

# 해 외 출 장 복 명 서

출 장 자	소 속	본원	직 위	연구 위원	성 명	민현주
출장기간	3/2 - 3/7		출장지	당 초 변 경	미국 뉴욕	
출장목적	-제53차 유엔 여성지위위원회 정부 본회의 및 유엔기구 주최 패러렐 세션 참가 -한국 NGO 대표단 주최 세션 참가 및 주제 발표					
경비부담	우리원 부담(본원 국제협력) (3,381천원)					
주최기관	한국여성정책연구원					
방문기관 / 참가자				논의사항		
○ 뉴욕 유엔 본부 ○ 주 유엔대표부 -박은하(외교통상부 참사관) -강병조(외교통상부 1등 서기관) ○ 참가자(정부대표단) -이진희(여성가족부 국제협력 사무관) -노정연(법무부 여성아동과 서기관) -곽희경(노동부 여성고용팀 사무관) -조은희(서울시 여성가족정책관)				- 여성지위 및 성평등에 관한 새로운 현안, 동향 및 문제의 접근법 - 한국사회에서 성평등 발 전을 위한 책임공유 제도화와 개선방안		

상세한 업무처리 및 세부내용은 별도 붙임

2009. 3. 31.  
출 장 복 명 자 : 민현주 연구위원

# 해외출장 결과 보고서

제 53회 유엔 여성지위위원회  
회의 참가

2009. 3. 31 .

보고자 : 민 현 주  
(일·가족연구실, 연구위원)

<본문>

1. 회의명 : 제 53차 유엔여성지위위원회

2. 참가 목적

가. HIV/AIDS 돌봄 포함한 남녀 간 책임 공유

(Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS)

나. 한국 NGO 대표단 주최 세션 참가 및 주제 발표(한국의 책임공유에 대한 논의)

다. 남성과 여성간의 책임공유 및 여성정책 분야 국제교류 및 협력 강화

3. 참가자 규모 : 총 4명

- 민현주(본원 연구위원)

-이진희(여성부 국제협력 사무관)

-노정연(법무부 여성아동과, 서기관)

-곽희경(노동부 여성고용팀 사무관)

4. 회의일정

일 시	내 용
3/1(일)	인천 출발, 미국 뉴욕 도착
3/2(월)	-개회, 의제 채택, 일반토의 -고위급원탁회의: 남녀 간 책임 공유, HIV/AIDS 간호 포함
3/3(화)	-전문가 패널: 남녀 간 책임공유 관련 주요정책과 이니셔티브 -전문가 패널: 남녀 간 책임 공유관련 국가정책과 프로그램의 개발, 이행, 평가과정 에 성주류화 도입을 위한 역량 강화
3/4(수)	-일반토의 -일반토의
3/5(목)	-세계여성의 날 기념행사참석 -전문가 패널: 금융위기의 성인지적 관점 -한국 NGO 대표단 주최 세션 주제발표
3/6(금)	-상호대화: '정책결정과정에서의 남녀의 동등한 참여' -비공식협의: 합의 결론
3/7-3/8(토-일)	미국 뉴욕 출발, 인천 도착

5. 주요내용

가. 의제 1. 의장단 선출(Election of Officers)

- 의장단 선발 규정에 의거, 2년 임기의 의장, 부의장을 비롯한 의장단 선출
- 제52차 회의에서 선출된 의장단은 제53차 회의까지 진행

- 의 장 : Olivier Belle (벨기에)
- 부의장 : Ara Margarian (아르메니아)  
박은하 (대한민국)  
Julio Peralta (파라과이)

**나. 의제 2. 의제안 채택 및 기타 운영사항(Adoption of the agenda and other organizational matters)**

- 각 회기의 시작 시에 잠정의제에 기초하여 해당 회기의 의제를 채택함.
- 일반토의(General Discussion)
  - 각국 대표 발언 5분, 그룹대표 발언은 10분으로 제한, NGO 중재 허용, 주제별 패널회의 개최

**다. 의제 3. 제4차 세계여성회의 및 제23차 UN 여성특총 후속조치 (Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century")**

**가) 의제 3(a) 주요 관심분야별 전략목표 및 행동조치 이행 (Implementation of strategic objectives and action in the critical areas of concern and further actions and initiatives)**

- 남녀간 책임공유, HIV/AIDS 간호 포함

**나) 의제 3(b) 여성지위 및 남녀평등에 관한 새로운 현안, 동향 및 문제의 접근법 (Emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men)**

- '경제위기의 성인지적 관점'관련 전문가 패널회의 개최

**다) 의제 3(c) 성주류화, 주요 현안 (Gender mainstreaming, situations and programmatic matters)**

- 팔레스타인 여성들의 상황과 원조실태 (Situation of and assistance to Palestinian Women)

- 나이로비 여성발전미래전략, 북경행동강령, 제23차 특총 결과문서에 의거 팔레스타인 여성들의 상황과 지원에 대한 지속적인 검토 보고

- 여성, 여아와 HIV/AIDS(Women, the girl child and HIV/AIDS)

- HIV/AIDS의 여성화 영향을 검토

- 여성인권에 관한 합동업무계획 (Joint work plan on the human rights of women)

- 여성인권 향상을 위해 여성지위위원회와 인권고등판무관실의 합동업무계획을 검토
- 여성폭력 (Violence against women)
  - 국가, 지역 및 전 세계인 차원에서 여성에 대한 폭력 방지를 위한 신탁기금(trust fund)설립에 관한 UNIFEM의 보고
- 여성차별철폐협약 (Convention on the Elimination of All Forms of Discrimination against Women)
  - 제 40~43차 회기 관련 여성차별철폐협약의 이행사항 보고
- 국제여성훈련원강화(Strengthening of the International Research and Training Institute for the Advancement of Women )
- 업무계획(Programme matters)

**라. 의제 4. 여성지위에 관한 진정서 심의결과 (Communications concerning status of women)**

- 경제사회위원회(ECOSOC)는 여성지위위원회가 여성지위에 관해 수신하고 처리하는 절차를 마련함. 회의 시작 전에 사무총장은 제출된 진정서를 요약 및 편집하여 배포하고 여성지위위원회는 실무자 그룹을 구성, 심의한 후 진정서에 관한 보고서를 제출함.

**마. 의제 5. 경제사회이사회 결의 및 결정 후속사항 (Follow-up to Economic and Social Council resolutions and decisions)**

- 경제사회이사회 의장이 결정 후속사항 및 정책 지침사항을 위원회에 제출함.

**바. 의제 6. 제54차 여성지위위원회 잠정의제 (Provisional agenda for the fifty- fourth session of the Commission)**

- 제54차 여성지위위원회 잠정의제 초안에는 각 의제 하에 제출되어야하는 문서와 문서를 작성할 기관을 지정할 것임.

**사. 의제 7. 제53차 여성지위위원회 보고서 채택 (Adoption of the report of the Commission on its fifty-third session)**

- 제53차 여성지위위원회 보고서를 경제사회이사회에 제출함.

아. NGO 대표단 주최 세션 : 한국사회에서 남성과 여성간 책임공유 및 일가정양립 실태

<발표논문>

## **Sharing Responsibilities between Women and Men and Balancing Between Work and Family in Korea**

### 1. Introduction

With the industrialization of the 1960s, Korean society has been putting its effort to economic development. While the Korean government tried to achieve intensive economic development, the main focus of the policy had to be on the creation and the maintenance of the labor market, organizing the social structure centered on labor and job. Family remained a private sector which supported the labor market.

As of 2005, the male employment rate reached 73.9% while the female employment rate was 50.1%. Since then, the participation rate of women in economic activities has been growing continuously. Further, Korea's working hours in the labor market top ranked among OECD nations. Altogether these data suggest that the Korean society shows a tendency of making a transition to a dual-earner family model

On the other hand, the family structure is showing as dramatic a change as more women participate in the labor market. Traditionally, the Korean society is based on a patriarchal family system with strong family ideology. The family has been playing a major role in child care and support of the elderly. However, the value of the family is undergoing rapid change with the recent social and economic changes.

As we have seen so far, Korean society is undergoing changes in various social areas as it includes the challenge of social formation around market work, the weakening of the childrearing function of the family due to the increase of women's participation in economic activities, and changes in the attitudes toward traditional family. Thus, a significant reaction in response to these changes is inevitable, although the work-family balance has not appeared in the discussion of the policy agenda until very recently. With this tendency, it is expected to continue that more women participate in the labor market and dual earner families increase. Thus it is not only a practical but also a historical task to provide the appropriate systematic and social support that enables a harmonious co-functioning of work and family life with the women and men workers so that they could enjoy their work and family life with the least work-family conflict.

### 2. Work and Family Life in the Korean Society

Since the beginning of 1960, women's economic activities have been showing an increase, and at the same time, the gender gap in the participation rates has been decreasing.

Although the increasing rates of women's economic activities are comparatively slow in the Korean labor market, it is supposed a normal practice recently. We can see this steady decrease in gender gap as a sign that Korean society is transforming into a dual earner society.

As in the 1980s, there was a vigorous economic participation rate among young adults aged 20-29, while it showed a rapid decrease after the late 20's, followed by a slow increase after mid 30's. The case in 1990 shows roughly the patterns similar to those in the 1980s. However, in 2007, the economically active period starts from early 20's, and extends to late 20's and all the way to the early 30's. 2007 has also the highest participation rate ever for those in their 40's. These empirical findings suggest that the suspension in women's participation in economic activities due to marriage, pregnancy, and childbirth has decreased. The M-shaped figure of the graph means, however that there still exist barriers to women's economic activities. This tendency tells us that more women give birth at an older age, as evidenced in the fact that birth rate is decreasing.

According to previous research on the changes in female occupation, married women prefer working part-time while single or never-married women prefer full-time employment. This finding suggests that the possible conflict between work and family may result in the discontinuity in employment and short careers, which in turn lowers mastery and expertise at work, which then drives women to the outskirts of their professions or out of the labor market.

Further this finding suggests that the reasons for the suspension and instability in women's work may not come from human-resource issues but from problems concerning women's roles in the family. According to the Korea National Statistics Office conducted in 2005, the major barriers to women's entrance into the workforce are childcare(34.9%), social prejudices and established practices(18.5%), unfair work environment(11.6%), and lack of ability(5.9%). If the responsibilities involved in marriage, pregnancy, and childbirth play a critical role in driving women out of the labor market, what is above all required would be to support and create a favorable social environment.

As for the Korean family structure as of 2005, about half(45.7%) consists of nuclear families in its traditional sense, which is composed of a couple and their unmarried children. Also notably, 19% of the whole families are single-member families, and 11.5% accounts for elderly couple- a sign of change in family structure. The fact that a major portion of Korean families are nuclear, single member, and elderly couple families shows the reality where raising children and supporting seniors can no longer be ascribed to the traditionally defined responsibility of the family. Further this tendency emphasizes the need for the support that helps women and men workers balance their work and family.

A recent national research on Marriage and Childbirth among single women and men conducted by the Korea Institute for Health and Social Affairs in 2005 highlights a significant decrease in the number of young people who think of marriage as an essential process of life. In addition, as to the reasons for the delayed marriage, men's responses included instability of income and marriage expenses, and women's responses included difficulty of managing work and family balance and marriage expenses. These findings

indicate that the family responsibilities are excessively imposed on women upon marriage.

Then, how much family responsibilities are transferred to women upon marriage? According to the Nationwide Survey on Family, the hours men spend for childcare were almost insignificant compared to the number of hours women spend for childcare. This finding may be explained as follow: first, women still take primary responsibility of rearing children, and second, the social conditions yield too little time for family activities. That is, exceptionally long work hours in the Korean labor market lead to decreasing family time at home, and necessarily make it impossible for men to share the responsibility of child rearing.

### 3. Conclusion

While in 1988, the majority of women assumed that it was desirable to work before marriage and after the growth of children, in 2002, most women regarded employment as a life-time commitment regardless of the states of the family. While women view employment as something that continues throughout life independent from family matters, the social norm and system still put the responsibilities of childbirth and childcare on women and individual families. Given this situation, women still tend to choose to delay or avoid marriage, delay or avoid childbirth, or minimize the number of children if they decide to have children, thereby minimizing the burdens of maintaining a family. To resolve the social problems that the Korean society has faced for the past 10 years, such as aging, very low fertility rates, and growing conflict between work and family, direct and applicable efforts should be made in a governmental level so that work-family balance can be sustained.

It should be noted that balance between work and family cannot simply come as more women enter the labor market. A policy which only aims to raise women's economic participation will result in producing a wider gender gap in the family and in the labor market. The consideration of the policy for work-family balance should start with the recognition of women and men workers with family responsibilities. Family responsibilities share not only childcare, but also the responsibilities towards family members who need any care, such as caring for the elderly. Sharing responsibilities requires to build up a support system so that women and men can share responsibilities equally.