SEOUL METROPOLITAN GOVERNMENT FRAMEWORK ORDINANCE ON GENDER EQUALITY

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Amendment of Other Laws No. 7046, Mar. 28, 2019
Amendment of Other Laws No. 7156, May. 16, 2019
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Partial Amendment No. 8138, Sep. 30, 2021

CHAPTER I GENERAL PROVISIONS

Article 1 (Purpose)

CHAPTER I GENERAL PROVISIONSThe purpose of this Ordinance is to provide for basic matters of the Seoul Metropolitan Government policies designed to promote gender equality by eliminating discrimination on the ground of gender, enhancing women's rights and interests, and expanding their social participation in all political, economic, social, and cultural mattersmatters in accordance with the Framework Act on Women’s Development and other statutes relating to women.

Article 2 (City's Responsibilities)

The Seoul Metropolitan City (hereinafter referred to as the "City") shall implement necessary policies and prepare financial resources for promoting gender equality,, and fulfill its its duties prescribed in the Framework Act on Women’s Development (hereinafter referred to as the "Act") and other statutes relating to women.

Article 3 (Citizens' Rights and Responsibilities)

(1) All citizens shall have the rights to receive gender-equal treatment in all political, economic, social, and cultural matters.
(2) All citizens shall actively cooperate with the City in formulating and implementing its policiesies on gender equality.

Article 4 (Relationship with other Municipal Ordinances)

Where other municipal ordinances concerning gender equality are enacted or amended, they shall satisfy the purposess of this Ordinance.

CHAPTER II IMPLEMENTATION PLANS AND PROMOTION SYSTEM FOR GENDER

EQUALITY POLICIES

Article 5 (Formulation of Implementation Plans for Gender Equality Policies)

CHAPTER II IMPLEMENTATION PLANS AND PROMOTION SYSTEM FOR GENDER EQUALITY POLICIES(1) The Mayor of the Seoul Metropolitan Government (hereinafter referred to as the "Mayor") shall formulate and enforce implementation plans for gender equality policies for each year (hereinafter referred to as "implementation plans") based on the basic plan for women's policies referred to in Article 7 of the Act.

(2) Each implementation plan shall contain the following matters:

1. Basic direction and goals for gender equality policies;
2. Major matters forfor gender equality policiesies:

(a) Prevention and elimination of gender discrimination;

(b) Expansion of and support for women's social participation;

(c) Enhancement of women's rights, interests, and welfare;

(d) Eradication of violence against women and ensuring their safety;

(e) Establishment and operation of facilities relating to women;

(f) Support for family life that guarantees equality and diversity;

(g) Cooperation with and support for women's organizations and corporations;

(h) Other projects designed to promote gender equality policies;

3. Methods of securing financial resources for promoting gender equality policies.

(3) If necessary for establishing and enforcing the implementation plans, the Mayor may request cooperation from the heads of autonomous Gus, public agencies, and other corporations or organizations.

(4) Upon receipt of a request for cooperation under paragraph (3), the heads of autonomous Gus, etc. shall provide cooperation, except in extenuating circumstances.

(5) The Mayor shall report to the Seoul Metropolitan Gender Equality Committee referred to in Article 6 on yearly performance results of implementation plans.

Article 6 (Establishment and Functions of Gender Equality Committee)

(1) The Seoul Metropolitan Gender Equality Committee (hereinafter referred to as the "Committee") shall be established to deliberate on and coordinate major matters on gender equality policiesies.

(2) The Committee shall coordinatedeliberate on and coordinate the following matters:

1. Formulation of implementation plans for gender equality policies;
2. Inspection and evaluation of yearly performance results of implementation plans for gender equality policies;
3. Coordination of and cooperation on projects relating to gender equality policies;
4. Gender impact analysis and assessment and gender sensitive budgetinging;
5. Establishment and operation of women-related facilities.

Article 7 (Composition)

(1) The Committee shall be comprised ofexceeding not exceeding 40 persons, including two joint Chairpersons and one Vice Chairperson.

(2) The joint Chairpersons shall be elected from among the Mayor and commissioned members, and the Vice Chairperson shall be a public official at least at least at the director-general level who is in charge of affairs on gender equality policies.

(3) Ex Officio members shall be not exceeding seven public officials at least at the director-general level who are responsible for planning, economic affairs, welfare, etc., and commissioned members shall be commissioned by the Mayor from among people with soundsound knowledge of and experience in gender equality policies.

(4) The Committee shall have one secretary to handle its affairs, who shall be a director in charge of affairs on gender equality policies.

Article 8 (Term of Office of Committee Members)

Commissioned members shall serve a two-year term and may be recommissioned only once: Provided, That any member filling a vacancy shall serve for the remainder of his/her predecessor's term of office.

Article 9 (Dismissal)

In any of the following cases, the Mayor may dismiss a member of the Committee even while he/she is in office:

1. Where he/she is sentenced to imprisonment without labor or heavier punishment;
2. Where he/she is found to have exercised undue influence in connection with any of his/her duties or committed a crime, such as solicitation;
3. Where he/she fails to apply for abstention although he/she falls under falls underany ground referred to in Article 11 (6);
4. Where he/she is unable to perform his/her duties due to death, overseas emigration, chronic chronic mental or physical weakness, etc.;

5. Where he/she fails to participate in activities of the Committee for a long period;
6. Otherwisewise where he/she is deemed unfitunfit for fulfilling his/her duties, such as due to due to loss of dignityloss of .

Article 10 (Duties of Chairpersons, etc.)

(1) The joint Chairpersons shall represent the Committee and preside over business of the Committee.
(2) The Vice Chairperson shall assist the joint Chairpersons, and perform the duties of the Chairpersons on their behalf when the Chairpersons are unable to fulfill any of any of their duties in extenuating circumstances.

Article 11 (Meetings)

(1) Meetings of the Committee shall be classified asas regular meetings and extraordinary meetings.
(2) FourFour regular meetingss shall be held each year, and an extraordinary meeting shall be called by the Chairpersons when they deem it necessary and when at least a third of all incumbent members request the convocation thereof.
(3) Where the Chairpersons intend to convene a meeting,
written notice shall be given to each Committee member at least seven days before the meeting is held, stating the date, venue, and deliberation agenda of the meeting: Provided, That the same shall not apply inin urgent cases or extenuating circumstances.
(4) The meetings of the Committee shall convene uponupon the attendance of a majority of all incumbent members, and resolutions shall be adopted with the concurrent voteconcurrent vote of a majority of the members present.
(5) If necessary to deliberate on itemsagenda items, the Chairpersons may have relevant public officials, experts in the relevant field, etc. attend a meeting in order to hear their opinions, or may request the submission of necessary materials.
(6) In any of the following cases, a member of the Committee shall be excluded from deliberation on and
coordination of agenda items:
1. Where he/she has an an interest in the relevant agenda item;
2. Where he/she belongs to the same institution as a person involved in the relevant agenda item;
3. Where he/she is inis in a a kin relation relationship with a person involved in the relevant agenda item.
(7) Where a member of the Committee falls under paragraph (6), he/she may voluntarily abstainabstain from deliberation on and coordination of the relevant relevant agenda item.

Article 12 (Subcommittees)

(1) A subcommittee may be organized and operated in order to study and review affairs under the jurisdiction of the Committee for each field.
(2) Matters deliberated on or decided by a subcommittee shall be deemed deliberated on or decided by the Committee.

CHAPTER III GENDER EQUALITY PROMOTION POLICIES

Article 13 (Affirmative Actions)

CHAPTER III GENDER EQUALITY PROMOTION POLICIESThe Mayor, the heads of affiliated agencies of the City (referring to affiliated administrative agencies of the City referred to in Articles 113 through 116 of the Local Autonomy Act and the Secretariat of the Seoul Metropolitan Council referred to in Article 90 of the Local Autonomy Act; hereinafter referred to as "affiliated agencies") and investment institutions (referring to public enterprises established under the Local Public Enterprises Act,, which have invested at least 50% of capital at market value) may take affirmative action, as prescribed by relevant statutes, to facilitate women's participation in fields in which female participation is clearlylackingclearly lacking, thus accomplishing substantial gender equality.

Article 14 (Expansion of Participation in City Administration)

(1) Where the Mayor and the heads of affiliated agencies establish and operate various committees, etc. to make policy decisions, they shall ensure that the proportion of women comprises at least 40% of the commissioned members.
(2) Where the proportion referred to in paragraph (1) is not observed, the groundground thereof shall be reported to the Committee.
(3) The Mayor shall increase female public officials' participationincrease in meetings, councils, etc. comprised of and operated by relevant public officials.

Article 15 (Promotion of Participation in Public Service, etc.)

(1) The Mayor shall enforce the employment quota system for gender equality under Article 51-2 of the Decree on the Appointment of Local Public Officials for the open competitive examination for appointment of public officials in order to provide both men and women with equal opportunitiesies to participate in public service.
(2) Matters necessary for enforcing the employment quota system for gender equality referred to in paragraph (1) shall be separately determined by the Mayor.
(3) Where the Mayor gives public notification givesof the employment of public officials for a field in which in which the employment ratio for women is ioconsiderably low, he/she shall affirmaffirm that women are encouraged to apply for a relevant examination.
(4) The Mayor and the heads of affiliated agencies and investment institutions shall continually endeavor
ally to ensure that more women are recruited and employed in their organizations.

(5) The Mayor shall promote reeducation and provide reeducation programs to enhance female public officials' aptitudes.
(6) The Mayor and the heads of affiliated agencies and investment institutions shall enensure that more women can enter into a higher position by providingproviding employees under their management with equalwith opportunities in position management, promotion, rewards, education, training, etc.

Article 16 (Promotion of Participation in Economic Activities)

(1) The Mayor shall establish the following policies to facilitate women's participation in economic activities:
1. Activating women's employment, business start-up and participation in enterprise activities, and women resources development;
2. Establishing gender equality in overall employment, including workers' recruitment, employment, education and training, promotion, retirement, career development, salaries, etc.;
3. Taking special protective measures for women in pregnancy, childbirth, or lactating, and preventing disadvantageous treatment on such groundson such grounds;
4. Preventing women's career interruptions and promoting reemployment thereof thereof under the Act on Promotion of Economic Activities of Career-Interrupted Women;
5. Prohibiting unreasonable discrimination against fixed-term and part-time female workers and improving the employment environment.
(2) The Mayor and the heads of affiliated agencies shall facilitate the purchase of goods produced by female-owned businesses under Articles 9 and 10 of the Act on Support for Female-Owned Businesses, and give preferential treatment to such businesses when they subsidize
enterprises.

Article 17 (Support for Work-Family Balance)

The Mayor shall formulate the following policies to
ensure that men and women can achieve balance between their social and family livesachieve between and:
1.Ensuring the public nature of child care by
increasing child care facilities for infants and by strengthening various child care services;
2. EEndeavoringing to expand workplace child care facilities;
3. Revitalizing after-school child care;
4. EstablishingaEstablishing a child care leave system and securing alternative human resources;
5. Encouraging and activating child care leave for men;
6. Providing consultation and services on work-family balance;
7. Disseminating the family-friendly system referred to in subparagraph 3 of Article 2 of the Act on the Promotion of Creation of Family-Friendly Social Environment;
8. Other matters necessary to accomplish work-family balance.

Article 18 (Equal Family Life)

(1) The Mayor shall establish policies necessary for equal family life pursuant to Article 5 of the Framework Act on Healthy Families.
(2) The Mayor shall offer necessary assistance so that various types of families, such as single-parent family, family with a disabled person,, and multi-cultural family, can enjoy equality in life without being discriminated in against.

Article 19 (Raising Awareness and Creating Culture of Gender Equality)

(1) The Mayor shall implement and support relevant projects so that education on gender equality can be smoothly carried out in families, schools, child care facilities for infants, social education facilities, and enterprises.
(2) The Mayor shall ensure that educational courses of at least two weeks will include a subject on the raising of gender equality awareness, and shall organize and operate specialized educational courses designed to enhance female public officials' aptitudes at least semiannually.
(3) The heads of diverse social educational facilities established by the City shall organize and operate educational courses designed to raise awareness of gender equality.

Article 20 (Prohibition, etc. of Gender Discrimination and Sexual Harassment)

(1) The Mayor and the heads of affiliated agencies and investment institutions shall establish an equal city administration culture by prohibiting and preventing gender discrimination and sexual harassment in documents, meetings, types of types of work, etc.
(2) The Mayor and the heads of affiliated agencies and investment institutions shall take preventive action, such as providing education at least annuallyannually, to prevent gender discrimination and sexual harassment cases.
(3) The Mayor shall operate a desk for receiving and handling gender discrimination and sexual harassment cases at work against public officials, etc. who work at the Seoul Metropolitan Government and affiliated agencies.
(4) Where a gender discrimination or sexual harassment case arises, the Mayor and the heads of affiliated agencies and investment institutions shall take appropriate measures for thethe relevant person(s).

(5) The Mayor and the heads of affiliated agencies and investment institutions shall take action to prevent discrimination against, or other disadvantageous treatment of dismissal or other disadvantageous treatment of gender discrimination and sexual harassment victims.

Article 21 (Prevention, etc. of Domestic Violence, Sexual Violence, and Sexual Trafficingking Crimes)

(1) The Mayor shall endeavorendeavor to establish necessary policies to prevent domestic violence, sexual violence, and sexual trafficking crimes and to protect victims thereof.
(2) The Mayor and the heads of affiliated agencies and investment institutions shall conduct preventive education in order to prevent domestic violence, sexual violence, and sexual trafficking crimes.
(3) The Mayor shall support education, job training, etc. for victims of domestic violence, sexual violence, and sexual trafficing,king so that they can live independently.
(4) The Mayor shall formulate necessary policies to educate and rehabilitate assailants or offenders, as prescribed by relevant statutes.

Article 22 (Promotion of Women's Welfare)

(1) The Mayor shall actively promote policies to satisfy women's welfare demand following changes in the social structure.
(2) The Mayor shall increase necessary facilities to enhance equal social participation by and welfare of women in disadvantaged classes, such as the elderly, the disabled, single parents, unmarried mothers, settlers, and North Korean refugees, and actively support their education, job training, and independence, as prescribed by relevant statutes.

Article 23 (Creation of Gender-Equal Urban Spaces and Facilities)

Where the Mayor creates and improves the following spaces, facilities, etc., he/she shall come up with improvement measures by reflecting gender-equal viewpoints and evaluating the results thereof:
1. Urban infrastructure, such as roads, transportation, parks, green zones, and industrial complexes;
2. Various types of public facilities, including social welfare facilities;
3. Buildings, including residential complexes and houses.

Article 24 (Promotion of Women's Health)

The Mayor shall make an equal approach for men and women with regard to health care services, and establish and support policies for promoting women's mental and physical health care according to their life cycles.

Article 25 (Provision of Information on Gender Equality)

(1) The Mayor shall collect, accumulate,, and manage information on gender equality and provide the latest information to the citizens.
(2) The Mayor shall publish the Seoul Women White Paper once a year in order to inform the citizens of the details of the City's gender equality policies, the state of implementation thereof, etc.

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 (Evaluation of Performance Results of Major Policies)

(1) If necessary, the Mayor may evaluate and publicly announce the performance results of major gender equality policies of autonomous Gus, affiliated agencies, and invested and funded institutions (referring to invested and funded institutions falling falling under Article 2 of the Seoul Metropolitan Government Ordinance on Evaluation, etc. of Invested and Funded Institutions).
(2) The Mayor shall reflect the results referred to in paragraph (1) in the management evaluation of the invested and funded institutions.

Article 27 (Events, etc. for Women's Week)

(1) The Mayor may holdhold or support events to celebrate Women's Week referred to in Article 14 of the Act and Article 26 of the Enforcement Decree of the same Act.
(2) The Mayor may hold or support events to commemorate International Women's Day.

Article 28 (Installation and Operation of Relevant Facilities)

The Mayor shall install and operate facilities designed to promote gender equality by eliminating discrimination on the ground of gender, enhancing women's rights and interests, and increasing their social participation; matters necessary therefor shall be separately prescribed by municipal ordinances.

Article 29 (Cooperation with and Support for Civic Society)

In order to promote gender equality by eliminating discrimination on the ground of gender, enhancing women's rights and interests,,

and increasing their social participation, the Mayor may provide administrative assistance necessary for the establishmentestablishment and activities of women's organizations, non-profit corporations, and non-profit organizations located in the City, and may subsidize some of the expenses incurred in their activities within budgetary limits or within the limits of the Seoul Metropolitan Government Women's Development Fund under Article 38 (hereinafter referred to as the "Fund").

Article 30 (Support for Volunteer Services)

The Mayor may actively conduct volunteer service projects conductthat meet the purpose of this Ordinance, and provide necessary support therefor.

Article 31 (Support for International Cooperation)

The Mayor shall expand women's participation in international bodies or international conferences and actively support women's activities to strengthen international solidarity and cooperation aimed at promoting gender equality.

Article 32 (Citizens' Participation)

(1) The Mayor shall operate a deskdesk for receiving opinions on gender equality policies and review suggestions,, and reflect suchsuch in city administration.
(2) Rewards may be granted within budgetary limits to
personss who has greatly contributed to the development of city administration, among persons who have made suggestions under paragraph (1).
(3) The Mayor shall endeavor to equally reflect opinions of men and women in the process of establishing policies.

Article 33 (Citations for Persons of Distinguished Service)

The Mayor may award citations to organizations, individuals,, and public officials under his/her jurisdiction who have contribute substantially substantially to promoting gender equality by eliminating discrimination on the ground of gender, enhancing women's rights and interests, and expanding their social participation, etc. under the Seoul Metropolitan Government Ordinance on Citations.

CHAPTER IV IMPROVEMENT OF EFFECTIVENESS OF GENDER EQUALITY POLICIES

Article 34 (Gender Impact Analysis and Assessment)

CHAPTER IV IMPROVEMENT OF EFFECTIVENESS OF GENDER EQUALITY POLICIES(1) The Mayor shall contribute to improving gender equality by analyzing and assessing, in advance, possible impacts on men and women, thereby eliminating gender discrimination factors in the process of formulating and enforcing policies under Article 5 of the Gender Impact Analysis and Assessment Act.
(2) In conducting gender impact analysis and assessment pursuant to paragraph (1), the Mayor shall take into account matters concerning the selection of policies subject to gender impact analysis and assessment, for the timing for analysis and assessment, the preparation of a statement on analysis and assessment, and the submission of the results of analysis and assessment under Articles 2 and 4 through 6 of the Enforcement Decree of the Gender Impact Analysis and Assessment Act.
(3) The Mayor shall improve relevant policies by reflecting the analysis and assessment results in such policies pursuant to Article 9 of the Gender Impact Analysis and Assessment Act, and report the results to the Committee annually.
(4) The Mayor shall designate one public official at least at least at director--general level who is in charge of business on gender equality policies as an official responsible for analysis and assessment under Article 14 of the Gender Impact Analysis and Assessment Act.
(5) The Mayor shall provide education on analysis and assessment to public officials under his/her jurisdiction to efficiently conduct gender impact analysis and assessment.

Article 35 (Preparation of Gender-Sensitive Budget and Settlement of Accounts)

The Mayor shall analyze impacts of a budget on men and women, and prepare a gender-sensitive budget and gender-sensitive settlement of accounts which reflect such impacts in financial management pursuant to Articles 36-2 and 53-2 of the Local Finance Act.

Article 36 (Gender-Sensitive Statistics)

Where human resources statistics are complied, such statistics shall be classified according to gender pursuant to Article 18 of the Statistics Act, and gender-sensitive statistics designed to show and correct gender inequality phenomena shall be calculated and disseminated proactively.

Article 37 (Support for Improvement of Effectiveness of Gender Equality Policies)

(1) The Mayor may subsidize a a budget for an entrusted consulting agency, etc. necessary for
implementing a system designed to improve effectiveness of gender equality policies, such as gender impact analysis and assessment, gender-sensitive budget, and gender-sensitive statistics under Articles 34 through 36.
(2) The entrusted consulting agency referred to in paragraph (1) shall be the gender impact analysis and assessment agency under

Article 17 of the Gender Impact Analysis and Assessment Act.
(3) The Mayor may evaluate the results of activities to improve effectiveness of gender equality policies and publicly announce such results to the citizens.

CHAPTER V WOMEN'S DEVELOPMENT FUND

Article 38 (Establishment of Fund)

CHAPTER V WOMEN'S DEVELOPMENT FUND(1) The Mayor shall establish the Fund to smoothly implement polices designed to promote gender equality.
(2) The Fund referred to in paragraph (1) shall be raised from any of the following financial resources:
1. MMoney transferred transferred from the the general account;
2. Earnings from operation of the Fund;
3. Other earnings.

Article 39 (Use of Fund)

(1) The Fund shall be used for any of the following projects:
1. Gender equality promotion projects, such as projects to eliminate discrimination on the ground of gender, enhance women's rights and interests, and expand their social participation;
2. Projects conducted by the corporations or organizations referred to in Article 29;
3. Installation and operation of women-related facilities;
4. Other projects necessary to enforce this Ordinance.
(2) The Fund under paragraph (1) shall be used within the scope of transferred money and interest income, and surpluseses uponupon the settlement of accounts may be accumulated to increase the Fund.

Article 40 (Management and Operation of Fund)

(1) The Women's Development Fund Management Council of the Seoul Metropolitan Government (hereinafter referred to as the "Fund Management Council") shall be established to deliberate on the following matters concerning the raising and management of the Fund:
1. Fund management plans;
2. Raising, accumulation, management, and settlement of accounts of the Fund;
3. Selection of objects eligible for subsidization and the scope of subsidization;
4. Analysis of results of Fund management;
5. Other matters deemed necessary by the Mayor.
(2) The Fund Management Council shall be comprised of not exceeding 12 members, including the Chairperson.
(3) The Head of the Women and Family Policy Affairs Office shall be the Chairperson, and the Vice Chairperson shall be elected from among members of the Council, and commissioned members shall be commissioned by the Mayor from among the following persons::
1. A member of the standing committee on women's policies of the Seoul Metropolitan Council;
2. A member of the Committee;
3. A person with good knowledge of, and experience in gender equality policies.
(4) Commissioned members shall serve a two-year term and may be recommissioned only once: Provided, That any member filling a vacancy shall serve for the remainder of his/her predecessor's term of office.
(5) Article 11 (5) through (7) shall apply mutatis mutandis to the operation of the Fund Management Council. <Newly Inserted on Dec. 31, 2012>
(6) Meetings of the Fund Management Council shall be classified asas regular meetingss and extraordinary meetings;s a regular meeting shall be held semiannually for the formulation of Fund management plans and the settlement of accounts of the Fund, while an extraordinary meeting shall be called by the Chairperson when he/she deems it necessary. <Amended on Dec. 31, 2012>
(7) Money of the Fund shall be deposited and managed in the treasuring of the City, and may be deposited in the Seoul Metropolitan Government Fund on Treasury Investments and Loans. <Amended on Dec. 31, 2012>
(8) The Mayor shall submit to the Seoul Metropolitan Council, a fund management plan, a report on the settlement of accounts, and analysis results of management performance each fiscal year. <Amended on Dec. 31, 2012>

CHAPTER VI SUPPLEMENTARY PROVISIONS

Article 41 (Entrustment of Affairs)

CHAPTER VI SUPPLEMENTARY PROVISIONS(1) The Mayor may entrust some of the affairs over which he/she has authority prescribed by this Ordinance to a corporation, organization, or person to handle such affairs.
(2) Other necessary matters, such as the type and scope of affairs entrusted pursuant to paragraph (1), the method of of and

procedure forfor entrustment, shall be determined by municipal rules.

Article 42 (Prior Consultation)

Where the heads of affiliated agencies and investment institutions establish policies having a having a significant impactimpact on on the promotion of gender equality, such as eliminating discrimination on the ground of gender, enhancing women's rights and interests, and expanding their social participation, they shall consult with a department relating to women's policies and notify such department of the implementation outcomes of such policies.

Article 43 (Enforcement Rule)

Necessary matters other than those provided in this Ordinance shall be determined by municipal rules.