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# **Eligibility For the Inclusive Future: Design and Impel Equitable and Safe Research Environment**

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## **Abstract**

Despite South Korea's global leadership in scientific and technological innovation, a significant disparity remains in gender representation within the research workforce. According to OECD data, while Korea ranks high in R&D investment and technological prowess, the proportion of female researchers consistently lags behind international standards. This study investigates the root causes of this gender imbalance, examining whether it stems from structural policy gaps, human resource limitations, or entrenched cultural barriers. Focusing on the specific context of Government-funded Research Institutes (GRIs) in Korea, this research explores the "missing links" between national gender equality policies and their practical implementation within laboratory environments. By examining how various gender equality policies are structured and operationalized as formal systems within the research field of GRIs, the study identifies systemic bottlenecks that hinder the creation of a truly inclusive ecosystem. Furthermore, drawing on successful cases of institutions participating in Horizon Europe, this paper proposes a sustainable Gender Equality Plan model tailored for technological innovation. The findings offer a strategic roadmap to bridge the gap between policy and practice, ensuring a safe, equitable, and globally competitive research environment that fosters scientific excellence and long-term institutional resilience.

**Keywords:** Gender Equality Policy; Government-funded Research Institutes (GRIs); Horizon Europe; R&D Ecosystem; South Korea