2005 ~ 2009

Gender Sensitive Indicators in Seoul

Seoul Foundation of
Women & Family

Gender Sensitive Indicators in Seoul

2005~2009
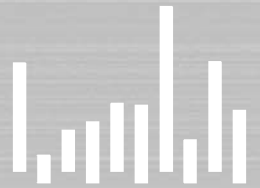
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Introduction

TITLE

Seoul City Gender Sensitive Indicators (GSI)

PURPOSE

Seoul City's Gender Sensitive Indicators were developed to incorporate objective data so as to measure and monitor the status of women living in Seoul. They serve as benchmarks when outlining future goals and their desired results. Seoul City Gender Sensitive Indicators include four areas. In 2006, nineteen indicators were first developed, and since this time, the indicators have been continuously measured.
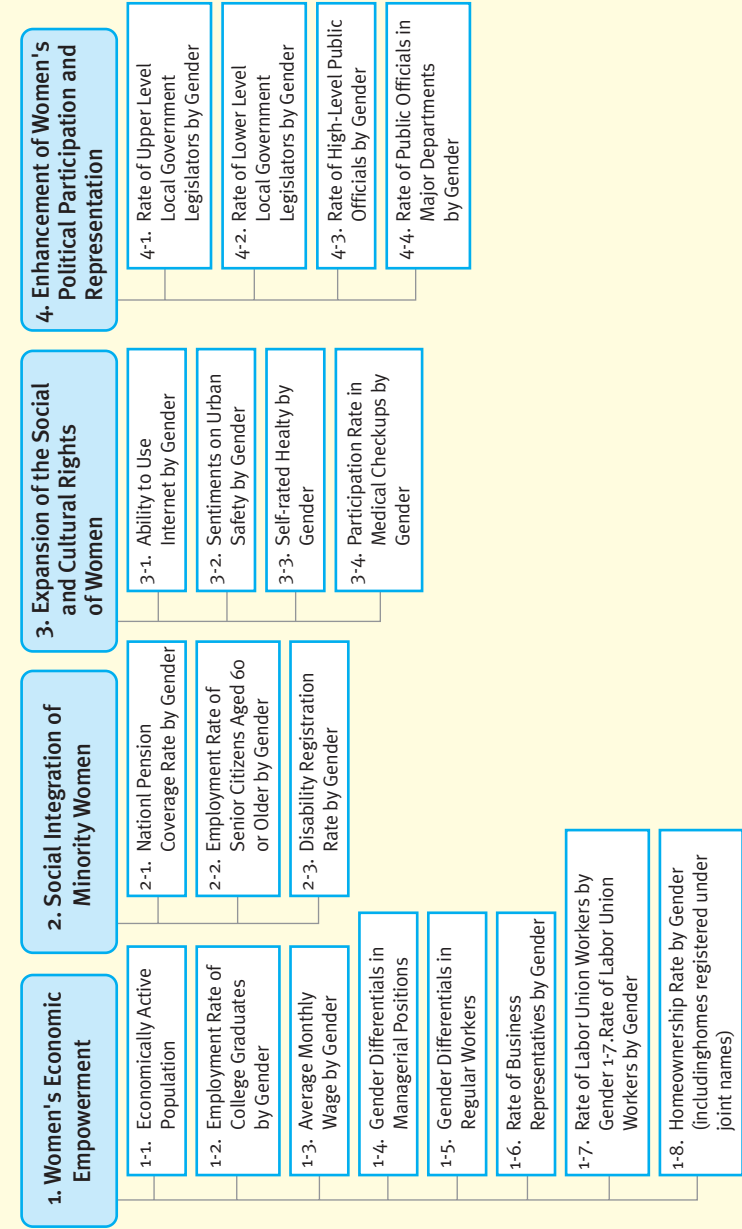
Seoul City Gender Sensitive Indicators ultimately aim to enhance gender equality in Seoul. This requires a precise understanding of the current gender relations and the status of women living Seoul. In this sense, Seoul City Gender Sensitive Indicators play a crucial role by accumulating the baseline data required for policy-making, assessing the women related policies of the Seoul Metropolitan Government and suggesting future policies.

GUIDE TO INDICATORS

Seoul City Gender Sensitive Indicators are measured based on gender comparisons. They have been designed to demonstrate, over a given period, differences in the status of men and women living in Seoul. The ratio (or number) of men and women for each indicator is measured first and then the ratio of women is divided by that of men to calculate the "Indicator Value." "Indicator Value" represents where women stand assuming that the ratio of men is 1. This handbook shows the changes in "Indicator Value" for the period 2005 to 2009. The period may very depending on each indicator.

INDICATORS

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II
Seoul Metropolitan Government's Gender Sensitive Indicators

1. Economic Empowerment of Women

1-1. Economically Active Population by Gender

□ Significance of Indicator

The definition of "Economically active population" is the total population aged 15 or older who furnish the supply of labor for the production of economic goods and services. It is crucial to look at the gender ratio in the economically active population because it represents the degree of gender division in labor. Given that an enhancement in women's economic status promotes women's social and cultural status, the economically active population ratio is a basic indicator of the general status of women.

□ Method of Measurement

We calculated indicator value by calculating the economically active population ratio for each gender and then dividing the women's ratio by the men's ratio. The closer the value gets to 1, the narrower the gender gap. If the ratios of men and women are same, the indicator value is 1.

Economically Active Participation Ratio by Gender (%) =

(Women (men) economically active population / all women (men), 15 years or older) ×100

Indicator Value (2009): (Women/Men)=0.69

□ Results

The economically active population ratio for both men and women declined in 2009. As for women, it remained at a consistent 50% from 2003 (50.5%) to 2008, although there was a modest increase. However, it fell to 49.8% in 2009. Meanwhile, the ratio of men has been decreasing since 2005. With the ratios of both men and women slightly declining, the indicator value in 2009 was 0.69, which indicates little change from 2004 onwards.

[Table 1] Indicator Values for the Economically Active Population by Gender

(Unit : %)

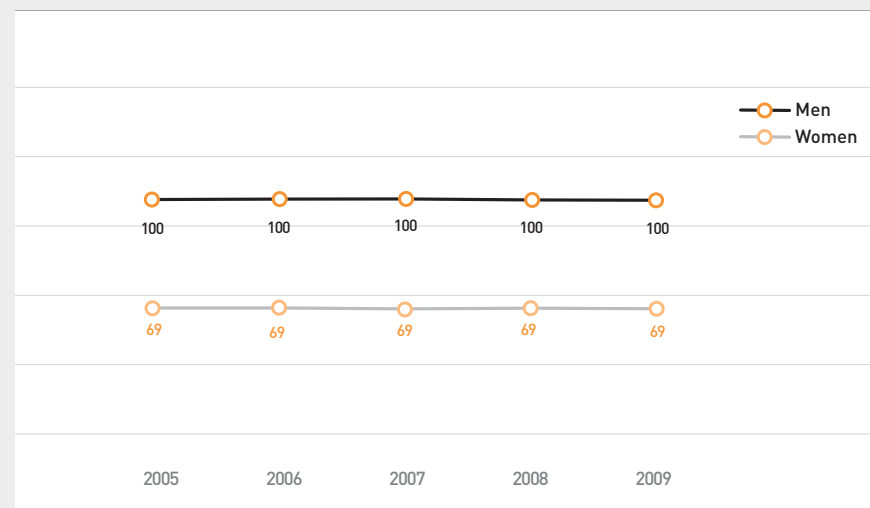|	2005	2006	2007	2008	2009
Women	52	51.9	51.7	51.0	49.8
Men	75.3	74.7	74.7	73.7	72.5
Indicator Value	0.69	0.69	0.69	0.69	0.69

[Figure 2] Change in Economically Active Population by Gender

□ Gender Gap

If we assume the men's ratio is 100, the ratio of women is as follows.

[Figure 3] Change in Indicator Values for the Economically Active Population by Gender

1-2. Employment Rate of College Graduates by Gender

□ Significance of Indicator

This indicator is a significant measurement of the number of highly educated women in the workforce. With the level of education rising, a higher employment rate of highly educated women would not only increase the economic participation of women but also enhance their status in the labor market. The average number of school year in Seoul is 11.3 years, which is higher than the national average of 10.0 years. Given that Seoul has a larger highly educated workforce compared to other cities across the nation, it is in the position to invigorate the economic activities of women in Seoul by increasing the rate of employment female college graduates.

□ Method of Measurement

The employment rate of college graduates omits those entering schools, foreign students, the unemployable, those starting mandatory military service from its 'college graduate' grouping. We calculated the employment rates of female college graduates and male college graduates, respectively, and divided the female rate by the male rate. The closer this Indicator Value is to 1, the narrower the gender gap.

Employment Rate of College Graduates by Gender (%) =

(Number of employed women (men) college graduates/ Number of women (men) college graduates)

Indicator Value (2009): (Women/Men) = 0.91

□ Results

The Indicator Value, at 0.91, was the same as for 2008. This suggests a widening of the gender gap compared to 2005, when the Indicator Value was 0.93. The employment rate of college graduates has been declining, regardless of gender, since 2005.

[Table 2] Indicator Values for the Employment Rate of College Graduates by Gender

(Unit : %)

|	2005	2006	2007	2008	2009
Women	66.7	66.4	65.0	65.2	63.3
Men	71.9	73.4	72.9	72.0	69.2
Indicator Value	0.93	0.90	0.89	0.91	0.91

[Figure 4] Change in Employment Rate of College Graduates by Gender
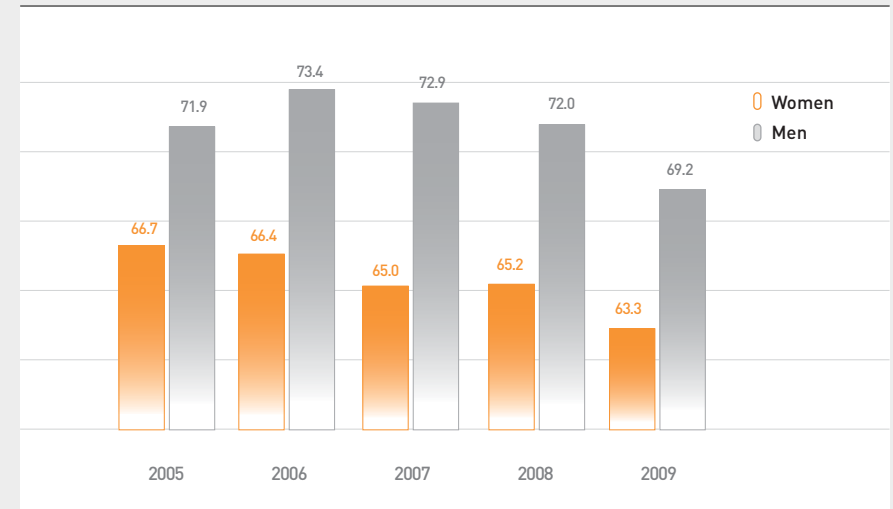
□ Gender Gap

If we assume the employment rate of male college graduates is 100 then that of female college graduates is as follows.

[Figure 5] Change in Indicator Values for the Employment Rate of College Graduates by Gender
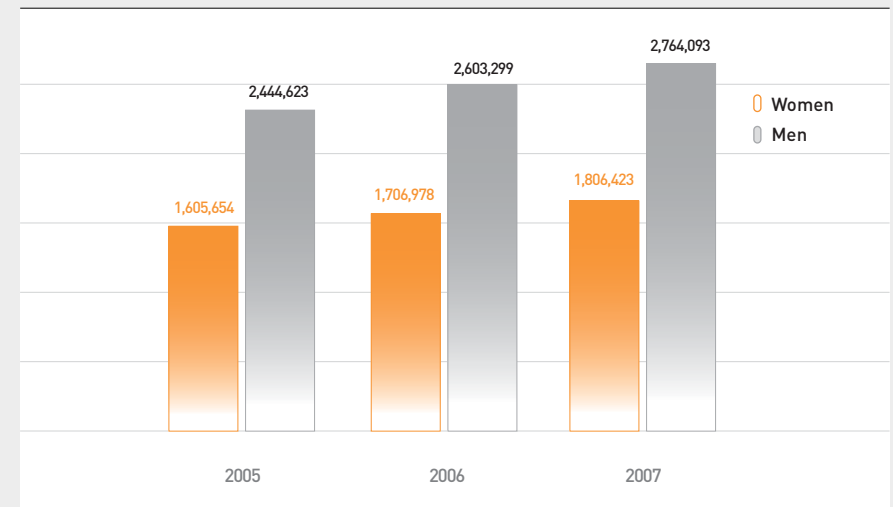
1-3. Average Monthly Wage by Gender

□ Significance of Indicator

There are various factors that drive wage differences between men and women. Factors such as underappreciated female labor; the relatively higher rate of women in low-skilled and low income jobs; lower job security for women; and lower rate of women in managerial positions serve as the main reasons behind the lower average wage for women than that for men. The wage differences between men and women play are a powerful indicator of the status of the female workforce in the labor market. A decline in the gender wage differentials indicates that the status of the female workforce in the labor market is improving. This would result in an increase in women's participation in the labor market.

□ Method of Measurement

Average Monthly Wage by gender is the ratio of the average monthly wage for women compared to the average monthly wage for men. It shows how much the average monthly wage of women is when we assume that of men is 100.

> Average Monthly Wage by Gender =
>
>   (Women's Average Monthly Wage / Men's Average Monthly Wage) × 100
>
> Indicator Value (2007): (Women/Men) = 0.65

□ Results

As of 2007, the average monthly wage of men living in Seoul was 2,764,093 won and that of women was 1,806,423 won, 957,670 won lower than the wage of men. The Indicator Value at 0.65 represents a slight decrease compared to 2005. Unfortunately, however, the Seoul City Government has not produced figures for average monthly wage by gender since 2008. Given the significance of this indicator, the city government needs to start providing information regarding average monthly wage by gender.

[Table 3] Indicator Values for Average Monthly Wage by Gender (Seoul)

(Unit : Won)

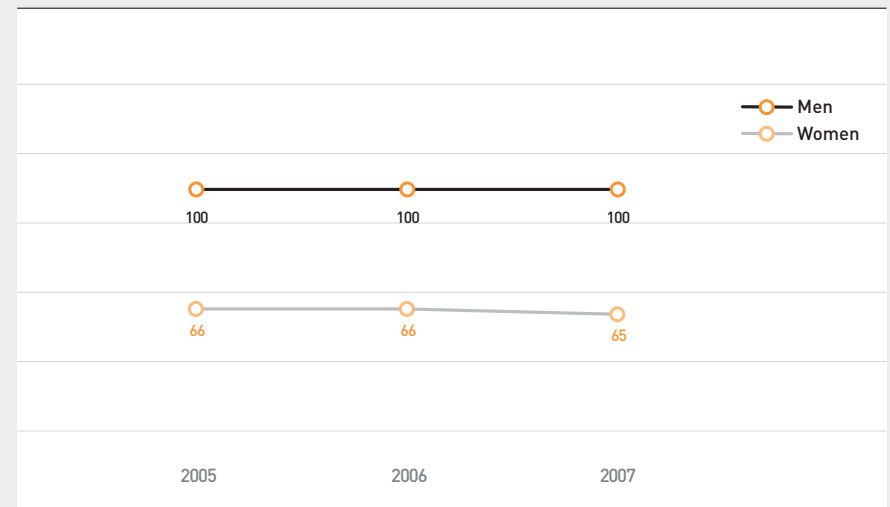|	2005	2006	2007
Women	1,605,654	1,706,978	1,806,423
Men	2,444,623	2,603,299	2,764,093
Indicator Value	0.66	0.66	0.65

[Figure 6] Change in Average Monthly Wage by Gender (Seoul)
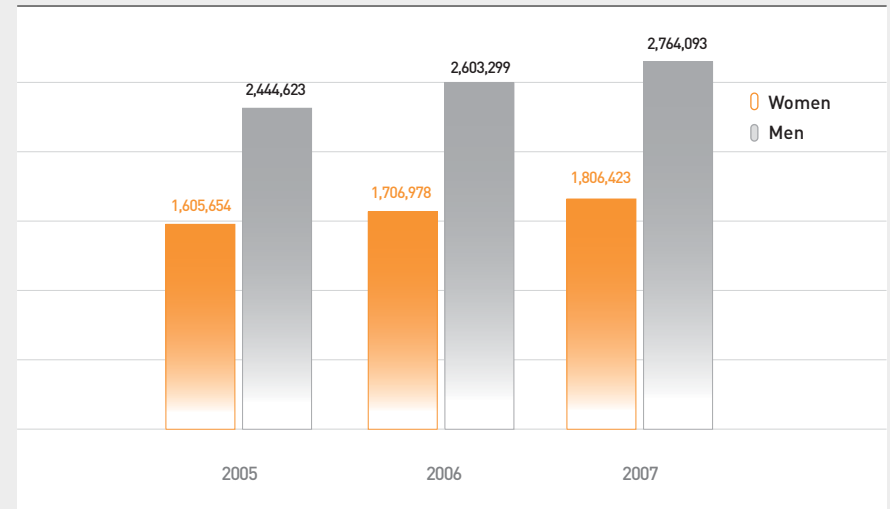
□ Gender Gap

If we assume the average monthly wage of men is 100 then that of women is as follows.

[Figure 7] Change in Indicator Values for Average Monthly Wage by Gender (Seoul)

1-4. Gender Differentials in Managerial Positions

□ Significance of Indicator

The increasing number of women in managerial positions is an indication that female labor is gradually becoming more appreciated. A rise in the number of women in managerial positions enhances gender equality in male-oriented corporate culture. "Managerial position" originally referred to members of female Legislators, senior officials and managers, female professional and technical workers. Since 2006, however, the term came to also refer to managers, experts and those engaged in management and specialized jobs.

□ Method of Measurement

We calculated the ratio of men and women in managerial positions out of the total employed, respectively, and divided the ratio of women by that of men to obtain the Indicator Value. The closer the Indicator Value is to 1, the narrower the gender gap.

Gender Differentials in Managerial Positions (%) =
    (Number of women (men) managers, experts and those engaged in management and
    specialized jobs / Number of total female (male) workers × 100
Indicator Value (2009): (Women/Men) = 0.77

□ Results

The relatively big difference in the gender ratio and Indicator Value of 2005 and 2006 comes from the change in the definition of "managerial position". Therefore, the significant rise in Indicator Value in 2006 does not translate into the significant rise in the number of women in managerial positions. The rate of those in managerial positions has shown a consistent rise for the given period. The rate of women increased 3.5% in 2009 from 2006, while that of men was a little bit higher reaching 4.3%. However, the steady rise in Indicator Value since 2006 demonstrates that the gender gap in the rate of managerial positions is gradually narrowing.

[Table 4] Indicator Values for the Managerial Position Ratio by Gender

(Unit : %)

|	2005	2006	2007	2008	2009
Women	22.0	21.7	23.2	24.8	25.2
Men	35.0	28.6	30.0	31.6	32.9
Indicator Value	0.63	0.76	0.77	0.78	0.77

[Figure 8] Change in Gender Differentials in the Managerial Position Ratio
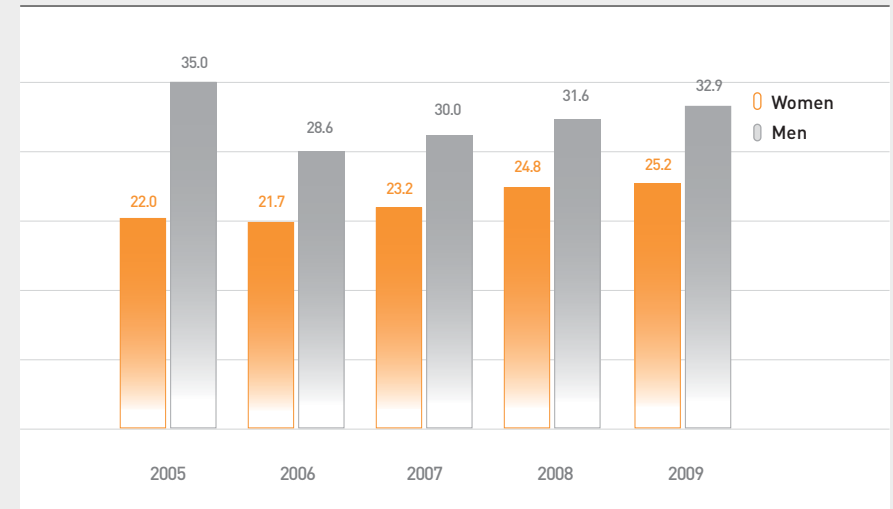
□ Gender Gap

If we assume the rate of men in managerial positions is 100 then that of women is as follows.

[Figure 9] Change in Indicator Values for Gender Differentials in Managerial Positions
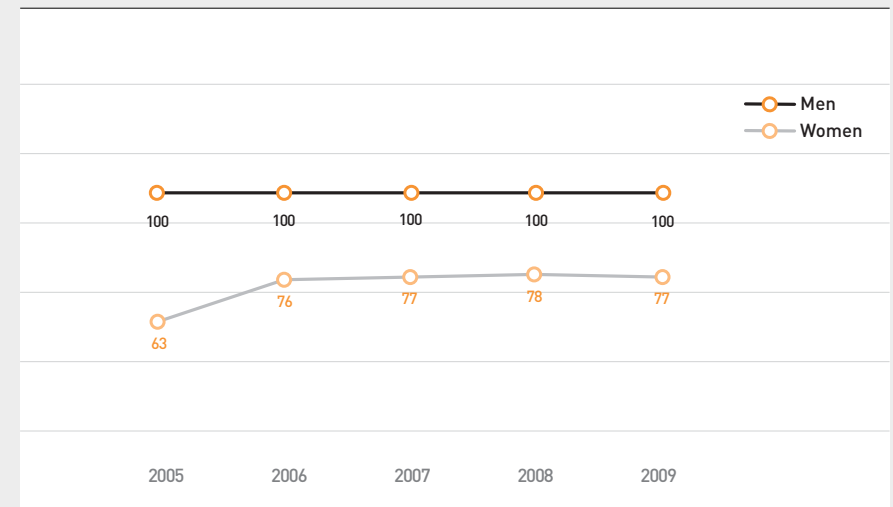
1-5. Gender Differentiation in Regular Workers

□ Significance of Indicator

The rate of regular workers refers to the percentage of total workers who are employed in a regular full-time position. It is crucial that the rate of "regular" workers by gender be determined mainly because type of employment is a significant factor that enhances the job security of women and facilitates their participation in economic activities.

□ Method of Measurement

We calculated the rate of regular workers by gender and divided the rate of female regular workers by that of men to obtain the Indicator Value. The closer Indicator Value is to 1, the narrower the gender gap in regular workers.

Rate of Regular Workers by Gender (%) =

(Number of women (men) regular workers / total employed) × 100

Indicator Value (2009): (Women/Men) = 0.67

□ Results

The rate of regular workers has been increasing, regardless of gender, since 2005. Up to 2007, the increase in female regular workers had been higher than that of men, thus narrowing the gender gap in regular workers. However, the gap began to widen from 2008. Although the rate of regular workers has been rising, both in male and female workers, the increase in the number of female non-regular workers is most noticeable where employed women are concerned.

[Table 5] Indicator Values for the Rate of Regular Workers by Gender

(Unit : %)

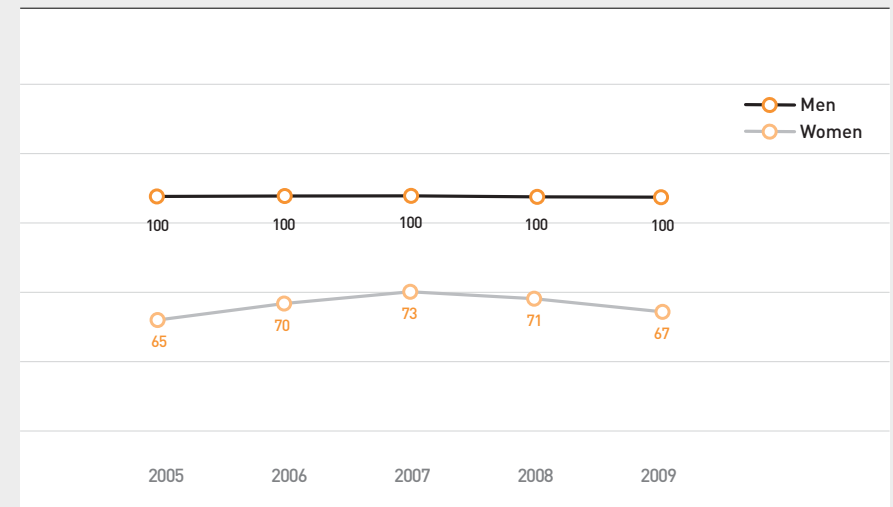|	2005	2006	2007	2008	2009
Women	36.0	38.9	42.1	42.3	43.2
Men	55.0	55.6	57.7	60.0	64.3
Indicator Value	0.65	0.70	0.73	0.71	0.67

[Figure 10] Change in Rate of Regular Workers by Gender
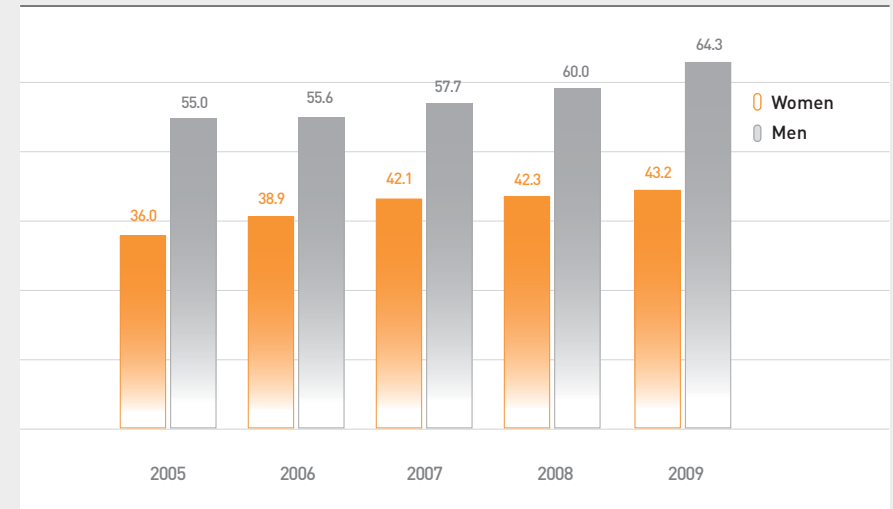
□ Gender Gap

If we assume the rate of male regular workers is 100 then that of female regular workers is as follows.

[Figure 11] Change in Indicator Values for the Rate of Regular Workers by Gender

1-6. Rate of Business Representatives by Gender

□ Significance of Indicator

There are three reasons why we should facilitate business start-ups or the business activities of women. First, the increased participation of women in economic decision making and their increased economic empowerment are expanding the importance of women as employers. Second, business the activities of women have the potential to change the existing male-oriented corporate culture and business environment. Third, they would contribute to creating more jobs for women.

□ Method of Measurement

The rate of business representatives by gender refers to the ratio of female/male business representatives out of the total business representatives. We calculated the Indicator Value by dividing the rate of female business representatives by that of their male counterparts. The closer the Indicator Value is to 1, the narrower the gender gap.

> Rate of Business Representatives by Gender (%) =
>
> (Number of female/male business representatives / Number of total business representatives) × 100
>
> Indicator Value (2009): (Women/Men) = 0.47

□ Results

The amount of female business representatives in 2008 was 32.0%, much less than for male business representatives (68.0%). However, the rate of female business representatives has been steadily rising, while the rate of male business representatives has been gradually declining. If this trend continues, the rate of business representatives by gender will strike a good balance in the near future.

[Table 6] Indicator Values for the Rate of Business Representatives by Gender

(Unit : %)

|	2005	2006	2007	2008
Women	30.5	31.0	31.7	32.0
Men	69.5	69.0	68.3	68.0
Indicator Value	0.44	0.45	0.46	0.47

[Figure 12] Change in the Rate of Business Representatives by Gender
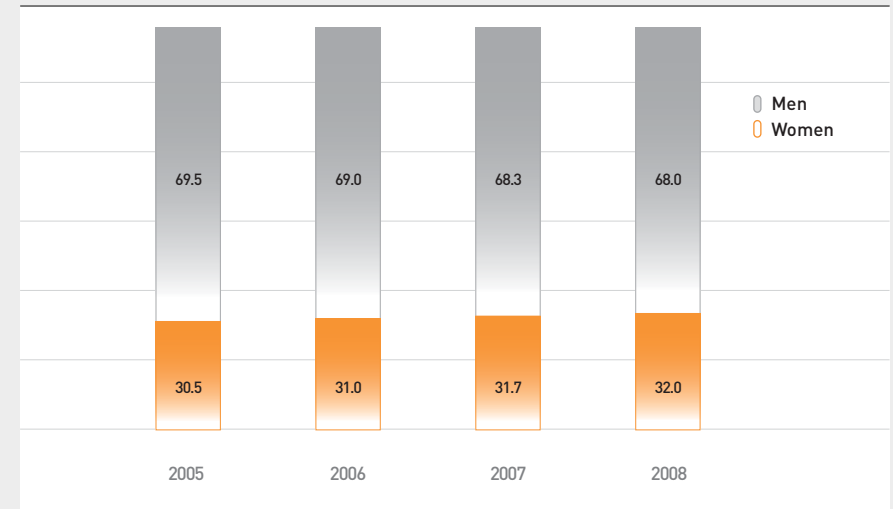
□ Gender Gap

If we assume the rate of male business representatives is 100 then that of female business representatives is as follows.

[Figure 13] Change in Indicator Values for the Rate of Business Representatives by Gender
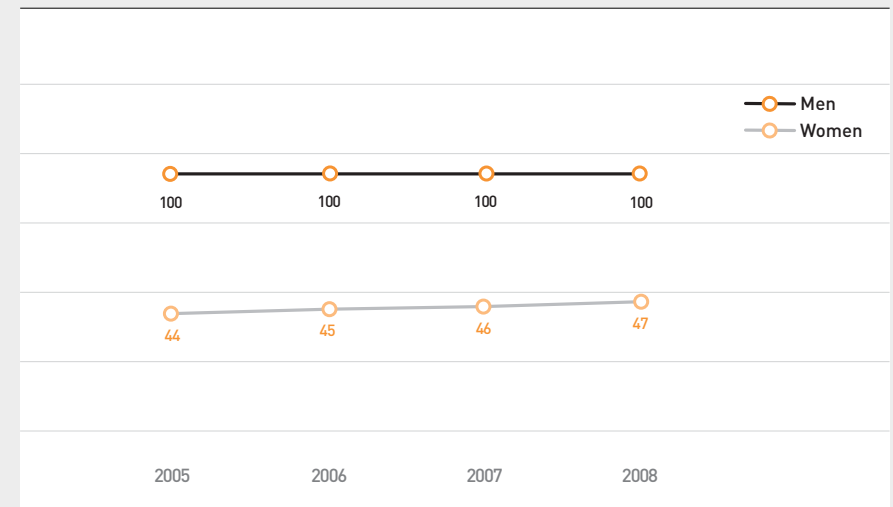
1-7. Rate of Union Members by Gender

□ Significance of Indicator

Labor unions serve as an important channel for the voice of the workers. A rise in the number of female union members enables a labor union to pay closer attention to the empowerment of female workers and more effectively respond to sexual discrimination in the workplace. Female workers, who take responsibility for making decisions and implementing decisions, form a small minority in most of labor unions. Since the number of female members is significantly lower than that of their male counterparts, female members find it difficult to effectively represent the interests of female workers. As the number of female union members increases, it will become easier to introduce and reinforce the concept of gender sensitivity in labor unions.

□ Method of Measurement

The Indicator Value is calculated by determining the proportion of female and male union members and dividing the proportion of female members by that of male members. The closer the Indicator Value is to 1, the narrower the gender gap.

> Rate of Union Members by Gender (%) =
>
> Number of female (male) union members/ Total Number of the union members × 100
>
> Indicator Value (2008): (F/M) = 0.25

□ Results

Seoul city's data on the rate of union members by gender was collected up until 2008. In this year, the number of male union members accounted for 80.2% while female union members took up 19.8% in 2008. The Indicator Value of the same year was calculated to be 0.25. This indicates that the number of female union members reached only one forth of that of the male members. Although the participation of female workers in labor unions is at a much lower level than that of their male counterparts, this indicator has been steadily rising over time.

[Table 7] Indicator Values for Rate of Union Members by Gender

(Unit : %)

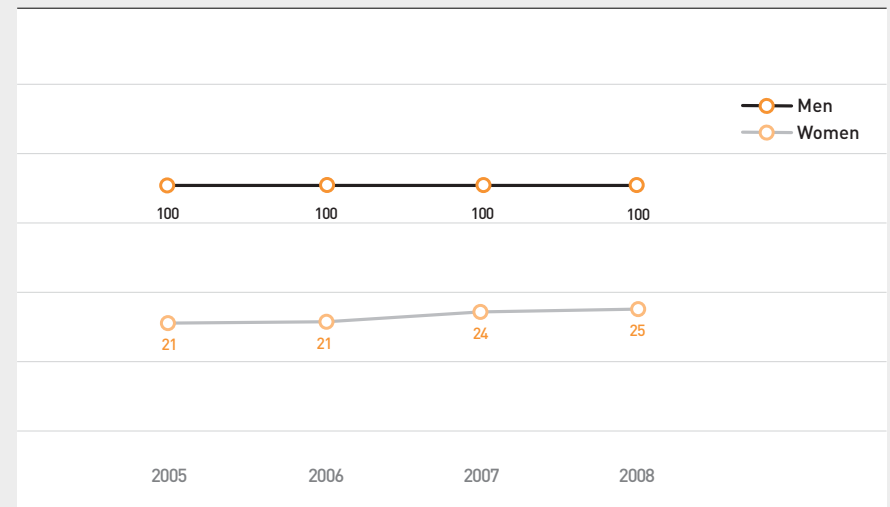|	2005	2006	2007	2008
Women	17.4	17.6	19.4	19.8
Men	82.6	82.4	80.6	80.2
Indicator Value	0.21	0.21	0.24	0.25

[Figure 14] Change in Rate of Labor Union Members by Gender
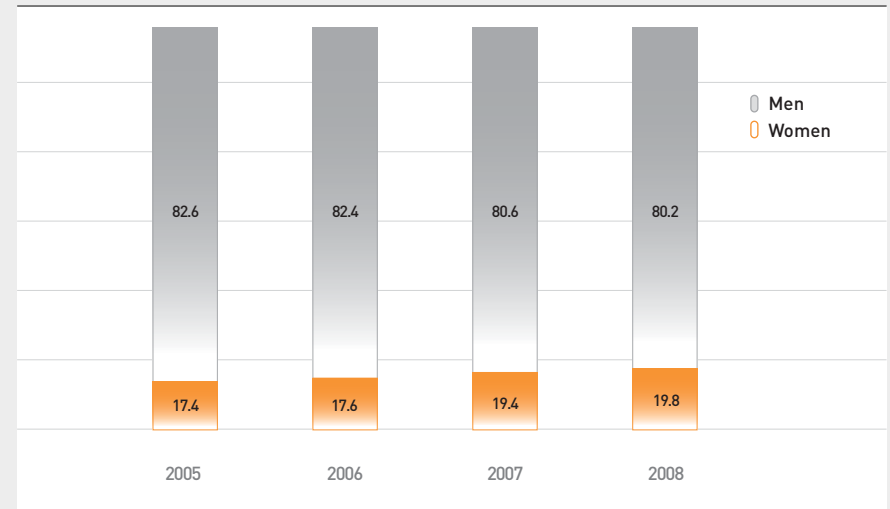
□ Gender Gap

If we assume the rate of male union members is 100 then that of female union members is as follows.

[Figure 15] Change in Indicator Value for the Rate of Union Members by Gender

1-8. Home Ownership Rate by Gender

□ Significance of Indicator

To enhance the economic empowerment of women it is very important to narrow the gender gap in the right of ownership. Major property is often registered in a male's name in Korean society, thus demonstrating a distinct gender gap in the right of ownership. If property acquired by the joint effort of husband and wife is registered in the husband's name, he can dispose of the property at his own discretion. This could infringe on the wife's potential right of ownership or place the wife at a disadvantage should the property be shared during a divorce. Taking into account that a house is usually one of the most important and most valuable possessions acquired by joint effort, we decided to use home ownership rate as an indicator. The index formula includes the rate of houses registered in the name of women/men (or under joint names) among the total houses registered in Seoul. However, such statistical data has not been calculated. Since the home ownership statistics surveyed and published by the National Statistical Office's Census represent homeowners, they are not an accurate measurement of female homeowners in Seoul. Furthermore, as the census is carried out every five years, the statistics currently available are from the 2005 Census.

□ Method of Measurement

We used information collected from the census; particularly, the gender of the homeowners in Seoul and the number of housing tenure homeowners as listed in the census.

Home OwnershipRrate by Gender (%) =

    (Number of houses owned by women (men)/ total Number of houses in Seoul) $\times$ 100

Indicator Value (2005): (women/Men) = 0.18

□ Results

The rate of female homeowners in total homeowners increased to 15.1% in 2005 from 12.3% in 2000. With this increase in the rate of female homeowners, the Indicator Value rose 0.18 from 0.14.

[Table 8] Indicator Values of Homeownership Rate by Gender

(Unit : %)

	Women	Men	Indicator Value
2000	12.3	87.7	0.14
2005	15.1	84.9	0.18

[Figure 16] Change in Homeownership Rate by Gender
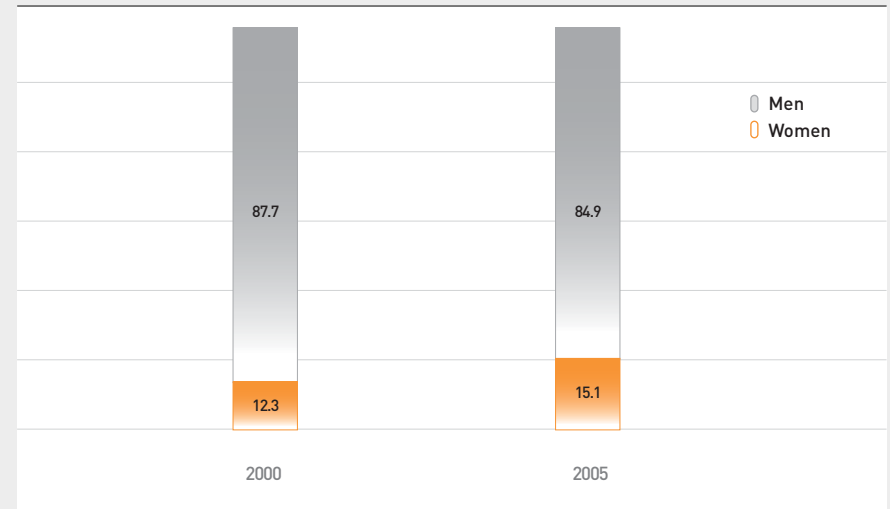
□ Gender Gap

If we assume the homeownership rate of men is 100 then that of women is as follows.

[Figure 17] Change in the Indicator Values of Homeownership Rate by Gender

2. SOCIAL INTEGRATION OF MINORITY WOMEN

2-1. National Pension Coverage Rate by Gender

□ Significance of Indicator

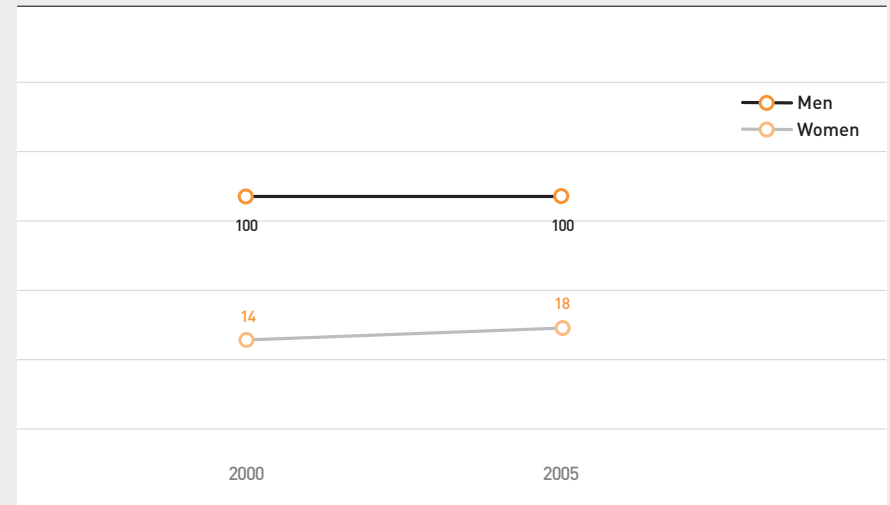All residents in Korea from 18 to less than 60 years of age are covered under the National Pension Scheme according to the definition of the general coverage criteria of the scheme. However, in reality, those who have income participate in the scheme. Many women don't subscribe to the national pension if they have no regular income or their spouse participates in the National Pension Scheme. By comparing the gender ratio in National Pension coverage, the need to improve the current scheme and women's economic empowerment becomes more pronounced.

□ Method of Measurement

We calculated the rate of female and male subscribers to the National Pension and divided the rate of female subscribers by that of male subscribers to calculate the Indicator Value. The closer the Indicator Value is to 1, the narrower the gender gap in participation (subscription) in the Scheme.

National Pension Coverage Rate by Gender (%) = (Number of female (male) subscribers to the National Pension / Aged18~60 total number of the subscribers) × 100

Indicator Value (2009): (women/Men) = 0.67

□ Results

The results show that the rate of male subscribers to the scheme reaches almost 95% while the rate of female subscribers began exceeding 60% only from 2007 onwards. The rate of male subscribers has remained relatively stable since 2007. The rate of women subscribes out of the total population lags far behind that of men. However, the figure has been showing a steady rise. With the participation of women in the scheme consistently rising, the Indicator Value is gradually increasing as well.

[Table 9] Indicator Values in National Pension Coverage Rate by Gender

(Unit : %)

|	2005	2006	2007	2008	2009
Women	54.1	57.2	60.4	61.8	63.5
Men	92.1	93.6	94.8	94.2	94.2
Indicator Value	0.59	0.61	0.64	0.66	0.67

[Figure 18] Change in the National Pension Coverage Rate by Gender

□ Gender Gap

If we assume the participation rate of men in the National Pension Scheme is 100 then that of women is as follows.

[Figure 19] Change in the Indicator Values in National Pension Coverage Rate by Gender
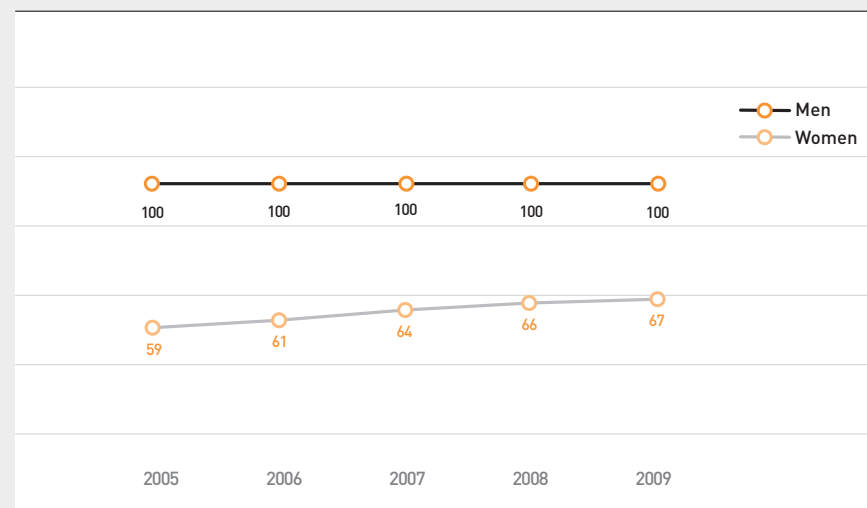
2-2. Employment Rate of Senior Citizens Aged 60 or Older by Gender

□ Significance of Indicator

This is very important given that Korean society is rapidly aging. Seoul has the highest number of people aged 60 or older in the country. As the elderly population is rapidly increasing, it is crucial to continuously improve the employment rate of those aged 60 or older. In particular, special attention needs to be paid to the elderly female population in the policy-making process because the size of the elderly female population is much larger than the total elderly male population as the average life expectancy for women is longer than for men.

□ Method of Measurement

Indicator Value is calculated by measuring the employment rate of the elderly female and male populations aged 60 years or older, respectively, and then dividing the rate of women by that of men. The closer the Indicator Value is to 1, the narrower the gender gap in employment rate.

Employment Rate of Those Aged 60 or Older by Gender = (Number of employed women(men)
aged 60 or older / The total number of employed women (men) aged 15 or older) × 100
Indicator Value (2009): (women/Men) = 0.80

□ Results

A closer look at the Indicator Values reveal that the employment rate of women aged 60 or older reaches only 80% of that of men aged 60 years or older. As for both the elderly female and male populations, the employment rate slightly declined in 2008 compared to the previous year. However, in 2009, the rate was restored to its previous levels.

[Table 10] Indicator Values for the Rate of Employment of Those Aged 60 or Older by Gender

(Unit : %)

	2005	2006	2007	2008	2009
Women	6.2	7.4	7.4	6.8	7.5
Men	8.2	8.6	9.3	9.1	9.4
Indicator Value	0.76	0.86	0.80	0.75	0.80

[Figure 20] Change in the Rate of Employment of Those Aged 60 or Older by Gender
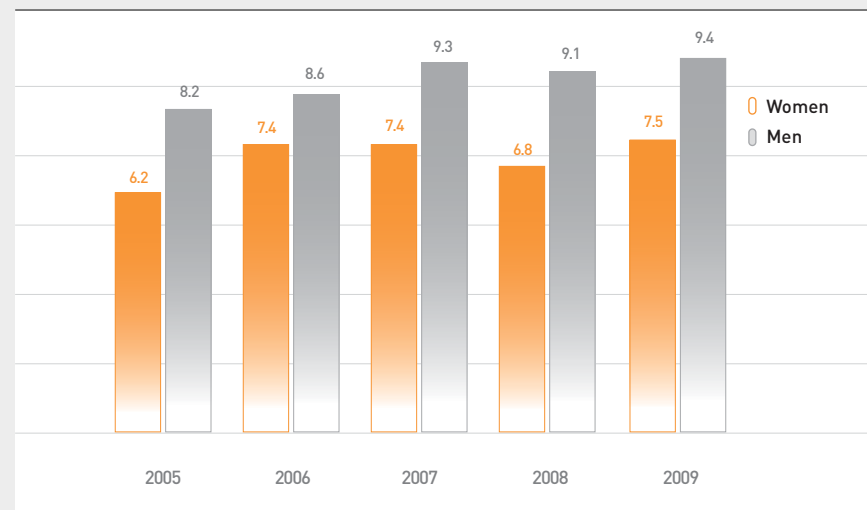
□ Gender Gap

If we assume the employment rate of the elderly male population aged 60 or older is 100 then that of the elderly female population aged 60 or older is as follows.

[Figure 21] Change in the Indicator Values of the Rate of Employment of Those Aged 60 or Older by Gender

2-3. Disability Registration Rate by Gender

□ Significance of Indicator

This is important in understanding the current status of disability registration. In order to help unregistered disabled individuals receive the various benefits of the policy, it is essential to encourage disabled individuals to register with the relevant governmental agency. Unfortunately, however, it is difficult to determine the exact number of disabled individuals. The number of registered disabled individuals may differ from the actual number of individuals with disabilities due mainly to a lack of information on disability registration and social prejudice against individuals with disabilities. The complicated registration process, lack of relevant information and prejudice toward the disabled may have affected the registration rate of female individuals with disabilities, in particular.

□ Method of Measurement

The Indicator Value was calculated by determining the rate of female (male) individuals with disabilities among the total female (male) population living in Seoul and then dividing the rate of female individuals with disabilities by that of male individuals with disabilities. The closer the Indicator Value is to 1, the narrower the gender gap in disability registration rate.

> Disability Registration Rate by Gender (%) = (Number of registered disabled women (men) /
>
> Total Number of the female (male) population in Seoul) × 100
>
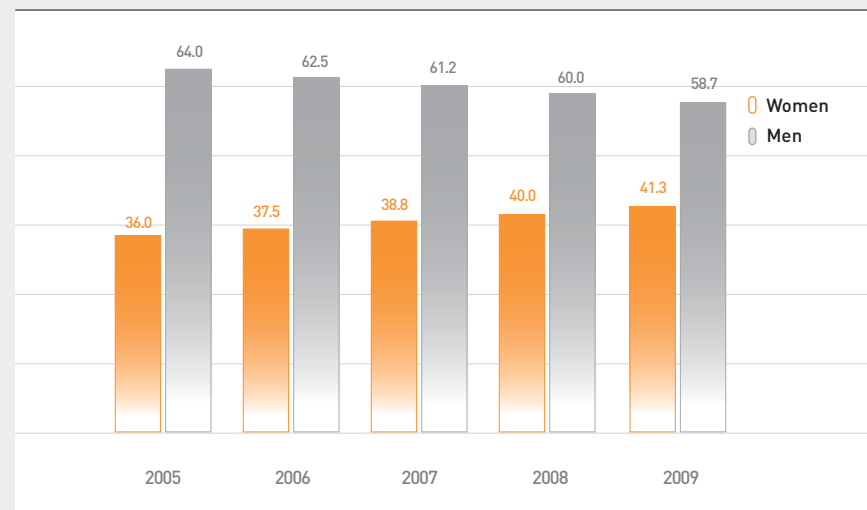> Indicator Value (2009): (Women/Men) = 0.70

□ Results

The Indicator Value for disability registration rate by gender in 2009 stood at 0.70. This indicates that when the registration rate of male individuals with disabilities among the total male population is 100, the registration rate of female individuals with disabilities among the total female population is 70. Although the registration rate for women is far lower than that of men, the Indicator Value has shown a steady increase on a yearly basis.

[Table 11] Indicator Values for Disability Registration Rate by Gender

(Unit : %)

|	2005	2006	2007	2008	2009
Women	36.0	37.5	38.8	40.0	41.3
Men	64.0	62.5	61.2	60.0	58.7
Indicator Value	0.56	0.60	0.63	0.67	0.70

[Figure 22] Change in Disability Registration Rate by Gender

□ Gender Gap

If we assume the registration rate of male individuals with disabilities is 100 then that of female individuals with disabilities is as follows.

[Figure 23] Change in the Indicator Value for Disability Registration Rate by Gender
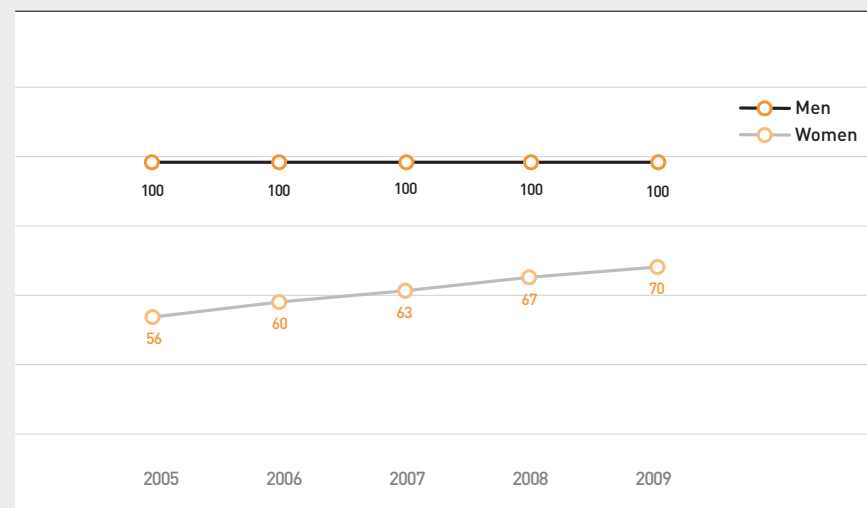
3. Expansion of Social and Cultural Rights of Women

3-1. Ability to Use Internet by Gender

□ Significance of Indicator

Up to 2006, the access to computer use by gender was determined. However, the Indicator was changed to reflect the ability to use the internet by gender in 2007. Measuring the level of internet use is very significant. First, the ability is closely related to educational level. Second, it also demonstrates how much information can be accessed and the extent of the resources that can be acquired through the information that is accessible. Women's ability to use the internet serves as an important indicator that illustrates the extent of the resources they have at their disposal to enhance their economic and social capabilities in this digital age.

□ Method of Measurement

The Indicator Value was calculated based on the results of the "Seoul Survey," which was carried out on a yearly basis by the Seoul Metropolitan Government.

Ability to Use Internet by Gender (%) =
　　Percentage of female (male) internet literates: according to the results of Seoul Survey
Indicator Value (2009): (women/Men) = 0.86

□ Results

The results of Seoul Survey conducted from 2005 to 2007 suggest that most Seoul citizens are able to use the internet and the percentage of male internet literates was higher than that of female internet literates. However, the number of the respondents said that they were able to use the internet has declined since 2005 regardless of gender. The Indicator Value is 0.86, which means that the number of female internet literates is about 86% of that of male internet literates.

[Table 12]　Indicator Values for the Ability to Use the Internet by Gender

(Unit : %)

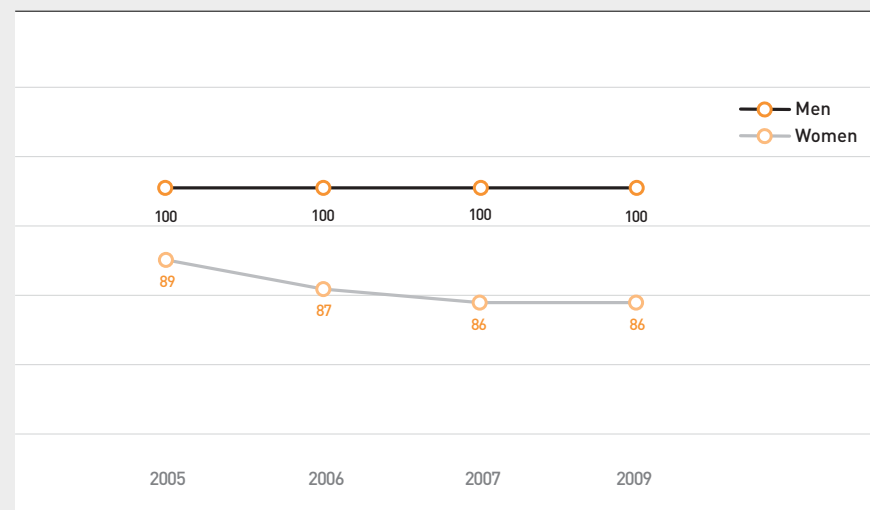|	2005	2006	2007	2009
Women	71.2	68.0	65.0	68.5
Men	80.0	77.8	75.5	80.0
Indicator Value	0.89	0.87	0.86	0.86

[Figure 24]　Change in the Ability to Use the Internet by Gender
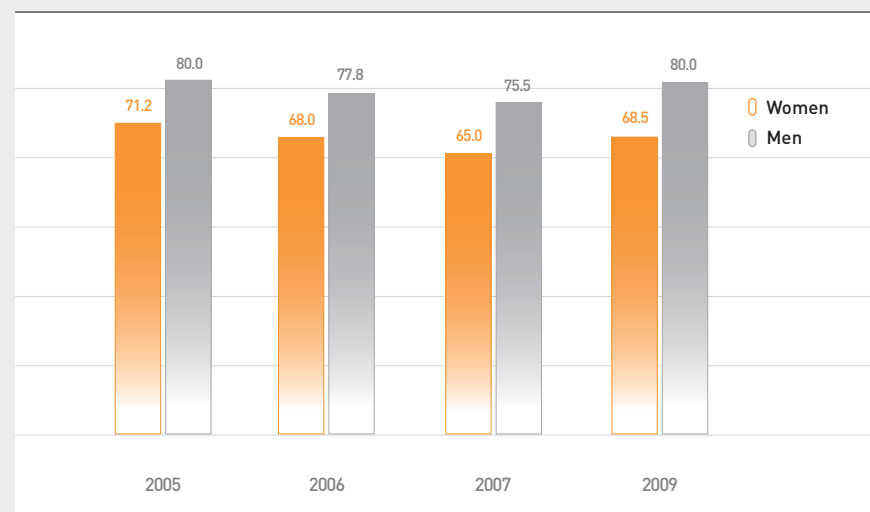
□ Gender Gap

If we assume the rate of male internet literates is 100 then that of female internet literates is as follows.

[Figure 25]　Change in the Indicator Values for the Ability to Use the Internet by Gender

3-2. Sentiment on Urban Safety by Gender

□ Significance of Indicator

This indicator represents the gender gap regarding how safe Seoul citizens feel about living in the city. Sentiment on urban safety by gender was measured based on the results of the Seoul Survey. The survey had four sections to find out how safe Seoul citizens felt about their urban life: danger associated with natural disasters (fire, flood, landslide, etc.), danger associated with walking in Seoul at night, fear associated with crime, and the danger associated with buildings (possible collapse of a building, etc.). We used the anger associated with walking in Seoul at night" an ear associated with crime" sections of the survey to measure the sentiment related to urban safety by gender.

□ Method of Measurement

The Indicator value was calculated by determining the rate of the female/male respondents who felt "safe" walking in Seoul at night and with regards to crimes, respectively, and then dividing the rate of the female respondents by that of the male respondents. The closer the Indicator Value is to 1, the narrower the gender gap.

Security about City Life by Gender (%) = Percentage of the female respondents who felt "safe" about their city life: based on the results of the Seoul Survey

Indicator Value (2009): (Women/Men) = 0.55

□ Results

The percentage of respondents who felt "safe" about walking at night in Seoul or didn't feel threatened due to crime was low, regardless of gender. The number of the women polled who felt threatened in their day to day lives was more than that of their male counterparts. However, the gender gap for such data was shown to be gradually decreasing.

[Table 13] Indicator Values for Sentiment on Urban Life by Gender

(Unit : %)

|	2005	2006	2007	2008	2009
Women	14.7	17.7	18.2	22.2	21.7
Men	33.6	38.1	36.4	41.1	39.5
Indicator Value	0.44	0.46	0.50	0.54	0.55

[Figure 26] Change in the Sentiment on Urban Life by Gender

□ Gender Gap

If we assume the male respondents' sentiment on urban life is 100 then the sentiment of the female respondents is as follows.

[Figure 27] Change in the Indicator Values for Sentiment on Urban Life by Gender
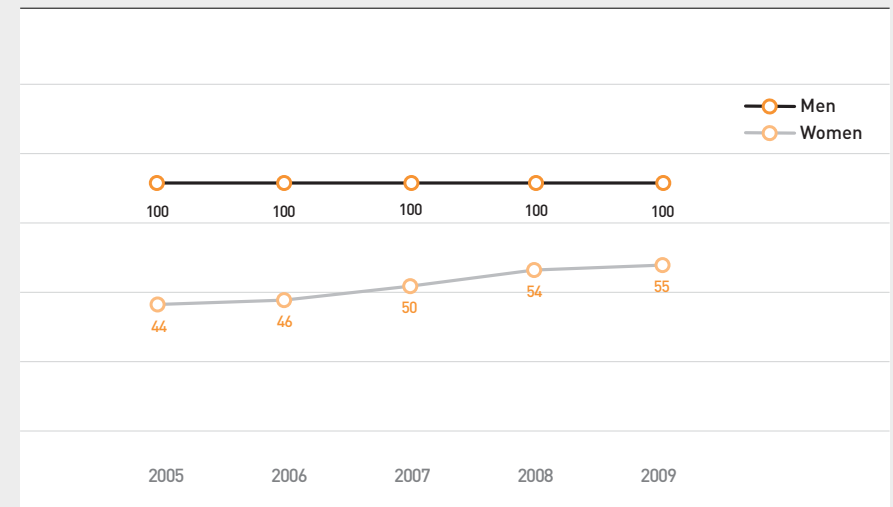
3-3. Self-Rated Health by Gender

□ Significance of Indicator

Self-rated health is an indicator that represents how an individual rates his/her own health status. This indicator closely examines the difference in self-rated health by gender and narrows the gender gap.

□ Method of Measurement

We used the findings of the Social Statistics Survey conducted by the National Statistical Office every three years to calculate the Indicator Values. The most recent data available were from the 2008 Survey. The survey used a scale of 1 to 5 to measure the self-rated health of the respondents: Very Good, Good, Fair, Bad, and Very Bad. The Indicator Value was calculated based on the gender ratio of those who responded "Very Good" and "Good."

Self-rated Health by Gender (%) = Rate of women (men) who responded their self-rated health was good (based on the survey results)

Indicator Value (2008): (Women/Men) = 0.85

□ Results

The 2008 Survey showed that 51.4% of the female respondents and 60.5% of the male respondents said that their health was "very good." Taking a closer look at the gender ratio, we found that the rate of women who said their health was "very good" was relatively lower than for their male counterparts. However, the Indicator Value has been steadily rising, which indicates that the gender gap has been gradually narrowing.

[Table 14] Indicator Value for Self-rated Health by Gender

(Unit : %)

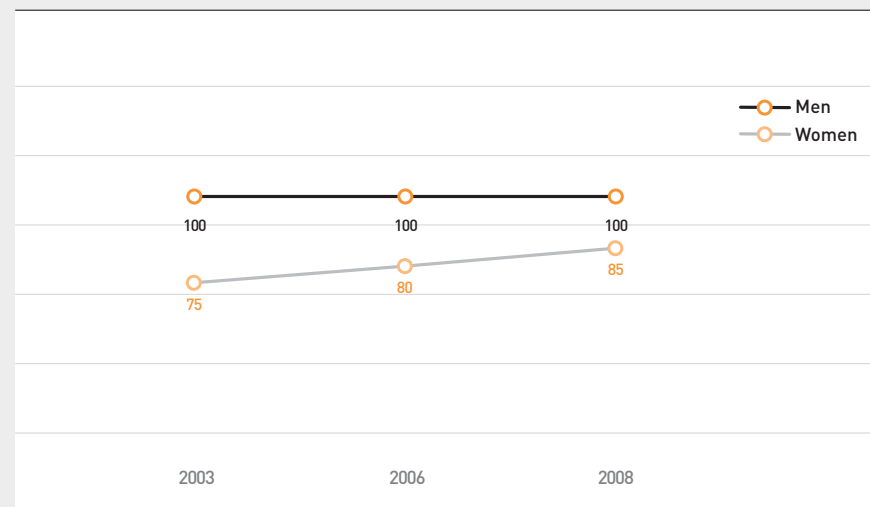|	2003	2006	2008
Women	38.4	41.2	51.4
Men	51.1	51.3	60.5
Indicator Value	0.75	0.80	0.85

[Figure 28] Change in Self-rated Health by Gender
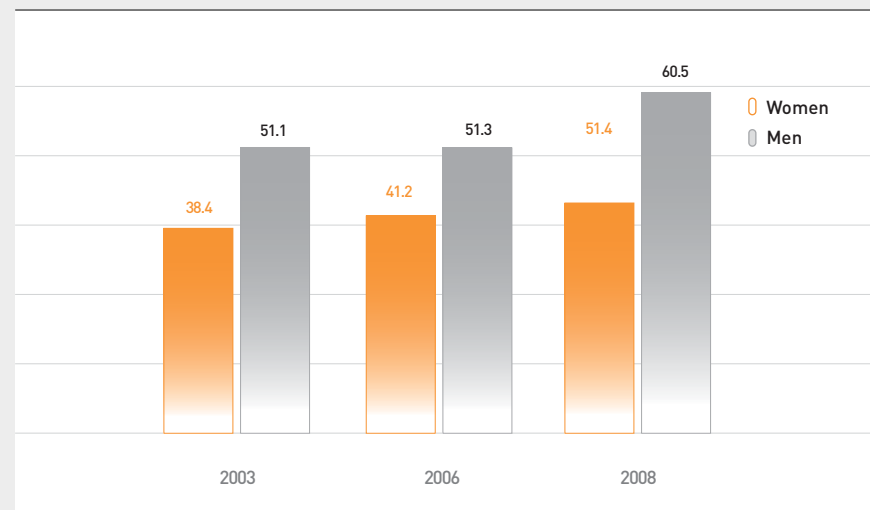
□ Gender Gap

If we assume that 100% of the male respondents give a positive assessment for their health status, the rate of their female counterparts is as follows.

[Figure 29] Change in the Indicator Values for Self-rated Health by Gender

3-4. Participation Rate in Medical Checkups by Gender

□ Significance of Indicator

A regular medical checkup can be a valuable way of maintaining good health and helping to prevent a number of health related problems. Unfortunately, however, the participation rate in medical checkups is lower for low-income families due mainly to cost issues, and men have more access to medical checkups than women. The fact that the participation rate of women is lower than that of men indicates that women tend to have a passive attitude towards medical checkups and the early treatment and prevention of diseases notwithstanding the fact that the number of women who believe their health is not good is higher than that of men (See Self-rated Health by Gender).

□ Method of Measurement

The Indicator Value was calculated by determining the rate of men/women who had medical checkups in the total men/women subject to medical checkups, respectively, and dividing the rate of women by that of men. The closer the Indicator Value is to 1, the narrower the gender gap in the participation in medical checkups.

Participation Rate in Medical Checkup by Gender (%) = (Number of women (men) who had a medical check-up) / (Number of women (men) subject to a medical check-up) × 100

Indicator Value (2008): (Women/Men) = 0.97

□ Results

A minor gender gap was evident in the participation rate for medical checkups. However, the fact that the number of people (regardless of gender) who had a medical checkup, out of the total, slightly exceeded 50% suggests that the overall participation rate for medical checkups is low.

[Table 15] Indicator Values for Participation Rate in Medical Checkups by Gender

(Unit : %)

|	2005	2006	2007	2008
Women	42.6	38.4	50.2	55.8
Men	49.3	47.5	53.9	57.3
Indicator Value	0.86	0.81	0.93	0.97

[Figure 30] Change in the Participation Rate in Medical Checkups by Gender
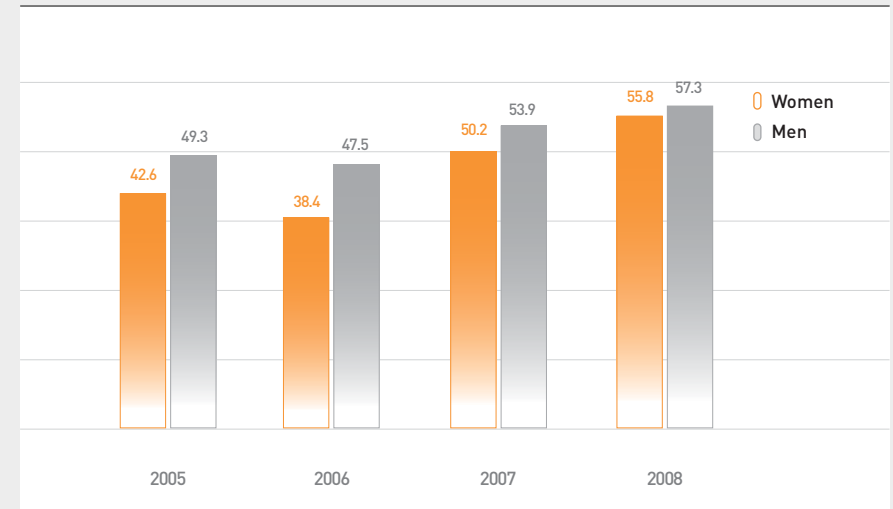
□ Gender Gap

If we assume the men's participation rate for medical checkups is 100 then the women participation rate is as follows.

[Figure 31] Change in the Participation Rate Indicator Values for Medical Checkups by Gender
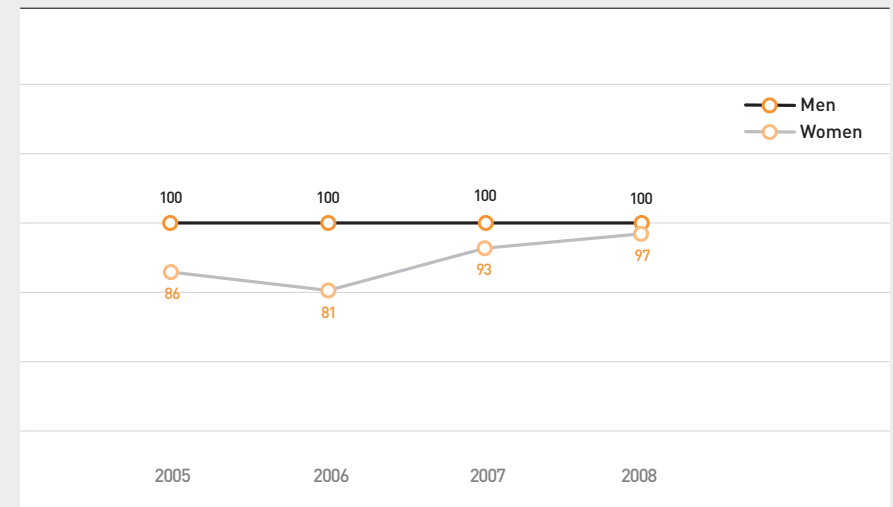
4. ENHANCEMENT OF WOMEN'S POLITICAL PARTICIPATION AND REPRESENTATION

4-1. Rate of Upper Level Local Government Legislators by Gender

□ Significance of Indicator

Enhancing the political participation and representation of women provides the institutional framework to reinforce gender sensitivity in the policy-making process. With the launch of the local autonomous government, in particular, enhancing the participation of women in the upper and lower levels of the local government could lead to a strengthening of women's rights in Seoul and the relevant regions.

□ Method of Measurement

The Indicator Value was calculated by determining the number of men/women out of the total upper level local government legislators, respectively, and dividing the rate of women by that of men. The closer Indicator Value is to 1, the narrower the gender gap.

Rate of Upper Level Local Government Legislators by Gender (%) =

(Number of female (male) legislators in the upper levels of local government /

The total number of legislators in the upper levels of government) × 100

Indicator Value (5th elections): (Women/Men) = 0.16

□ Results

The rate of female legislators in the upper level of the local government of Seoul has been rising, with the exception of the third local election. In the case of the legislators elected in June, 2010 (the 5th local election), the rate of female legislators accounted for 13.5% of the total or approximately 16% of the number of male legislators. This suggests that the number of female legislators is far lower than that of the male legislators, failing to reach critical mass.

[Table 16] Indicator Values for the Rate of Upper Level Local Government Legislators by Gender

(Unit : %)

|	1st Election	2nd Election	3rd Election	4th Election	5th Election
Women	9.5	10.6	7.8	12.3	13.5
Men	90.5	89.4	92.2	87.7	86.5
Indicator Value	0.10	0.12	0.08	0.14	0.16

[Figure 32] Change in the Rate of Upper Level Local Government Legislators by Gender
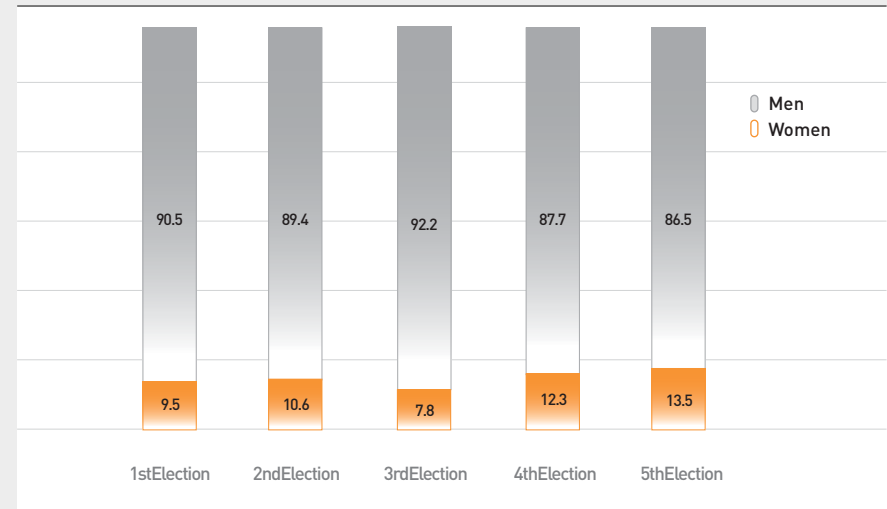
□ Gender Gap

If we assume the rate of the male legislators is 100 then that of the female legislators is as follows.

[Figure 33] Change in the Indicator Values for Rate of Upper Level Local Government Legislators by Gender
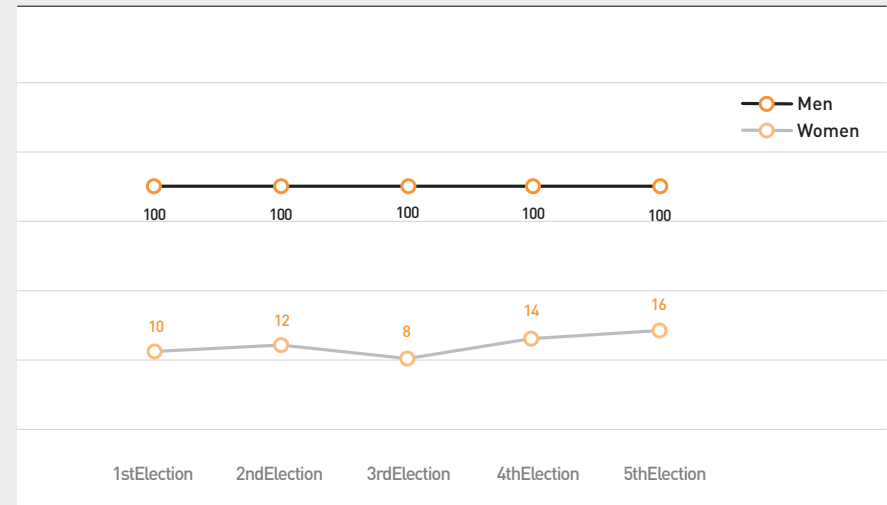
4-2. Rate of Lower Level Local Government Legislators by Gender

□ Significance of Indicator

This also seeks to establish the political participation and representation of women. Enhancing women's rights in the local government could lead to a strengthening of their political influence in the relevant regions.

□ Method of Measurement

The Indicator Value was calculated by determining the rate of men/women out of the total lower level local government legislators, respectively, and dividing the rate of women by that of men. The closer Indicator Value is to 1, the narrower the gender gap.

Rate of Lower Level Local Government Legislators by Gender (%) =

(Number of female (male) legislators in the lower levels of local government) /

(Total number of legislators in the lower levels of local government) × 100

Indicator Value (5th elections): (Women/Men) = 0.23

□ Results

The Indicator Value for the 4th elections stood at 0.24 indicating that female legislators accounted for about 24% of the total of their male counterparts. Although the number of female legislators substantially increased in the fourth election, it was still far less than that of the male legislators and failed to reach critical mass. In case of the 5th elections, the number of female legislators slightly decreased compared to the previous elections.

[Table 17] Indicator Values for the Rate of Lower Level Local Government Legislators by Gender

(Unit : %)

|	1st Election	2nd Election	3rd Election	4th Election	5th Election
Women	4.3	5.0	5.7	19.6	18.6
Men	95.7	95.0	94.3	80.4	81.4
Indicator Value	0.04	0.05	0.06	0.24	0.23

[Figure 34] Change in the Rate of Lower Level Local Government Legislators by Gender
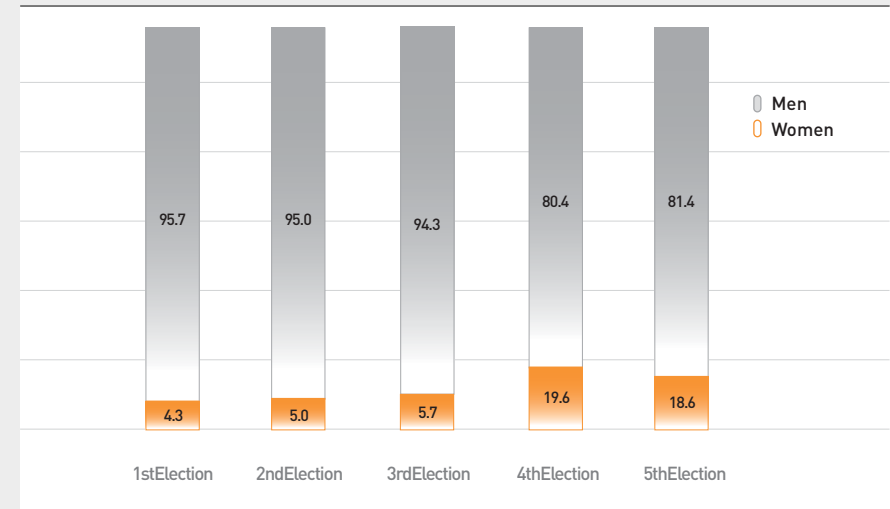
□ Gender Gap

If we assume the rate of male lower level local government legislators is 100 then that of the female legislators is as follows.

[Figure 35] Change in the Indicator Values for Rate of Lower Level Local Government Legislators by Gender
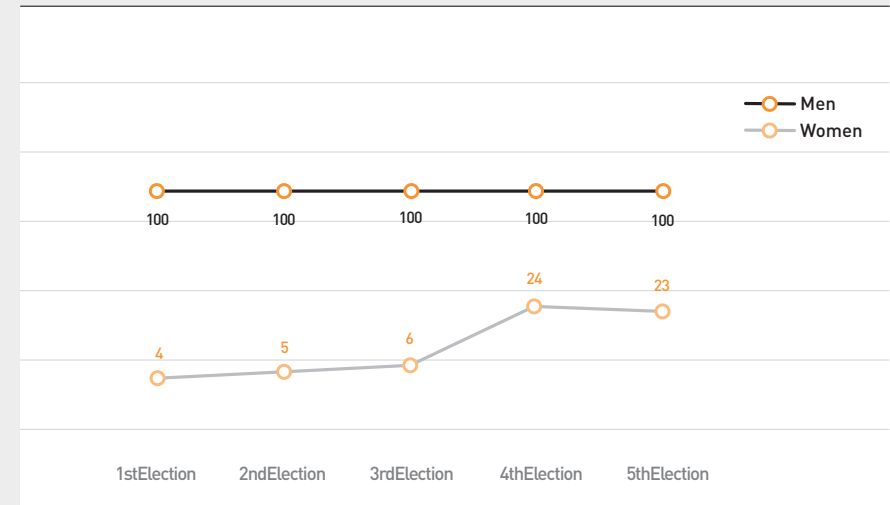
4-3. Rate of High-Level Public Officials by Gender

□ Significance of Indicator

As the number of women holding positions in public office increases, this measure of female public officials has great social significance. Unfortunately, however, despite the steady increase in the number of female public officials, most hold low positions and only a few women are established as high-level (Grade 5 or higher) officials. An increase in the number of women holding high-level public positions is important. It would lead to the interests and needs of women being reflected in future policies, thus ultimately contributing to gender equality. Not only that, it will serve as a good example in personnel management within the public sector and provide desirable guidelines for companies in the private sector, as well.

□ Method of Measurement

The Indicator Value was calculated by determining the rate of men/women holding high-level positions in public office (Grade 5 or higher), respectively, and dividing the rate of female officials by that of male officials. The closer the Indicator Value is to 1, the narrower the gender gap.

Rate of High-level Public Officials (GR 5 or higher) by Gender (%) = (Number of female (male) public officials at Grade 5 or higher) / (Total Number of public officials) ×100

Indicator Value (2009): (Women/Men) = 0.16

□ Results

The results show a wide gender gap. The Indicator Value for 2009 was 0.16, which indicates that when the number of the male public officials holding high-level positions in public office is 100, female public officials accounts for 16% of the total of their male counterparts. The Indicator Value has been modestly increasing over the years, despite a one-off decline in 2006.

[Table 18] Indicator Values for Rate of High-Level Public Officials (GR 5 or Higher) by Gender

(Unit : %)

	2005	2006	2007	2008	2009
Women	1.1	1.0	1.2	1.3	1.3
Men	7.4	7.7	8.2	8.5	8.3
Indicator Value	0.15	0.13	0.15	0.15	0.16

[Figure 36] Change in Rate of High-Level Public Officials (GR 5 or Higher) by Gender
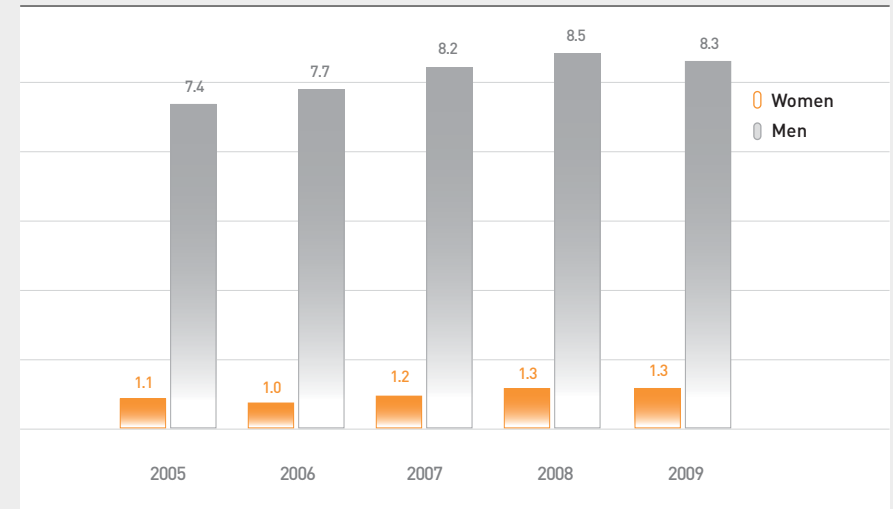
□ Gender Gap

If we assume the rate of male public officials holding Grade 5 or higher is 100 then that of their female counterparts is as follows.

[Figure 37] Change in the Indicator Values for Rate of High-Level Public Officials (GR 5 or Higher) by Gender

4-4. Rate of Public Officials in Major Departments by Gender

□ Significance of Indicator

The increase in the number of female public officials in major departments is as important as the increase in the number of high-level female public officials. Female public officials, in the past, were usually dispatched to those departments that handled typical feminine concerns, such as women, family, welfare or civil complaints related departments. However, since such inequality could serve as an obstacle in achieving gender equality in the public sector, consistent effort should be made to actively assign female public officials to other major departments, including the planning, budgeting, and human resources or auditing departments.

□ Method of Measurement

The Indicator Value was calculated by determining the rate of the female/male public officials in major departments among the total female/male public officials, respectively, and dividing the rate of female officials by that of male officials. The closer the Indicator Value is to 1, the narrower the gender gap. If the Indicator Value exceeds 1, the rate of female officials is higher than that of male officials.

> Rate of Female Public Officials in Major Departments (%) = (Number of female public
>
> officials in major departments/ Total Number of female public officials) × 100
>
> Indicator Value (2009): (Women/Men) = 1.28

□ Results

The Indicator Value slightly exceeds 1 suggesting that the rate of the female public officials in major Departments, out of total female officials, is higher than that of their male counterparts. From 2005 to 2009 (except for 2006), the Indicator Value exceeded 1 and has been steadily increasing.

[Table 19] Indicator Values for Rate of Public Officials in Major Departments by Gender

(Unit : %)

	2005	2006	2007	2008	2009
Women	9.2	13.4	20.0	11.3	12.3
Men	8.9	14.6	17.2	10.2	9.6
Indicator Value	1.03	0.92	1.16	1.11	1.28

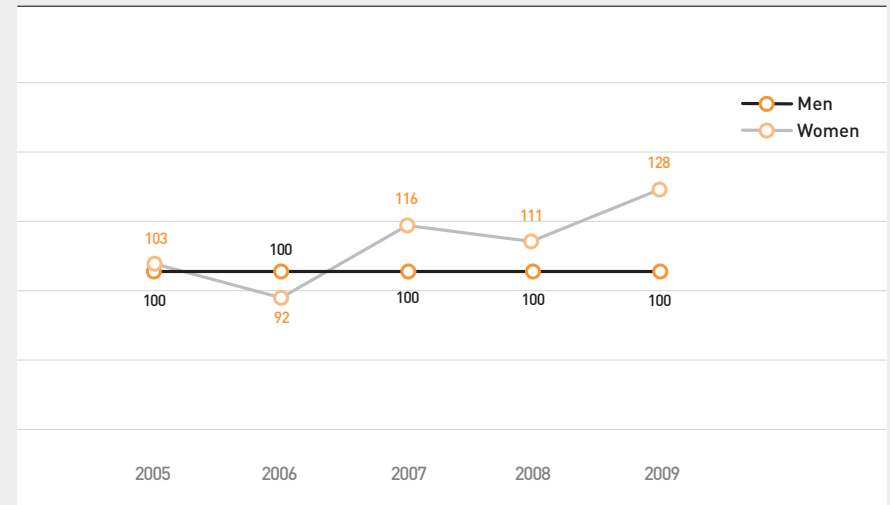[Figure 38] Change in Rate of Public Officials in Major Departments by Gender

□ Gender Gap

If we assume the rate of male public officials in major departments is 100 then the rate of female public officials is as follows.

[Figure 39] Change in the Indicator Values for Rate of Public Officials in Major Departments by Gender

III

Seoul Metropolitan Government's Gender Sensitive Index

1. METHOD OF MEASUREMENT

The Gender Sensitive Index of Seoul City was designed to be used in a time series analysis of the findings of Seoul's Gender Sensitive Indicators by each area and the overall result. The measurement of Gender Sensitive Indicators enables the yearly comparison of each Indicator, but it does not provide information regarding the changes and trends in each area and the overall gender equality change in Seoul city. This is why we measured Seoul City's Gender Sensitive Index. The method of measuring Seoul's Gender Sensitive Index was as follows.

g_{ij} = Indicator Value of each Indicator

q_{ij} = Weight of each Indicator

I = Number of each area, j = Number of Indicator(s) by area

$G_{ij} = g_{ij} \times q_{ij}$

$G_i = (\sum_{j=1}^{m} G_{ij}) / m$

G : Indicator by each area

m : Number of Indicator(s) included

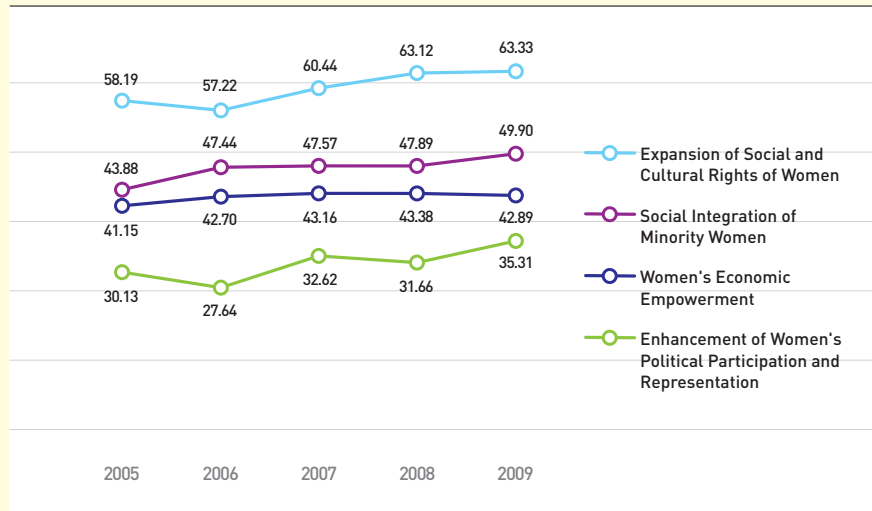$G_i = (\sum_{j=1}^{m} G_{ij}) / 19$

G : Gender Equality Indicators

Each Indicator Value (g_{ij}) shows how much equality women enjoy compared to men. We first multiplied the Indicator Value (g_{ij}) by weight (g_{ij}) to give the "Weighted Indicator Value." We then added the Weighted Indicator Values (G_{ij}) of each area and divided the total by the number of Indicators (m) to obtain the "Index by Area" (G_i). We also added the Weighted Indicator Values (G_{ij}) and divided by 19 (the total number of Indicators) to obtain the "Gender Equality Index." The Gender Sensitive Index enables us to compare the level of gender equality in each area and to analyze time-series data on gender equality. By so doing, we can determine the extent to which gender equality in Seoul has improved (or deteriorated) and the areas on which we should focus our efforts to enhance gender equality.
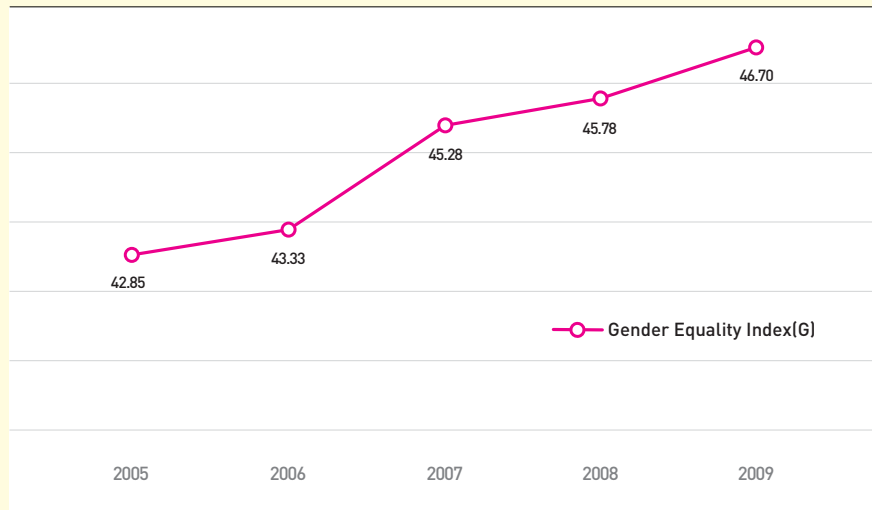
2. RESULTS

[Table 20] Measuring Seoul's Gender Sensitive Index (2005~2009)

Area	Indicator	Weight (qij)	2005 gij	2005 Gij	2005 Gi	2005 G	2006 gij	2006 Gij	2006 Gi	2006 G	2007 gij	2007 Gij	2007 Gi	2007 G	2008 gij	2008 Gij	2008 Gi	2008 G	2009 gij	2009 Gij	2009 Gi	2009 G
Women's Economic Empowerment	1. conomically Active Population by Gender	84.75	0.69	58.47	41.15	42.85	0.69	58.47	42.70	43.33	0.69	58.47	43.16	45.28	0.69	58.47	43.38	45.78	0.69	58.47	42.89	46.70
	2. Employment Rate of College Graduates by Gender	71.45	0.93	66.44			0.90	64.30			0.89	53.59			0.91	65.01			0.91	65.01		
	3. Average Monthly Wage by Gender	87.90	0.66	58.01			0.66	58.01			0.65	57.14			0.65	57.13			0.65	57.13		
	4. Gender Differentials in Managerial Positions	77.00	0.63	48.51			0.76	58.52			0.77	59.29			0.78	60.06			0.77	59.29		
	5. Rate of Regular Workers by Gender	78.55	0.65	51.05			0.70	54.98			0.73	57.34			0.71	55.77			0.67	52.62		
	6. Rate of Business Representatives by Gender	57.40	0.44	25.25			0.45	25.83			0.46	26.40			0.47	26.97			0.47	26.97		
	7. Rate of Labor Union Workers by Gender	53.37	0.21	11.20			0.21	11.20			0.24	12.80			0.25	13.34			0.25	13.34		
	8. Homeownership Rate by Gender	57.37	0.18	10.32			0.18	10.32			0.18	10.32			0.18	10.32			0.18	10.32		
Social Integration of Minority Women	1. National Pension Coverage Rate by Gender	76.07	0.59	44.88	43.88		0.61	46.40	47.44		0.64	48.68	47.57		0.66	50.20	47.89		0.67	50.96	49.90	
	2. Employment Rate of Senior Citizens Aged 60 or Older by Gender	64.87	0.76	49.30			0.86	55.78			0.80	51.89			0.75	48.65			0.80	51.89		
	3. Disability Registration Rate by Gender	66.93	0.56	37.48			0.60	40.15			0.63	42.16			0.67	44.84			0.70	46.85		
Expansion of Women's Social and Cultural Rights	1. Ability to Use Internet by Gender	67.50	0.89	60.08	58.19		0.87	58.72	57.22		0.86	58.05	60.44		0.86	58.05	63.12		0.86	58.04	63.33	
	2. Sentiment on Urban Safety by Gender	85.14	0.44	37.46			0.46	39.16			0.50	42.57			0.54	45.97			0.55	46.82		
	3. Self-rated Health by Gender	78.18	0.80	62.54			0.80	62.54			0.80	62.54			0.85	66.45			0.85	66.45		
	4. Participation Rate in Medical Checkup by Gender	84.55	0.86	72.71			0.81	68.48			0.93	78.63			0.97	82.01			0.97	82.01		
Enhancement of Women's Political Participation and Representation	1. Rate of Upper Level Local Government Legislators by Gender	79.67	0.14	11.15	30.13		0.14	11.15	27.64		0.14	11.15	32.62		0.14	11.15	31.66		0.16	12.74	35.31	
	2. Rate of Lower Level Local Government Legislators by Gender	79.67	0.24	19.12			0.24	19.12			0.24	19.12			0.24	19.12			0.23	18.32		
	3. Rate of High-Level Public Officials by Gender	75.33	0.15	11.29			0.13	9.79			0.15	11.29			0.15	11.29			0.16	12.05		
	4. Rate of Public Officials in Major Departments by Gender	76.67	1.03	78.97			0.92	70.53			1.16	88.93			1.11	85.10			1.28	98.13		

[Figure 40] Index for Each Area (G_i)

Legend:
- Expansion of Social and Cultural Rights of Women
- Social Integration of Minority Women
- Women's Economic Empowerment
- Enhancement of Women's Political Participation and Representation

Expansion of Social and Cultural Rights of Women: 58.19, 57.22, 60.44, 63.12, 63.33

Social Integration of Minority Women: 43.88, 47.44, 47.57, 47.89, 49.90

Women's Economic Empowerment: 41.15, 42.70, 43.16, 43.38, 42.89

Enhancement of Women's Political Participation and Representation: 30.13, 27.64, 32.62, 31.66, 35.31

Years: 2005, 2006, 2007, 2008, 2009

[Figure 41] Gender Equality Index (G)

Gender Equality Index(G): 42.85, 43.33, 45.28, 45.78, 46.70

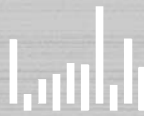Years: 2005, 2006, 2007, 2008, 2009

The Gender Sensitive Index calculated based on the 2005-2009 surveys shows that gender equality in four areas is improving. In particular, Women's Political Participation and Representation showed a higher increase compared to the other areas. This is attributable to the steady increase in the rate of the female legislators both in upper and lower level positions in the local government. The Index also reveals that the number of female public officials working in major departments is higher than that of their male counterparts (Seoul City). Indeed, the rate of the female public officials is on the rise, which has contributed to enhancing gender equality in this area. Meanwhile, gender equality in Women's Economic Empowerment declined compared to the previous year. This was largely because the number of female regular workers decreased and the gender gap in the area widened. Therefore, close attention to the issue of female non-regular workers in the policy-making process is required.

The Gender Equality Index of Seoul City increased to 46.71 in 2009 from 43.45 in 2005. This indicates that the status of women and gender equality in Seoul has much improved compared to 2005.

[Supplement] Sources of Data for Each Indicator

Area	Indicator	Sources of Data
Women's Economic Empowerment	Economically Active Population	Statistics Korea, 「Annual report on the economically active population」
	Employment Rate of College Graduates by Gender	Korean Educational Development Institute, 「Statistical Yearbook for employment」
	Average Monthly Wage by Gender	Seoul Metropolitan Government, 「Seoul Survey」
	Gender Differentials in Managerial Positions	Statistics Korea, 「Annual report on the economically active population」
	Rate of Business Representatives by Gender	Statistics Korea, 「The Census on Basic Characteristics of Establishment」 and 「The Census on Business Establishments」
	Rate of Labor Union Workers by Gender	Seoul Metropolitan Government's Employment/Business Start-up Office Internal Data
Social Integration of Minority Women	Homeownership Rate by Gender	Statistics Korea, 「Census」
	Rate of National Pension Coverage by Gender	National Pension Service, 「National Pension Statistics」
	Employment Rate of Senior Citizens Aged 60 or Older by Gender	Statistics Korea, 「Annual report on the economically active population」
	Disability Registration Rate by Gender	Seoul Metropolitan Government, 「Seoul Metropolitan Government's Welfare Bureau Internal Data」
Expansion of Social and Cultural Rights of Women	Ability to Use Internet by Gender	Seoul Metropolitan Government, 「Seoul Survey」
	Sentiment on Urban Safety by Gender	Seoul Metropolitan Government, 「Seoul Survey」
	Self-rated Health by Gender	Statistics Korea, 「Social Statistics Survey」
	Participation Rate in Medical Checkup by Gender	National Health Insurance Corporation's Medical Checkup Team Internal Data
Enhancement of Women's Political Participation and Representation	Rate of Upper Level Local Government Legislators by Gender	National Election Commission, 「General Survey on City/Provincial Government Legislator Elections」
	Rate of Lower Level Local Government Legislators by Gender	National Election Commission, 「General Survey on District, City, County Representative Elections」
	Rate of High-Level Public Officials by Gender	Seoul Metropolitan Government's Human Resources Department, 「Seoul Metropolitan Government Seoul Statistics」
	Rate of Public Officials in Major Departments by Gender	Ministry of Public Administration and Security, 「Statistics on Female Public Officials in Local Governments」