0% (2017)</li> </ol>

<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>For the enhancement of women’s representation in leadership in the public sector, the Korean government has been raising target rates, implementing quota systems, and reviewing results for resetting of goals. Plans and legal groundwork that will have direct and indirect impacts on enhancing the representation of women in leadership include The Second Framework Plan for the Promotion of Economic Activities of Career-Interrupted Women (2015-2019), Lifecycle Career Management Support Plan for Female Workers (implemented 2014), and the Gender Equality Act (revised 2014).</p> <p>Also, to promote women leaders in all dimensions of society, the government is operating the Academy for Promising Women, providing capacity building programs to female managers and professionals. With the goal of expanding the women talent-pool DB to 10 million, the Academy will contribute to cultivating female members of government committees and high-level positions in public and private institutions, as well as empowering female mid-level managers to grow into future leaders.</p>
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- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*