SEOUL METROPOLITAN GOVERNMENT FRAMEWORK ORDINANCE ON GENDER EQUALITY

Enactment No. 3657, Jul. 31, 1999
Partial Amendment No. 3827, Jan. 05, 2001
Partial Amendment No. 3890, Jul. 16, 2001
Amendment of Other Laws No. 4050, Jan. 10, 2003
Partial Amendment No. 4105, Jun. 16, 2003
Partial Amendment No. 4212, Jun. 21, 2004
Amendment of Other Laws No. 4284, Jun. 16, 2005
Partial Amendment No. 4371, Mar. 16, 2006
Amendment of Other Laws No. 4488, Apr. 05, 2007
Amendment of Other Laws No. 4588, Dec. 26, 2007
Partial Amendment No. 4681, Sep. 30, 2008
Amendment of Other Laws No. 5272, Mar. 15, 2012
Partial Amendment No. 5312, Jul. 30, 2012
Partial Amendment No. 5409, Dec. 31, 2012
Amendment of Other Laws No. 5930, May. 14, 2015
Partial Amendment No. 6319, Sep. 29, 2016
Amendment of Other Laws No. 6386, Jan. 05, 2017
Partial Amendment No. 6637, Sep. 21, 2017
Amendment of Other Laws No. 6851, Mar. 22, 2018
Partial Amendment No. 6921, Oct. 04, 2018
Amendment of Other Laws No. 7044, Mar. 28, 2019
Amendment of Other Laws No. 7046, Mar. 28, 2019
Amendment of Other Laws No. 7156, May. 16, 2019
Amendment of Other Laws No. 7218, Jul. 18, 2019
Partial Amendment No. 7229, Jul. 18, 2019
Partial Amendment No. 7286, Sep. 26, 2019
Amendment of Other Laws No. 7423, Dec. 31, 2019
Partial Amendment No. 7505, Mar. 26, 2020
Amendment of Other Laws No. 7779, Dec. 31, 2020
Amendment of Other Laws No. 7784, Dec. 31, 2020
Partial Amendment No. 7916, Mar. 25, 2021
Partial Amendment No. 8002, May. 20, 2021
Amendment of Other Laws No. 8127, Sep. 30, 2021
Partial Amendment No. 8138, Sep. 30, 2021

CHAPTER GENERAL PROVISIONS

Article 1 (Purpose)

CHAPTER GENERAL PROVISIONSThe purpose of this Ordinance is to provide for fundamental matters for the promotion of women's policies of the Seoul Metropolitan Government in accordance with the Framework Act on Women's Development and other Acts and subordinate statutes related to women. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 2 (Obligations of Metropolitan Government)

The Seoul Metropolitan Government (hereinafter referred to as the "Metropolitan Government") shall promote policies for the promotion of gender equality, the expansion of women's participation in society and the promotion of welfare, and fulfill its obligations prescribed by the Framework Act on Women's Development (hereinafter referred to as the "Act") and other Acts and subordinate statutes related to women. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 3 (Obligations of Citizens)

All citizens shall observe matters prescribed by the Act and other Acts and subordinate statutes related to women, and actively cooperate in the formulation and execution of women's policies of the Metropolitan Government. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 4 (Actively Favorable Measures)

The Mayor of the Seoul Metropolitan Government (hereinafter referred to as the "Mayor"), the head of an agency belonging to the Metropolitan Government (referring to an administrative agency belonging to the Metropolitan Government under Articles 113 through 116 of the Local Autonomy Act and the Secretariat of the Seoul Metropolitan Council under Article 90 of the Local Autonomy Act; hereinafter referred to as "agency belonging to the Metropolitan Government") and the head of a Metropolitan

Government-invested institution (referring to a public enterprise established under the Local Public Enterprises Act, in which the Metropolitan Government has invested not less than 50 percent of its capital; hereinafter referred to as "Metropolitan Government-invested institution") may proactively take measures, to a reasonable extent, to promote women's participation in fields in which women's participation is noticeably inactive, as prescribed by the relevant Acts and subordinate statutes. <Amended by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4588, Dec. 26, 2007; Ordinance No. 4681, Sep. 30, 2008>

CHAPTER WOMEN'S POLICIES

Article 5 (Formulation of Execution Plan for Women's Policies)

CHAPTER WOMEN'S POLICIES(1) The Mayor shall formulate and execute an annual execution plan pursuant to Article 8 of the Act (hereinafter referred to as "execution plan") based on a master plan for women's policies pursuant to Article 7 of the Act, and include the following in the execution plan: <Amended by Ordinance No. 4681, Sep. 30, 2008>

1. The basic directions for women's polices:
2. The objectives of the promotion of women's policies:
(a) Promoting gender equality;
(b) Increasing women's participation in society;
(c) Promoting women's welfare.
3. Main policies:
(a) Promoting gender equality;
(b) Increasing and supporting women's participation in society;
(c) Establishing and operating institutions related to women;
(d) Preventing the occurrence of cases of women who require protection and supporting them;
(e) Supporting two-income families, single-parent families, etc.;
(f) Supporting women's organizations or corporations;
(g) Other projects to promote the rights and interests and welfare of women. <Amended by Ordinance No. 4681, Sep. 30, 2008>
4. Matters concerning the execution of proactive measures pursuant to Article 4; <Amended by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>
5. Methods of raising funds related to the promotion of women's policies.

(2) Where necessary for the formulation and execution of an execution plan, the Mayor may request autonomous Gus, public institutions and other corporations or organizations to provide cooperation, and any person requested to cooperate shall comply with such request, in the absence of unavoidable circumstances. <Amended by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>

Article 6 (Marking of Gender in Statistics or Materials)

The Mayor shall mark the distinction of gender in all kinds of statistics and materials subject to survey and management by the Metropolitan Government and the agencies belonging thereto for the formulation and execution of women's policies.

Article 7 (Provision of Information on Women)

(1) The Mayor shall collect, compile, and manage information related to women so that the most up-to-date information may be provided to citizens.

(2) The Mayor shall publish a white paper on women of Seoul once a year to inform citizens of the details, current status of the promotion, etc. of women's policies.

Article 8 (Assessment of Actual Results of Promotion of Main Policies)

(1) Where necessary, the Mayor may assess the actual results of promotion of the main women's policies of an autonomous Gu, agency belonging to the Metropolitan Government and Metropolitan Government-invested institution, and reflect the outcomes thereof in the assessment of the management. <Amended by Ordinance No. 4212, Jun. 21, 2004>

(2) The Mayor shall conduct gender impact evaluation in the process of the formulation and execution of the relevant policies to analyze in advance the impact of the relevant policies on the rights and interests of women and their participation in society, etc. <Newly Inserted by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>

Article 9 (Events of Women's Week)

The Mayor may hold or support events to commemorate Women's Week (July 1 through 7 every year) pursuant to Article 14 of the Act and Article 26 of the Enforcement Decree of the same Act (hereinafter referred to as the "Decree"). <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 10 (Increasing Participation in City Administration)

(1) Where the Mayor or the head of an agency belonging to the Metropolitan Government establishes and operates various

committees, etc. for decision of policies, he/she shall cause women to comprise at least 30 percent of members commissioned.
(2) Where the head of each department of the Metropolitan Government and the head of each agency belonging to the Metropolitan Government fails to observe the percentage prescribed in paragraph (1), he/she shall report the reason therefor to the Mayor.
(3) The Mayor shall increase the participation of female public officials in meetings, councils, etc. comprised of and operated by the relevant public officials.

Article 11 (Promotion of Participation in Public Offices, etc.)

(1) The Mayor shall temporarily enforce a gender equality employment targeting system so that women or men may account for more than a fixed percentage of the number of people to be selected by trial execution phase to make both genders' opportunities to participate in public offices equal. The Mayor shall separately determine matters necessary for the execution of the gender equality employment targeting system. <Amended by Ordinance No. 4212, Jun. 21, 2004>
(2) The Mayor shall specify that women are encouraged to apply for an examination when he/she makes a public announcement of employment of public officials.
(3) The Mayor and the head of each Metropolitan Government-invested institution shall make continuing efforts to increase the employment of women in the institution.
(4) The Mayor and the head of each agency belonging to the Metropolitan Government shall endeavor to achieve gender equality in the management of assignment, promotion, reward, education and training, etc. of the employees belonging thereto and to encourage the advancement of women to higher ranking positions through achieving such gender equality.
(5) The Mayor, the head of each agency belonging to the Metropolitan Government and the head of each Metropolitan Government-invested institution shall actively promote policies, such as a childcare leave system and the operation of a workplace daycare, so that employees belonging thereto may balance their family life and working life.

Article 12 (Improvement in Sense of Gender Equality)

(1) The Mayor shall promote and support projects related to gender equality so that education on gender equality may effectively be conducted at home, school and in society.
(2) The Mayor shall encourage reeducation and provide reeducation programs for the development of ability of female public officials.
(3) The president of the Seoul Human Resources Development Center shall endeavor to include subjects for the improvement of a sense of gender equality in its education courses whose education period exceeds two weeks, and shall organize and operate professional education courses for the development of ability of female public officials at least twice a year. <Amended by Ordinance No. 4488, Apr. 5, 2007>
(4) The head of each social education institution established by the Metropolitan Government shall organize and operate education courses to improve a sense of gender equality.

Article 13 (Improvement in Gender Discrimination, etc.)

(1) The Mayor, the head of each agency belonging to the Metropolitan Government and the head of each Metropolitan Government-invested institution shall establish a culture of gender equality in city administration by prohibition or prevention of gender discrimination in documents, meetings, working behaviors, etc.
(2) The Mayor shall operate a window to receive and deal with cases of gender discrimination and sexual harassment in places of work of public officials, etc. working for the Metropolitan Government and each agency belonging thereto.
(3) The Mayor, the head of each agency belonging to the Metropolitan Government and the head of each Metropolitan Government-invested institution shall take preventive measures, such as the provision of education at least once a year to prevent cases of gender discrimination and sexual harassment.
(4) The Mayor, the head of each agency belonging to the Metropolitan Government and the head of each Metropolitan Government-invested institution shall take proper measures against relevant persons when a case of gender discrimination or sexual harassment occurs.

Article 14 (Support for Economic Activities)

(1) The Mayor shall formulate a plan for supporting women in securing employment, starting a business, and other business activities.
(2) The Mayor and the head of each agency belonging to the Metropolitan Government shall promote the purchase of goods produced by female-owned businesses pursuant to Article 9 of the Act on Support for Female-Owned Businesses. <Amended by Ordinance No. 4681, Sep. 30, 2008>
(3) The Mayor shall treat female-owned businesses favorably when he/she provides funds to small and medium businesses pursuant to Article 10 of the Act on Support for Female-Owned Businesses. <Amended by Ordinance No. 4681, Sep. 30, 2008>
(4) The Mayor shall ensure that women get special protection during the period of pregnancy, childbirth and lactation, and may not suffer from disadvantages for such reasons.
(5) The Mayor shall endeavor to expand and support day care facilities in places of work pursuant to Article 14 of the Infant Care

Act and Article 20 of the Enforcement Decree of the same Act. <Amended by Ordinance No. 4371, Mar. 16, 2006; Ordinance No. 4681, Sep. 30, 2008>

Article 15 (Promotion of Welfare)

(1) The Mayor shall promote policies to meet demands on women's welfare according to changes in the social structure.
(2) The Mayor shall prevent the occurrence of cases of women who require protection, such as unmarried mothers, runaway women, etc., and support their self-sufficiency by actively promoting proper guidance and protective activities. <Amended by Ordinance No. 4212, Jun. 21, 2004>
(3) The Mayor shall actively promote policies for the prevention of sexual violence and domestic violence and for the protection of victims thereof.
(4) The Mayor shall expand facilities necessary for the equal participation of old women and disabled women in society and the promotion of their welfare, and support education, vocational training and rehabilitation of disabled women.
(5) The Mayor shall prevent the occurrence of cases of women who require protection from prostitution and actively promote proper guidance and protective activities, and support their rehabilitation by providing education, vocational training, etc. to help them become self-sufficient. <Newly Inserted by Ordinance No. 4105, Jun. 16, 2003>
(6) The Mayor shall devise measures necessary to support two-income families and single-parent families in lower-income brackets according to changes in the family structure. <Newly Inserted by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>

Article 16 (Childcare)

(1) The Mayor shall promote policies for childcare, such as the increase of day care facilities, improvement of quality of childcare, expansion of childcare after school, etc., and may partially subsidize expenses incurred in the establishment and operation of day care facilities within budgetary limits.
(2) Other matters necessary for childcare shall separately be prescribed by ordinance of the Seoul Metropolitan Government. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 17 (Establishment and Operation of Related Facilities)

The Mayor shall establish and operate facilities for the promotion of welfare and the development of ability of women, and matters necessary therefor shall separately be prescribed by ordinance of the Seoul Metropolitan Government.

Article 18 (Support to Organizations)

The Mayor may give administrative support necessary for the organization and activities of women's organizations, non-profit corporations or non-profit organizations located in Seoul to promote gender equality, encourage women's participation in society and promote women's welfare, and partially subsidize expenses incurred in such activities within budgetary limits or the Women's Development Fund of the Seoul Metropolitan Government (hereinafter referred to as the "Fund"). <Amended by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>

Article 19 (Support of Volunteer Services)

The Mayor may actively promote related projects for the promotion of women's volunteer services and give support necessary therefor.

Article 20 (Support of International Cooperation)

The Mayor shall encourage women's participation in international organizations or international conventions and give full support to the international cooperation activities of women.

Article 21 (Operation of Windows for Collection of Opinions)

(1) The Mayor shall operate a window for the collection of opinions on women's policies, and examine the opinions presented and reflect them in city administration.
(2) The Mayor may reward persons who have rendered distinguished service to the development of city administration from among those who presented opinions under paragraph (1) within budgetary limits.

Article 22 (Commendation of Persons of Distinguished Service)

The Mayor may commend groups and individuals that have made a great contribution to promoting gender equality, increasing women's participation in society and promoting women's welfare in accordance with the Seoul Metropolitan Government Ordinance on Commendation. <Amended by Ordinance No. 4681, Sep. 30, 2008>

CHAPTER WOMEN'S COMMITTEE

Article 23 (Establishment and Functions)

CHAPTER WOMEN'S COMMITTEEThe Women's Committee of the Seoul Metropolitan Government (hereinafter referred to as

the "Committee") is hereby established in order to respond to the Mayor's requests for advice on the following matters:
1. Matters concerning research and development of women's policies and women's activities to participate in society;
2. Matters concerning promotion of the rights and interests of women;
3. Matters concerning the establishment and operation of facilities related to women;
4. Other matters concerning women's problems. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 24 (Formation)

(1) The Committee shall be comprised of not more than 35 members, including two co-chairpersons and two vice chairpersons. <Amended by Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>
(2) The Mayor and one person elected from among commissioned members shall serve as co-chairpersons, and one director general-level or higher ranking public official of the Metropolitan Government related to the affairs of women's policies and one person elected from among commissioned members shall serve as vice chairpersons. <Amended by Ordinance No. 4105, Jun. 16, 2003; Ordinance No. 4212, Jun. 21, 2004; Ordinance No. 4681, Sep. 30, 2008>
(3) Persons with considerable knowledge of and experience in women's policies, who are commissioned by the Mayor, shall serve as members.
(4) One administrative secretary shall be assigned to the Committee to conduct its business, and the head of a section in charge of the affairs of women's policies shall serve as the administrative secretary. <Amended by Ordinance No. 3827, Jan. 5, 2001; Jun. 16, 2003; Ordinance No. 4681, Sep. 30, 2008>

Article 25 (Term of Office of Members)

The term of office of a member shall be two years, which may be renewed, and the term of office of a member who fills a vacancy shall be the remaining period of his/her predecessor: Provided, That the term of office of a member who is a public official shall be the period for which he/she holds such office.

Article 25-2 (Dismissal)

Where a commissioned member is sentenced to imprisonment or higher, or unable to perform his/her duties due to a long-term prostration of mind and spirit, or deemed inappropriate to perform his/her duties as a member due to a long-term nonattendance. etc., the Mayor may dismiss him/her. <Amended by Ordinance No. 4681, Sep. 30, 2008>
[This Article Newly Inserted by Ordinance No. 3890, Jul. 16, 2001]

Article 26 (Duties of Chairpersons, etc.)

The chairpersons shall represent the Committee and preside over its business, and the vice chairpersons shall assist the chairpersons and perform duties of the chairpersons on behalf of them where they are unable to perform their duties due to unavoidable circumstances.

Article 27 (Meetings)

(1) Meetings of the Committee shall be classified into a regular meeting and extraordinary meeting: a regular meeting shall be held twice a year, whereas an extraordinary meeting shall be called by the chairpersons where the chairpersons deem it necessary or where at least 1/3 of the incumbent members request the chairpersons to call a meeting. <Amended by Ordinance No. 3890, Jul. 16, 2001; Ordinance No. 4105, Jun. 16, 2003; Ordinance No. 4681, Sep. 30, 2008>
(2) Where the chairpersons intend to call a meeting, they shall notify each member of the date and time, venue, and agenda items of the meeting in writing not later than seven days before the date of such meeting: Provided, That this shall not apply to cases where a meeting is urgently required or there is a compelling reason. <Amended by Ordinance No. 3890, Jul. 16, 2001>
(3) A meeting shall be held by the attendance of a majority of the incumbent members, and its resolutions shall be made with the consent of a majority of the members present. <Amended by Ordinance No. 3890, Jul. 16, 2001>
(4) The Mayor may grant allowances and reimburse travel expenses, within budgetary limits, to members who attend a meeting and experts, etc. present to state their opinions: Provided, That this shall not apply to cases where a public official attends a meeting in direct connection with his/her duties. <Newly Inserted by Ordinance No. 3890, Jul. 16, 2001>

Article 28 (Seeking Opinions, etc.)

Where necessary, the Committee may have public officials of the Metropolitan Government or an agency belonging thereto or experts related to the deliberation of agenda items attend a meeting to seek their opinions, or request them to submit necessary materials.

Article 29 (Subcommittees)

The Mayor may form and operate subcommittees on women's policies, gender equality, participation in society, welfare of women, etc. to study and examine relevant matters of the Committee by field. <Amended by Ordinance No. 4105, Jun. 16, 2003>

Article 30 (Detailed Operating Rules)

The chairpersons shall determine necessary matters concerning the operation of the Committee other than those provided for in this Ordinance following the resolution of the Committee.

CHAPTER WOMEN'S DEVELOPMENT FUND

Article 31 (Establishment, etc. of Fund)

CHAPTER WOMEN'S DEVELOPMENT FUND(1) The Mayor shall establish and operate the Fund to efficiently facilitate policies for the promotion of gender equality and women's development. <Amended by Ordinance No. 4681, Sep. 30, 2008>

(2) The Fund shall be created with the following financial resources:

1. Funds transferred from general accounts;
2. Profits accruing from the operation of the Fund;
3. Other revenues. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 32 (Uses of Fund)

(1) The Fund shall be used for the following projects:

1. A project to promote the rights and interests of women;
2. A project performed by a corporation or organization pursuant to Article 18; <Amended by Ordinance No. 4681, Sep. 30, 2008>
3. The establishment and operation of facilities related to women;
4. Other projects necessary for the enforcement of this Ordinance. <Amended by Ordinance No. 4681, Sep. 30, 2008>

(2) The Fund shall be used pursuant to paragraph (1), within the extent of interest incomes, and any surplus after the settlement of accounts may be reserved for the increase of the Fund. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 33 (Management and Operation of Fund)

(1) The Women's Development Fund Operation Deliberative Council (hereinafter referred to as the "Fund Operation Deliberative Council") is hereby established to deliberate on the following matters concerning the creation, management and operation of the Fund: <Amended by Ordinance No. 4681, Sep. 30, 2008>

1. A plan for operation of the Fund;
2. The creation, accumulation, operation and settlement of accounts of the Fund;
3. Matters concerning the selection of projects entitled to support from the Fund and decision on the extent of support;
4. Analysis of the results of the operation of the Fund; <Newly Inserted by Ordinance No. 4681, Sep. 30, 2008>
5. Other matters the Mayor deems necessary. <Amended by Ordinance No. 4681, Sep. 30, 2008>

(2) The Fund Operation Deliberative Council shall be comprised of not more than 12 members, including the chairperson; the director for women and family policies shall serve as the chairperson; the vice chairperson shall be elected from among members; and members shall be commissioned by the Mayor from among the following persons: <Amended by Ordinance No.4284, Jun. 16, 2005; Ordinance No. 4681, Sep. 30, 2008>

1. Members of the standing committee related to women's policies of the Seoul Metropolitan Council;
2. Members of the Committee; <Amended by Ordinance No. 4681, Sep. 30, 2008>
3. Persons with considerable knowledge of and experience in women's policies. <Amended by Ordinance No. 4105, Jun. 16, 2003>

(3) Among members of the Fund Operation Deliberative Council, the term of office an ex officio member shall be the period for which he/she holds the relevant office, and the term of office of a commissioned member shall be two years, which shall be renewed: Provided, That the term of office of a member who fills a vacancy shall be the remaining period of his/her predecessor. <Amended by Ordinance No. 4681, Sep. 30, 2008>

(4) Meetings of the Fund Operation Deliberative Council shall be classified into a regular meeting and extraordinary meeting; a regular meeting shall be held twice a year for the formulation of a plan for operation of the Fund and for the settlement of accounts of the Fund, whereas an extraordinary meeting shall be called when the chairperson deems it necessary.

(5) The Mayor may grant allowances and reimburse travel expenses to members who attend a meeting of the Fund Operation Deliberative Council within budgetary limits: Provided, That this shall not apply to cases where a public official attends a meeting in direct connection with his/her duties.

(6) The Mayor shall deposit and manage funds of the Fund with the Metropolitan Government treasury, but may deposit the same with the Financial Investment and Financing Fund of the Seoul Metropolitan Government. <Newly Inserted by Ordinance No. 4050, Jan. 10, 2003>

(7) The Mayor shall submit a plan for operation of the Fund, statement of accounts, and the analysis of the results of operation of the Fund to the Seoul Metropolitan Council each fiscal year. <Newly Inserted by Ordinance No. 4681, Sep. 30, 2008>

(8) Other necessary matters concerning the management and operation of the Fund shall be prescribed by the Enforcement Rule. <Amended by Ordinance No. 4050, Jan. 10, 2003>

CHAPTER SUPPLEMENTARY PROVISIONS

Article 34 (Entrustment of Business)

CHAPTER SUPPLEMENTARY PROVISIONS(1) The Mayor may entrust part of the business under his/her authority prescribed by this Ordinance to a corporation, organization or private individual and have it or him/her conduct such business.
(2) Other necessary matters, such as the kinds and scope of business entrusted pursuant to paragraph (1) and the methods of and procedures for entrustment, etc., shall be prescribed by the Enforcement Rule. <Amended by Ordinance No. 4681, Sep. 30, 2008>

Article 35 (Prior Consultation)

Where the head of an agency belonging to the Metropolitan Government or the head of a Metropolitan Government-invested institution formulates a policy which has important influence on the rights and interests and status of women, he/she shall, in advance, consult with the department related to women's polices and notify the department of the results of promotion thereof.
[This Article Newly Inserted by Ordinance No. 4212, Jun. 21, 2004]