

South Korea's Public Sector Gender Representation Enhancement Plan (3rd Plan, 2023–2027)

Gender Equality · Good practice · South Korea

Quality score: 74/100

Evidence strength: Observational / pre–post

Summary

South Korea's rolling 5-year gender representation plans delivered measurable results: female Grade-4-plus civil servants rose from 15.6% (2018) to 30.8% (2023), exceeding the 30% target ahead of schedule; the women-leaders database grew from 47,068 to 157,886.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Ministry of Gender Equality and Family, Republic of Korea](#) — accessed 2026-06-23

[Ministry of Gender Equality and Family — Official page \(MOGEF\)](#) — accessed 2026-06-23

[OGP — Enhancing Gender Diversity across Society \(KR0050\)](#) — accessed 2026-06-23

[OHCHR — CEDAW Committee 2024 review of South Korea](#) — accessed 2026-06-23

[RAND Corporation — Promoting Gender Equality in South Korea](#) — accessed 2026-06-23

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