

## Template for the IAP (2019)

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 following are the up-to-date ratios of women's representation in leadership in the public sector (2018):</p> <ol style="list-style-type: none"> <li>1. Proportion of women in government committees: 41.9%</li> <li>2. Proportion of female public officers who are Rank 4 or above (central government): 17.5%</li> <li>3. Proportion of women in managerial positions in public agencies: 22.8%</li> <li>4. Proportion of female school principals and vice principals : 42.7%</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>Our voluntary goals for 2020, according to the Five-Year Plan to Enhance Women's Representation in the Public Sector (2018-2022), are as follows:</p> <ol style="list-style-type: none"> <li>1. Proportion of women in government committees: 40%</li> <li>2. Proportion of female public officers who are Rank 4 or above (central government): 19.8%</li> <li>3. Proportion of women in managerial positions in public agencies: 25.4%</li> <li>4. Proportion of female school principals and vice principals : 43.5%</li> </ol> <p>* Targets for some quotas were raised as the original goals have been already met in 2018.</p>

Include a brief plan of action of how your economy plans to achieve your voluntary goals.

The Government has adopted a wide range of policies, aiming to raise women's representation and nurture female leadership in various sectors.

The Five-Year Plan to Enhance Women's Representation in the Public Sector (2018-2022) has been introduced as a governmental effort to start this initiative from the public sector. The central and local governments are required to meet the gender quota, so that neither women nor men constitute more than 60 percent in government committees. Target ratios have been also set for state agencies, the military and police, etc. The Government is providing consulting and education programs, as well as monitoring their implementation.

In addition, in 2018 the Act on the Management of Public Institutions set legal standards for the first time to introduce the equal gender quota system for executive positions in public organizations, with an aim of having more than 20 percent women in corporate board of directors.

Along with these efforts, the Government is trying to identify women leaders by creating a database of female talents, which is used to nominate qualified women to government committees and other positions. Women are also provided with diverse support in line with career paths and stages, such as young women mentoring program and Women's Leadership Academy.