

The 2nd east asia women's forum

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The 2nd East Asia Women's Forum

Aug 22-24, 1996, Seoul

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The 2nd East Asia Women's Forum

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The 2nd
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Country Report Presentation

Women's Movement in Korea after the Beijing Conference

Jee Eun-Hee

Co-Representative, Korea Women NGO's Committee

Standing Representative, Korea Women Associations United

1. Women's Situation in South Korea

A. Population

The population of women in South Korea is 22,275 as of 1995, which is 49.7% of the total population, 44,851. This means there are 98.7 women per 100 men. The average span of women's life is 76.8 years while that of men is 72.8. But, the rate of maternal death is 30 (for every 100,000 pregnant women), quite high compared to that of the advanced countries. What is conspicuous is that the overall birth rate is decreasing, but the ratio of male to female birth is increasing. That ratio, 115.4%, is the world highest as of 1994.

B. Economy

The economic growth rate of South Korea is in the top 11th in the world, and the GNP per capita recorded 10,000 dollars in 1996. Having come out from the absolute poverty of the past, the general economic situation of the Korean people has been improved significantly. In 1995, 48.3% of all women are economically active, which amounts to 40.1% of the total economically active population. Most of women employees do service, sales, and office works, and it is rare for them to have jobs in professional technical, administrative, or managerial areas. Women usually work, also, in small and low-paid enterprises. The 1992 statistics shows that 62.7% of women employees are hired in enterprises with less than 5 employees. The 1995 statistics shows that the average wage of women workers was only 59% of the men's.

C. Politics

Women's participation in policy making and political positions in 1996 is as such that only 9 of 299 lawmakers in the National Assembly, 71(1.56%) of 4,541 members of basic parliaments, and 56(5.76%) of 972 large-sphere parliaments are women. In the national government, there is only one women minister among 23, and in its various committees women's participation is only 7.2%. In legal profession, women take up 2.1%, in journalism, 14.1%, and for university professors, 13.9%. As of 1994, women constitute 26.5% or 235,620 of 889,711 public officials, but, the ratio drops to 1.8% (i.e. 219 of 12,199) if one looks into the higher ranks such as above 5th class and inflates to 45.5% in lower ranks such as in 8th and 9th classes. Based on these statistics, the Statistics Administration in 1995 announced the result of one of its researches saying that the empowerment index of Korean women is 90th in the world.

2. Development of Situation After the Beijing Conference

A. Women's Demand for Gender Equality

The situation of Korean women has undergone certain changes since the Women's Conference in Beijing in 1995.

Korean women have been engaging themselves in various activities to reform their discriminated status in various social areas despite their large participation to economic activities for 20 to 30 years. In particular, the movement of women workers, who were the source of main thrust for economic growth, has focussed on reform of discriminated low wage, provision of day-care centers for married women workers, enactment of such a law, introduction of paid infant-nursery leave, social cost-share for maternity protection such as in maternity leave, restriction on sexual harrasment in work place, general provision of lunch in elementary schools.

Women's movement has targeted to achieve employment promotion for women, introduction of employment quota system for women to stabilize women's job security, regulation of sexual harassment in work place, revision of the Gender Equality Employment Act to prohibit indirect gender discrimination, inclusion of protective clause for time-waged labor in the Basic Labour Law, and to stop the introduction of dispatch worker system. In addition, there has been an active move, even after the Sexual Violence Special Act was passed, to enact domestic violence prevention law in order to prevent and protect victims of domestic violence.

B. Women's View Is Represented in National Policies

(1) Government Makes 'The 10 Tasks to Enlarge Women's Social Participation'

The first reaction of the Korean government to the result of the Beijing Conference came from its globalization promotion committee, the main body for reform policy guidelines, when it set out and announced 10 middle and short term main objectives. The government made it clear that they were for eliminating gender discriminatory factors, improving various related laws, and to build social understanding. The 10 Tasks presents comprehensive and detailed program of action in the fields of employment, infant-rearing, education, job-training, and gender-equality awareness raising. Its literary content is progressive enough to be a landmark for improving women's social role and status if they were all implemented.

The 10 tasks are; (a) expansion of childcare facilities through civil participation, (b) introduction of after-school child programs, (c) general provision of school lunch, (d) goal-setting for increased participation of women to official positions, (e) introduction of incentive system for increased employment of women in public enterprises, (f) build-up of social cost sharing system for maternity protection, (g) systematic conduct of capacity formation programs for women, (h) build-up of women-related information network, (i) enactment of the Basic Women's Development Act, and (j) increase of public gender sensitivity through mass media. Of these, the change from enterpriser's unitary cost bearing to public sharing for maternity protection, and the goal-setting and incentive system to promote women's social advancement deserve a good attention.

"The 10 Tasks" drew much expectation from women groups as they represent partial reflection of the women's demands in employment matters to the government policies. However, since "The 10 Tasks" are mainly concerned with mobilizing more women labour force, policies on women's human rights, women farmers, and low-income women are naturally neglected. In addition, inadequacy was pointed in relation to the fact that the establishment of the Ministry of Women Affairs, a steady demand of women groups, was turned down, and the quota system was replaced by 'additional point system' in promoting women's employment against the existing discrimination. The idea of quota system is based on gender equality while that of additional point is based on giving out privilege measures to inferior gender.

(2) Basic Women Development Act Was Passed

The enactment of this law, one of the ten tasks announced by the Committee after the Beijing Conference, is remarkable. Having similar provisions to its counterpart in Norway, Denmark, Australia, and Finland, this law will serve as the basis for removing gender discriminatory factors in the fields of employment, education, welfare, human rights, etc. With it, people can now fully demand government policies to eradicate gender discriminatory customs and ideas now prevalent in the society.

However, even though this law stands for an institutional basis to realize the constitutional idea of gender equality, its effectiveness is being questioned because many problems surfaced in the process of enactment. In that process, opinions of women groups, experts, and other social groups were not gathered and represented through

public hearings, for example, when it was presented to the National Assembly.

Moreover, there are many pitfalls in the provisions, too. One of the most important provision in the 12 programs of action adopted by the Beijing Conference is the formation of a body exclusively charged with women policy. But, there is no mentioning of this in "the 10 Tasks". To execute the mother law, enforcement ordinances stipulate detailed and clear-cut regulations derived from it. However, the reality is that most of the enforcement ordinances of the ministry in charge of women affairs, including those of basic policy guidelines, either lack the provisions of the mother law completely or cover only in abstract terms. This leads women groups to question the willingness of the ministry to implement the Basic Women's Development Act.

Nevertheless, the value of that law cannot be underestimated since it provides institutional basis to realize constitutional idea of gender equality, shifting the former policy concept of protective welfare for the vulnerable women to that of general women's welfare, and, further recognizes the role of non-governmental women's organizations in bringing about a gender-equal society. Therefore, all women groups should work together to revise this law so as to make it a genuine basic law to eradicate all forms of gender fixations and discrimination.

(3) Increased Participation of Women in Policy Making Process

The 15th general election for the National Assembly gave birth to 9 women lawmakers. Compared to the 3 or 1% in the 14th Assembly, this number or 3% is a significant progress. Just in terms of women's political participation, the election of April 11 was a great success. More than anything else, the fact that two new women lawmakers succeeded in making their way into the Assembly from local electorates is of great value since such cases had been none since the 12th Assembly.

In recent years, political parties promised to introduce women quota system for proportional representation seats, and, especially, to increase the number of candidate nomination for women for the top electable nominees. The result of the election showed that Kim Dae-Joong's party allocated elected women nominees the most, 23%, while the ruling New Korea Party and Democratic Party did only 17% each. The Liberal Democratic Alliance did not make any women law makers.

Such a result came thanks to the solidarity work of women's organizations in their demand of women's quota. They have also worked for introducing proportional representation system in local parliaments, allocating 'women seats' in the national constituency of the Assembly, and increasing women's participation in administrative committees in the national and local governments.

(4) New Establishment and Expansion of Women Affairs Bodies in Local Autonomy Organizations

The emergence of civilian-elected heads of local organizations since the local election of June 27 is leading to changes in several places. Responsible to the local residents, they give priority to the policies and undertakings that reflect residents' opinion and locality's characteristics. Though not yet very strong, effect of such a new

policy trend onto the awareness and life pattern of the residents is not limited. In forming a gender-equal society, the attitude and mind of a local government on women policies is a decisive factor in resolving women's issues.

In this regard, it is a highly desirable trend that some large-sphere autonomy organizations undergo establishing a women affairs body or changing the existing housewives welfare office into women's welfare or women's policy office. Some local governments are trying to raise expertise in this field; Seoul with Women's Committee, Aid for Women's Policy, and Women's Welfare Office, and Kyung-gi province with women's policy department. The city government of Seoul, in particular, can credit positive assessment for its plan to raise 7.5 million dollars to found a women's development fund.

But, there are, too, some local autonomy organizations that incorporate women's body into social welfare body only to result in reducing even the poorly existing women affairs administration.

According to evaluations on the year's women policies of the Seoul City, their success was felt in the area of welfare services, but was the contrary in increasing the participation and developing the capacity of women. According to the 1996's annual budget of Seoul City, 53.4% is allocated for supporting vulnerable women, while 39.8% was for capacity building, and 6.8%, the lowest, for promoting social participation. This fact illustrates that for a local government, it is not easy to plan and execute its own women policies as long as its main function is tied up with the execution of the jobs commissioned by the national government.

3. Actions Necessary to Implement Beijing Conference

A. Aims

(1) demand the national government and local autonomy organizations to judge upon women's situation and establish implementation plans by setting out women-related policies.

(2) urge the government to implement plans targetting for the increase of women's empowerment so as to remove obstacles to active participation of women in all public and private fields and promote complete and equal participation in making economic, social, cultural and political decisions.

(3) identify that women's human rights and freedoms are essential to their empowerment as gender equality is a matter of human rights and social justice.

(4) identify that gender-equal participation and sharing of responsibility are essential to a sustainable social development

B. Objectives

- (1) promote gender equality
- (2) expand women's social participation
- (3) enhance women's welfare
- (4) place women issues in major national policies
- (5) set out active local women policies

C. Policy Objectives

Identifying that the promotion of women's status and the realization of equality are matters of human rights and social justice, the Beijing Declaration urged governments, international organizations, and non-governmental organizations to pay attention to and take measures in 12 fields. Accordingly, our policy objectives are as follows.

(1) protection of human rights and eradication of violence on women

Institutional measures should be taken to protect women from violence born and maintained by the lower political, economic, and social status of women, and international agreements on promotion of women's human rights should be observed.

a. Domestic Violence Prevention Act should be established in order to prevent repeated, voluntary violences against family members such as women, children, the aged, and the handicapped. The law should include provisions of domestic protection measures such as victim counseling and protection, right of order to keep the offender off, provisional order for withdrawal, assailant treatment program, and others such as duty of report of medical and counseling experts and right of intervention of social welfare experts.

b. Special Act for Sexual Violence should be established in order to counter hard the frequent sexual violences including those on children. By this law, stipulation of an offense subject to prosecution only upon complaint should be removed, and the definition of rape by close relatives should be expanded to include relatives by marriage and of lower age. Moreover, regular sex education program should be introduced in schools and an investigation squad for sexual violence should be organized.

c. Gender Equal Employment Act should be established in order to develop programs to prevent and regulate sexual harassment in work places.

d. Foreign Workers Protection Act should be established in order to protect the human rights of foreign workers.

e. Measures should be taken to do research on the situation, support for economic independence, and improve welfare of mother-child family of handicapped women, who live under the double burden of being women and handicapped.

(2) measures of support for economic independence of women

a. Enterprisers in Korea has recently tried to introduce labour dispatch and time-based work system in order to utilize women's labour force flexibly. Facing this move, trade unions and women groups are jointly opposing time-based work systems, and instead demanding to protect part-time workers by revising the Labor Standard Act. To the labor dispatch system, they are also in opposition in principle.

b. Employment quota should be introduced from public sector to private enterprises in order to promote and stabilize women's employment. It is also necessary to control indirect discrimination such as by 'new personnel management policy' in recruit and hiring process, to provide more high-level job-training institutions for women, and to introduce quota system in job-training centers.

c. It needs to newly include a clause of regulation on indirect discrimination and sexual harassment in the Gender Equality Employment Act, since effects of sexual discrimination can occur, besides direct ones, as the result of employment and personnel management conducts. The existing clauses of the Act should also be revised to give stronger effect.

d. Maternity leave should be prolonged from 60 to 90 days, and paid miscarriage leave should be introduced. Cost of maternity protection should be shared by social securities such as medical insurance so as to remove causes of decline for women employment.

e. Employment and income security should be maintained during childcare leave period, as demanded for the protection of childcare and family life for workers. It is also necessary to introduce family tending system and birth tending leave for the spouse, to acquire adequate infant rear facilities, to reduce infant rear cost of the parents, to acquire adequate after-school childcare facilities, and to generalize provision of school lunch.

f. Training programs and agricultural machineries for women should be developed in order for women farmers to become agricultural managers.

(3) equal participation in policy-making process

a. Each political party should nominate 30% of total candidacy for women, and 50% for national seats.

b. We need to search for and give education to capable and representative women candidates, recommend and support them in their candidacy for parliaments.

(4) peaceful resolution for conflicts???

a. The Japanese government must accept "the resolution in demand of legal responsibility of Japanese government" of the special rapporteur on sexual violence on women of the U.N. Human Rights Commission, in order to resolve the issue of 'comfort women of the Japanese army'. The Japanese government should cancel all deceptive reparation measures such as "the National Asia Peace Fund for Women", and give apology and reparation to the victims. For this, we need to go for "Anti-Fund" campaign, and work to enact a special

reparation law in the Japanese Parliament along with the solidarity of Japanese non-governmental organizations.

b. Women's participation should be increased in disarmament activities, and women's leadership should be promoted in peace activities such as no-nuclear activities.

(5) women's role in sustainable development

a. As major consuming actors, women should promote green consumer movement through making compost by food trash, re-using things, and consuming less.

b. Women should acquire broader environmental awareness through education programs for women.

(6) women and education

a. Search for gender-equal curriculum for school and gender-integrated alternative curriculum.

b. develop life and social education programs for women, and expand opportunities for life education for women by utilizing local facilities such as universities.

c. increase women's access and participation to scientific, technological, and other professional fields.

d. introduce employment goal system for women professors in national and public universities.

(7) women and welfare

a. Social welfare budget should be increased to 5% of GDP by the year 2000, of which women's welfare budget should also be significantly increased.

b. The value of domestic labor of house-wives should be recognized by objective standards so as to get recognition of social security and damage compensation.

c. Health care after and before birth should be covered by medical insurance, and the delivery should bear any cost on the mother.

d. Measures should be devised for rural women to get easier access to medical service and for poor women to enjoy better quality of welfare service.

(8) special governmental body exclusively for women's issues and solidarity activities of women's organizations

a. Ministry of Women Affairs should be newly established to take exclusive responsibility of women's policies and exercise right to budget compilation and right to bill for legislation. Local autonomy organizations should also have a women policy body that can set out women policies in the local context.

b. Women's organizations should be empowered more by information exchange, cooperation, and joint actions based on solidarity among women's groups.

THE SITUATION OF CHINESE WOMEN AND MEASURES TAKEN TO IMPLEMENT THE PLATFORM FOR ACTION

Zhang Bohua

Standing Committee Member of All China Women's Federation

The Situation of Chinese Women

It is known that China is the most populous country in the world. By 1995, the population of China has reached 1.21121 billion, of which women account for 50%, or over 600 million. So what is the current situation of such a large female population and what are their most urgent problems that need to be addressed? Now we would like to give an introduction on the situation of Chinese's women in the following aspects.

1. Legal gurantee of Chinese women's rights

In China, origin of Confucianism and influenced by it for a long time, the idea that men are superior to women has long been existed. After the founding of the People's Republic of China, it is explicitly stipulated in laws that women enjoy equal rights with men in all spheres of life, political, economic, cultural, social and family life. However, women do not fully enjoy all the legal rights in their daily life due to the influence of traditional ideas and they are sometimes treated unjustifiably. For instance, decision-makers of some recruitment units give priority to males rather than females while recruiting employees. Women shoulder much heavier family burden than men. Men often have more chances than women in receiving education. To tackle these problems, the state has taken various measures, including setting the principle of equality between men and women in the Constitution, the Law of Inheritance and the Labor Law and adopting specific and detailed regulations. On the opening ceremony of the fourth World Conference on Women, Mr. Jiang Zemin, president of the People's

Republic of China, stated "Equality between men and women is a basic national policy in promoting social development".

The All China Women's Federation (ACWF), together with other women's organizations, has appealed to relevant departments and made every effort to solve these problems. Since 1989, the Chinese government has successively promulgated important laws and documents aiming at safeguarding rights and interests of women and children, such as the Law of the People's Republic of China (PRC) on the Protection of Rights and Interests of Women, Law of PRC on Maternal and Infant Health Care and the Program for the Development of Chinese Women which urge governments at all levels to implement preferential policies to further promote gender equality. The adoption and implementation of the Law of PRC on the Protection of Rights and Interests of Women and the Program for the Development of Chinese Women have exerted a far-reaching significance in further eliminating all forms of discrimination against women, promoting women's status and role and forming a good social moral of protecting and respecting women.

The Law of PRC on the Protection of Rights and Interests of Women is the first special, systematic and basic law of China regarding women's rights and interests. It stipulates women's rights relating to political life, culture and education, work, property, the person, marriage and family and it involves all spheres of a woman's life and work. It stresses the legal responsibilities and accountabilities of the state and highlights the special protection of women's rights and interests. In a society where gender equality is not fully recognized and where inequality exists in daily life, this law provides new provisions that has never been or seldom been touched upon in the laws regarding women's political participation, recruitment, and employment, labor protection and marriage and has a positive impetus on other laws.

The Program for the Development of Chinese Women is the first all-round and systematic general plan of the development of Chinese women formally promulgated by the Chinese governments. Up to now, thirteen provinces, autonomous regions and municipalities will have completed the formulation of their respective women's development programs.

We hold that there is a complete set of laws and regulations concerning the protection of women's legitimate rights and interests. We believe that women will better bring about their own values and their status will be further advanced if the enforcement of these laws and regulations are better carried out.

2. The level of women's participation in the decision-making and management of state and social affairs and our expectations.

The proportion of women in power organs is an important standard to measure

women's political status. Only when the percentage of women in decision-making and management in state and social affairs has arisen to a certain standard, can women's opinions be better reflected, their wills be better realized and their rights and interests be better safeguarded.

Statistics show that the level of Chinese women's political participation has been highly raised. When the First National People's Congress (NPC) was held in 1954, there were only 147 women deputies, accounting for 12% of the total number. With the support of the government and the persistent efforts of the masses of women and women's organizations, by 1993, the number of women deputies to the Eighth National People's Congress has reached 626, accounting for 21.03%. There are 283 female members in the Eighth Standing Committee of the Chinese People's Political Consultative Conference (CPPCC), making up 13.52%. In government departments, the percentage of female governors and vice-governors rose from 6.12% in 1989 to 18.5% of the present level, and the percentage of female mayors and deputy mayors rose from 5.09% to 6.92%. Up to 1995, there were women in party and government leading positions in 29 provinces, autonomous regions and municipalities and 100% of the counties and 50% of towns and villages in 19 provinces have had at least one woman cadre in the leadership.

From these statistics, we can see that certain progress has been made in Chinese women's participation in the management of social affairs. But the proportion is far from the level it should reach compared with women's population which make up 50% of the total. In this connection, we hope that (1) women's awareness on their political rights be enhanced through all means; (2) government at all levels should listen to suggestions and demands of women's organizations and take women's special interests into full account while formulating policies and projects; (3) plans be worked out in training and selecting women cadres and the work of training and educating women cadres be strengthened so as to improve their ability of leadership and in participation in politics.

3. Women's rights to work and our expectations

We should say that in our East Asian region which can be called a Confucianism culture circle, China is one of the first countries that legally guaranteed women's rights to work. It's explicitly stipulated in the Chinese Constitution that women enjoy equal rights with men to work. The Labor Law further points out that "With the exception of the special types of work or post unsuitable to women, no unit may, in employing staff and workers, refuse to employ women by reason of sex or raise the employment standard for women." The Law of PRC on the Protection of Rights and Interests of Women states "No units may dismiss women staff and workers or unilaterally terminate labor contracts with them by reason of marriage, pregnancy, maternity leave or baby-nursing". With the perfection of our laws and regulations regarding the protection of women's rights and interests and the rapid development of China's economy, the population of employed women has been increasing. By the end of 1994, the number of employed women was 270 million, accounting for 44% of total number of employees, higher than the world 34.5%. They can be found in various fields. Among 12 branches of the national economy, nine employ over 1 million women each. They include industry, agriculture, architecture, transportation and communication, commerce, public health, education, party and government organs and social organizations.

Besides, China also applies the principle of equal pay for equal work for men and women, that is to say that workers in the same trade, doing similar kinds of work and having the same technical skills, receive the same pay regardless of sex.

But in recent years, with the reform of enterprises and the adjustment of industrial structure, there emerged a large number of redundant laid off workers. According to incomplete statistics, women constitute more than half of the 15 million laid-off workers in the country. In some places, the percentage is as high as 70% to 80%. There are also differences in payment for men and women. According to a survey conducted in Beijing last June, the average monthly income of employed women is 778 Yuan while the average monthly income of their spouses is 977 Yuan. That is to say women's monthly income is only 79.6% of that of men's. We wish that the government would actively exploit areas and forms of employment suitable to women's characteristics so as to provide them more job opportunities. At the same time, the government should investigate and deal with those acts that infringe upon women's legitimate rights and interests of labor in accordance with law, resolutely curb enterprises from terminating labor contracts with women in pregnancy, lying-in and breast-feeding, from forcing women workers to engage in super-intensity labor and from violating the principle of equal pay for equal work for both sexes, and guarantee that women workers have the same employment opportunity and work in an environment that is good to their mental and physical health.

4. The situation of Chinese women's education and our expectations

In recent years, Chinese women's education has gained much headway through law regulated education, social mobilization and participation, fundraising from various channels and educational institutions run in various forms. The present enrollment rate of the girl-child is 96.2%. The proportion of females in the middle schools, colleges and postgraduate schools reached 43.1%, 33.7% and 24.8% respectively. There are 1,679 women's secondary vocational schools and three women's vocational colleges which offer more than 60 specialties suitable for women. Over 13 million women are enrolled in adults' institutions of higher learning.

However, restrained from economic development in some poverty-stricken areas, girl children face many problems in receiving education. Incomplete statistics show that two-thirds of school drop-outs and non-attendance are girls. To solve these problems, the All-China Women's Federation has launched a "Spring Bud Program" to help girl drop-outs back to school. Up to now, over 100,000 girl drop-outs have been back to school with the help of this Program. It is expected that the drop-out rate of school-age girls will be kept below 2%, illiteracy will be wiped out among 3 million women each year and strive to eliminate illiteracy by the end of this century among young and middle-aged women all over the country, raise step by step the percentage of females in receiving education of all levels and all kinds, and raise women's quality as a whole and enhance their employment ability.

5. The situation of women's health.

In order to protect women and children's rights and interests relating to health, in October 1994, the Tenth Session of the Standing Committee of the Eighth National People's Congress adopted The Law of PRC on Maternal and Infant Health Care. This Law came into effect on June 1, 1995. By 1995, the country has set up 374 maternity and child care hospitals at provincial level, more than 2,000 clinics for maternal and child care, 35 children's hospitals. Departments of gynecology and obstetrics and pediatrics have been set up in over 17,000 hospitals above county level. Over 2,000 family planning centers have been established in counties and townships. Nowadays, 98% of the pregnant women in cities and 70% in the countryside receive regular pre-natal examinations. The rate of using modern method for child delivery is 84.1%. The maternal mortality rate is 94.7 per 100,000 and the infant mortality rate is 31.42 per thousand.

But still big gap exists between urban and rural areas concerning medical facilities and health indicators. It is our hope that MCH centers at all levels be established and perfected, systematic health care for pregnant and lying-in mothers be enforced, hospitalized child-delivery rate of rural pregnant mothers be increased, health education among women be strengthened and diseases seriously endangering the health of rural women be prevented and cured.

Measures Taken to Implement the Platform for Action.

The 12 critical areas of concern in the Platform for Action adopted at the Fourth World Conference on Women reflect the wishes of women all over the world and the most urgent problems to be addressed. In China, although the overwhelming majority of women have obtained stable access to food and clothing and are working towards a comparatively well-off life, there is still a certain number of our sisters living in poverty. In this regard, in conformity with the targets set out in the Program for the Development of Chinese Women and in accordance with the actual situation of Chinese women, the All-China Women's Federation, after the Fourth World Conference on Women, decided to carry out a series of actions to the year 2,000 with poverty alleviation on top of its agenda. These actions are as follows:

1. Action to help poor women out of poverty

There are 65 million poor people in China and over half of them are women. The specific target of ACWF is to help 1 million women to get rid of poverty by the year 2,000. The following measures are taken: (1) continue to carry out "Double learning and double emulation" activity among rural women which is to organize women to

learn general knowledge and practical skills and emulate each others achievements and contributions, encourage women to engage in "March 8 Green Project" activity to develop courtyard economy, in other word to run all kinds of literacy activity and productive skill training courses to help 19 million women in poverty-stricken areas to acquire at least one applied skill and carry out specialized skill training on the basis of general training so as to have one female agro-technician or technician in animal husbandry in each willage in average; (2) expand contacts with poor areas and households and daily out the hand in hand activity of advancing by both rich and poor households toward the goal of a sompararively well-off life; (3) design and implement poverty-alleviation projects by developing natural resources of poor areas to develop crop and plant cultivation, aquaculture and processing industries, giving support in funds and technology.

2. Action to help laid-off women workers be re-employed.

In the process of transforming from planned economy to market economy and with the reform of enterprises and adjustment of industrial structures, unemployed women workers turned up in some big and medium-sized cities. These women together with those from enterprises which have suspended or partly suspended production need to seek new employments. The re-employment actions of ACWF are:(1) to assist labor departments to conduct skill training for laid-off women workers so as to achieve the goal that womentrainees account for over half of the total,(2) to help women to form a new outlook on job selection and energetically develop tertiary industry. Nowadays, parts of China have seen abnormal phenomenon as many people without jobs and many jobs with no one to do. For instance, in Beijing, quite a few people hold prejudice against service trade. As we know that a large amount of service people are needed in Beijing and the total income of such industry is several billion Yuan annually. But still many people would rather choose to stay at home waiting as the unemployed for the state to assign them jobs than to engage in such kind of work because they think they will lose face if doing so. So it is an important aspect to change women's ideas on job selection. (3) to set up fertility compensation fund in order to change the situation of recruiting units that are reluctant to employ women. This method was first tried out from 1988 in Nantong City, Jiangsu Province and then was popularized to 338 counties. We urge state labor departments to study and formulate relevant rules standardizing recruiting units' actions with regulations. (4) to publicize to the masses of women the advanced deeds of those who have achieved good results in their work, especially in economic activities, and set good examples for women. The All-China Women's Federation will strive to help 1 million women to get re-employed in the next five years through all these means.

3. Action to wipe out illiteracy

Illiteracy eradication has been a major work of women's federations at all levels for a long time. In the early 1950's, 95% of women were illiterates. The percentage decreased to 23% last year. But according to statistics, the number of illiterate people is 145 million(33 million are young and middle-aged people) of whom over 70% are

women. The fact that the majority of the illiterates are women severely restrains women from participating in social affairs and hinders the advancement of women's social status. For this, we have proposed the following measures to be taken: (1) request the government to guarantee to give priority to women's education while formulating state education programs and develop annual plans,(2) mobilize the whole society to carry out in depth the "spring Bud Program" to assiat the girl drop-outs back to school, (3) help women to learn general knowledge by learning technical skills in the double learning and double emulation campaign and strive to eliminate illiteracy among 3 million women each year so that all the young and middle-aged illiterates will be able to read and write by the end of the century, (4) develop life-time education, update knowledge and organize all forms of training for women.

4. Action to help women become competent and talented

In order to revitalize the country with science, technology and education and cultivate millions of cross-the-century women with high ideals, high moral integrity, education and disciplines as well as with a high sense of self-respect, self-confidence, self-reliance and self-improvement, we are going to adopt the following specific measures: (1) encourage women in all trades and professions to make progress and contributions and become professionals at their own posts and call upon them to learn theory, knowledge, science and managerial skills,(2) actively promote more women to the posts in decision-making, management and high-tech field since a long way is still ahead of us regarding women's political participation in numbers, levels and extensity, urge departments concerned to make it a rule that there should be at least one woman or two in the government leading posts of at all levels, (3) set up database of talented women in women's federations at all levels and recommended them at an appropriate time to relevant departments.

5. Action to promote cultural and ethical progress

Women's federations should advocate the establishment of civilized, equal, harmonious and stable families and new social mood in which people are concerned with the collectives, regard helping others as a pleasure, respect the old and love the young, and ready to be public security volunteers. We'll initiate various forms of activities to develop family culture, establish correct outlooks on marriage, love, child bearing and education, safeguard women's rights and interest, resolutely fight against infringement on the legal rights and interests of women and children, especially violence against women and children. Measures taken include: (1) advocating mutual respect, mutual love, mutual trust, mutual encouragement, mutual understanding, mutual tolerance, mutual help and jutual comfort between husband and wife,(2) promoting socialization of household chores in order to in order to further lighten the family burden of women, (3) fighting domestic violence against women. According to incomplete statistics, domestic violence takes place in nearly 1% of families. We should expose this social evil phenomenon and punish criminal acts according to laws. (4) resolutely fighting against all acts that violate women's rights and

interests.

Women's federations at all levels and other women's organizations have taken up to participate in these five kinds of actions. Our slogan is : putting stress on participation and action.

Original Report Prepared by The Hong Kong Women's Coalition On Equal Opportunities

Member Groups of Hong Kong Women's Coalition on Equal Opportunities:

- The Association for the Advancement of Feminism(AAF) Chan Hing Social Services Centre Concern Group
- on Women's Rights Teh Concer Group on Single Parents
- Family Ideal Community Education Project of Harmony House
- The Hong Kong Federation fo Women's Centres
- The Hong Kong Women Christian Council
- The Hong Kong Women Worker's Association
- Queer Sisters

This condensed version prepared by: Sue Romaniuk, United Church of Canada, Hong Kong Women christial Council. Updated for the Second East Asian Women's Forun, August 22-24, 1966.

INTRODUCTION:

In 1984 the Sino-British Joint Declarations was signed by China and Britain. Hong Kong will return to China on July 1, Agreement which will become the constitution for Hong Kong after July 1, 1997. In this Agreement the promise of one country, two systems and the promise to give Hong Kong the status of special Administrative Region (SAR) are Hong Kong's future assurance of sovereignty from the Chinese government.

However, many people find the future uncertain and have decided to emigrat, causing numerous social

problems. Family break-ups arise when women and children emigrate while the husband stays in Hong Kong working where he is assured of employment.

The economic development of Hong Kong has reinforced the traditional role of women. It has also created escalating conflicts in women towards their role and status in society. This awareness has assisted in the promotion of a feminist consciousness and has moved women to identify and lay claim for their rights as citizens deserving of equal status with men.

For the women of Hong Kong, the return to Chinese sovereignty on July 1, 1997 presents important challenges. The larger political, economic and cultural differences between China and Hong Kong have a direct impact on Hong Kong women's family life. Another challenge is drawn from the very real differences between state institutions and other organizations in Hong Kong like the many non-governmental organizations (NGOs). Finally, there are social and political differences which produce divisions among women's groups. For instance, differences in socio-economic status, in approaches to women's issues (eg. a service or research orientations versus advocacy), and in political stance (eg. those groups which are pro-China, women's groups versus those which are independent, feminist groups).

This paper will briefly outline the face of inequality, the obstacles facing women seeking social reform and the need for Hong Kong to make social and political advancement before 1997.

While economic development which took off in the 1960's contributed to higher employment rates for women and an improved social status, the industrial restructuring that began in the 1980's has brought women a new set of problems. The high cost of land and labour have seen factories moving out of Hong Kong to mainland China where land and labour is cheaper. Eighty percent of manufacturing plants in Hong Kong have subsidiaries operation in China. The number of manufacturing workers in Hong Kong has decreased from 900,000 in 1988 to 590,000 in 1993. Women in their 30's and 40's with 10-20 years of industrial work experience have been thrust into a service industry where they lack skills and confidence. Many remain unemployed and unemployable due to sex and age discrimination in the service industry's labour force. It is difficult for women over 30 to find jobs.

This movement of Hong Kong factories into China continues to affect countless numbers of women and children in Hong Kong in another way. When companies move to mainland China many of the male executives and managers move in order to run the operations. These men leave their wives and families for months and sometimes years at a time. Once in China, many of these men take "second wives" and start another family. The wives and families left behind in HK are completely alone, with no rights for compensation. It seems that the government feels it is too difficult to prove that a man has taken up with another woman. So long as he has not "legally" married another woman, what's the point in pressing the issue! This is creating a great number of single mothers, marginalized and

struggling to survive and to raise their children.

Cutting down on labour cost often means a move on the part of the employer to hiring

part-time labourers. The majority of part-time workers are women earning a wage of about HK\$2,000 per month.

Sex discrimination in the work place is evident in the wages as well. Women on average

Women aged 45-49 were earning only 58% of what men earned.

Sex-role division of labour is still prevalent in Hong Kong. In 1991 83% of women aged 20-24 were participants in the labour force. But between the ages of 30-34 and 35-39, the numbers dropped drastically to 60% and 50% respectively, after all women had family responsibilities and roles to fulfill. The lack of child care facilities available keeps women at home with their children, where the women remain economically dependent upon their husbands.

11. WOMEN AND POVERTY

Women's disadvantaged position in the labour market is a significant factor contributing to women's poverty. Social percentage of single parents, unemployed and aged. In the family, the poverty of married women is less visible because the unequal allocation and access to family resources for women has been overlooked. Social deprivation, the inability to get out and develop social relationships because of family responsibilities, is a great source of poverty for women.

11.1. MARRIAGE AND FAMILY

Traditional gender roles continue to prevail in the family.

The man is the breadwinner and the woman the care giver, even if both spouses are employed outside the home. Men are the decision makers, women are the homemakers.

A survey was conducted in Tuen Mun which found that 80% of the women surveyed believed that taking care of the family was more important than personal careers. Sixty percent believed that a woman's place was in the home. According to this survey 70% of women depend on their mothers or mother-in-laws to assist with child care and housework.

Families in Hong Kong are becoming smaller. The number of births can be seen to be decreasing, when in 1981 there were 86,751 births and in 1990 only 67,731. Birth rates are declining women becoming more educated, women's increased participation in the labour force, a change in social norms concerning child rearing from emphasis on quantity to qual

ity, and the increased costs of child rearing. In Hong Kong today birth control remains the responsibility of the women.

Abortions are easily available to those women who can afford it through private clinics. Public hospitals are less 'free' with permission for abortion, therefore women who are less economically privileged often put their lives at risk obtaining illegal abortions in Hong Kong or going to lower quality clinics in China.

Family violence is on the increase. Women are reluctant to come forward, even to friends and family. The average age of battered women is 31-40. Over 56% of battered wives are fulltime housewives who are economically dependent on their husbands. Immigrant wives from mainland China are often victims of abusive marriages. They are easy targets, lacking social, family and acommunity support.

The police in Hong Kong lack training and experience in handling family violence. This is evident when only 41% of battered women are referred by the police to social agencies, and a meagre 43% are informed of their legal rights.

The transformation of Hong Kong's economy has seen many males move to work in China. This has caused an increase in mistresses being kept by Hong Kong men in China as well as extra marital affairs cause emotional and financial strains that many women are unable to overcome.

Divorce is on the increase in Hong Kong. New legislation makes it possible for divorce proceedings to begin after one year rather than a forced waiting period of three years.

Social agencies need to develop preventative measures that meet the special needs to develop preventative measures that meet the special needs of these families involved, in particular the women who are left on their own to deal with the struggles. Most recently, groups in Hong Kong have begun consultation on introducing reproductive technologies which would allow a child's sex to be decided before it is born, that is, if it is the second child, and if the decision is for medical reasons.

While technology has improved the lives of Hong Kong people, there are many decisions over the ethics of technology's applications, especially as it impacts women, which have yet to be made.

IV. SEXUAL VIOLENCE & SEXUAL HARASSMENT

Hong Kong society still believes that women, the most prevalent victims of sexual harassment and violence, are somehow responsible for the treatment they receive at the hands of others. suggestive gestures, "seductive" clothing or going out late at night are off limits for women who do not wish to be victims of sexual crimes.

The lack of training that police receive in dealing with a victim of a sex crime discourages victims from reporting the crime. There is a general lack of a victim support system which would enable the victims to get the help they need. Rape within marriage is not acknowledged by the police or legal institutions. In the area of domestic violence, the Hong Kong government has ignored the hardship faced by many abused women.

The Hong Kong confederation of Trade Unions has in place a women's Committee that is committed to dealing

with women's rights. Over the past two years, they have promoted a large campaign against sexual harassment in the workplace. Part of this campaign was the sexual harassment survey completed in September of 1994.

There often exist a number of myths that prevent respect being given to the issues of sexual harassment brought forward by women in the labour force. The surveys point out to the workers, employers, government and general public that the problems are much larger than they had been led to believe by those who do not wish to deal with the issues. There is still the belief that women are being sexually harassed because of the provocative clothing they wear or because of their youthfulness. HKCTU's survey showed that in fact many women working in offices that employ a conservative dress code, and women over the age of 45, were still being harassed in the workplace. The HKCTU's surveys raise awareness and challenged the myths and attitudes of the labour force, the government and the general population.

At the present time Hong Kong women struggle to come to grips with sexual harassment in the work place. Guiding legislation has yet to be out in place in Hong Kong.

Anna Wu's private member's Equal Opportunity Bill was debated, but was defeated in mid-1995. In its place, two less comprehensive bills were passed: the Sex Discrimination Ordinance and the Disability Ordinance. Neither bill covers age discrimination, one of the greatest contributors to women's unemployment. Over ninety three percent of women over the age of 40 are unemployed due to age discrimination.

The Sex Discrimination Bill was passed in July of 1995; however, it has no starting date and is riddled with exemptions that weaken its effectiveness. Clearly the government continues to stall in picking up its responsibility to ensure equal status for women and men in Hong Kong.

Women will continue to be oppressed by the church in cases of sex discrimination. The churches in Hong Kong are exempt from this sex discrimination legislation.

In the case of domestic violence, a number of factors contribute to the problem. Hong Kong is a patriarchal society in which traditional family values are still very strong. It is felt that abuse should be kept as a private matter. Hong Kong men maintaining mistresses in mainland China puts stress on Hong Kong marriages from which domestic violence may result. In addition, there is a lack of public awareness and sufficient resources with which to tackle the problem support for abused women comes in the form of counselling, shelters and some legal protection. However, stronger social policies, interdepartmental coordination, statistical research, implementation monitoring, and training could improve government's input on the problem. More resources for public education, stronger legal protection, additional social resources, and specialized counseling services would help greatly in addressing the issue of violence against women.

The greatest opposition faced by those lobbying for women's rights, for equal opportunities, is the government itself. The inequitable composition of the "elitist" government which houses a greater number of appointed seats than directly elected seats, results in the needs of the business sector being met at the cost of an equitable society.

V. WOMEN AND HEALTH

Women's health is shown to be closely related of their disadvantaged positions in the family and in the workforce. The isolation and socially undervalued positions of housewives leads to poor self image and mental health problems. The double burden of paid work and family responsibility is a major cause of postnatal depression in women. Women's role as household carers, their dual roles of housewives and employee, and their lack of resources are all factors contributing to women's unsatisfactory physical and mental health.

AIDs is an increasing health concern for women. While the numbers of AIDs patients in Hong Kong increases, it is increasing at a greater rate among women than men. With the increase of extra-marital affairs and prostitution, heterosexual contraction of aids among women is on the rise as husbands bring the disease home to the family.

With the increased awareness of women's health issues and the need to address those issues, action has been taken. Recently Hong Kong has seen the development of three women's health centres that will focus on the specific health needs of Hong Kong's women.

VI. SOCIAL POLICIES AND WOMEN

Child-care:

In the eyes of Hong Kong society and its government, child care remains primarily the responsibility of mothers. There is very limited subsidised child care available which in turn restricts women to the traditional role of housewives. Government subsidized child-care services meet only 10% of the need. While there is private child care available, none of it is government regulated, therefore the quality of care is not guaranteed. Kindergartens are also privately operated and very expensive.

Education:

Sex stereotyping of females and males in fields of study persists in the Hong Kong education system. In grammar schools, science subjects continue to be male-dominated and arts subjects attract more female students. In the universities' areas of study which tend to lead to less lucrative jobs, e.g. arts and social sciences, have become increasingly "feminized".

Housing:

Women, especially poor women, are more likely to face housing problems than men. Single women and single mothers face numerous problems related to housing and living conditions in Hong Kong. Single moms are not given any priority in public housing and therefore they are often forced to rent single rooms or to share apartments

with other women.

there are only two temporary shelters for battered women. In Hong Kong, each providing about 40 places. There are no other housing services available for these victims after they leave the shelters.

VII. Women and The Media

The media in Hong Kong continues to abuse the image of women as newspapers, television and advertisements all promote sexist images of women. Beauty contests in Hong Kong continue to devalue the lives of women as they promote women's bodies as some sort of commodity of which there is an ideal model.

In the summer of 1994, a series of posters were produced by the government's Labour Department for an industrial safety campaign. Provocative images of women, along with suggestive slogans such as "Before You Go All The Way, Take Precautions," were used in the posters to attract attention. This campaign which draws heavily on sexist imagery brings into question the sincerity of the Hong Kong government. Which is supposedly promoting equal opportunities and opposing sex discrimination in the workplace.

After a number of demonstrations organized by labour and women's organizations with the support of a group of Legco members, the government withdrew those posters. A recent survey revealed that advertising in Hong Kong continues to promote stereotypical sex roles, to portray women as sexual objects or accessories, and put women in a subordinate role.

VIII. Sexual Orientation

Although women of sexual minority groups have existed throughout China's history, the modern Hong Kong movement to secure equal opportunities for these women began in the late 1970s and early 1980s. For example, there was an early "gay and lesbian group" called the Pink Triangle which existed in Hong Kong during the 1970s.

One of the major tasks facing groups such as the Pink Triangle, and later the Hong Kong 10% club is the job of lobbying for the repeal of the Sodomy Law (finally achieved in July 1991). Women have participated in these "gay and lesbian" groups from the 1970s until the present, but always in lesser numbers than men. This is because only about 40% of the participants identified themselves as lesbians, and the other 40% identified themselves as other sexual identities, mainly bisexual and single-by-choice.

Since the non-heterosexual women's population in Hong Kong included women from the full spectrum of possible sexual orientations, a more inclusive word, "queer" was used by some of these women to describe themselves. The Cantonese equivalent to the word "queer" is "tuhng-jl" (a rough translation is "same purpose" or

"comrade")

In early 1995, one of the first feminist queer organizations in Asia was founded in Hong Kong. The main goals of the group is to promote visibility of queer women, to provide services catered to their needs, advocate equal and social treatment for queer women and to educate society with regards to unbiased information about queer women in Hong Kong. One of their major tasks was to push for the passing of anti-discrimination legislation for lesbians and bisexual women in the Legislative Council session which just ended in July of this year. If this legislation passed, the next major job will be to ensure that the new law will be enforced by the Equal Opportunities Commission which will begin operation in September of this year.

IX. Sex Discrimination Ordinance

Through organized lobbying activities directed at the Legislative Councillors and political parties, women's issues have been raised to unprecedented levels of attention in the public arena. As a direct result of their determination, the lobby groups have successfully initiated debates, that never would have taken place in the legislature. Legco member, Anna Wu, presented the government with a draft of a private members bill, the Equal Opportunities Bill, which prohibits all forms of discrimination. This bill, along with the pressure of women's groups, forced the government into action. In 1994, the government, responding to the pressure, announced that it would introduce legislation against sex discrimination in the community and discuss the possibility of extending the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) to women in Hong Kong.

In October 1994, a Sex Discrimination Bill was drafted as presented to the public for consultation. The bill prohibits discrimination, based on sex, pregnancy and marital status, in the workplace, in education, training programs and social life.

It also requires advertisers placing discriminatory advertisements to pay a fine. Sexual harassment is forbidden as well.

The Sex Discrimination Bill was tabled and debated at the Legco meeting on June 28, 1995. While the Bill was passed in it has no starting date and is riddled with exemptions that weaken its effectiveness, including the lack of legislation against age discrimination and concern for the traditional family responsibilities expected of women. Clearly the government continues to stall in picking up its responsibility to ensure equal status for women and men in Hong Kong.

The extension of CEDAW to Hong Kong is still up for debate, but an Equal Opportunities Commission was established on May 20, 1996. It will come into operation in September of 1996. However, sufficient representation of women's views on the commission is still being questioned.

X. WOMEN AND POLITICS

Though economically advanced, Hong Kong is still under-developed politically. The government of Hong Kong is predominantly an elitist decision making structure. While general elections by universal suffrage were introduced in Hong Kong in 1991, they resulted in the election of less than one third of the seats. The rest are obtained by appointment. Those appointed represent business and professional interests. The Legislative Council (Legco) amended the electoral ordinance so that by 1995 memberships of Legco no longer included government officials and appointed members. Elections for the District Boards in 1994 and the Municipal Councils in 1995 did away with the appointment system as well.

The gradual opening up of the political system since the 1980's has helped to politicize the hitherto "apolitical" population in Hong Kong. However, it should be noted that there has been no significant change over the years in the overall percentage of women councillors on the representative political bodies. Moreover the higher up the power hierarchy, the fewer the number of women elected.

Women, although they are often appointed because of their abilities and their record of community participation, seldom run for election. Academics and social activists have explained the low level of women's participation in electoral politics in terms of inadequate provision of social services to relieve women from household chores, the low status of women in society in general, the public image of women and women's own self-perception. However, these factors aside, electoral politics in Hong Kong are inherently discriminatory.

The fundamental flaw of the system of functional constituencies is that it restricts the electoral franchise to a small male-dominated population. The system also excludes housewives who constitute about half of the adult female population, and are not considered to have a "function", and therefore are not accorded a functional constituency seat.

XI. DISCRIMINATION OF WOMEN IN THE NEW TERRITORIES

Geographically, Hong Kong is divided into three regions: the Hong Kong Island, and Kowloon which were ceded to Britain under separate treaties, and the New Territories which was leased to Britain for 99 years in 1898. Those who inhabited the New Territories in 1898, and their descendants are known as the indigenous people of Hong Kong.

Under the British administration there is a New Territories Ordinance which preserves the customary Chinese law of land inheritance rights. According to this Ordinance, women in the New Territories are denied the right to land succession when the owner of the land dies intestate, though women in other parts of Hong Kong enjoy equal land succession rights with men.

Large housing developments in the New Territories have resulted in 42 % of Hong Kong's population living

there. A New Territories Land Exemption Bill which exempts all non-rural land from the application of the New Territories Ordinance has heightened the level of discrimination against indigenous women. Women's groups in Hong Kong have reacted by demanding the repeal of discriminatory customary practices in the New Territories as a whole. Indigenous women from the Territories began to come toward and join with the women's groups. After months of lobbying activities, and the move by one of the women councillors to propose an amendment to the land exemption bill to include all land, victory was won in June 1994.

However, indigenous women continue to battle issues of sex discrimination. The Small House Policy allows only male descendants to apply once for land to build a small house on. A recent vote on this issue within the Legco debate on the Sex Discrimination Bill will uphold this policy.

Women are virtually excluded from the political realm of the village where only the heads of households (invariably male with rare exceptions) are eligible to vote for their village representatives who then form the Rural Committees. Women's groups are challenging the legality of the discriminating election system as the Bill of Rights guarantees equal political rights of women and men.

XII. THE COALITION'S PLAN OF ACTION FOR THE HONG KONG GOVERNMENT

In light of the far-from-equal status of Hong Kong women, the Hong Kong Women's Coalition on Equal Opportunities has drawn up a plan of action for the Hong Kong Government in urging them to put women's issues higher on their agenda, and do more to help women acquire equal status with men in all spheres of society.

Legislation:

The Hong Kong Coalition of Women's Organizations are presently lobbying the government to add age discrimination and other gender-related grounds of discrimination to the Sex Discrimination Bill. The government should also implement legislation guaranteeing equal pay for equal work, full pay instead of two thirds pay for working women on pregnancy leave, and the extension of CEDAW to Hong Kong without reservations.

Social Services:

The government should conduct a through study on problems faced by families in which one spouse needs to frequently work away from home. It should set up as soon as possible women's development centres to assist families which are facing breakups, and to counsel women whose husbands are having extra-marital affairs either in the mainland or within the territory.

The government should increase and enhance its existing child-care facilities, and encourage private firms to allow job-sharing and other flex-time work schedules. Public housing allocation should be modified so that women with special needs can obtain affordable housing.

The government should set up a more supportive network for battered women, victims of sex crimes, single parents and other women in need.

Public Education and Training Schemes:

The government should assist women in learning about their rights under the law. The police force should be sensitized and trained to deal with issues of rape, sexual harassment and domestic violence. There should be more resources to retraining programs for women who have lost their jobs due to economic restructuring.

Fathers should be educated on the need for them to play an equal part in family life and to shoulder their share of the household chores.

Teachers should be sensitized to stereotyping concepts, and be trained to avoid discriminatory practices. Career counsellors should be sensitized to the imbalance in the sex ratios in various disciplines of studies, and be trained to encourage students to study non-traditional subjects and courses.

MACAU REPORT

Hellen Sou

Caritas de Macau

INTRODUCTIONS

Macau, a tiny city in the Pearl River Delta, has been governed by the Portuguese administration for over 400 years and has been developed to a trading oriented media for light industrial products while garments is sharing over 70% of her annual export volume. Manufacturing only contribute about 35% of our total tax revenue while tourist related industries are the major source of tax income for the government.

By the end of 1994 our population has estimated to be about 500,000 including those of temporary residence. It is believed to have increased over 25% to that of 1988. The growth has not been caused by birth but by the inflow of immigrants and workers participating to the growth and needs of our economic developments. Meanwhile the total area of Macau has also been increased for about 20% over the last 5 years to the present 19.34 square km. The land increase is by reclaiming lands for residential, industrial and transport purposes including that for the cargo terminal and the international airport which is started at 1995.

The economics and political affairs are noticeable when decisions have to be made for the public benefits as well as in organizing charity relieves for the recent floods in south eastern China. In our legislative and administrative bodies of the Macau Government and in the various economic and professional organizations our participation's are influential.

The implementing law and regulations of Macau have been adopted from those of Portugal with considerable changes to match our Chinese majority of historical culture and heritage's. These changes are made to CO-ordinate with our unique environment or with that abide by the mini constitution, the Basic law, for Macau when

the sovereignty will be returned to China in 1999. Our Participation's and involvement's in the various private or public sectors allow us to express our concerns on matters of social welfare, protections of private and intellectual properties, the acceptance of freedom to faith beliefs, etc.

In the private sectors for economic and industrial developments the authorities are awarded of our limited advantage and resource, have given priority to productivity and creativity developments by implementing regulations to improve the relationship between the entrepreneurs and their employees on an international level. This has resulted remarkably as a recent press interview has made with students studying in universities and colleges abroad that the majorities have the intentions to return to contribute their knowledge to our communities. The Social Compromising Standing Committee and the Macau Economic Committee are directly supervised by the Governor with appointed representative from the entrepreneurs, many of them are Catholics, and from the workers union.

The demand for social services has increased as our population grew with economic developed and social complications arise. The Church continue to offer her services for the elderly, children, youth, family, community, rehabilitation as well as medical care and education's.

There are homes centers for the aged and elderly run by the religious and charity organizations. Eventhough the local government grants financial aids to the elderly or retired though her welfare center and social benefit scheme, our centers with limited financial supports and funding the government, has maintained our importance for domestic and spiritual care.

Nurseries providing food, recreations, sleeping facility and study services are offered to children under the age of 3 before they are suitable or acceptance for schooling. There are about 100 licensed nurseries in Macau with only 10 are funded by the Church. The necessities of these nurseries are due to the needs of working couples to support their families spending.

The Life Line Telephone Counseling Center of Caritas of Macau is the only center with counseling service for the youth to express their emotional and daily problems. The Catholic Employment and Vocational Training Center offers assistance and guidance to youth on problems of their professional developments, deserved benefits and technical safety.

Caritas of Macau and Catholic Family Association take care of family services concerning personal growth, proper sex educational, premarital counseling and family planning. Financial and material aids are given to those in need. In recent years families or single parent have increased and the Church has given special concern and

guidance to members of these unfortunate families.

Caritas has started Rehabilitation in Macau with centers and shelter workshops for those physically and mentally handicapped. Our role of devotions in this respect is highly appreciated by the government and the public.

Stationed social workers from the Good Pastoral Care of Caritas of Macau serve Medical Care to patients in hospitals. They attended their spiritual needs while in hospitals as well as at home with regular visits. Many patients depend on their visits with domestic services and encouragement's.

The Church of Macau offers over 45% of our local primary and secondary education opportunities. We have Special Training Schools for the Deaf, an Institute for Social Work and a Prevocational Training School. Regarding to education, the Church is also concerned with the benefits of their teachers. Representatives from our Church have taken an active role in the special committee of the Macau Educational and Youth Services for planning the scheme of Free and Compulsory Basic Education in Macau. The group of Catholic Teachers has presented their repetition to the Government for support to their teachers retirement scheme.

In this highly competitive and self-protective society. The challenge we face is the willingness of the participations to our Church. With participation's we believe that the thrust of the Church Teachings will not only be among our faithful but only persons at large but also those decision makers of our Church and her organizations to be more open with their difficulties and social problems so that they can be shared and solves in a co-operative spirit of the Church.

The inflow of Chinese immigrants with different needs and educational background, and to those who area foreign to our social environments, has caused organizations greater need of social workers. The shortage of well-trained social workers is being awared by the general public, almost on a double to those afforded by the private organizations and the Catholic secondary schools have organised regular seminars and courses to students, especially during the summer vacations, for social work alertness.

Another of the difficulties on social problems is to introduce the mutual trust and appreciation of workers and their employers in the fields of our industrial and manufacturing sectors. Our employment and Training Centre has taken a direct approach as the media to solve their conflicts and to protect the benefits of the appraisal of oneself and ones contributions is the seed of our personality developments and by acknowledging it properly will surely leads to social stability and prosperity.

The interest classes organized by Caritas Women Centre enable the Women to develop their skills and enhance

the quality of family life. They have been welcome and supported. In the past, many interest classes have been held, namely, the make-up class, social dance class, cooking class, putonghua class, cantonese opera song class plus art, craft class, knotted cords class, silk-stockings-flowers class, earthenware class and crystal-flower class.

On the 8th of March, 1995. Centre moves in other dristrict, because Dr. Cheu borrow one flat to Caritas for develop the Women Centre. Now, there are 240 active members. Because Caritas Women Centre for providing a nice place and a precious opportunity to learned develop interests.

On the other hand, community service begins at women centre, therefore, we believe "There is much we can do to build a better community."

Caritas Women Centre have always been counseled to be active in community affairs. In the early days of the centre, encouraged women to get involved by "strengthening the virtues of the community". The Women Centre to urge its members to act as individual concerned citizens and to strengthen themselves, their homes, and their communities by becoming knowledgeable about important local issues and voicing their opinions in appropriate ways.

Community services is a higher priority at some times in our lives than at others. A mother with young children may not be able to help much in ambitious community service projects. Nevertheless, she should not feel that she can have no influence in the community. Some of our most basic responsibilities as citizens begin within our own homes. As our circumstances changes, we can spend more time with worthy projects in the neighborhood and the community.

WOMEN RESPONSIBILITY BEGIN IN THE HOME

Maintaining and orderly, friendly home that exemplifies good women center family life can of itself have beneficial effects on the neighborhood and community. Teaching our children to become good citizens and responsible adults is on of the most important functions. We can perform for our communities and have a responsibility to teach our children to obey the laws of the hand, to respect the property and neighborhood, and to serve others. We must teach of this through examples. If we do not obey the law. We cannot expect our children to obey. If our children seen us carelessly litter, we cannot expect them to respect public property. Even societies where authority by using our authority in the home in righteousness and love. So, I would lend my support to the majority of my good neighbors to be certain that where I was living children could have the privilege of growing

up in a learn, safe wholesome happy community. I could not allow small, misguided, self-benefiting groups to rob from us the blessings of such a family community experience. Our first concern is the family. This concern then leads to neighborhood and community involvement.

WE MUST UNDERSTAND AND MEET OUR BASIC COMMUNITY RESPONSIBILITIES

As members of a community and citizens of a nation, we have some basic responsibilities that must not be neglected, whatever our time constraints. We have a responsibility too be familiar with the documents that our government is founded upon and to know and abide by laws of our society. If we have the political freedom to vote for public leaders and policies, we have the obligation to be informed about current issues and to vote responsibly.

RESPONSIBILITY INVOLVES AWARENESS OF NEEDS AND RESOURCES

We must be informed about our communities before we can serve in them. Further, local newspaper, particularly the editorial pages; radio and television news programs and editorial commentaries point out community needs.

Women who have fewer family responsibilities can find structured volunteer services to which they can donate their help in almost every country and community. Among the many opportunities to join with other in strengthening the community are-

- 1) Serving on women center, an old people's home and related center.
- 2) Serving on zoning boards.
- 3) Joining Citizen group opposed to neighborhood displays of pornographic materials or offensive advertising.
- 4) Beautifying neighborhoods with garden and dean projects.

WE CAN MAKE A DIFFERENCE

We must push aside another barrier, larger than lack of time or even apathy, if we are to make valuable contributions to our communities—the feeling that one person cannot change anything, that we are powerless. Each woman should realize that she can be an effective, concerned citizen, e.g. visit people, vote, etc.

CONCLUSION

Women in the center have always had their leader's encouragement and support as they have worked to serve and reform their communities. While a woman's first obligation is to her family, most of us have periods of time when our services can and should extend beyond the family to the betterment of others. We can serve in numerous ways wherever we live and whatever our circumstances.

Geography and Demographic Characteristics

Oidov. Enlchtuya Mp

Chair person of LEOS

Mongolia is a country in the Central Asia, situated 1580 meters above sea level. It has a harsh continental climate with 4 seasons a year. Mongolia covers a land area of 1,565,000 square km. Consisting of mountains, plateaus and deserts. The total population of the country is 2.2 million. 54.7% the population live in urban environment and the balance 45.3% in rural areas.

Mongolia is a unitary state consisting of 21 provinces known as "aimags" and a capital city. Nearly a quarter of the population (600,000) lives in the capital city Ulaanbaatar. More than 15 per cent of the total population are nomadic.

Females constitute just over half (50.4 per cent) of Mongolia's population. The majority of the population is young (43 per cent is under 16 years). Woman in the reproductive age group (16 to 49 years) account for about 23 per cent of the population.

History

Mongolia regained her independence with the victory of the National Movement in 1911 and the People's Revolution in 1921 and was the first country to declare itself socialist. The introduction of socialism in the 1920s changed the life of Mongolians, which had developed during four centuries of feudal theocracy in a rural economy. The socialist system remained in place for about 70 years until the reform movement of late 1980s.

In the early 1990s Mongolia chose to undertake the democratization of its political system and the transition to a market economy. The country has a multiparty parliamentary system of government and the Parliament is known as the State Great Hural. This was legally guaranteed by the new Constitution of Mongolia which was adopted in 1992. Currently, it is experiencing a hard transitional period, and to ease this situation the government

is also implementing economic structural reform programme with the support of international monetary, financial and development institutions.

Women organizations

The female population consist of 50.4% of the total population 54.9% of them live in urban environment, and the balance 45.1% in rural areas. The proportion of girls under 15 years of age consists of 43.2% and women aged 16-54 years of 47.4% while the women aged 55 years and above consists of 9.4%.

The current machinery for the advancement of women at the State level is as follows;

At the level of the highest state power - The State Great Hural - the areas of women's concern come under the jurisdiction of its Standing Committee for Social Policy. At the level of the highest executive power of the State - the Government of Mongolia - the responsibility for formulation and implementation of policy on women and nation-wide coordination is commissioned with the Government member in charge of Population Policy and Labor. This matter is a direct responsibility of the Women's Division established in 1992 in the Population and Social Policy Department of the Ministry of Population Policy and Labor.

Under the current process of democratization and modernization women are widely involved in movements to join in areas of different interests. This is a new progressive process. Women's voluntary movement is also progressing and genuine NGOs are being established and developed. Currently, there are 24 women's organization, operating in different ways and they play an important role in promoting women's rights and interests. Some of them function under the auspices of political parties, others by addressing women's rights and interests. Some of them function under the auspices of political parties, others by addressing women's concerns of a definite field.

The Mongolian Women's Committee was the only centralized women's organization in years of 1924-1990. MWC represented Mongolian women within the powerful Soviet-led Federation of Women's Committees. No alternate forms of women's representation were permitted, and every female Mongolian baby automatically became a member of the Federation for life. With the dissolution of the Communist Party, the MWC leadership lost credence. Following the YI Congress of Mongolian Women held in 1990, the Committee has been restructured as a non-governmental organization

Some newly organizations are; LEOS, Women's Social Progress Movement, Social Democratic Women's Movement, Women Lawyers Association, International Ladies Association in Mongolia etc....

Women's organizations have implemented a number of projects to create jobs, to establish a current loan fund, to conduct training, to set up a women's information and research center, and a center for protection of female

victims of violence in the family, and had inter alia, seminars on various issues of promoting women's rights and interests. Furthermore, they practiced joint preparations for the big events on woman, children and families held at the national and international level.

Currently, the capacity of women's organizations has been increased, they have obtained appropriate experiences and definite working methods, establishing and expanding external relations. However, this should be taken into consideration as the first stage in the development of NGOs in Mongolia in terms of their formation and strengthening of institutional structure.

Brief introduction on status of Mongolian women

The structural reform has a multifarious positive impact on the advancement of women. With the development of external relations and international cooperation of Mongolia, perspectives are being expanded for women to adapt to democratic environment, to get acquainted with the situation of women in the world, to exchange experiences and develop cooperation.

Under market economy, opportunities of access for women to education, health care and social protection are being fine-tuned following the structural reform and renewal undertaken in the fields of health, education, culture and social protection.

Women's advancement is hard hit by the crisis and difficulties of the transition. The income of the majority of the population has declined, the living standards have deteriorated, unemployment and poverty have increased. The fall in access to health care, education, social and cultural services in rural areas has resulted in a decline of human development indicators. There are many thousands of school dropouts. There was a scarcity in the supply of maternal mortality has risen. The plight of women-gearing households with low income is a stun of destitution. The policy and activities for the period of transition aims to overcome these difficulties with the least possible loss.

The government policy on woman fails to address real problem in the transition period and to find solutions to improve the status and living conditions of women in Mongolia. The previous policy on women has been limited to such measures as distribution of medals "Mother-Hero", monetary transfers to women with many children, etc., thus considered women as only recipients of charity and other donations.

Over the years of transition, mostly women working in the areas of education, health care, manufacturing, agriculture, have become victims of job reduction. The policy measures for women retired early because of many children and single mothers is not fair.

In such condition, the first national conference "Women for Social Progress" held in March, 1996 was the first

step in the direction of improvement of living conditions of women, but the questions discussed were not raised from the research made in the real condition. Specially the questions to improve the life of rural women, their daily problem were not discussed and all the questions spoken on that conference were left as the future plans.

Women's health

Women, particularly mothers, and children are particularly adversely affected by the collapse of the health system.

A number of difficulties in providing health care services have been caused by the economic crisis of the transitional period. The supply of equipment for medical treatment and diagnostic services, rugs Sand drug materials, ambulances, communication equipment has worsened. In particular, the supply of heating, and electricity to somon hospitals constitute the most difficult and urgent problem. Women are both consumers of health care and its providers (7 out of 10 physicians are female). Though Mongolia has a doctor/patient ratio of 27 per 10,000, the geographic distribution of doctors is distorted.

There was one case was known to be carrying the AIDS virus, while prostitution is a new phenomena among women and it could make the AIDS virus spread in the country.

Addressing issues related to child and maternal health care, maternity benefits, allowances and pensions is a major challenge, particularly during a period when the Government is experiencing a fiscal crisis.

Women and poverty

In the last four years poverty has become a social reality in Mongolia. In urban areas poverty is, mainly, caused by a decline in production and increase in unemployment. In rural areas it is caused by the lack of social services and decline in human capital. Women, especially female-headed households with many children, have been affected more serious, than others, by poverty. Women who are uneducated, and women underdeveloped skills and have man children are subjected to destitution, first of all, as they are in the high risk group of becoming unemployed. Women, especially young women are employed in lower paid jobs. The opportunities of access to loans and technical assistance are limited for women.

Women and violence

Because of weakening of the society in recent years, increase of social disorders and heavy alcoholism, the violence against women in families and other conditions and even the cases of murder of women have been increasing. The rape cases have a tendency to grow in recent years. Three Mongolian NGOs LEOS, Women for Social Progress Movement and Women Lawyers Association had initiated a project to reduce Domestic Violence Against Women and Lawyers Association had initiated a project to reduce Domestic Violence Against Women and children in Mongolia, and set up a Center Against Domestic Violence. It aims to modify the social and cultural patterns of conduct of men and women, prevent domestic violence and provide victims of violence with legal and emotional counseling in order to enable them to make themselves and their children safe. CADV has a Battered Women's Shelter to house victims of violence for 7-14 days free of charge.

Women in decision making

Under the socialist system, women were well represented in Government and effective offices at the national and aimag levels; female members of the Parliament were appointed by the Party. After the 1992 elections only three out of 76 members of parliament were women. The Liberal Women's Brain Pool (LEOS) has been instrumental in bringing the resources of all Mongolian women's organizations together in a Coalition to focus the attention of the Mongolian public and the political community to gender issues and specifically to gender equality and women's representation in political decision-making bodies. The "Mongolian Women's" Coalition was established as a result of a "Woman in Politics" seminar held by LEOS in September 1995. The seminar was attended by the representatives of more than 20 women's organizations to discuss issues of women's participation in politics, voter mobilization, and electoral reform proposals. Due to the effective work of the Coalition activity, in the just held election 7 women were elected in the Parliament, including LEOS Chairperson Oidov Enhtupa and Deputy Chairperson Unenburen Narantsetseg. This is 10% representation in comparison with 2.6% in the previous Parliament..

Current Status of Women in Taiwan

Awakening: Yenlin Ku

According to a 1988 world-wide study on women's status conducted by the Population Crisis Committee in Washington D.C., Taiwan ranks relatively high in health and education, but lags far behind in legal, political and social status. The 1994 Report on Human Rights Indicators publicized by the Chinese Human Rights Association (in Taipei) indicates the our protection for women's basic rights failed in every aspect; personal freedom, safety, employment, marriage and family, and social participation, with education being the only exception. The following facts and analysis will provide you a general picture of the current status of women in Taiwan in the areas of population and health, education, employment, politics, women's groups, and law.

Population and Health

Facts and Statistics

Total Population: 20,408,798 (1991)

Sex ratio: 107

Birth rate: women 1.616% men 1.670%

Death rate: women 4.14% men 5.20%

Sex ratio at birth: 110.3(1992) 105.6(1947-56)

3rd & 4th birth order 129

Infant mortality rate: female 5.54% male 6.24%

Life expectancy at age 0:

female 76.48 male 71.10

4 women died of miscarriage

36 of childbirth related diseases

Sex ratio at age 55-59 108

65-69	136
75-79	105
85+	64

Analysis

It is true that improvements in public health, medical technology and living standard have been reflected in the health related statistics. For example, life expectancy for women has increased from 71.45 in 1970 to the present 76.48. But a closer look will reveal the adverse effect economic development and technology advancement have on women. The sex ratio at birth, especially for the third and fourth birth order, has increased dramatically as ultra-sound technology becomes available for detecting fetus' sex, and as a result, a higher proportion of female fetuses was aborted each year. With the provision of high technology, legalized abortion, better education and economic opportunities, which are all social indicators of improved women's status, many women are still psychologically subjected to a misogynous ideology and prefer sons to daughters. Technically, better-informed and higher-income women would have better control of their bodies, but these advantages are sometimes used in negative ways. Another effect of advanced medical technology on women is the problem of aging. Studies reveal that it is usually women in the family that take care of the disabled and diseased. Who would take care of the surviving who have spent a whole life after others has become a serious social problem. We need social policies that take women's needs at different ages into serious consideration.

Education

Statistics

Compulsory education: 9 years

Percentage(%) of women at different levels of education (1992-93):

Kindergarten	47.7
Primary school	48.4
Junior high school	48.7
Senior high school	46.7
Vocational school (3 years)	53.3
Vocational school (5 years)	45.5
Junior colleges (3 years)	44.8
Junior colleges (2 years)	55.9
University	44.7

Master's	27.9
Ph. D	16.6
Total	49.1

Women passing higher civil service exam 41.4%

women passing general civil service exam 72.5%

Women in high-level executive positions in the government	0.8%
medium-level positions	19.8%
low-level positions	79.4%

Women in minister positions 3 (1996)

Analysis

Education and diploma have traditionally been valued in Chinese societies. Both men and especially women have benefited from rising educational opportunities due to better family economic resources and decreased family size since the 1950s. In the 1950s, women made up only 10% of college student bodies, now they amount close to 45%. But their number decreased sharply in Master's and Ph. D. programs as women are not expected to attain the same educational achievement as men, and higher degrees often jeopardize women's marriage prospect but benefit men's. Besides, college women are concentrated in humanities and social sciences, fields considered compatible with women's "temperament" and traditionally roles but not leading them to high-paying jobs.

The major passage to civil service, besides winning the election, is through taking civil examinations. Although the government has set up special requirements and gender quota in favor of men, the number of women civil servants is still increasing. Compared with 10 years ago, they are moving up slowly from low-level positions to higher ones. We are pressuring the government to take measures to promote women to decision making positions to balance the sex ratio.

Employment

Statistics

Women's labor force participation rate (%)

1965	33.11
1970	35.45
1975	38.66
1980	39.25
1985	43.46

1990	44.50
1992	44.83

Women's participation rate in different job categories (%) (1992)

Technical	72.4
Administrative	12.0
Supervisory and assistant	118.7
Sales	62.3
Services	102.2
Agriculture, forestry, fishery and pasturage	40.5
Operato	40.3

Women's monthly salaries compared with men's (%) (1992)

Technica	72.7
Administrative	93.8
Supervisory and assistant	61.3
Sales	70.6
Services	70.7
Agriculture, forestry, fishery and pasturage	53.1
Operator	57.3
Average	66.0

Analysis

With some minor fluctuations, women's labor force participation rate has slowly increased since the 1960s, reaching the highest in 1986 (45.51%) and slightly dropped in the 90s. Concentrated in occupations which provide less prestige and fewer chances for promotion, women receive an average monthly salary that is only 2/3 of men's. Studies show that after the variants of human capital, work site and the nature of work have been controlled, men's average salaries are still higher than women's. Sex discrimination prevents women from enjoying the equal opportunities in the labor market in terms of entrance, training, salary and promotion. And Sexual harassment is an old problem that only recently catches public attention in the 90s. The Awakening Foundation drafted the Equal Employment Bill and had it introduced in the Legislature in 1989. But it has been sitting there ever since because of the strong opposition coming from the industry and business community.

Women in Electoral Politics**Facts and statistics**

before 1987: one party rule (KMT) + martial law + long-seating parliament + local elections

now multiple parties

3 major ones: KMT, DPP, the New Party

reserved seats for women

1995 township elections 0,2% —8.6%

lost significance since 1970s

Women elected to public offices I recent elections:

Year	Category	Total	Women	%	ReservedSeats
1996	National Assembly Members	334	61	18.0	29
1995	Legislator	164	23	14.0	13
1994	Governor, Taiwan province	1	0	0	0
1994	Provincial AssemblyMembers	79	16	20.3	9
1994	Taipei Mayor	1	0	0	0
1994	Taipei City Councilors	52	12	23.1	5
1994	Kaoshiung City Mayor	1	0	0	0
1994	Kaoshiung Cty Councilors	44	6	13.6	5
1994	Mayors and Magistrates	23	1	4.3	0
1994	Local Councilors	842	128	15.2	94
1994	Township Mayors	309	6	1.9	0
1994	Township Councilors	6,317	937	14.8	

The results of recent elections show that a higher percentage of women are elected where the competition is not so keen. For instance, more women entered the National Assembly than the Legislature which controls more political power. And women's chances of winning executive offices, where they have to compete for a single seat with men, is still slim. The reserved seat system, originally deigned to guarantee the minimum representation of women at about 10% no longer serves its purpose. Many women politicians now complain that this system is working against their chances of being nominated at the early recruitment stage within their won parties, which are generally reluctant to nominate more women than the number of reserved seats. Therefore, the quota system which once provided a floor for women to enter electoral politics in the 50s and 60s now has become a ceiling for

women's entrance. Beginning from 1986, the majority of women are popularly elected and they won more seats than what were reserved for them. But the system is still targeted by male politicians and political scientists for practicing tokenism or reverse discrimination. It has also caused heated debate among women's groups, especially during election times. Not wanting to give up what has been fought for by our predecessors and feeling the gap for women's political participation still needs to be amended, a number of women's groups first proposed a plan in 1989 to gradually expand the quota to a maximum of 40% for either sex. For each election the increment of the reserved seats will be calculated on the basis of the votes won in previous elections. This year, the Commission for Women's Development of the DPP proposed to reserve 20% slots for women both within the party decision-making bodies and for the nomination for public offices. Although rejected by the party leadership, it is a move in the right direction for women who try to work inside party politics.

It is obvious that women are under-represented in electoral politics, participation does not have to be limited to local and national elections. When we look at the organized efforts at changing political discourse and, consequently, public policy in favor of women, we can find an area where women are quite active. We are witnessing a growing number of women's groups that are trying to raise women's political consciousness and change the political atmosphere.

Women's Groups

1. Party affiliates

- The Chinese Women's Anti-Aggression League (KMT)
- Taiwan Provincial Women's Association (KMT)
- The KMT Women's Department
- The Commission for Women's Development (DPP)

2. Church affiliated

- Buddhist, Taoist, Christian
- Presbyterian Church (e.g. Rainbow Project, Taipei Women's Development Center)
- Tsi-chi Charity Foundation 1996

3. Branches of international organizations

- YWCA, ZONTA, BPW, LION

4. Grassroots

- Awakening 1982
- Warm Life 1984
- Homemakers 1987
- Women's Rescue 1987
- Progressive 1988
- Women and Children Protection Ass. 1988
- Women Workers United Production League 1988
- Angles Eccentric 1989
- Contemporary Women's Foundation 1989
- National College Women's Action League 1990
- Between Us 1990
- NOW 1990
- Feminist Studies Association 1993
- Fembooks 1994
- Pink Collar Workers Association 1995

Analysis

The women's groups in Taiwan fall into 4 categories: 1. affiliates of political parties, such as the Commission for Women's Development of the DPP, the Women's Department and Chinese Women's Anti-Aggression League of the Nationalist Party (KMT); 2. affiliates of churches, such as Taipei Women's Development Center and other religious groups. 3. branches of international organizations, such as YWCA and Zonta; and 4. grassroots organizations, such as Awakening, the Warm Lie Association and the Homemakers' Association. After the martial law was lifted in 1987, grassroots organizations mushroomed. They write women's platforms and campaign for the candidates who subscribe to their planks. Recent movements include a series of anti-sexual harassment actions campaigns for political reforms, introducing the Equal Employment Bill and Revision of the Family Law in the Legislature, and making demands for women's equal access to public toilets. The impetus of the grassroots groups have motivated political parties to pay more attention to women's needs. For example, the Women's Department of the KMT organized a series of conferences and put out the White Book on Women's Policy last year in reaction to the Feminist Studies Association's project of White Book on Women's Situations in Taiwan. But it remains to be seen whether their concern will remain lip service or will be turned into government policy and actually get implemented.

Legal Status

Constitution passed in 1947

Article 7: All citizens of the Republic of China, irrespective of sex, religion, race, class or party affiliation, shall be equal before the law.

Article 134: In the various kinds of elections, the number of women to be elected shall be fixed and measures pertaining thereto shall be prescribed by law.

Article 156: The state, in order to consolidate the foundation of national existence and development, shall protect motherhood and carry out the policy of promoting the welfare of women and children.

Constitutional Amendment passed in 1994

Section 5, Article 9: The state shall preserve women's dignity, protect women's safety, eliminate sex discrimination, and promote substantial equality between the sexes.

Eugenic Protection Law passed 1984

Abortion is legally available under the conditions when:

1. the woman's life if endangered,
2. the fetus is deformed or may have hereditary disease,
3. the pregnancy is a result of incest or rape, or
4. the maternal mental health or family life is endangered

However, a woman has to obtain the consent of her spouse or guardian before having a legal abortion.

Labor Standards Law passed 1984

Wages: equal pay for equal work

Working hours: In principle, women are forbidden to work between 10:00 pm and 6:0 am.

Maternity leave: 8 weeks

Family Law first revised in 1985, now under the second revision

Conjugal property: the husband and wife have the joint ownership of the property but the right to manage, use and collect fruits from the union property rests with the husband.

Divorce: Divorce can be effected by mutual consent and registration at a district office.

Custody and alimony: The guardianship of the children rests with the husband unless otherwise agreed upon or ruled otherwise by the court.

There is no provision of alimony in the case of a consent divorce, but the injured party may claim compensation from the party at fault in a judicial divorce.

Child's surname: The child assumes the father's surname. In case the mother has no brother and the father gives his written consent, the child may assume the mother's surname.

Legal residence: The wife takes the domicile of the husband as her domicile unless otherwise agreed upon.

Analysis

The formal equality guaranteed in the Constitution very often fails to be translated into the reality of women's daily existence. There are a number of reasons: 1. The laws reflect the power structure and dominant ideology of the society which is still male-concentrated and male-controlled; 2. the principle of formal equality (such as equal pay for equal work) fails remedy for compensate for the inequality women already suffered (such as being concentrated in certain types of occupations), and therefore often serves to perpetuate the unequal status. The 1985 Revision of the Family Law still automatically places man as the head of the conjugal family by preserving his authority over the management of the conjugal property (although his wife has equal ownership), place of residence, and the child's surname. The present revision, drafted by several women's groups, attempts to give the wife an equal say in the management of property and choice of residence and to recognize the economic value of housework.

Conclusion

Compared with 10 years ago when I prepared the country report with Dr. Nora Chinag for the 1st Asian Women's Conference in Davao in 1985, the status of women in Taiwan seems to have improved to a large extent. The Constitutional Amendment embodies the achievement of our women's movement of the past two decades, that is, women's dignity, safety and needs are finally recognized by the society at large, at least in principle. However, the substantial equality upheld in the amendment still remains an ideal that is far from reality. How to translate the concept into behavior, the dream into social reality is the testing ground awaiting feminists in Taiwan.

Japanese Women Empowered From Beijing toward the 21st Century

The Country Report presented at The 2nd East Asian Women's Forum
Seoul August 22-24, 1996

◆ 5000 Japanese women to Beijing.

The 4th UN World Women's Conference which was held at Beijing, as the first in Asia and the largest in scale was specially significant to Japanese women, due to the close historical relation with China, a giant neighbouring country. The number of Japanese participants reached nearly five thousands from all over the country, women of Okinawa in the south to Ainu indigenous women in Hokkaido in the north.

They organized more than 130 workshops on a variety of subjects and demonstrations. They showed results of two years' active preparation for the Beijing Conference. In spring 1995, more than thirty women's groups working on a variety of issues formed "The Group of Advocacy for Beijing"; its members translated the whole text of the draft Platform for Action into Japanese and submitted Proposals and Recommendations on how to change the draft to the Japanese government.

It is true some Japanese women spent only a few days at the NGO Forum and enjoyed tourism in China; however, many women participated with much enthusiasm and expectation so that women's position in Japanese society should be improved through the Beijing process.

Meeting and taking joint action with powerful women from all over the world at the NGO Forum, Japanese women were really encouraged and empowered and saw their own situation in Japan and in the world more clearly. Finally, many women had more confidence and courage; they were more determined to take action for change.

◆ Empowerment, Commitment and Alternatives

Only one month after the Beijing Conference, the women's rally for reporting on Beijing was held in Tokyo with three slogans: Women's Empowerment, Commitment for the Government and Alternatives for future.

It was emphasized that the Platform for Action could be materialized only through women's empowerment; women should have confidence that they can change the male oriented Japanese society where women are still discriminated, marginalized, subjugated and commoditized.

Twelve speakers on twelve areas of concern of the Platform for Action focused main issues in each area and presented how to pressurise the government to fulfill their commitments expressed at

the Beijing Conference to implement the Platform.

It was also proposed to have discussion of alternative society from women's point of view, because it isn't enough just to tackle with each specific issue; there is the need to change the Japanese society itself and to search for a vision of an alternative future for the 21st century, based on gender justice.

◆ Main Issues Japanese women face and confront

1) Women's Human Rights-Violence against Women

--Sexual violence by the US military in Okinawa

Seventy-one Okinawan women went to Beijing carrying the big map made of cloth which embroidered US military bases took action at the NGO Forum to protest sexual violence committed by US soldiers. The Platform includes 'Violence against Women' and also 'Armed Conflicts and Women'; at the very moment, back in Okinawa, a 12 year old school girl was abducted and gangraped by three US Marines.

On their return, Okinawan women were shocked to learn about the case and took prompt action to give press conference the following day to protest the US military authority. It drew international attention to force even President Clinton to apologize the people in Okinawa. It also inspired the whole nation to question the presence of US Army Bases themselves and compelled the government to review the US-Japan security treaty.

Okinawan women formed 'the Group of Women Who Never Allow Military Bases, Okinawa' and went to the US on a peace caravan. They opened Rape Crisis Intervention Center (REICO) to support survivors of sexual violence of both US soldiers and Okinawan men.

This is a typical example that how women can be empowered and give decisive impact on national and international levels.

--Military sexual slavery by Japanese Army

The issue of military sexual slavery (Comfort Women) by Japanese army was taken up by Japanese women at the NGO Forum together with women from Korea, the Philippines and other victimized countries to appeal to the world public opinion.

Actually, the Platform clearly stated that violence against women under armed conflicts was war crime against humanity and that such crime including military sexual slavery should be thoroughly investigated, their perpetrators should be prosecuted and their victims should get full compensation. It was an example that joint campaign by women of related countries could get a result against all efforts the Japanese government had made in order to deny its legal responsibility on the crime against Asian women.

In April, UN special rapporteur Coomaraswamy's report was accepted by the UN Special Commission on Human Rights; it recommended the Japanese government should take legal responsibility for the war crime, make public apology to the victims and give individual compensation.

However, the Japanese government refused to accept these recommendations; instead established "Citizen's Asian Peace Fund for Women". Therefore, Japanese women have been intensifying the campaign against the Fund, because it was intended as substitute for the government's compensation and the most victims themselves refuse to accept it.

Furthermore, the fund is applied only victims of south Korea, the Philippines and Taiwan and those of other countries are excluded, even if thousands of victims recently have come forward in Indonesia, and four Chinese former 'comfort women' filed a suit at the Tokyo district court, two of whom appeared at the court in July 1996 for the first time. In north Korea and in Malaysia, a number of former comfort women have been identified as well.

Therefore, the transborder solidarity action on military sexual slavery should be even strengthened to assure justice to the victimized women.

--Trafficking in Asian women into Japan

Since the mid 80's, Asian women have been trafficked into Japan and the majority of the victims are Thai women, whose number is estimated as many as more than fifty thousands per year. They are traded as commodities by traffickers of both Thailand and Japan at the price of four million yen, which means that victims are forced to pay back this amount of money as their debts by doing prostitution. They are confined and exploited like sex slaves.

Tragically, murder of abusers by Thai victims have taken place one after another; one of the well known cases was Shimodate case. Three Thai women killed their boss in 1991 at Shimodate, Ibaragi Prefecture, in their attempt to escape; they were sentenced to ten years imprisonment at the district court. The case revealed how they had been abused through the court process to make the Tokyo higher court commute to eight years at the sentence in July, 1996.

IMADR (the International Movement Against all forms of Discrimination and Racism) held a "Seminar for the Empowerment of the Victims of International Trafficking between Thailand and Japan" in March, 1996 to help implement the relevant clauses of the Platform for Action.

Trafficking in women, which is expanding in the Asian region, is a form of violence against women and grave violation of women's human rights; the Platform urges governments and international community to

eradicate it. Especially the lowering of the age of the victims is recent phenomenon due to the increasing demand for non-HIV contaminated safe girls by traffickers.

The platform refers to sex tours as well: in connection with this, Japanese women's groups working on the problem of trafficking in Thai women formed the "Group of women who never allow books to promote sex-tourism" and filed a suit against the publisher of "Thailand Prostitution Handbook" in June 1996. They intend to stimulate debate on pornography and freedom of expression, because huge amount of all kinds of pornographic materials may play a role to stimulate sexual exploitation in forms of trafficking or sex-tourism.

--Domestic Violence and Sexual Harrassment

There used to be a myth that in Japan domestic violence was rarely happening until feminist women carried out a nation-wide survey which revealed domestic violence was hidden, and the support system was inadequate.

After Beijing, many women's groups newly started telephone counselling service and shelters for survivors of domestic violence. Local administration also began to recognize violence against women as an important issue for women; for example, the Tokyo metropolitan government conducted a survey on violence by husbands.

Sexual harrasment was also kept hidden until women's group exposed the reality by their survey. Recently, more action including lawsuits is taken by women against sexual harrasment at both workplaces and universities.

When Mitsubishi Automobile Company in the United States was accused for allowing sexual harrasment of employees, Japanese women's groups took joint action with American women in Tokyo in July, 1996.

Some women's groups began to initiate a campaign to make Sexual Violence Prevention Law.

2) The Area of Reproduction

--Reproductive health rights and the Eugenic Protection Act

The UN Population and Development Conference in Cairo recognized reproductive health rights inspite of strong opposition of conservative groups of Vatican and Islam countries; in Beijing, sexual rights were added, even if the word was not used. This is a historical process that women's rights of self-determination on reproduction and sexuality have been gradually recognized at international community.

However, in many countries, freedom of abortion is still denied. In Japan, the criminal law of 1908 which stipulates that artificially induced abortion is a criminal offence is still in existence. However, in reality, abortion is freely performed, because there is another law,

the Eugenic Protection Act after war legalized artificial abortion. The Act is based on such eugenic thinking as "to prevent the birth of faulty descendants".

Therefore, women's groups and handicapped organizations have demanded decriminalization of abortion and abolish the Eugenic Protection Act. Recently, the Eugenic Protection Act has been amended to remove eugenic thinking, but its name has been changed to "Mothers' Body Protection Act" under the pressure from conservative politician. The name isn't acceptable to women; therefore, women's groups continue to campaign to acquire women's reproductive rights.

--The aging society and care of the elderly family members

Japanese society is in the rapid process of changing the population structure; the birth rate hit the bottom low with average number of children of one woman was only 1.43 in 1995, on the other hand the speed of aging is faster than any other country, now the ratio of aged persons over 65 years old among the total population has reached as high as 14.8%, which is 25% increase within the last five years.

The response of the Japanese government is to reduce social welfare and security expenditure by restructuring the system. "The care insurance system" which the government has been trying to introduce isn't helpful to reduce the burden of female family members and may result in using commercial welfare service, because the government doesn't spend enough public fund to provide welfare workers to care the aged people.

It is necessary to propose the desirable plan for the aging society by women themselves and to intensify the campaign to pressurise the government to implement it.

--Production-first society should be changed

In modern society, production of goods has been mainly evaluated and it is men who take lead in this area; on the other hand, reproduction which is imposed mainly on women due to historically imposed on women has been neglected or undervalued. This fundamental framework has been challenged by feminists and evaluation of the unpaid work was included in the Platform for Action at Beijing.

Since traditional gender role is still kept in many ways in Japan, even if more than half of housewives are employed as full-time or part-time workers, the evaluation of the unpaid work has been misunderstood as perpetuation of the traditional gender role.

However, the debate on the unpaid work is now linked to the crucial question: how to change the current economic system based on production-first male principle, because feminine values such as life-supporting, nurturing and caring children, aged parents and the handicapped should

expand to the whole society. This is the big feminist challenge to the existing economic system of modern Western society originated five hundred years ago.

3) Economic Empowerment of Women

It is well known that Japanese economic development has been achieved through utilizing and perpetuating the traditional gender role, because corporations are competing for bigger profits and using male employees who don't take family responsibility to the extreme, leaving the role of reproduction mainly to their wives.

Under such male-centered and corporate-centered society, over twenty million employed women workers face serious discrimination: the widening wage disparity between sexes, the increase of part-timers or temporary worker to roughly a half of all female workers, discrimination in promotion and type of job. The slow economic performance hits female university graduates in recruitment. Sexual harassment is another problem women workers have to face.

This is the harsh reality of Japanese women workers ten years after the Equal Employment Opportunity Law was enacted. Therefore, women have been organizing the nation wide campaign "Let's Change the EEOL!" to make the law effective enough to guarantee women the right to work as the means of economic independence, a crucial element of women's empowerment.

4) Political Participation

-- Challenge to Male Dominated Politics

Politics is still most male dominated world in Japan, due to various factors such as traditional views on gender among leadership of political parties, women's lack of financial power, constraints from family situation etc. According to the data of IPU (1995), Japan ranked as the 145th among the 172 countries in terms of women's ratio in the lower house; women occupy only 2.3%.

As far as representation of women in local municipalities and councils are concerned, there are only four female heads of cities and town, (no prefectural governor). However, women are more actively participating in local councils; the nation wide local elections last year made remarkable advancement of women, because 2694 women were elected. It marked 33% increase from the previous local election and the largest number in history. However, the ratio of women among the total number of local council members is still only 4% and 60% of local councils have no female members yet.

More and more women are aware that it is really a crucially important task for Japanese women how to change such male dominated politics

both at national and local levels.

--Networking for implementation of the Platform for Action
Women working on some of these issues formed Beijing JAC(Japan
Accountability Caucus),a network of women's NGOs who advocate
partnership with the government for implementation of the Platform.

◆Search for an alternative society for the 21st Century

NGO women at Beijing Women's Conference recognized that the current
development model based on growth oriented market economy in
globalization had to be radically changed and expressed the need to
envision an alternative for the 21st century.

It isn't easy to get such a vision;however,a number of women's
groups in Asia already started practising various kinds of alternative
activities,such as non-chemical alternative agriculture,people to
people alternative trade,alternative cooperatives,alternative health
projects,alternative freedom school and alternative independent media
and so on.

At the NGO Forum,Workshop on Asian Women's Alternatives in Action
was jointly organized by Japanese women's groups and Filipino,Thai,
Indian,Sri Lankan and Korean groups.The objective was to exchange
experience of a variety of alternative activities and expand a
network so that more women can share their experience.

As a follow up to this workshop, Symposium:Women's Alternative for
the 21st Century was held in May 1996,with speakers from the
Philippines involved in Negros alternative trade and Hong Kong who has
a project of women's empowerment in two villages in the southern China
through alternative trade of lily bulb.

◆ Proposals for Joint Action by East Asian Women

Asia,especially East Asia is emerging in the international scene,due
to the rapid economic growth and challenging the several centuries'
Western domination.That's why the 21st Century is predicted as the
century of Asia.

However,if Asia is taking lead only by the economic power,without
true democracy where women's human rights are guaranteed,we,as women,
cannot accept such kind of powerful Asia.

It is women who can create new values and new society with gender
equality,ecological sustainability and genuine global democracy.

To say the least,in the era of globalization,women's issues should be
tackled with transborder action;in East Asia,women share common
concerns on a number of problems.Therefore, it is about time to have a

subregional(East Asian)perspective and take joint action or research
on such common problems,as follows:

- 1 Peace Unification of Korea
US Military Bases
Nuclear Free East Asia
- 2 Development
Female Migration
Trafficking in Women and Sex-tours
Women in agriculture
Monitor of TNCs
ODA(Official Development Assistance) Watch by women
- 3 Human Rights
Military Sexual Slavery
Political Repression
Confucian culture
- 4 Environment
Industrial Pollution
Nuclear Power Plants
Dams and other huge infrastructure projects
Tropical Rain Forests
Hazardous Wastes .
- 5 Alternatives
Exchange information related to alternatives in action
and vision for East Asia

Yayori Matsui
Director
Asia-Japan Women's Resource Center

Table 2 Number of Ministers by Gender

	Total	Females	Males
1980	21	0	21
1985	21	1	20
1994	21	3	18

Note: As of January for each year
Source: Prime Minister's Office

Table 4
Proportion of Women in National Public Employees in the National Regular Public Service

Post	Year	FY 1980	FY 1985	FY 1990	FY 1992
		Total	248,494	245,386	233,834
Number of national public employees in the National Regular Public Service (Administrative Service (I)/ Designated Service)	Females	34,844	34,574	34,908	36,032
	Proportion (%)	14.0	14.1	14.9	15.4
Number of Directors in the Central Ministries and Agencies (Administrative Service (I); Grades 9-11)	Total	6,337	6,815	7,162	7,257
	Females	36	47	58	54
Proportion (%)	0.6	0.7	0.8	0.7	
Number of Directors-General in the Central Ministries and Agencies (Designated Service)	Total	1,519	1,623	1,627	1,673
	Females	2	2	9	9
Proportion (%)	0.1	0.1	0.6	0.5	

Source: Report on Survey of Recruitment in National Regular Public Service, National Personnel Authority

Table 16

Number of Diet Members by Gender

	Number of Diet Members			Members of the House of Representatives			Members of the House of Councilors		
	Total	Female	Proportion of Women	Total	Female	Proportion of Women	Total	Female	Proportion of Women
1950.11	699	24	3.4%	449	12	2.7%	250	12	4.8%
1955.5	716	23	3.2	466	8	1.7	250	15	6.0
1960.9	698	24	3.4	451	11	2.4	247	13	5.3
1965.12	704	24	3.4	454	7	1.5	250	17	6.8
1970.1	733	21	2.9	486	8	1.7	247	13	5.6
1975.10	726	25	3.4	475	7	1.5	251	18	7.2
1980.7	762	26	3.4	511	9	1.8	251	17	6.8
1981.11	754	25	3.3	506	9	1.8	248	16	6.5
1983.8	746	27	3.6	497	9	1.8	249	18	7.2
1983.12	759	26	3.4	511	8	1.6	248	18	7.3
1984.9	757	27	3.6	508	8	1.6	249	19	7.6
1986.1	750	27	3.6	502	8	1.6	248	19	7.7
1986.7	763	29	3.8	512	7	1.4	251	22	8.8
1987.3	760	29	3.8	509	7	1.4	251	22	8.8
1988.3	757	29	3.8	506	7	1.4	251	22	8.8
1989.2	752	29	3.9	500	7	1.4	252	22	8.7
1989.7	749	40	5.3	497	7	1.4	252	33	13.1
1990.2	763	45	5.9	512	12	2.3	251	33	13.1
1992.3	751	46	6.1	502	12	2.4	249	34	13.7
1992.7	752	49	6.5	500	12	2.4	252	37	14.7
1993.3	749	49	6.5	497	12	2.4	252	37	14.7
1994.3	761	52	6.8	509	14	2.8	252	38	15.1
1995.3	753	51	6.8	503	13	2.6	250	38	15.2
1996.3	746	48	6.4	494	12	2.4	252	36	14.3

Source: Secretariats of the House of Representatives and the House of Councilors

表7 The trend of persons of professional, technical and Managerial

	Employers			Persons of professional and technical			Persons in Managerial Positions		
	Total	Female	Proportion of Women	Total	Female	Proportion of Women	Total	Female	Proportion of Women
	(10000)	(10000)	%	(10000)	(10000)	%	(10000)	(10000)	%
1975	3,646	1,167	32.0	304	135	44.4	205	11	5.4
1980	3,971	1,354	34.1	364	176	48.4	217	11	5.1
1985	4,313	1,548	36.9	451	211	46.8	207	14	6.8
1989	4,679	1,749	37.4	570	244	42.8	229	18	7.9
1990	4,835	1,834	37.9	594	253	42.6	234	18	7.7
1991	5,002	1,918	38.3	633	267	42.2	243	20	8.2
1992	5,119	1,974	38.6	652	271	41.6	252	20	7.9
1993	5,202	2,009	38.6	666	283	42.5	241	20	8.3
1994	5,236	2,034	38.8	681	300	44.1	229	20	8.7
1995	5,263	2,048	38.9	691	304	44.0	232	20	8.6

Table 10 Proportion of Female Managers by Level (for corporations with over 100 persons)

	Total	Division manager	Section manager	Sub-section manager
	%	%	%	%
1980	2.1	1.0	1.3	3.1
1985	2.5	1.0	1.6	3.9
1992	4.1	1.7	2.9	6.6

Source: Basic Statistical Survey on Wage Structure, Ministry of Labour
 1994 3.86 1.4 2.6 6.4

Table 12 Private Establishments and Persons Engaged with the Breakdowns by Employment Status and Gender

		1981	1986	1991
Number of establishments		6,290,703	6,511,741	6,559,377
Number of persons engaged	Total	45,961,266	49,224,514	55,013,776
	Males	—	29,570,111	32,483,993
	Females	—	19,654,403	22,529,843
	Individual proprietors	4,110,352	3,971,021	3,664,710
	Males	—	2,892,499	2,638,624
	Females	—	1,078,522	1,026,086
	Salaried managers or directors	3,193,290	3,176,741	3,958,033
	Males	—	2,393,840	2,913,122
	Females	—	782,901	1,044,911

Note: The breakdowns of employees by gender have been conducted since 1986.

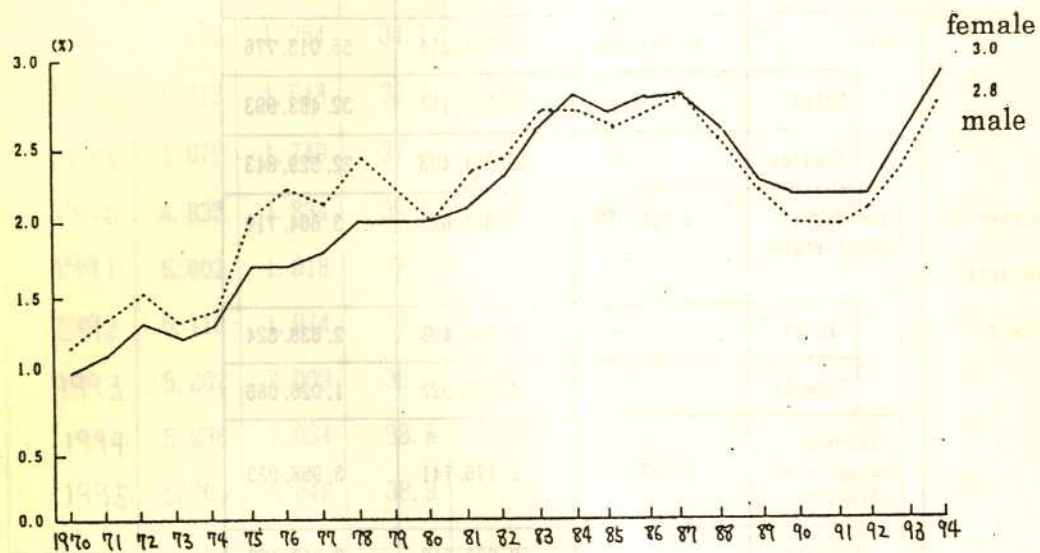
Source: Establishment Census, Management and Coordination Agency

Table 13 Proportion of Private Households Headed by Women with Two or More Persons

	1980	1985	1990
Total number of households	28,718,363	30,085,348	31,280,815
Female-headed households	2,291,019	2,555,404	2,775,102
Proportion (%)	8.0	8.5	8.9

Source: Population Census, Management and Coordination Agency

Rate of Totally Unemployed persons by gender



Source: Labor Force Survey of the Statistics Bureau, Management and Coordination Agency

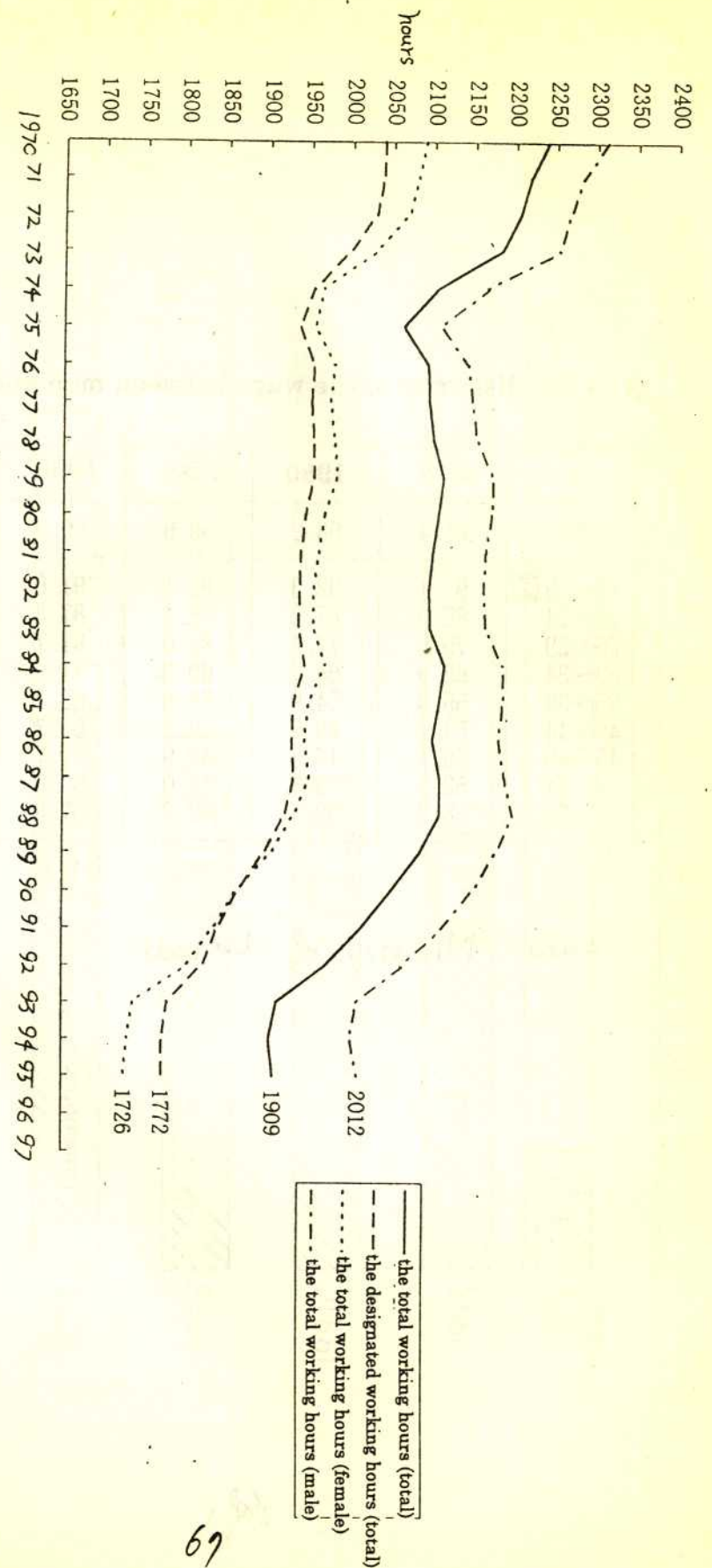
Table 15 Rate of totally unemployed persons by gender in the metropolitan area of the southern Kanto region (%)

	National				National		
	Both sexes	Male	Female		Both Sexes	Male	Female
1980	2.1	2.0	2.3	1986	2.0	2.0	2.0
1993	2.8	2.6	3.2	1993	2.5	2.6	2.4
				1994	2.9	3.0	2.8

Note: South Kanto region: Saitama Prefecture, Chiba Prefecture, Tokyo, Kanagawa Prefecture

Source: Labor Force Survey of the Statistics Bureau, Management and Coordination Agency

Enterprises with more than 30 employees
Source: Ministry of Labour



12 The trend of the average working hours of workers per year

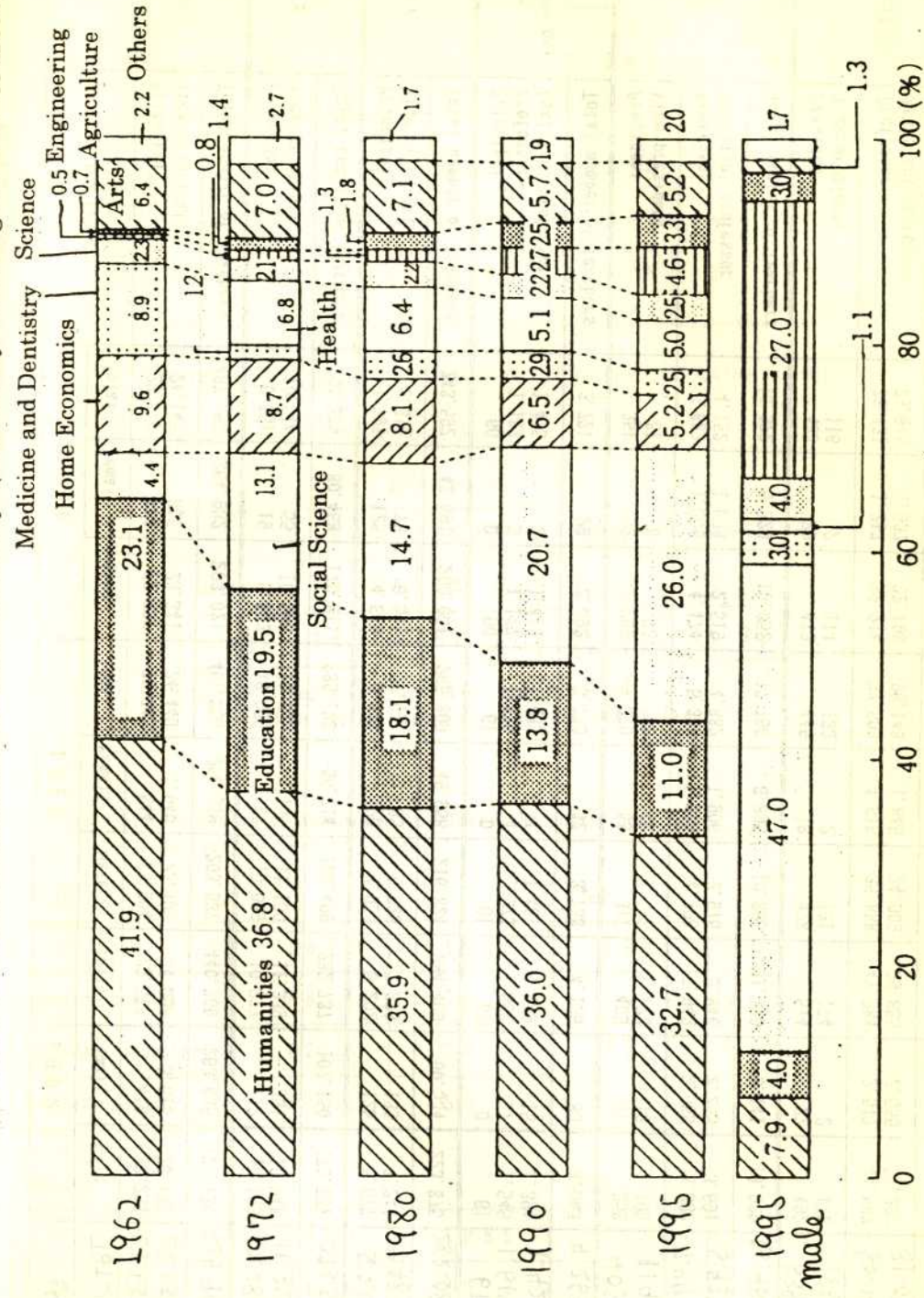
表10 The disparity of the wage between men and women

	1975	1980	1985	1990	1995
total	61.4	58.9	59.6	60.2	62.5
18~19 years old	91.1	92.3	92.1	91.6	91.6
20~24	85.3	87.2	88.2	87.3	89.7
25~29	75.5	77.4	81.0	81.7	83.9
30~34	63.9	64.7	69.0	71.9	75.8
35~39	55.9	54.9	58.9	62.2	66.4
40~44	54.1	49.5	52.2	55.7	59.4
45~49	56.1	49.8	49.9	51.7	54.1
50~54	53.5	53.8	52.0	50.8	52.0
55~59	58.2	59.7	62.3	57.8	54.9

Source: Ministry of Labour

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Table 7 The ratio of female students of field of study (university under graduate courses)



69

Source: Basic School Survey, Ministry of Education

