

THE SECOND BASIC WOMEN'S POLICY PLAN

2003~2007



Ministry of Gender Equality and Family
Republic of Korea

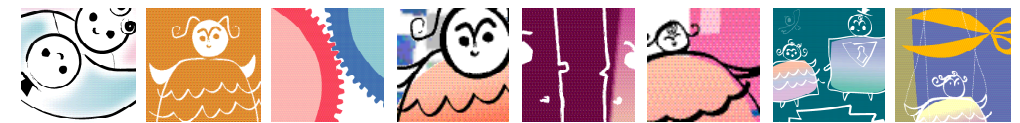
www.mogef.go.kr



Ministry of Gender Equality and Family

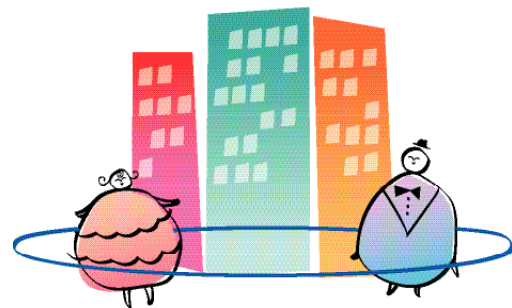
Contents

What is The Basic Women's Policy Plan?	02
The First Basic Women's Policy Plan and Its Results	03
The Second Basic Women's Policy Plan (2003-2007)	04
[Introduction]	04
[Significance]	05
[Basis and Implementation Period]	05
[Overview]	06
[Main Contents]	07
[The Annual Operational Plan]	15



What is The Basic Women's Policy Plan?

The Basic Women's Policy Plan (BWPP) establishes not only the general directives of national women's policy, but also provides comprehensive and representative advice to the government on women's policy goals and projects concerning gender equality, the expansion of women's social participation and the promotion of women's welfare in accordance with the Women's Development Act (1995). Such plans are drawn up and implemented every five years.

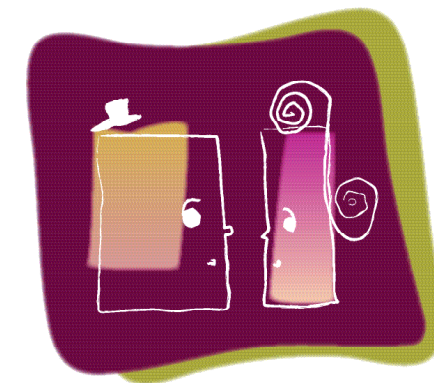


The First Basic Women's Policy Plan and Its Results

The First Plan aimed to “establish social systems which are based on fully shared gender participation and responsibility, in order to promote gender equal families and society.”

Put into effect in 1998, it was completed in 2002, serving as the cornerstone for the development of a comprehensive and systematic women's policy.

The First BWPP resulted in the expansion of women's social participation, the elimination of gender biases in legislation and other institutions, and promoted gender equality awareness, which in turn helped advance the country toward a more gender equal society.

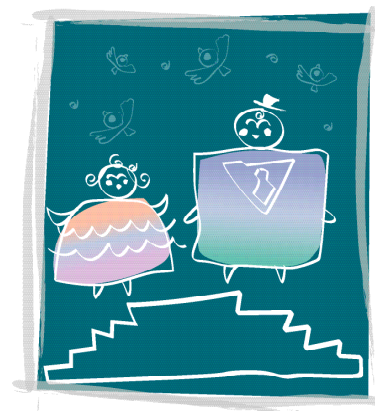


The Second Basic Women's Policy Plan (2003-2007)

[Introduction]

The 21st century calls for the ongoing formation and implementation of policy efforts to promote an equal society without any forms of discrimination, a peaceful society without violence, and a gender equal society where human rights are respected.

Based on the achievements of the first BWPP and with a well-planned 5 year policy planning, the Second BWPP has formulated a vision and goals of women's policy and its direction.



[Significance]

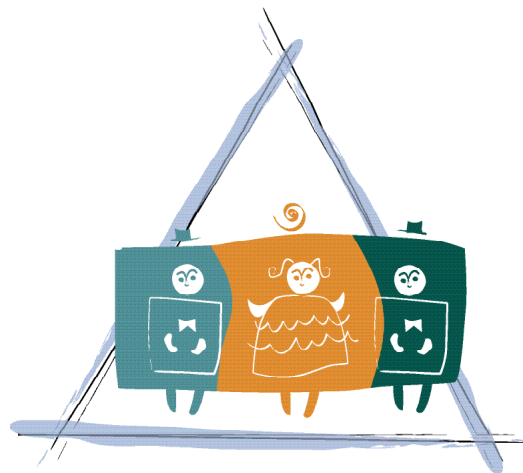
- Implementing gender perspectives in setting standards applied to all women's policy making in both central and local government organizations.
- The BWPP is a comprehensive governmental level plan aimed at providing central and local government agencies with a blueprint of how to formulate and implement promotional plans based on the Basic Plan.
- The BWPP is a framework for promoting women's policy by offering various macro and sectoral policy changes with strong emphasis on gender equality.

[Basis and Implementation Period]

- Legal basis : The Women's Development Act(1995), Article 7 (The Ministry Of Gender Equality shall establish a Basic Women's Policy Plan every 5 years)
- Period of implementation:2003-2007

[Overview]

The Second BWPP aims to integrate a gender equal perspective in all governmental policy-making processes, especially gender equal family policy, as well as to promote a policy environment that better meets maternity protection, child-care services and a gender equal culture in successful compliance with the First BWPP.



[Main Contents]

● Policy Vision and Goals

Policy Vision : Realization of A Substantial Gender Equal Society

Goals : Building a harmonious partnership between women and men

Increasing women's competitiveness in the knowledge-based society

Promoting women's representation in all areas of society

Strengthening women's rights and expanding the welfare system

● Promotional Strategy

Gender Mainstreaming / Building partnership system

● 10 Principles of Policy Planning

1. Integrating a gender equal perspective into policy making
2. Increasing women's representation in the policy decision-making process
3. Developing and utilizing women's labor resources
4. Increasing women's economic activities and promoting gender equal employment
5. Increasing women's participation in both social and cultural fields
6. Embodying women's contribution in promoting peace, unification and international cooperation
7. Promoting women's health and welfare
8. Consolidating women's rights and preventing violence against women
9. Building a basis for a gender equal family policy
10. Establishing a gender equal culture and awareness

Policy Vision and Goals

The second BWPP specifies the “realization of a substantial gender equal society” as its policy vision and also specifies the following four items as policy goals.

■ Policy Goal 1

Building a harmonious partnership between women and men

Building a social relationship between women and men based on the acknowledgement of the existing gender gap in both domestic and public spheres.

■ Policy Goal 2

Increasing women's competitiveness in the knowledge-based society

Increasing women's potential abilities and capabilities through the consideration of policy making that maximizes women's potential human resources.

■ Policy Goal 3

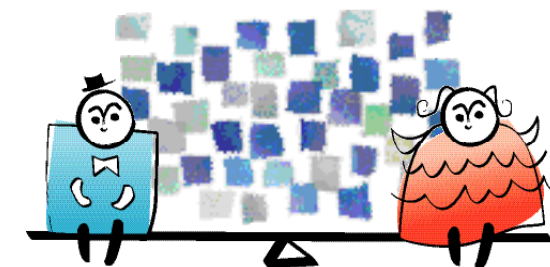
Promoting women's representation in all areas of society

Introducing an affirmative action approach to promote women's representation in governmental administration as well as in non-governmental areas.

■ Policy Goal 4

Strengthening women's rights and expanding the welfare system

Recognizing sustainable policy efforts to provide women's welfare services at different socio-economical levels and life stages.

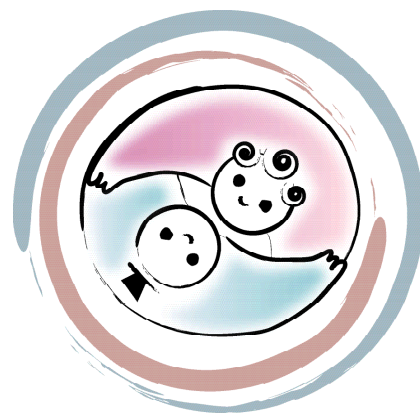


Promotional Strategy

The Second BWPP specifies developing "Gender Mainstreaming" and "partnership" as its strategies to achieve successful completion.

Pursuing the Second BWPP through a "Gender Mainstreaming" strategy will contribute to the "Realization of a substantial gender equal society". The Second BWPP emphasizes that it is not only a policy for women but also one that necessitates change in men in order to develop more egalitarian relations between women and men in society. In this regard, the philosophical underpinnings of the 'Gender Mainstreaming' approach are significant.

Furthermore, the Second BWPP emphasizes the importance of developing a 'Partnership' between central government agencies, local governments, women's groups and other related organizations in order to fulfill the Plan's goals.



10 Principles of Policy Planning

The Second BWPP outlines 10 policy principles integral to the pursuit of the vision of "Realizing a substantial gender equal society" as well as four goals.

1. Integrating a gender equal perspective into policy-making

Increasing the number of organizations to promote women's policy, gender budgeting, women's policy assessment and gender analysis systems.

2. Increasing women's representation in the policy decision-making process

Promoting gender equal employment opportunity goals in public affairs, increasing the ratio of women members in the National Assembly through a quota system by means of revising politics-related legislation and encouraging companies to appoint women managers.

3. Developing and utilizing women's labor resources

Developing and supporting women in the science and technology fields, specializing and advancing women's human resources in agriculture and fishery, activating women's commencement of enterprises, promoting women's information-oriented Information Strategy Plan(ISP), and promoting women's participation in permanent education.

4. Increasing women's economic activities and promoting gender equal employment

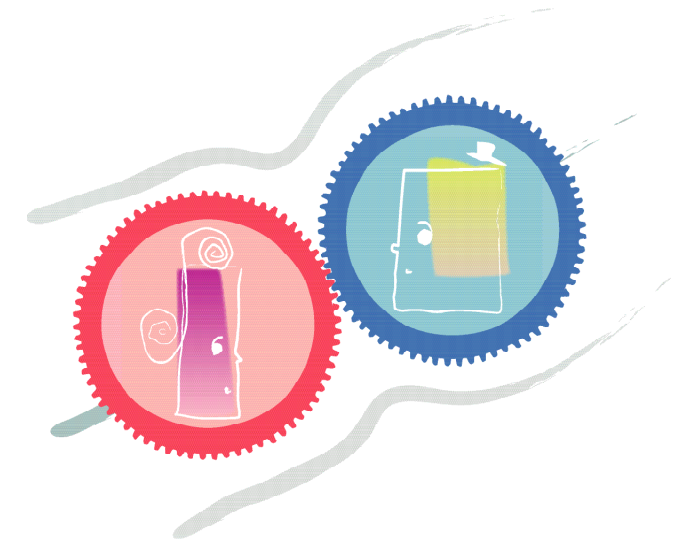
Promoting equal employment opportunities, eliminating gender discrimination, supporting maternity protection and facilitating a balance between the workplace and home, developing work skills, creating more jobs for women, expanding gender equal employment awareness, maintaining better employment conditions and developing/strengthening high quality child care services.

5. Increasing women's participation in both social and cultural fields

Supporting and encouraging partnership between women's organizations, sponsoring the management of the 'Women's Volunteers', 'Activity Center' to activate women's volunteer work, supporting women's human resources in the cultural industry, and promoting rediscovery of the women in Korea history and heritage.

6. Embodying women's contribution in promoting peace, unification and international cooperation

Increasing women's capacity and participation in preparation for national unification, encouraging women's awareness in peace and environmental issues, promoting women's international exchange and cooperation.



7. Promoting women's health and welfare

Improving women's health policies, building a women-friendly self-support policy, increasing the number of welfare services available to elderly women and women with disabilities.

8. Consolidating women's rights and preventing violence against women

Consolidating related legislation on the sex trade, enforcing its implementation, taking preventive measures on sex trade, creating policies to eliminate domestic violence, strengthening prevention and relief measures for gender discrimination and sexual harassment



9. Building a basis for a gender equal family policy

Forming the basis of a comprehensive family welfare policy, providing education to disseminate a general consensus on eliminating the 'family head system(Hojuje)' raising public awareness, developing policies for establishing a new gender equal family registry system after the abolition of the existing civil law article on the family head system.

10. Establishing a gender equal culture and awareness

Promoting a gender equal educational environment and establishing gender equal media culture.

[The Annual Operational Plan]

The second BWPP will be carried out by both central government agencies and local governments, which are responsible for establishing annual operational plans.

Annex : 21st Century's Charter of Gender Equality

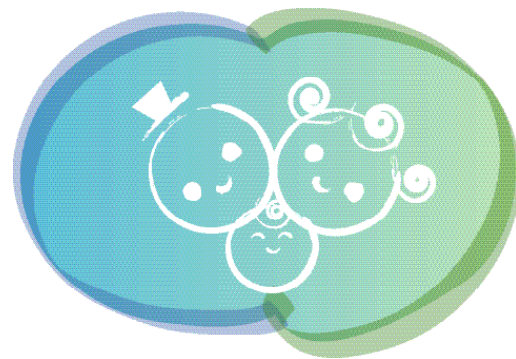
We declare the year 2001 the first year of the realization of a gender equal society.

The 21st century will be an era in which we will be able to harvest the fruits of our efforts in the 20th century.

Our duty is building a society where women and men harmoniously cooperate in all sectors of home, work, society and country. We aim to establish equality without discrimination, peace without violence and democracy with respect for human rights.

To accomplish these, women themselves must become the active subjects of their lives and lead to societal improvements.

Now we establish the index towards gender equal society.



- I. Men and women share roles and responsibilities in the family.
In particular, childcare is the right and duty of both parents.
Men and women constitute an equal cooperative family organization.
There should also be respect for diverse forms of families.
- I. Pregnancy and childbirth is acknowledged as a social contribution and must be protected.
Any discrimination and/or disadvantages must not be accrued due to pregnancy and childbirth.
- I. Men and women participate equally in economic activities according to their abilities and receive proper treatment. Women share equal rights and opportunities with men in terms of employment conditions and wages.
Additional proactive support must be offered to disadvantaged women such as disabled women.
- I. Men and women exercise equal civil and political rights.
Expand the opportunities of women participating in politics and the public sphere and establish a legal system elevating women's political representativeness.
- I. Men and women are given equal educational opportunities.
Reform any biased contents about gender roles in textbooks and create educational conditions that are conducive to developing women's potential abilities in the knowledge/information based society.
- I. Men and women strive for an equal and democratic culture.
Aim to establish democratic and gender equal consciousness and practices in all fields including family, work and mass media.
Focus on eliminating all kinds of violence affecting women.
- I. Men and women work together to conserve the natural environment and establish a permanent peace on the Korean peninsula and to strengthen international solidarity to advance the realization of a gender equal society.

July 3, 2001