

GENDER INTEGRATION IN COOPERATIVES

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**Gender Integration and
Women in Co-operative Development
Country Study of DPR Korea**

By
Gung Jong OK
Director, Central Union of Consumer Co-operatives

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International Co-operative Alliance

Head Office

15 Route des Morillons
CH-1218 Grand Saconnex
Geneva, Switzerland
Tel : (41) 22-7984121
Fax : (41) 22-7984122
Tlx : (45) 415620 ICA CH

Regional Office for Asia and the Pacific

'Bonow House'
43 Friends Colony (East)
New Delhi 110 065, India
Tel : (91) 11-6835123
Fax : (91) 11-6835568
Tlx : (81) 31-75025 DICA IN

October, 1992 (600)

Edited by W.U. Herath, Adviser, HRD and published by the Human Resource Development Project of the ICA Regional Office for Asia & the Pacific. Typeset by P.Nair at the ICA ROAP and printed at Document Press, H.S.14, Kailash Colony Market, New Delhi 110 048

PREFACE

The ICA Regional Office for Asia and the Pacific (earlier called South-East Asia) launched a special women's programme during the Women's Decade (1975-1985). This programme, headed by a woman specialist, had been able to create an awareness and conditions for enhancing women's participation in co-operatives.

The programme in particular achieved success in the areas of influencing co-operative authorities to provide positive legal environment for women's participation in co-operative leadership and business. Many co-operative movements established women's committees at various levels and also incorporated representatives in their management committees. Many training activities were organised at the national and regional levels by the Women's Section of the ICA ROEC.

However, due to the financial constraints faced by the ICA during mid-eighties, the regional women's programme as well as many other programmes had to be curtailed. After completion of the restructuring process, we are now in a position to look back and start rethinking on the gender issues with a new outlook.

The concept of Women in Development (WID) has undergone substantial changes during the eighties. When the feminist movement was the subject of reassessment, many new WID approaches have emerged. Approach of gender planning has become popular at present with a broader concept of gender. This change is also due to the result of evaluation on the women's position in the society, after the UN Women's Decade. Many have felt that the approaches introduced during this period have become obsolete or have not shown results as expected in the process of global socio-economic changes. Therefore, UN agencies as well

as many international NGOs have revived their WID programmes, keeping gender issues in mind. As for the co-operative movement in the region, the same situation is visible. Many co-operative movements continue to adopt the WID strategies introduced in the seventies. Therefore, it has become vital to assess the current WID situation in co-operatives in terms of concepts, strategies and the cost benefits of the existing programmes. Any future planning of the WID programmes or gender planning mechanisms in co-operatives should be based on such an evaluation.

The Human Resource Development project, established in 1990 by the ICA, incorporated gender issues as a priority. With a view to launch an effective programme in the future, a study has been undertaken covering 14 countries in the Asia and the Pacific, which are representative of developed and developing economies. The studies have been carried out by specialists on gender issues on a common format and guidelines provided by the ICA ROAP. These country studies would provide a macro-level situation analysis in the representative countries.

The country studies will form an important basis for future planning for the ICA ROAP and for the respective countries. I am happy that we are able to share the findings of the country studies with those who are concerned with gender issues in co-operatives. The ultimate hope we have is that the gender integration in co-operatives would bring about more productivity and strength to them by utilizing human resources to the optimum.

I would like to thank the country researchers, co-operative movements and the staff of the HRD project at the ICA ROAP for undertaking the ground work for future gender programmes in co-operatives.

New Delhi
August 18, 1992

G.K.Sharma
Regional Director

INTRODUCTION

This publication series of country studies on Gender Integration and Women in Co-operative Development cover 14 developed and developing countries in Asia and the Pacific. On the other hand, the studies are representative of open, mixed and centrally planned economies.

The country research had the following objectives:

- to assess as to what extent the gender integration has taken place in economic and social development as well as activities of the co-operatives of the given country,
- to assess the level of participation of women on political, social and economic decision making and productivity,
- to assess the level of participation of women in decision making and activities in co-operatives,
- to compare the level of socio-economic developments of a given country with gender situation,
- to identify the socio-cultural and economic factors hindering gender integration in development with special emphasis on co-operatives,
- to identify critical areas for future strategies for promoting gender awareness and gender participation, resulting in gender integration in co-operative development,
- to create awareness among the authorities and all concerned in gender issues on the level of development a given country has shown and the gap which exists in co-operatives.

The ICA ROAP engaged the services of competent and independent researchers through the national co-operative unions and some of them through other sources. A format was designed and used in order to ensure the conformity to the set of objectives laid down and to facilitate the data processing process. The methodology consisted of data from primary sources, authoritative documents and interviews by random samples.

We have tried to analyse the data collected through country reports and identify common features as well as special features in the region in the field of gender integration in co-operatives. We have also attempted to highlight the common and contradictory conclusions made by the researchers. A Regional Overview of gender integration has been published separately embodying these summaries.

Our sincere expectation from the publication of the country studies and the overview is to create an awareness of all co-operative movements and governmental and inter-governmental agencies to assess the present gender strategies in co-operatives and improve upon their planning mechanism for ensuring the equal participation of gender in co-operative development.

I would like to thank all country researchers who undertook the task within a short time and with limited resources and sources of information. National level co-operative organisations and the ILO Co-operative Project in Indonesia supported the project through consultation and their resources. We appreciate their common interest for the cause.

Mr.P.Nair, Desk Top Publisher and Secretary of the HRD Project, did the computer-based DTP work. Mr. S.S.Kukkal, a renowned artist in Delhi prepared the cover page. Document Press made the printing job very attractive. I would like to note our appreciation to them for their devoted work.

New Delhi
August, 1992

W U Herath
Advisor-Human Resource Development

**SURVEY REPORT ON GENDER INTEGRATION
AND WOMEN IN CO-OPERATIVE DEVELOPMENT
DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA**

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Survey Report on Gender Integration and Women in Co-operative Development DPR KOREA

I

GENERAL

The country is generally known as the Democratic People's Republic of Korea.

The land area is 122,762 sq. kilometres and population is 20 million. The capital is Pyongyang, which has a population of 2 million. The language of the country is Korean. The DPRK has a homogenous composition.

Korea has many mountains, rivers and streams and a long coast line. One of its geological features is that it has many mountains. 84 percent of its total area is mountainous. It has many valleys, sloping land and long coast lines because it is surrounded by the sea on three sides. It has over 4000 kinds of plants of which 500 kinds are growing only in Korea.

Especially the northern area has rich forest resources. It has 1000 species of vertebrates including 100 species of sucking animals. Sables and white bellied black woodpeckers live only in Korea.

In the northern area, there live tiger, leopard, paekdusan deer, paekdusan wild boar and special birds like ussurian black grouse, puk pheasant, etc. In every area, except the northern area, there live bear, roe deer, hare, weasel, etc.

Good quality minerals like iron ore, coal, gold, silver, copper, lead, zinc, limestone, magnesite, graphite, etc are abundantly found underground. They are world renowned for their high quality.

Korea has four seasons - spring, summer, autumn and winter. Its annual average temperature is about 10°C and Pyongyang it is 9.6°C.

Its climate is oceanic in summer and continental in winter, which varies every day.

The average January temperature of the coldest northern plateau is 20°C below zero and even 30°C below zero some times.

The annual average precipitation is 1000-1200 mm and that of Pyongyang 987 mm.

II

GOVERNMENT AND ADMINISTRATIVE SYSTEM IN THE DPR KOREA

People's Assembly of province (or municipality directly under the central authority), city (or district) and county are the local organs of the state power.

The local people's assembly consists of deputies elected on the principle of universal, equal and direct suffrage by secret ballot.

The people's committee of province (or municipality directly under the central authority), city (or district) and county exercises the function of the local organ of state power when the people's assembly at the corresponding level is not in session.

The local people's committee consists of chairman, vice chairman, secretary and members.

The local people's committee directs the work of administrative committee at the corresponding level and state institutions, enterprises and social co-operative organisations within the defined limits.

The term of office of the people's assembly of province (or municipality directly under the central authority) is four years and that of people's assembly of the city (or district) and county is two years.

The administrative committee of province (or municipality directly under the central authority), city (or district) and county is the administrative and executive unit of the local organ of state power.

The local administrative committee too consists of chairman, vice chairman, secretary and members.

The local administrative committee organises and carries out all administrative affairs in the given area and carries out the decisions and directives of the people's assembly, people's committee at the corresponding level and of the organs at higher levels.

Justice is administered by the central court, court of province (or municipality directly under central authority), the people's court and the special court.

Investigation and prosecution are conducted by the central public prosecutors' office, the public prosecutors' offices of the province (or municipality), city (district) and county and special prosecutors' office.

The socialist constitution of the Democratic People's Republic of Korea indicates the following:

Article 51 "All citizens enjoy equal rights in political, economic, cultural and other spheres of state and public activities."

Article 52 "All citizens who have reached the age of 17 years have the right to elect and to be elected, irrespective of sex, race, occupation, length of residence, property status, education, party affiliation, political views and religion."

Article 53 "Citizens are guaranteed freedom of speech, of the press, of assembly, of association and of demonstration."

Article 64 "Citizens are guaranteed inviolability of the person and the home and privacy of correspondences. No citizen can be placed under arrest, except by due process of law."

The composition of the 687 deputies of the 9th Supreme People's Assembly elected in 1990 shows 37 percent are workers, 10.4 percent are co-operative farmers and the rest are scientists and technicians. The working people take part in the meetings to discuss state affairs irrespective of their occupations and fully express their opinions and reflect freely their demands and will to the state policy and carry them out through people's power organs.

As the right to appeal and petition is stipulated by law, they are dealt with in a short period of time in the country.

III

CURRENT NATIONAL DEVELOPMENT SITUATION IN DPR KOREA

Economy

The total industrial output in 1989 was 554 times compared with that of 1946.

The total state budget revenue	: 35,690,000,000 won (in 1990)
The total state budget expenditure	: 33,510,000,000 won (in 1990)
The area under cultivation	: 2,004,000 chongbo* (in 1987)

In 1987, Korea set about the third Seven-Year Plan for the development of the national economy, which will be completed in 1993.

The new plan envisages that the ten long-term objectives of socialist economic construction put forward at the Sixth Congress of the Workers' Party of Korea will be accomplished and that industrial output will increase 1.9 times and agricultural output 1.4 times.

The long-term objectives of the third Seven-year plan are 10 million tons of steel, 15 million tons of grain, 1.7 million tons of non-ferrous metals, 100,000 million Kwh of electricity, 120 million tons of cement, 7.2 million tons of chemical fertilizer, 11 million tons of marine products and the reclamation of 300,000 hectares of tide land.

The DPRK government, while concentrating on the overall implementation of the third Seven-year plan, has channelised great efforts into developing machine tools, electronic and automation industries and light industry, and in particular, into the construction of the Sunchon Vinalon complex and the Sariwon Potasic Fertilizer complex, both of which are of

* 1 Chongbo is 100 sq.metres

high importance for the people's living standards and for agricultural production.

The first stage of construction of the Sunchon Vinalon complex was completed by the end of 1989 and the second stage of construction is now under way.

When this project is completed, the complex will turnout annually 100,000 tons of Vinalon, 1 million tons of carbide, 750,000 tons of methanol, 900,000 tons of nitrogenous fertilizer, 250,000 tons of vinyl chloride, 250,000 tons of caustic soda and 400,000 tons of sodium carbonate.

The construction project of the Sariwon Potassic Fertilizer complex is now in progress. When completed, the complex will deal with 3 million tons of potassic feldspar annually to produce 510,000 tons of potassic fertilizer, 420,000 tons of alumina and 10 million tons of cement.

In addition, 50,000 apartment flats will be built in Pyongyang within two to three years i.e. before April 15, 1992.

The statistical data on the present level of economic development are given below:

Production on major economic indices (1989)

Electricity	:	55,500 million kwh
Coal	:	85 million tons
Steel	:	7 million tons
Cement	:	13.5 million tons
Chemical Fertilizer	:	5.6 million tons
Fabrics	:	870 million metres
Marine products	:	3.7 million tons
Grains	:	10 million tons
Foreign trade export value	:	6,000 million dollars (1987)
Foreign trade import value	:	5,600 million dollars (1987)

Major export items: Machinery and equipment, non-ferrous metals and their processed products, rolled steel, cement, coal, magnesia, clinker, textile, processed goods and marine products.

Major import items: Crude petroleum, coking coal, alloy elements, crude rubber, machinery and equipment and edible oil.

Agriculture: Per hectare rice yield: 7.6 tons, per hectare maize yield: 6.5 tons. Amount of chemical fertilizer applied per hectare 2.1 tons; number of tractors for every 100 hectares of arable land: 7 on the plains and 6 in intermediate and mountainous areas; 5.6 rice transplanters for every 100 hectares of paddy fields; irrigated area of land 1.47 million hectares (1987). Per capita income of GNP 2,580 dollars (1989).

IV

LABOUR STATUS OF DPR KOREA

In the DPRK, primary attention is paid to providing the people with stable jobs and with adequate conditions for work and rest.

The Socialist Constitution of the DPRK, the democratic decree on labour adopted on June 24, 1946, the socialist labour law adopted on April 18, 1978 and other laws give a legal affirmation and effectively guarantee the rights of the working people to work and rest.

The state defines 16 years as the start of working age, provides all citizens who have reached this age with suitable jobs according to sex, physical aptitude, hope and talent and gives an equal pay for the same labour, irrespective of sex, age and nationality. An eight-hour working day is in force, some times seven or six hours, according to the degree of physical exertion and other special conditions.

The state always gives top priority to labour protection procedures to prevent all sorts of accidents at work and occupational diseases. The state regularly carries out health check-ups on all workers and supplies them free of charge with labour protection materials and nutrition.

The state ensures the right to rest for the working people in all round way by way of paid leave and rest and recuperation at state expense.

The working people have a day off every week. They rest from work on all holidays enacted by state and on Sundays. Every year, they enjoy a 14-day regular leave and may have a 7 to 10 day additional leave according to their occupations. While on vacation, they receive their full wages.

The working people who are in need of special measures for health protection take rest and medical treatment free of charge at sanatoria for

1 to 3 months or more, while receiving their full pay. According to the paid leave system, farmers enjoy recreation at sanatoria and rest homes run by the state during slack seasons every year. The DPRK does not have any unemployment.

The working people are supplied with food and other consumer essentials by the state at a subsidized price, guaranteeing share to the entire population.

The working people are free from tax with complete abolition of tax systems in 1974.

They enjoy the benefits from the state through social insurance and social security systems.

According to the government's decision adopted in 1985, the cooperative farmers enjoy benefits from social security system from 1986.

Wages and prices are fixed according to the principle of improving people's life in the country on equality and in a systematic way, whereas consumer goods like rice, cloth, shoes, etc. essential to material and cultural life of the people and especially goods used for children are sold at the cost price. Other costs are borne by the state.

The goods are sold at uniform prices in town, county and mountain areas.

Party members are present in party organizations, industrial and office workers in trade unions, youth in youth organisations, children in children's unions and women in women's unions to lead organizational and political life.

V

PUBLIC HEALTH IN DPR KOREA

Average marriage age : Men : 28-29 years;
Women : 25-26 years.

Death rate per 1000 of population : 5.4 persons (in 1988).

Birth rate per 1000 of population : 22.2 persons (in 1988)

The annual death rate per 1000 of population before the liberation was 21 persons.

Hospitals and clinics take charge of preventive and curative medical care, while hygienic prevention centres take care of hygiene and preventive treatment.

There are hygienic prevention centres in the capital, provinces, cities and counties and hygienic guidance committees in ri, dong,* organs and enterprises, workers in charge of hygienic prevention centres in neighborhood units.

The state bears full costs for diagnosis, medical treatment, board and lodging of in-patients, recuperation, central prosthesis, limbs prosthetic devices and even travel expenses to sanatoriums for all the people.

There are environmental protection committees in charge of pollution control and environmental protection in every province, city and county. There are large modern environmental protection research institutes. DPRK has a well organised system of observation and prevention of environmental pollution in every sector of the country. According to the government's decision in 1985, the state takes special care of women and children for their health with systematic consultation. There are also

* ri-dong means rural and urban areas

health check-ups for pregnant women in maternity hospitals. Paediatric hospitals are provided for medical assistance for children. Arrangements for improved nutrition and hygiene for children in nurseries and kindergartens are made.

Average life expectancy : 74.3 years (in 1989)
Men : 71 years;
Women : 77.6 years.

Number of hospital beds
per 1,000 persons : 131 (in 1988)
(a growth of 194 times in 1988 compared with that in 1944)

Number of doctors per 10,000 persons : 27 (in 1988)
(a growth of 194 times in 1988 compared to that in 1944).

Growth of number of medical and preventive institutions is 99 times in 1988 compared to that in 1946.

In the DPRK, all the people benefit from the state free medical care system. They receive medical treatment without having to pay a penny, and enjoy a long life in good health. The Socialist Constitution of the DPRK (Article 58, Chapter 4), the Law on Public Health adopted in April, 1980 and other state laws and regulations give a legal guarantee for free medical care.

From 1947 onwards, free medical care system was first enforced for factory and office workers and their families according to the law on social insurance and in January, 1953, in the midst of the Korean war, universal free medical care system came into force for all the population without exception. A complete and universal free medical care system is in force from 1960 onwards.

There are integrated and specialist hospitals every where in urban and industrial areas and rural and fishermen's villages and the population enjoy free medical care.

The essential part of the state public health policy is to prevent diseases. In particular, the sectional doctor system has been valid since 1969, whereby doctors regularly visit the residential quarters under their charge to give preventive injections, make regular health check-ups and

carry out hygienic propaganda. In this way, they do all in their power to prevent people from falling ill. Through the implementation of the prophylactic policy, malignant epidemics have been eradicated completely. The average life expectancy of the Korean people has increased to more than 74 years from 38 before the liberation from Japanese colonial rule.

VI

EDUCATION SYSTEM IN DPR KOREA

Education indicators

Number of primary schools	: 4887 (in 1990)
Number of secondary/middle schools	: 4696 (in 1990)
Number of colleges	: 489 (in 1989)
Number of Universities	: 272 (in 1990)
Number of theatres, cinema halls and film establishments	: 9188 (in 1990)
Number of libraries	: 670 (in 1990)
Number of children enrolled in nurseries and kindergartens	: 1,500,000 (in 1990)
Number of nurseries	: 27,795 (in 1989)
Number of kindergartens	: 15,967 (in 1989)

In DPRK, all people are involved in various forms of educational systems and study is free.

The Socialist Constitution of the DPRK (Article 59, Chapter 4), the thesis on socialist education adopted on September 5, 1977, and other laws and regulations guarantee full right for the masses to education.

The educational system of the DPRK consists of the full-time education system (11-year compulsory education dating back to 1972 which comprises 1-year pre-school compulsory education and 10-year school education) and higher educational system of universities and colleges and the higher education system of studying while on the job for the working people (factory, farm and fishermen's colleges). There is also a public

system of short courses and regular study sessions, as well as correspondence courses in many universities and colleges. There are some 270 universities and 469 colleges.

The students of universities and colleges receive scholarships from the state. Thanks to this universal, complete and compulsory education system, every one has an equal right to free education. The state bears the expense of 15,800 won for one person from nursery upto university. The state also pays 50 to 60 per cent of the price of text books.

There were only a dozen intellectuals immediately after liberation. But today there are 1.46 million technicians and specialists.

In the DPRK, there is no recorded illiteracy.

VII

THE ROLE OF WOMEN AND THEIR ACTIVITIES

Before the liberation, Korean women have been treated more harshly in every way than men in the society and at home. They could not think of taking part in social activities due to the old feudal idea of 'predominance of men over women and subjectivity of women'.

The women of Korea could not have freedom of marriage and could not go out of home freely and most of them were illiterates.

But after liberation, women began to play an important role by participating in social and political activities. In the DPRK, women exercise equal rights with men and bring up their children at state or public expense. The Socialist Constitution of the DPRK (Article 62, Chapter 4), the Law on Sex Equality adopted on July 30, 1946, and the Law on the Nursing and Upbringing of Children adopted on April 29, 1976, give a legal definition to the problem of raising the social position and role of women and the problem of taking state measures to look after children.

Women participate in and play an important role in socio-political activities with the same rights as men. Women account for 20.1 per cent of the deputies to the DPRK Supreme People's Assembly who were elected in 1990.

In 1987, there were some 200 women leaders of the DPRK and labour leaders. There are 223 women doctors and associate doctors (1986) and rate of women technicians and specialists is 29.9 per cent (1989).

Women are free from any limitations in taking jobs and have no differences from men in their wages and in enjoying the benefits of social insurance.

Women occupy 47.5 percent of the national manpower (1989). Women with three or more children work for 6 hours while being paid for working 8 hours. Most of the women are engaged in the fields of industrial management, commerce, catering and public service, education, culture and public health. Women are prohibited by law, in consideration of their health, from working as part of the main force in the fields of arduous labour such as mining, fisheries and timber industry. Pregnant women are provided with a maternity leave of 5 months, irrespective of their available leave and length of service. Women workers are equally paid with men for the same grade of skill.

The state has built nurseries and kindergartens in all places where women work, as well as rice cookeries, pickled vegetable shops and side-dish stalls in all residential districts, so that women can live without any inconvenience.

The state also protects marriages and families according to the Socialist Constitution of the DPRK (Article 63, Chapter 4), which stipulates: "Marriage and family are protected by the State. The state pays great attention to consolidating the family, the cell of the society."

A family is the basic unit and cell of society.

Women are free to choose their spouses according to their ideals and ambitions and are not coerced in getting married. They may also get a divorce through the legal procedures.

The state provides all the newlyweds, on a priority basis, adequate living conditions such as housing so that they can enjoy a happy life.

Any one who poses artificial obstacles to and encroaches upon marriage and family is to be punished by law. The state calls children 'kings' of the country and bring up and educate them at state or public expense. There are 1.66 million children at nurseries and kindergartens (1987).

Day-care nurseries and kindergartens are widely used by women, subject to the conditions of their work.

The state is concerned about the children so that they may grow free from care and illness, and in particular, has installed an upbringing research centre and a children's nutrition institute under the Academy of

Medical Sciences in order to specialize in research on children's nutrition.

According to a standard nutrition table, 1500 to 1,600 calories of foodstuffs are supplied to children daily, free of cost.

The state builds up the ranks of teachers at nurseries and kindergartens with able specialists and supplies the necessary facilities for nursing and upbringing the children free of charge.

Teachers at nurseries and kindergartens are trained by teachers' training colleges.

Many publishers put out magazines for children and there are children's department stores and pleasure parks.

The state takes responsibility for all orphans and brings them up at baby asylums and at special primary and secondary schools.

All working men and women are treated as masters and mistresses of the country. They take active part in state management and have the right to elect and to be elected to the supreme and local power bodies, irrespective of sex, occupation, property status, education, political views and religion and they carry out all kinds of socio-political activities.

They are also provided by the state with rights to work and rest, to universal free education and free medical services. They have freedom of speech, the press, assembly, association, demonstration and religious beliefs. They are entitled to lodge complaints and submit petitions.

The democratic rights and freedom of the Korean people grow in scope as their socialist system become further consolidated and developed.

By vigorously using the nation-wide campaign against illiteracy after the liberation, women could put an end to the centuries-old illiteracy in 1948.

In order to train many women cadres, the government of DPR Korea raised the ratio of women in composition of students of higher educational institutions including colleges and universities and especially made the ratio of women take an overwhelming majority in kindergartens, teachers training colleges, universities of education, medicine and commerce.

The decision of the government adopted in 1985 demands that the proportion of female office workers be increased in the state administrative and economic organs and many women be employed in non-productive sectors.

The ratio of women in central organs and local administrative and economic organs taken more than 15-25 per cent in accordance to every sector's specific feature. The state makes it a rule to employ women as confidential officers, financial book keepers, statisticians, accountants, typists, telegraph operators, telephone operators, etc. Educational and training institutions at various levels are urged to set indices for training women workers at every sector, train them in a foresighted and planned manner and take measures to re-educate those women who are on the job.

The government provides favourable conditions for all the work places to employ women who want to take jobs and to ensure them safety in their jobs.

One of the three major tasks of the technical revolution set forth by the government of the DPR Korea in 1970 is to free women from household burden.

Women can take 150 days' maternity leave in addition to the regular paid holidays and supplementary holidays, irrespective of the length of their services and they are full wages during their maternity leave.

The state formulates for assistance for triplets. It presents all triplets and their mothers with gifts, gold rings, ornamental silver swords, high class clothes and dairy products for a year's consumption. On baby clothes and clothes for marriage and other daily necessities, the state gives a 15-won grant every month for bringing them up from their birth till the age of entering primary school, and medical workers are assigned to take care of triplets and their mothers.

The government pays special attention to the labour protection of female workers. In 1978, it renewed the regulation for protecting women workers from labour hazards to protect their health.

The laws for protecting women labour includes legislative measures that mothers of sucking babies and pregnant women are prohibited to

take night shifts. Personal sanitary rooms for women, children's care in nurseries and kindergartens and public service establishments are provided according to the set standards. Women workers are given physical check-ups twice a year (pregnant women every month). Women workers are prohibited to take toilsome jobs and those jobs not appropriate to their physical constitution and to take jobs directly linked to production in heavy industrial sectors, including mining, fishing and timber industry.

According to the government's decision, the annual working days of co-operative farmers are 290 days for men, 260 days for women and 190 days for women with children below one year of age, from 1978.

The ratio of women in labour force in DPRK in 1989 is as follows:

Total	: 47.9 per cent
Industry	: 45.6 per cent
Agriculture	: 55 per cent
Commercial and public service	: 74.6 per cent
Education	: 56.4 per cent
Public Health	: 69.3 per cent
Doctors	: 44.8 per cent
Culture and arts	: 38.4 per cent
Transportation	: 19.8 per cent
Communications	: 55.1 per cent
Construction	: 25.3 per cent

The percentage of female technicians and specialists in 1989 is 29.9

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