

# *Gender* in the Korean Development Context

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*Jinock Lee*  
*Institute of Social Sciences, Sogang University*

# Gendering Development

*“Development has a human face and this face is gendered. Gender is embodied and embedded in the process and structure of development”*

(Chow and Lyster, 2002: 2)

# Gender Inequality Indices

HDI rank	Gender Inequality Index*	
	Rank	Value
	2008	2008
<b>VERY HIGH HUMAN DEVELOPMENT</b>		
1	Norway	5 0.234
2	Australia	18 0.296
3	New Zealand	25 0.320
4	United States	37 0.400
5	Ireland	29 0.344
6	Liechtenstein	-- --
7	Netherlands	1 0.174
8	Canada	16 0.289
9	Sweden	3 0.212
10	Germany	7 0.240
11	Japan	12 0.273
12	Korea, Republic of	20 0.310
13	Switzerland	4 0.228
14	France	11 0.260
15	Israel	28 0.332

*UN Human Development Report 2010*

## HIGH INCOME

Country	Overall score	Overall rank
Czech Republic	0.6850	65
Slovakia	0.6778	71
Italy	0.6765	74
Brunei Darussalam	0.6748	77
Hungary	0.6720	79
Malta	0.6695	83
Cyprus	0.6642	86
Japan	0.6524	94
United Arab Emirates	0.6397	103
Korea, Rep.	0.6342	104
Kuwait	0.6318	105
Bahrain	0.6217	110
Qatar	0.6059	1
Oman	0.5950	122
Saudi Arabia	0.5713	129

*World Economic Forum 2010*

# Questions

- What have women gained from Korea's economic development?
- How have changes in the development strategies affected gender relations in Korea?
- What are the implications of economic and social policies for gender relations in the course of development?
- What are the institutional legacies of women's policy for gender equity in Korea?
- Why are gender inequalities so persistent in Korea?
- What lessons can be learned from the Korea's development experiences?

# Transfer of Costs

- The family is located in the juncture between economic and social policies to make up for the lack of social welfare in the developmental state, but hardly discussed.
- A transfer of costs occurs not only between economic policy and social policy, but also between the public and the private (Folbre 1994).
- Paid by women, stretching their time and undertaking a double burden to meet their needs.
- Need to consider social reproduction, the “glorious tangle of production and reproduction” (Bhavnani, Foran, and Kurian 2003: 8)

# Social Reproduction

- ◉ Biological reproduction, the production of future labour, the provision of sexual, emotional, and affective services
- ◉ Unpaid reproduction of both goods and services in the home, particularly goods and services of care, as well as social provisioning
- ◉ Reproduction of culture and ideology, which stabilizes dominant social relations

(Bedford and Rai 2010: 7)

# Key Features of Social Reproduction

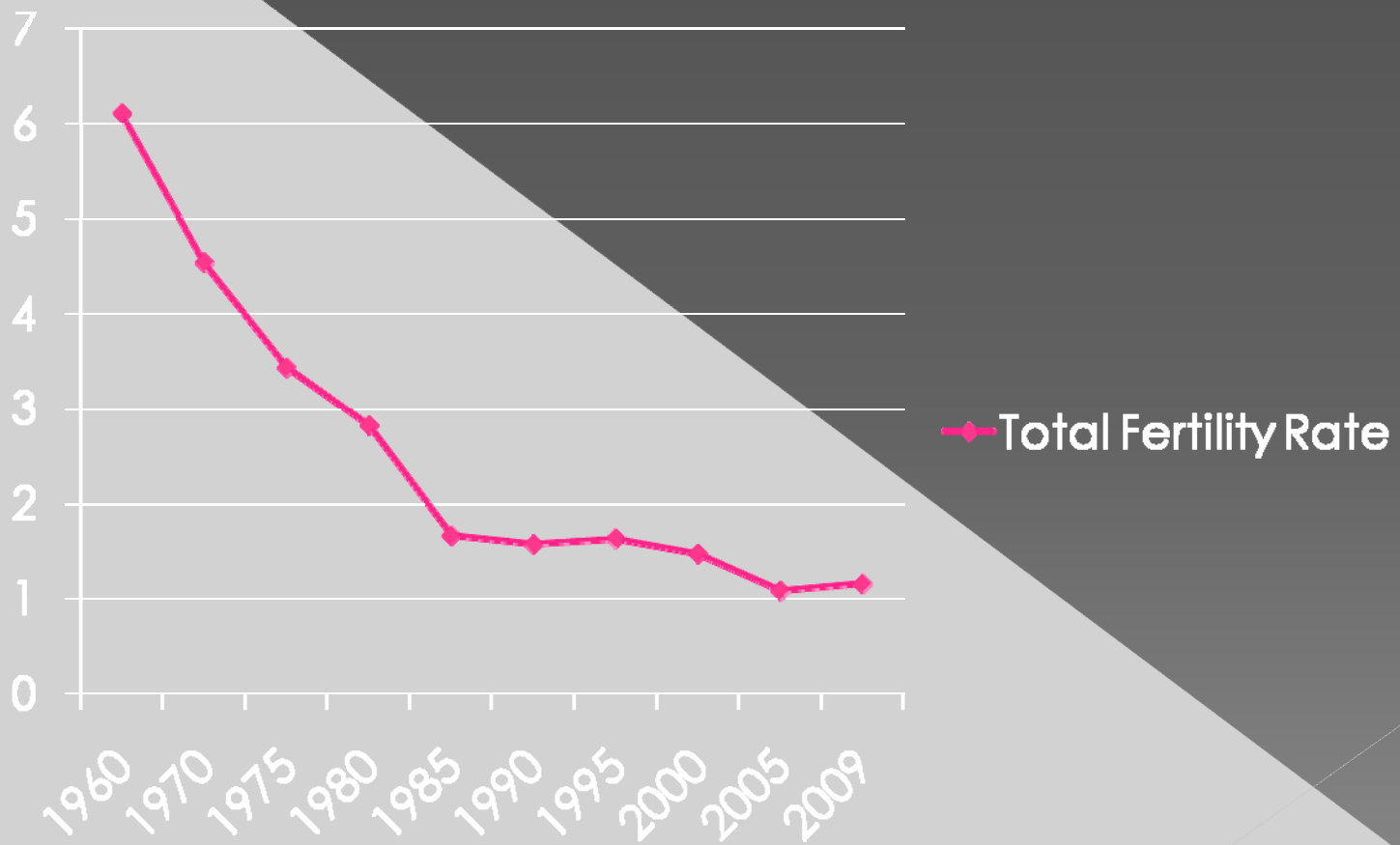
- ◉ Pinpoints the false dichotomy between production and reproduction, perpetuating gender division.
- ◉ Involved in social organizations/ institutions including family, the state, markets, and the third sector (Bakker 2003).
- ◉ Has intrinsically changing nature.
- ◉ Economically, socially, culturally, politically determined (Picchio 1992).
- ◉ Tends to face the crisis, as women's work is not endlessly elastic (Luxton 2006)

# 1. Implications for Korea's Development

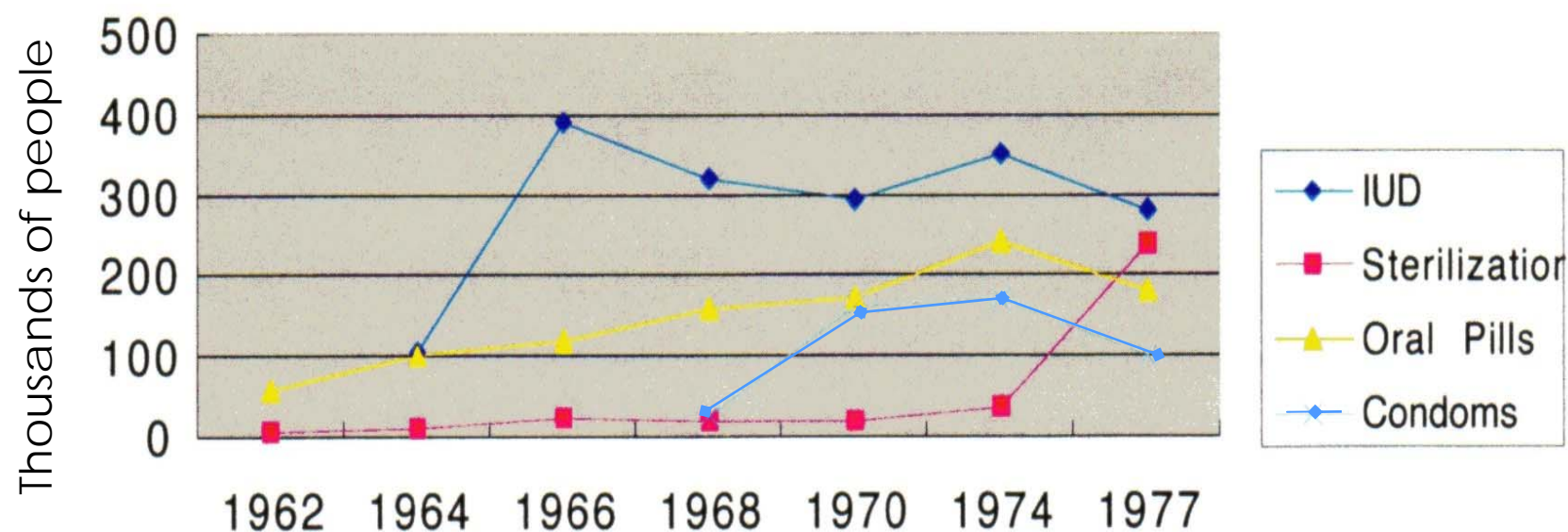
- The state intervention in procreation for the purport of economic development.
  - Introduction of various social measures to control and manipulate women's reproductive role in childbearing to lower the birth rate in the beginning of industrialization, and more recently to increase it.



# Changes in the Total Fertility Rate



# Annual Contraceptive Recipients 1962-1977



Source: KIFP, Service Statistics (1962-1977) in Lee 2004: 177

## 2. Implications for Korea's Development

- Korea's miracle is a gendered miracle (Han and Ling 1998; Truong 1999).
  - Imposition of Confucian values of dutiful daughters, wives and mothers on women, to undertake unpaid domestic labour and care of children, the elderly, and the sick
  - Mobilisation of women's unpaid labour for community development and social provisioning
  - Minimalised expenditure on social welfare and thus transfer of the costs of social reproduction to the family.

# 3. Implications for Korea's Development

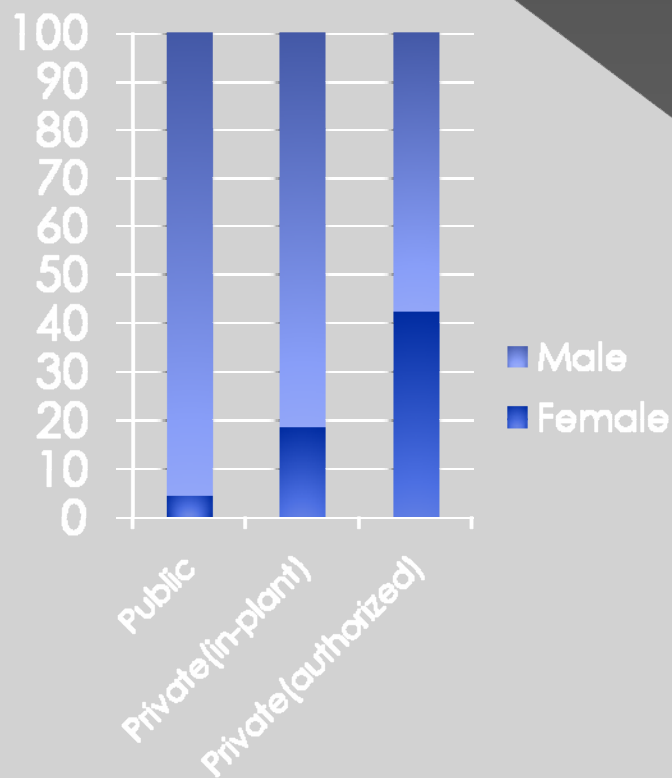
- Industrialization strategy based upon gender division of labour and a stark distinction between production and reproduction.
  - Female-led EOI vs Male-centred HCI
  - Prevalence of employment practices which obliged women to stay at home once they are married
  - A corporate-based welfare regime which granted male workers work-based social entitlements and women male-dependent domesticity.
  - Institutionalized masculine at work

# 4. Implications for Korea's Development

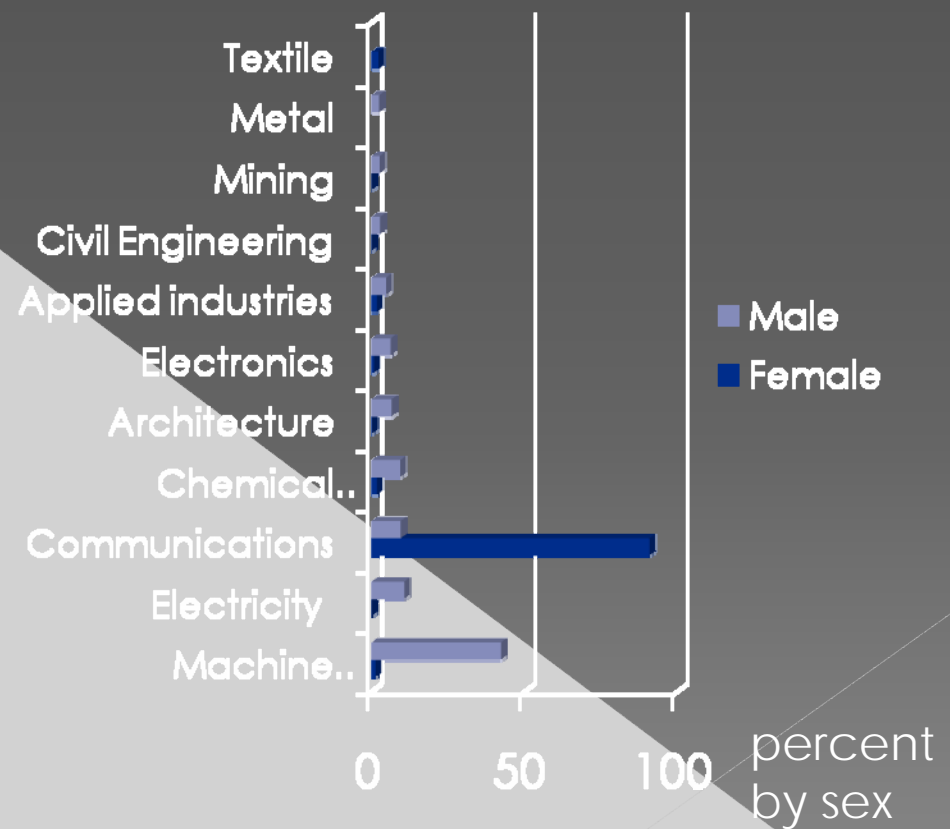
- Gender relations employed in the shifts in industrialization strategies for economic growth.
  - Female-led EOs: cheap; unskilled; disposable  
→ Male-centred HCs: core; highly skilled; irreplaceable
  - Deindustrialization: defeminisation of manufacturing Sector, flexibilisation of labour, feminisation of labour with increase in married women's participation in the labour force

# Gendered Features of Vocational Training (1985)

Vocational Training by Sex and by Agent

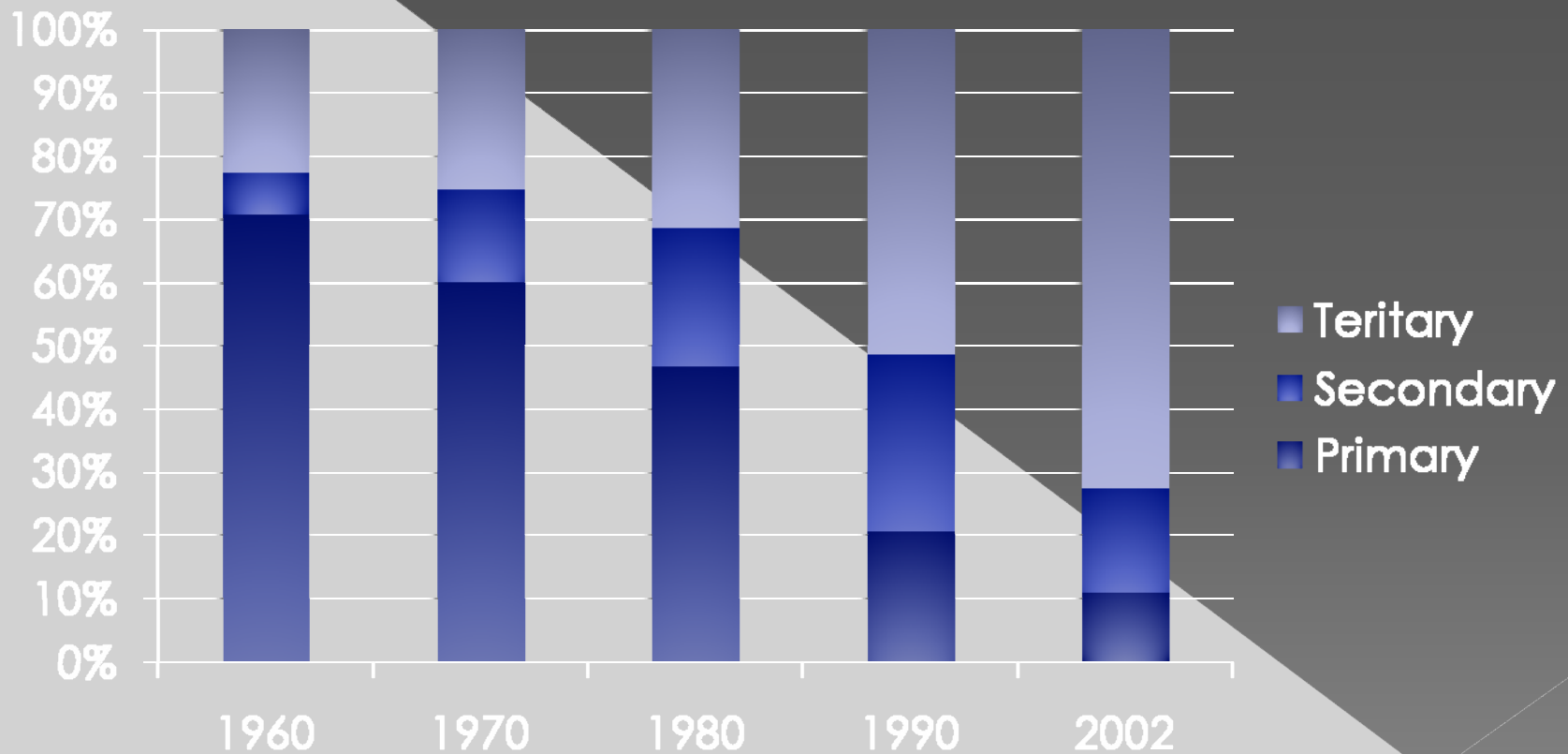


Skilled Workers by Field and Sex



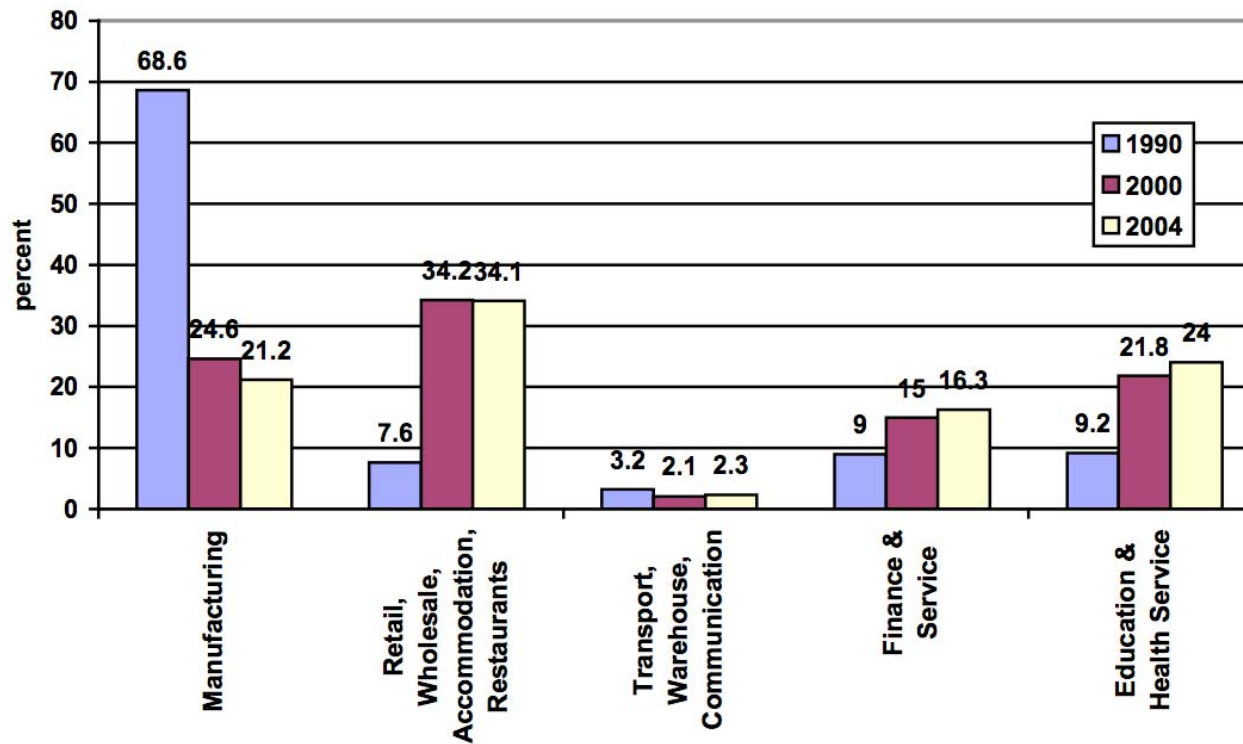
Source: Reformatted from (Moon 2005: 61, 74)

# The Composition of Female Employees by Sector



Source: National Statistical Office

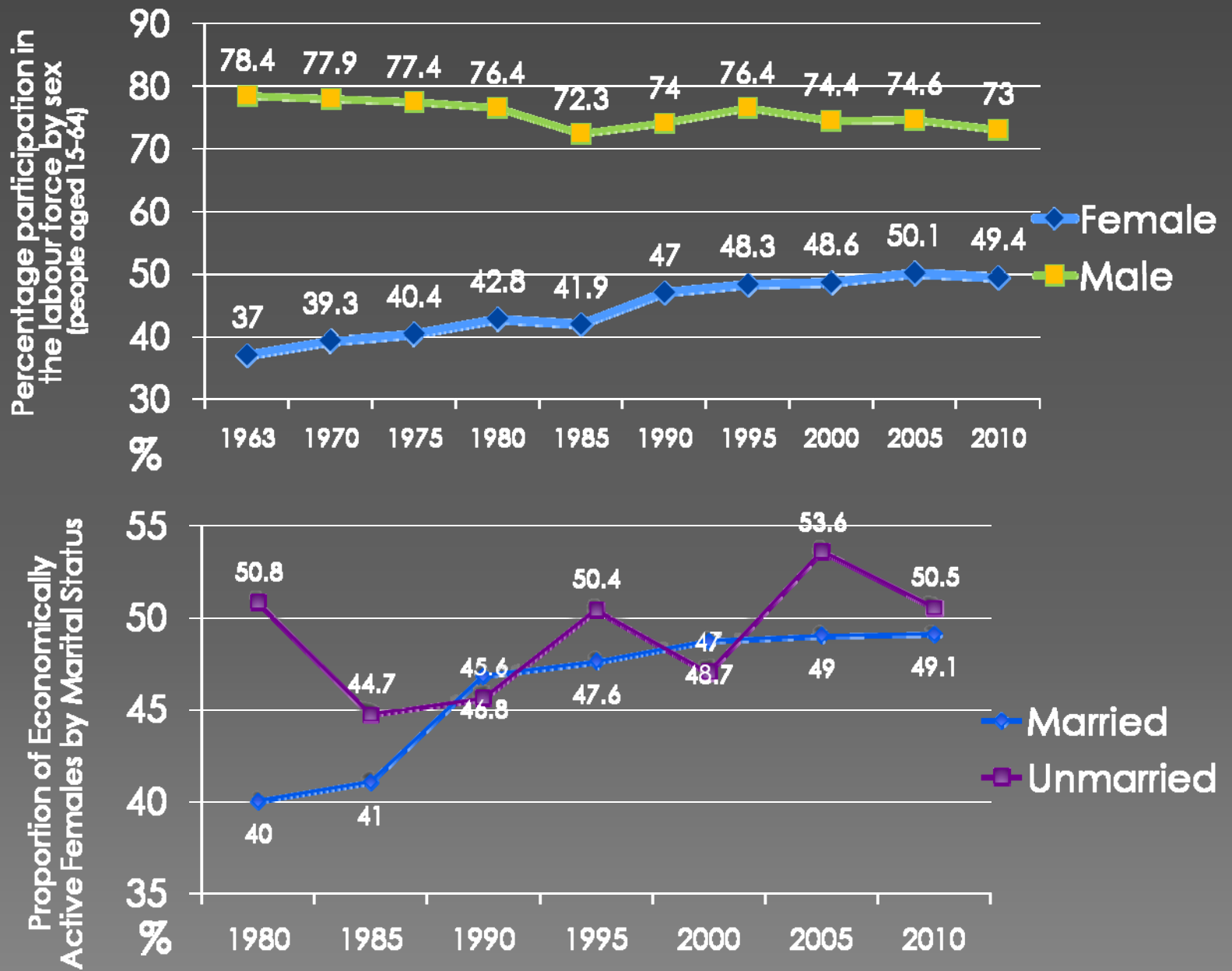
# Women's Employment by Industry



Source: National Statistical Office 2006



# The Trend of Female Employment

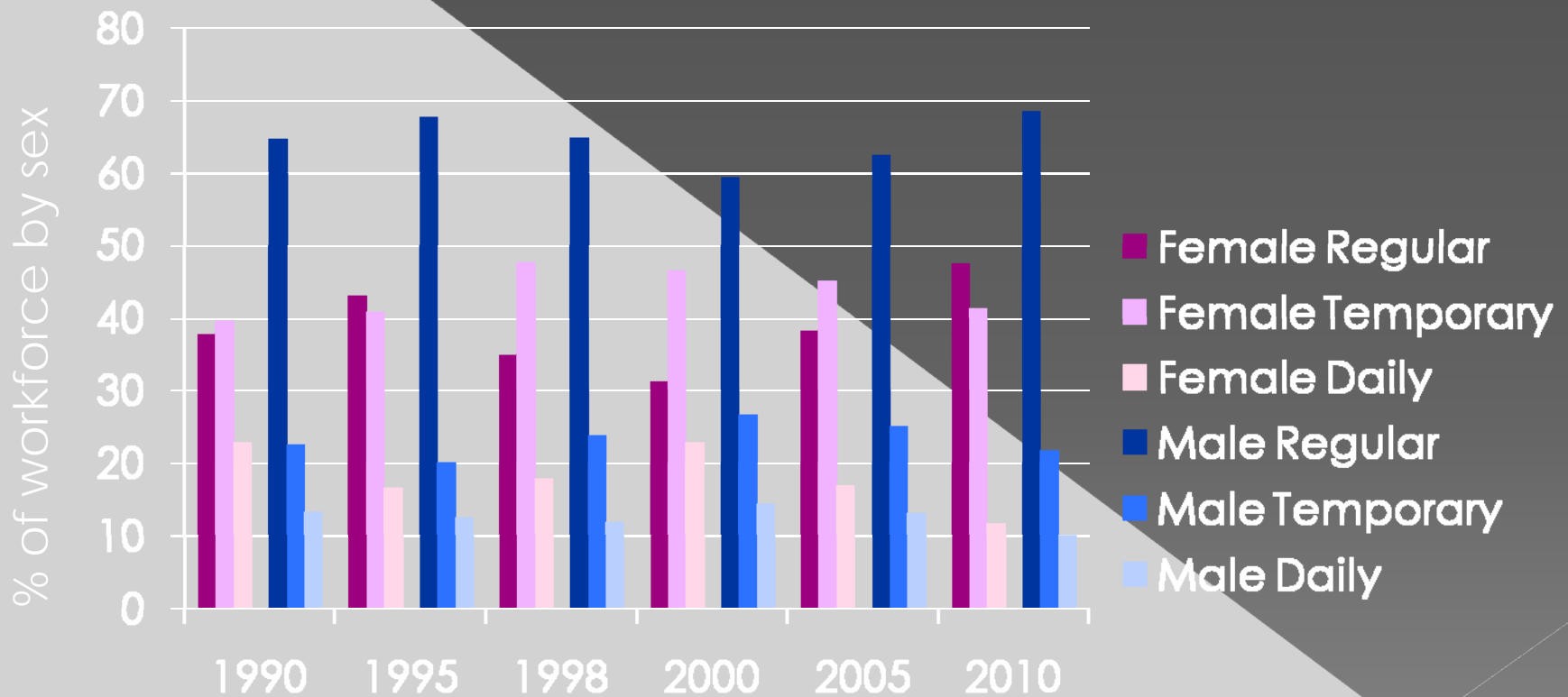


Source: National Statistical Office

# 5. Implications for Korea's Development

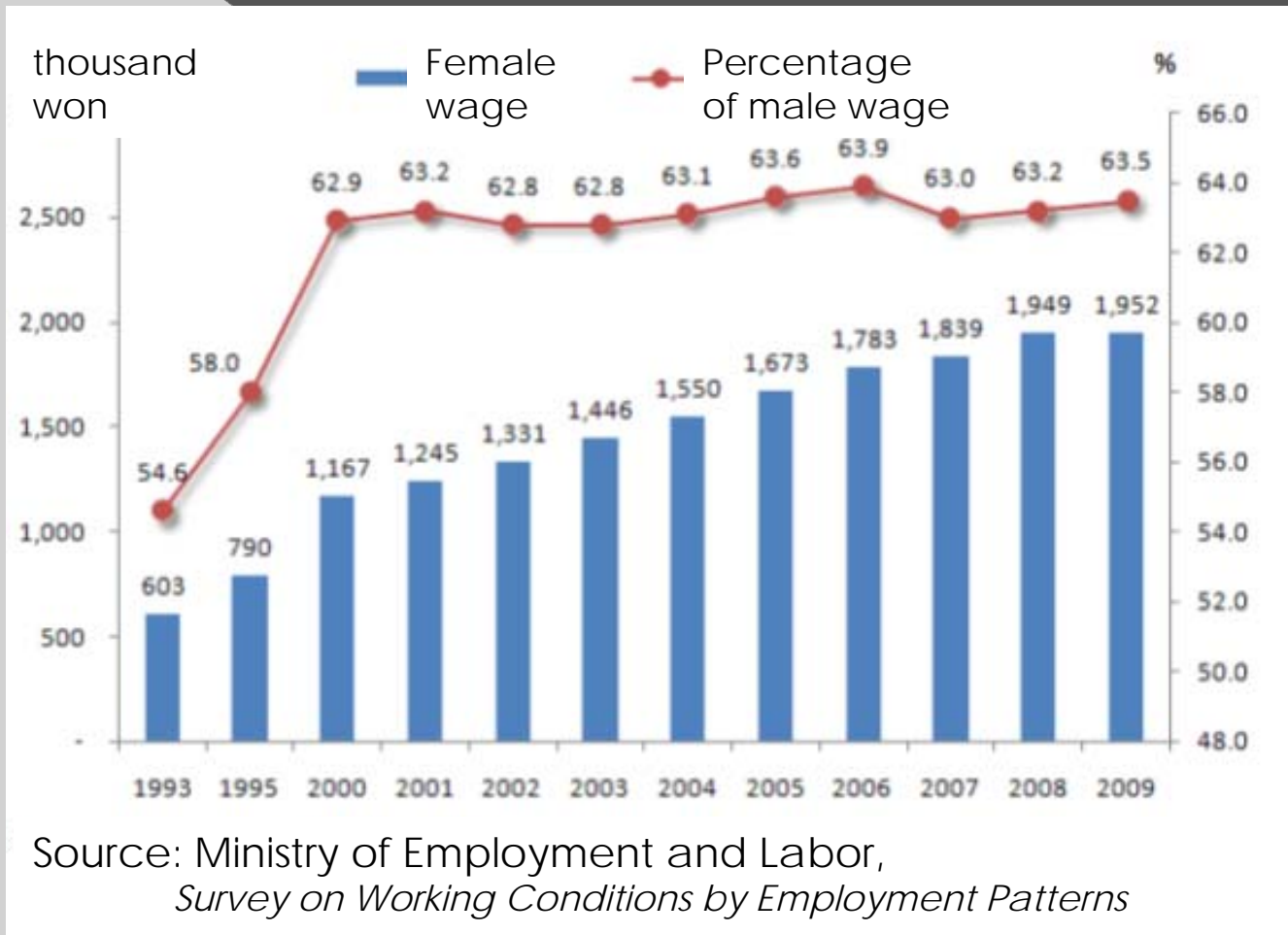
- Gendered economic restructuring following the financial crisis in 1997-98.
  - Women as a shock absorber – hired last, but fired first; less visible in the unemployment rate; rehired as irregular workers
  - Shifts in the welfare regime from Confucian familialism towards a welfare mix, but work-based social entitlement remains to leave majority women uncovered by social provisioning
  - Deepening the dualist labour market, increasing the gap amongst women.

# Waged Workers by Employment Status

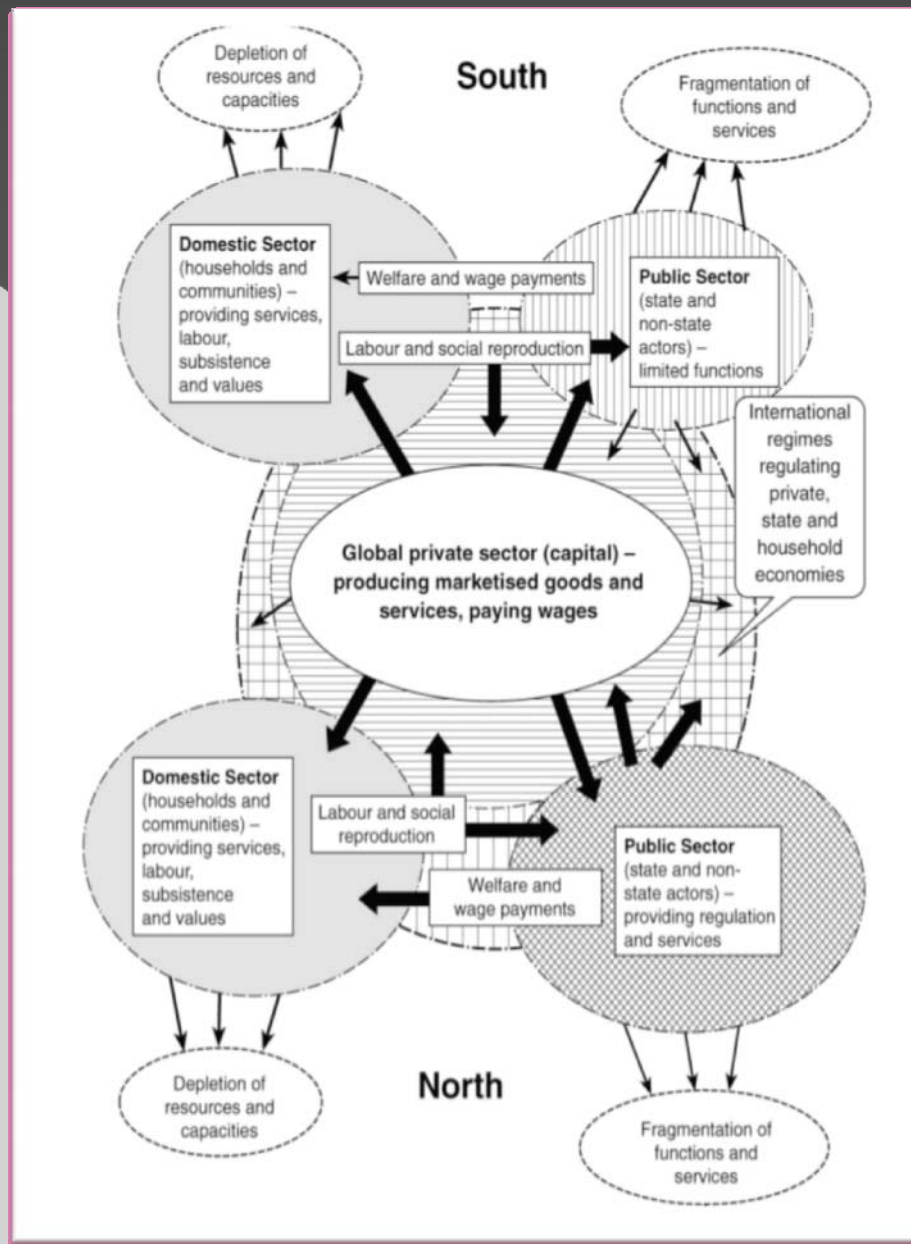


Source: National Statistical Office

# Female Monthly Wage and Gender Wage Gap



# Recasting the global Political Economy



Source: Rai and Hoskyns 2007: 320

# Lessons from Korea's Development Experiences

- Economic and social development are not separate; neither are production and reproduction.
- Gender equity may not counteract economic development (Walby 2005).
- Equality can make the economy more resilient to crisis.
- Government policies are not gender-neutral; gender impact assessment is needed for policy effectiveness (Verloo and Roggeband 1996).
- Without consideration of social reproduction depletion of resources and capacities may occur and thus development policies will be less effective and less sustainable (Rai and Hoskyns 2007).

