



**International Human Rights
Instruments**

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Republic of Korea*

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I. Land and People

A. Geography

1. The Republic of Korea is situated on the Korean Peninsula, which is 950 km long and 540 km wide, and has a total area of 223,405 square kilometers. The Peninsula is situated in the northwestern corner of the Pacific Ocean and is flanked by China to its west and Japan to its east.

B. Population, language and religion

2. The Republic of Korea does not collect statistical data of the population based on ethnicity and race. Among 2,036,075 foreigners residing in the Republic of Korea as of the end of 2020, 894,906 (44%) were Chinese by nationality and 211,243 (10.4%), 181,386 (8.9%), 145,580 (7.2%), 49,800 (2.5%) and 26,515 (1.3%) were Vietnamese, Thai, American, Filipino and Japanese, respectively. As of the end of 2020, amongst 2,036,075 foreign nationals residing in the Republic of Korea, 811,211(39.8%) were foreign nationality Koreans,¹ and amongst foreign nationality Koreans residing in Korea, 662,845 (81.7%) held Chinese nationality. Sharing distinct physical characteristics, the Korean people are believed to be the descendants of several Mongol tribes that migrated to the Korean Peninsula from Central Asia. Korean is the official language.

3. As of 2020, the Republic of Korea's total population was estimated to be 51,836 thousand with an estimated density of 516.2 people per square kilometer. Statistics show that 16.6 percent of the total population are 65 years or older in 2021.

4. Owing to the Republic of Korea's success in economic development, the overall health of Koreans has improved significantly over the past five decades. In 1970, life expectancy was 58.7 years for males and 65.8 for females. These figures then increased to 80.5 for males and 86.5 for females by 2020.

5. Infant mortality rate has declined sharply, with a concurring drop in maternal mortality. As a result of the low birth rate and extended life expectancy, the population distribution is now shaped more like that of a vase. The young population (under the age of 15 years) will make up a decreasing portion of the total, while senior citizens (over 65 years) will account for some 25.5 percent of the total population by the year 2030.

6. Great importance has traditionally been placed on education as a means of self-fulfillment as well as social advancement. Modern schools were introduced in the 1880s, and with the founding of the Republic of Korea in 1948, the Government began to establish a modern educational system, making six years of elementary school education mandatory in 1953. Compulsory education was later extended to middle school, which constitutes three years of secondary education, and applied nationwide in 2004. Today, the Republic of Korea holds one of the highest literacy rates in the world.

7. The nation's rapid industrialization and urbanization in the 1960s and 1970s was accompanied by the continuous migration of rural residents into the cities, particularly Seoul, which resulted in the heavy urbanization of metropolitan areas. However, in recent years, an increasing number of people have moved to newly developed suburban areas of Seoul.

8. Korean culture includes a wide variety of religious elements. Historically, Koreans lived under the influences of Shamanism, Buddhism, Taoism and Confucianism. In modern times, the Christian faith has made strong inroads into the country. Moreover, the population of religious believers has expanded markedly with the emergence of religious institutions as

¹ In accordance with Article 2, paragraph(2), of the Act on the Immigration and Legal Status of Overseas Koreans, a "foreign nationality Korean" refers to "a person prescribed by the Presidential Decree from among those who have held the nationality of the Republic of Korea (including those who had emigrated abroad before the Government of the Republic of Korea was established) or as their lineal descendant, who has acquired the nationality of a foreign country (hereinafter referred to as a "foreign nationality Korean)".

influential social organizations. As the Republic of Korea guarantees religious rights in the Constitution, Koreans are free to lead religious lives according to their own choices and convictions.

C. Other socio-economic indicators

9. The Republic of Korea has undertaken economic development in earnest since 1962. In less than four decades, it achieved an incredible process that dramatically transformed the Korean economy. An outward-oriented economic development strategy using exports as the engine of growth contributed greatly to the radical economic transformation of the Republic. Based on such a strategy, many successful development programmes were implemented. As a result, from 1962 to 2020, the Republic of Korea's gross domestic product (GDP) increased from US\$2.4 billion to US\$1,638.2 billion, making the Republic's economy the world's tenth largest (in terms of GDP). Its per capita gross national income (GNI) soared from US\$91 in 1962 to US\$31,881 in 2020. These impressive figures clearly indicate the magnitude of success that these economic programmes have achieved. The nation became the twenty-ninth member country of the Organisation for Economic Co-operation and Development (OECD) in 1996.

II. General Political Structure

A. Modern political history

10. Until the late nineteenth century, Korea, then called the "Joseon Dynasty," remained a "Hermit Kingdom," adamantly opposed to Western demands for diplomatic and trade relations. A number of Asian and European countries competed with each other for influence over the Korean Peninsula. In 1910, Japan forcibly annexed Korea and instituted colonial rule. All government functions as well as industries were taken over by the Japanese, and the country was oppressed and exploited owing to Japanese imperialist control. Thirty-five years of Japanese rule ended in 1945 when Japan was defeated by the Allied Forces during the Second World War.

11. After liberation, the Soviet Union and the United States divided the Korean Peninsula in two at the 38th parallel. As each occupation force imposed its own system on the area under its jurisdiction, efforts to establish a united, independent government on the peninsula were constantly thwarted. As conflict between the United States and the Soviet Union intensified, the issue of the Korean Peninsula was placed on the agenda of the United Nations, which decided to hold general elections under the auspices of the United Nations Temporary Commission on Korea (UNTCOK).

12. The first elections were carried out on 10 May 1948 in the areas south of the 38th parallel, and Syngman Rhee was elected as the first President of the Republic of Korea in 1948. Meanwhile, in the areas north of the 38th parallel, as the Soviet Union denied entrance to the UNTCOK, a communist regime was established under the leadership of Kim Il Sung.

13. On 25 June 1950, the Korean War broke out. The War devastated the Peninsula, leaving almost three million Koreans dead or wounded, and millions of people homeless and separated from their families. The Korean Armistice Agreement was signed in July 1953.

14. As democracy in the Republic of Korea was still in its developing stages during the 1950s, the country experienced tremendous political and economic difficulties. President Rhee stepped down in April 1960 as a result of a student-led uprising, and the Second Republic was established in August later that year, as Chang Myon of the Democratic Party formed a government.

15. The Second Republic, however, was brought down by a coup d'état led by Major General Park Chung-hee on 16 May 1961. The Supreme Council for National Reconstruction, headed by Major General Park, took over the legislative, executive and judicial functions of the Government.

16. Park Chung-hee became President in an election in 1963. His Administration pursued rapid industrialization and achieved high economic growth during the 1960s and 1970s, a period that is often dubbed as “the Miracle on the Han River.” Despite the high growth in the Korean economy during this time, the government rule under Park Chung-hee was accompanied by severe restrictions to political rights and civil liberties.

17. President Park’s assassination in October 1979 resulted in a tumultuous transition period that was ruled under martial law. Subsequently, Choi Kyu-hah, who was installed as a caretaker President during this time, resigned in August 1980. Chun Doo-hwan was elected President of the Republic of Korea by the National Conference for Unification, which was established under the Park Administration and functioned as a college of electors.

18. Pro-democracy movements intensified throughout the 1980s and presidential elections by direct popular vote were restored by constitutional revision in 1987. Roh Tae-woo, also a former general, was elected President under the new Constitution, and the democratic advances achieved during his Administration set the stage for the election of the first civilian president in 32 years. Kim Young-Sam, a long-time pro-democracy activist, was elected President in 1992 on the ruling party ticket.

19. In the 1997 presidential election, Kim Dae-jung, the leader of the major opposition National Congress for New Politics, was elected. This transition of power from the ruling to the opposition party was the first-ever peaceful transition in Korean constitutional history.

20. In February 2003, Roh Moo-hyun was inaugurated as the sixteenth President, and his Administration, called “Participatory Government,” launched a Policy of Peace and Prosperity. The Policy was an outgrowth of President Roh Moo-hyun’s strategic vision, which envisaged the laying of the foundation for peaceful unification and the groundwork for a take-off towards becoming an economic hub of Northeast Asia through the promotion of peace in the Korean Peninsula and the pursuit of common prosperity between the two Koreas.

21. In February 2008, Lee Myung-bak was inaugurated as the seventeenth President of the Republic of Korea. To carry on the legacy of historic progress, his Administration aimed to nurture new growth engines and to revive the economy to benefit ordinary people. The Lee Administration also strived to meet the complicated challenges including globalization, the advent of an age of knowledge and information, global warming and diversification of international relations.

22. In February 2013, Park Geun-hye, the first female President of the Republic of Korea, was inaugurated. Her Administration presented a new vision of the people’s happiness and the nation’s development. Her government also stressed the need for implementing the creative economy, saying “A creative economy based on science technologies and ICT is a challenge that we must take on for our economic breakthrough and the only growth engine of the Korean economy.”

23. Following the impeachment of the former President Park, Moon Jae-in was inaugurated as the nineteenth President of the Republic of Korea in May 2017. His administration presented the national vision, “A Nation of the People, a Just Republic of Korea.” The government has worked to eradicate authoritarian culture, communicate with the people, and restore democracy. It has also created more jobs, reduced the incidence of irregular work, and increased the minimum wage in efforts to realize a “people-oriented economy.”

B. Type of government

24. The Republic of Korea is a democratic republic. The Constitution of the Republic of Korea, in its preamble, states that the primary constitutional aim is to afford equal opportunities to every person and provide for the fullest development of individual capabilities in all fields, including politics, economy, society and cultural life, by further strengthening the basic, free and democratic order conducive to private initiative and public harmony. It also institutionalizes the separation of powers and the rule of law.

25. The Republic of Korea's political system is a semi-presidential system encompassing some of the characteristics of a parliamentary system. The President is directly elected and a Prime Minister is appointed by the President and approved by the National Assembly. The Executive, including the President, often introduces bills to the National Assembly.

C. Political organization

1. The President

26. The President of the Republic of Korea, a leader of the executive branch and the head of State, is selected through secret ballots in direct national elections by all citizens who are 19 years of age or older. The President serves a single non-renewable five-year term. The most recent presidential election was held in May 2017.

27. Candidates for the Presidency must meet the following conditions: 1) Be 40 years of age or older; 2) Be a national of the Republic of Korea; and 3) Be eligible to vote (election violations and other high crimes, as well as severe mental illness, may result in legal disenfranchisement).

28. The single term prevents holding the reins of government power for a protracted period of time. In the event of presidential disability, the powers of the Presidency is passed to the Prime Minister, followed by members of the State Council in the order of succession predetermined by law. In the event of a vacancy in the office of the Presidency, a successor must be elected within 60 days.

29. The President's duties include safeguarding the independence of the Republic of Korea, defending the Constitution, pursuing the peaceful reunification of the homeland, and heading the executive branch.

30. The President's powers include holding veto power over National Assembly bills (which can be overridden by a two-thirds majority of the National Assembly), attending and addressing National Assembly meetings, submitting a referendum directly to the public, declaring war and concluding peace, serving as commander-in-chief of the armed forces, declaring martial law, promulgating law, submitting government budgets to the National Assembly, and granting amnesties, commutations, and awards. Many of the Presidential powers are subject to approval by the National Assembly.

31. The President may not be charged with criminal offences during his or her term of office except for insurrection or treason. The President appoints and dismisses public officials, including the Prime Minister and members of the State Council, who hold office at the president's directive and may be removed by the president's order.

2. The Prime Minister, State Council and Executive Branch

32. Under the Presidential system of the Republic of Korea, the President performs his or her executive functions through the State Council, which is made up of 15 to 30 members and presided over by the President. The State Council, through which the President delegates his or her authority, is a constitutionally established deliberative body composed of the leaders of various government departments as determined by the President.

33. The Prime Minister is appointed by the President and approved by a simple majority of the National Assembly. As the principal executive assistant to the President, and a member of the State Council, the Prime Minister supervises the administrative ministries and manages the Office for Government Policy Coordination under the direction of the President. The Prime Minister also has the power to deliberate major national policies within the State Council, and to attend meetings of the National Assembly.

34. Members of the State Council are appointed by the President upon the recommendation of the Prime Minister and are subject to a hearing at the National Assembly in review of their qualifications. They lead and supervise their administrative ministries, deliberate major state affairs, and act on behalf of the President. Members of the State Council may attend any meetings of the National Assembly, report on State administration or deliver

opinions. Members of the State Council are collectively and individually responsible to the President only.

35. In addition to the State Council, the President has several agencies under his or her direct control to formulate and carry out national policies: the Board of Audit and Inspection, the National Intelligence Service, and the Korea Communications Commission. The heads of these organizations are appointed by the President, but the presidential appointment of the Chairman of the Board of Audit and Inspection is subject to the approval of the National Assembly. The Board of Audit and Inspection is independent from the President in carrying out its duties.

3. The Legislature

36. The National Assembly is a unicameral legislature, composed of 300 members (constitutional provision sets a minimum of 200 members) who serve a four-year term. Only nationals of the Republic of Korea who are eligible to vote and are 25 years of age or older may run for election to the National Assembly.

37. Out of the 300 members, 253 are elected by the plurality of votes from electoral districts and the remaining 47 members obtain their seats through a proportional representation system where seats are distributed to parties based on the percentage of the total votes they garnered on the requirement they pass the threshold of 3 percent of valid votes or obtain more than five seats from the district vote. The system is aimed at reflecting the voices of people from different walks of life while enhancing the expertise of the Assembly.

38. The National Assembly is vested with a number of functions under the Constitution, foremost of which is legislative power. Other functions of the Assembly include approval of the national budget, matters related to foreign policy, declaration of war, the stationing of Korean troops abroad or of foreign forces within the country, inspection or investigation of specific matters regarding state affairs and impeachment.

39. A member of the National Assembly is not held responsible outside the Assembly for any opinions expressed or votes cast in the legislative chamber. During a session of the Assembly, no Assembly member may be arrested or detained without consent of the Assembly except in the case of a flagrant criminal act.

40. There are two types of legislative sessions: regular and extraordinary sessions. The regular session is convened once a year from September through December, and an extraordinary session may be convened upon the request of the President or by one-fourth or more of the members of the Assembly. The period of a regular session is limited to 100 days and that of an extraordinary session to 30 days.

4. The Judiciary

41. The Judiciary of the Republic of Korea consists of the Supreme Court, High Courts, District Courts, Patent Court, Family Courts, Administrative and Local Courts, and the Military Court.

42. The Supreme Court is the highest judicial tribunal. It hears appeals on cases rendered by lower courts. The Chief Justice of the Supreme Court is appointed by the President with the consent of the National Assembly. Other Justices are appointed by the President upon the recommendation of the Chief Justice. The term of office for the Chief Justice is six years and is not renewable. The Chief Justice must retire from office at the age of 70. The term for other Justices is six years. Though they may be re-appointed in accordance with legal provisions, they must retire from office when they reach the age of 65.

43. The Military Court has jurisdiction over criminal cases only. It tries crimes which are recognized in the civilian society, as well as crimes under the Military Criminal Law and Military Secret Protection Law.

5. Independent Organizations

a. The Constitutional Court

44. The Constitutional Court was established in September 1988 as a key part of the constitutional system. The Court is empowered to interpret the Constitution, review the constitutionality of all statutes, make judicial decisions on impeachment or on the dissolution of a political party, and pass judgment in competence disputes and constitutional complaints.

45. The Court is composed of nine Justices appointed by the President. However, three of them are appointed from the candidates selected by the National Assembly and three from the candidates recommended by the Chief Justice of the Supreme Court. The term of office is six years and renewable.

b. National Election Commission

46. In accordance with the provision of Article 114 of the Constitution, the National Election Commission was established as an independent constitutional agency. It carries out the management of elections and national referenda, and deals with administrative affairs concerning political parties and funds.

47. The National Election Commission is composed of nine members, including one Chairperson and a Standing Commissioner. Three members are appointed by the President, three are elected by the National Assembly and three are designated by the Chief Justice of the Supreme Court. The Chairperson and Standing Commissioner are elected from among the commissioners. The Secretariat is led by the Secretary General, who is a Minister-level civil servant.

48. Four other important election-related Commissions are under the umbrella of the National Election Commission. The three permanent Commissions are the National Election Broadcasting Debate Commission, the Internet Election News Deliberation Commission and the National Election Survey Deliberation Commission. The National Election Broadcasting Debate Commission decides the format of election debates while the Internet Election News Deliberation Commission makes decisions related to internet news content during an election. The National Election Survey Deliberation Commission oversees and adjudicates on matters regarding surveys and polls and prevents any false information from being spread through illegal surveys. Lastly, as a temporary Commission, the Boundary Delimitation Commission for National Assembly Elections has been created in 2015 and has taken over the role of setting election boundaries from the National Assembly.

III. General framework for the protection and promotion of human rights

A. Acceptance of international human rights norms

49. The Republic of Korea is a party to the following seven core human rights treaties: International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), International Convention on the Elimination of All Forms of Racial Discrimination (CERD), Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT), Convention on the Rights of the Child (CRC) and Convention on the Rights of Persons with Disabilities (CRPD). Detailed information on the acceptance of main international human rights treaties is as follows:

<i>Core universal human rights treaties</i>	<i>Date of ratification, accession or succession</i>	<i>Declarations/ reservations</i>	<i>Recognition of specific competences of treaty bodies</i>
CERD	5 Dec. 1978	None	Individual complaints (Art. 14): Yes
ICESCR	10 Apr. 1990	None	
ICCPR	10 Apr. 1990	Yes (Art. 22)	Inter-State complaints (Art. 41): Yes
ICCPR-OP 1	10 Apr. 1990	None	
CEDAW	27 Dec. 1984	Yes (Art. 16(1 g))	
OP-CEDAW	18 Oct. 2006	None	Inquiry procedure (Arts. 8 and 9): Yes
CAT	9 Jan. 1995	None	Inter-State complaints (Art. 21): Yes Individual complaints (Art. 22): Yes
CRC	20 Nov. 1991	Yes (Art. 40 para. 2(b)(v))	
CRC-OP-AC	24 Sept. 2004	None	
CRC-OP-SC	24 Sept. 2004	None	
CRPD	11 Dec. 2008	None	
<i>Other main relevant international instruments</i>		<i>Ratification, accession or succession</i>	
ILO fundamental conventions		Yes (except 105)	
Protocol to prevent, suppress and punish trafficking in persons, especially women and children		Yes	
Protocol against the smuggling of migrants by land, sea and air		Yes	

B. Legal framework for the protection of human rights at the national level

50. In the Republic of Korea, international human rights treaties duly concluded and promulgated under the Constitution have equal effects as domestic laws.

51. The Constitution of the Republic of Korea guarantees fundamental human rights and stipulates the categories and nature of human rights. It also stipulates the scope of the limitation of these rights and the obligation of the state to reaffirm and guarantee the inviolability of individual human rights. The Constitution stipulates that fundamental freedoms and rights should not be undervalued simply on the grounds that they are not specified in the Constitution.

52. The entire spectrum of human rights is covered by a range of acts. Such acts reaffirm and specify human rights and fundamental freedoms. No provision of an individual law can infringe on fundamental human rights beyond the limitations stipulated in the Constitution, and in the case of an infringement, the matter may be referred to the Constitutional Court for a review of the constitutionality of the provision.

53. In principle, the protection of human rights is ensured through criminal punishment and compensation for damages. Administrative measures that violate human rights can be nullified or cancelled through administrative appeals or administrative litigation. Furthermore, when the violation of fundamental human rights due to the act or omission of public power is not redressed even after all procedural remedies have been exhausted, one can file a complaint before the Constitutional Court.

54. Apart from judicial decisions, victims of human rights violations can petition the National Human Rights Commission for remedies through the recommendations of such institutions. The National Human Rights Commission was established in November 2001 as a national human rights institution independent from government organizations. The Commission undertakes various activities including making recommendations for the improvement of policies, laws, institutions and practices. It also conducts a wide-range of investigations on human rights conditions and provides recommendations on discriminatory practices. In addition, it provides human rights education for governmental organizations, local governments, schools, companies, the press, social welfare facilities, and human rights NGOs. The Commission helps citizens to gain a better understanding of human rights by developing and distributing human rights-related web-drama and videos clips, and by providing human rights cartoons, pictures, films, and posters to educational facilities such as schools.

55. The Government established the Human Rights Bureau in the Ministry of Justice responsible for coordinating human rights policies within the Government, in order to ensure an integrated approach to diverse human rights issues dealt with by various ministries. The National Human Rights Policy Council, which is presided over by the Minister of Justice and consisting of Vice Ministers of various Ministries, deals with the task of discussing and coordinating key issues of human rights and establishes human rights policies such as the National Action Plans (NAP) for the Promotion and Protection of Human Rights.

56. The NAP is a comprehensive human rights policy in which a number of related ministries and institutions participate. The third “NAP 2018-2022,” which follows the preceding plans “NAP 2007-2011” and “NAP 2012-2016,” was adopted in July 2018 and is currently under implementation. A separate chapter on business and human rights was newly inserted in the third NAP.

C. Framework within which human rights are promoted at the national level

57. The Republic of Korea has provided the public with information on human rights through the publication of international instruments on human rights in Korean, as well as through the educational programs at schools.

58. The Ministry of Justice reviews international conventions on human rights, prepares the reviews for domestic application, and establishes national human rights policies to be implemented at the national and local government levels.

59. The texts of international conventions on human rights to which the Republic of Korea is a party have been disseminated in Korean. Information and reports from international organizations which conduct the study of human rights are also available through the Ministry of Justice and the Ministry of Foreign Affairs.

60. The concluding observations of treaty monitoring bodies have been translated into Korean for distribution to relevant institutions and have been made public through government websites.

61. Government representatives participate in human rights seminars, courses and other similar events organized by other governments, international organizations, and NGOs. The Government consults with NGOs in preparing national reports on the implementation of international human rights treaties.

62. The Government published and distributed a booklet concerning the NAP which includes relevant provisions of the seven core human rights treaties (ICCPR, ICESCR, CERD,

CEDAW, CAT, CRC, and CRPD) and concluding observations of each treaty body so as to raise human rights awareness among public officials and other professionals with respect to international human rights mechanisms.

D. Reporting process at the national level

63. The Republic of Korea, as a member state of the United Nations, cooperates with the UN system “to achieve international co-operation... in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language, or religion” (Article 1, paragraph 3, of the UN Charter) and is committed to fulfilling the obligations under the UN Charter. Abiding by the Universal Declaration of Human Rights adopted by the United Nations General Assembly in 1948, the Republic of Korea observes the fundamental human rights treaties and standards which serve to embody the principles set out in the Universal Declaration.

64. The Republic of Korea, as a state party to seven core human rights treaties, has faithfully submitted reports on the measures taken by the Government to implement the international human rights treaties.

65. When writing a country report on the implementation of international human rights treaties, one ministry serves as a focal point and coordinator. The focal point ministry writes a draft of the state report in cooperation with other relevant ministries. The focal point ministry holds a number of consultations to examine the draft. The Government endeavors to reflect the opinions of the National Human Rights Commission and NGOs in drafting country reports through consultations.

66. The Government guarantees and promotes civil, political, economic, social and cultural rights while endeavoring to protect the human rights of the vulnerable and minorities such as children, women, persons with disabilities, and foreigners. The Government takes note of concluding observations made by the human rights treaty bodies in establishing its policies and laws on the promotion and protection of human rights.

67. In particular, the Ministry of Foreign Affairs distributes concluding observations of the treaty bodies as well as their follow-up suggestions to relevant ministries and agencies. It also requests progress reports and updated information on country report reviews from other relevant ministries. Recommendations of treaty monitoring bodies are incorporated in the NAP, and the implementation of the NAP is reviewed by the National Human Rights Policy Council. The Government seeks ways to implement the recommendations of the treaty monitoring bodies in cooperation with various stakeholders of society.

E. Information on non-discrimination and equality and effective remedies

68. The principle of equality and non-discrimination are specified in numerous articles in the Constitution of the Republic of Korea. Article 11 guarantees equality before the law and equal protection of the law for everyone. Article 31, paragraph 1, stipulates that all citizens have an equal right to receive education, and Article 32, paragraph 4, states that special protection needs to be accorded to working women and they may not be subjected to unjust discrimination. Article 36, paragraph 1, also provides that marriage and family life are based on gender equality.

69. While there is no general law on the prohibition of discrimination, there are numerous laws that prohibit discrimination in each area. These laws vary in terms of anti-discrimination grounds and scope, and the level of protection and punishment. Examples of such laws include the *National Human Rights Commission Act*, the *Anti-Discrimination Against and Remedies for Persons with Disabilities Act*, the *Act on Age Discrimination Prohibition in Employment and Aged Employment Promotion*, the *Labour Standards Act*, the *Equal Employment Opportunity and Work-Family Balance Assistance Act*, the *Act on the Protection of Fixed-Term and Part-Time Employees*, the *Act on the Protection of Dispatched Workers*, the *Act on Employment Promotion and Vocational Rehabilitation of Persons with Disabilities*, and the *Act on Foreign Workers' Employment*, etc.

70. In general, measures against discriminatory acts include recommendations, administrative measures, and criminal punishments. Recommendations are provided by the National Human Rights Commission, which is mandated to investigate individual complaints under the *National Human Rights Commission Act* and the *Disability Discrimination Act*. The *National Human Rights Commission of Korea Act* provides for the 19 grounds of discriminations, including race, color of skin, gender, disabilities, etc.

71. On the other hand, administrative measures are provided for discrimination based on age in employment as well as discrimination against non-regular workers. Criminal punishments are included in the *Labor Standards Act* and the *Equal Employment Opportunity and Work-Family Balance Assistance Act*.

72. In cases where discriminatory acts constitute crimes specified in criminal law, they shall be punished accordingly. Compensatory orders could be rendered through civil lawsuit as well. If a victim seeks remedy through judicial procedures, he or she will be provided with legal support provided he or she belongs to the low-income group.

73. In particular, the *Anti-Discrimination Against and Remedies for Persons with Disabilities Act* was enacted in order to legally ensure the human rights of persons with disabilities. The *Act* prohibits both direct and indirect discrimination against persons with disabilities, which includes refusal to provide reasonable accommodation for persons with disabilities.

74. The Government established the *Framework Act on the Treatment of Foreigners in Korea* in July 2007 for the improvement in the legal and social status of foreigners living in Korea. It provides foreigners with support for economic activities, information and education, assistance for their integration into society, and consultation for legal and civil petitions. The *Act* stipulates that the Minister of Justice shall set up a framework plan for policies related to foreigners every five years.

Annex

Major statistics (Korea National Statistical Office)

Land and Population: 1980–2021

Year	Land area ¹ (km ²)	Population ²		Population Density	M/F ratio*	Farm population ³	
		(Thousands)	Rate of Increase (Percentage)			(Thousands)	Percentage of total population
1980	98 011	38 124	1.56	389.0	101.8	10 827	28.4
1985	98 349	40 806	0.98	414.9	101.7	8 521	20.9
1990	98 730	42 869	0.99	434.2	101.3	6 661	15.5
1995	99 286	45 093	1.01	454.2	101.4	4 851	10.8
2000	99 461	47 008	0.84	472.6	101.4	4 031	8.6
2005	99 646	48 185	0.21	483.6	101.3	3 434	7.1
2010	100 033	49 554	0.50	495.4	100.8	3 063	6.2
2011	100 148	49 937	0.77	498.6	100.8	2 962	5.9
2012	100 188	50 200	0.53	501.0	100.7	2 912	5.8
2013	100 266	50 429	0.46	502.9	100.6	2 847	5.6
2014	100 284	50 747	0.63	506.0	100.6	2 752	5.4
2015	100 295	51 015	0.53	508.6	100.6	2 569	5.0
2016	100 339	51 218	0.40	510.4	100.5	2 496	4.9
2017	100 363	51 362	0.28	511.8	100.4	2 422	4.7
2018	100 377	51 585	0.43	513.9	100.5	2 315	4.5
2019	100 401	51 765	0.35	515.6	100.5	2 245	4.3
2020	100 413	51 836	0.14	516.2	100.1	2 314	4.5
2021		51 745	-0.18		99.9		

Source:

¹ Ministry of Land, Infrastructure and Transport, Cadastral Statistics (2021).

² KOSTAT, Population Projection (2021).

³ KOSTAT, (Year end “0” or “5”) Census of Agriculture, Forestry and Fisheries (2020).

(Others) Estimated from Survey of Agriculture, Forestry and Fisheries (2020).

* M/F ratio: Males per 100 females.

Population Structure and Dependency Ratio: 1980–2021

Year	0–14 years (Percentage)	15–64 years (Percentage)	65+ years (Percentage)	Dependency ratio (Percentage)
1980	34.0	62.2	3.8	60.7
1985	30.2	65.6	4.3	52.5
1990	25.6	69.3	5.1	44.3
1995	23.4	70.7	5.9	41.4
2000	21.1	71.7	7.2	39.5
2005	19.1	71.9	9.0	39.1

<i>Year</i>	<i>0–14 years (Percentage)</i>	<i>15–64 years (Percentage)</i>	<i>65+ years (Percentage)</i>	<i>Dependency ratio (Percentage)</i>
2010	16.1	73.1	10.8	36.9
2011	15.6	73.4	11.0	36.3
2012	15.1	73.4	11.5	36.2
2013	14.7	73.4	11.9	36.2
2014	14.2	73.4	12.4	36.2
2015	13.8	73.4	12.8	36.2
2016	13.4	73.4	13.2	36.2
2017	13.1	73.2	13.8	36.7
2018	12.8	72.9	14.3	37.1
2019	12.5	72.7	14.9	37.6
2020	12.2	72.1	15.7	38.7
2021	11.9	71.6	16.6	39.7

Source: KOSTAT, Population Projection (2021).

Average Household Size: 2005–2021

<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>	<i>2021</i>
2.88	2.84	2.80	2.77	2.73	2.70	2.66	2.63	2.60	2.56	2.53	2.52	2.48	2.45	2.43	2.40	2.38

Source: KOSTAT, Household Projection (2021) (Private Household Population/Number of Private Households).

Life Expectancy: 2005–2020

<i>Year</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
Total	78.2	78.8	79.2	79.6	80.0	80.2	80.6	80.9	81.4	81.8	82.1	82.4	82.7	82.7	83.3	83.5
Male	74.9	75.4	75.9	76.2	76.7	76.8	77.3	77.6	78.1	78.6	79.0	79.3	79.7	79.7	80.3	80.5
Female	81.6	82.1	82.5	83.0	83.4	83.6	84.0	84.2	84.6	85.0	85.2	85.4	85.7	85.7	86.3	86.5

Source: KOSTAT, Life Tables (2020).

Infant and Maternal Mortality Rate: 2009–2020

<i>Year</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
Infant mortality rate	3.2	3.2	3.0	2.9	3.0	3.0	2.7	2.8	2.8	2.8	2.7	2.5
Maternal mortality rate	0.45	0.55	0.61	0.37	0.38	0.37	0.30	0.27	0.22	0.30	0.25	0.27

Source: KOSTAT, Causes of Death Statistics (2020).

Total Fertility Rate: 2005–2020

<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
1.085	1.132	1.259	1.192	1.149	1.226	1.244	1.297	1.187	1.205	1.239	1.172	1.052	0.977	0.918	0.837

Source: KOSTAT, Vital Statistics (2020).

Female-headed Households: 1980–2020

<i>Year</i>	<i>Female-headed ordinary households (Thousand ordinary households)</i>	<i>Female-headed ordinary households (Percentage of total ordinary households)</i>
1980	1 169	14.7
1985	1 501	15.7
1990	1 787	15.7
1995	2 147	16.6
2000	2 653	18.5
2005	3 485	21.9
2010	4 497	25.9
2015	5 650	29.6
2016	5 802	30.0
2017	6 015	30.6
2018	6 237	31.2
2019	6 476	31.8
2020	6 845	32.7

Source: KOSTAT, Population and Housing Census 1980-2020.

Gini Coefficient: 1990–2020

	<i>1990</i>	<i>1995</i>	<i>2000</i>	<i>2005</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>
All households ¹	-	-	-	-	0.310	0.311	0.307	0.302	0.302
Urban households ²	0.256	0.251	0.266	0.281	0.289	0.289	0.285	0.280	0.277

Source: KOSTAT.

¹ Household Income and Expenditure survey & Farm-Household economy Survey using disposable income data.

² Household Income and Expenditure Survey using disposable income data, urban households (one-person and farm households excluded).

<i>Year</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
All households	0.352	0.355	0.354	0.345	0.339	0.331

Source: KOSTAT, Survey of Household Finance & Living Conditions; using disposable income data (2015–2020).

Note: The Gini coefficient derived from the Household Income & Expenditure Survey has been replaced by the Gini coefficient derived from the Survey of the Household Finance & Living Conditions since 2015. Those numbers from 1990 to 2014 and the numbers from 2015 to 2020 are not comparable.

Unemployment (Percentage): 2005–2020

<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2019</i>	<i>2020</i>
3.7	3.5	3.2	3.2	3.6	3.7	3.4	3.2	3.1	3.5	3.6	3.7	3.7	3.8	3.8	4.0

Source: KOSTAT, Economically Active Population Survey (2020).

Ten Leading Causes of Death

	2012	2013	2014	2015	2016	2017	2018	2019	2020
1	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm	Malignant neoplasm
2	Heart diseases	Cerebrovascular diseases	Heart diseases	Heart diseases	Heart diseases	Heart diseases	Heart diseases	Heart diseases	Heart diseases
3	Cerebrovascular diseases	Heart diseases	Cerebrovascular diseases	Cerebrovascular diseases	Cerebrovascular diseases	Cerebrovascular diseases	Pneumonia	Pneumonia	Pneumonia
4	Intentional self-harm	Intentional self-harm	Intentional self-harm	Pneumonia	Pneumonia	Pneumonia	Cerebrovascular diseases	Cerebrovascular diseases	Cerebrovascular diseases
5	Diabetes mellitus	Diabetes mellitus	Pneumonia	Intentional self-harm	Intentional self-harm	Intentional self-harm	Intentional self-harm	Intentional self-harm	Intentional self-harm
6	Pneumonia	Pneumonia	Diabetes mellitus	Diabetes mellitus	Diabetes mellitus	Diabetes mellitus	Diabetes mellitus	Diabetes mellitus	Diabetes mellitus
7	Chronic lower respiratory diseases	Chronic lower respiratory diseases	Chronic lower respiratory diseases	Chronic lower respiratory diseases	Chronic lower respiratory diseases	Diseases of liver	Diseases of liver	Alzheimer's disease	Alzheimer's disease
8	Diseases of liver	Diseases of liver	Diseases of liver	Diseases of liver	Diseases of liver	Chronic lower respiratory diseases	Chronic lower respiratory diseases	Diseases of liver	Diseases of liver
9	Transport accidents	Transport accidents	Transport accidents	Transport accidents	Hypertensive diseases	Hypertensive diseases	Alzheimer's disease	Chronic lower respiratory diseases	Hypertensive diseases
10	Hypertensive diseases	Hypertensive diseases	Hypertensive diseases	Hypertensive diseases	Transport accidents	Transport accidents	Hypertensive diseases	Hypertensive diseases	Sepsis

Source: KOSTAT, Causes of Death Statistics (2020).

Economic Indicators

	<i>GDP</i> (US\$ billion)	<i>Per capita GNI</i> (US\$)	<i>GDP growth</i> (Percentage)	<i>GDP deflator rate</i> (Percentage)	<i>Gross external debt position</i> (US\$ million)
1971	9.5	292	10.5	11.2	-
1976	29.9	830	13.2	21.2	-
1981	72.9	1 857	7.2	16.6	-
1986	116.8	2 774	11.3	5.0	-
1991	330.5	7 627	10.8	9.1	-
1996	609.9	13 351	7.9	4.1	144 939
2001	547.7	11 484	4.9	3.5	114 666
2005	934.7	19 262	4.3	1.0	160 478
2006	1 052.4	21 664	5.3	-0.2	226 972
2007	1 172.7	24 027	5.8	2.4	336 237
2008	1 046.8	21 345	3.0	2.8	312 941
2009	944.3	19 122	0.8	3.6	342 082
2010	1 143.9	23 118	6.8	2.7	354 693
2011	1 253.4	25 256	3.7	1.3	399 150
2012	1 278.0	25 724	2.4	1.3	408 188
2013	1 370.6	27 351	3.2	1.0	422 096
2014	1 484.0	29 384	3.2	0.9	423 034

	<i>GDP</i> <i>(US\$ billion)</i>	<i>Per capita GNI</i> <i>(US\$)</i>	<i>GDP growth</i> <i>(Percentage)</i>	<i>GDP deflator rate</i> <i>(Percentage)</i>	<i>Gross external debt position</i> <i>(US\$ million)</i>
2015	1 465.3	28 814	2.8	3.2	396 064
2016	1 500.0	29 394	2.9	2.0	382 126
2017	1 623.3	31 734	3.2	2.2	412 020
2018	1 725.2	33 564	2.9	0.5	441 153
2019	1 651.0	32 204	2.2	-0.8	470 736
2020 ¹	1 638.2	31 881	-0.9	1.3	544 917

Note: ¹ Preliminary figures.