

**A Written Response  
from the Republic of Korea  
Regarding the Questionnaire on Implementation  
of the Beijing Platform for Action**

**August 1999**

**Republic of Korea**

## CONTENTS

Part One	Overview of trend in achieving gender equality and women's advancement	-----	1
Part Two	Financial and institutional measures	-----	27
Part Three	Implementation of the critical areas of the Beijing Platform for Action	-----	34
Annex	Common Data Sets/Indicators for the Measurement of Development Progress		

## I. Part One

### Overview of trend in achieving gender equality and women's advancement

The 4th World Conference on Women which was held in Beijing in 1995 has brought about significant changes in the Korean society. This report deals with the changes that have been taking place in the Government and women's organizations as well as the Korean society as a result of the Conference. Achievements made by the Government and the private sectors from 1995 through 1999 will be highlighted, and due attention will be given to the persisting problems and future tasks.

Participating in various international gatherings to discuss women's issues such as the 1st World Conference on Women in 1975, UN Decade for Women, and the Nairobi Conference, many women's organizations in Korea have sought to install institutional vehicles to enhance women's status. These efforts began to pay off in the 1980s when the Government, recognizing their demands, embarked on the development and promotion of policies benefiting women. To administer and promote policies regarding women's affairs, the Government established the Ministry of Political Affairs (II) in 1988 and has expanded related administrative bodies. In addition, greater authority has been given to the National Committee on Women's Policies under the Prime Minister's Office. In 1994, the Special Committee on Women was formed in the National Assembly for the efficient and effective evaluation of women's policies.

Following suit, local autonomous governments have strengthened their administrative bodies for women's affairs and women's policy development efforts over the last two to three years.

As its first effort to follow up on the conclusions of the Beijing Conference, the Government drafted "The Ten Policy Priorities for the Advancement of Women" in 1995. The ten policy priorities aim to achieve the following four objectives: (1) to relieve the burden of housework on women; (2) to provide supports for the employment of women; (3) to fully develop the capacity of women; and (4) to reduce gender discriminatory perception and practices.

The policy priorities realizing these objectives were:

- ① building more childcare facilities
- ② introducing after-school programs
- ③ expanding school meal programs
- ④ setting a target gender ratio in employing public officers
- ⑤ introducing an incentive system to encourage employment of women in public corporate firms
- ⑥ subsidizing maternity leave costs
- ⑦ expanding occupational training for women
- ⑧ forming an information network for women
- ⑨ enacting the Women's Development Act
- ⑩ raising consciousness of gender discrimination through mass media campaigns.

In accordance with the Women's Development Act, the Government has initiated the Master Plan on Women's Policy, which

is to be implemented over the five year period from 1998 to 2002. As a comprehensive policy plan for the advancement of women's status in the society, it incorporates various public opinions gathered through open hearings and discussions. The Plan was approved by the National Committee on Women's Policies.

The Plan has six main objectives, which are:

- ① to reform discriminatory regulations and practices;
- ② to increase support for the equality and stability of women's employment;
- ③ to provide extensive job-training programs;
- ④ to expand welfare service for women;
- ⑤ to build more facilities for cultural and social activities of women; and
- ⑥ to invite greater participation of women in the building of international networks

The central and local governments are carrying out detailed annual action plans prepared on the basis of the Act. The annual action plans must be approved by the President, to whom the implementation results will be reported directly.

The current administration announced 100 policy priorities to be carried out over the following 5 years in 1998 shortly after its inauguration. Two issues on women are included. One is the elimination of discriminatory systems and practices, and the other is the promotion of equal employment. The Government has implemented a number of concrete measures to overhaul

discriminatory regulations and systems and to make conditions conducive to the active participation of women in society.

Laws and regulations have been enacted and implemented to create a social atmosphere that fosters gender equality and the advancement of women. Remarkable progress has been made as is apparent in the gender quota in the recruitment of public servants and the incentive awards encouraging government-run companies to employ women. Doors are now open to women in once unpermitted areas, for example, Korean military academies. In addition, the Government has implemented policies to alter public perceptions and to narrow the gap between the *de jure* and the *de facto*.

The Beijing Conference spurred Korean women's organizations on to the creation of domestic as well as international networks. Women's organizations in Korea have grown in number, size, and capacity since the mid-1980s. In the preparation of the event, Korean women's organizations mobilized all of their resources and worked together. The Korean Women's Non-Governmental Organization Commission for the Conference, made up of ninety-six organizations, was formed, and the Commission operated 12 subdivisions, each of which produced a separate report on its area of concern.

In this process, the Korean Government played an important role as a committed supporter to the efforts and activities of women's organizations. The subdivisions significantly expanded areas of concern within the existing women's movements. The

subdivision for disabled women is one such example.

Korea has placed special focus on two areas, namely, *F. Women and the economy* and *H. Institutional mechanisms for the advancement of women*. These are also the areas that have demonstrated remarkable progress in Korea. As was delineated above, Korea has achieved considerable improvement in introducing laws and regulations for the enhancement of women's status. In the wake of the Beijing Conference, *D. Violence against women* has drawn great attention in Korea. In addition, the current administration, which has worked to enact a human rights law, has taken a keen interest in *I. Human rights of women*.

## Part Two

### Financial and institutional measures

#### 1. Budget Allocation for Women's Policies

It is quite difficult to estimate exactly what proportion women-specific policies/programs take in the government budget because budget allocation is made on the basis of the functions of different government ministries without any gender implication. Therefore, only a rough estimate can be made by adding up the expenses paid by the Government for the implementation of the Master Plan on Women's Policies. In 1998, the Government spent a total of about 230 billion won or 3.8% of the annual budget for the Master Plan.

The Women's Development Act mandates the central and local governments to secure necessary budget for women's development programs and contains provisions on the formation, operation, and usage of the Women's Development Fund. The Government aims to raise a total of 100 billion won for the Fund. The Fund has to be used to support projects beneficial to women and activities of women's organizations, establishment and operation of public facilities for women, international alliance for the women's cause, and other programs pursuing gender equality. Many women's organizations have come up with creative projects and have applied to receive financial support from the Fund. Interests on the principal

finances the programs and projects for the enhancement of women's interest.

The Government has contributed a total of 5 billion won for three years since 1997. Despite the current economic difficulties, the Government allocated 5 billion won for the Fund in 1999.

All local governments have enacted ordinances for the formation of their own local Women's Development Funds and seek contributions. The Seoul Metropolitan Government and Kyunggi Province plan to raise a total of 10 billion won each for the Fund; North Cholla province, 6 billion won; South Chungchong province, 5 billion won; and other local governments are also trying to raise two to three billion won for their Funds. Although administrative bodies are still in the process of raising the Fund, financial supports have already been granted to some women's development programs.

## **2. Institutional Measures for the Advancement of Women**

### **A. Enhancement of Governmental Organizations on Women's Affairs**

The Presidential Commission on Women's Affairs was established in 1998, which replaced the Ministry of Political Affairs(II) in the process of government restructuring. The Presidential Commission on women's affairs is under the direct supervision of the President. With the dedicated support from the President, the

Commission has greatly contributed to the formation of policies to address urgent women's issues, such as the unemployment of women in the economic crisis in 1998.

The Presidential Commission on Women's Affairs, which has its own secretariat, is represented by 15 members including the Chairperson and Commissioner, deputy ministers from 6 Ministries, and non-standing members from the academia and NGOs. Major functions of the Commission include comprehensive planning and coordination of women's policies; development of measures to imply the Women's Development Act; policy formation for the promotion of gender equality and advancement of women; provision of expert opinions to the President on women's issues; and the monitoring of the implementation of women's policies in the central and local governments.

In 1998, the Gender Equality Offices were newly installed in each of the five major Ministries (Ministries of Justice, Government Administration and Home Affairs, Education, Agriculture and Forestry, and Health and Welfare). In the case of the Ministry of Labor, the department for female workers which had been in existence took on the responsibilities of the Gender Equality Offices. The Gender Equality Offices were designed to develop women's policies and coordinate them for effective implementation. At the level of the central government, a network of cooperation is formed with these offices and the Presidential Commission on Women's Affairs.

## B. Women's Development Act

As an extension of the constitutional provisions for gender equality and women's advancement, the Government introduced the Women's Development Act in December, 1995. The Act was meant to strengthen the institutional and financial foundation for the development of women and to achieve tangible results in every aspect of the society (i.e. political, economic, social, and cultural aspects). The Act requires the establishment of national basic plans for women's policies every 5 years. The Act ultimately provides a legitimate basis for the Government to give preferential treatment to women in areas where few or no women are engaged. The Act has further created the Women's Development Fund and has mandated the Government to support women's organizations.

## C. Gender Discrimination Prevention and Relief Act

The Gender Discrimination Prevention and Relief Act was enacted in 1999. The Act is one of the most significant outcomes of women's movement since the Beijing Conference. This Act aims to achieve gender equality in all sectors of society by prohibiting gender discrimination in employment, education, use of goods, services and facilities, and the enforcement of laws and regulations.

Under the Act, the Presidential Commission on Women's

Affairs is given the authority to investigate cases of gender discrimination and to prescribe corrective measures. The Commission is required to submit an annual report to the National Assembly of the results of its investigations, corrective measures and other related activities. The Commission can make public announcement of the results and give advice on corrective measures or reform. It can also impose penalties on the parties interfering with the investigation without justifiable reasons. Among the corrective measures that can be administered by the Commission are remedies, such as immediate cessation of discriminatory practices, restoration, and damage compensation, planning and training for the prevention of recurrence, and publication of actual cases in the newspaper.

#### D. Women Entrepreneurs Support Act

The Women Entrepreneurs Support Act was legislated in 1999. The Act encourages the central and local governments to provide support for women who start new businesses as well as those who are already doing good business. Under this Act, the government agencies extend preferential treatment to corporations headed by women in purchasing goods or services.

The Act also stipulates the establishment of the Korea Women Entrepreneurs Association. This Association may set up the Comprehensive Support Center for Women's Corporations, which provides a wide range of services including information service,

training, education, counseling, etc. The Government will provide financial resources necessary to build and operate the Center and levy taxes on profits as prescribed in the Tax Exemption Regulation Act.

#### E. Revision of the Equal Employment Act

The Equal Employment Act was revised in February, 1999 to incorporate demands for the prohibition of indirect forms of sexual discrimination in employment and the prevention of sexual harassment in the workplace. Regarding the indirect forms of discrimination, the Act defines the following as discriminatory practices: to have the readiness for frequent transfer as a condition of employment; to employ a differentiated personnel management system which discriminates women in duty assignment and promotion in ranks; and to provide welfare benefits only to those employees who are the heads of their households.

With regard to sexual harassment, employers are required to take preemptive measures against sexual harassment in the workplace. In order to make the work environment safer, they must offer sexual harassment prevention programs to employees and take disciplinary actions against the harassers, such as transfer to another department. Also the victims of sexual harassment in the workplace should not be given any unfair treatment from the employer. The victims have the right to ask their employers or the local labor

affairs offices to intervene and resolve disputes in accordance with the dispute settlement procedures as stipulated by the law. They can also ask the Equal Employment Committee for mediation.

Following the revision of the Act, the Ministry of Labor has already distributed the Guidelines for the prevention of sexual harassment. Corporations are also taking an active stance on this matter, declaring 'a war against sexual harassment in the workplace', reinforcing preventive measures, and executing employee training. The establishment of the Equal Employment Act has drawn the attention of the public to the issue of sexual harassment and the seriousness of which has hitherto been obscured in the conventional culture of Korea's patriarchal and male-oriented workplace.

#### F. Measures against domestic violence and the Special Act for the Punishment of Domestic Violence

In 1996, a comprehensive plan for the prevention of domestic violence was announced, and each governmental Ministry has carried out the required measures. In December 1997, the Special Act for the Punishment of Domestic Violence and the Prevention of Domestic Violence and Protection of the Victim Act were newly legislated.

The Special Act for the Punishment of Domestic Violence mandates probation of the committer of violence for rehabilitation. It also requires heads of medical institutions or counseling centers, or other parties who come to learn of an incidence of domestic violence

to inform local law enforcement agencies. The notified agencies should take necessary actions to prevent future recurrences. If necessary, these agencies can ask the court to impose temporary isolation or approach prohibition against the abuser.

The Prevention of Domestic Violence and Protection of the Victim Act enables the central and local governments to create legal and regulatory instruments necessary to accomplish its objective, secure necessary budget to fight against domestic violence, and protect victims. More specifically, the Government can subsidize the expenses for the establishment and operation of facilities providing counseling and protection for the victims of domestic abuse.

#### G. Others

The Government has been seeking just solutions for the victims of Japanese sexual slavery during World War II, which has, for half a century, been left unresolved. At the same time, the Government has continually urged its Japanese counterpart to investigate into the tragedy brought on by the Japanese army during World War II and to disclose the results of the investigation. In 1993, the Victims of Military Sexual Slavery Livelihood Protection Act was introduced to provide for the basic livelihood of the victims. The Government offers subsidies for living expenses and medical care and priority in long-term housing rentals. In addition, a lump-sum grant of 43 million won and a monthly allowance of

half-million won are allocated for each person. As of 1998, a total of 152 victims have benefited from this Act.

In 1997, the Nationality Law was revised to eliminate sexually discriminating elements. Before the amendment, Korean citizenship was given to a child only in the case where his/her father was a citizen of Korea at the time of the child's birth. The revised law grants Korean citizenship to a child if either parent is a citizen of Korea at the child's birth. Moreover, the elements that had restricted the rights of women to select their nationality are eliminated. Following the amendment of the Law, the Government plans to remove the reserve position on Article 9 of the Convention on the Elimination of All Forms of Discrimination Against Women(CEDAW).

Part Three

Implementation of the critical areas of concern of the Beijing Platform for Action

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>L. Women and poverty</p>	<p><input type="checkbox"/> Community Work Programs for low-income, unemployed women.</p> <p><input type="checkbox"/> Expansion of tuition supports for high school education of low-income female-headed households.</p> <p><input type="checkbox"/> Subsidies for self-support and preferential public housing (low-rent apartment on a permanent basis) benefits for low-income female-headed households.</p>	<p><input type="checkbox"/> The amount of self-support loans given to low-income single mothers are too small, while the interest rate is too high (currently, 12 million won, at the annual interest rate of 7.5% ).</p> <p><input type="checkbox"/> Mother-child protection facilities are available only for 3 years (a 2-year extension is allowed once)</p>	<p><input type="checkbox"/> Expand community work programs for low-income and unemployed women.</p> <p><input type="checkbox"/> Secure larger budget for high school tuition support of single mother families.</p> <p><input type="checkbox"/> Make annual extensions available for mother-child protection facilities.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/Lessons learned	Future Plans & Initiatives
<p>I. Women and poverty</p>	<p><input type="checkbox"/> Women's rights to pension payment: under the revised public pension provision, ex-husbands are required to pay 50% of the pensions they receive to their former spouses if they divorce after 5 years or more of marriage.</p> <p><input type="checkbox"/> Job creation campaign to improve rural household incomes</p> <p><input type="radio"/> 1990-1998 : campaigns pursued in 515 locations</p> <p><input type="radio"/> central government-subsidized campaigns: pursued in 57 places</p> <p><input type="radio"/> local government-subsidized campaigns: pursued in 448 places</p>	<p><input type="checkbox"/> Household Income Comparison</p> <p><input type="radio"/> Urban:Rural=100 : 78.4 (in 1995)</p> <p><input type="radio"/> Household expenditure adequacy ratio</p> <p>-Urban:Rural=132 : 64 (in 1996)</p>	<p><input type="checkbox"/> Improve the status of female farmers in accordance with their contributions to agricultural production.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and training of women</p>	<p><input type="checkbox"/> Female students capacity building through the enlargement of educational opportunities</p> <p><input type="radio"/> College entrance rate of female students has increased from 49.8% in 1985 to 61.6% in 1998.</p> <p><input type="checkbox"/> Promotion of gender equality in occupational education and career development</p> <p><input type="radio"/> Development of CD-ROMs and materials for the career development and orientation of female students.</p>	<p><input type="checkbox"/> Up to high school, the entrance rate does not vary much between male and female students, but it varies widely at the university level (36.5%).</p> <p><input type="checkbox"/> Job opportunities for female graduates in science and engineering fields are still scarce.</p>	<p><input type="checkbox"/> Implement a quota system for the female employment in the science and engineering sector.</p> <p><input type="checkbox"/> Along with these projects, society-wide education programs to sensitize parents, teachers, government administrators, and the general public to gender equality must be implemented</p> <p><input type="radio"/> Expand programs to improve parents' awareness of gender equality</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>II. Education and training of women</p>	<p><input type="radio"/> Enlargement of engineering programs intended for female students</p> <p>- The number of girls' technical high schools has increased from 8 in 1995 to 10 in 1998.</p> <p>- The proportion of female students in technical high schools has expanded from 10% in 1995 to 13% in 1998</p> <p><input type="radio"/> Enlargement of university-level science and engineering for female students</p>	<p><input type="checkbox"/> Gender discrimination in school curriculum, co-education, and career orientation has led to a bias against female students in manners education, customs education, subliminal education process etc., rather than in the formal aspects of education.</p>	

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and training of women</p>	<ul style="list-style-type: none"> <li>- Establishment of College of Engineering at Ewha Womans University (1996)</li> <li>○ Educational projects to enhance female students command of information technology skills             <ul style="list-style-type: none"> <li>- Information Technology Skill Competition of Female Students (1999), information camps for female college students, multi-media software public contests for women</li> </ul> </li> <li>□ Expansion of Gender Equality in Education</li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and training of women</p>	<p><input type="radio"/> Abolition of gender discrimination in curriculum</p> <ul style="list-style-type: none"> <li>- The 7th National Curriculum (announced in Dec. 1997 which will come into effect in 2002) will combine 'Skills-Industry' courses for male students and 'Home Economics' for females and will create a 'Skills-Home Economics' for all students.</li> </ul> <p><input type="radio"/> Expansion &amp; Improvement of Coeducation</p> <ul style="list-style-type: none"> <li>- Coeducational school ratio: 52.07% in 1995 -&gt; 54.52% in 1998</li> </ul>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>II. Education and training of women</p>	<p><input type="radio"/> Gender equality education for teachers</p> <ul style="list-style-type: none"> <li>- Gender equality awareness programs have been incorporated into the teachers training courses, and the materials for such programs have been developed.</li> <li>- Award teachers who contributed to the promotion of gender equality a 'gender equality award for teachers'.</li> <li><input type="radio"/> Expansion of school sex education</li> <li><input type="checkbox"/> Protect and enhance the interests and capacities of female teachers</li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and Training of women</p>	<p><input type="radio"/> Increase the number of female principals, vice principals, and in managerial level at school:</p> <ul style="list-style-type: none"> <li>- Female principals: 3.9% in 1995 ----&gt;4.9% in 1998</li> <li>- Female vice principals: 6.6% in 1995 ----&gt; 7.5% in 1998</li> </ul> <p><input type="radio"/> Encourage universities and colleges to hire more female professors and include the employment of female professors in the evaluation criteria of universities and colleges.</p>	<p><input type="checkbox"/> Women are the majority of teachers, especially in elementary schools. Gender diversity requirement in the recruitment by the training institutions for elementary school teachers has been expanded.</p> <p><input type="checkbox"/> The number of female professors is still too low.</p>	<p><input type="checkbox"/> Develop/distribute/strengthen in-depth professional training programs for female teachers.</p> <p><input type="checkbox"/> Implement a system which ensures that the recruitment of professors is made on the basis of performance and qualifications, regardless of gender.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and Training of women</p>	<p><input type="radio"/> Provide more convenience facilities for female teachers and protect their interests</p> <ul style="list-style-type: none"> <li>- Provide locker rooms and resting places for female teachers</li> <li>- Allow maternity leave and long-term leave of absence when the spouse is assigned to an overseas position</li> <li>- Build more day/child care facilities for the children of female teachers.</li> </ul> <p><input type="checkbox"/> Improve the participation and contribution of women in the society.</p>	<p><input type="checkbox"/> The widespread demand for day care facilities for the children of female teachers makes it difficult to decide where to build and how to manage such facilities.</p>	

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>II. Education and training of women</p>	<p><input type="radio"/> Expand school meal systems in elementary/middle/high schools</p> <ul style="list-style-type: none"> <li>- Implement the school meal system in all elementary schools starting from 1998.</li> <li>- Expand the system to high schools by the early half of 1999.</li> </ul> <p><input type="radio"/> Expand parent education</p> <ul style="list-style-type: none"> <li>- Support parenting education programs through parents' associations.</li> </ul> <p><input type="checkbox"/> Women's participation in lifelong education programs.</p>		<p><input type="checkbox"/> School meal programs shall be expanded to all schools by the year 2001.</p>

<p><b>Critical Areas of Concern</b></p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p><b>II. Education and training of women</b></p>	<ul style="list-style-type: none"> <li>○ Strengthen lifelong education by using school facilities.</li> <li>○ Make elementary/middle/high schools perform as local education centers for adults by opening their facilities (computer rooms, language labs, etc.) to parents.</li> <li>○ Establish more lifelong education centers at universities and colleges: <ul style="list-style-type: none"> <li>- 84 colleges in 1985 -&gt;211 colleges in 1998</li> </ul> </li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p><input type="radio"/> Establish more Women's Centers in cities/provinces to support women's participation in the society and to enhance their capabilities</p> <p>- As of 1988, 78 centers support 80,898 women.</p> <p><input type="radio"/> Support for the operation of social education institutions for women:</p> <p>- Build information database for the social education of women</p> <p>- Implement a credit bank system (1988)</p>	<p>Examples of obstacles encountered/Lessons learned</p>	<p>Commitment to further action/new initiatives</p> <p><input type="checkbox"/> Beef up social education programs for women</p> <p><input type="radio"/> Increase the number of local social education facilities.</p> <p><input type="radio"/> Build an information network among the education facilities.</p> <p><input type="checkbox"/> Introduction of a female quota system in the recruitment of students at information technology graduate schools is under review.</p>
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<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p><input type="checkbox"/> Foster female presence in the knowledge intensive sectors</p> <p><input type="radio"/> Systematic and practical information education for women</p> <p>- Subsidize information technology education at women's colleges (1.99 billion won)</p> <p><input type="radio"/> Build female workforce armed with international expertise</p> <p>- Support education centers to foster women's international expertise</p> <p><input type="radio"/> Expand women's workforce in the science and technology fields</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p> <p><input type="checkbox"/> Develop various training programs which meet the needs of women in rural areas</p> <p><input type="radio"/> Encourage public/national colleges to open executive courses for women in the agricultural industry</p>
<p>II. Education and training of women</p>			

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>II. Education and training of women</p>	<p><input type="checkbox"/> Women workforce education institutions</p> <p><input type="radio"/> Following the examples of the Military and Air Force Academies, the Naval Academy has begun recruiting female cadets.</p> <p><input type="checkbox"/> Enhance the professional expertise of women farmers</p> <p><input type="radio"/> Develop/distribute social training programs for women farmers</p> <p><input type="radio"/> Occupational training (farming, agricultural skills, information technology, etc.) for women farmers</p>	<p><input type="checkbox"/> Approximately 84% of 233 million women working in the agricultural industry do not have a high school diploma, and women aged 60 and more account for 31% of the total female agricultural workforce (1997).</p>	<p><input type="radio"/> Encourage Agricultural Cooperatives, Rural Development Administration, Agricultural Development and Technology Center, etc., to provide training for women on a regular basis</p> <p>- e.g. programs for the farming machinery operation, new farming methods, daily farming diaries preparation and accounting, sharing information on agriculture, computer education, etc.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>III. Women and health</p>	<p><input type="checkbox"/> A 10-year program for the improvement of healthcare for women and children is under development.</p> <p><input type="checkbox"/> The newly enacted national health insurance law provides for the coverage of pregnancy and delivery related medical costs as it incorporates disease prevention and rehabilitation into the areas eligible for recuperation of expenses.</p> <p><input type="checkbox"/> Distribute family healthcare guidelines for maternal health.</p>	<p><input type="checkbox"/> Some pre-natal medical expenses are not covered by the national medical insurance (e.g. expenses for some routine screening tests, indicated tests for specific diseases for those who are highly susceptible to such diseases, etc.).</p>	<p><input type="checkbox"/> Support public health centers which will act as centers for maternal and child health programs; operate/support model public health centers for the development of women's health promotion programs.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p><input type="checkbox"/> Translate and distribute 'Safe Motherhood', a booklet for maternal health.</p> <p><input type="checkbox"/> Distribute 'Maternal and Child Health', a healthcare guide</p> <p><input type="checkbox"/> Measures to improve maternal care in rural areas</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p> <p><input type="checkbox"/> Expand insurance coverage for pregnancy and delivery related medical costs.</p> <p><input type="radio"/> In 1999: design measures to include medical costs incurred before childbirth in the insurance coverage and secure the necessary budget.</p> <p><input type="radio"/> In 2000: start to provide insurance coverage for routine screening tests.</p>
<p>III. Women and health</p>			

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>III. Women and health</p>	<p><input type="radio"/> A helper system for rural mothers is under consideration</p> <ul style="list-style-type: none"> <li>- when a woman in the farming household needs to take a temporary leave from farming (due to child delivery, diseases, or further education), a helper may replace her during the period</li> </ul> <p><input type="radio"/> Open healthcare centers nationwide (1986-1997)</p> <ul style="list-style-type: none"> <li>- 162 places nationwide (the ratio of national to local government subsidies for such facilities - national : local =50:50)</li> </ul>	<p><input type="checkbox"/> Difficulties are anticipated in securing the budget.</p>	<p><input type="radio"/> From 2000 to 2002: extend the insurance coverage to indicated tests for specific diseases in people having a high risk of the disease.</p> <p><input type="checkbox"/> Commission research studies to determine the feasibility of the helper system. (research cost 40 million won in 1998)</p> <p><input type="radio"/> One county in each province will initiate a pilot project in 2000.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/Lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>IV. Violence against women</p>	<p><input type="checkbox"/> Laws and measures for the prevention of sexual violence</p> <p><input type="radio"/> Enact the Punishment of Sexual Violence and Protection of the Victim Act (Jan. 1994)</p> <p><input type="radio"/> The last revision of the Punishment of Sexual Violence and Protection of the Victim Act (August 22, 1997)</p> <p><input type="radio"/> An order for the prevention of human rights violations in the process of sexual assault crime investigation and trial (July 9, 1998)</p>	<p><input type="checkbox"/> Due to the lack of efforts to promote related laws, the police, public prosecutors, court clerks, etc. (not to mention the general public) are unaware of these laws. (The efficacy of these laws has thus been minimal.</p> <p><input type="checkbox"/> It has been noted that investigation into sexual crimes can violate the privacy of victims, which in turn constitutes an additional injury to the victims.</p>	<p><input type="checkbox"/> Use the existing temporary protection facilities or counseling facilities as temporary shelters for the victims of sexual violence in the areas where there are no shelters for such victims.</p> <p><input type="checkbox"/> Train professional counselors in dealing with sexual violence.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>IV. Violence against women</p>	<p><input type="radio"/> The 2nd revision of the Punishment of Sexual Violence and Protection of the Victim Act (Dec. 28, 1998)</p> <p><input type="radio"/> Guidelines for the protection of victims in the investigation and trials of sexual crimes (Feb. 24, 1999)</p> <p><input type="checkbox"/> Laws and measures for the prevention of domestic violence</p> <p><input type="radio"/> Enact the Prevention of Domestic Violence and Protection of the Victim Act (Dec. 1997)</p> <p><input type="radio"/> Establish the Special Act for the Punishment of Domestic Violence</p>	<p><input type="checkbox"/> Shortage in the protective facilities for the victims of sexual violence.</p> <p><input type="checkbox"/> Shortage in the budget for the operation of the women's hotline 1366.</p> <p><input type="checkbox"/> Lack of counseling programs on domestic violence.</p> <p><input type="checkbox"/> Absence of cooperative network among domestic violence related agencies.</p>	<p><input type="checkbox"/> Increase counseling and protection facilities for the victims of sexual violence.</p> <p><input type="checkbox"/> Improve accessibility of protective facilities by providing a ONE-STOP counseling service through one call to the hotline. The one-stop service networks with the women's hotline (1366), counseling facilities,</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>IV. Violence against women</p>	<p>(Dec. 1997) and implement the Act (July 1, 1998)</p> <p><input type="radio"/> Inspectors training for the successful implementation of the Prevention of Domestic Violence and Protection of the Victim Act (June, 1988 – Sept. 1998)</p> <p><input type="radio"/> Guidelines for the utilization of criminal psychiatrists counseling of domestic violence perpetrators (July 6, 1998)</p> <p><input type="radio"/> Special order for the disposition of domestic violence crime cases (Sept. 4, 1998)</p>		<p>the police, medical institutions, legal counseling services, 119 emergency services, Red Cross, and other volunteer organizations in the area.</p> <p><input type="checkbox"/> Develop/distribute counseling programs on domestic violence</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
IV. Violence against women	<p><input type="radio"/> Establish comprehensive preventive measures against domestic violence (Nov. 2, 1998) and detailed action plans (Jan. 20, 1999).</p> <p><input type="radio"/> Evaluate/report the progress in the implementation of the Special Act for the Punishment of Domestic Violence (Dec. 14, 1998)</p> <p><input type="radio"/> The 1st revision of the Special Act for the Punishment of Domestic Violence (Jan. 21, 1999)</p> <p><input type="radio"/> Publicize the Special Act for the Punishment of Domestic Violence</p>		<p><input type="checkbox"/> Present/establish a cooperative network model by area (by city, province, county, or district) to deal with domestic violence.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
IV. Violence against women	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <ul style="list-style-type: none"> <li>- Publish and distribute 120,000 copies of the 'Guidelines for the Prevention of Domestic Violence'</li> <li>- Public promotion activities through popular family dramas on TV</li> <li><input type="checkbox"/> Other efforts to protect women from violence</li> <li><input type="radio"/> Campaigns for safe schools (Sept. 3, 1997)</li> <li><input type="radio"/> Hold seminars on the current situation of violence against women and the preventive measures (July 6, 1998)</li> </ul>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>IV. Violence against women</p>	<p>○ Establish/Implement training programs for the inspectors responsible for the investigation of crimes against women (Oct 31, 1998)</p> <ul style="list-style-type: none"> <li>- Incorporate sexual violence and domestic abuse courses in the curriculum of the Judicial Affairs Training Institute for public prosecutors and other general judicial positions (7 sessions for 386 people)</li> <li>- Include a women and human rights course in all the curricula of the Judicial Affairs Training Institute in 1999.</li> </ul>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>IV. Violence against women</p>	<p><input type="radio"/> Set up a women's hotline, 'women 1366', for women engaged in prostitution.</p> <p>- Emergency counseling number 1366 is available 24 hours a day and 7 days a week for women who need help.</p>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>V. Women and armed conflict</p>	<p><input type="checkbox"/> Protection of women in times of war</p> <p><input type="radio"/> Compensation for the victims (comfort women) of systematic rape by the Japanese military during the World War II.</p> <p>- The government and private organizations have granted 31.5 million won (US\$30,000) and 6.5 million won (US\$6,000), respectively, to each surviving victim of the Japanese war crimes.</p>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<p><input type="checkbox"/> Revision of the Equal Employment Act</p> <p><input type="radio"/> Prohibition of sexual harassment in the workplace (1999, 2, 8)</p> <ul style="list-style-type: none"> <li>- Types of sexual harassment prohibited: quid pro quo type and environmental type</li> <li>- Employers are required to prevent sexual harassment at workplace.</li> <li>• Sexual harassment prevention training must be given at least once a year. Failure to comply is punishable by fines of 3 million won or less.</li> <li>• Employees who commit sexual harassment shall be subject to</li> </ul>	<p><input type="checkbox"/> Since the IMF crisis broke out, the proportion of women engaged in economic activities has dropped from 50% (immediately prior to the crisis) to 47% as of Feb. 1999. This indicates that women's economic activities have been shaken at the fundamental level.</p>	<p><input type="checkbox"/> Devise measures to socialize the maternity leave costs of women workers and to rationalize female protection provisions (such as the prohibition of night work, restrictions on overtime work, labor on holidays, etc.) under the Labor Standard Act.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<p>department/division transfer, reprimand, and other disciplinary actions. Employers who fail to discipline employees who have committed sexual harassment are subject to monetary penalties of 3 million won or less.</p> <ul style="list-style-type: none"> <li>• Victims of sexual harassment should not be given unfair treatment in the performance of their duties in the ordinary course of business. Employers who fail to protect the victims of sexual harassment shall be subject to monetary penalties of 5 million won or less.</li> </ul>		

<p><b>Critical Areas of Concern</b></p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p><b>VI. Women and the economy</b></p>	<ul style="list-style-type: none"> <li>○ Introduction of a public disclosure system of discriminatory practices in employment (1999,28)</li> <li>- Purpose: Enhance the public awareness of gender discrimination in employment</li> <li>- Functions of the System: Empower the Ministry of Labor to investigate discriminatory practices in companies and to make public the results of such investigations.</li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programs, and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<ul style="list-style-type: none"> <li>- Develop an Equal Employment Index in 1999, which will serve as a basis for comparison when inspecting for discriminatory practices in companies.</li> <li>* Enhance the interest of the general public in the discriminatory practices in companies by making the investigation results public</li> </ul> <p><input type="checkbox"/> Pursue a wide variety of measures to encourage women's employment.</p>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<p><input type="radio"/> Current situation: since the economic crisis and the subsequent IMF agreement, the number of women workers has plummeted, leaving a huge number of women out of work. This has weakened the basis of women's economic activities.</p> <p><input type="radio"/> Major activities to encourage women's employment</p> <ul style="list-style-type: none"> <li>- Establish/strengthen measures to promote women's employment</li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<ul style="list-style-type: none"> <li>• Recently established an award system for the promotion of female-headed household's employment (Oct 1, 1993): Under this system, the government pays half of the women workers' monthly salaries for 6 months.</li> <li>• Expand monetary supports for the reemployment of women and maternity leave.</li> <li>- Provide monetary supports for the special training/education of dismissed female-headed households and to encourage their independent business efforts.</li> </ul>	<p><input type="checkbox"/> Employers are reluctant to recruit women workers as they have to pay all the costs incurred in relation to maternity leaves.</p>	

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>VI. Women and the economy,</p>	<ul style="list-style-type: none"> <li>- Drastically expand occupational training opportunities for women.</li> <li>* Expand occupational training centers for women. These centers are called the Working Women's Homes: a total of 35 Homes have been established (17 Homes built from 1983 through 1997, and 18 Homes in 1998).</li> <li>* Strengthen job placement functions of the Working Women's Homes and provide one-stop job search service to trainees.</li> </ul>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <ul style="list-style-type: none"> <li>• Increase women's participation in the reeducation programs established for the unemployed.</li> <li>* Women have accounted for 35.9% (61,000) of the total (1.7 million) participants who have been re-trained.</li> <li>- Monitor/prevent discriminatory lay-offs of women</li> <li>• Operate the Gender Discriminatory Lay-off Reporting Center.</li> <li>* Local labor affairs offices (46 offices) around the country are operating these centers and take legal measures against reported discriminatory lay-offs.</li> </ul>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VI. Women and the economy</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <ul style="list-style-type: none"> <li>• Increase women's participation in the reeducation programs established for the unemployed.</li> <li>* Women have accounted for 35.9% (61,000) of the total (1.7 million) participants who have been re-trained.</li> <li>- Monitor/prevent discriminatory lay-offs of women</li> <li>• Operate the Gender Discriminatory Lay-off Reporting Center.</li> <li>* Local labor affairs offices (46 offices) around the country are operating these centers and take legal measures against reported discriminatory lay-offs.</li> </ul>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
VI. Women and the economy	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <ul style="list-style-type: none"> <li>• Assign the same telephone number (1588-7878) throughout the country to facilitate reporting procedures.</li> <li>• Establish intensive monitoring periods to inspect companies which are highly likely to dismiss women workers in a discriminatory manner</li> <li>* Conduct intensive monitoring activities twice a year on 300 companies in each session.</li> </ul> <p><input type="checkbox"/> Mainstream women farmers in agricultural production</p>	<p><input type="checkbox"/> Increase women's participation in agricultural production</p> <p><input type="radio"/> Women farmers' average labor participation per year - 47.9% (1997).</p> <p><input type="radio"/> Women farmers usually take supplementary roles in farming, such as housewives, supporters in farming, or non-wage workers.</p>	<p><input type="checkbox"/> Improve agricultural production conditions such as the conditions of dry fields, which are normally farmed by women.</p> <p><input type="radio"/> Mechanization of rice paddy farming vs. dry field farming = 98%; 42%</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p><input type="radio"/> Develop farming machinery fit for women and the elderly</p>	<p>Examples of obstacles encountered/lessons learned</p> <p><input type="radio"/> Women's marginalization in farmland and capital equipment</p>	<p>Commitment to further action/new initiatives</p> <p><input type="radio"/> Progress made in the projects to expand/organize dry field areas - The total size of dry field as of today: 761,000 ha (expanded from 21,600 ha in 1997 and 8,000 ha in 1998 and planned to expand to 80,400 ha after 1999)</p>
<p>VI. Women and the economy</p>			

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p><input type="checkbox"/> Introduce affirmative action in the public sector</p> <p><input type="checkbox"/> Introduce temporary affirmative action for women to enlarge their participation in the public sector</p> <p>- Establish a target ratio for the increase of women's participation in the public sector (Oct. 1995)</p> <p>* This measure has been pursued as part of efforts to increase women's participation in society.</p>	<p>Examples of obstacles encountered/lessons learned</p> <p><input type="checkbox"/> Affirmative action for women is facing constant opposition and resistance.</p> <p><input type="checkbox"/> There is a wide discrepancy between men and women in appreciating and evaluating the performance and attitude of woman civil servants.</p> <p><input type="checkbox"/> Gender equality mindset is necessary to be settled in the culture of the public sector.</p>	<p>Commitment to further action/new initiatives</p> <p><input type="checkbox"/> Implement the Basic Plans for Gender-Based Human Resource Management in the public sector.</p>
<p>VII. Women in power and decision-making</p>			

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <p>- Introduce a 'Women Employment Target Percentage' (Jan. 1986)</p> <p>* Target percentage: up to 20% by the year 2000.</p> <p><input type="checkbox"/> Lay a foundation for the gender mainstreaming in the public sector</p> <p><input type="checkbox"/> Establish the Gender Equality Office within the Ministry of Government Administration and Home Affairs to take the initiative in mainstreaming women's interests in the policy making process (Feb. 1998)</p> <p><input type="checkbox"/> Include woman civil servants in</p>	<p>Examples of obstacles encountered/Lessons learned</p> <p><input type="checkbox"/> Further gender equality training is required in the public sector.</p>	<p>Commitment to further action/new initiatives</p>
<p>VTU. Women in power and decision-making</p>			

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>VII. Women in power and decision-making</p>	<p>the major target group of women's policies.</p> <ul style="list-style-type: none"> <li>○ Expand the Women Employment Target percentage (July 1998/Feb. 1999)</li> <li>- The percentage will increase to 30% by the year 2002 and will also cover technical positions.</li> <li>○ Establish Government Plan for Gender-based Human Resource Management in the Public Service Toward the 21st Century (April 1999).</li> <li>- The Plan represents strategies to enhance women's status in the public sector in the 21st century.</li> </ul>		

<p><b>Critical Areas of Concern</b></p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p> <ul style="list-style-type: none"> <li>- Three Basic Strategies: <ul style="list-style-type: none"> <li>* Improve women's representation in the public sector.</li> <li>* Strengthen the competitiveness of woman civil servants in the public sector.</li> <li>* Create flexible and supportive work environment.</li> </ul> </li> <li>○ According to statistics on civil servants(July 1998), women's participation in public sector has been steadily increasing.</li> </ul>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VII. Women in power and decision-making</p>			

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>VIII. Institutional mechanisms for the advancement of women</p>	<p><input type="checkbox"/> Adopt Ten Policy Priorities for the Advancement of Korean Women (Oct. 1995)</p> <p><input type="checkbox"/> Establish the Women's Development Act (Dec. 1995).</p> <p><input type="checkbox"/> Establish the Gender Equality Promotion Committee (1996).</p> <p><input type="checkbox"/> Establish the 1st Basic Plan for Women's Policy for 1998-2002 (Dec. 1997) based on the Women's Development Act</p> <p><input type="radio"/> 138 out of 147 projects under the Basic Plan were implemented in 1998.</p>		<p><input type="checkbox"/> Revise discriminatory laws and systems.</p> <p><input type="radio"/> Identify discriminatory components of various laws and regulations on a constant basis</p> <p><input type="radio"/> Revise the discriminatory components of laws and regulations</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>VIII. Institutional mechanisms for the advancement of women</p>	<p><input type="checkbox"/> Establish and fund the Women's Development Fund (1997).</p> <p><input type="checkbox"/> Establish the Presidential Commission on Women's Affairs (Feb. 1998)</p> <p><input type="radio"/> The Commission was established to strengthen women's policies and to build cooperative ties among governmental agencies for making and enforcing women policies. In addition, a gender equality office was set up within each of the five major Ministries (Justice, Government Administration and Home Affairs, Education, Agriculture and Forestry, and Health &amp; Welfare)</p>		<p><input type="checkbox"/> Develop statistical reference materials from the gender-awareness perspective</p> <p><input type="radio"/> Design gender-specific statistics or add gender-specific components to statistics</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>VIII. Institutional mechanisms for the advancement of women</p>	<p><input type="checkbox"/> Impact the Sexual Discrimination Prevention and Relief Act (Feb. 1999)</p>		<p><input type="radio"/> Classify women's economic activities to a more detailed level in the statistics on the economically active population</p> <p><input type="radio"/> Generate gender-specific statistics on employees when conducting the Basic Statistical Research on Businesses</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>IX. Human rights of women</p>	<p><input type="checkbox"/> Discriminatory regulations and provisions are under revision.</p> <p><input type="radio"/> Revision of the Nationality Law (Dec. 1997)</p> <p>- Revise the Law from the discriminatory paternal jus sanguinis to both maternal and paternal jus sanguinis.</p> <p><input type="radio"/> Pursue the revision of the Family Law under the Civil Law (Amendments were submitted to the Congress on Nov. 13, 1998. They are still under consideration).</p>		<p><input type="checkbox"/> Revise discriminatory regulations/systems and study discriminatory customs.</p> <p><input type="radio"/> Identify/eliminate discriminatory regulations/systems on a constant basis.</p> <p><input type="radio"/> Study leading cases of women-related laws with women's organizations</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>IX. Human rights of women</p>	<ul style="list-style-type: none"> <li>- Abolish a provision which prohibits the marriage of couples with the same surname and family origin and adjust the scope of familial relations within which marriage is prohibited.</li> <li>- Abolish women's remarriage prohibition period.</li> <li>- Improve systems for the denial and acknowledgement of paternity.</li> <li>- Improve the biological and foster parenthood system and the parental rights system.</li> </ul>		<p><input type="radio"/> Also study the systems in advanced countries by visiting governmental agencies and research institutes related to women in those countries.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>IX. Human rights of women</p>	<p><input type="radio"/> Seek to enact Human Rights Act (draft)</p> <p><input type="checkbox"/> Provide legal vehicles for the enhancement human rights of women</p> <p><input type="radio"/> Enact the Women's Development Act (1995).</p> <p><input type="radio"/> Enact and enforce the Prevention of Domestic Violence &amp; Protection of the Victim Act (1997) and the Special Act for the Punishment of Domestic Violence (July 1, 1998).</p>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p><b>IX. Human rights of women</b></p>	<p><input type="radio"/> Enact the Sexual Discrimination Prevention and Relief Act (1989).</p> <p><input type="checkbox"/> Promotion activities to enhance the awareness about the CEDAW and other conventions related to women.</p> <p><input type="radio"/> Publish the 'International Conventions on Women' (1995): a total of 8 international conventions on women were translated into Korean.</p> <p><input type="radio"/> Publish an explanatory booklet on the 'CEDAW and the CEDAW Committee' (1996).</p>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>IX. Human rights of women</p>	<p><input type="radio"/> Publish and distribute the '4th National Report for the CEDAW' (1998).</p> <p><input type="radio"/> Hold a 'Follow-up Result Reporting Session on the CEDAW National Report Review' (1998).</p> <p><input type="checkbox"/> The Women's Development Fund has been supporting programs pursued by women's organizations.</p> <p><input type="radio"/> Investigations into the current state of the former comfort women</p> <p><input type="radio"/> Host the 'Symposium on the Human Rights of Asian Women'</p>		

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/Lessons learned	Commitment to further action/new initiatives
<p>IX. Human rights of women</p>	<p><input type="checkbox"/> Enhance gender equality awareness in rural areas</p> <p><input type="radio"/> Relieve rural women's duplicated burdens of housekeeping and farming.</p> <p><input type="radio"/> Balanced agricultural manpower training between men and women.</p>	<p><input type="checkbox"/> Patriarchal ideas remain prevalent in rural areas.</p>	<p><input type="checkbox"/> Generate training programs and guidelines on gender equality for farmers and government officials and employees of organizations related to agricultural affairs.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>X. Women and the media</p>	<p><input type="checkbox"/> Lay the institutional foundation for the elimination of sexual discrimination in mass media.</p> <p><input type="radio"/> The Ten Policy Priorities for the Advancement of Korean Women (Oct. 1995)</p> <ul style="list-style-type: none"> <li>- Invite more active participation of women in the decision making process on mass media.</li> <li>- Set objective criteria to evaluate discriminatory factors presented in mass media programs.</li> </ul>	<p><input type="checkbox"/> Gender discriminatory descriptions are still prevalent in mass media due to prejudices against women and gender stereotypical perceptions.</p> <p><input type="checkbox"/> Women employees in mass media industries are under-represented (approximately 15% as of 1998).</p>	<p><input type="checkbox"/> Devise ways to put the 'Guidelines for the Elimination of Gender Discrimination in Mass Media' (Dec. 1998) into practice and encourage monitoring activities by private organizations.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>X. Women and the media</p>	<ul style="list-style-type: none"> <li>- Expand the distribution and generation of public advertisements about women's issues.</li> <li>○ Women's Development Act (Dec. 1995)(Article 28)               <ul style="list-style-type: none"> <li>- The government and local autonomous bodies are under mandate to provide support for the elimination of gender discrimination in mass media and make efforts to increase the awareness of gender equality through mass media.</li> </ul> </li> </ul>		<p><input type="checkbox"/> Add new provisions on the improvement of gender equality to the Integrated Broadcasting Act and broadcasting contents review regulations.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>X, Women and the media</p>	<p><input type="radio"/> The 1st Basic Plan for Women's Policy (1998-2002) has adopted these media related efforts as one of its areas of concern.</p> <p><input type="checkbox"/> Develop the Index for Sexual Discrimination in TV (1996) and monitoring efforts.</p> <p><input type="checkbox"/> Hold a seminar on the 'Gender Discriminatory Prejudices in TV and the Ways to Eliminate Them', (1998)</p> <p><input type="checkbox"/> Develop and distribute guidelines to improve gender equality awareness of the people engaged in mass media (Dec. 1998)</p>	<p><input type="checkbox"/> Low female participation in the mass media policy review councils: There are no women participating in the 4 review councils and the Media Arbitration Committee. Only one woman is participating in the Broadcasting Committee.</p>	<p><input type="checkbox"/> Produce and distribute visual materials (e.g. public advertisements and TV dramas) to promote gender equality awareness of the general public.</p>

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes, and projects to implement the critical areas of concern of the Beijing Platform for Action (indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>X. Women and the media</p>	<p><input type="checkbox"/> Published a booklet, 'Gender Equal Media Leads an Egalitarian Society' (1998).</p> <p><input type="checkbox"/> Generate and distribute visual materials (e.g. movies, videos, slides, etc) for the improvement of women's awareness.</p>	<p><input type="checkbox"/> Sexually divided assignment of employees in the broadcasting companies and other organs of opinion formulation.</p>	

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action. (Indicate any targets and strategies set and related achievements.)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Committed to further action/new initiatives</p>
<p>XI. Women and the environment</p>	<p><input type="checkbox"/> Promotion of women's participation in environmental issues</p> <p><input type="radio"/> Increase the ratio of female participants in the government committees on environment and development.</p> <p><input type="radio"/> Encourage more participation by women in the policy making process and management on a wide range of environmental issues such as food, potable water pollution, rationalization of energy consumption, and public transportation.</p>	<p><input type="checkbox"/> Continued efforts are required to create a national forum for women and the environment, which was recommended in Agenda 21.</p> <p><input type="checkbox"/> It is necessary for women to receive more professional training opportunities on environmental issues.</p>	<p><input type="checkbox"/> The Women's Development Fund will support projects on the environment and women.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>XI. Women and the environment</p>	<p><input type="radio"/> Carrying out research activities and provide education on the relationship between women and the environment.</p>		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes, and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>XII. The girl child</p>	<p><input type="checkbox"/> Establishment of legal/institutional vehicles to protect female children from violence, abuse, and sexual exploitation.</p> <p><input type="checkbox"/> Articles 287 and 242 of the Criminal Law.</p> <p><input type="checkbox"/> Punishment of Sexual Violence and Protection of the Victim Act revised (Aug. 22, 1997).</p> <p><input type="checkbox"/> Prevention of Domestic Violence and Protection of the Victim Act established (Dec. 13, 1997) and revised (Jan. 21, 1999).</p>	<p><input type="checkbox"/> The traditional preference for boys arising from patriarchal hierarchy still remains prevalent.</p> <p><input type="checkbox"/> Due to the expansion of adult-oriented entertainment businesses and the commercialization of sex, female children have been exposed to the harms of these businesses.</p>	

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
XII. The girl child	<input type="checkbox"/> Prevention of Sexual Violence and Sex Education <input type="radio"/> Korea Research Institute for Culture and Sexuality, set up in 1996, provides counselling to teenagers and training programs on sex related issues for teachers. <input type="radio"/> Sex education and counselling have been pursued as part of the family healthcare projects since 1998 in an effort to reduce sex related problems of adolescents. <input type="radio"/> Practical sex education is given to middle/high school students to prevent the incidence of single mothers.		

<p>Critical Areas of Concern</p>	<p>Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)</p>	<p>Examples of obstacles encountered/Lessons learned</p>	<p>Commitment to further action/new initiatives</p>
<p>XII. The girl child</p>	<p><input type="radio"/> Sexual violence prevention programs for elementary/middle/high school students.</p> <p><input type="radio"/> 'Youth Protection Act' was established to eliminate elements in the society which are harmful to youth. (March 7, 1997)</p> <p><input type="radio"/> Safe School Campaign was embarked. (Sept. 3, 1997)</p> <p><input type="checkbox"/> Expand and improve child care programs</p> <p><input type="radio"/> The 'Infant and Child Care Act' enacted (1991) and revised. (Sept. 1995)</p>		<p><input type="checkbox"/> Free kindergarten education for preschool children at 5 years of age.</p> <p><input type="radio"/> By the year 2005, all preschool children 5 years of age will be able to go to kindergartens free of tuition.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/Lessons learned	Commitment to further action/new initiatives
XII. The girl child	<ul style="list-style-type: none"> <li>- Employers employing 300 or more of female full-time workers are required to provide daycare facilities at workplace and pay 50% or more of the costs incurred from operating these facilities.</li> <li>- Free day care services are provided to preschool children for 1 year prior to their entry into elementary schools.(2nd revision in Dec. 1987)</li> </ul>		<ul style="list-style-type: none"> <li>- 1st phase(2000) : Myun areas</li> <li>- 2nd phase(2001-2002): EU areas</li> <li>- 3rd phase(2003-2004): city areas</li> <li>- from 2005: nationwide</li> </ul>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
XII. The girl child	<input type="radio"/> The 3 Year Plan for the Expansion of Day Care Facilities (1995-1997) implemented. As a result of this Plan, the number of day care centers increased to approximately 17,000 in 1998, providing services for 550,000 children. <ul style="list-style-type: none"> <li><input type="radio"/> Development/distribution of child care programs.</li> <li><input type="radio"/> Gradual expansion of free day care services for children 5 years of age pursued.</li> </ul>		<input type="radio"/> Build more public kindergartens or expand the existing facilities in agricultural/fisheries towns and low-income areas in large cities, while encouraging the establishment of private kindergartens in densely populated urban areas.

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
XII. The girl child	<ul style="list-style-type: none"> <li><input type="radio"/> Professional education for teachers and employees of day care facilities.</li> <li><input type="radio"/> Diversification of day care services.               <ul style="list-style-type: none"> <li>- Guidelines established for the promotion of specialized day care facilities for handicapped children and infants.</li> <li>- Expand flexible-hour day care facilities: 24 hour care facilities, fixed hour care facilities, holiday care facilities, etc.</li> </ul> </li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Increase specialized child care centers               <ul style="list-style-type: none"> <li><input type="radio"/> Reestablish 100 centers by 2003.</li> <li><input type="checkbox"/> Introduction of a certification system for child care teachers                   <ul style="list-style-type: none"> <li><input type="radio"/> The system will be implemented from the year 2000.</li> </ul> </li> </ul> </li> </ul>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
XII. The girl child	<p><input type="radio"/> Subsidize 50% of child care expenses for low-income families and provide a part of the for public and not-for-profit day care facilities.</p> <p><input type="checkbox"/> Expansion of after-school programs</p> <p><input type="radio"/> Simplify the procedures for the establishment of after-school education facilities.</p> <p><input type="radio"/> Fully utilize elementary school facilities for after-school education programs.</p> <p><input type="radio"/> Seek to provide training courses for after-school program teachers.</p>		<p><input type="radio"/> More intensive training will be required for child care teachers.</p> <p><input type="checkbox"/> Develop child care programs specialized for different needs and subjects.</p>

Critical Areas of Concern	Examples of successful policies, programmes and projects to implement the critical areas of concern of the Beijing Platform for Action (Indicate any targets and strategies set and related achievements)	Examples of obstacles encountered/lessons learned	Commitment to further action/new initiatives
<p>XII. The girl child</p>	<p><input type="radio"/> Develop/distribute a variety of after-school programs.</p> <p><input type="radio"/> Provide resources to organizations which provide after-school programs.</p> <p><input type="checkbox"/> Relief for the child care responsibilities of women in rural areas</p> <p><input type="radio"/> Expand day care facilities in rural areas.</p> <p><input type="radio"/> Provide after-school education programs in rural areas.</p>		

## Annex

### Common Date Sets/Indicators for Measuring Development Progress

#### 1. Population and fertility

##### 1.1 Total Population

In 1,000 persons, %

Year	Census Enumeration	Estimated Mid-Year Population	Estimated Mid-Year Population		Annual Population Growth Rate
			Male	Female	
1995	44,609	45,093	22,905	22,388	1.01
1996	N/A	45,545	22,939	22,606	1.00
1997	N/A	45,991	23,170	22,821	0.98
1998	N/A	46,430	23,396	23,033	0.95

Source: 1) National Statistical Office, *Population & Housing Census*, Includes foreigners (1997)

2) National Statistical Office, *The Future Estimated Population* (1996)

##### 1.2 Population by Age and Sex

In 1,000 persons

Year	Age	Male	Female	Sex ratio
1995	0-4	1,821	1,606	113.4
	5-14	3,541	3,267	109.2
	15-59	15,347	14,833	102.9
	60+	1,649	2,486	67.6
Total		22,357	22,196	100.7

Note: Foreigners are excluded.

Source: National Statistical Office, *Population & Housing Census*

##### 1.3 Population by Area and Sex in 1995, 2000

In 1,000 persons(%)

Year	Area	Male				Female			
		Total <sup>1)</sup>	14 Years Old and Under	from 15 to 64 Years Old	65 Years Old and Over	Total <sup>1)</sup>	14 Years Old and Under	from 15 to 64 Years Old	65 Years Old and Over
1995	Whole Country	22,356 (100.0)	5,362 (24.0)	16,020 (71.7)	974 (4.4)	22,196 (100.0)	4,873 (22.0)	15,657 (71.5)	1,666 (7.5)
	Urban	17,595 (100.0)	4,365 (24.8)	12,694 (72.1)	536 (3.1)	17,396 (100.0)	3,942 (22.7)	12,476 (71.7)	978 (5.6)
	Rural	4,761 (100.0)	997 (20.9)	3,326 (69.9)	438 (9.2)	4,799 (100.0)	932 (19.4)	3,180 (66.4)	687 (14.3)
2000 <sup>2)</sup>	Whole Country	23,831 (100.0)	5,426 (22.8)	17,110 (71.8)	1,295 (5.4)	23,443 (100.0)	4,807 (20.5)	16,561 (70.6)	2,075 (8.9)

Note : 1) Foreigners are excluded. 2) Estimated population

Source: National Statistical Office, *Population & Housing Census* (1997)

National Statistical Office, *Population Projection* (1996)

## 1.4 Total fertility rate and fertility rate for women aged 15-19

In births per 1,000 women, per woman

Year	Total fertility rate	Fertility rate for women aged 15-19
1996	1.7	3.6
1996	1.6	3.3
1997	1.6	2.9

Source: National Statistical Office, *Annual Report on the Vital Statistics* (1990, 1998)

## 2. Mortality

### 2.1 Life expectancy at birth

In years

Year	Male	Female
1997	69.5	77.4

Source: National Statistical Office, *Life Table* (1997)

#### 2.1.1 Trend of life expectancy at birth age

In years

Year	Total	Male	Female	Difference
1995	73.5	69.6	77.4	7.8
2000	74.9	71.0	78.6	7.6
2005	76.1	72.3	79.7	7.4
2010	77.0	73.3	80.7	7.4
2020	78.1	74.5	81.7	7.2

Source: National Statistical Office, *The Future Estimated Population* (1996)

### 2.2 Infant mortality rate and maternal mortality rate

Per 1,000 births, 10,000 births

Year	Infant Mortality Rate (per 1,000 births)	Maternal Mortality Rate (per 10,000 births)
1994	9.0	-
1995	8.6	2.0
1996	8.5	2.0

Source: National Statistical Office, *Annual Report on the Vital Statistics* (1998)

National Statistical Office, *Annual Report on the Cause of Death Statistics* (1998)

## 2.3 Under-ten mortality rate by sex

per 1,000 persons

Year	Age	Male	Female
1995	0-4	2.2	2.0
	5-9	0.4	0.3
1996	0-4	2.2	2.0
	5-9	0.4	0.3
1997	0-4	2.0	1.8
	5-9	0.4	0.3

Source: National Statistical Office, *Annual Report on the Vital Statistics* (1998)

## 3. Health

### 3.1 Population with access to health services

National Health Insurance Coverage in Korea is 100%.

## 4. Reproductive health

### 4.1 Practice rate of contraception by area, age and contraceptive method

In Percent

	1994	1997
Whole Country	77.4	80.5
Urban Area	77.1	80.5
Rural Area	78.4	80.7
Sex Ratio		
Male	33.5	34.6
Female	52.9	46.3
Age		
15-24	40.6	45.2
25-29	60.1	60.6
30-34	81.3	82.6
35-39	89.6	91.1
40-44	87.4	89.6
Method		
Sterilization	37.0	29.9
Vasectomy	15.0	15.8
Intra-uterine devices	13.6	16.4
Oral pills	2.3	2.2
Condoms	18.5	18.8
Other	13.7	16.9

Source: Korea Institute for Health & Social Affairs, *National Fertility and Family Health Survey* (1994, 1997)

#### 4.2 Percentage of births attended by trained health personnel

Place of delivery for the last birth ever experienced  
(1990-before survey to 1994): by women's characteristics  
for the responded married women

In Percent

Area	General Hospital	Hospital	Clinic	Midwifery Clinic	Health Center <sup>1)</sup>	Others <sup>2)</sup>	Total
Whole Country	31.8	21.3	43.1	2.0	0.7	1.2	100.0
Urban	32.5	21.5	43.2	1.8	0.4	0.7	100.0
Rural	28.1	20.2	42.6	3.0	2.0	3.9	100.0

Note : 1) Including Health Subcenter and Maternal Child Health Center

2) Home the other place

Source: Korea Institute for Health Social Affairs, *National Fertility Family Health* (1994)

#### 4.3 Number of cases HIV infection by age and sex in 1998

In Person

Age	Total	Male	Female
0-9	4(2)	4(2)	-
10-19	22(1)	20(1)	-
20-29	299(32)	259(29)	40(3)
30-39	312(75)	273(67)	39(8)
40-49	155(50)	134(43)	21(7)
50-59	64(21)	56(19)	8(2)
60+	20(10)	18(10)	2
Total	876(191)	764(171)	112(20)

Note : ( ) means deaths.

Source: Korea Anti-AIDS Federation, Unpublished Data (1998)

#### 4.4 HIV prevalence in 15-24 years old pregnant women

N/A

### 5. Gender Equality in Education

#### 5.1 Ratio of boys in primary and secondary education combined

In Person (%)

	Total	Female	Male
Primary Education	3,834,561(100%)	1,816,909(47.4%)	2,117,652(52.6%)
Secondary Education	4,338,330(100%)	2,088,679(48.1%)	2,249,651(51.9%)

Source : Ministry of Education, *Statistical Yearbook of Education* (1998)

#### 5.2 Ratio of literate females to males at ages 15-24 : Not Available

## 6. Economic activity

### 6.1 Unemployment ratio

In 1,000 Persons, %

	Unemployed		Unemployment ratio
	F	M	F/M*100
1995	139	280	49.6
1996	134	290	46.2
1997	204	352	58.0

Source : National Statistical Office, *Comprehensive Time Series Report on the Economically Active Population Survey*(1995)

National Statistical Office, *Annual Report on the Economically Active Population Survey*(1996-1998)

### 6.2 Employment-population ratio

In 1,000 Persons, %

	Employment -population		Employment-population ratio
	F	M	F/M*100
1995	8,363	12,433	67.3
1996	8,568	12,620	67.9
1997	8,843	12,761	69.3

Source : National Statistical Office, *Comprehensive Time Series Report on the Economically Active Population Survey*(1995)

National Statistical Office, *Annual Report on the Economically Active Population Survey*(1996-1998)

### 6.3 % of labour force engaged in agriculture, industry, and services

In 1,000 Persons(%)

	1995			1996			1997		
	Total	F	M	Total	F	M	Total	F	M
Total	20,377	8,224	12,153	20,764	8,434	12,330	21,048	8,639	12,409
		(40.4)	(59.6)		(40.7)	(59.4)		(41.0)	(59.0)
Agri., Hunting Forestry and fishing	2,541	1,206	1,335	2,405	1,141	1,264	2,324	1,119	1,205
		(47.5)	(52.5)		(47.4)	(52.6)		(48.1)	(51.9)
Mining & Manufacturing	4,799	1,758	3,042	4,701	1,718	2,983	4,501	1,597	2,904
		(36.6)	(63.4)		(36.5)	(63.5)		(35.5)	(64.5)
S.O.C and Other Services	13,037	5,261	7,776	13,657	5,575	8,083	14,223	5,923	8,299
		(40.4)	(59.6)		(40.8)	(59.2)		(41.6)	(58.3)

Source : National Statistical Office, *Economically Active Population Survey*(1996-1998)

## 6.4 % of labour force by employment status

In 1,000 Persons(%)

	1995			1996			1997		
	Total	F	M	Total	F	M	Total	F	M
Total	20,377	8,224 (40.4)	12,153 (59.6)	20,764	8,434 (40.6)	12,330 (59.4)	21,048	8,639 (41.0)	12,409 (59.0)
Employer	1,530	276 (18.0)	1,254 (82.0)	1,614	300 (18.6)	1,315 (81.4)	1,643	317 (19.3)	1,326 (80.7)
Self-employed	4,162	1,335 (32.1)	2,827 (67.9)	4,183	1,377 (32.9)	2,807 (67.1)	4,308	1,447 (33.6)	2,861 (66.4)
Unpaid family workers	1,950	1,754 (89.9)	196 (10.1)	1,923	1,727 (89.8)	196 (10.2)	1,869	1,686 (90.2)	183 (9.8)
Regular employees	10,935	4,043 (37.0)	6,892 (63.0)	11,246	4,219 (37.5)	7,027 (62.5)	11,338	4,319 (38.1)	7,019 (61.9)
Casual employees	1,801	816 (45.3)	985 (54.7)	1,797	811 (45.1)	986 (54.9)	1,890	871 (46.1)	1,019 (53.9)

Source : National Statistical Office, *Economically Active Population Survey*(1996-1998)

## 6.5 % of children aged 10-14 who are working

N/A

## 7. Economy

### 7.1.2.3 GNP, GDP, GNP per capita

In Billion\$, \$

	GNP	GDP	GNP per capita
1995	452.6	456.5	10,037
1996	480.2	484.4	10,543
1997	437.4	442.6	9,511

Source : The Bank of Korea, *National Accounts*

## 8. Income and Poverty

### 8.1 Household income per capita

In 1,000 Won

	Average	2 persons	3 persons	4 persons	5 persons	6 persons
1995	1,911	1,577	1,796	1,964	2,123	2,488
1996	2,152	1,754	1,991	2,253	2,437	2,818
1997	2,287	1,873	2,172	2,353	2,656	2,913

Source: National Statistical Office, *Korea Statistical Yearbook*(1996,1997,1998)

## 8.2 Recipients of Livelihood Protection Benefits

In Person

	Total Population	Recipients of Livelihood Protection Benefits			
		Total	Domiciliary Protection	Institutional Protection	Self-reliant Protection
1995	44,851,000	1,754,904	307,401	77,671	1,369,832
1996	45,248,000	1,506,010	295,767	76,001	1,134,242
1997	45,991,000	1,413,665	296,988	76,769	1,039,908

Source: National Statistical Office, *Korea Statistical Yearbook*(1996,1997,1998)

## 8.3 Poor Household under Public Aid by Sex of Household Heads

In Household(%)

	Domiciliary Protection			Self-reliant Protection		
	Total	Male	Female	Total	Male	Female
1995	175,542(100.0)	61,165(34.8)	114,377(65.2)	319,503(100.0)	172,370(54.0)	147,133(46.0)
1996	179,484(100.0)	62,218(34.7)	117,266(65.3)	285,140(100.0)	149,051(52.3)	136,089(47.7)
1997	186,627(100.0)	65,420(35.1)	121,207(64.9)	257,964(100.0)	130,723(50.8)	126,641(49.2)

Source: Korean Women's Development Institute, *Statistical Yearbook on Women*(1998)

## 8.4 Proportion of children under age 5 underweight

N/A

## 9. Education

### 9.1 Adult Literacy rate : 98%

Source : UNDP, *Human Development Report* (1998)

### 9.2 Literacy rate of 15-24 year-olds : N/A

### 9.3 Net primary enrollment ratio

In percent

Year	Female	Male
1998	98.8	97.9

Source : Ministry of Education, *Statistical Yearbook of Education* (1998)

### 9.4 % reaching grade 5/completion of grade 4

N/A

### 9.5 Net secondary enrollment ratio

In percent

	Total	Female	Male
Middle School	99.9	99.9	99.9
High School	95.6	95.3	95.9

Source : Ministry of Education, *Statistical Yearbook of Education* (1998)

### 9.6 Average no. of years of schooling completed

in year

	Total	Female	Male
1990	9.54	8.58	10.56
1995	10.25	9.37	11.18

Source: National Statistical Office, *Population and Housing Census Report* (1997)

## 10. Human security and social justice

### 10.1 No. of victims of violence per 1000 people

N/A

### 10.2 No. of persons in prison per 100,000 people

In Person

	No. of persons in prison per 100,000 persons
1997	129

Source : National Statistical Office

### 10.3 No. of Criminal Offenders by Sex and Female Delinquency Rate

In Person

	No. of Offenders				No. of Offenders per 100,000 population	No. of Male Offenders per 100,000 population	No. of Female Offenders per 100,000 population
	Total	Male	Female	Unknown			
1995	1,804,406	1,483,170	255,635	65,600	3,924	6,485	1,118
1996	1,922,549	1,564,287	288,200	70,062	4,140	6,774	1,248
1997	1,986,256	1,622,190	278,007	86,059	4,100	6,882	1,192

Source : The Supreme Public Prosecutor's Office, *Analytical Report of Crime* (1991-1998)

## 11. Housing and environment

### 11.1 Floor area per person

N/A

### 11.2 No. of persons per room excluding kitchen and bathroom

N/A

### 11.3 % population with access to adequate sanitation

N/A

### 11.4 % population with access to safe drinking water

In 1,000 Persons, %

	Population with Water Service	Supply Rate
1995	38,107	82.9
1996	38,823	83.6
1997	39,907	84.5

Source : Ministry of Environment, *Statistics of Water Works*

### 11.5 % population with access to electricity

99.99%

### 11.6 % population relying on traditional fuels for energy use

N/A

### 11.7 Arable land per capita

In ha

	Total area	Area per capita
1995	1,985,257	0.045
1996	1,945,480	0.043
1997	1,924,000	0.042

Source : Ministry of Agriculture & Forestry, *Statistical Yearbook of Agriculture and Forestry(1998)*