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### IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Initial reports submitted by States Parties to the Covenant  
concerning rights covered by articles 6 to 9, in accordance  
with the first stage of the programme established by the  
Economic and Social Council in its resolution 1988 (LX)

#### Addendum

DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA

[18 December 1984]

1. The Democratic People's Republic of Korea became a State party to the Covenant with its accession to the International Covenant on Economic, Social and Cultural Rights on 14 September 1981.
2. Proceeding from its respect for the International Covenant, the Democratic People's Republic of Korea has in recent years taken progressive measures to implement the rights covered by the articles of the Covenant and achieved some success in the process of putting them into practice.
3. The measures taken by the Democratic People's Republic of Korea, as a country concerned with the International Covenant on Economic, Social and Cultural Rights, to implement articles 6 to 9 of the Covenant are described below.

#### ARTICLE 6: THE RIGHT TO WORK

4. The right to work of the working people in the Democratic People's Republic of Korea is guaranteed by the Socialist Constitution and the Socialist Labour Law of the country.

5. Article 56 of the Socialist Constitution of the Democratic People's Republic of Korea stipulates as follows:

"Citizens have the right to work.

"All the able-bodied citizens choose occupations according to their desires and talents and are provided with stable jobs and working conditions.

"Citizens work according to their ability and receive remuneration according to the quantity and quality of work done."

6. Article 5 of the Socialist Labour Law of the Democratic People's Republic of Korea provides that:

"... under socialism all working people have the right to work.

"In the Democratic People's Republic of Korea unemployment has been abolished for good and all.

"All working people choose their occupations according to their wishes and talents and are provided with secure jobs and working conditions by the State."

7. The legal provision by the State of the right of citizens to work is a legal guarantee that in the Democratic People's Republic of Korea all citizens shall enjoy the right to work in practice.

8. In the Democratic People's Republic of Korea all citizens of working age choose occupations according to their wishes and talents irrespective of sex, age and their level of knowledge.

9. The State manages labour resources in such a uniform way as to enable all able-bodied people to participate in social work and provides them with stable jobs and living conditions, with the result that they can work with great political and vocational enthusiasm.

10. As for allocating manpower, the State puts the right man in the right post in accordance with State and social demands and the wishes and demands of individual workers, especially taking into account their age, characteristics, physical fitness and technical level and skills.

11. In the Democratic Republic of Korea, the social source of exploitation which fettered the independent and creative life of the working masses has been eradicated once and for all.

12. As a result of the socialist system established, the powerful, independent, national economy, its planned and balanced development, the uninterrupted increase in production and the noble long-term objectives of economic construction in the 1980s, the shortage of manpower is a social phenomenon in the Democratic People's Republic of Korea and there is not a single person unemployed.

13. While enjoying the right to work in practice, as well as the great honour of being the masters of production and power, all the working people work in safe conditions for the State, society and the people, as well as for their own happiness, displaying conscious zeal and creativity.
14. In the Democratic People's Republic of Korea the working age is 17. Labour by children under the working age is legally prohibited by the State.
15. The enforcement of 11 years of compulsory education makes it obligatory for all children to study until they reach the age of 16 and this gives a legal guarantee of the practical application of the law.
16. Citizens are enrolled in State institutions or enterprises on presentation of a commission issued by the relevant State labour department, and the transfer of workers to other factories or enterprises is effected by presenting the labourers' card carried by the workers to the factories and enterprises concerned.
17. Employees are released in the light of their requests and are not dismissed from the workshop without a specific reason.
18. The State places great emphasis on the work of training technical experts in conformity with the demand of a socialist society.
19. Article 42 of the Socialist Constitution of the Democratic People's Republic of Korea and article 50 of the Socialist Labour Law stipulate that competent technical experts shall be trained as required by socialist construction through the regular educational system and various forms of further education for workers.
20. In order to train the growing number of technical experts required for the country's technical revolution in a short period, the State has established the regular educational system and various forms of part-time higher education and has been continuously developing them.
21. Factory colleges, farm colleges and fishing colleges, falling within the category of higher education for workers enable workers and peasants who work during the day to study in the evening, without alienating themselves from production. This is a new method of training for a new type of intellectual of the working class directly on the job.
22. The first factory college in the country was inaugurated in 1951. In the past seven years, since the announcement of "Theses on the Socialist Education in Our Country", the number of factory colleges alone has increased by 30.
23. In the Democratic People's Republic of Korea where there were no such colleges before liberation, there are at present 183 universities and colleges throughout the country and a large army of 1.2 million intellectuals are engaged in solving urgent scientific and technical problems arising in socialist construction.
24. Under the system set up in factories and enterprises, for acquiring technical know-how and passing on skills, the State trains engineers, assistant engineers and skilled worker reserves in a far-sighted way.

25. The State has established a system of passing on skills to individuals, whereby technicians and highly qualified workers are responsible for teaching several less skilled workers, thus systemically improving the technical level and skills of the working people.

26. Furthermore, the State encourages the working people to strive to improve their technical level and skills by regularly organizing examinations for engineers and assistant engineers, to assess their grades and technical skill ratings to improve the working people's technical qualifications.

27. Moreover, the State, in addition to correspondence courses and evening school systems, has instituted advanced factory and farm specialized schools, training centres and schools for skilled workmen to upgrade their technical level and skills.

#### ARTICLE 7: THE RIGHT TO JUST AND FAVOURABLE CONDITIONS OF WORK

28. Article 56 of the Socialist Constitution of the Democratic People's Republic of Korea provides that "citizens work according to their ability and receive remuneration according to the quantity and quality of work done" and the Socialist Labour Law regulates state policies for correctly enforcing socialist distribution and the principle of applying equal remuneration for equal work.

29. Article 37 of the Socialist Labour Law reads as follows:

"Distribution by the quantity and quality of work done is an economic law of socialism; and distribution by accomplished work is an effective means of raising working people's enthusiasm for production and technical and skill levels and stimulating the development of the productive forces.

"The State thoroughly carries out the socialist principle of distribution according to the quantity and quality of work done while steadily elevating the working people's political and ideological consciousness.

"Irrespective of their sex, age and nationality, the working people receive equal remuneration for equal work."

30. The State has fixed a pay scale based on the principle of remunerating the physical and mental energy expended by the working people on their work and guaranteeing their livelihood.

31. The State institutions, enterprises and socialist co-operative organizations pay workers and office employees in accordance with the pay scale and the principle of payment stipulated by the State.

32. The basic forms of pay are piece payment and fixed payment. The piece payment system is applied to branches where production can be numerically calculated with precision and the fixed payment system is limited in its application to branches where production cannot be quantified.

33. The State grants the working people living expenses in addition to regular pay. The payment of additional living expenses is effected through the extra expenses and bonus systems.

34. The former is applied to the people concerned, taking account of their special conditions, such as working conditions and length of service, and the latter is applied on the basis of production when they exceed the objectives of the plan set by the State.

35. Furthermore, the State also applies the bonus system to the best unit in socialist emulation and to those responsible for great inventions conducive to the development of the national economy.

36. Thanks to the correct popular policy of the State, which regards the systematic improvement of the people's material and cultural well-being as a supreme principle in its activities, the people's material and cultural living standard is systematically improving in the Democratic People's Republic of Korea.

37. The average monthly income of the working people increased from 70 to 90 won during the period from 1974 to 1978.

38. The State grants all citizens equal rights and obligations to work, and does not allow any discrimination on grounds of sex, age and jobs in remuneration.

39. In the Democratic People's Republic of Korea, women and men have equal rights to work and equal remuneration for work and women are engaged in the branches suited to their physical constitution and qualities.

40. Difficult and dangerous work, such as the treatment of noxious materials, diving work, work accompanied by vibrations, handling heavy loads and work in pits, which is detrimental to the health, is legally forbidden for women, and pregnant women and nursing mothers are prohibited from working at night.

#### Safe and healthy working conditions

41. Article 53 of the Socialist Labour Law reads as follows:

"Good labour protection is an important condition for providing the working people with free, safe and better cultural and hygienic conditions for work, and for protecting their lives and promoting their health.

"The State thoroughly implements the policy of keeping manpower protection ahead of production."

42. The State strictly maintains the principle of placing workers' safety before production.

43. The State organizes strong manpower safety groups in all factories, enterprises and social co-operatives with those functionaries who are politically and ideologically well prepared, to enable them to intensify education in workers' safety.

44. All production units have their own manpower safety centres for education at every workshop, where they regularly explain or disseminate State policy on workers' protection, technical rules for safety on the job, methods of handling machinery safely and general regulations for labour safety in the light of the characteristics of the audience.
45. The State makes it a rule to inform all the newcomers or persons transferred of technical regulations on labour safety in a given assignment before they start their work.
46. The State pays special attention to ensuring labour protection facilities and hygienic conditions in industry.
47. All the factories, enterprises and social co-operatives check minutely on the labour safety conditions prior to production and work, to discover danger spots and eliminate those elements harmful to the health and life of the working people. If an accident appears imminent during the process of production, production is immediately discontinued: it is resumed only after the danger has been removed.
48. The State sets March and April, October and November, when the seasons change as workers' safety months and during these periods it takes nation-wide technical and economic measures to include everyone in this work.
49. The State also ensures hygienic conditions in industry together with workers' safety.
50. The State institutions, enterprises and social co-operatives make arrangements for the safety of workers and provide hygienic industrial conditions against high temperatures, gas and dust, guaranteeing good lighting and ventilation, and constantly improve and perfect them to prevent work accidents and occupational diseases and to enable all people to work in safe, neat and hygienic work places.
51. At the same time, the State regularly organizes medical examinations to protect and promote the health of the working people and takes appropriate measures to prevent occupational diseases, thus guaranteeing the working people's health.
52. Article 60 of the Socialist Labour Law of the Democratic People's Republic of Korea stipulates that the working people are to be provided with worker protection materials. The State provides the working people with worker protection devices free of charge, tools and meals.

Rest, leisure, limitation of working hours, holiday with pay

53. Article 57 of the Socialist Constitution and article 62 of the Socialist Labour Law of the Democratic People's Republic of Korea stipulate State policies on the implementation of the workers' right to rest.
54. In the Democratic People's Republic of Korea all workers are provided by the State with the full right to rest, with an eight-hour working day, paid leave, accommodation at health resorts and holiday homes at the State's expense and ever-expanding networks of cultural facilities.



55. The State provides the working people with rest after a day's and a week's work and on public holidays.

56. If the State institutions, enterprises and social co-operatives in iron and steel works, the cement industry, social service networks and post and telecommunications operate on off-days for business, production or technical reasons, the State gives the workers days off on an individual or work-team basis. Moreover, it is a principle that they be granted rest on national festivals.

57. Article 28 of the Socialist Constitution and article 16 of the Socialist Labour Law of the Democratic People's Republic of Korea provide for an eight-hour working day .

58. In the Democratic People's Republic of Korea the eight-hour working day is a legal right of the working people as well as their legal duty.

59. The State, through rational organization of manpower, raises labour productivity per unit of time, and relevant establishments and enterprises are not allowed to make employees work overtime, except in special circumstances.

60. However, the State reduces working hours for very arduous work and other special labour conditions. In this case, the State applies a seven- or six-hour working day to workers engaged in heavy work and branches with a health risk and a six-hour working day to women with more than three children, while paying the same as for an eight-hour working day.

61. The State gives workers regular leave and, depending on the occupation, additional leave every year.

62. Workers and office employees are granted 14 days' paid leave by the State every year and those engaged in branches with a health risk or high mental fatigue receive additional leave. In the latter case, pay during leave is based on the calculation of the average pay during the three months preceding additional leave.

63. The State meets the growing demand of workers for recreation by extending the network of holiday resorts in many ways. At modern rest-homes erected everywhere in the country, all workers enjoy the benefit of rest and recreation at the State's expense.

64. They receive from the State average pay during the period of recreation, all costs being borne by the State. In addition, they also enjoy benefits at workshop sanatoriums.

#### ARTICLE 8: THE RIGHT TO JOIN TRADE UNIONS

65. In the Democratic People's Republic of Korea all workers have the right to join trade unions.

66. Workers, technicians and office employees, as citizens of the Democratic People's Republic of Korea, can join a trade union once they recognize the programme and rules of Korean trade unions and strive to implement them.

67. The General Federation of Korean Trade Unions is a mass political organization of the working class in the country and links the Workers' Party of Korea and the working class.

68. Its aim is to arm the members of the union with the revolutionary ideas of the great leader of the Korean people, Comrade Kim Il Sung, and to intensify the work of ideological education among them, thus revolutionizing all its members and making them members of the working class.

69. Trade unions contribute to the acceleration of ideological, technical and cultural revolutions by making their members participate in the management of enterprises as masters and deepening and developing the three-revolution red flag movement.

#### ARTICLE 9: THE RIGHT TO SOCIAL SECURITY

70. Article 58 of the Socialist Constitution of the Democratic People's Republic of Korea stipulates that:

"Citizens are entitled to free medical care, and persons who have lost the ability to work because of old age, sickness or deformity, old people and orphans with no one to support them have the right to material assistance. This right is ensured by free medical care, a broadening network of hospitals, sanatoriums and other medical institutions, and State social insurance and maintenance."

71. Article 73 of the Socialist Labour Law of the Democratic People's Republic of Korea regulates the proper conduct of the work of State social insurance and maintenance.

72. In the Democratic People's Republic of Korea, social maintenance work is carried out in the form of pensions, medical care, assistance through State and social maintenance and protection facilities and introduction to employment for those who are under social maintenance.

73. All the working people, including workers and peasants and their families, have the right to free medical care. They receive preventive medical treatment and free medical examinations. Medicines, hospitalization and delivery assistance are free of charge, to say nothing of food in hospital.

74. In the Democratic People's Republic of Korea as of 1982, there were 2,510 hospitals, 5,414 clinics and 223 hygienic anti-epidemic centres; there were 24 medical workers per 10,000 and 13 beds per 1,000 of the population.

75. Average life expectancy of citizens in the Democratic People's Republic of Korea is 74 years, i.e. a 35-year increase since liberation.

76. The State pays special benefits to women who have had a child. The State has established and manages departments for women that specialize in obstetrics and gynaecology in every provincial, city, county and district hospital and in rest-homes.



77. In order to give medical aid to pregnant women and nursing mothers, the State has built maternity hospitals in every province, increased the number of beds for women in all hospitals, and trained and dispatched midwives to every village, with the result that 100 per cent delivery care is given.

78. The State gives working women 77 days' maternity leave and pays average living expenses equivalent to 100 per cent of their regular income during the period of leave.

79. When workers are unable to work either permanently or for a long period, due to natural disaster, disease or injury, the State grants them life pensions or subsidies until they recover from sickness or for life under the social insurance system, and it also grants subsidies to those who are temporarily disabled, and, should the period extend beyond six months, it gives them disability pensions under the State and social maintenance system.

80. When anyone who has performed great feats in their work and social and political activities is disabled or dies, the State grants special benefits to them and their families. If working people die as a result of work accidents, disease or injury, the State grants pensions to their dependants and takes care of the disabled old people, cripples and orphans, who have no one to support them.

81. The State grants old-age pensions to working men of 60 and above and working women of 55 and above, provided that they have the specified length of service.

82. The State supplies workers and office employees and their dependants with provisions at low prices, almost free of charge. (For example, the producer's price for rice is 60 chon per kilogram and the consumer price is 8 chon per kilogram.)

83. The State brings up the children of the working people in modern nurseries and kindergartens at State and public expense and gives compulsory free education to the children of the working people under working age.

84. The State supplies all pupils and students with uniforms free of charge and text books at low prices and gives stipends to the students of higher specialized schools, colleges and universities.

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