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 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 areas in accordance with the Framework Act on Gender Equality and other statutes relating to women. <Amended by Ordinance No. 6319, Sep. 29, 2016>

Article 1-2 (Definitions)

The terms used in this Ordinance shall be defined as follows:

1. The term "gender equality" means eliminating discrimination on the ground of gender and ensuring equal participation and treatment in all areas such as politics, economy, society, and culture;
2. The term "sexual harassment" means a case where any employee, employer, or worker of a State agency, local government, or public organization prescribed by Presidential Decree (hereinafter referred to as "State agency, etc.") commits any of the following acts in terms of duties, employment and other relations:

(a) Making the other party feel sexual humiliation or aversion with verbal or physical behavior of a sexual nature, sexual demand, etc., utilizing his/her position or in relation with his/her duties, etc.;

(b) Expressing his/her intention to put the other party at a disadvantage on grounds of not complying with any verbal or physical behavior of a sexual nature or other demands or to grant the other party any benefit on condition of complying therewith;

3. The term "gender mainstreaming" means achieving gender equality in overall city administration, taking into consideration gender difference and characteristics in areas such as Acts and subordinate statutes, policies, budgets, and systems.

[This Article Newly Inserted by Ordinance No. 6319, Sep. 29, 2016]

Article 2 (Seoul Government's Responsibilities)

The Seoul Metropolitan Government (hereinafter referred to as the "Seoul Government") shall implement necessary policies and prepare financial resources for promoting gender equality, and fulfill its duties prescribed in the Framework Act on Gender Equality (hereinafter referred to as the "Act") and other statutes relating to women. <Amended by Ordinance No. 6319, Sep. 29, 2016>

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 Seoul Government in formulating and implementing its policies 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 purpose 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 master plan for gender equality policies referred to in Article 7 of the Act. <Amended by Ordinance No. 6319, Sep. 29, 2016>
(2) Each implementation plan shall contain the following matters: <Amended by Ordinance No. 6319, Sep. 29, 2016>
1. Basic direction and goals for gender equality policies;
2. Tasks and methods to promote gender equality policies;
3. Direction for securing and managing financial resources related to the promotion of gender equality policies;
4. Major matters falling under the following with respect to gender equality policies:
(a) Enhancing women's economic capabilities;
(b) Establishing the foundation for the sharing of care and work-family balance;
(c) Eliminating the gender gap in politics and social participation;
(d) Disseminating a culture of gender equality;
(e) Eradicating violence against women and protecting their human rights;
(f) Providing support for family life that ensures equality and diversity;
(g) Strengthening the foundation for promoting gender mainstreaming policies;
(h) Other projects designed to promote 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 institutions, 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 policies.
(2) The Committee shall deliberate on and coordinate the following matters: <Amended by Ordinance No. 6319, Sep. 29, 2016>
1. Formulation of implementation plans for gender equality policies;
2. Inspection 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 mainstreaming such as evaluation of gender equality policies, institutional improvement, etc.;
5. Gender impact analysis and assessment, and gender sensitive budgeting;
6. Establishment and operation of women-related facilities;
7. Other matters necessary for gender equality policies.

Article 7 (Composition)

(1) The Committee shall be comprised of not more than 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 the director-general level who is in charge of affairs on gender equality policies.

(3) Ex officio members shall be not more than 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 sound knowledge of and experience in gender equality policies.
(4) The Committee shall have one executive 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. <Amended by Ordinance No. 6386, Jan. 5, 2017>

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: <Amended by Ordinance No. 6386, Jan. 5, 2017>
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 notwithstanding Article 11 (6);
4. Where he/she is unable to perform his/her duties due to death, overseas emigration, chronic mental or physical weakness, etc.;
5. Where he/she fails to participate in activities of the Committee for a long period;
6. Otherwise where he/she is deemed unfit for fulfilling his/her duties, such as due to loss of dignity.

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 their duties in extenuating circumstances.

Article 11 (Meetings)

(1) Meetings of the Committee shall be classified into regular meetings and extraordinary meetings.
(2) Four regular meetings shall be held each year, and an extraordinary meeting shall be called by the Chairpersons when they deem it necessary and when at least 1/3 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 in urgent cases or extenuating circumstances.
(4) The meetings of the Committee shall convene upon the attendance of a majority of all incumbent members, and resolutions shall be adopted with the concurrent vote of a majority of the members present.
(5) If necessary to deliberate on agenda 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 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 in a kin 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 abstain from deliberation on and coordination of the relevant agenda item.

Article 12 (Subcommittees)

(1) Subcommittees may be organized and operated in order to study and review affairs under the jurisdiction of the Committee for each field.
(2) Subcommittees under paragraph (1) shall be a gender mainstreaming subcommittee, a policy development subcommittee, and a gender impact analysis and assessment subcommittee, and matters concerning the composition of subcommittees shall be as follows:
1. A subcommittee shall be composed of commissioned members excluding the Chairpersons from among the members of the Committee;
2. The chairperson of a subcommittee (hereinafter referred to as "chairperson of a subcommittee") shall take overall control over affairs of the relevant subcommittee and shall be elected from among the members of the relevant subcommittee (hereinafter referred to as "subcommittee members").
(3) Each subcommittee shall deliberate and resolve on matters under their jurisdiction as follows: <Amended by Ordinance No. 6637, Sep. 21, 2017>
1. Gender mainstreaming subcommittee: Matters concerning the diagnosis and adjustment of gender mainstreaming policy tasks,

such as gender sensitive budget, gender sensitive statistics, etc.;
2. Policy development subcommittee: Matters concerning proposals for, and improvement of, policies on women and families, such as childcare, job, safety, work-family balance, etc.;
3. Gender impact analysis and assessment subcommittee: Matters concerning the enactment and amendment of ordinances, policies, projects, and gender impact analysis and assessment under Article 35-2 (1).
(4) The detailed operation of subcommittees shall be prescribed by rule.
[This Article Wholly Amended by Ordinance No. 6319, Sep. 29, 2016]

CHAPTER III GENDER EQUALITY PROMOTION POLICIES

Article 13 (Operation, etc. of Gender Advisor)

CHAPTER III GENDER EQUALITY PROMOTION POLICIES(1) The Mayor shall hire a gender advisor in exclusive charge of gender equality policies to enhance gender sensitivity and disseminate gender mainstreaming in overall city administration.
(2) The scope of duties of the gender advisor shall be as follows:
1. Formulating plans to enhance gender sensitivity and developing gender equality policies;
2. Rendering advice and holding consultation in the process of formulating plans for major projects;
3. Evaluating and giving feedback on the results of implementing major projects, and preparing a report thereon;
4. Providing gender sensitive education for employees of a division that implements major projects;
5. Other matters requested by the Mayor as deemed necessary.
(3) A support organization may be established to handle affairs of the gender advisor.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]
[Previous Article 13 moved to Article 14]

Article 14 (Affirmative Actions)

The Mayor, the heads of affiliated institutions of the Seoul Government (referring to affiliated administrative institutions of the Seoul Government 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 institutions") and City-invested 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 clearly lacking, thus accomplishing substantial gender equality.

Article 15 (Expansion of Participation in City Administration)

(1) Where the Mayor and the heads of affiliated institutions establish and operate various committees, etc. to make policy decisions, they shall ensure that any particular gender does not exceed 6/10 of the number of commissioned members pursuant to the main sentence of Article 21 (2) of the Framework Act on Gender Equality, and the Committee may recommend the observance thereof: Provided, That the same shall not apply where any inevitable ground, such as lack of professional workforce of a particular gender in the relevant field, is deemed to exist and thus the Working Committee on Gender Equality adopts a resolution thereon pursuant to the proviso to the same paragraph. <Amended by Ordinance No. 6851, Mar. 22, 2018>
(2) Where the proportion referred to in paragraph (1) is not observed, the ground thereof shall be reported to the Committee.
(3) The Mayor shall increase female public officials' participation in meetings, councils, etc. comprised of and operated by relevant public officials.

Article 16 (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 opportunities 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 of the employment of public officials for a field in which the employment ratio for women is considerably low, he/she shall affirm that women are encouraged to apply for a relevant examination.
(4) The Mayor and the heads of affiliated institutions and City-invested institutions shall continually endeavor 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 institutions and City-invested institutions shall ensure that more women can enter into a higher position by providing employees under their management with equal opportunities in position management, promotion, rewards, education, training, etc.

Article 17 (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 grounds;
4. Preventing women's career interruptions and promoting reemployment thereof under the Act on Promotion of Economic Activities of Career-Interrupted Women, Etc.;
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 institutions 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 18 (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 lives:
1. Ensuring the public nature of child care by increasing child care facilities for infants and by strengthening various child care services;
2. Endeavoring to expand workplace child care facilities;
3. Revitalizing after-school child care;
4. Establishing 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 19 (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 against.

Article 19-2 (Gender Sensitive Education)

(1) The Mayor shall endeavor to provide public officials under his/her jurisdiction, etc. with education to increase their ability to recognize impacts of statutes, policies, customs, all types of systems, etc. on men and women in all areas of society (hereinafter referred to as "gender sensitive education").
(2) The Mayor may entrust gender sensitive education to a professional agency referred to in Article 18 of the Act and Article 14 of the Enforcement Decree of the same Act.
[This Article Newly Inserted by Ordinance No. 6319, Sep. 29, 2016]

Article 20 (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 Seoul Government shall organize and operate educational courses designed to raise awareness of gender equality.

Article 21 (Prohibition, etc. of Gender Discrimination and Sexual Harassment)

(1) The Mayor and the heads of affiliated institutions and City-invested institutions shall establish an equal city administration culture by prohibiting and preventing gender discrimination and sexual harassment in documents, meetings, types of work, etc.
(2) The Mayor and the heads of affiliated institutions and City-invested institutions shall take preventive action, such as providing education at least annually, 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 Government and affiliated institutions.
(4) Where a gender discrimination or sexual harassment case arises, the Mayor and the heads of affiliated institutions and City-

invested institutions shall take appropriate measures for the relevant person(s).
(5) The Mayor and the heads of affiliated institutions and City-invested institutions shall take action to prevent discrimination against, dismissal of, or other disadvantageous treatment of gender discrimination and sexual harassment victims.

Article 22 (Prevention, etc. of Domestic Violence, Sexual Violence, and Sexual Trafficking Crimes)

(1) The Mayor shall endeavor 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 institutions and City-invested 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 trafficking 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 23 (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 24 (Creation of Gender-Equal Urban Spaces and Facilities)

Where the Mayor creates and improves the following spaces, facilities, etc., he/she shall establish 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 25 (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 25-2 (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 (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 Seoul Government's gender equality policies, the state of implementation thereof, etc.

Article 27 (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 institutions, and City-invested -or City-funded institutions (referring to invested and funded institutions falling under Article 2 of the Seoul Metropolitan Government Ordinance on Evaluation, etc. of City-Invested or City-Funded Institutions).
(2) The Mayor shall reflect the results referred to in paragraph (1) in the management evaluation of the City-invested or City-funded institutions.

Article 28 (Events, etc. for Gender Equality Week)

(1) The Mayor may hold or support events to celebrate the Gender Equality Week referred to in Article 38 of the Act and Article 23 of the Enforcement Decree of the same Act. <Amended by Ordinance No. 6319, Sep. 29, 2016>
(2) The Mayor may hold or support events to commemorate International Women's Day.

Article 29 (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 30 (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 establishment and activities of women's organizations, non-profit corporations, and non-profit organizations located in the Seoul Metropolitan City, and may partially subsidize expenses incurred in their activities within the budget or within the limits of the Seoul Metropolitan Government Gender Equality Fund under Article 39 (hereinafter referred to as the "Fund"). <Amended by Ordinance No. 6319, Sep. 29, 2016; Ordinance No. 6637, Sep. 21, 2017>

Article 31 (Support for Volunteer Services)

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

Article 32 (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 33 (Citizens' Participation)

(1) The Mayor shall operate a desk for receiving opinions on gender equality policies and review suggestions, and reflect such in city administration.
(2) Rewards may be granted within the budget to a person 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 34 (Citations for Persons of Distinguished Service)

The Mayor may award citations to organizations, individuals, and public officials under his/her jurisdiction who have contributed 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 35 (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 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 35-2 (Specific Gender Impact Analysis and Assessment)

(1) The Mayor may conduct specific analysis and assessment of the following pursuant to Article 10-2 of the Gender Impact Analysis and Assessment Act:
1. Any municipal ordinance or municipal rule in force;
2. Any policy within the remit of the Seoul Government;
3. Any project closely related to improving women's status, from among projects executed by a local public enterprise or an invested or funded institution under the Local Public Enterprises Act or the Act on the Operation of Local Government-Invested or –Funded Institutions.
(2) When conducting analysis and assessment under paragraph (1), the gender impact analysis and assessment subcommittee under Article 12 (3) 3 shall deliberate on and select tasks subject to analysis and assessment.
(3) If tasks subject to analysis and assessment are selected, the Mayor shall notify the relevant institutions that he/she plans to conduct the analysis and assessment.
(4) When analysis and assessment under paragraph (1) is conducted, it may be entrusted to a professional agency.
(5) When analysis and assessment under paragraph (1) has been conducted, the Mayor shall give notice thereof to the relevant

institutions with a deadline specified, and the heads of the relevant institutions that have received such notice shall submit their outcomes to the Mayor within one month after the deadline expires.
(6) The Mayor shall inspect each year whether the outcomes submitted by the relevant institutions pursuant to paragraph (5) have been implemented.
(7) The Mayor shall submit the results of inspection under paragraph (6) to the gender impact analysis and assessment subcommittee under Article 12 (3) 3.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]

Article 36 (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 37 (Gender-Sensitive Statistics)

Where human resources statistics are compiled, 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 38 (Support for Improvement of Effectiveness of Gender Equality Policies)

(1) The Mayor may subsidize 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 35 through 37. <Amended by Ordinance No. 6637, Sep. 21, 2017>
(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. <Amended by Ordinance No. 6386, Jan. 5, 2017>

CHAPTER V GENDER EQUALITY FUND

Article 39 (Establishment of Fund)

CHAPTER V GENDER EQUALITY 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. Money transferred from the general account;
2. Earnings from operation of the Fund;
3. Other earnings.

Article 39-2 (Period for Existence of Fund)

The period for existence of the Fund shall be until December 31, 2022: Provided, That if the need arises to retain the Fund beyond the end of the period for existence, the period for existence of the Fund may be extended by amending municipal Ordinances. <Amended by Ordinance No. 6637, Sep. 21, 2017>
[This Article Newly Inserted by Ordinance No. 5409, Dec. 31, 2012]

Article 40 (Use of Fund)

(1) The Fund shall be used for any of the following projects: <Amended by Ordinance No. 6637, Sep. 21, 2017>
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 30;
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 surpluses upon the settlement of accounts may be accumulated to increase the Fund.

Article 41 (Management and Operation of Fund)

(1) The Gender Equality 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, management, and operation of the Fund: <Amended by Ordinance No. 6319, Sep. 29, 2016>
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 up to 12 members, including the Chairperson.
(3) The Chief Officer 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. <Amended by Ordinance No. 6386, Jan. 5, 2017>
(5) Article 11 (5) through (7) shall apply mutatis mutandis to the operation of the Fund Management Council. <Newly Inserted by Ordinance No. 5409, Dec. 31, 2012>
(6) Meetings of the Fund Management Council shall be classified as regular meetings and extraordinary meetings; 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 by Ordinance No. 5409, Dec. 31, 2012; Ordinance No. 6386, Jan. 5, 2017>
(7) Money of the Fund shall be deposited and managed in the treasury of the Seoul Government, and may be deposited in the Seoul Metropolitan Government Fund on Treasury Investments and Loans. <Amended by Ordinance No. 5409, 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 by Ordinance No. 5409, Dec. 31, 2012>

Article 41-2 (Application Mutatis Mutandis)

The Seoul Metropolitan Government Ordinance on Financial Operation and the Seoul Metropolitan Government Ordinance on Management of Local Subsidies shall apply to matters not provided for in this Ordinance with regard to the management of the Fund. <Newly Inserted by Ordinance No. 5409, Dec. 31, 2012; Ordinance No. 5930, May 14, 2015; Ordinance No. 6319, Sep. 29, 2016>

CHAPTER VI GENDER EQUALITY ACTIVITY SUPPORT CENTER OF SEOUL METROPOLITAN GOVERNMENT

Article 42 (Establishment)

CHAPTER VI GENDER EQUALITY ACTIVITY SUPPORT CENTER OF SEOUL METROPOLITAN GOVERNMENTThe Mayor may establish a gender equality activity support center of the Seoul Metropolitan Government (hereinafter referred to as the "center") to promote citizens' gender equality activities.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]

Article 43 (Functions)

The major functions of the center shall be as follows:
1. Formulating and implementing business plans to support gender equality activities;
2. Providing gender equality and gender sensitive education and operating capability enhancement programs for civil society activists;
3. Providing counseling on the establishment of women's civil society organizations, and supporting such organizations' growth;
4. Other matters the Mayor deems necessary for the promotion of gender equality activities.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]

Article 44 (Subsidization of Operating Expenses and Settlement of Accounts)

(1) The Mayor may fully or partially subsidize expenses necessary for the operation of the center and project expenses within the budget.
(2) Upon receipt of financial support under paragraph (1), the head of an entrusted organization shall settle accounts of expenses, etc. subsidized and give a report thereon to the Mayor.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]

CHAPTER VII SUPPLEMENTARY PROVISIONS

Article 45 (Entrustment of Affairs)

CHAPTER VII 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) The Seoul Metropolitan Government Ordinance on Entrustment of the Administrative Work to the Private Sector shall apply mutatis mutandis to other matters that are not prescribed by this Ordinance with regard to entrustment to the private sector.
[This Article Newly Inserted by Ordinance No. 6637, Sep. 21, 2017]

Article 46 (Prior Consultation)

Where the heads of affiliated institutions and City-invested institutions establish policies having a significant impact 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 in advance and notify such department of the implementation outcomes of such policies.

Article 47 (Enforcement Rules)

Necessary matters other than those provided for in this Ordinance shall be prescribed by rule.