**FORUM:** General Assembly

**QUESTION OF:** Measures to Address the Continued Decline of Fertility Rate in South Korea

**MAIN-SUBMITTED BY:** Saudi Arabia
**CO-SUBMITTED BY:** Australia, Côte d'Ivoire, Germany, Libya, Pakistan, Republic of Korea, United States of America, Zambia

GENERAL ASSEMBLY,

*Noting* that South Korea’s fertility rate has fallen to the lowest in the world at 0.78 in 2023, which could lead to severe economic, social, and demographic challenges,

*Further noting* that organizations such as the United Nations Fund for Population Activities (UNFPA) and the Organization for Economic Cooperation and Development (OECD) are available to help South Korea,

*Recognizing* that South Korea has implemented various policies, including cash incentives, subsidized child care, and family-friendly work policies, yet the fertility rate continues to decline,

*Emphasizing* the importance of a multifaceted approach that addresses economic, social, and cultural factors contributing to low fertility,

*Recalling* that the United Nations' Sustainable Development Goals (SDGs) promote gender equality (SDG 5), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10), all of which are relevant to addressing fertility challenges,

*Affirming* that maintaining the fertility rate is a major issue to ensure broadly stable population growth,

*Defining* that the Total Fertility Rate represents the number of children a woman would have if she lived to the end of her reproductive years and gave birth following the age-specific fertility rates of the given year,

 1. Encourages the South Korean government to expand family-friendly workplace policies, supporting both parents in caregiving, balancing family responsibilities, and reducing the impact of childcare on women’s careers flexible work hours which will lessen commuting time and enable parents to better manage childcare and family duties, such as but not limited to:

a) Flexible work hours to reduce commuting time and help parents manage childcare and family duties, promoting a work-life balance that can encourage family growth, such as but not limited to:

i.           Option for fewer work days with extended hours to give parents more family time on non-working days,

ii.         Flexible start and end times to better align with family schedules,

b) Telecommuting options for parents to allow more flexible childcare from home, helping to integrate work with family responsibilities while saving commuting time, such as but not limited to:

  i. Hybrid work schedules that permit parents to split their workdays between home and the workplace, allowing for more direct childcare involvement without sacrificing productivity,

       ii. Flexible telecommuting hours that allow parents to work at times that

best align with family routines, such as working early mornings or evenings to be available during childcare hours,

c) Guaranteed paid parental leave for both mothers and fathers to support early childcare and share responsibilities, such as but not limited to:

i.           Mandatory minimum duration for both parents to ensure balanced caregiving,

ii.         Incentives for employers, such as subsidies or tax breaks, to encourage offering paid leave,

d) Company-provided childcare support or subsidies to alleviate childcare costs and help parents return to work, such as but not limited to:

i.           Affordable on-site daycare services for convenience,

ii.         Discounted private daycare partnerships and childcare vouchers for financial support;

2. Recommends the establishment of comprehensive support systems for working parents, such as but not limited to:

a) The introduction of tax incentives for families with multiple children, such as but not limited to:

i. Progressive tax reductions based on the number of children, where families with more children receive larger reductions in their tax liabilities,

ii. Exemptions on income taxes for families with three or more children, providing significant financial relief,

iii. Additional tax credits for childcare-related expenses to reduce the financial burden of child-rearing, especially for families with young children,

b) Development of accessible family support services and resources to assist with childcare and parenting needs, such as but not limited to:

i. Community-based family resource centers that provide affordable childcare, parenting workshops, and support groups to help parents manage work-life balance and build parenting skills,

ii. Expanded access to mental health support and counseling for working

parents, addressing stress related to work and family obligations

through affordable therapy or counseling programs;

3. Calls for a national awareness campaign in South Korea aimed at shifting cultural attitudes toward work-life balance, promoting the importance of family, and reducing the social pressure to prioritize career over family life, such as but not limited to:

1. Encouraging media outlets to produce and broadcast content that highlights the value of family life and balanced lifestyles in such ways but not limited to:

i. Showcasing interviews from people who already have children to create testimonies that emphasizes the value of family life and balanced lifestyles,

ii. Collaborating with Non-Profit Organizations (NPO) to highlight the importance of making healthy family relationships,

1. Organizing public seminars and workshops from the government agencies to educate citizens on the benefits of work-life balance and the positive impact on family well-being, such as but not limited to:

i. Promoting the work-life balance programs of improved health and well-being to young parents,

ii. Suggesting that young parents receive satisfaction and long-term well-being from healthy family relationships,

1. Promoting educational programs in schools and universities that emphasize the importance of both career and family and helping future generations value a balanced approach to personal and professional life such as but not limited to:

i. Providing lectures that address incorrect partial thoughts toward disadvantages of giving birth,

ii. Providing counseling sessions on family planning and career choices to help parents make informed decisions about balancing future work and family life;

4. Recognizing that the high cost of housing is a significant factor in discouraging young couples from having children and offering an affordable and family-friendly home plays a crucial role in increasing the fertility rate by:

a) Suggesting creating government-funded or subsidized housing initiatives that

provide reasonably priced rental and purchase choices, such as but not limited to:

i. Offering those initiatives to young families who encounter financial problems with buying a house,

ii. Promoting housing initiatives for young couples who encounter financial problems to purchase a house,

b) Promoting the development of family-friendly residential areas that are close

to amenities for growing children, such as but not limited to:

i. Promoting the building of healthcare facilities,

ii. Promoting the building of schools,

iii. Promoting the building of childcare facilities,

c) Calls for additional financial incentives to help families with two or more children with their housing, such as but not limited to:

i. Promoting tax breaks to families who have two or more children,

ii. Encouraging housing grants to families who have two or more children,

iii. Reduction in public transport costs,

iv. Compensation payment per birth;

5. Consider collaboration with international organizations such as the United Nations Fund for Population Activities (UNFPA) and the Organization for Economic Cooperation and Development (OECD) to suggest methods for this issue in South Korea since these organizations have substantial knowledge of this issue and have the capacity to carry out the methods that are recommended, such as but not limited to:

a) Providing recommendations, such as but not limited to:

i. Improving childcare services,

ii. Increasing the payment to families that give multiple births,

 b) Enhancing the services of childcare through:

i. Increasing the number of childcare facilities,

ii. Reducing the cost of childcare if parents have multiple children;

6. Encourages mothers to have the best health insurance like Blue Cross Blue Shield, Aetna, and Kaiser Permanente and recommend the appropriate health insurance for mothers and plans for pregnant women including low-income pregnant women in such ways but not limited to:

a) Using social media to tell mothers in Korea about health insurance, such as but not limited to:

 i. YouTube,

 ii. Instagram,

 iii. Facebook,

b) Making advertisements and posting on all South Korean channels such as

i. Entertainment channels in Korea,

ii. South Korea News channels,

 c) Promote education that encompasses the ideas that having health insurance can benefit women who have a baby or those who are planning to have a baby, including:

i. Providing educational videos that the Ministry of Education makes that explain how it is beneficial to have multiple children;

ii. Guiding women on how to navigate their healthcare insurance options and maximize their benefits throughout pregnancy and maternity leave;

7. Propose the government provides resources and create laws that can support vulnerable groups facing economic and social challenges, such as but not limited to:

1. Offering financial assistance to families with economic hardships, such as but not limited to:

i. Single mothers and fathers raising children independently,

ii. Young couples with disabilities who may face additional accessibility barriers,

1. Providing targeted support for households facing employment challenges, such as but not limited to:

i. Families affected by high unemployment rates, particularly those impacted by youth unemployment,

ii. Low-income households that require additional resources to support family growth,

1. Implementing specialized programs for couples in rural areas, especially those in communities with traditional or patriarchal values, such as but not limited to:

i. Increasing access to family planning and parental support services in remote locations,

ii. Educating communities on the importance of work-life balance and family support in reducing fertility-related challenges,

 d) Ensured vacations such as extending the duration of maternity leave that is

paid,

e) Lower the cost of relevant medical procedures and examinations that are related to checking pregnancy, such as but not limited to:

 i. First-trimester screenings,

 ii. Urine pregnancy tests.