

'94, '95 업무계획 및 이에대한 자체 평가서

○ 자료 별첨

1995年度國政監査要求資料(V)

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第4次 世界女性會議 關聯資料

1. 94.6월 제4차 世界女性會議 準備事務局에 제출한 나이로비 미래전략 移行狀況 國家報告書 : 별첨 (1)
2. 제4차 世界女性會議 行動綱領
 - 표제 회의에서 채택된 행동강령(Platform for Action) 최종본은 유엔사무국에서 추후 공식 문서로 작성, 배포 예정임.
 - 우선 동 회의에 상정된 행동강령(안)을 첨부함 : 별첨 (2)
3. 우리政府 代表團 演說文, 報告書
 - 영부인 연설문 국.영문 : 별첨 (3)
 - 회의 보고서는 국내 주무부처인 정무장관(제2)실 및 관계부처와 협의하여 우리정부의 동 회의 후속조치 계획을 포함한 종합보고서를 최종 작성 예정임.
 - 우선 회의 종합평가 및 주요합의 내용에 관한 우리대표단 전문 보고(사본 2건)를 첨부함 : 별첨 (4)

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Review and Appraisal of Implementation of the Nairobi
Forward-looking Strategies for the Advancement of Women

National Report

Ministry of Political Affairs (II)
Republic of Korea

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Review and Appraisal of Implementation of the Nairobi
Forward-Looking Strategies for the Advancement of Women*

Preface

1. The declaration of 1975 as the International Year of Women and the establishment of the subsequent 20 years as the United Nations Decades for Women, with the objective of integrating women's concerns in all development efforts at the national, regional and international levels, had far-reaching impact on women's policies of the Republic of Korea. With the World Plan of Action to Achieve the Objectives of the International Year of Women adopted at the first international conference on women in Mexico as a start, the plans and programmes of action emerging from the successive World Conferences on Women provided the foundation for Korea's women's policies and served as an important frame of reference in the implementation of those policies.

2. In a key response to the global call for action on behalf of women, the Government established, in 1983, the National Committee on Women's Policies and the Korean Women's Development Institute. The former has been entrusted with the function of reviewing and coordinating government policies and programmes for women under the chairmanship of the Prime Minister, while the latter is dedicated to research and training. In 1988, the Government also empowered the Ministry of Political Affairs (II) with the authority to coordinate all governmental and non-governmental activities aimed at advancing the status of women and to propose measures. All government ministries concerned are required to consult with the Ministry regarding their policies, programmes and legislative actions that bear on women's rights and status.

* This Report is based on a monitoring and evaluation exercise carried out by the Government on the Implementation of the Nairobi Forward-Looking Strategies for the Advancement of Women Toward the Year 2000. The materials have been presented generally along the outline suggested by the secretariat for the Fourth World Conference on Women.

3. Subsequent to her 1984 accession to the Convention on the Elimination of All Forms of Discrimination Against Women and the adoption of the Forward-Looking Strategies for the Advancement of Women in 1985 at Nairobi, the Republic of Korea has endeavoured to pursue women's concerns in a systematic and coordinated manner within the country's overall development context. All public measures for women have been made a part of the Government's Five-Year Plan for the New Economy (1993-1997),** as they were part of the Sixth Plan (1987-1991). Both Plans gave priority to women's development, especially in the areas of health, education, employment, culture, social welfare and international cooperation.

4. During the first half of the 1980s, Korean women's socio-economic participation expanded rapidly in the country's accelerated industrialization process and changing public perception as to women's role in society. That contributed significantly to the strengthening of women's position vis-a-vis their rights and interest. Sustained international efforts within the framework of the United Nations Decade for Women and the Government's policy and programme responses to the Decade's call can also take credit for these positive trends.

5. In the following, these and other developments relating to Korean women and certain of the factors attendant to them will be reviewed in relation to the goals and objectives of the Nairobi Forward-Looking Strategies for the Advancement of Women (FSW).

** This replaced the Seventh Economic and Social Development Plan (1992-1996).

I. Review and Appraisal of the Situation of Korean Women and Measures Taken to Advance Their Status.

A. Situation of Korean Women in the Early 1980s (Pre-FSW Period)

<1> Women in the Economy

6. The pace of Korean women's economic participation accelerated during the first half of the 1980s. The economically active female population increased from 4,412,000 in 1980 to 5,975,000 by 1985, registering a 10.4% rise. This percentage gain compared favourably with the 6.6% rise in the economically active male population during the same period. Women's growing interest in gainful employment outside the home and new job opportunities that became accessible to them during the country's economic development have been responsible for this change.

7. With the rise in the economically active female population, female employment rose also, and did so at a faster rate than among men. While the average annual growth rate of employed men was 1.5% during the first half of the 1980s, that of employed women was 2.2% during the same period.

8. As in 1985, the largest proportion of employed women, 27.6%, worked in agriculture, forestry and fisheries, although this proportion represented a marked decline from the 1980 level of 39.0%. The next largest proportion, constituting 21.3% of employed women, was in unskilled labour. This meant that the proportion of this particular category of employed women hardly changed from the 1980 level of 21.0%.

<2> Women and Education

9. Average years of education for women stood at 6.63 in 1980 and 7.58 in 1985. That for men was 8.67 in 1980 and 9.66 in 1985. Thus the percentage growth in the average years of education for women and men was similar during the five year period.

10. Primary education having been compulsory throughout the 1980-1985 period, the enrollment ratios at that level consistently exceeded 100% for both males and females during and subsequent to that period. At the middle-school level, which is in the process of

becoming compulsory in stages, the enrollment ratios exceeded 90% for both genders. As for the high school level, 63.5% of male middle-school graduates and 56.2% of female middle school graduates advanced to that level in 1980, while 79.5% of males and 75.5% of females did so in 1985. Thus, the increases in the male and female high school advance ratios were 16.0% v. 19.3% in favour of the latter.

11. There have been significant increases in both the male and female participation ratios at the tertiary level as well, although the male ratio increase was much higher than the female. Specifically, in 1980, the proportions of male and female high school graduates advancing to colleges or universities stood at 11.8% and 5.8% respectively. But by 1985, they rose to 25.0% and 14.8% respectively, showing a 10.2 percentage point advantage for the males.

12. The steady and overall rise in the level of education among women brought about significant improvements in the quality of female workforce. Due, however, to prevailing traditional gender-role notions in the country's educational environment, particularly in the context of career guidance, an overwhelming proportion of female students chose education, arts and liberal arts as their major fields. In vocational training as well, priority has consistently been given to men, with the result that women are ill-prepared for the rapidly changing, high-tech based business/industrial environment of the country, and thus face serious obstacles in the labour market.

<3> Women and Health

13. In 1980, average life expectancies for men and women were 62.70 and 69.07 years respectively. By 1985, they lengthened to 64.92 and 73.33 years, representing a 2.22 year increase in male life expectancy and a 4.26 year increase in female life expectancy. Average female life expectancy thus exceeded the average male's by more than 2 years.

14. Although gender-specific data on health-related indicators, such as calorie consumption, including protein intake, are not available at this point, there has been a marked improvement in the health of average Koreans during 1980-1985, so that the state of health among Korean women as a whole can be assumed to have improved as well. This assumption is supported, in part, by the fact that the country's maternal mortality rate fell from 4.2 per 10,000 births in 1980 to 3.4 in 1985 and the rate of pre-natal clinic visits rose from 75.9% in 1980 to 93.9% in 1986.

<4> Participation of Women in National Policy-Making

15. Advances in Korean women's education brought about significant changes in their political participation. Most notable of the changes have been their heightened awareness of the importance of their direct political participation, the volume of their activities aimed at making the political system responsive to their needs and requirements, and their exercises of voting rights.

16. Due, however, to a highly gender-biased mores of the country's political environment, the results of female candidacies for political office and other efforts toward more direct political participation have been dismal. In the 1981 general election for the National Assembly, only one woman succeeded in getting elected from among the electoral districts, eight other women having been appointed to the National Assembly under a functional representation system. The nine Assembly Women together constituted 3.3% of the total 276 members of the 11th National Assembly. In the 12th National Assembly election held in 1985, two women were elected from the electoral districts and six were appointed by their parties, and the eight National Assembly Women constituted 2.9% of the same 276 member National Assembly.

17. In 1983, female civil servants made up 21.4% of all civil servants in the administrative branch of government. However, only 1.1% were in sufficiently high-level positions to participate in national policy-making. There were 156 women from outside the government who sat on various government committees and commissions and exercised direct influences on national policies of various development sectors. They represented 2.2% of the total 7,071 persons who comprised such committees.

B. Changes in the Situation of Korean Women in the Late 1980s and Early 1990s (Post-FSW Period)

1. Participation in Decision-Making at the National Level

<1> Women in the National Assembly

18. As indicated earlier, there were eight congresswomen (2.9%) among the 276 representatives in the 12th National Assembly (1985-88). In the 13th (1988-92), the number of Assembly Women was six or 2.0% of the 299 representatives and, in the 14th (1992-96), there were just four Assembly women representing 1.4% of the total 296 representatives. In other words, quantitatively at least, women's participation in the National Assembly has steadily, if marginally, deteriorated during the post-Nairobi period instead of progressing.

<Table 1>

<Table 1> Number of Representatives in the National Assembly

Assembly	Total Number of Reps	Congresswomen		Elected Congresswomen	
		Total No.	%	Number	%
12th(1985-88)	276	8	2.9	2	0.7
13th(1988-92)	299	6	2.0	0	0
14th(1992-96)	296	4	1.4	0	0

Source: KWDI, White Paper on Women, 1991.

The Central Election Management Committee, Unpublished data, 1993.

<2> Women in Local Legislatures

19. At the first local assembly election held in 1991, 40 women were elected to the Small District Assemblies, and eight women to the Large District Assemblies, which accounted for 0.9% of all local assembly representatives. The fact that 28.4% of the women who stood for election in local assemblies were elected, however, bodes well for Korean women's future in local politics. <Table 2>

<Table 2> Number of Local Assembly Women

(Persons, %)

	Total Reps.	Women Reps.	Ratio of Women Reps.
Small Asssembly	4,304	40	0.9
Large Asssembly	866	8	0.9
Total	5,191	48	0.9

Source: The Central Election Management Committee, Unpublished data, 1993.

<3> Women in the Executive Branch

Women Cabinet Members

20. The new government that took office on 25 February 1993 expanded women's opportunities for participation in national decision-making. Until 1992, there was only one woman in the 23-member cabinet, occupying 4.3% of the total. Under the new administration, three women were appointed to cabinet posts, raising female representation to 13%. Among the women cabinet members is the Minister for Political Affairs (II) who has the charge of the country's women's affairs. The Minister is assisted by a Vice Minister for Political Affairs (II), who is also a woman and whose portfolio was newly created by the new administration.

Female Civil Servants

21. As of 31 December 1986, there were 144,548 female civil servants, representing 21.6% of the total 619,491 civil servants. By 31 December 1992, the total increased to 871,527 and 219,845 (25.6%) of them were women. <Table 3> Of the latter, 492 were at the Grade 5 (Assistant Director) or higher levels and constituted 1.9% of all the officials at those levels. <Table 4> As for female foreign service personnel, they numbered 32 in December 1992, constituting 2.7% of the total foreign service personnel. <Table 5>

<Table 3> Female Civil Servants in the Executive Branch

(Persons, %)

	Total Female Civil Servants		National Gov't Fem. Civil Servants		Local Gov't Fem. Civil Servants	
	No.	Ratio	No.	Ratio	No.	Ratio
1986	144,548	21.6	116,060	24.9	28,488	14.0
1992	219,845	25.6	163,015	29.4	56,830	18.8

Source: Ministry of Government Administration, Annual Report, 1993.

<Table 4> Women Civil Servants by Class/Category (1992)

(Persons, %)

	Total Female Civil Servants		Female National Civil Servants		Female Local Civil Servants	
	No.	Ratio	No.	Ratio	No.	Ratio
General	42,580	15.9	11,376	11.4	31,204	18.5
(1-5th)	(492)	(1.9)	(212)	(1.7)	(280)	(2.2)
(6-9th)	(41,181)	(17.8)	(10,518)	(13.8)	(30,663)	(19.8)
(Research/ Guidance)	(907)	(7.5)	(646)	(5.9)	(261)	(21.0)
Technical	40,649	22.3	20,933	25.7	19,716	19.6
Excepted	5,396	33.0	652	15.7	4,744	38.9
Temporary	4,210	38.4	3,158	86.8	1,052	13.3
Special	127,009	33.5	126,895	34.7	114	0.8
Political	1	0.9	1	0.9	-	-
Total	219,845	25.6	163,015	29.4	56,830	18.8

Source: Ministry of Government Administration, Op.cit., 1993.

<4> Women in the Judiciary

22. Of the total of 9,089 judiciary sector employees in 1992, 1,955 or 21.5% were women. The proportion of women in this sector has been rising steadily and, at present, 42 or 3.7% of the 1,133 judges in the country are women. <Table 6>

<Table 5> Women in Foreign Service

(Persons, %)

Total	Female	Female Ratio	
1986	1,005	15	1.5
1992	1,193	32	2.7

Source: Ministry of Government Administration, Op. cit., 1987 & 1993.

<Table 6> Civil Servants in Judiciary Functions

(persons, %)

	Total	Female	Female Ratio
1987	7,886	1,568	19.9
1992	9,089	1,955	21.5

Source: Ministry of Government Administration, Annual Report, 1988 & 1993.

23. By a 1992 count, there were 2,600 lawyers in the country and 29 or 1.1% of them were women. In the past few years, however, the number of women passing the national examination for legal practice has been increasing rapidly so that female representation in the country's legal profession is expected to rise significantly in the near future.

<5> Women in the Police

24. In 1986, there were 677 women in a total police force of 61,883, representing 1.1%. The number increased to 963 by 1992 without, however, raising the female representation in

the total police force of 88,947. One notable change was the opening of the women's police academy. It produced female graduates for the first time in 1992.

<6> Women in the Military

25. As of 1993, there were 2,000 women in 14 different functional branches of the Korean military service, including 800 nursing officers. The Government established, in 1989, the Women's Army School to produce female military officers and the trainees are recruited from among the four year college/university graduates. Every year, 40 graduates each are recruited into infantry, adjutant, accounting, public relations, medical, chemical and military police functions. At present, the highest military rank held by women is that of colonel. Seven women, including the head of the women's corp and six women belonging to the nursing corp, hold that rank.

26. The government is currently examining the possibility of accepting women into the military academies and into the ROTC.

<7> Women in Government Committees/Commissions

27. There are numerous committees and commissions from which the government seeks advice at the presidential, prime ministerial or ministerial level. In order to increase the number of women in those bodies and thus expand their participation in national decision-making, the Ministry of Political Affairs (II) has developed a concrete course of action which included the compilation and distribution to various government ministries of a roster of 4,700 women qualified to serve on their committees. In part as a result of this action, female representation in the various committees/commissions increased from 5.5% in 1988 to 9.0% in 1990. The Government plans to raise the representation ratio to 15% by the year 2000. <Table 7>

<8> Special Measures for Increasing Female Civil Servants

28. To encourage women to enter public service, a field where women's profile has hitherto been extremely low, the Government, in 1981, introduced a gender-differential approach to public employee recruitment, whereby a portion of the Grade 9 (entry level) posts were reserved for women. With the rapid rise in the number of women wishing to enter public service, however, the gender-differential approach proved to be counter-productive. The

Government abolished this approach in 1989, except where its application is unavoidable, such as certain sectors of the military and law enforcement. As a result, the proportion of new female recruits into civil service increased to 30.3% in 1990, 43.3% in 1991 and 40.7% in 1992, whereas it had remained at around 10% in previous years. In real terms, 41,894 women newly entered the civil service between 1989 and 1992.

<Table 7> Number of Women on Government Commissions/Committees

	Total	Female	Female Ratio
1984	7,071	156	2.2
1988	10,645	585	5.5
1990	11,374	1,019	9.0

Source: KWDI, White Paper on Women, 1986.

Ministry of Political Affairs (II), Status of Women's Participation in Government Commissions/Committees, 1988 & 1991.

29. In 1988, the Government established Family Welfare Bureaus in 15 City and Provincial Administrations to take charge of work for women, youth and the elderly and appointed women to head the Bureaus. Further, in 1992, Family Welfare Divisions were established within 184 small city, county and district administrations and appointed women as heads of those Divisions.

30. In December 1993, a special personnel management guideline prohibiting improper treatment of women in recruitment, placement, promotion, remuneration and training of public employees was introduced. It bans gender segregation in all public sector personnel management practices as a matter of principle, and requires all personnel actions to be strictly on the basis of objective standards and performance.

<9> Activities of Women's Organizations

31. Non-governmental women's organizations have been increasingly active during the Decade for Women. In that general context, expanding women's political participation received their

special attention. They hosted numerous seminars, engaged in campaigns and provided leadership training to either reorient public perception regarding women's political participation or to strengthen the latter's capabilities for such participation.

2. Mechanisms to Promote the Advancement of Women

<1> Institutional Machinery for the Advancement of Women

The Ministry of Political Affairs (II)

32. The Government appointed a woman as the Minister of Political Affairs (II) in 1988 and empowered her to coordinate all governmental and non-governmental activities directed toward the advancement of Korean women.

33. The Ministry, in consultation with other sectoral ministries concerned, identifies issues and problems relating to women and develops and recommends policy measures to address them. Where activities of the concerned ministries and agencies overlap or come in conflict, the Ministry intervenes to bring about the necessary adjustments. All government ministries and organs at various levels are required to consult the Ministry in advance when drafting new laws or planning new programmes with implications for women. The Minister of Political Affairs (II) is assisted by a Vice Minister and an Assistant Minister and four Coordinators of Political Affairs.

National Committee on Women's Policies

34. The Committee was established in 1983 by an Executive Decree as an advisory body under the Office of the Prime Minister. With the highest advisory authority on women's policies in the country, it reviews all major legislations, strategies, policies and programmes stemming from government ministries and agencies and advises the Prime Minister. It also proposes policies and programmes of its own and, indirectly, has a monitoring function with reference to the activities of the various government agencies concerned with women.

35. The Committee is chaired by the Prime Minister, with the Deputy Prime Ministers for the Economic Planning Board and the National Unification Board and the Minister of Political Affairs (II) serving as co-vice-chairpersons. Other permanent members are the Ministers of Foreign Affairs; Home Affairs; Justice; Education; Culture and Sports; Agriculture, Forestry and Fisheries;

Health and Social Affairs; and Labour (Ex-Officio), and individual experts from outside the government appointed by the Prime Minister. The non-Ex-Officio members represent diverse interests in the non-governmental sector and have expertise on women's affairs. The various organizations for the advancement of women and the government ministries are closely and formally linked through the Committee.

36. In December 1993, the Committee's charter was revised to expand its total membership from the previous 25 to 35, to constitute up to three sectoral sub-committees and, when necessary, to establish special sub-committees for strengthening the function of the Committee as a whole. Under the revised charter, the Committee has been empowered to request the government ministries and agencies concerned to submit their respective plans of action for women and to receive reports on their implementation.

Administrative Machinery for Women in Various Government Ministries

37. Policies and programmes for women are formulated and implemented by many ministries of the government in consultation with the Ministry of Political Affairs (II) and under the advisement of the National Committee on Women's Policies.

38. Within the Ministry of Health and Social Affairs are a Women's Welfare Division, which is part of the Office of Social Welfare Policies, and the Office of the Family Welfare Examiner who has an overall charge of women's affairs in the social welfare field. Major responsibilities of the Women's Welfare Division include programme planning, programme development and dissemination for the purpose of promoting women's welfare and for strengthening their self-reliance, and supervision of institutional facilities for disadvantaged women.

39. The Ministry of Labour has, within its Labour Standards Bureau, the Division for Women and Minors, as well as a Women's Guidance Officer directly under the Vice Minister. The two entities work together to deal with women's issues and problems in the labour field. The Division for Women and Minors in particular is responsible for the working conditions of women and minors, for their protection and guidance in work context, and for the promotion of their well-being in general.

40. To review policies and programmes for working women, the Committee on Working Women was established in December 1988. It consists of officials of concerned ministries, and representatives of labour and women's organizations.

41. Other ministries, including the Economic Planning Board, the National Unification Board, Ministries of Foreign Affairs, Home Affairs, Justice, Education, Culture and Sports and Agriculture/Forestry/Fisheries undertake women-related activities consistent with their respective functions. At the sub-national or local level, there are 15 city or provincial Family Welfare Bureaus and 184 city, county or district Family Welfare Divisions that carry administrative responsibilities for a myriad of women's affairs, as mentioned in connection with women in the civil service.

Government-Funded Women's Research Institute

42. The Korean Women's Development Institute (KWDI) was established in 1983 to act as a brain trust for the advancement of Korean women, carrying out research on women's issues, providing training to develop women's resources, and providing technical support to women's organizations. A total of 164 persons are on the Institute's staff.

43. The Institute was transferred in 1991 from the administrative purview of the Ministry of Health and Social Affairs to that of the Ministry of Political Affairs (II) in a step to make clearer the locus of governmental responsibility for women's affairs.

◁▷ National Plans for the Advancement of Women

44. The inclusion of a women's section in the Sixth Five Year Economic and Social Development Plan (1987-1991) marked the beginning of integrating women's concerns into the overall national development planning and recognizing the linkage between national development and the development of women. In the Seventh Plan (1992-1996), the objective of removing obstacles to women's participation in all aspects of national life received particular attention and the necessary policy tasks have been incorporated into the Plan activities for education, employment, culture and social action, social welfare and international cooperation. The Five-Year Plan for the New Economy, which replaced the Seventh Plan, accords special attention to the well-being of working women.

45. The Women's Section in the "Long-Term National Development Plan Towards the Year 2000" (1986) contains activities to promote women's political participation, to expand the sphere of their participation as citizens, to vitalize their activities as consumers and to support appropriate NGO activities.

<3> Government Allocations for the Development of Women

46. Information on government budgets, as they currently exist, do not have breakdowns by genre. It is therefore not possible to estimate separate resource allocations for the women's sector.

<4> National Focal Point for the World Conference on Women

47. For the Fourth World Conference on Women, the National Committee on Women's Policies, chaired by the Prime Minister, has been serving as the national preparatory committee, administratively backstopped by the Ministry of Political Affairs (II) which is the substantive national focal point for the Conference. All governmental activities in preparation for the Conference, including the drafting of the present report, are under the Ministry's purview.

<5> NGOs for the Advancement of Women

48. The goals and objectives of Korean women's organizations generally co-incide with women's self-development and empowerment concerns, creating conditions for wholesome family life, providing guidance to youths, contributing to society through voluntary service, and international exchange and fellowship. In 1993, there were approximately 2,200 active women's organizations affiliated with 80 or so nation-wide umbrella bodies based in Seoul.

49. The organizations grew effective in collaborative activities among themselves. This has been particularly evident in their promotion of women's economic and political participation, their efforts to advance the rights of working women, their leadership roles in consumer protection and the preservation of the environment, their campaigns against violence and calls for pertinent legislative action, and their monitoring of the media for their implications for women. Many have also been active with women's organizations in other countries and with international women's organizations. Through these efforts, women's organizations are gradually turning into expert bodies in their respective fields of interest and competence.

50. The Government supports organizations engaging in activities for which direct government intervention is neither possible nor desirable and, thus, promotes their participation in a wide range of national affairs.

3. Awareness of and Commitment to Internationally and Nationally Recognized Women's Rights

<1> Status of Women Under the Constitution

51. All Korean citizens are equal before the law. The Constitution of the Republic of Korea sets down the fundamental principle of genre equality in its Article 11, Item 1, by stipulating that "All citizens shall be equal before the law, and there shall be no discrimination in political, economic, social or cultural life on account of sex, religion or social status". This principle receives concrete elaborations in the Constitution's various sectoral clauses.

52. In connection with economic activity, for example, Article 32, Item 4, stipulates that "Special protection shall be accorded to working women and they shall not be subjected to unjust discrimination in terms of employment opportunities, wages and working conditions".

53. In the area of family life, Article 36, Item 1, stipulates that "Marriage and family life shall be entered into and sustained on the basis of individual dignity and equality of the sexes, and the State shall do everything in its power to help achieve that goal".

54. Concerning political activity, Articles 24 and 25 state, "All citizens shall have the right to vote under conditions prescribed by law" and "All citizens shall have the right to hold public office under conditions prescribed by law". They, thus, guarantee equal opportunities for women and men in public life.

55. Also, by stipulating in Article 34, Item 3, that "The State shall endeavor to promote the welfare and rights of women", the Constitution obligates the State to advance women's status.

<2> Legal Measures for the Advancement of Women's Status

56. Since the 1980's, a broad range of laws have been revised to remove genre-biases from them or were newly enacted to introduce institutional adjustments for women's advancement. The revised or newly enacted laws include the following:

The Labour Standards Act

57. Based on Article 32, Item 4, of the Constitution mentioned earlier, the Labour Standards

Act was revised to ensure equal treatment of working men and women (Article 5) and to protect women's maternity rights in work context. (Chapter 5).

58. Previously, a limited range of employers were bound by the Labour Standards Act. Following its revision on 29 March 1989, i) all business/industrial establishments with five or more employees are bound by it; ii) penalties for non-compliance are stiffer; iii) the employer is required to grant menstrual leave even without the employee requesting it; and iv) the employer now must seek the consent of female employees for their overtime work, whereas, previously, only the permission of the Minister of Labour was necessary.

59. To encourage its speedy implementation by concerned employers, the revised Labour Standards Act stipulates harsher penalties for non-compliance. A fine of up to five million won (US\$6,250) has been set for violation of the equal treatment for equal work clause and up to 5 years, imprisonment or a 30 million won (US\$37,500) fine for violation of the maternity rights protection clause.

The Family Law (Domestic Relations and Inheritance Clauses of the Civil Code)

60. The Family Law, in its 1958 version, contained many traditional elements contrary to the principle of gender equality, especially with respect to marital, divorce and inheritance rights. The Law was revised in 1990 to remove discriminatory elements and accord women a status almost equal to men's. It thus introduced an egalitarian family system with the husband and the wife at its center as equal partners.

61. The revised Family Law grants women the right to head a family, something previously unthinkable in the country's heavily Confucian culture, and removed male privileges in inheritance. It also gives women the right to claim their share of family property even without formal titles to it. Furthermore, it grants divorced women the right to guardianship over their children.

62. In support of the revised Family Law and its full and speedy implementation, the Government took steps to adjust related tax laws and to legislate the Domestic Litigation Act. The Inheritance and Gift Tax Act, revised in 1990 and again in 1994, for instance, upwardly adjusted the level of tax exemption for the wife's inheritance from her spouse's estate. This is in clear legal recognition of the right of the housewife to her share in the family property even when she has not contributed to it directly such as through gainful outside employment.

63. The Property Tax Assessment Regulations, used to check the source of funds for acquiring property, previously contained gender-discriminatory definitions of taxable sources of fund and gender-differential tax deduction ceilings. Those inequalities have been removed with the June 1991 revision of the Regulations.

The Equal Employment Opportunity Act

64. This Act was first legislated in 1987 to realize the principle of gender equality in employment opportunities and conditions and to protect motherhood in women's work context, as stipulated in the Constitution. It is also aimed at developing women's occupational potentials and thereby advancing their socio-economic status. This Act codified the principle of gender-equal treatment of all workers and maternity rights of working women and has made it possible to impose sanctions against employers engaging in gender-discriminatory personnel practices.

65. While the 1987 Equal Employment Opportunity Act was the country's first legal instrument for enforcing the equal treatment for equal work principle and for protecting women's maternity rights, there was need for making these provisions, as well as the non-discriminatory recruitment and employment requirements, more explicit. Accordingly, the Act was revised in April 1989.

66. The revised Act, *inter alia*, provides for the extension of unpaid child-care leave to up to one year and for making the leave period counted as part of a consecutive work period. Further, in labour disputes, the burden of proof has been shifted from the employee to the employer.

67. To strengthen its power for enforcement, the revised Act stipulates penalties of up to two years in prison or a fine of up to 5 million won (US\$6,250) for violation of the equal wage, resignation, retirement and dismissal provisions (Article 23), and a fine of up to 250 million won (US\$3,125) for violating the equal recruitment, training, placement and promotion requirements and the child-care leave provision.

The Mother-Child Welfare Act

68. The Mother-Child Welfare Act went into force on 1 April 1989 to promote the security of families without fathers and to ensure the development of women and children in such families.

The beneficiaries under this Act include widowed, divorced and abandoned women with minor children, as well as those whose spouses have lost ability to work due to physical or mental disorders or are serving prison terms.

69. Under the Act, low income families without bread-winners receive temporary protection in institutions and are trained, over a number of years, to become financially and socially independent. There are 39 protection facilities and three self-support facilities (rent-free housing only) for these purposes throughout the country.

The Infant and Child Care Act

70. The Infant and Child-Care Act passed the legislature on 14 January 1991 in response to urgent child-care service needs brought about by a rapid rise in the number of women entering the labour market and participating in civic activities. Under the Act, a comprehensive child-care service system, with priorities for the children of low-income families with working mothers, are in the process of being established.

71. The Act contains, *inter alia*, the requirement that all business/industrial firms with more than 500 female employees must establish at least one day-care facility each within their respective premises, or, alternatively, subsidize external child-care service charges incurred by their female employees.

72. The Act has not only established a legal foundation for systematizing and expanding child-care facilities and services required by women's entry into the social and economic fields but has succeeded in bringing the State, the local governments and legislative bodies as major partners in the effort. At the same time, it has helped to establish, in the public mind, the fact that child-care issues are public as well as domestic issues bearing simultaneously on the advancement of women and that of the Korean society as a whole.

The Mother-Child Health Act

73. The Mother-Child Health Act was broadly revised in 1986 to ensure a more balanced and equitable access to public health services. The revised Act substantially up-graded the quality of mother-child health service throughout the country.

The Civil Service Examination Regulations and the Local Civil Servant Employment Regulations

74. The regulations governing the national civil service examination and the employment of local civil servants were revised in June 1989 and June 1991 respectively. As a result, there is no longer gender-based discrimination in the recruitment process of civil servants at either the national or local level.

The Law for Punishing Sexual Offenders and Protecting Victims of Sexual Assault

(Please see section 7. <1> Policies for Rooting Out Sexual Violence)

<3> Ratification of International Accords on Women

75. The Government of the Republic of Korea signed the Convention on the Elimination of All Forms of Discrimination Against Women in May 1983 and ratified it on 27 December 1984, albeit with reservations on Articles 9 and 16-1 (c), (d), (f) and (g). On 15 March 1991, however, the reservations on Article 16-1 (c), (d) and (f) were withdrawn in a follow-up on the revised Family Law mentioned. The reservations on Articles 9 and 16 (g), pertaining to the right to choose one's surname, still remain because they are incongruous with the country's current law covering the matter. The Convention went into force on 26 January 1985.

76. Under Article 6, Item 1, of the Constitution, stipulating that "Treaties duly concluded and promulgated in accordance with the Constitution and the generally recognized rules of international law shall have the same effect as domestic laws of the Republic of Korea", the Convention on the Elimination of All Forms of Discrimination Against Women, with the exception of the articles reserved, has the same legal status as domestic laws.

77. The Republic of Korea ratified the following international instruments related to the protection and/or development of women, in addition to the Convention on the Elimination of All Forms of Discrimination Against Women:

- . The Convention on the Political Rights of Women (effective since 1959).
- . The Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (effective since 1962).

The optional protocol to the International Covenant on Civil and Political Rights and other major international accords relating to human rights.

<4> Major Policies for Promoting Awareness of Women's Rights

Inculcation of Gender Equality through Social Education

78. As part of a broader government effort to break down the traditional prejudices against women, various public sector training institutions have engaged in numerous training activities for public employees of all levels. In 1991, 4,905 persons underwent such training in 27 separate courses while, in 1992, 3,529 persons received training in 31 courses. At present, seven national training institutions carry courses designed to sensitize public employees on women's issues as an integral part of their regular curricula.

79. Concurrently, in 1992, the Government developed a training programme aimed at cultivating and utilizing women's potentials in various sectors of national development and distributed the programme to 44 adult education agencies throughout the country, with the result of vitalizing and up-grading the quality of their training activities for women.

80. To secure well-qualified lecturers and speakers in support of training efforts such as above, some cities and provinces (Seoul and Taegye Cities and South Chulla and North Choongchung Provinces, etc.) have begun to operate Lecturer Banks. On average, each Lecturer Bank manages 60-70 qualified persons. As of 1992, a total of 450,000 persons had received training in 2,505 separate lectures.

81. A fair amount of audio-visual materials, including movies, video tapes and slides, have been developed and distributed by the Korean Women's Development Institute with a view to impacting on a broad range of the public in a short time. Eight movies, 12 video tapes and five sets of slides have been produced since 1984. All Women's Centers under the city and provincial administrations have been supplied with these materials and, as of 1992, the Centers had rented them out to various groups and organizations 10,800 times.

Gender Equality in School Education

82. The Government has made removing gender bias from the curricula, textbooks and other

teaching materials and from the career guidance process at various levels of schools a priority in the Sixth Five-Year Economic and Social Development Plan (1987-1991). Some of the specific actions taken in this connection include:

- Integrating the technical and home management subjects at the middle school level and requiring both sexes to participate in the integrated course;
- Removing gender-prejudicial contents from textbooks published since 1987; and
- Balancing the male and female representations in the textbook illustrations.

83. The Government banned gender-exclusive admission practices on the part of certain educational institutions. As a result, it is now possible for female students to enter colleges and universities previously inaccessible to them, i. e. the Technical College (since 1987), the College for Tax Administration (since 1988), the Police Academy (since 1989), the Railway Junior College (since 1990), and Agricultural Cooperative Junior College (since 1991). At the time of this writing, only the military academies still adhere to their male-only status.

84. To overcome gender-biases associated with school advancement and career preparations, the Government developed and distributed the Manual for Career Guidance of Middle and High School Girls to all career guidance teachers. It also provided sensitization training to the principals and supervisors of all elementary, middle and high schools with a view to securing their support of the Government's effort in the subject area.

Co-education

85. Co-education is fairly universal in the country. In 1992, all schools at the primary level were co-educational, while 55.1% of the middle schools and 40.5% of the high schools were so. The Government encourages all middle and high schools being newly established to be co-educational. At the tertiary level, a number of private colleges and universities, representing approximately 10% of all the institutions at that level, are exclusively for women.

Elimination of Gender Bias through the Mass Media

86. The Government collaborates closely with the Broadcasting Committee, established in accordance with the Law on Broadcasting, in order to effectively redress instances of gender

discrimination in the mass media. The Committee set down regulations governing the media in 1988 and radically revised them in 1992 to ensure that the Committee's supervision over the media is fair, due process is observed and people concerned are accorded equal respect regardless of their occupation, educational background or gender. In 1985, the Committee took the special step of warning all broadcasting establishments to refrain from projecting images harmful to the dignity of women and, in 1990, launched an Audience Grievance Committee to allow, among others, the general public to monitor the media contents and to demand redress. The Korea Broadcasting Company (KBS), a government-subsidized establishment, on its part, began in 1990, at the suggestion of the Ministry of Political Affairs (II), a televised campaign to transform the public perception of women. In 1991, the National Film Production Center created a public information film entitled "Women's Status: What has Changed?" and distributed it to all the cinema halls and theaters in the country for screening.

87. Monitoring media contents, especially those televised and in the newspapers, for possible gender bias has become an important regular activity of non-governmental women's organizations. Not only the umbrella organizations at the national level but their grass-roots affiliates as well have been active in this area and had significant impact on the nature of the media flow and on media users.

4. Social Services for Women and Children in Difficult Circumstances

<1> Female-Headed Households

88. In 1985, there were a total of 9,571,000 households in the country and 1,501,000 of them or 15.7% were headed by women. In 1990, the number of female-headed households increased to 1,786,000, representing, again, 15.7% of the total 11,354,000 households in that year. <Table 8>

89. The proportion of widowed women has not changed to any significant degree during the 1980-1990 period, while that of divorced women gradually increased. <Table 9>

<Table 8> Heads of Households by Gender

Year	(Households, %)				
	Number of Households			Component ratio	
	Total	Male-headed	Female-headed	Male-headed	female-headed
1980	7,969,201	6,800,663	1,166,444	85.3	14.7
1985	9,571,361	8,071,058	1,498,322	84.3	15.7
1990	11,354,540	9,567,785	1,786,755	84.3	15.7

Source: National Statistical Office, Population and Housing Census, 1992.

<Table 9> Number of Women Widowed, Divorced, Separated or Deserted

Year	(Persons, %)			
	Widowed	Divorced	% of all women > 15 yrs	
			Widowed	Divorced
1980	1,666,190	77,451	13.3	0.6
1985	1,787,977	100,124	12.4	0.7
1990	2,037,423	139,332	12.5	0.9

Source: National Statistical Office, Population and Housing Census, 1992.

90. The Mother-Child Welfare Act went into effect on 1 April 1989 to help support low-income female-headed families. Based on this law, the Mother-Child Welfare Committee was established at the national level and in every city and province by April 1991. The Committees were charged with the responsibility of help formulating policies and programmes for female-headed or fatherless families.

91. According to a survey on the status of fatherless families undertaken by the Ministry of Health and Social Affairs, there were 244,710 persons in 75,889 fatherless families in 1989 but the number decreased to 170,561 persons in 55,772 fatherless families by 1992. The number of fatherless households under the protection of the Mother-Child Welfare Act, on the other hand, has increased from 35,922 (54.6% of all mother-child families) in 1990 to 40,514 (72.6%) in 1992.

<Table 10>

<Table 10> Mother-Child Protection Status

	(Household, Persons, %)			
	1989	1990	1991	1992
Target Housholds	75,889	65,755	58,922	55,772
Target Population	239,272	207,370	184,186	170,561
Households Protected	35,790	35,922	38,888	40,514
(Rate of Protection)	(47.2)	(54.6)	(66.0)	(72.6)

Source: Ministry of Health & Social Affairs, Unpublished data, 1993.

92. Under the Mother-Child Welfare Act, fatherless families may receive protective care at the mother-child protection facilities over a period of three to five years, during which they are provided with livelihood and prepared for their eventual return to society as self-supporting social units. In 1992, there were 39 mother-child protection facilities in the country and 2,697 persons were receiving care at the same. When the families leave the facilities, 1.5 million won (US\$1,875) each is granted for establishing independent households. For those to whom mother-child facilities are inaccessible for one reason or another, or those whose capacity for independent living is weak after leaving such facilities, there are three mother-child self-support facilities where they are provided with free housing.

93. Since 1992, all low-income fatherless families have become entitled to permanent low-rental apartments especially constructed for such families. Also, in 1993, the education grant for the children of low-income families, which previously covered only up to middle school, was extended to cover up to high school.

<2> Unemployed Rural and Urban Women

94. Unemployment among rural women appears in statistics as being considerably lower than among urban women. This is because the majority of rural women are unpaid family workers and counted as employed, whereas the majority of urban women who also engage in unpaid family work are not counted as such. <Table 11>

<Table 11> Female Unemployment Ratio

	%		
	1980	1985	1992
Total	3.5	2.4	2.1
Urban	5.5	3.0	2.4
Rural	0.7	0.8	0.5

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

<3> Day-Care Facilities for Children

95. Since the legislation of the Infant and Child Care Act in 1991, facilities for the care of young children have increased rapidly under government support. As in September 1993, 149,000 young children were receiving day care and related services at 5,239 facilities of various categories. <Table 12> The Government subsidizes the service costs for the children of families protected under the Livelihood Protection Act, as well as those for the children of other low-income families specified by the ordinance of the Ministry of Health and Social Affairs. For the children of families with a monthly income less than 700,000 won (US\$875), only 50% of the service charge is subsidized.

96. Based on the revised Tax Exemption Act and Income Tax Enforcement Decree of December 1991, child-care service organizations receive indirect fiscal support. Further, by virtue of the revised administrative regulations pertaining to the Construction Act, restrictions on the construction of child-care and other public interest facilities have been relaxed, paving the way for a rapid rise in the number of the country's child-care facilities.

97. The Government has been providing more direct support toward the construction and operation of child-care facilities, which included subsidizing personnel costs and the cost of their training. It is expected that by 1997, there will be a sufficient number of child-care facilities to accommodate all or most children in need of day or temporary care outside the family. In the meantime, priority goes to the children of low-income families.

<4> Vocational Training

98. As an integral part of the government's plan to expand employment opportunities for women, many vocational training programmes have been developed and made accessible to them. These programmes are available from three major sources: public training institutions, training arrangements established within the work place, and other authorized training establishments. With regards to the second source, it has been obligatory for business/industrial corporations with a certain number of employees to offer in-house education and training programmes. The authorized training institutions are those managed by legally recognized social welfare organizations, other non-profit organizations and individuals under government licence.

99. The institutions offering training to women numbered 136 in 1985 and 294 in 1992. These figures represented 50.0% and 71.5% respectively of the total numbers of vocational training institutions that existed in the years concerned and indicate a 21.5% rise in the number of training facilities for women during the seven year period. The number of women who underwent training at the facilities decreased from 25,594 in 1980 to 9,057 in 1985 but increased to 29,791 in 1992. Ratio-wise, however, there has been a 7.8 percentage point decline between 1980 and 1992. <Table 13>

<Table 12> Child Care Facilities by Type

	(Facilities)		
	1991	1992	1993. 9
Public	503	720	804
Private	1,217	1,808	2,238
At Work Place	19	28	29
Child Care at Home Settings	1,931	1,957	2,168
Total Facilities	3,670	4,513	5,239
Number of Children Cared	(89,441)	(123,297)	(149,102)

Source: Ministry of Health & Social Affairs, Unpublished data, 1993.

Note : The figures include only those facilities that have been registered with the concerned public authorities.

<Table 13> Type of Training Institutions and Trainees by Gendre, 1980-1992
(Persons, %)

		1980	1985	1992
Total	Total	104,480 (100.0)	55,385 (100.0)	178,864 (100.0)
	Female	25,594 (24.5)	9,057 (16.3)	29,791 (16.7)
Public	Total	31,131 (100.0)	22,583 (100.0)	26,131 (100.0)
	Female	1,246 (4.0)	924 (10.2)	2,415 (9.2)
In-House	Total	66,123 (100.0)	23,876 (100.0)	122,457 (100.0)
(Busi/Ind)	Female	21,258 (32.1)	4,388 (48.4)	19,827 (16.2)
Accredit.	Total	7,136 (100.0)	8,926 (100.0)	30,276 (100.0)
	Female	3,090 (43.3)	3,745 (41.4)	7,549 (24.9)

Source: Ministry of Labour, Women and Employment, 1981, 1986 & 1993.

100. Especially noteworthy in connection with vocational training for women was the establishment, in 1991, of the National Vocational Training Institute for Women at Ansong. At present, 450 women are undergoing training in six advanced business industrial skills such as precision measurements, electronics, machinery installation, dress design, precious metal craft and office automation.

5. Equal Participation of Women in the Economic Structure,
Policy Formulation and Production

<1> Bank Loans

101. Bank loans are normally available to those with financial credibility and sufficient collateral. For that reason, gendre-related guidelines and regulations governing loan transactions do not exist in the country. In reality, however, since the level of women's economic participation and ownership of assets is considerably lower than that of men, the former is disadvantaged in their access to loans and credits. Specific figures in this regard are unavailable because the country's financial data have no gendre breakdowns.

102. With adequate collateral, however, it is not necessary for women to obtain their spouses' written permission for financial transactions. In applying for credit cards, for instance, women and men are equally required to present proofs of income tax and property tax payments or of good credit rating.

103. Under the provisions of the Mother-Child Welfare Act of April 1989, women with children under 18 years of age receive special consideration when taking out loans for small business, children's education or medical care.

<2> Land Ownership in Rural and Urban Areas

104. In 1980, the arable land per farm household was 0.6 ha and the size of field alone was 0.4 ha. By 1985, the two categories of agricultural land per farm household had slightly increased, to 0.69 ha and 0.43 ha respectively and, in 1992, registered marginal increases again to reach 0.80 ha and 0.46 ha per farm household respectively. Information on gender-specific land ownership status is not available.

6. Access to Education, Health and Employment

a. Education

<1> Illiteracy

105. Since the legislation of the Education Act in 1949, primary school education has been compulsory and, subsequent to 1970, the enrollment ratios at the elementary level has consistently exceeded 100%. Both urban and rural literacy rates may therefore be assumed to be nearly 100%. However, to go by an UNESCO estimate, the illiteracy rate among Koreans aged 15 years or more was 3.7% in 1990. By gender 6.5% of the women aged 15 years or more and 0.9% of the men in the same age category were illiterate.

<2> Enrollment, Attendance and Graduation Ratios

Enrollment Ratio

106. Between 1985 and 1992, almost all Korean children of school age were enrolled in

primary schools and there was no gender gap in this regard. As of 1992, more than 90% of the primary school graduates proceeded to middle schools and, again, there was no gender gap. As for high school enrollment, 75.5% of female middle school graduates went on to high school in 1985, while 87.9% of them did so in 1992. Of the female high school graduates, 14.8% went to colleges or universities in 1985 and 19.4% in 1992. These figures show a significant improvement in the enrollment ratios of female students at the various levels of education. <Table 14>

<Table 14> Enrollment Ratios

		(%)			
		Primary Sch.	Middle Sch.	High Sch.	Inst. of Higher Edu.
Male	1980	102.9	95.1	63.5	11.8
	1985	100.0	100.1	79.5	25.0
	1992	101.5	97.0	89.2	29.6
Female	1980	103.7	92.5	56.2	5.8
	1985	100.1	99.6	75.5	14.8
	1992	102.1	97.4	87.9	19.4

Source: Korean Education Development Institute (KEDI), Education Indicators of Korea, 1992.

Attendance Ratio

107. The trend has been for both female and male students to attend schools in equal proportions up to the middle (compulsory) level. In the high school and college/university attendance ratios, however, the female portions increased more rapidly, indicating an improved female access to educational opportunities in the wake of the country's recent economic development and in a social climate more realistically disposed as to the place of women in society. <Table 15>

Graduates Advancing to Higher Levels

108. Owing to the extension of compulsory education to the middle school level since

1985, more than 99% of the primary school graduates proceeded to middle schools during 1985-1992, and 98.5% of the male and 98.1% of the female graduates of middle schools advanced to high schools in 1992. Of general high school graduates (as distinguished from vocational high school graduates), 49.3% of the males and 51.6% of the females went on to colleges or universities. The advancement ratio among the female high school graduates thus surpassed that among the male graduates by 2.3%. <Table 16>

Completion Ratio

109. Changes in the ratio of students successfully completing various levels of schools have been unremarkable during 1985 through to 1992. In 1992, the primary school completion ratio was 98.9%. At the middle school level, it was 97.7% for males and 97.9% for females and, at the high school level, 94.5% and 96.7% respectively. These figures show that almost all Korean students who enroll at a particular level of education do graduate and that there has not been any serious gender gap to speak of in this connection. <Table 17>

<3> Technical Education and Gender

110. According to the Seoul Metropolitan Education Bureau, in 1993, there were 25 technical high schools in the metropolitan area of Seoul and only nine of them admitted female students, who numbered 2,162 or 29.1% of the total 7,423 students newly admitted to all the technical high schools that year. As in 1992, there were two girls-only technical high schools.

111. To develop female manpower in the technological field and, thus, prepare women for the "high-tech" industries of today and tomorrow, the government encourages the establishment of new technical high schools for girls and the admission of higher percentage of girls by all technical high schools. At the same time, the government recently revised the official middle school curricula to integrate the home economics and technical courses and required both the male and female students to take it with a view to encouraging female enrollment in science and technology.

<Table 15> Student Attendance Ratios by School Level

(Thousand persons, %)

		1980	1985	1992
Preschool	Total	66	315	450
	Female	30	148	214
	Female Ratio	45.2	47.1	47.5
Primary School	Total	5,658	4,857	4,560
	Female	2,745	2,357	2,205
	Female Ratio	48.5	48.5	48.3
Middle School	Total	2,472	2,782	2,336
	Female	1,161	1,342	1,136
	Female Ratio	47.0	48.2	48.6
High School	Total	1,697	2,153	2,126
	Female	722	992	1,012
	Female Ratio	42.6	46.1	47.6
Collige & University	Total	616	1,278	1,608
	Female	148	367	509
	Female Ratio	24.0	28.7	31.7

Source: KEDI, Op. cit, 1992.

<Table 16> Graduates Advancing to Higher Levels

(%)

	Primary Grads.		Middle Grads.		Gen. High Grads.		Voc. High. Grads.	
	Total	Female	Total	Female	Total	Female	Total	Female
1980	95.8	94.1	84.5	80.8	39.2	35.4	11.4	5.0
1985	99.2	99.1	90.7	88.2	53.8	53.5	13.3	9.9
1992	99.9	99.9	98.5	98.1	49.3	51.6	8.6	7.5

Source: KEDI, Education Indicators of Korea, 1992.

<Table 17> Graduation Rates by School Level

	Middle School		High School		Inst. of Higher Edu.	
	Total	Female	Total	Female	Total	Female
1980	94.1	98.4	94.4	98.4	94.4	98.4
1985	96.8	100.0	92.0	94.7	92.0	94.7
1992	98.9	97.9	94.5	96.7	89.4	94.0

Source: KEDI, Education Indicators of Korea, 1992.

112. Furthermore, the government developed and distributed career guidance programmes for high school students and the schools, public and private alike, have been encouraging female students to choose science, civil engineering, carpentry, mechanics, etc. as their career fields. Of particular interest in this regard is opening the Science High School, established to help advance the country's science, to female students.

113. In 1985, 23.5% of the female students in colleges and universities were in education, 19.9% in natural science, 19.0% in liberal arts and 14.6% in social science. In 1992, the distribution changed to 26.4% in natural science, 19.3% in social science, 17.5% in liberal arts and 14.4% in education, showing a marked shift of interest on the part of women toward the science fields, particularly natural science. <Table 18>

<4> Women in Educational Institutions

Female Teachers at Various Levels of Schools

114. The number and proportion of female teachers have been on the increase every year at all school levels but particularly at the primary and middle levels. Specifically, in 1985, 43.1% of the primary school teachers were women, as were 38.5% of the middle school teachers, 19.6% of the general high school teachers and 21.4% of the vocational high school teachers. In 1992, 52.7% of the primary school teachers, 48.3% of the middle school teachers, 21.8% of the general high school teachers and 25.4% of the vocational high school teachers were women. <Table 19>

<Table 18> Number of College/University Students by Fields of Major

(Thousand persons, %)

		Total	Humani- ties	Social Sciences	Natural Sciences	Arts/ Physical	Medical/ Pharmacy	Teach. Profes.	Others
Total	1980	602	50	111	293	32	38	68	10
	1985	1,278	170	326	483	80	78	141	
	1992	1,608	188	396	697	120	96	112	
Male	1980	457	34	99	250	11	22	34	7
		(100.0)	(7.5)	(21.6)	(54.8)	(2.4)	(4.8)	(7.4)	(1.5)
	1985	911	101	272	410	33	41	55	
		(100.0)	(11.1)	(29.9)	(45.0)	(3.6)	(4.5)	(6.0)	
	1992	1,098	98	297	562	51	50	39	
		(100.0)	(9.0)	(27.1)	(51.2)	(4.7)	(4.5)	(3.5)	
Female	1980	145	15	12	42	21	16	35	3
		(100.0)	(10.7)	(8.6)	(29.3)	(14.3)	(11.1)	(23.9)	(2.2)
	1985	367	70	54	73	48	37	86	
		(100.0)	(19.0)	(14.6)	(19.9)	(12.9)	(10.1)	(23.5)	
	1992	510	89	98	135	68	46	74	
		(100.0)	(17.5)	(19.3)	(26.4)	(13.4)	(9.0)	(14.4)	

Source: Ministry of Education, Statistical Yearbook of Education, 1980, 1985 & 1992.

<Table 19> Number of Female Teachers

(Persons, %)

	Primary Sch.		Middle Sch.		Gen. High Sch.		Voc. High Sch.		Ins. Higher Ed.	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
1980	119,064	43,792	54,858	18,010	27,480	4,734	23,468	3,995	20,900	3,270
		(36.8)		(32.8)		(17.2)		(17.0)		(15.6)
1985	126,785	54,500	69,553	26,808	40,040	7,853	29,506	6,328	33,895	5,967
		(43.1)		(38.5)		(19.6)		(21.4)		(17.6)
1992	138,880	73,195	95,330	46,019	57,358	12,486	38,984	9,888	46,864	9,618
		(52.7)		(48.3)		(21.8)		(25.4)		(20.5)

Source: KEDI, Op. cit, 1992.

Note : In parentheses are female ratios.

Heads of Schools

115. Female heads of various levels of educational establishments are still small in number but on the rise. In 1985, 280 or 2.8% of the total 10,022 persons in charge of primary, middle and high schools were women. In 1992, the number increased to 406 or 4.1% of the 10,030 persons* in such positions. In the same year, there were 267 heads of universities and colleges and 22 or 8.2% of them were women. <Table 20>

<Table 20> Number of Female School Heads

	(Persons, %)											
	Primary Sch.			Middle Sch.			High Sch.			Ins. Higher Ed.		
	T	F	F/T	T	F	F/T	T	F	F/T	T	F	F/T
1980	6,448	115	1.8	1,745	66	3.8	1,207	57	4.7	581	38	6.5
1985	6,512	122	1.9	2,014	98	4.9	1,496	60	4.0	869	52	6.0
1992	6,113	187	3.1	2,246	155	6.9	1,671	64	3.8	267	22	8.2

Source: KEDI, Op.cit, 1992.

b. Health

<1> Average Life Expectancy

116. Average life expectancy for Koreans has been increasing every year and, in 1990, it was 71.3. The average life expectancy among Korean women, at 75.4, was longer than that among Korean men by 8 years.

<2> Maternal and Infant Mortality Rates

117. The maternal mortality rate, as the number of maternal deaths per 10,000 children born, has declined from 4.2 in 1980, 3.4 in 1985 to 3.0 in 1992. The infant mortality rate, as the number of child deaths per 1,000 children under 12 months of age, has also declined from 36.8 in 1980, 13.3 in 1985 and 12.8 in 1992. <Table 21>

<Table 21> Infant & Maternal Mortality Rates

	(*)	
	Infant (per 1,000 person)	Maternal (per 10,000 person)
1981	36.8	4.2
1985	13.3	3.4
1992	12.8	3.0

Source : Ministry of Health & Social Affairs, The Yearbook of Health & Social Statistics, 1993.

<3> Child Mortality Rate

118. During the one year period of 1991, 2,093 children between the ages of one and four died and 889 of them were female and 1,204 male. That is, more male children rather than female children of the age group in question died. Data on mortality among children of other age groups are unavailable at the time of this reporting.

<4> Fertility Rate

119. The fertility rate among Korean women was 1.7 per 1000 in 1985 and, in 1990, it was 1.6. Recently, births tended to occur in high concentration among the 25-29 age group, so that, in 1990, 56% of all women who gave birth belonged to that group. This trend reflects Korean women's recent tendency to marry later and to terminate reproduction before 30 of age.

<5> Family Planning

120. Korea has successfully carried out a nationwide family planning scheme as part of its national development plans since 1960. As a result, the rate of natural population increase dropped from 3.0% in 1960 to 0.96% by 1992 and the crude birth rate fell from 6.0% in 1960 to 1.6% in 1990. In the face of such marked slowdown in the rate of population growth, family planning in Korea is now at a crossroads where decidedly qualitative solutions to population issues need to be adopted.

121. Since 1989, the Government has attempted to redirect family planning through reduced supply of contraceptives, improved services to the participants in family planning and provision of information and education to autonomous contraceptive users.

122. A review of contraceptive usage indicated that, while an increasing number of men resorted to contraceptive methods, a decreasing number of women did so. In 1992, for the first time since the introduction of family planning in Korea, the gender-differential participation ratios turned 55% v. 45% in favour of men. This has come about because of a broader public awareness of the relative seriousness of the side effects of contraceptive measures taken by women. <Table 22>

<Table 22> Rate of Contraceptive Family Planning

	(%)			
	1982	1985	1988	1991
Permanent Modes:	28.1 (19.1)	40.5 (57.5)	48.2 (62.5)	47.3 (59.6)
Female	23.0 (40.2)	31.6 (44.9)	37.2 (48.2)	35.2 (44.5)
(Sterilization)				
Male	5.1 (8.9)	8.9 (12.6)	11.0 (14.3)	12.0 (15.1)
(Vasectomy)				
Temporary Modes:	29.6 (50.9)	29.9 (42.5)	28.9 (37.5)	32.1 (40.4)
Female	22.4 (38.8)	22.7 (32.2)	18.7 (33.5)	21.9 (27.6)
Male	7.2 (8.6)	7.2 (10.3)	10.2 (13.2)	10.2 (12.0)
Total	57.7 (100.0)	70.4 (100.0)	77.1 (100.0)	79.4 (100.0)
Female	45.4 (78.7)	64.3 (91.3)	55.9 (72.5)	57.2 (72.1)
Male	12.3 (21.3)	16.1 (8.7)	21.2 (27.5)	22.2 (27.9)

Source : Ministry of Health & Social Affairs, Family Health Reference Data, 1989.
Korea Institute for Health and Social Affairs, Family Formation and
Patterns of Child-Birth in Korea, 1992.

<6> Women Suffering from Anemia

123. According to a 1985 survey on diseases and injuries conducted by the Ministry of Health and Social Affairs, 0.63 males per 1,000 and 2.74 females per 1,000 were anemic but the figures went down markedly by 1990 when only 0.02 males per 1,000 and 0.06 females per 1,000 were found so, indicating a significant fall in the rate of female anemia in the 1985-1990 period.

<7> Status of Child Nutrition

124. Official statistics on the status of children's nutrition do not yet exist. It is because the country's nutrition-related statistics do not have age-specific breakdowns, as well as because there are neither age-group-specific nutrition standards nor nutrition-specific standards of intake. According to a 1990 "Survey Report on the Nutrition of the People" published by the Ministry of Health and Social Affairs, 127 male children or 1.8% of the 7,134 surveyed skipped one meal a day or so while 143 female children or 2.2% of the 6,444 surveyed did so. The underlying reasons were convenience (such as wanting to sleep late in the morning before going to school) and the absence of adults to supervise their meals (both parents leaving home very early for work purposes).

125. To protect and/or promote children's health, the government has been implementing a school-feeding programme and, in 1990, 765 primary schools or 10% of the total were participating in it. From 1997 on, the programme expects to become universal at the primary level.

<8> Measures for AIDS Victims

126. In 1992, there were 10 persons afflicted with AIDS and 245 HIV positive persons. Of those, three of the former category and 27 of the latter were women. <Table 23>

127. In view of the rapid spread of AIDS throughout the world, the Government legislated the Acquired Immune Deficiency Syndrome (AIDS) Prevention Act in 1987 and has sought to identify the victims at an early stage and provide them with the necessary medical and care support available.

<Table 23> AIDS and HIV Positive Cases

(Persons)

	AIDS			HIV Positive		
	Total	Male	Female	Total	Male	Female
1985	-	-	-	1	1	-
1988	3	2	1	22	17	5
1989	1	-	1	37	35	2
1990	2	2	-	54	50	4
1991	1	-	1	42	38	4
1992	2	2	-	76	72	4
Total	10	7	3	245	218	27

Source : Ministry of Health & Social Affairs, Unpublished data, 1993.

128. The AIDS Act requires the State and the Local Governments to establish and implement plans to prevent the spread of the disease, to protect its victims and to disseminate information necessary for taking preventive measures by the public. It also obliges the public to cooperate with government efforts in the subject area, as it obligates all medical and health personnel to report incidences of AIDS and to observe confidentiality in AIDS-related matters.

129. The Government strives to disseminate as accurate information on AIDS as possible with a view to guiding the public toward a healthy and risk-free life. It also systematically examines and monitors high-risk persons, such as those in the entertainment field and sea-going crews, and screens all blood donations. Persons affected with AIDS receive special care and treatment cost-free.

<9> Rate of Assisted Child Deliveries

130. The rate of institutional (hospital or clinic) child deliveries stood at 53.7% in 1980 but rose to 85.8% in 1985 and to 91.0% in 1991. By comparison, the proportion of women delivering at home declined from 43.1% in 1986 to 12.9% in 1988 and 5.1% in 1991, registering a drastic shift toward institutional deliveries. In terms of simply assisted deliveries, which may be regarded as safe deliveries though not necessarily in institutional settings, the

proportion was 59.5% in 1980, 88.2% in 1986 and 98.0% by 1991, indicating that, at present, protected or assisted deliveries in one context or another is practically universal among Korean women. <Table 24>

<Table 24> Child Delivery Facilities and Assistants

(%)

	1980			1986			1991		
	Whole	Urban	Rural	Whole	Urban	Rural	Whole	Urban	Rural
Facilities:									
Hospital	53.7	74.9	24.4	85.8	92.1	72.9	91.0	93.5	79.8
Home	43.1	21.2	73.5	12.9	6.2	26.5	5.1	4.4	8.2
Others	3.2	3.9	2.3	1.3	1.7	0.6	7.1	5.6	13.6
Assistants:									
Doctor	51.7	71.2	24.6	77.4	84.2	63.4	90.8	93.1	80.6
Midwife/ Health Worker	7.8	8.1	7.3	10.8	10.7	11.0	7.2	6.0	12.4
Family	39.2	19.7	66.2	11.6	4.9	25.3	1.3	0.5	4.5
Others	1.3	1.0	1.9	0.2	0.2	1.3	0.8	0.5	2.4

Source: The Korean Statistical Association, Social Indicators in Korea, 1991.
KIHASA, Family Formation and Patterns of Child-Birth in Korea, 1992.

<10> Vaccination

131. With priority on the extension of immunization coverage for children, the Government carried out massive cost-free vaccination activities among, particularly, low-income communities. Currently, all young children and, as necessary, some school children receive BCG, diphtheria, whooping cough, tetanus DPT, oral polio vaccine, measles, German measles MMR, type B hepatitis vaccine, and the vaccine for Japanese encephalitis. For children entering elementary schools, vaccination records are checked and those with incomplete records are required to complete immunization within 90 days of school entrance. <Table 25>

<Table 25> Immunization Activities Against Major Communicable Diseases

	(Persons)		
	1980	1985	1992
Diphtheria/Whooping Cough/ Tetanus DPT	1,465,512	1,936,512	2,135,453
Diphtheria/Tetanus	831,133	730,665	603,524
Polio	1,685,012	2,193,789	2,395,078
Measles, German Measles MMR	-	462,841	592,982

Source : Ministry of Health & Social Affairs, The Yearbook of Health & Social Statistics, 1981, 1986 & 1993.

<11> Policies to Promote the Health of Women and Children

132. Based on the revised Mother-Child Health Act of May 1986, the Government provides, among others, basic diagnostic services, basic immunization, metabolism tests for new-born infants, and pre-natal and post-natal care. In the process, pregnant women are steered towards medically supervised deliveries. <Table 26> Further details of MCH projects are as follows:

Early health diagnosis of mothers and infants registered with the Public Health Centers for the purpose of identifying and treating maternal and early childhood diseases. To those suffering from anemia, nutrition supplements are provided cost-free.

Universal immunization (D.P.T, D.T, M.M.R, Polio) to safeguard mothers and children from communicable diseases.

Free metabolism tests for infants to prevent and/or identify hereditary anomalies and thus to reduce the occurrence of disability, followed by continuous monitoring and supervision as necessary.

Registration of new-born children and the management of their health records (MCH Hand Book) to facilitate their care by all qualified medical and health personnel.

<Table 26> Status of MCH Activities

	(Persons)		
	1980	1985	1992
Registration of Pregnant Women & Women with Infants	318,227	283,700	82,935
Registration of Infants	651,775	527,765	350,708
Child Delivery Assistance	-	17,685	3,632
Diagnostic Services to Pregnant Women & Women with Infants	-	-	35,011
Diagnostic Services for Infants	-	-	36,976
Basic Immunization (Cost-free)	-	17,418,000	5,780,000

Source: Ministry of Health & Social Affairs, Unpublished data, 1993

c. Employment

<1> Economically Active Female Population

133. In 1992, the economically active female population numbered 7.77 million, which was 1.79 million persons more than in 1985. The rate of female economic participation also increased from 41.9% in 1985 to 47.3% in 1992, showing a 5.4% increase during the intervening years. <Table 27>

<2> Status of Female Employment

134. Within an overall upward trend of employment, the number of employed women increased by 1,781,000 between 1985 and 1992. The ratio of female employees vis-a-vis that of male employees increased marginally from 39.0% in 1985 to 40.2% in 1992.

<Table 27> Economically Active Population

(Thousand persons, %)

	Economically Active Population		Labour Force Participation Rate(%)	
	Male	Female	Male	Female
1980	9,020	5,435	73.6	41.6
1985	9,617	5,975	72.3	41.9
1992	11,615	7,770	75.3	47.3

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Employed Women by Age

135. The rate of employed women between the ages of 15 and 19 years of age declined from 21.1% in 1985 to 17.4% in 1992, while those among the 25-34, 40-44 and 45-49 age groups increased to 44.3%~47.9%, 60.5% and 61.0% respectively by 1992 from the 1985 rates of 35.9%~43.6%, 58.2% and 59.2%. Representing an M pattern, these figures show a high overall rate of economic participation by Korean women. <Table 28>

<3> Female Employees by Occupational Category

136. 1992 data on the distribution of female employees by occupational categories show their largest proportion, 1,724,000 or 22.7% of all female employees, to be in manufacturing. Those in agriculture, forestry and fisheries numbered 1,381,000 or 18.1% of all employed women. They were followed by 1,345,000 (17.7%) in service industries, 1,330,000 (17.5%) in sales, 1,099,000 (14.4%) in clerical work, and 731,000 (9.6%) in professional, technical, administrative and managerial occupations. The 1992 proportion of women in the latter category and that of the clerical category represented 4.2% increases respectively over those of 1985 when they stood at 5.4% and 10.2% respectively. <Table 29>

<Table 28> Economically Active Population and Labour Force Participation Rate by Age

(Thousand persons, %)

	1985		1992	
	Population	Rate	Population	Rate
Total	5,975	41.9	7,770	47.3
15 - 19 Years	399	21.1	346	17.4
20 - 24	1,029	55.1	1,344	65.4
25 - 29	721	35.9	822	44.3
30 - 34	646	43.6	933	47.9
35 - 39	685	52.9	942	57.8
40 - 44	659	58.2	822	60.5
45 - 49	648	59.2	690	61.0
50 - 54	489	52.4	694	60.8
55 - 59	353	47.2	527	54.1
60 +	347	19.2	651	27.7

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

<Table 29> Distribution of Female Employees by Occupation

(Thousand persons, %)

	1980	1985	1992
Pro., Tech., Adm., Managerial	185 (3.5)	317 (5.4)	731 (9.6)
Clerical	415 (7.9)	596 (10.2)	1,099 (14.4)
Sales	867 (16.5)	1,068 (18.3)	1,330 (17.5)
Service	630 (12.0)	992 (17.0)	1,345 (17.7)
Agri., Fore., Fisheries	2,039 (38.9)	1,608 (27.6)	1,381 (18.1)
Produc., Trans., Unskilled	1,106 (21.1)	1,248 (21.4)	1,724 (22.7)
Total	5,243 (100.0)	5,828 (100.0)	7,609 (100.0)

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Female Employment by Industrial Sector

137. As of 1992, there were 4,304,000 women employees in the social overhead capital and services sector (56.6% of all female employees), 1,921,000 women in the mining and manufacturing sector (25.2%), and 1,384,000 women in the agriculture, forestry and fisheries sector (18.2%). These figures indicate a decrease in the number of women in the primary sector by 231,000 between 1985 and 1992, while showing increases in the secondary and tertiary sectors by 563,000 and 1,449,000 respectively during the same period. <Table 30>

<Table 30> Sectoral Employment by Gendre

		(Thousand persons, %)					
		1980		1985		1992	
Primary Sector	Total	4,658	(34.0)	3,722	(24.9)	3,025	(16.0)
	Male	2,619	(31.0)	2,107	(23.1)	1,641	(14.5)
	Female	2,039	(38.9)	1,615	(27.7)	1,384	(18.2)
Secondary Sector	Total	3,095	(22.6)	3,654	(24.5)	4,828	(25.5)
	Male	1,918	(22.7)	2,296	(25.2)	2,907	(25.7)
	Female	1,178	(22.5)	1,358	(23.3)	1,921	(25.2)
Tertiary Sector	Total	5,952	(43.4)	7,559	(50.6)	11,068	(58.5)
	Male	3,926	(46.4)	4,704	(51.7)	6,764	(59.8)
	Female	2,026	(38.6)	2,855	(47.8)	4,304	(56.6)
Total	Total	13,706	(100.0)	14,935	(100.0)	18,921	(100.0)
	Male	8,462	(100.0)	9,107	(100.0)	11,312	(100.0)
	Female	5,243	(100.0)	5,828	(100.0)	7,609	(100.0)

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1986 & 1993.

Note : In () are female ratios.

<4> Women in the Private Sector by Employment Status

138. In the private sector, women who either headed their own business or were self-employed numbered 1,249,000 in 1985 and 1,498,000 in 1992, registering an increase of 258,000 or 20.8% during the seven years. <Table 31> As to the women in high-level decision-making positions in the private sector, such as directors of the boards, company presidents and managing directors, no official statistics are available.

<5> Women in Part-Time Employment

139. By 1992 count, 1,087,000 women or 16.2% of total female employees worked on a part-time or daily basis. <Table 32> A majority of them were service workers typically employed as domestic help, nursing aides, cooks, wall-paper plasterers, sales ladies, etc.

140. In support of the above and other low-income female workers, the Government plans to offer training programmes designed to upgrade their job skills and capabilities.

<6> Economic Assessment of Household Labour

141. Assessing the economic value of housework performed by wives is a matter of great importance not only for those who engage in it but for the workings of a country's economy as a whole. Until recently, however, it had not occurred to decision-makers, experts and most housewives themselves to attach market values to such work. As a consequence, not only the housewife's economic contributions but their worth as human beings had tended to be grossly underestimated. As revised in 1990, the Korean Family Law, by recognizing the right of women to a share in the family property at times of divorce, even if the property may be in their spouses' name, while at the same time stipulating a joint responsibility on the part of both the husband and the wife for family support, established for the first time in the country's history a legal ground for recognizing women's household labour as economic contributions assessable in market terms. In keeping with the tenet of that Law, the Inheritance and Gift Tax Act was revised in 1990 and again in 1994 as mentioned earlier. The Government is now preparing measures to reflect more concretely the new legal recognition of the economic value of household labour in pertinent tax and insurance-related laws and regulations.

<7> Measures for Gendre Equality in Employment

142. Article 6 of the Equal Employment Opportunity Act of 1987, as revised in 1989, clearly states that employers must provide equal opportunity to women in recruitment and hiring. Thus, employment-related discriminations against women, which had long been beyond regulatory control even under the Labour Standards Act, are now subject to legal supervision. Those in violation of the law's provisions are liable to prosecution as stipulated under Article 23 of the Act.

<Table 31> Number of Female Employees by Employment Status

(Thousand persons, %)

	Total	Self Employed	Unpaid Family Worker	Paid Worker
1980 Total	13,706 (100.0)	4,645 (33.9)	2,577 (18.8)	6,485 (47.3)
Male	8,462 (100.0)	3,426 (40.5)	617 (7.3)	4,419 (52.2)
Female	5,243 (100.0)	1,218 (23.2)	1,960 (37.4)	2,065 (39.4)
1985 Total	14,935 (100.0)	4,663 (31.2)	2,182 (14.6)	8,089 (54.2)
Male	9,107 (100.0)	3,426 (37.6)	402 (4.4)	5,280 (58.0)
Female	5,828 (100.0)	1,237 (21.3)	1,781 (30.6)	2,810 (48.1)
1992 Total	18,921 (100.0)	5,442 (28.8)	1,975 (10.4)	11,505 (60.8)
Male	11,312 (100.0)	3,946 (34.9)	242 (2.1)	7,125 (63.0)
Female	7,609 (100.0)	1,498 (19.7)	1,732 (22.8)	4,380 (57.6)

Source: National Statistical Office (Economic Planning Board), The Yearbook of Economically Active Population, 1981, 1986 & 1993.

Note : In parentheses are female ratios.

<Table 32> Proportion of Female Employees on Part-Time and Daily Bases

(Thousand persons, %)

	1986			1992		
	Total	P-T, Daily Wkr (A)	(A)/Total Fem Wkr	Total	P-T, Daily Wkr (AA)	(AA)/Total Fem Wkr
Total	5,610	1,009	18.0	6,702	1,087	16.2
Construction	63	9	14.3	124	15	12.1
Wholesale, Retail	1,480	149	10.1	1,266	164	13.0
Manufacturing	1,187	95	8.0	1,340	143	10.7
Services	680	83	12.2	940	175	18.6
Financial	158	7	4.4	250	22	8.8
Trans., Storage	56	1	2.8	74	4	5.4

Source: National Statistical Office (Economic Planning Board), Survey Report on Employment Structure, 1987 & 1993.

143. Over several years subsequent to the passage of the above Act, the Government has carried out vigorous public information campaigns directed towards both the employers and their employees and, since 1990, provided active administrative guidance to all concerned. In the same year, many hospitals, private colleges and universities, hotels, etc. were scrutinized for possible violation of the law and obliged those in actual violation to rectify their practices.

144. In 1991, adjudging the gender-differential approaches to recruiting high school graduates as tellers, clerks, etc. by banks to be in violation of the Equal Employment Opportunity Act, the banks concerned were requested to modify their approaches.

145. In 1992, the Government reviewed personnel regulations of 169 business/industrial establishments, including not only banks but secondary financial institutions and 30 or more conglomerates. Based on the review, all concerned were guided to change their personnel regulations and practices toward gender equality.

146. The Government plans to continue its endeavours in this area and shall be monitoring personnel practices of many more business/industrial establishments. It will oblige all establishments with more than 100 employees to strictly conform to the requirements of the Equal Employment Opportunity Act by 1997.

147. Additional information of interest in the above connection is the construction, during 1985-1992, of 8,604 apartment units for rent to single working women at low cost. This measure had the effect of raising the level of their real wages and has made possible their working out of a secure and wholesome environment.

7. Violence Against Women

<1> Policies for Rooting Out Sexual Violence

148. The Government formulated "Comprehensive Measures to Root Out Sexual Violence" and directed the various ministries concerned to undertake pertinent work activities. Major among the activities now under way are:

- . Gendre-sensitivity education at the elementary, middle and high school levels.
(Ministry of Education)
- . Establishment and operation of temporary shelters for the female victims of sexual violence. (Ministry of Health and Social Affairs)
- . Establishment of counselling centers for female workers involved in sexual violence at business/industrial establishments with 100 or more women employees.
(Ministry of Labour)
- . Strengthening the regulations on mass media to prohibit inclusion of sexually provocative and/or violent contents. (Ministry of Culture and Sports)
- . Expanding the number of counselling units within the public security infrastructure to provide legal aid to women. (The Police Bureau)
- . Support to women's organizations for their activities to root out sexual violence. (The Ministry of Political Affairs (II))

149. The Government began formulating a special law to prevent sexual violence in 1992 and, in January 1994, the Law for Punishing Sexual Offenders and Protecting Victims of Sexual Assault passed the legislature. This law recognizes the duty of the State to prevent violent sexual crimes and to protect the victims of such crimes. It specifically requires the establishment of counselling centers and shelters for the victims of sexual violence, as well as the establishment of institutional mechanisms to protect such victims in the process of criminal investigation.

<2> Measures to Protect Victims of Sexual Violence

150. Based on the recognition that sexual violence is a social issue, the government has introduced measures for establishing residential facilities and for providing counselling to women subjected to sexual assaults and/or violence and, thus, aid their physical and psychological recovery. In 1992, two such facilities have been established and begun operation under public auspices. In addition, there are five "rest havens" and 15 separate counselling centers established and managed by non-governmental organizations.

151. To encourage the reporting of incidences of sexual and other violence against women to law enforcement authorities, 154 counselling centers were established within city, provincial and local police agencies throughout the country. These centers are staffed with women police officers.

II. Review and Appraisal of International Cooperation

152. In response to the call of the Nairobi Forward-Looking Strategies for the Advancement of Women that all international technical cooperation activities benefit women, especially in terms of protecting their interest and consolidating their status, the Government of the Republic of Korea has been contributing to UNIFEM and INSTRAW.

153. Also importantly, the Korea International Cooperation Agency (KOICA) was established in April 1991 for the purpose of developing innovative modes of international cooperation for the attainment of common development goals, to share Korean experiences in economic development and development technology with other developing countries, and to effectively participate in various international cooperation activities. Major among its current activities are the Korean Youth Volunteers and the training of development personnel from other developing countries.

154. Specifically, the Korean Youth Volunteers programme entails dispatching Korean youths to various developing countries for two years, during which the youths will live with the people of specific localities of the countries and contribute in their socio-economic and cultural development. Initiated in 1990, a total of 176 youths had gone to Indonesia, Thailand and other developing countries by October 1993. Among the 176 were 84 women, accounting for 47.7%, who assisted in such technical areas as office automation, food-processing, dress-making, beauty care, child education and nursing.

155. Under the international training programme, various categories of development personnel such as technologists, researchers, policy-makers and others designated by the participating developing countries were invited and trained in various expertise fields fully subsidized by KOICA. Beginning from 1991, 1,293 persons received training and 296 or 22.9% of them were women. On yearly basis, 362 persons were trained in 1991 and 63 of them were women; in 1992, 461 persons were trained and 113 of them were women; and in 1993, 470 persons trained and 120 of them women. The women received training in 40 or so different subject areas, including rural development, training of vocational trainers and sericulture. The budgets for the training programme were US\$1,511,250 in 1991, US\$1,826,881 in 1992 and US\$2,557,317 in 1993.

156. Having become a full member of the United Nations in 1991 and having been elected to the Commission on the Status of Women, the Government of the Republic of Korea plans to strengthen its international cooperation activities, particularly in the women's field. It shall be expanding the scope of its contributions to the various international agencies and hopes to strengthen its financial and technical capabilities for offering substantive assistance to the developing countries within and without the Asia/Pacific region.

III. Future Goals and Objectives

The Government seeks to attain the following strategic goals and objectives toward the year 2000 and beyond.

A. Participation of Women in National Decision-making.

Enlarging opportunities for women's participation at all levels of national decision-making is a central strategic goal of the Government. In a concrete step toward achieving that goal, the Government shall seek to include larger proportions of women in the public sector decision-making organs. Specifically, it will:

1. Increase female ratios in the various governmental policy-making or advisory committees/commissions to at least 15% by the year 2000, and appoint more women to high-level government positions.
2. Abolish gender-discriminatory personnel practices in the public service fields.
3. Promote women's entry into public service through the public employee entrance examination, especially the national civil service examination.
4. Create a social climate appropriate for women's political participation, through
 - a. promotion of public awareness of the importance of women's role in politics, and
 - b. revision of election laws to facilitate women's entry into politics in general and into the national and local assemblies in particular.

B. Closer Institutional Linkages

Closer linkages will be established with all concerned bodies within and without the government to strengthen the role and function of the women's policy-making organs within the government. In particular, the Government will:

1. Strengthen the role and function of the Ministry for Political Affairs (II) as the policy-making and policy-executing organ for the advancement of women;
2. Strengthen the role and function of the organs and/or units for women in the central and local government structures;
3. Synchronize activities directed toward the advancement of women among the various substantive ministries of the central government, between the central government and the local governments, and between the government and non-governmental organizations.
4. Include a women's sector in the national development plan and, in so doing, utilize gender-differential indicators and statistics.
5. Regularly monitor the implementation of policies and programmes for women under the purview of the various ministries concerned.
6. Formulate a medium-term plan for the development of women.
7. Develop statistical indicators for women as necessary for technically backstopping the above activities.

C. Closer Linkages with Regional and International Organizations for the Advancement of Women.

Having become a member of the United Nations just recently, the Republic of Korea has need for establishing new ties with other international bodies and organs and strengthening those that already exist. This is particularly true in relation to the women's organizations. To participate in the global efforts for the advancement of women more fully, the Government plans to:

1. Establish collaborative relationships with regional and international women's organizations in a systematic and substantive framework;

2. Strengthen the capabilities of various groups of Korean women for effective participation at international fora through preparatory training; and
3. Promote and support networking among non-governmental women's organizations in the country and with those in other countries.

D. Promotion of Public Awareness of Nationally and Internationally Recognized Rights of Women.

In order to enhance public understanding as to the various rights of women recognized under national and international laws and accords, especially on the part of national decision-makers and others in leadership positions, the Government will pursue the following strategic objectives, with pertinent specific activities as shown:

1. Widely publicize international laws and accords on women, and improve national laws in light of the former, by such as,
 - a. Revising national laws and reforming institutions in accordance with established international standards,
 - b. Identifying genre-discriminatory elements in existing laws and removing them through legislative action,
 - c. Publicizing the Family Law, the Equal Employment Opportunity Act, the Convention on the Elimination of All Forms of Discrimination Against Women and other national laws and international accords concerning women;
2. Support educational activities aimed at promoting awareness of genre equality through,
 - a. Genre equality awareness education at all national/public training institutions, with public employees and teachers as priority targets,
 - b. Urging the private sector to open, at their training centres, courses on genre equality as part of their regular curricula, and
 - c. Developing and disseminating to adult citizens educational and/or information materials designed to promote family life based on genre equality.

3. Modify genre-biases through mass media by,
 - a. Introducing a more rigorous standard for reviewing the media contents for genre bias and for preventing commercialization of female imagery,
 - b. Supporting the production of television programmes designed to eradicate genre bias from among the viewing public, and
 - c. Strengthening and supporting media monitoring on the part of women's organizations and others concerned.
4. Support the activities of women's organizations aimed at promoting awareness of genre equality.

E. Social Services for Women

Women's general well-being, their security in domestic life, and their advancement in various fields of national and international endeavour depend, to a significant degree, on the availability of certain basic social services, utilities and/or resources. In seeking to broaden the range of such "backstopping" provisions, the Government will pursue the following strategic objectives, with the specific activities as shown.

1. Expand the coverage of assistance to mother-child (fatherless) families and adjust the level of financial support to such families by 100%.
2. Expand the population coverage of social security provisions, i.e. medical and employment insurances and old age pension, in order that women hitherto unprotected may benefit, and identify and eradicate genre-discriminatory elements in the administration of those provisions.
3. Expand day care services by,
 - a. Establishing a sufficient number of day care facilities to cover all the children in need of care outside the family,
 - b. Requiring all new housing construction schemes, whether by public or private enterprises, to routinely include one or more day care facilities each within the respective schemes.

- c. Operating model day care facilities/services within the premises of public establishments, and
 - d. Introducing a tax exemption system for investment in day care facilities and services by private businesses/industries.
4. Expand social services for women in disadvantaged circumstances, such as counselling, shelter care and job training aimed at their self-reliance.
 5. Introduce school-feeding in the rural areas at the primary, middle-school and high-school levels in order not only to promote the health of school age population but to reduce rural women's domestic burden.

F. Improve Women's Conditions in Education, Health and Employment

Taking due cognizance of the central importance of women's status in education, health and employment, the Government will continue to pursue the as yet unfulfilled or only inadequately fulfilled goals and objectives as follows.

1. Education

- a. Remove gender-discriminatory elements from the curricula.
- b. Strengthen social education (adult or life-long education) for women to enhance their capabilities in social, economic and political participation and in family life.
- c. Continue to promote women's education aimed at facilitating their entry into non-traditional career fields, such as through special support for the development of female scientists.
- d. Remove gender barriers from hitherto male-only educational/ training institutions.

2. Health

- a. Expand programmes to promote mother-child and family health.
- b. Support the development of health policies and programmes tailored to women's particular health needs and requirements.

3. Employment

- a. Develop a medium-term basic plan for the welfare of working women, with particular attention to:
 - i) Eradicating gender discrimination still deeply rooted in employment practices and personnel management procedures;
 - ii) Developing a plan for expanding female employment; and
 - iii) Expanding maternity protection and child-care provisions, such as through consolidation of the maternity and child-care leave systems, formulation of a plan by which child-care service costs may be borne by the public, and expansion and consolidation of child-care facilities.
- b. Transform women's resources into effective labour force, through:
 - i) Occupational training,
 - ii) Improved placement service, and
 - iii) Alternative work environment wherein women's career and family life can be combined with ease.
- c. Protect working women in difficult circumstances and promote their welfare through:
 - i) Measures to protect domestic employees from possible infringements of their privacy, personal dignity and fundamental human rights, and
 - ii) Revision of tax and insurance systems to incorporate economic and/or financial values of domestic work performed by housewives.

G. Measures to Combat Violence Against Women

To root out rising incidences of violence against women within and without the domestic context, the Government plans to take the following strategic measures in the ensuing years:

1. Review and revise, where necessary, laws governing sexual and domestic violence against women and rigorously monitor the implementation of the Special Law for Punishing Sexual Offenders and Protecting Victims of Sexual Assault.
2. Provide comprehensive and coordinated services to the victims of sexual and domestic violence, such as through the establishment of care shelters and

counselling centers, and through the establishment of correctional facilities and services for the perpetrators of sexual and domestic violence.

3. Remove violence-provoking factors from the social environment.



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PROPOSALS FOR CONSIDERATION IN THE
PREPARATION OF A DRAFT DECLARATION

DRAFT PLATFORM FOR ACTION

Note by the Secretary-General

At its thirty-ninth session, held at United Nations Headquarters from 15 March to 7 April 1995, the Commission on the Status of Women, acting as the preparatory body for the Fourth World Conference on Women: Action for Equality, Development and Peace, decided to transmit to the Conference, for its consideration, the material for a draft declaration, contained in an informal paper, and the draft platform for action, contained in documents E/CN.6/1995/L.17 and the relevant addenda, as amended by the Commission.

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I. PROPOSED BEIJING DECLARATION TO ACCOMPANY THE DRAFT PLATFORM FOR ACTION: MATERIAL SUBMITTED BY PATRICIA B. LICUANAN (PHILIPPINES), CHAIRPERSON OF THE THIRTY-NINTH SESSION OF THE COMMISSION ON THE STATUS OF WOMEN

Representatives of regional groups and of countries at the consultations all agreed that there should be a declaration accompanying the Platform for Action. It was also agreed that negotiations on the text of the declaration were not yet possible but that ideas should first be solicited.

Below are the main points raised during the discussion.

General characteristics of the Declaration

1. Short and concise.
2. Understandable and appealing to a wide range of audiences. It should be able to communicate to parliamentarians and rural women alike what the Fourth World Conference on Women was about.
3. Focused on main (a few) "cross-cutting" themes rather than covering the 12 areas of concern in the Platform. It should present main messages rather than a summary.
4. Broad rather than specific or detailed.
5. Rousing and inspiring.

Main elements of the Declaration

Preamble

1. Expression of concern about the situation of women. A sense of urgency; need to act now.
2. Goals/objectives (what do we want from the Fourth World Conference on Women?)
 - Equality, development and peace (old goals which still have to be attained)
 - Themes that cut across all areas of concern:
 - Empowerment of women
 - Full and equal partnership between women and men
 - Mainstreaming women in the development process as agents as well as beneficiaries
 - Diversity of women and their situations

3. Previous international instruments:

- Charter of the United Nations
- Universal Declaration of Human Rights
- Convention on the Elimination of All Forms of Discrimination against Women
- Nairobi Forward-looking Strategies for the Advancement of Women

4. Link with the past/historical context (what has been achieved so far?):

- 1945, United Nations
- 1975, Mexico
- 1980, Copenhagen
- 1985, Nairobi

Global environment (descriptive)

1. World changes, new century, new millennium
2. Situation of women

Enabling environment (prescriptive)

1. Empowerment of women
2. Full and equal partnership between women and men
3. Mainstreaming women in development
4. Faith/hope in future generations

Commitments

1. Conference on commitments
2. High-level political commitment to the implementation of the Platform for Action
3. Actions required at national and international levels

Finally, it was decided that the above summary, along with the four texts submitted, should be presented to the Commission in plenary meeting for submission to the Conference. It is intended that these texts serve as the basis for drafting a Beijing declaration. The texts submitted by the Group of 77, the European Union, the United States of America and Canada are contained in annexes I to IV below.

Annex I

INITIAL POSITION OF THE GROUP OF 77
(To be developed further by the Group of 77)

Beijing Declaration

We, the Governments, the women and men, participating in the Fourth World Conference on Women,

gathered here in Beijing, in September 1995, on the eve of the fiftieth anniversary of the founding of the United Nations,

Reaffirming:

faith in the equal rights of women and men enshrined in the Charter of the United Nations,

the objectives of equality, development and peace in the Nairobi Forward-looking Strategies for the Advancement of Women,

the commitment made through the Convention on the Elimination of All Forms of Discrimination against Women,

Convinced:

that equal rights, equitable sharing of responsibilities, opportunities and harmonious partnership between women and men are vital to the well-being of humanity,

that sustained economic growth and sustainable development require full and equal participation of women and men as both agents and beneficiaries,

that national, regional and global peace is attainable and women are a fundamental force in leadership and for the promotion of lasting peace,

Determined:

to intensify efforts to achieve the goals of the Nairobi Forward-looking Strategies for the Advancement of Women by the end of this century,

to take all necessary measures to eliminate all forms of discrimination against girls and women and remove all obstacles to gender equality and empowerment of women and girls,

to promote and respect the human rights of women and girls,

to develop and mobilize the fullest potential of girls and women of all ages to build a better world for all,

Hereby adopt and commit ourselves to implement the following Platform for Action of the Fourth World Conference on Women.

Annex II

EUROPEAN UNION POSITION ON THE DRAFT DECLARATION
SUBMITTED BY THE GROUP OF 77

The European Union supports the principle of a concise declaration drafted in language that is clear and understandable to all.

The Group of 77 text contains positive elements, but does not meet the expectations of the European Union. At this stage in the negotiations, however, it does not appear to be necessary to enter into a difficult drafting exercise.

The European Union would nevertheless like to bring to the attention of delegations a non-exhaustive list of important points which should be included in the Beijing Declaration:

- Promotion of women's economic independence, realization of their economic potential and the eradication of poverty
- Women's contribution to sustainable development
- Equal sharing of power and responsibility
- Respect for the human rights of women and girls
- Equal access to education and health care
- The role of women in promoting peace
- "Integration" of the question of the relationship between the sexes in all programmes and policies
- Reconciliation of family and professional life for women and men
- An end to violence
- Encouragement of women and men to work together for equality
- Empowerment of women

Annex III

AMENDMENTS TO THE INITIAL POSITION OF THE GROUP OF 77,
SUBMITTED BY THE UNITED STATES OF AMERICA

Beijing Declaration

We, the Governments, the women and men, participating in the Fourth World Conference on Women, gathered here in Beijing, in September 1995, on the eve of the fiftieth anniversary of the founding of the United Nations,

Celebrating the voices of women from throughout the world, the work of women who paved the way before us and the hope present in our youth,

Recognizing:

that the world has undergone significant change in the past decade that has advanced the status of women in many aspects,

that now, more than ever before, the critical and multi-faceted roles of women in economic, social, cultural and political life are being duly affirmed,

that continuing poverty and failure to adhere to human rights threaten further improvements in the status of women,

Reaffirming:

faith in the equal rights of women and men enshrined in the Charter of the United Nations,

all the rights and freedoms set forth in the Universal Declaration of Human Rights, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status,

the objectives of equality, development and peace in the Nairobi Forward-looking Strategies for the Advancement of Women, the commitment made through the Convention on the Elimination of All Forms of Discrimination against Women,

that the Fourth World Conference on Women builds upon the fundamental progress made at previous United Nations conferences - on women in Nairobi in 1985, on environment and development in Rio de Janeiro in 1992, on human rights in Vienna in 1993 and on population and development in Cairo in 1994 - and at the World Summit for Social Development in Copenhagen in 1995,

Convinced:

that equal rights, equal sharing of responsibilities, opportunities and harmonious partnership between women and men are vital to the well-being of humanity,

that sustainable development requires full and equal participation of women and men as both agents and beneficiaries,

that national, regional and global peace is attainable and women are a fundamental force in leadership and for the promotion of lasting peace.

Annex IV

AMENDMENTS TO THE INITIAL POSITION OF THE GROUP OF 77,
SUBMITTED BY CANADA

Beijing Declaration

We, the Governments participating in the Fourth World Conference on Women, gathered here in Beijing, in September 1995, on the eve of the fiftieth anniversary of the founding of the United Nations, recognize that the status of women has advanced in important respects in the past decade but that progress has been uneven and inequalities between women and men have continued. This has serious consequences for the well-being of all people and requires urgent action in a spirit of hope and determination, now and to carry us forward into the next century.

We reaffirm:

our commitment to the equal rights of women and men enshrined in the Charter of the United Nations, to the objectives of equality, development and peace in the Nairobi Forward-looking Strategies for the Advancement of Women, our obligations under the Convention on the Elimination of All Forms of Discrimination against Women and the commitments made at previous United Nations summits and world conferences.

We are convinced that:

- equal rights, equal sharing of responsibilities and opportunities in all aspects of life and harmonious partnership between women and men are critical to the well-being of humanity
- people-centred sustainable development requires the full and equal participation of women and men as both agents and beneficiaries
- national, regional and global peace is attainable and women are a fundamental force in leadership and for the promotion of lasting peace
- it is both essential and possible to design and implement effective, efficient and mutually reinforcing policies that will foster equality, development and peace.

We are determined to:

- intensify efforts to achieve the goals of the Nairobi Forward-looking Strategies for the Advancement of Women by the end of this century
- take all necessary measures to eliminate all forms of discrimination against girls and women and remove all obstacles to gender equality and the empowerment of women and girls
- promote and protect the human rights of all women and girls

- promote the full and equal participation of girls and women of all ages in building a better world for all.

We hereby adopt and commit ourselves, as Governments, to implement the following Platform for Action of the Fourth World Conference on Women. We call upon the United Nations system, non-governmental organizations and all other actors in civil society, as well as individual women and men, to fully contribute to the implementation of this agenda for action.

II. DRAFT PLATFORM FOR ACTION

Chapter I

MISSION STATEMENT

1. The Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and at removing the all obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities. Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century.

2. [The Platform for Action reaffirms the fundamental principle, set forth in the Vienna Declaration and Programme of Action, 2/ adopted by the World Conference on Human Rights that the human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights.] As an agenda for action, the Platform seeks to promote and protect [the full enjoyment of all universal] all human rights and the fundamental freedoms of all women throughout their life cycle.

3. The Platform for Action emphasizes that women share common concerns that can be addressed only by working together and in partnership with men towards the common goal of gender equality around the world. It respects and values the full diversity of women's situations and conditions and recognizes that some women face particular barriers to their empowerment.

4. The Platform for Action requires immediate and concerted action by all to create a peaceful, just, humane and [equitable] world based on the [universal human rights and fundamental freedoms, including the] principle of equality [and equity] for all people of all ages and from all walks of life.

5. The success of the Platform for Action will require a strong commitment on the part of Governments, international organizations and institutions at all levels as well as [adequate] [new and additional] resources for the implementation of the agreements made; a commitment to equal rights, equal responsibilities and equal opportunities and to the equal participation of women and men in all national, regional and international bodies and policy-making processes; and the establishment or strengthening of mechanisms at all levels for accountability to the world's women.

Chapter II

GLOBAL FRAMEWORK

6. The Fourth World Conference on Women: Action for Equality, Development and Peace is taking place as the world stands poised on the threshold of a new millennium.

7. The present Platform for Action upholds the Convention on the Elimination of All Forms of Discrimination against Women 3/ and builds upon the Nairobi Forward-looking Strategies for the Advancement of Women, as well as relevant resolutions adopted by the Economic and Social Council and the General Assembly. The formulation of the Platform for Action is aimed at establishing a basic group of priority actions that should be carried out during the next five years.

8. The Platform for Action recognizes the importance of the agreements reached at the World Summit for Children, the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development which set out specific approaches and commitments to fostering sustainable development and international cooperation and to strengthening the role of the United Nations to that end. Similarly, the Global Conference on the Sustainable Development of Small Island Developing States, the International Conference on Nutrition, the International Conference on Primary Health Care and the World Conference on Education for All have addressed the various facets of development and [universally recognized] human rights, within their specific perspectives, paying significant attention to the role of women and girls. In addition, the International Year for the World's Indigenous People, 4/ the International Year of the Family, 5/ the United Nations Year for Tolerance, 6/ the Geneva Declaration for Rural Women, 7/ and the Declaration on the Elimination of Violence against Women 8/ have also emphasized the issues of women's empowerment and equality.

9. [The Platform for Action is drawn up in full conformity with the purposes and principles of the Charter of the United Nations and international law. It is recognized that the formulation and implementation of strategies, policies, programmes and actions in all areas of concern are the responsibility of each country, with full respect for the various [religious and ethical values, cultural background and philosophical convictions of all its people] and in conformity with all [universal] human rights and fundamental freedoms.]

10. Since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi in 1985, and the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women, the world has experienced profound political, economic, social and cultural changes, which have had both positive and negative effects on women.

11. [The World Conference on Human Rights recognized that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights. [The universal nature of these human rights and freedoms is beyond question.] The full and equal participation of women in