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NATIONAL HUMAN RIGHTS COMMISSION OF KOREA

ANNUAL REPORT 2017

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Symbol of the National Human Rights Commission of Korea

To signify the mandate and credibility of the National Human Rights Commission of Korea (hereafter "NHRCK" or "the Commission") as a national institution for the promotion and protection of human rights, a simple symbol of formative beauty was designed. For the color of the symbol, the Commission used blue, which represents 'creation' and 'life' as well as 'spring', particularly according to the Yin-Yang Theory. It was chosen to express the identity of the Commission and its commitment to human beings.

The symbol also combines the image of a dove and a hand to embody the message of 'peace' and 'tolerance'. It is placed next to a circle, the most primal shape, to communicate the following ideas: 'centeredness and concentration', 'diversity and positivity', 'sun and brightness', 'harmony and tolerance', and 'justice and fairness'.

Annual Report 2017

This book is an annual report of the Commission on its activities from January 1st to December 31st of 2017. The Commission publishes and submits this book to the President and the National Assembly of the Republic of Korea, in compliance with Paragraph 1, Article 29 of the National Human Rights Commission Act.

Foreword from the Chairperson

The Commission will faithfully carry out its mission of fostering a society that places the utmost value on "people" and where every person is equally respected

The year 2017 was marked by dynamic events more than any other time in Korean history. It saw the impeachment and arrest of an incumbent President, followed by a presidential election that took place earlier than planned, all of which would not have occurred were it not for the candlelight vigil staged by the people.

The process leading up to these major historical events was the result of what is now dubbed "a successful, nonviolent people's revolution," unprecedented in history. What the people aspired to achieve and uphold were the values of democracy and human rights. This is why the new administration set out to put "people" at the heart of state affairs. With the vision of realizing "a world where everyone lives the fullness of humanity," the Commission is now in the center of change and reform for a new era.

In May, immediately following the inauguration of the new administration, the Commission presented the Top Ten Human Rights Tasks for the government, which includes strengthening human rights guarantee in the face of low birth rate and ageing society, achieving social integration by tackling polarization issues, and improving the quality of life. A significant portion of the Commission's proposed tasks were accommodated by the government in its policy plan. Also, during a special brief to the President in December, the Commission underscored the need for legislative efforts towards a new system to guarantee human rights, including amending the Constitution to incorporate enhanced basic rights, and enacting the Framework Act on

Human Rights, Human Rights Education Support Act, and Act on the Prohibition of Discrimination.

Amidst rising public interest, the Commission received a rapidly growing number of complaints and greater demand for human rights education. To meet the public's expectations, the Commission actively responded to a variety of human rights issues, including recommendations regarding discrimination against children at a no kids restaurant, and labor rights guarantee for workers in special employment types. The Commission was also the first state organization to take part in the Queer Culture Festival, highlighting the state obligation to protect and guarantee the rights of minorities. While successfully organizing an international conference as the Chair of the GANHRI Working Group on Ageing, the Commission also faithfully fulfilled its international role, such as guiding the decision to establish the ASEM Global Ageing Center.

The work carried out by the Commission is, by itself, an indication of the human rights situations at home and abroad, and also a compass for state efforts to protect people's rights. The focus of this report is to faithfully document the Commission's activities during this most dynamic year, so that it can be a guiding light as we further extend the reach of our human rights programs. The Commission will faithfully carry out its mission of fostering a society that places the utmost value on "people" and where every person is equally respected.

Thank you.

Lee Sung-Ho
Chairperson
National Human Rights Commission of Korea

Notes

1 The use of "–" marks in the tables means there is no corresponding figure.

2 Groups and organizations in the civil society domain are described as "human rights groups and civil society."

3 Months stated in the text are those of the year 2017, unless stated otherwise.

4 All statistics in the tables are rounded off; thus, total figures may not match the sum of the corresponding statistics.

Abbreviations

Human Rights NAP National Action Plan for the Promotion and Protection of Human Rights

NAP on Business and Human Rights National Action Plan on Business and Human Rights

Commission National Human Rights Commission of Korea

Act on the Prohibition of Discrimination against Persons with Disabilities Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of their Rights, etc.

Mental Health Welfare Act Act on the Improvement of Mental Health and Support for Welfare Services for Mental Patients

APF	Asia Pacific Forum of National Human Rights Institutions
ASEM	Asia-Europe Meeting
GANHRI	Global Alliance of National Human Rights Institutions(formerly ICC)
ICC	International Coordinating Committee of National Institutions for the Promotion and Protection of Human Rights
ILO	International Labor Organization
MIPAA	Madrid International Plan of Action on Ageing
OHCHR	Office of the United Nation High Commissioner for Human Rights
UPR	Universal Periodic Review

※Mechanism of the United Nations to periodically examine the human rights performance of all UN Member States; initiated in 2008, each UPR cycle lasts four and a half years

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National Human Rights Commission of Korea

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Part 1

Introduction

Chapter 1 About the Commission

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National Human Rights Commission of Korea

Annual Report 2017

Part 1 | Introduction

1 Chapter About the Commission

1. Establishment

The National Human Rights Commission of Korea (hereafter "NHRCK" or "the Commission") is an independent national organization in charge of human rights issues. It is established to help people realize their human dignity and value, and contribute to a democratic order through the protection and promotion of inherent, inviolable human rights.

International discussions

The United Nations laid out the Principles relating to the status of national institutions for the promotion and protection of human rights (the "Paris Principles") at a time when newly democratized nations were beginning to establish national human rights organizations in the late 1980s. The Paris Principles were established at the 1st International Workshop on National Institutions for the Promotion and Protection of Human Rights held in Paris in 1991, and were adopted by the United Nations Human Rights Commission and the UN General Assembly in 1992 and 1993, respectively. They are key principles governing the authorities and responsibilities, independence and pluralism, operation, and quasi-judicial authorities of national institutions, and serve as international standards for national human rights institutions.

In line with such international efforts, nations began to plan for an efficient national mechanism for human rights protection and promotion that reflects their human rights conditions.

Discussions at home

The national human rights institution in Korea was the result of a combination of the

following factors: the interest of the international community to establish national institutions for human rights, the long-held public desire for democracy and improved human rights conditions, sustained efforts by human rights activists and civil society, and the will of the government. In June 1993, internal discussions were held about establishing a national human rights institution in Korea following the participation of a joint committee of private organizations in the World Conference on Human Rights in Vienna, Austria in June 1993. Human rights groups and civil society continuously voiced the need for a national institution dedicated to human rights issues, and private entities demanded legislation for an independent national human rights institution that would be responsible for research and study of human rights protection and promotion, educational programs and promotional activities in accordance with the United Nations Human Rights Council Resolution 1992/54 and the Paris Principles.

Based on discussions at home and abroad, presidential candidate Kim Dae-jung included the establishment of a human rights institution in his presidential election pledge in 1997. The Kim Dae-jung administration saw the enactment of the National Human Rights Commission Act on 24 May 2001, and six months later on 25 November 2001, the National Human Rights Commission of Korea was established as an independent state organization.

2. Identity

The Commission has a dual and unique identity: as a national institution committed to human rights issues, it actively advocates people's rights guaranteed under the Constitution and carries out its duty to protect and promote human rights in accordance with the National Human Rights Commission Act, while seeking direction for its activities from international human rights norms.

A national organization dedicated to human rights

The Commission is a national organization dedicated to protecting and promoting the human rights of the socially disadvantaged and the minorities. It is an active advocate of people's rights guaranteed under the Constitution and performs its duties to protect and promote human rights as per the National Human Rights Commission Act.

An independent organization

The Commission is an independent organization that does not belong to any of the legislative, judicial, and executive branches of the government. As such, it is guaranteed independence in performing its duties and functions, and preserving pluralism. Such an independent status is in line with the Paris Principles, which state that an autonomous and independent status is a required condition for a national human rights institution to fulfill its role. The NHRCK has a limited independent status as its composition and budget are constrained by law, and this is an area that requires further improvement.

A quasi-judicial organization

The Commission is a quasi-judicial organization. In other words, it has the authority to investigate and report cases of human rights violations or discriminations, and hold hearings of complaints, help victims, and make recommendations to change laws, regulations, institutions, or practices that are conducive to human rights violations. The Commission can be seen as an alternative organization for dispute settlement given that its investigation and relief procedures are complementary to the existing judicial relief procedures.

A quasi-international organization

The Commission is a quasi-international organization. In form, it is governed by domestic laws; but, in substance, its activities are based on international human rights standards. It has the form and identity of an organization that is subject to domestic laws, and the duties it performs are also governed by domestic laws. However, its identity is also international as it is based on international human rights laws and is responsible for implementing them. By monitoring and studying public policy, it makes recommendations so that domestic laws and institutions can be aligned with international norms. It also cooperates with the United Nations and national human rights organizations abroad.

3. NHRCK Role

As an organization dedicated to human rights issues, the Commission is responsible for all matters related to human rights, with its four key functions being policy, investigation and relief, education and promotion, and cooperation at home and abroad.

Human rights policy

In view of protecting and promoting human rights, the Commission may make recommendations or present opinions on matters that warrant study, research, or improvement of human rights-related laws and regulations, institutions, policy, and practices, or on joining or implementing an international human rights treaty. Also, when there is a trial that could have significant implications for human rights protection and promotion, the Commission may submit its legal opinion to the justice department of a court (Constitutional Court) or submit its opinion on the result of internal investigations if it deems necessary to do so or if there is a request to do so from the relevant court.

Investigation of human rights infringements and discriminations, and remedies thereof

The Commission investigates human rights violations and discriminations, and seeks remedial measures.

The Commission investigates violations of human rights guaranteed under Article 10 to Article 22 of the Constitution by state agencies, local governments, schools established in accordance with Article 2 of the Elementary and Secondary Education Act, Article 2 of the Higher Education Act, and other relevant statutes, public service-related organizations under subparagraph 1 of Article 3-2 of the Public Service Ethics Act, and detention and protective facilities, and seeks remedial measures thereof.

Second, the same applies to corporate bodies, organizations, and private persons that violate human rights or discriminate without justifiable reasons. There are 19 reasons for discriminations, which are gender, religion, age, social status, place of origin, country of origin, ethnicity, appearance and physical condition, marriage status, pregnancy or birth, family

situation, race, skin color, ideology or political views, past criminal record, sexual orientation, academic background, and medical history. The Commission also investigates and seeks remedies for sexual harassment committed by public officials, employers, or workers in the workplace.

With respect to discriminations, the Commission is also responsible for rectifying discriminations under the Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, Etc. and the Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion, and for investigating and remedying cases of sexual discrimination.

Human rights education and promotional activities

In view of raising public awareness on human rights, the Commission offers human rights education and engages in promotional activities. It organizes a variety of educational programs for different groups—public officials, facility workers, media personnel, and the general public. It seeks to provide education programs in a systematic way by developing, distributing, and standardizing human rights educational contents.

The Commission also develops and distributes a variety of promotional contents such as human rights film, cartoons, posters, and photo book, and operates the Human Rights Experience Center. The Commission's PR activities are distinct from those conducted by other institutions in that they are part of its inherent functions to raise public awareness on the issue.

Domestic and international cooperation

In view of protecting and promoting human rights, the Commission cooperates with various human rights institutions, civic groups, and individuals in Korea and abroad, and engages in exchanges and cooperation with relevant international organizations and human rights institutions abroad.

In close cooperation with domestic human rights groups and civil society, it monitors the human rights conditions in places where remedial measures are necessary, and offers counseling. It also invites these groups to participate in human rights conditions surveys so that they can

assume part of the Commission's role and contribute their expertise. The Commission also cooperates with national human rights organizations abroad to contribute to the international human rights effort, while taking part in international exchanges to learn from the experience of those that have a longer history of human rights management.

4. Organization

Chairperson and commissioners

The Commission comprises 11 commissioners, including the Chairperson, three standing commissioners, and seven non-standing commissioners. Four commissioners are elected by the National Assembly, four nominated by the President of Korea, and three nominated by the Chief Justice of the Supreme Court and approved by the President of Korea. Each member is selected based on their professional knowledge and experience in human rights issues, and recognized ability to carry out the duty of protecting and promoting human rights in a fair and independent manner. The Commission may not be composed in a way that either gender represents more than six-tenths of the composition.

The amended National Human Rights Commission Act (3 February 2016) offers a clear definition of the eligibility and election process of commissioners and grants the latter immunity for statements made in relation to their function. These changes were based on recommendation made by the Global Alliance of National Human Rights Institutions (GANHRI), which the government and the National Assembly accepted.

The Chairperson is selected among commissioners and appointed by the President of Korea following a confirmation hearing at the National Assembly. He or she represents the Commission and has oversight of the Commission's overall operation. With respect to matters concerning the Commission, the chairperson may testify before the National Assembly or has the obligation to do so if so required by the National Assembly. He or she may also represent the Commission to speak at a Cabinet meeting or recommend the Prime Minister to submit a bill (including a draft presidential order) in relation to matters concerning the Commission. Under the National Finance Act, he or she is deemed as director of a central government agency when executing the Commission's budget.

All commissioners are appointed based on their personal capacity for a term of three years and can be reappointed for another term of three years. When a position becomes vacant, the President of Korea must appoint a replacement within 30 days from the day the vacancy occurred. The replacement shall begin a new term as a commissioner.

Operation and decision-making

The Commission makes decision through the Plenary Committee, which includes all 11 commissioners, the Standing Committee, and Sub-committees—Rectification Human Rights Violation Committee I (human rights violations by the prosecutor's office, police, military, intelligence service, legislative branch, and judicial branch), Rectification Human Rights Violation Committee II (human rights violations in detention facilities and group care centers other than those for persons with disabilities and mental health care centers), Discrimination Remedy Committee (discrimination-related issues), Disability Discrimination Remedy Committee (discrimination against persons with disabilities, and violations in facilities for disabled persons, and mental health care centers), and Children's Rights Committee (human rights violations and discriminations against children). The Commission's key functions of developing policies and conducting research, and handling general management issues are performed through this representative system.

The management and decisions of the Commission are, by principle, made public. However, meetings may be held closed-door if deemed necessary by the relevant Committee. Reviews of complaints are held closed-door, but they may be made public when the Commission makes a decision.

■ Plenary Committee

To discuss and make decisions on matters concerning its operation and key issue items, the Commission operates a Plenary Committee, which consists of all 11 commissioners (one Chairperson, three standing commissioners, and seven non-standing commissioners).

The Plenary Committee is chaired by the Chairperson and takes decisions by majority vote of members in attendance.

It meets two times a month and may be convened as necessary.

■ Standing Committee

The Standing Committee, which comprises the Chairperson and three standing commissioners, is chaired by the Chairperson and makes decisions with three or more present and three or more voting in favor. The Standing Committee refers to the Plenary Committee any matters that are critical in nature, have significant possible impacts, and are deemed appropriate for the Plenary Committee to make a decision on.

The Standing Committee meets regularly every week. It is also convened when there is a request from two or more standing commissioners or when deemed necessary by the Chairperson.

■ Sub-committees

Sub-committees may comprise no less than three commissioners and not more than five commissioners. Currently, each sub-committee consists of one standing commissioner and two non-standing commissioners nominated by the Chairperson. The sub-committees are chaired by the sub-committee chairman who is a standing commissioner and decisions are taken with three or more votes from three or more sub-committee members in attendance. They refer to the Plenary Committee any matters that are critical in nature, have significant possible impacts, and are deemed appropriate for the Plenary Committee to make a decision on.

The sub-committees meet upon request from the Chairperson or the sub-committee member, or when the sub-committee chairman deems it necessary to meet. Currently, the sub-committees meet one or two times a month.

[Table 1-1-1] Sub-committee areas of responsibility

Sub-committee	Areas of responsibility
Rectification Human Rights Violation Committee I	Human rights violations by the prosecution, police, National Intelligence Service, military, legislative and judiciary institutions
Rectification Human Rights Violation Committee II	Human rights violations by other state organizations, local governments, schools (excluding cases where the victim is a child), and detention and protective facilities (excluding facilities for persons with disabilities and mental health care facilities)
Discrimination Remedy Committee	Discriminations by corporate bodies, groups or private men
Disability Discrimination Remedy Committee	Discrimination based on disabilities, and human rights violations in facilities for persons with disabilities and mental health care facilities
Children's Rights Committee	Human rights infringement against children under 18 in children welfare facilities and schools, discriminations against children and youths (excluding those against persons with disabilities, and sexual harassment cases)

■ Mediation Committee

To facilitate prompt and fair mediation of complaints, the Commission operates mediation committees for human rights violations, discriminations, sexual discriminations, and discrimination against people with disabilities. Since 2005, the Commission has appointed as mediation committee members people with professional knowledge and experience in human rights issues, who worked in a related national or private organization for ten years or more, were a judge, prosecutor, military judicial officer, or lawyer for ten years or more, or worked as an assistant professor or in a higher position in a college or a publically-recognized research institute for ten years or more.

Each mediation committee comprises three persons; a chairman who is a commissioner and two mediation members (external members).

Mediation applications are received at any time before the Commission makes a final review and decision, including at the time a complaint is filed or whilst an investigation is on-going. For cases requiring mediation, either referred to by consent of both parties or by authority of the Commission, the mediation process encourages the parties to reach a voluntary agreement to

settle their dispute. This system was introduced to expedite resolution, reduce costs, and enhance the remedial effect.

The effect of mediation specified under Paragraph 2 of Article 42 of the NHRCK Act and of any decisions made in lieu of a mediation when no complaint is filed as per Paragraph 6 of the same Article[1)] is equivalent to the effect of reconciliation in court.

Since 2016, the Commission has revised the mediation rules, publicized the mediation system, and facilitated mediation participation in view of raising the promptness and effectiveness of the mediation scheme. In 2017, a total of 36 applications were received, of which 19 cases reached a mediation agreement.

[Table 1-1-2] Mediation requests received and handled in 2017

(in numbers of requests)

Received	Handled (①+②+③)	Cases completed				
		Mediated ①	Not mediated ②	Decided otherwise		Rejected ③
				Accepted	Not accepted	
36	43	19	4	(1)	-	20

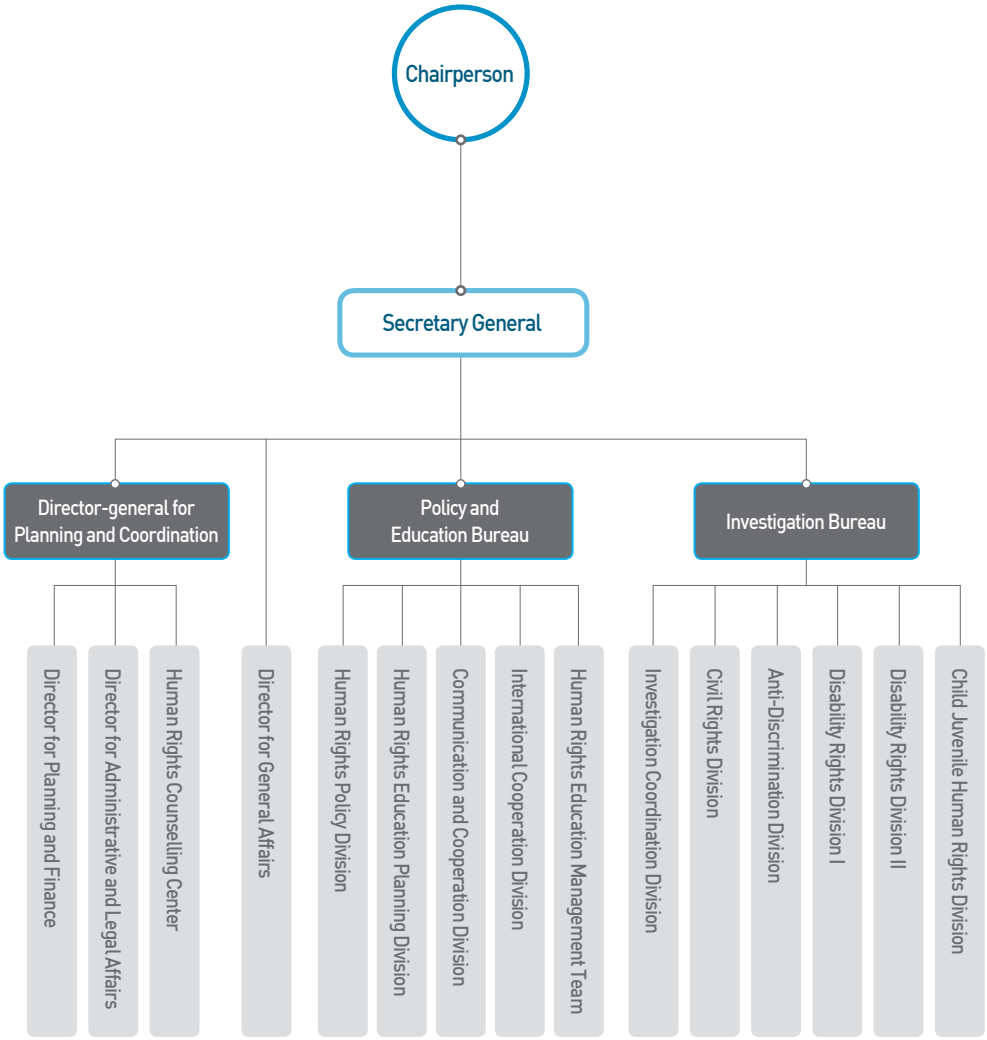
* The figure between parenthesis under the "decided otherwise" category is reflected in the "mediated" or "not mediated" category.

Secretariat

As of December 2017, the Commission's Secretariat is led by the Secretary General and consists of three bureaus, 14 divisions, one team, and five affiliated institutions. The number of personnel is 195, including 157 in the headquarters and 38 in the affiliated institutions.

1) Article 42 (Mediation by Mediation Committee) ② Mediation shall be completed at the time when, after the procedures therefor are initiated, both parties state the compromised matters in mediation documents, and sign and seal such documents, and the competent mediation committee, in turn, ascertains no flaw of those documents. ⑥ If any party fails to file a complaint within 14 days after he/she has been served with a written decision under paragraph 5, he/she shall be deemed to have accepted the mediation.

■ Organizational Chart



◈ Regional offices

2 Chapter Domestic and International Environment

The inauguration of a new government with a high priority on human rights helped raise interest on human rights within the central and regional governments. A new category on human rights improvement was added to the government performance evaluation led by the Office for Government Policy Coordination, providing an institutional evaluation framework to gauge the efforts of central government agencies to accommodate recommendations made by the Commission.

Internally, the Commission organized an Operation Innovation Task Force in order to complete the innovation tasks carried out from 2015. During a three-week period, the TF selected key innovation tasks. Subsequently, a NHRCK Innovation Committee comprising mainly external personnel was established to refine the tasks.

On 17 December, the Commission made the first special brief to the President in five years and nine months. This was the first briefing to the President following his expression of intent to restore the purpose and significance of special briefings. During the brief, Chairperson Lee Sung-Ho underscored the need for a new system to guarantee human rights. The President expressed his active support to this effort and asked the Commission to take the lead in enacting the Framework Act on Human Rights and the Human Rights Education Support Act.

Meanwhile, 2017 was a special year as the United Nations Human Rights Council and other treaty organizations monitored the human rights conditions in Korea. The review by the United Nations Subcommittee on Prevention of Torture, the review by the Committee on Economic, Social and Cultural Rights (CESCR), and the Human Rights Council' Universal Periodic Review (UPR) of the human rights records of all UN member states took place in May, September, and November, respectively. These organizations provided in-depth recommendations on every human rights domain, including the right to freedom and social rights.

Domestically, a growing number of local governments established a human rights ordinance and operated their own human rights organizations. Several institutions were legally established

to protect the rights of people with disabilities, the elderly, and children at the regional level. However, many of them were yet not fully operational in their function and status, and there were attempts to get the human rights ordinance abolished in some regions.

In the midst of discussions about constitutional amendment, several highly visible human rights incidents occurred, including a rise in hate speech and hate crimes, a college professor's assault of medical residents, and public opposition to a proposed school for children with disabilities, in addition to the deepening economic and social divide. Certain sexual harassment and sexual violence incidents caused great social fury, including a sexual harassment incident in a public institution and in a furniture company, and nurses of a university hospital forced to perform a sexy dance.

3 Chapter Basic Directions and Major Achievements in 2017

1. Basic Directions

In an effort to raise the status of the Commission and to encourage public support and confidence in it, the Commission focused on the 5th NHRCK Action Plan for the Promotion and Protection of Human Rights (2018-2020) based on the successful completion and outcome of the 4th action plan (2015-2017). It also worked on a timely and effective achievement of the human rights agenda, increased role as a quasi-international organization, continuous cooperation at home and abroad, and capacity-building for preventive action to protect human rights.

2. Major Achievements

A. Four Strategic Objectives

1) Laying the foundation for human rights promotion

Increasing guarantee of the right to freedom

The Commission made recommendations with regards to restrictions placed on movements of and participation in large-scale rallies, the unjustified disposition and employment of conscripted policemen to provide security in rallies and demonstrations, and excessive use of law enforcement equipment by the prosecution and the police during investigations. It also recommended the prosecution and the courts a change in the practice of detaining suspects in jail prior to their imprisonment, and this resulted in a revision of the relevant statutes.

The Commission addressed human rights issues and incidents on the scene with shorter response time. It conducted an ex officio investigation of an assault on a resident at a university hospital and of an overcrowded detention facility. It also applied for emergency relief for a foreigner who faced forceful evacuation.

In view of building public consensus on current human rights issues, the Commission organized an international conference on rallies and demonstrations, and held an international

symposium jointly with the Korean Public Law Association on human rights and the rule of law. It also made recommendations to introduce an alternative civilian service system and presented its opinion regarding the proposed amendment to the Military Service Act.

Expanding and promoting social rights

The Commission enhanced the guarantee of social rights through improved social safety net. It recommended that line-of-duty death be recognized for short-term instructors who died in the Sewol Ferry incident, urged change to the line-of-duty death criteria following the death of a road maintenance worker in Chungcheongbuk-do Province, made recommendations in relation to insurance rejections (limitations) for certain vocational groups, and held a symposium jointly with the Korean Public Law Association to build public consensus on ways to guarantee social and economic human rights.

Monitoring the implementation of the National Action Plan recommendations

Based on its own recommendations and the United Nations' Guidance on National Action Plans (NAP) on Business and Human Rights, the Commission expressed the need to collect the views of stakeholders and promptly establish an independent NAP on Business and Human Rights.

It also monitored and discussed the situation regarding its recommendation of the National Human Rights Action Plan (2017-2021) in 2016.

Establishing international human rights norms at home

The Commission stepped up its effort for implementation of international human rights standards at home. It drafted an independent written opinion on the International Covenant on Economic, Social and Cultural Rights through civil society engagement and discussions, worked to have its final views reflected, and held a panel discussion on the concluding observations. It analyzed and monitored the state report for the UPR, and built general consensus on the ratification of key agreements through discussions and monitoring of the implementation status of recommendations from the International Labor Organization (ILO). The Commission was also active as the organization charged with monitoring the implementation of international

treaties. In preparations for the 3rd, 4th, and 5th review of Korea's state report by the United Nations Subcommittee on Prevention of Torture, it submitted a written opinion, and attended and monitored the review process. Based on feedback received from women rights experts, it also drafted a written opinion for the United Nations Committee on the Elimination of All Forms of Discrimination Against Women.

Considering ways to introduce a human rights impact evaluation system In view of ensuring that the Commissions' recommendations are accommodated, a relevant evaluation category was added to the government's performance evaluation for the first time in 2017. The Commission developed and applied some indicators to ensure that the 43 central government agencies accept its recommendations and are incentivized to make change.

2) Protecting the human rights of the vulnerable and marginalized

Promoting the rights of children and youths

The Commission was actively engaged in key human rights issues. It expressed its opinion on the need for guidelines to efficiently implement the Hague Convention on the Civil Aspects of International Child Abduction, children gun shooting events, the proposed revision to the Act on the Protection of Children and Juveniles from Sexual Abuse, protection of elementary school children's rights during urology examination, collection of data on Internet usage patterns of low-income class students who get informatization assistance, and posting of leaflets promoting employment of specialized high school graduates. It also recommended that the system to notify parents of the child birth registration requirement be improved to prevent child abuse, and made policy recommendations to promote the human rights of students in schools.

The Commission also exerted efforts to promote the rights of vulnerable children who are in blind spots. It reviewed the policy related to school-based protection of at-risk juveniles, conducted a survey of the human rights conditions facing children of imprisoned persons, and established human rights assessment indicators for children welfare facilities.

It also expressed its opinion regarding the fifth and sixth periodic state reports to the United Nations Committee on the Rights of the Child, and reviewed ways for international standards pertaining to children human rights to be implemented in Korea, including a survey of awareness of international standards for children and youths' rights.

Promoting the rights of older persons

The Commission refined the concept of elderly rights, the perception of which had been limited to elder abuse and violence, and drafted a general report on the rights of older persons to identify systematic ways to improve the rights of this group. It conducted a survey of the human rights conditions faced by older persons in rural areas, as previous surveys were focused mainly on elderly population in urban areas. It also managed a Senior Human Rights Watch Group to monitor seniors' use of community health centers and other medical welfare facilities for seniors.

The Commission's recommendations for enhanced institutional protection of seniors with dementia were accepted by relevant government agencies. It carried out base studies on the implementation, limitations, and proposed development of the Madrid International Plan of Action on Ageing (MIPAA), the definite Convention on the Rights of Older Persons, and the United Nations Road Map for Mainstreaming Ageing.

Promoting the rights of persons with disabilities

The Commission was actively engaged in guaranteeing the right to better accessibility to transportation, facilities, and tourism for persons with disabilities. It made policy recommendations for enhanced access to small public-use facilities and expressed its opinion on how to guarantee this group the right to access tourism services.

It called for enhanced public awareness of the rights of people with disabilities by monitoring the use of disparaging words in broadcast programs, recommending corrective action to a college professor who had made disparaging remarks and to a supervisor of a food company who had insulted a person with disability.

The Commission called for increased public interest in the education of children with disabilities and urged that their right to education be guaranteed. To this end, it recommended policy to promote infants' right to education, expressed its opinion regarding the public opposition to a proposed special school in Gangseo-gu District, and recommended that the non-operation of AC units in special classes be corrected.

The Commission's efforts to promote the rights of the mentally disabled include organization of an international symposium for integration of the mentally challenged into local communities,

opinion on the Enforcement Decree and Enforcement Regulations of the Mental Health Welfare Act and monitoring of the hospitalization and discharge procedures, and opinion on the Act on the Protection and Support of Missing Children.

Meanwhile, it responded to current human rights infringements cases in a timely manner, including taking quick actions to charge a farmer in Hoengseong, Gangwon-do Province for exploiting the labor and money of a mentally challenged person for ten years, and requesting legal relief.

Promoting women's rights

The Commission recommended improvements to the human rights conditions of marginal part-time workers, approximately 70% of which are women. In response to a collective complaint that the childbirth guidelines of the Ministry of the Interior and Safety is no different from treating women as birth instruments, it expressed the opinion that the government consider gender equality in its policy to deal with low birth rates.

To find ways to mitigate gender discrimination from a policy perspective, the Commission made a condition check, an empirical analysis and review of discrimination in every aspect of the public domain, to identify challenges to women's social, economic, and political engagement, gender pay gap, and gender discrimination in the media sector. It also conducted an on-site survey to eliminate sexual harassment in elementary schools, junior high schools, and high schools.

Meanwhile, the Commission promptly responded to incidents that sparked social outrage. By launching a special task force to investigate sexual harassments in the workplace, it made an ex officio investigation of public corporation X, and quickly addressed the sexual harassment incident in furniture company X, as well as the case involving nurses forced to perform a sexy dance at University Hospital X.

Promoting the rights of immigrants

The Commission promoted the rights of immigrants and addressed racial discrimination. It recommended institutional improvements so that immigrant construction workers work within the maximum working hours, are guaranteed rest periods and days off, and have better

working conditions and housing environment. It also recommended that the foreigner health examination system and the disabled persons registration system be reviewed so that refugees with disabilities can become eligible for the same service support as Korean nationals. The Commission also actively responded to current issues, such as expressing opinion regarding the government's third proposed Basic Plan for Public Policy for Multi-cultural Families.

Ensuring relief for those in blind spots

To promote the rights of military service personnel, the Commission actively participated in a government initiated bill to quickly launch an important human rights program in the armed forces. It also stepped up its international cooperation effort by taking part in the International Conference of Ombuds Institutions for the Armed Forces.

In relation to sexual violence and human rights infringements in the military, it conducted an ex officio investigation of all military headquarters and recommended policy and institutional changes. While recommending changes to the excessive infringement of personal information in the military, it also focused on curbing deeply entrenched practices in the military, including the strict senior-junior culture and atrocities committed in obligatory fire brigades.

The Commission's activities also include investigation and policy recommendation in response to a collective complaint on discrimination against sexual minorities, and on-site, preventive inspections of military guardhouses, police jails, corrective facilities, foreigner shelters, senior welfare facilities, children protection and treatment facilities, and mental health institutions.

3) Promoting the values of human rights across the society

Facilitating local access to Commission's services and promoting the values of human rights nationwide

To celebrate ten years of the human rights ordinance initiative and five years of recommending the enactment and amendment of the human rights ordinance, the Commission expressed opinion on how to expand a culture that values human rights in local communities and to help institute human rights systems. In response to movements to abolish the human rights ordinance, it expressed the opinion that abolition of the ordinance is not advised because the right to not be

discriminated for reasons of sexual orientation and gender identity constitutes basic human rights.

The Commission established the Gangwon Province Human Rights Office to protect and promote human rights in the region. The office, which became operational on 1 June, will help local residents resolve human rights violations they suffer and more promptly address local human rights issues.

Human rights education

Following the inauguration of a new administration, there was a substantial increase in demand for human rights education and training from educational institutions of government agencies (Police Training Institute, National Defense University, and training institutes of local governments). The Commission actively responded to such demands through close coordination.

The Commission commissioned a study on ways to improve human rights education to inform policy-making in the area of social welfare. In view of expanding human rights education in the public domain, it monitored human rights-friendly textbooks and developed a human rights education guide for public officials. At the Human Rights Education Forum, it highlighted the policy aspect of human rights education by identifying new issues, providing a brief on and coordinating the enactment of the Human Rights Education Support Act.

In the Mid- to Long-term Plan for Cyber Human Rights Education (2018-2022), the Commission established a framework for user-centric human rights education. It also identified new educational platforms, such as the Remote Training Center for Instructors, to train instructors using online educational contents.

In an effort to expand its international network for education, the Commission concluded an MOU with Equitas, which is Canada's most recognized and active human rights education organization.

Human rights promotion

The Commission worked closely with the media through press releases, media coverage support, and press corps. It produced and distributed an event coverage manual to ensure increased media effect.

It organized various online and offline activities, including a radio campaign introducing examples of decisions made, a photo exhibition during the Human Rights Week to highlight the rights of the disabled, an Internet portal service campaign, as well as building a system to routinely publish the easy-to-read Human Rights Magazine.

Communication and cooperation activities were strengthened, including visits to and policy discussions with human rights organizations and civil society groups, participation in the Queer Culture Festival, and support for relevant organizations through joint cooperative programs. In an effort to expand human rights culture nationwide, the Commission also networked with local governments and increased messaging activities and use of human rights contents by meeting regularly with its human rights offices.

4) Mobilizing public support and strengthening cooperation

Mitigating labor gaps and alienation

The Commission recommended institutional changes to protect the basic labor rights of workers in special employment types and presented opinion on the proposed Act on the Employment Improvement of Domestic Workers to guarantee the rights of domestic workers.

It also issued a Chairperson's statement urging resolution of the job instability faced by English conversation instructors, held a meeting to assess the ten years of the Fixed-term Worker Act and find improvements, and conducted a survey of conditions facing indefinite-term contract employees in the public sector.

Encouraging and promoting human rights perspectives in businesses

The Commission worked to change the perception of human rights management and institute human rights management in public organizations. It urged public institutions to establish a NAP on Business and Human Rights, organized the 2017 Human Rights Management Forum, and participated in the CEO session of the Korea Public Innovation Committee.

Promoting human rights in an advanced information society

The Commission identified newly emerging human rights issues in the information society

and proposed institutional changes. It recommended change to the excessive personal information requirement in college scholarship applications, and conducted a survey of the real name system on the Internet.

Developing new human rights agenda through research

The Commission analyzed the current atmospheric environment management system and its flaws, and using the result of a study on air pollution and public perception of this issue from a human rights and environment perspective, sought ways to promote the right to a healthy atmospheric environment, particularly in relation to fine dust.

Strengthening exchanges and cooperation with human rights organizations in Korea and abroad

The Commission increased communication and cooperation with human rights organizations through various touchpoints at the Queer Culture Festival (the Commission was the first national organization to attend in this festival), and the first meeting with human rights organizations since 2012 to establish the next year's first business plan.

In 2017, the commission organized an international conference to suggest new management for the police jointly with Amnesty International Korea; the symposium titled "Guaranteeing social, economic rights such as the right to education, the right to housing, the right to labor and the role of NHRCK" jointly with the Korean Constitutional Law Association; the debate "NHRCK and the press, and Freedom of Speech" jointly with the Korean Society For Media Law; "International Symposium on Human Rights, Rule of Law, and Legal Culture" jointly with the Korean Public Law Association; the 2017 Jeju Human Rights Conference on "The Human Rights Agenda – The Present and Future of Human Rights" jointly with the Jeju Special Self-governing Province and the Korea Human Rights Foundation (attended by 300 or so participants from human rights-related organizations, academic institutions, and groups); the "Current Status of Indefinite-term Contract Workers in the Public Sector and Policy Alternatives" debate jointly with the Korean Contingent Workers' Center.

The Commission laid the groundwork for increased visibility of its invitational training programs (nine participants from nine countries) abroad. It also expanded its international

network with national human rights organizations to share emerging human rights issues and enhance international cooperation.

The Commission also stepped up its global outreach. It attended the annual meeting of the Global Alliance of National Human Rights Institutions (GANHRI) and of the Asia Pacific Forum of National Human Rights Institutions (APF) to present its key activities. It actively supported an deliberation by the GANHRI Sub-Committee on Accreditation, and participated in the amendment to the APF's Constitution as a member of the APF Forum Council Working Group. It raised its status by exercising leadership in agenda selection at the United Nations, Office of the High Commissioner for Human Rights (OHCHR), GANHRI, and APF. It also secured international conference funding from the APF through an MOU. It strengthened multilateral exchanges and cooperation with the United Nations, APF, and other international organizations, including hosting a visit to the International Criminal Court, to garner support for its priority programs.

B. Special Program: Improving Human Rights Conditions in North Korea

The Commission responded to North Korean human rights concerns in a timely manner. It issued a Chairperson's statement calling for peace on the Korean Peninsula and protection of the rights of South Korean nationals detained in North Korea, and sent a petition for special procedures to the Human Rights Council and a letter to the Secretary General of the United Nations. It also issued a Chairperson's statement urging the PRC government to stop the forcible repatriation of North Korean refugees to North Korea. It recommended institutional improvements to promote North Korean refugees' right to labor and conducted a study on the traumatic human rights infringements they had suffered.

The Commission also strengthened cooperation with the international community by hosting an international symposium on human rights in North Korea. It also leveraged the United Nations mechanism for a discussion on North Korean women rights ahead of a review of the DPRK report by the Committee on the Elimination of Discrimination against Women (CEDAW) and by participating jointly in that review.

C. Feature Program: Establishing the 5th NHRCK Action Plan for the Promotion and Protection of Human Rights (2018-2020)

Launched in April, the 5th NHRCK Action Plan Task Force held four plenary sessions until August and came up with a framework NHRCK Action Plan. Subsequently, the Commission received feedback widely from internal and external sources to develop the final plan by September. The 5th NHRCK Action Plan for the Promotion and Protection of Human Rights (2018-2020) was adopted by the Plenary Committee on 13 November.

In view of addressing urgent polarization and discrimination issues in the country, the 5th Action Plan highlighted enhanced social rights and anti-discriminations efforts as the two strategic objectives of the Commission. By defining detailed performance goals, the Commission is expected to achieve tangible results over the three target years.

D. Response to Key Human Rights Issues

Proposed amendment to the Constitution to guarantee basic rights

In view of an amendment to the Constitution that reflects enhanced basic rights and a system to protect human rights, the Commission has, since January, operated the Basic Rights Guarantee Research Forum (headed by Jeong Jae-hwang, Professor of Sungkyunkwan University Law School) and the Constitution Amendment Task Force for Basic Rights Guarantee (co-headed by Forum Director Jeong Jae-hwang and standing commissioner Jeong Sang-hwan).

In February, Chairperson Lee Sung-Ho made a presentation on making the Commission a constitutional institution at a general meeting of the National Assembly's Special Committee for Constitutional Amendment.

Through in-depth discussions in 18 sessions of the Basic Rights Guarantee Research Forum and two sessions of the Constitution Amendment Task Force, the Commission drafted a proposed constitutional amendment (Research Forum's draft) to enhance basic rights guarantee. After collecting feedback about the draft proposal, it held a public discussion in June to hear public opinion.

The Commission consulted the Commission's Policy Advisory Committee on 25 July, held a

joint meeting of commissioners on 22 September, and received an editorial review of the draft proposal from the National Institute of Korean Language in October.

Most importantly, the proposed constitutional amendment (Research Forum's draft) removes the death penalty provision and provides for the right to life, right to safety, guarantee of the rights of children, youths, the elderly, and persons with disabilities, consumer rights, public officials' right to collective action, principle for sustainable development, legislative proposal by the people, right to evaluate lawmakers, local governments' right to autonomy, and the making of the Commission a constitutional institution.

In December, based on a decision to send the proposal to the National Assembly, the Commission submitted it to the Speaker of the National Assembly (Chair of the Special Committee for Constitutional Amendment).

Top Ten Human Rights Tasks proposed to the new administration

Following a turbulent period that saw the impeachment of a President and the sudden inauguration of a new administration, the Commission came up with the Top Ten Human Rights Tasks for the new government and submitted it to the President's special advisory committee in May.

The Top Ten Human Rights Tasks highlight the low birth rate/ageing and the widening polarization as the two highest priority tasks. Also on the list are institutional infrastructure such as the Act on the Prohibition of Discrimination and the Human Rights Education Act; protection of women, persons with disabilities, children, immigrants, and other vulnerable groups of people; human rights perspective in business management; increased protection of human rights as they relate to labor and the information society with the advent of the Fourth Industrial Revolution; increased guarantee of the basic right to freedom; building of a more human right-friendly culture in the military; the right to environment for a healthy life; and improving human rights in North Korea through dialogue and international collaboration.

President Moon's five-year policy roadmap, which the special advisory committee announced in July, incorporates a significant portion of the Commission's proposed Top Ten Human Rights Tasks. Most importantly, the "job economy to reduce inequality and achieve income-led growth" is a combination of various policies to address the low birth rate, including institutional

changes to reduce discrimination against temporary workers, lowering the wage gap in the labor market, supporting parents during childbirth and nurturing period, reducing work hours, and creating customized jobs. Also, the fostering of women leaders for a gender equal society, expanding the maternity leave program, addressing human rights issues in North Korea through dialogue and international cooperation, potential privacy issues in the transition to the Fourth Industrial Revolution, and human rights issues as they relate to the information society were also part of the Commission's proposed Top Ten Human Rights Tasks for the new administration.

NHRCK Innovation Committee

Immediately after Chairperson Lee Sung-Ho came into office, the Commission launched an Operation Improvement Task Force in December 2015 to increase its operational efficiency and ensure timely response to current issues in the following year. Based on assessed remaining shortfalls, the Commission launched an Operation Innovation Task Force in June 2017 to discuss about innovations, and not just improvements. The task force presented 19 innovation tasks to facilitate prompt response to human rights issues and raise the transparency of its operations. Based on an assessment that it would be difficult for internal members to identify critical innovation tasks in just three weeks, the task force proposed organizing the Innovation Committee with experts from outside the organization. The Commission agreed with this proposal and, on 30 October, the NHRCK Innovation Committee (hereafter "Innovation Committee") was launched comprising 12 external experts and human rights activists, and three internal personnel.

The Innovation Committee published its first recommendation on 27 December. The Committee recommended that the Commission admit its human rights infringement against disabled human rights activists who were holding a sit-in at the Commission's headquarters in December 2010, including failing to take appropriate actions to safeguard their safety, and it publicly apologize for the death of an activist who had taken part in the sit-in. Chairperson Lee attended a service held in memory of the activist and offered an official apology.

The Innovation Committee presented 13 recommendations during the three months it was in operation before it closed on 29 January 2018. The Commission is currently working to put the Committee's recommendations into action.

4 Chapter Assessment and Challenges

The Commission successfully briefed the President following the inauguration of the new administration in 2017, managed the Operations Innovation Task Force and, as a follow-up measure, launched and operated the Innovation Committee, and worked to improve human rights conditions in central government agencies by instituting a new category for acceptance of its recommendation and human rights improvement in the government's performance assessment.

To complete the 4th Action Plan for the Promotion and Protection of Human Rights in 2017, the Commission focused on building a foundation for the promotion of human rights, protecting the rights of the socially marginalized and vulnerable classes, disseminating the values of human rights across the society, shaping public opinion about human rights and increasing cooperation, and managing programs to improve human rights in North Korea. Based on these priorities, it finalized the 5th Action Plan for the Promotion and Protection of Human Rights (2018-2020) using feedback from human rights organizations, civil society groups, and the public. In the 5th Action Plan, enhanced social rights and anti-discrimination efforts are the two strategic objectives of the Commission in order to address pressing polarization and discriminations concerns.

The Commission's efforts to reinforce a system for human rights guarantee include a proposed amendment to the Constitution to incorporate enhanced basic rights, facilitation of the enactment of the Framework Act on Human Rights, a bill on human rights defenders in the military, analysis of human rights systems in local governments, and technical assistance and cooperation with respect to human rights ordinances. It also responded to a changing human rights environment by recommending the Top Ten Human Rights Tasks to the new administration, including promoting human rights in an ageing society marked by a low birth rate, social integration and enhanced quality of life by narrowing social polarization.

In 2017, the Commission continued its efforts for institutional improvements necessary to guarantee the rights of the socially marginalized people like irregular workers, children, seniors, women, persons with disabilities, and immigrants. Some major outcomes include

recommendation for new line-of-duty criteria to recognize line-of-duty deaths for non-public officials, institutional recommendation to promote the rights of foreign immigrants in the construction industry, policy recommendation to better protect the rights of marginal part-time workers, recommendation to change the handicapped persons registration system to better accommodate refugees with disabilities, recommendation to change the child birth registration requirement to prevent child abuse, and recommendation for institutional improvement to protect the rights of seniors with dementia.

The Commission played the role of a quasi-international organization to facilitate implementation of international human rights standards in Korea. It submitted a list of issues prior to the third session of Universal Periodic Review of the United Nations, a list of issues prior to the session of the Committee on the Elimination of Discrimination against Women, and a written opinion regarding the country report on the Convention against Torture. It also held a seminar to find ways to implement the recommendations of the ILO, and one on ways to implement the fourth concluding observations of the United Nations Committee on Economic, Social and Cultural Rights. As the Chair of the GANHRI Working Group on Ageing, the Commission made a presentation on ways to strengthen the rights of the elderly on behalf of a hundred or so national human rights organizations. It also organized the 2nd ASEM Conference on Global Ageing and Human Rights of Older Persons, contributing to the international community's effort to elevate human rights.

The Commission has the mandate of a state human rights organization actively supporting the efforts of the new administration, whose intent is to be "a government that prioritizes human rights" with a five-year policy roadmap featuring enhanced freedom of speech, independent media, and anti-discrimination efforts. Also, to move "the society beyond polarization and discrimination where every person is respected," the Commission must flesh out a plan to achieve the strategic objectives, shape the necessary conditions, and work on new human rights agenda.

Part 2

Commission's Major Activities

Chapter 1 Improvement of Human Rights-related Statutes, Institutions, Policies, and Practices

Chapter 2 Investigations and Remedies

Chapter 3 Education and Promotional Activities to Shape Favorable Human Rights Conditions

Chapter 4 Exchanges and Cooperation in Korea and Abroad

Chapter 5 Human Rights Offices

National Human Rights Commission of Korea

Annual Report 2017

Part 2 | Commission's Major Activities

1 Chapter Improvement of Human Rights-related Statutes, Institutions, Policies, and Practices

Section 1. Overview

Based on the NHRC Act, the Commission makes recommendations and presents opinions to improve human rights-related statutes, institutions, policies, and practices; conducts surveys of human rights conditions; makes recommendations and presents opinions regarding adhesion to and implementation of international human rights treaties.

The Commission may, if necessary, establish subcommittees and advisory organs to perform its duties; consult with state institutions, local governments, and other public or private organizations; organize hearings; and present its opinions to courts and the Constitutional Court on trials that have significant implications on the protection and improvement of human rights. It shall prepare an annual report to report its activities, human rights conditions, and improvements carried out in the preceding year to the President of the Republic of Korea and the National Assembly.

In 2017, the Commission focused on promoting basic rights and building an institutional foundation for the guarantee of human rights; reforming institutional arrangements and social practices that are discriminatory; promoting the labor rights of vulnerable groups; protecting and promoting the rights of immigrants and refugees; responding to human rights ordinance issues in local governments and expanding the value of human rights across the nation; shaping public opinion on human rights in business management to better define the role of businesses in protecting human rights; promoting the rights of older persons in an ageing society; facilitating implementation of international human rights standards in the country; organizing joint programs and increasing exchanges with human rights-related organizations and groups; and carrying out activities for improved human rights conditions in North Korea.

Section 2. Policy Recommendations and Opinions

1. Statistics of recommendations and opinions

[Table 2-1-1] Statistics of recommendations and opinions on related statutes and policies

(in number of cases)

Classification	Total	Recommendation	Opinion expressed	Opinion submitted[2)]
Cumulative	710	334	352	24
2017	64	30	33	1
2016	72	44	26	2
2015	36	12	23	1
2014	46	27	18	1
2013	43	27	16	-

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

In 2017, the Commission made eight fewer policy recommendations and opinions compared to the previous year. Nevertheless, the Commission improved human rights in various domains by concentrating its efforts on emerging issues, including proposing an amendment to the Constitution and a draft for the Framework Act on Human Rights, recommending an alternative civilian service system and change in line-of-duty death criteria.

2. Major policy recommendations

A. Recommendation to change the handicapped persons registration system for refugees with disabilities

On 30 March, the Commission recommended a revision to the Act on Welfare of Persons with Disabilities and changes to the relevant guidelines to the Minister of Health and Welfare

2) The Commission may submit its opinion to a court or the Constitutional Court regarding an on-going trial that may have significant implications for the protection and enhancement of human rights or an on-going trial pertaining to a case that the Commission investigated or handled.

so that disabled persons with refugee status in Korea become entitled to the same level of social security guarantees as Korean citizens in accordance with Article 31 of the Refugee Act. This is based on an assessment that the Act on Welfare of Persons with Disabilities and the relevant guidelines are not aligned with the provision on guaranteed services for refugees in the Convention relating to the Status of Refugees and other international human rights instruments, as well as the Refugee Act, denying refugees with disabilities access to services such as activity support allowance for the disabled.

International human rights instruments such as the Convention relating to the Status of Refugees and the Convention on the Rights of Persons with Disabilities provide that refugees be guaranteed equal social security services as nationals and that appropriate actions be taken to ensure persons with disabilities can access activity support and other services and be fully integrated into the local community. Also, Article 31 and Article 38 of the Refugee Act underline guarantee of refugee rights by entitling them to the same level of social security guarantees as Korean nationals and excluding the principle of reciprocity.

Thus, the Commission determined that there is a need to align the related statutes and guidelines with international human rights conventions and domestic laws.

B. Recommendation for changes to the line-of-duty death criteria

On 13 April, the Commission recommended the Minister of Personnel Management to change the relevant statutes and institutional arrangements to recognize line-of-duty death for two short-term instructors who were killed in the Sewol Ferry incident, and a non-public official who died while performing official duty. It also expressed an opinion to the Speaker of the National Assembly that it would be appropriate for the National Assembly to take early necessary legislative actions, such as amending the Special Act on the Sewol Ferry Disaster.

The Commission concluded that, contrary to cases involving public officials, treating the death of a non-public official who died while performing the same official duty as a public official as “death resulting from a disaster while on duty” by applying the Industrial Accident Compensation Insurance Act may constitute a discrimination without a rational basis.

In the Commission’s view, determination of line-of-duty deaths should be based on whether

the death occurred while performing official duty, and not by the public official status criteria, since line-of-duty deaths entail a sense of dignity and honor, and imply more than economic compensation. Notably, the Commission saw that subparagraph 1, Paragraph 1, Article 3 of the Public Officials Pension Act and subparagraph 4 of Article 2 of the Enforcement Decree of the same Act provide enough grounds for recognizing line-of-duty death for short-term instructors who died while performing their official service.

C. Policy recommendation to promote the rights of immigrant construction workers

On 8 June, the Commission recommended the Minister of Employment and Labor to improve the labor conditions of immigrant construction workers, as they are exposed to various human rights infringements such as poor housing environment, unreasonable deduction of board and lodging, long work hours with no days off, and frequent industrial accidents.

The Commission noted the high risk of industrial accidents faced by immigrant construction workers based on data of the Ministry of Employment and Labor that showed that 45.5% of 88 immigrant workers who died in an industrial accident in 2016 were in construction. A 2015 Commission survey of human rights conditions of immigrant construction workers revealed that 17.1% of all respondents (337 immigrant construction workers) were not aware of their entitlement to treatment and compensation under the occupational health and safety insurance. Of respondents who had ever been injured at a construction site, 67.9% had not received insurance payments.

Life and safety is the most basic and important value of human rights. The International Covenant on Economic, Social and Cultural Rights clearly states in Article 7 that it is every worker's right to work under "just and favourable conditions." In view of protecting the body and life of immigrant construction workers who are at a higher risk of death accidents, the Commission recommended the Ministry of Employment and Labor to produce safety and public health-related materials in several languages, and to provide more educational programs to inform workers of what to do when they are involved in an industrial accident.

D. Recommendation for an alternative civilian service system, etc.

On 27 June, the Commission recommended the Minister of National Defense to establish and implement a plan for an alternative civilian service system to guarantee conscientious objections. It also presented a written opinion to the Speaker of the National Assembly on the proposed amendment to the Military Service Act, stating that an early enactment of the law would be necessary, with some clear additional provisions to guarantee independence and fairness for an alternative civilian service screening body.

The international community—the United Nations Human Rights Committee among others—has continuously recommended Korea to recognize conscientious objections and introduce an alternative civilian service system. Since recommending an alternative civilian service system for the first time in 2005, the Commission has persistently raised the need for such an alternative option, including submitting a written opinion to the Constitutional Court in 2016.

The Commission views conscientious objection as a human rights issue that cannot be resolved by criminal punishment, and that the right to conscientious objection falls under the freedom of conscience protected under Article 19 of the Constitution and Article 18 of the International Covenant on Civil and Political Rights. Thus, it reaffirmed its position that an alternative civilian service system is necessary to harmonize the freedom of conscience and the obligation to serve the nation.

The Commission also expressed the opinion that while the amendment to the Military Service Act proposed at the 20th National Assembly accommodates many of the suggestions that the Commission made in 2005—regarding entity and procedures to ensure fair screening, areas of alternative service, period of alternative service (1.5 times of active military duty), and form of service (principle of communal life), the independence and fairness of the screening entity must be ensured through regulations and, using the German and Taiwanese examples, the screening entity should not be placed under the Ministry of National Defense (or Military Manpower Administration).

E. Recommendation for institutional improvement to the child birth registration system to prevent child abuse

On 2 November, the Commission recommended the Minister of Justice and Chief Justice of the Supreme Court to amend the Act on the Registration, etc. of Family Relationships to obligate doctors and midwives involved in childbirth to notify national institutions of new births.

In 2015, the Commission noted that some child abuse cases occurred in families where the parents did not report their newborn child. Thus, it recommended change to the relevant laws, so that while the obligation to submit a newborn report lies with the parents, the doctors and midwives involved also report it to a national institution. The Commission concluded that this mechanism would allow the state to track children whose birth report is missing and, in turn, prevent child abuse.

F. Recommendations following inspection visits to police lockups

As in 2016, the Commission made inspection visits to police lockups. Based on the findings, a list of recommendations was presented to the Chief of the National Police Agency on 23 November, including changing the relevant rules so that the state pay for the treatment of injuries or diseases of a detained person; providing routine training and education to guards so that they conduct physical examination in a consistent manner; compliance for use of police equipment; improving the hygienic conditions in restrooms; providing a better mechanism for issuing women hygiene products; stopping the routine collection of eyeglasses in the nighttime; providing written information to foreign detainees; providing dining tables and work tables made of safe materials; and establishing a plan to ensure that the freedom to communication is not excessively restricted.

The Commission found that detainees have to pay for expenses incurred at an external hospital and that the state covers such expenses only if a detainee is economically incapable of doing so. It concluded that having detainees pay for their own medical expenses without consideration of the cause of injury or disease is not fair and reasonable.

As to physical examinations, the National Police Agency did revise and implement the relevant regulations based on the Commission’s recommendations in 2016. In many cases,

however, examiners did not enter the method of examination in the examination form, thorough medical examinations were made without special reasons, and some guards did not know how they should conduct the examination. It was also found that male guards were handing out women hygiene products due to a lack of female guards.

G. Recommendations following an ex officio investigation of human rights violations in the military

Following the death of a female captain caused in May, the Commission conducted an ex officio investigation of sexual violence in the military. Based on the findings, the Commission presented a list of recommendations to the Minister of National Defense on 23 November. This includes employment of independent military judges and prosecutors to ensure fairness in court martials; establishment of separate criteria to examine sexual violence offenses made by a service personnel and aggravated punishment for the leadership; restraint from lenient punishment; publicizing that court martial proceedings are open for the public to attend and facilitating public attendance; encouraging concentrated procedures and placing investigators specialized in sexual violence crimes; revising the Decree on Disciplinary Action against Service Personnel to enable immediate post-indictment disciplinary actions; including external members in the disciplinary committee; establishing a department that is dedicated to sexual violence within the Ministry of National Defense; raising the status of the Gender Equality Center and counselors; restoring the service women personnel policy function inside the Personnel Policy Division of the Ministry of National Defense; expanding promotion opportunities for outstanding female service personnel; increasing the ratio of females in the military academies and in the military; reforming the practice of employing only female service personnel in administrative support positions in the Army and Air Force headquarters; and offering more gender-related training and education for leaders and military schools.

The findings showed that military judges and prosecutors were employed on a rotational basis within the same branches, and that active duty personnel were given lighter punishment by applying the Criminal Act or Act on Special Cases Concerning the Punishment, etc. of Sexual Crimes, rather than the Military Criminal Act. Other identified problems include the disciplinary committees having no external members, only 7.3% of disciplinary actions taken for sexual

violence involved a disciplinary discharge, and administrative support positions in General Officer front offices in the Army and Air Force headquarters were filled with female NCOs (staff sergeant or sergeant first class) only.

Meanwhile, in a survey of female soldiers, responses came out in the order of "sexual violence is serious (47.6%, 81 persons)," "very serious (6.5%, 11 persons)," and "not serious (1.2%, 2 persons)." Regarding post-incident measures taken, they responded "did not take any actions (15.3%, 26 persons)" and "reported to the leadership (2.4%, 4 persons)." As to the reason for not taking actions, the response was "do not want people to know what happened (7.6%, 13 persons)," "would negatively affect remaining career and current position (5.3%, 12 persons)," and "there is no use taking actions (4.1%, 7 persons)," in this order.

Thus, the Commission concluded that the situation called for comprehensive policy and institutional improvements.

H. Recommendations to improve the human rights conditions for marginal part-time workers

On 23 November, the Commission recommended the Minister of Employment and Labor to make changes to the relevant regulations so that marginal part-time workers become eligible for the basic protection that commonly apply to workers in general, including days off, annual paid leaves, employment issues with short-term workers who are subject to a restricted period of employment or have concluded a labor contract that does not specify the term of contract, retirement wage, and social insurance other than the industrial accident compensation insurance. It recommended to the Minister of Health and Welfare to revise Paragraph 2, Article 6 of the National Health Insurance Act and subparagraph 1, Paragraph 1, Article 3 of the Public Officials Pension Act, and other relevant regulations so that marginal part-time workers whose period of continuous service or total hours of labor is no less than a certain number of work hours and thus whose labor is recognized as having regularity and continuity be eligible for health insurance and national pension.

The Commission found that the law is discriminatory in terms of social insurance, labor welfare, and job security for marginal part-time workers who work less than 15 hours a week, and that the size of this population is growing. It also found that the types of marginal part-

time jobs are taken up mostly by the vulnerable classes of the labor market and that the average wage is low. Poor labor conditions are forced upon marginalized, vulnerable groups of the labor market, and thus warrant an institutional reform.

I. Recommendation following inspection visits to foreigner shelters

The Commission conducted an inspection visit to foreigner shelters to monitor the human rights conditions and prevent violations.

On 27 December, the Commission made a post-visit recommendation to the Minister of Justice on ways to enhance the rights of those who are in the facilities for the long term. These include improving the detention-like shelter environment to be more human rights-friendly; establishing specific ways to enhance Internet usage levels to guarantee the right to contact with the outside world; offering sufficient time for workouts and more time outside the living room; regarding the separation of shelter users in the Hwaseong shelter, monitoring that effective and procedural control is in place and establishing a detailed plan to prevent abuse of the practice; and capacity-building of shelter employees so that the facility can perform some immigration control function.

J. Recommendation for institutional change to protect the rights of immigrant children who are subject to child abuse

On 23 December, the Commission recommended the Minister of Justice to protect the rights of immigrant children who are subject to child abuse by adding special provisions to the Immigration Act. The new provisions would grant victims sojourn status and longer periods of sojourn during a required period of protection determined by the Children Welfare Deliberation Committee in accordance with Article 12 of the Child Welfare Act, when remedial procedures are on-going or such measures are necessary for victims' recovery.

It also recommended the Minister of Health and Welfare to reflect mandatory protective actions for victims of child abuse in the Guide to Children Programs, to ensure that a child's admission to a shelter as per subparagraph 4, Paragraph 1, Article 15 of the Child Welfare Act is not denied without a justifiable reason, to establish the legal basis for penalties and other

disciplinary measures against violators, and to make funding plans to support children's use of shelters.

Despite the prohibition of all types of discriminations against children in Article 2 of the Child Welfare Act, immigrant children victims of abuse find themselves without protection due to their legal status and shelters turning them away.

The Commission found that the provisions specified under the Child Welfare Act and the Act on Punishment of Child Abuse Crimes would be ineffective unless immigrant children victims are guaranteed legal status, and thus concluded that, in the same spirit as the special provisions of the Immigration Act to safeguard the rights of victims of domestic violence and sexual violence, a legal basis would be necessary to grant child victims of abuse legal sojourn status and extended sojourn period.

3. Major opinions expressed

A. Opinion on a proposal to abolish the human rights ordinance

On 8 June, the Commission expressed its opinion to the Governor of the South Chungcheong Provincial Government and the Chairman of the South Chungcheong Provincial Assembly that it would not be desirable to abolish the human rights ordinance because it prohibits discrimination against sexual minorities.

According to human rights ordinances, which are localized versions of international human rights standards, local self-governing bodies have the obligation not to discriminate local residents based on gender, religion, disabilities, sexual orientation, or gender identity, or exclude them from government services. The Commission reaffirmed that prohibiting discrimination based on sexual orientation and gender identity is a principle consistently upheld by the International Covenant on Economic, Social and Cultural Rights and other international treaties to which Korea is a member.

The Commission concluded that the proposed abolition of the ordinance, which includes prohibiting discrimination against sexual minorities, is not desirable. This is based on the recommendation from the United Nations Human Rights Committee to the Korean

government to prohibit widespread discrimination against sexual minorities in 2015, the Korean government's vote in favor of a resolution of the United Nations Human Rights Council on human rights, sexual orientation and gender identity back in June 2011, and several statutes in Korea—Article 11 of the Constitution (principle of equality), Administration and Treatment of Correctional Institution Inmates Act—prohibiting discrimination based on sexual orientation and gender identity.

B. Opinion urging establishment of National Action Plan on Business and Human Rights

On 20 July, the Commission urged the Prime Minister to hear the views of stakeholders and establish a National Action Plan on Business and Human Rights as soon as possible based on the Commission's recommendations and the United Nations' relevant guidance.

On 25 July 2016, the Commission had recommended the establishment of a National Action Plan for Human Rights for 2017-2021 and a separate National Action Plan on Business and Human Rights. The United Kingdom, the United States, Germany, France, and other advanced countries have a separate National Action Plan on Business and Human Rights in addition to their National Action Plan for Human Rights. Also, the General Comment no. 24 adopted by the United Nations Committee on Economic, Social and Cultural Rights on 23 June underscores state obligations to prevent negative impacts of business on human rights and promote human rights due diligence for businesses. On 8 July, leaders of the G20 Summit declared their commitment to establish a country National Action Plan on Business and Human Rights to achieve inclusive, fair, and sustainable globalization.

Accordingly, in view of the implementation of the G20 Summit Declaration in Korea, global competitiveness of Korean businesses and their sustainable development, the Commission urged the government to collect the opinions of stakeholders and establish a separate NAP on Business and Human Rights.

C. Opinion on the proposed special school for the disabled

On 12 September, the Commission expressed its opinion that the opposition to the proposed

special school for the disabled in Gangseo-gu District, Seoul is a violation of the spirit of equality of the Constitution. In this connection, it called for a more active role from the Minister of Education and the superintendents of education, and urged the Mayor of Seoul and the head of the Gangseo-gu District Office to undertake efforts to raise public understanding and awareness of persons with disabilities to prevent a recurrence in the future.

D. Opinion on the proposed 3rd Basic Policy Plan for Multi-cultural Families (2018-2022)

In response to a request for feedback from the Ministry of Gender Equality and Family regarding the proposed 3rd Basic Policy Plan for Multi-cultural Families (2018-2022), the Commission on 9 November expressed the need for additional policy tasks, including improvement of local governments' international wedding support program; a new definition for multi-cultural families to cope with the growing number of and diversification of multi-cultural families; the removal of the guarantor requirement in relation to the F-6 visa; a review of the discretionary screening of sojourn and naturalization; a legal basis to guarantee stable sojourn for children and youths who don't have a nationality or registered country; and a comprehensive act prohibiting discrimination against social minorities.

The proposed third basic policy plan positively shifts the policy focus from early adaptation to long-term settlement. However, in the Commission's view, the plan fails to fully integrate the recommendations of the international community on refugees and their families, the Commission's recommendations on the Human Rights NAP, the recommended guidelines on the rights of migrants, and suggestions made by immigration groups.

Notably, despite the growing number and types of immigrant families, the plan does not fully address the policy shortfalls on sojourn status, as well as the gender and human rights perspectives. Thus, the Commission concluded that the guarantor requirement to verify identity be abolished and the procedures for sojourn extension be simplified, since they violate the constitutional provision that marriage and family life be entered into and sustained on the basis of individual dignity and gender equality (paragraph 1, Article 36 of the Constitution).

E. Submission to the National Assembly of a proposed constitutional amendment with increased guarantee of basic rights

On 4 December, the Commission decided to submit to the Speaker of the National Assembly and the Chair of the National Assembly Special Committee on Constitutional Amendment a draft constitutional amendment (Research Forum's draft) proposing increased guarantee of basic rights and a system to protect human rights.

The Commission's approach to the constitutional amendment is to ensure more systematically structured basic right regulations, the state's obligation to guarantee basic rights, consideration of new basic rights, and entitlement of "people," and not "nationals," to basic rights.

In the area of civil liberties, the proposed amendment abolishes the death penalty system, adds new provisions on the right to life and the right to safety, newly defines the general right to freedom of action, the right of asylum, protection of refugees, and the freedom of thought, prohibits censorship to approve freedom of the press and freedom of assembly and association, and acknowledges conscientious objection.

In the area of the right to an adequate standard of living, the proposal offers newly added provisions on the right to be notified of basic income and social security benefits, and the right to stable housing, and re-defines the protection of children and youths, and their right to be considered and respected, and the right of older persons and persons with disabilities to an independent living.

In the area of political rights, it provides new provisions on the public's right to propose and submit bills and their right to recall lawmakers. In terms of right of claim, it presented the right to request fair and lawful public administration, the principle of investigation without arrest, the prohibition to make a disposition not to institute a public action if serious criminal charges are recognized, and the scope of court martials for the general public.

The proposal also provides for decentralization, local governments' efforts to protect and promote human rights, and promoting human rights compliance in businesses.

4. Major opinions submitted

A. Commission's independent report regarding the review by the United Nations of the ROK's third, fourth and fifth periodic reports on the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

On 13 March, the Commission decided to submit an independent report on the United Nations' review of the ROK's third, fourth and fifth period reports pertaining to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (hereafter "Convention against Convention against Torture").

The Commission's report included information and opinion that would be useful in reviewing the country's third, fourth and fifth periodic reports, including the current human rights conditions in Korea, NHRCK recommendations, and opinions.

The independent report covers 17 topics and 29 sub-topics, including the National Security Act and measures to prevent abuse, protection of suspects' rights by allowing attorneys to be present during interrogations, prevention of domestic violence and sexual violence (including digital sexual assault using hidden cameras and revenge porn), prohibition of deportation, repatriation, and extradition to countries with torture risks, increased role of NHRCK as a constitutional institution, prevention of violence, harsh act and other unjustified treatments in the military, prevention of unjustifiable treatments in mental health institutes, protection of immigrants' rights, ratification of the Optional Protocol to the Convention against Torture, and conscientious objection and alternative civilian service system.

B. Opinion regarding litigation seeking revocation of the illegal union notification

On 18 December, the Commission decided to submit an opinion regarding an on-going litigation that seeks to revoke the illegal union notification to the Korean Teachers and Education Workers Union (KTU) (Supreme Court 2016Du32992), as the case represents significant implications for the right to organize guaranteed under the Constitution, including how far teachers' right to organize can be protected as they are both the principal agent of education and

workers, and whether an administrative office's illegal union notification to a registered, active labor union is lawful.

"The right for everyone, without any discrimination, to form and to join trade unions" is a basic human right specified under the United Nations' International Covenant on Economic, Social and Cultural Rights, the International Labor Organization's Convention concerning Freedom of Association and Protection of the Right to Organise (Article 87), and other international human rights standards. Also, given that it is the obligation of all state organizations to respect and faithfully implement international human rights treaties at home, international human rights treaties on the freedom of association, as well as the international community's concerns and recommendations regarding the illegal union notification to the KTU should be used as an important reference in this litigation.

Also, even considering the rationale presented at the first and second trials (special nature of teaching jobs, the public nature of education, and students' right to education), restricting laid-off workers from joining the teachers' union carries the risk of excessively limiting teachers' right to organize when, in reality, people who are laid off, jobless, or looking for a job have no restrictions in joining an industrial, occupational, or regional labor union (non-enterprise level trade unions) since a 2004 ruling of the Supreme court (Supreme Court's ruling on 27 February 2004, 2001Du8568). Thus, when determining whether a laid-off worker is eligible to join the union, sufficient consideration should be given to the KTU's characteristics as a "non-enterprise level trade union."

Paragraph 2, Article 9 of the Enforcement Decree of the Trade Union and Labor Relations Adjustment Act—the legal basis for the disposition—likely violates the principle of prohibiting excessive restriction to the basic rights guaranteed under the Constitution as it adopts the most intrusive method of denying the union's status in sanctions against non-fulfilling remedial measures. Also, restricting the right to organize of the union's absolute majority—60,000 or so members—because of nine laid-off teachers is not in line with the principle of proportionality as the damage done to the KTU is considerably larger than the expected public utility effect. Thus, the Commission submitted its opinion that, to determine the lawfulness of the disposition, consideration should be given to Paragraph 2, Article 9 of the Enforcement Decree of the Trade Union and Labor Relations Adjustment Act and the principle of proportionality.

Section 3. Survey of Human Rights Conditions and Human Rights Advocacy

1. Survey and research on human rights conditions[3)]

The Commission's surveys and commissioned studies are designed to give an accurate picture of the various human rights issues and situations facing the nation. The final reports are used as basic data for policy recommendations.

A. Survey of sexual discrimination in the media

Given the influence of broadcast programs on the public, the Commission monitored distorted gender views against women in the media.

The result showed that, in general, men have a higher coverage than women in entertainment and news programs; in terms of age, older men play important roles, but for women, these roles are mostly taken up by young female; also, professional female interviewers had a 5.8% coverage, while professional male interviewers had a 20.8% coverage, possibly contributing to the fixed dichotomy that men are more professional than women.

B. Survey of how international human rights standards are perceived by children and youths

In accordance with the United Nations Convention on the Rights of the Child and other international standards on children rights, the Commission conducted a children awareness survey.

The result showed that 77.2% of parents, 34% of children, and 24% of teachers had never received human rights education, and that the human rights education in schools and homes has a considerable influence on the level of human rights awareness.

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3) See "Section 4. Special Program: Increased Activities to Improve Human Rights in North Korea" for key contents of survey related to human rights conditions in North Korea.

Regarding respect in schools, children and youths had a different level of perception than teachers. While the teacher group considered themselves as being respectful to children and youths in terms of disclosing disciplinary matters, personal information of students who have not paid educational expenses, and students' performance records, the level of respect felt by children and youths was found to be low. Also, about 60% of children and youths responded favorably to certain levels of physical punishment. The survey confirmed the importance of communication and public opinion in changing perceptions.

C. Survey to draft a Report on the Rights of Older Persons

The Commission conducted a survey of the human rights conditions facing older persons to draft a report on the rights of older persons, raise public interest in this issue, and present directions for public policy to protect and promote the rights of senior citizens.

The survey report includes a review of the relevant laws and regulations, policies, case studies, literature review, awareness of senior rights from the perspective of the elderly themselves and of young people and adults, expert opinion, and policy recommendations.

This survey allowed an overall conditions check of senior rights, and the results will be used in drafting a report on the rights of older persons in the future.

D. Study on the status of implementation of the Madrid International Plan of Action on Ageing (MIPAA), limitations, and development plan

From April to August, the Commission commissioned a study to understand how the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) and United Nations Economic Commission for Europe (UNECE) verified the progress of implementation of the Madrid International Plan of Action on Ageing (MIPAA),' check the third review and appraisal cycle of the MIPAA for Korea, identify the limitations, and present a development plan based on the result.

The report of the study analyzed the results of the UN ESCAP and UN ECE's review and appraisal of the implementation of MIPAA, as well as the achievements and limitations of MIPAA. Through the third review and appraisal cycle, it also analyzed the progress made in

implementing MIPAA in Korea and its limitations, and presented a specific development plan.

E. Analysis of the atmospheric environment management system and ways to promote the right to a healthy environment

The Commission commissioned a study to analyze the current status of the nation's atmospheric environment management system, identify problems, and propose policy alternatives to promote the right to a healthy environment in relation to fine dust. This is based on a survey of damages caused by air pollution and the public perception from an environmental human rights perspective.

The report of the study analyzes the concept of human rights and the environment, identifies legal and institutional limitations based on an analysis of the causes of air pollution from a human rights and environment perspective, analyzes issues pertaining to information disclosure and public engagement, and presents policy recommendations.

It also looks into how the fine dust issue is managed in the United States, the EU, Japan, and China, and draws some lessons learned,

2. Human rights promotion programs

A. Building a foundation for the promotion of human rights

● Survey results and debates on the enlistment system

On 15 February, the Commission announced the results of a survey on the enlistment system at the National Assembly. The survey was commissioned in 2016 to find ways to reform the current system.

The session included a presentation of the survey results by the Korea Research Institute for Military Affairs, the entity that conducted the survey, presentations by families of military victims on "psychological treatments due to maladjustment and stories of families of suicide victims," and discussions.

The survey results shed light on the problems of enlisting men who are unfit for military

service and how they are managed, and discussed ways to improve the current policy.

● Publication of Decision Casebook on Human Rights in the Military

In view of improving the enlistment procedures and prevent human rights violations in the military, the Commission published a casebook containing various categories of NHRCK recommendations, intent of decisions, and implications.

Since its establishment, the Commission investigated around 1,800 complaints involving the military and took some significant recommendation decisions. It also made various policy recommendations through inspection visits and surveys.

B. Promoting the rights of children and youths

● Monitoring of children rights

The Commission organized monitoring activities by children and on-site inspection visits by a group of experts for a holistic and systematic monitoring of all aspects of children rights. Through these activities, it reviewed children rights issues in light of international standards.

First, the monitoring conducted by children involved 83 children in five regions to watch children rights issues from a children's perspective. In light of emerging labor human rights issues, the children monitored the labor conditions and rights of part-time children and youth workers. Based on a review of relevant international agreements and statutes, proposals were made to improve the procedures for lodging complaints to the Labor Administration, amend the Labor Standards Act, and establish policy for more labor education.

Second, the on-site inspection visits involved a group of six experts who visited seven children protection and treatment facilities that house children subjected to protection disposition no. 6 under the Juvenile Act. The group made an overall inspection of the children's human rights conditions to identify problems and present options.

Third, for the first time, the Commission organized a conference on children rights, which covered key issues in all domains of children rights. Key topics selected include the Act on the Human Rights of Children and Youths with a focus on the Act on Children Rights and a shift in paradigm, children's labor rights, children's political rights, juvenile jurisprudence, child neglect

and emotional abuse, and the right to play. The two-day conference was attended by 60 or so experts from relevant government agencies, local governments, and human rights groups, as well as 500 people, offering a venue for more diverse and responsible discussions.

● Children Rights Conference

For two days from 29 to 30 November, the Commission organized the 2017 Conference on Children Rights to address key children rights issues and tasks facing the society. The conference discussed six key topics—Act on the Human Rights of Children and Youths, children, youths and their labor rights, political rights of children and youths, criminal judicature as it pertains to children and youths, child neglect and emotional abuse, and children's right to play. The conference was attended by 60 or so officials and experts in the field, as well as 500 people.

On the first day, participants discussed the Act on the Human Rights of Children and Youths to gain a better understanding of children's rights in general. A legal mechanism to guarantee these rights was reviewed, along with a presentation of the Commission's findings as a result of its monitoring of children and youth labor rights. Then, participants discussed ways to address and resolve labor rights issues.

On the second day, participants discussed the criminal judicature for children and youths, given the rising social interest on this matter in 2017 following several incidents. Also covered were the significance of children's political participation and ways to guarantee these rights, child neglect and emotional abuse criteria, and ways to guarantee the right to play for children.

C. Promoting the rights of older persons

● Monitoring of older persons' rights

The Commission organized the ninth Senior Rights Watch Group for a survey of local public health centers and medical service programs for seniors. The group used questionnaires to interview public health center users and non-users.

Regarding services offered by local public health centers, 55% of respondents found the medical personnel to be professional, and 97% said the cost of service is affordable. Medical services that need further improvement were Oriental treatment, vaccination, Alzheimer's

disease management, chronic disease management, and general treatment, in this order. Reasons for not using public health centers were use of other hospitals, unfamiliarity with types of services offered, distance and lack of transportation options. Most public health center users were found to be generally satisfied with the facilities and services. However, they said improvements could be made in terms of scope of treatment and specialties, availability of specialists, diversification of educational program to cover blood pressure, diabetes, and Alzheimer's disease, expanding external services, flexible service hours considering senior's activities, hospitality of service providers, and detailed information on prescriptions.

D. Promoting the rights of the disabled

● Monitoring to prevent discrimination against disabled persons

The Commission monitored the occurrence of discriminatory acts specified in the Act on the Prohibition of Discrimination against Persons with Disabilities and matters related to the protection of the rights of the disabled. In consultation with relevant organizations, it is seeking ways to eliminate discrimination in daily life.

The Commission appointed 158 watch group members in six areas (Seoul, Gyeonggi, Busan, Gwangju, Daegu, and Daejeon), of which 61.4% have a physical, brain, visual or hearing disabilities.

The watch group monitored accessibility to transportation and educational facilities by visiting 153 subway and train stations, 204 schools, and 20 vocational training schools.

The results were sent to the relevant organizations to encourage corrective measures. As a result, more than 95% of these organizations submitted an improvement plan.

● International symposium on integration of the mentally disabled in local communities

On 14 September, the Commission held an international symposium on integration of mentally disabled persons in local communities jointly with the Korean Alliance on Mental Illness (KAMI). The Mental Health Welfare Actthat went into effect in 2017 underlines the importance of local community integration, and key to this is alleviation of prejudices and an effective guarantee of the rights of the mentally challenged. The symposium was held to share

and learn lessons from the various experiences of other countries.

The meeting was attended by 90 or so experts from Korea and abroad, including the United States, France, Taiwan, Japan, and Hong Kong, for presentations and discussions on the necessary legal capacity, decision-making support programs, and mental health statutes of various countries to facilitate local community integration of persons with mental disabilities.

E. Rectifying sexual discrimination and assault, and promoting women's rights

● Publication of a Caregivers' Guide to Prevent Sexual Harassment

In January, the Commission published the Caregivers' Guide to Prevent Sexual Harassment, designed for convalescent caregivers and nurses.

Several incidents of sexual harassment and verbal abuse against caregivers by service users or their families were reported. In a survey conducted by the Gyeonggi-do Family & Women Research Institute in 2015, 13.3% of respondents said they have experienced sexual harassment or sexual assault.

Unlike sexual harassment in schools or the workplace, caregivers are sexually harassed by their customers, a fact that makes resistance difficult. Their suffering is all the more acute as there is no legal or institutional mechanism to address this issue.

The guide contains information on specific cases of sexual harassment incidents, information that caregivers must know, procedures for dealing with sexual harassments, role of agencies to which caregivers belong and that of the National Health Insurance Service (the institution with oversight), and legal information. Details are particularly given to precautionary measures and the roles of relevant institutions.

F. Guaranteeing the rights of immigrants and overseas Korean expatriates

● Monitoring of the Guidelines on the Rights of Migrants

The guidelines on the rights of migrants, which the Commission recommended in February

2012, include a category on "preventing racial discrimination and increasing awareness on foreigners." As a key task, it proposed visiting services to teach immigrants Korean culture and language.

The Commission launched a watch group comprising 17 immigration experts. Split by key areas, the watch group monitored the program hosted by the Ministry of Justice to teach Korean language, Korean society and culture to immigrants from the perspective of both program operators and participants.

The watch group found that most participants become aware of the programs through unofficial channels; there are some accessibility issues, including the program application Website not being available in other languages; textbooks and lectures contain discriminatory elements; there are no programs that help immigrants exploit the values and sentiments that they brought from their mother country; adjustment is needed in the courses' difficulty levels and hours of education; and there is not enough educational substance reflective of the various characteristics of immigrants. Outside the programs themselves, there are no channels through which program participants can express their feedback or requirements, the conditions for opening new classes are too rigorous, there is no system for associated services such as consultation and complaint resolution, and video education is available only in limited numbers. In terms of program operation, it was found that operators were exposed to excessive pressure and poor work environments, as they are additionally tasked to manage and provide information to participants, have to resolve complaints using their own personnel, and renew their contract every year (every two years from 2018).

G. Resolving polarization and alienation in the labor market

- Seminar to monitor the status of implementation of ILO recommendations and find ways to resolve the non-regular worker issue

On 29 August, the Commission organized a seminar to monitor the status of implementation of ILO recommendations and find ways to resolve the non-regular worker issue jointly with the Chairperson of the National Assembly Environment and Labor Committee.

Held at the National Assembly Hall, the seminar featured presentations on the topics of

"ensuring decent work by ILO standards and resolving the non-regular worker issue in Korea" and "results of monitoring the status of implementation of ILO recommendations and future tasks to improve the non-regular worker problem in Korea." The presentations were followed by discussions among the Korean Confederation of Trade Unions, Federation of Korean Trade Unions, Korea Employers Federation, Ministry of Employment and Labor, and representatives of labor, management, and government.

"Decent work" means "decent and productive work, in conditions of freedom, equity, security and dignity." that the ILO announced in its 87th session in 1999. In light of this concept, participants expressed the view that it is considerably important to review the issue of decent work, particularly that of non-regular workers, amidst policy efforts to create more jobs.

● Seminar on human rights conditions faced by indefinite-term contract employees in the public sector

On 12 December, the Commission hosted a seminar on the human rights conditions faced by indefinite-term contract employees in the public sector jointly with the Korean Contingent Workers' Center.

The Commission conducted a survey of indefinite-term contract employees working in public organizations to understand the effects that change of contract from fixed-term to indefinite-term has on work conditions (job stability, wage, promotion, etc.) and gaps with regular workers. The results showed that indefinite-term contract employees have the same dissatisfaction as fixed-term employees in terms of wage, welfare benefits, labor intensity, and career development opportunity, an indication that, except for employment stability, the change to an indefinite-term contract has no notable positive effect.

Based on the survey results and discussions, the Commission will review institutional improvement options to promote the rights of indefinite-term workers in the public sector.

H. Expanding and promoting human rights compliance in business management

● Organization of the 2017 Forum on Business and Human Rights

On 21 March, the Commission organized the 2017 Forum on Business and Human Rights at

the National Assembly, jointly with the office of National Assembly member Hong Il-pyo. The purpose of the forum was to increase consensus on the establishment of the NAP on Business and Human Rights and discuss improvements to the National Contact Point (NCP) of the OECD.

The forum was attended by 180 or so participants from the National Assembly, government, economic organizations, businesses, and public organizations. It kicked off with a keynote address by Roel Nieuwenkamp, Chair of the OECD Working Party on Responsible Business Conduct, on "OECD's business & human rights grievance mechanism." Session 1 included a presentation on international trends in business and human rights and an overview of the NAP on Business and Human Rights of American and German businesses. Session 2 featured an overview of human rights compliance in Korean public institutions and small- and medium-sized enterprises, and an assessment of NCP operation in Korea.

The Commission presented key progress and content of the NAP on Business and Human Rights in major countries to stakeholders of the National Assembly, government, and businesses, building consensus on the need for a NAP on Business and Human Rights in Korea. It also heard various opinions regarding the action plan and options to improve the NCP.

● Participation in the UN Forum on Business and Human Rights

From 27 to 29 November, the Commission participated in the UN Forum on Business and Human Rights 2017 in Geneva, Switzerland.

Chaired by the Working Group on Business and Human Rights, the forum was attended with more than 3,000 participants from national human rights institutions, government, business, academia, community groups and civil society. With the central theme "Realizing Access to Effective Remedy,", the forum was organized to discuss state responsibility and specific ways to realize corporate respect for human rights envisaged under the UN Guiding Principles on Business and Human Rights.

The Forum program included a number of sessions dedicated to non-judicial grievance mechanisms, corporate respect for human rights and the Sustainable Development Goals, grievance mechanisms in the NAPs on Business and Human Rights, and grievance mechanisms of national human rights institutions.

I. Promoting human rights in an information society

● Survey on the collection and use of bioinformation

On 24 January, the Commission held a meeting to discuss the results of a survey on the collection and use of bioinformation.

Because of their unique and invariable properties, bioinformation can be useful for personal identification and tailored services. However, when it is leaked or stolen, or exploited for surveillance or commercial purposes, bioinformation can lead to infringement of personal rights and interests.

While internationally, the trend is to regulate bioinformation as "sensitive information," Korea does not yet have clear regulations governing the collection, use, and provision of bioinformation. There is also a lack of mechanisms to protect the properties of bioinformation.

Participants discussed trends in bioinformation collection and use, issues, and urgent need for institutional improvement given the increasing use of bioinformation such as fingerprints and iris signatures, and health information.

● Participation in the United Nations Internet Governance Forum 2017

The Commission participated in the Internet Governance Forum 2017 held in Geneva, Switzerland from 18 to 22 December.

The IGF is a global multi-stakeholder platform of the United Nations with participants from national institutions, civil society, academia, and international organizations. It facilitates discussions of future directions for Internet governance, and protection and promotion of human rights in information societies. It is a recognized platform for dialogue on the topic of human rights in an information society.

Attended by 500 or so participants, the forum was held on the theme "Shape your Digital Future." Participants discussed various aspects of the digital future, including the utility of the Fourth Industrial Revolution (the implications of big data and artificial intelligence), potential human rights violations, privacy and personal information, online freedom of expression, right of access to information, and various other ways to protect and promote human rights in an information society.

J. Study and development of new human rights agenda

● Discussions of NHRCK and the media, and the freedom of expression

On 19 May, the Commission held a forum on "NHRCK and the media, and the freedom of expression" jointly with the Korean Society for Media Law.

Discussions were held on various topics related to freedom of expression and the media, including NHRCK's perception of the freedom of expression and directions for improvement, policies of human rights organizations abroad to address hate expressions and how they matter, and the portrayal of NHRCK and human rights issues in the media.

Through a rigorous review of the Commission's current operation, the forum offered an opportunity to promote freedom of expression and set a future-oriented vision for the organization.

● Joint organization of the 8th Jeju Human Rights Conference

From 29 June to 1 July, the Commission organized the 8th Jeju Human Rights Conference jointly with the Jeju Special Self-governing Province and the Korea Human Rights Foundation. The conference is a multi-stakeholder human rights forum for government policy-makers, academia, and civil society activists. It was held for the first time in 1999 and held seven times until 2010.

The 8th conference was planned to analyze and discuss key social issues from a human rights perspective, and to contribute to the policy directions and initiatives of the new administration. It was successfully held with 200 or more participants from governments, academia, and civil society activists.

At the Round Table event, in-depth discussions were held about the human rights agenda facing the Korean society among NHRCK Chairperson Lee Sung-Ho, Governor Won Hee-ryong of Jeju Special Self-governing Province, President Chung Jin-seong of the Korea Human Rights Society, and other distinguished figures.

The individual sessions featured active discussions and opinions on the role and challenges of NHRCK, human rights in businesses, human rights education for immigrants, multi-cultural families, and refugees, self-governing bodies, and human rights cities.

K. Implementation of international treaties in Korea

- Discussions to assess and implement the fourth concluding observations of the United Nations Committee on Economic, Social and Cultural Rights

On 20 November, the Commission discussed ways to implement the fourth concluding observations of the United Nations Committee on Economic, Social and Cultural Rights with lawmakers Hong Young-pyo, Roh Hoe-chan, and Kwon Mi-hyuk, and NGO representatives at the National Assembly.

The meeting featured presentations on assessment of the fourth concluding observations of the United Nations Committee on Economic, Social and Cultural Rights, enactment of a comprehensive Act on the Prohibition of Discrimination and ways to promote the right to social security, and guarantee of labor rights and the compliance obligation of businesses, followed by discussions among experts and officials from the Ministry of Justice, Ministry of Health and Welfare, and Ministry of Employment and Labor.

The Commission called the relevant ministries to actively implement the recommendations of the Committee on Economic, Social and Cultural Rights by, and committed itself to a follow-up of the government's progress to ensure that the concluding observations are faithfully implemented.

Section 4. Special Program: Increased Activities to Improve Human Rights in North Korea

1. Overview

1) Background

In response to an opinion expressed by the National Assembly's Legislation and Judiciary Committee in April 2003 that the Commission should be the lead for North Korean human rights programs, the Commission established a non-standing North Korean human rights research team by the decision of the 40th Plenary Committee in the same year. The team has since carried out research on North Korean human rights situations, developed and recommended policies, and organized forums for discussions. In 2006, the Commission issued a position statement regarding North Korean human rights, outlining the principles and policy directions, and expressed its will for active involvement. In 2007, the Commission put North Korean human rights issues on the list of its top ten priority tasks. In 2008, one of its top six programs was to increase policy activities to improve human rights conditions in North Korea. From 2009, the Commission pursued improvement of North Korean human rights as a special program.

The North Korean human rights situations have not improved, despite the February 2014 report of the UN Commission of Inquiry on Human Rights in the DPRK, a referral of the issue to the Security Council, and the annual adoption of North Korean human rights resolutions by the Human Rights Council and the General Assembly. Consequently, the international community has advanced discussions of how to hold assailants accountable and punish them.

With the adoption of a North Korean human rights resolution in March 2016, the 31st session of the Human Rights Council created a group of independent experts for an international legal review of ways to punish North Korean human rights violators. On two different occasions, the US State Department announced a list of entities and individuals responsible for serious human rights infringements or censorship in North Korea. Newly included were a request for resumption of the reunion of separated families, which has not happened since October 2015, and verification of the life or death of foreigners held captive by the North Korean authorities.

The North Korean Human Rights Act was enacted on 3 March 2016 and entered into force on

4 September 2016, more than ten years after it was motioned at the 17th National Assembly in August 2005. The legislation enabled institutional arrangements and establishment of execution bodies to improve human rights in North Korea.

In November, the Commission sent a communication to the United Nations Secretary General and submitted an urgent petition to the Special Procedures of the Human Rights Council for the right to safety of South Korean nationals held captive in the North, including verification of their life or death.

In December, a resolution adopted by the 72nd Session of the United Nations General Assembly condemned North Korea's gross human rights violations and reminded the country of its obligation to comply with the United Nations Convention as a signatory. The same resolution also included opinion regarding necessary measures to be taken by the North, including resuming reunions of separated families and verification of whether or not foreigners detained in the country are still alive.

2) Purpose

The purpose of the special program is to carry out objective and specialized investigation and research on the human rights conditions in North Korea; systematically collect and manage North Korean human rights-related materials; facilitate cooperation with international organizations and specialists on North Korean human rights issues; routinely organize policy consultation with government ministries; understand North Korea's internal human rights conditions through increased monitoring of activities by organizations and institutions related to North Korean human rights in Korea and abroad; and seek ways to improve and promote human rights in North Korea.

2. Major activities

1) Opinions and Chairperson's statement

- Statement regarding a North Korean human rights resolution adopted by the United Nations Human Rights Council

The 34th session of the United Nations Human Rights Council adopted, without a vote, a North Korean human rights resolution, which lays out specific procedures and methodologies—strengthening the capacity of the Office of the United Nations High Commissioner for Human Rights, establishing a central information and evidence repository, and having experts in legal accountability assess all information and testimonies with a view to developing possible strategies to be used in any future accountability process. On 28 March, the Commission welcomed the resolution and issued a statement that it hopes to see positive effects on the North Korean human rights situation.

Statement urging the PRC government to stop the forcible repatriation of North Korean refugees to North Korea

Following the death of a family of five North Koreans who killed themselves while being forcibly repatriated to North Korea by the Chinese authorities, and in response to a Chinese government statement that displaced North Koreans would not be recognized as refugees and would be sent back to North Korea, the Commission on 28 July issued a statement urging the PRC government to comply with the Refugee Convention and Convention against Torture to recognize displaced North Koreans as refugees under international laws, and to immediately stop their forced repatriation to North Korea. It also urged the ROK government to place utmost diplomatic efforts to ensure that the PRC government takes measures to protect the rights of displaced North Koreans residing in China and stops their forced repatriation.

Decisions to secure the safety of Korean nationals held captive in North Korea

The ROK government has called on the North Korean authorities to send back the South Korean nationals who are considered to be held captive in North Korea. However, North Korea has either refused or not responded to our government's request for repatriation or consultation.

International covenants prohibit arbitrary arrest and detention, and provide that arrested persons be informed of the reasons they are arrested and that everyone has the right to a fair and open trial.

The Commission found it necessary to carefully investigate whether North Korea's detention of South Korean nationals without giving the reasons of detention or a formal trial in some cases is a violation of international codes.

On 11 September, with the support of the United Nations Secretary General and the special procedures, the Commission decided to send a communication to the North Korean authorities demanding verification of the life or death of captive South Koreans, bringing their attention to North Korea's obligations and responsibilities as a United Nations member and signatory to international agreements, calling for a careful review of its compliance with international agreements, and urging actions.

2) Laying the institutional groundwork

- North Korean Human Rights Infringement Report Center and Repository of North Korean Human Rights Records

The Commission is operating the North Korean Human Rights Infringement Report Center and the Repository of Cases of Human Rights Infringement in North Korea to keep track of the human rights violations and discriminations North Korean defectors had suffered in North Korea.

The Commission collected and managed cases of human rights infringement from North Korean defectors who entered Korea in and after March 2012. Defectors complete a questionnaire survey about human rights infringements they had faced or witnessed in North Korea or during their flight. The Commission collected surveys from a total of 2,856 defectors, including 619 in 2012, 652 in 2013, 484 in 2014, 682 in 2015, and 419 in 2016.

In 2016, the Commission also held in-depth interviews of 38 persons for detailed accounts of human rights violations in North Korea.

Following the enforcement of the North Korean Human Rights Act in September 2016, the Ministry of Unification began collecting cases of human rights violations from North Korean

defectors. To prevent redundancy, the Commission refined its plan for the North Korean Human Rights Infringement Report Center, which would focus its surveys and interviews on special topics. From October 2017, the center interviews two female North Korean defectors every month to keep track of women's situation in North Korea.

●Survey of traumatic human rights infringements suffered by North Korean defectors

North Korean defectors are reportedly exposed to post-traumatic stress disorders. Previous studies report various channels of discriminations and human rights violations that North Korean women experienced in North Korea, a third country, or South Korea during their escape and settlement. Some point out that the difficulties North Korean defectors have in settling in South Korea can be attributed to their psychological and physical traumatic experiences while escaping or settling in a third country.

Thus, the Commission conducted a survey of North Korean defectors to understand the association between human rights violations suffered in North Korea, during escape, and after arriving in South Korea, and the psychological trauma, and analyze the impacts that these traumatic experiences have on how defectors adapt to the society, including inter-personal relations, life in the workplace, and daily lives.

Based on the findings, the Commission will review institutional improvement options to promote the rights of North Korean defectors.

3) Increasing international cooperation activities

● International symposium on North Korean human rights

Since 2004, the Commission has organized international symposiums on its activities and roles to improve the human rights situation in North Korea, discuss policy directions and strategies, and strengthen cooperation with the international community on this matter.

In 2017, the Commission held the symposium on 18 May in London jointly with the Parliament of the United Kingdom. The symposium featured three sessions: Session 1 moderated by Alistair Coleman of BBC Monitoring on the inflows and outflows of information and North Korean human rights; Session 2 moderated by Senator Baroness Cox on protecting

and promoting children's rights in North Korea with a focus on the UN human rights protection mechanisms; and Session 3 moderated by Olga Martin-Ortega, Professor at the University of Greenwich, on strategies for accountability for crimes against humanity in North Korea.

● Seminar on women's rights in North Korea

On 27 June, the Commission hosted a seminar on women's rights in North Korea jointly with the United Nations Office of the High Commissioner for Human Rights in Seoul (OHCHR Seoul).

The seminar was held to discuss the United Nations human rights mechanism and North Korea's implementation of related agreements prior to the review of DPRK's report by the UN Committee on the Elimination of all Forms of Discrimination against Women (CEDAW). Session 1 was moderated by Shin, Hei-soo, member of the UN Committee on Economic, Social and Cultural Rights, and discussed the situation of women's rights in the DPRK by key domain; Session 2 was moderated by Ahn Youn-kyo, human rights officer of the UN OHCHR Seoul, on the potential issues and strategic ideas at the sessional review on the DPRK.

Based on the discussions, the Commission, North Korean Human Rights Information Center, and Citizens' Alliance for North Korean Human Rights presented their opinion at the CEDAW review of DPRK's report in November.

4) North Korean Human Rights Forum

Since May 2008, the Commission has organized North Korean human rights forums with North Korean human rights experts from academia, legal circles, media, human rights organizations, and civil society. The forum facilitates dialogue on North Korean human rights policy, cooperation networking, and public discourse on the matter.

In 2017, the Commission hosted five forums in total, from the 34th to the 38th. The 34th forum on 7 April invited former North Korean diplomat Thae Yong-ho for an open discussion on "potential human rights issues and prospects in North Korea;" the 35th forum on 7 May on "the human rights perception of North Korean defectors and improvements", and "directions of the new administration's North Korean human rights policies;" the 36th forum on 30 August on "NHRCK's approach and directions for North Korean human rights programs," and "current

sanctions against North Korea and ways to promote human rights in the country (1st session);" the 37th forum on 25 October on "current sanctions against North Korea and ways to promote human rights in the country (2nd session)" and "human rights violations in North Korean shelters and proposed improvements;" and the 38th forum on 19 December on the "validity of humanitarian assistance for North Korea" and "human rights of disabled persons in North Korea."

2 Chapter Investigations and Remedies

Section 1. Overview

The Commission undertakes investigation of human rights infringements and discriminations, and seeks remedial measures in accordance with subparagraphs 2 and 3 of Article 19 of the NHRC Act.

Subject to inspection

Subject to the Commission's investigations are state agencies, local governments, school[4], public service-related organizations[5], and detention and protective facilities that violate the human rights guaranteed under Article 10 to Article 22 of the Constitution, or commit discriminations in relation to their operation[6]. The same applies to a corporate body, organization, or a private person that commit discriminations.

Complaints

Investigations are usually initiated upon receiving complaints, which can be filed by the victims or those who are aware of a violation or discrimination, as well as third parties. To guarantee the right to complaint of those confined in a detention or protective facility and, as such, are unlikely to file a complaint orally or by phone, the Commission visits the facilities for a face-to-face meeting[7].

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4) Schools established in accordance with Article 2 of the Elementary and Secondary Education Act, Article 2 of the Higher Education Act, and other relevant statutes

5) Public service-related organizations under Paragraph 1 of Article 3-2 of the Public Service Ethics Act

6) Excluding the legislation of the National Assembly and trials in courts and the Constitutional Court

7) Pursuant to paragraphs 2 and 4 of Article 31 of the NHRC Act, the Commission shall have a commissioner or a staff member visit a confinement or caring facility to receive an oral or written complaint from an internee if he/she wishes to do so in front of a Commission's commissioner or staff member.

Upon receiving a complaint, the Commission conducts an investigation. If the case is recognized as a human rights violation or discrimination, the defendant or its supervisory agency are recommended to take certain actions to prevent a recurrence and ensure recovery. If a case does not fall under the Commission's subjects of investigation as defined in the NHRC Act, it is rejected. A case is dismissed if it is determined that it is not a human rights infringement or discriminatory act.

In 2017, 12,325 complaints were received by the Commission, an increase of 1,680 (15.8%) from the 10,645 complaints received in 2016. Of these, 9,263 (75.2%) were related to human rights infringements, 3,029 (24.6%) discriminations, and 33 (0.3%) other matters.

Emergency relief

The Commission may resort to emergency relief measures in accordance with the NHRC Act if a complaint is a subject of Commission investigation, it is highly likely that human rights infringements and acts of discrimination are on-going, and it is recognized that the situation may lead to irrecoverable damages if left unresolved.

In January, the Commission recommended emergency relief actions to a local self-governing body in response to a complaint that a mentally challenged person in the jurisdiction was wrongfully being exploited, demanding that the person be separated, protected, and offered life support relief. The recommendation was accommodated by the relevant authority.

Ex officio investigation

Paragraph 3 of Article 30 of the NHRC Act provides that "even if a complaint has not been filed, the Commission may initiate an ex officio investigation when there is reasonable ground to believe that human rights have been violated and that such violation is critical."

In 2017, the Commission initiated ex officio investigations on ten serious human rights violations, including human rights violation by sexual violence in the military; violation due to overcrowding of a detention facility; assault against a resident at University Hospital X; sexual harassment of a female employee by a senior employee of Public Corporation X; violation resulting from coercion to complete humanistic education at a college; violence and other infringements at a facility for severely handicapped persons; violence and human rights

infringement by the staff of a facility for disabled persons; staff violence and negligence at a facility for disabled persons; forced labor at a facility for disabled persons; and infringement against people with disabilities at a mental health rehabilitation center.

On-scene investigation

Paragraph 1 of Article 24 of the NHRC Act states that "The Commission may, if deemed necessary, visit detention or protective facilities to conduct an investigation by its resolution."

In 2017, the Commission carried out a total of nine on-scene investigations—an installation confinement facility, a police jail, a correctional facility for women and girls, a foreigner shelter, a welfare facility for the homeless, a senior care facility, two mental health care facilities, and a children welfare facility. It made preventative relief efforts in areas particularly vulnerable to human rights violations by recommending improvements to the relevant institutions and notifying the investigation result to the facilities in question.

Investigator capacity building

The Commission organized training programs for new investigators to help them quickly learn the job. It also helped investigators build their capacity at the investigator school. Both new and experienced investigators took part in educational programs that covered the characteristics of the Commission's investigations, the role of investigators, investigation methodology and techniques, and case study of complaints.

Human rights counseling

To ensure better accessibility to counseling, the Commission offered a variety of services, including dedicated windows manned by counselors specialized in human rights; video teleconference, chatting, and SNS counseling for persons with disabilities in schools and other related organizations; counselors with sign language capability to assist the hearing impaired; counseling reservation and English service for foreigners. It also organized 29 on-site counseling sessions for socially vulnerable population groups, including persons with disabilities, people living with Hansen's disease, older persons, and children.

[Table 2-2-1] Complaints, counseling, civil petitions, and inquiries in the last five years

(in number of cases)

Year	Complaints, counseling, civil petitions, and inquiries received	Complaints		Complaints on human rights infringement		Complaints on discrimination		Other complaints	
		Received	Handled	Received	Handled	Received	Handled	Received	Handled
Cumu-lative	885,064	122,899	118,908	94,194	91,643	26,439	25,001	2,266	2,264
2017	91,632	12,325	10,999	9,263	8,576	3,029	2,371	33	52
2016	80,281	10,645	10,868	8,160	8,424	2,431	2,410	54	34
2015	80,686	10,695	10,894	8,499	8,795	2,188	2,016	8	83
2014	82,093	10,923	10,331	8,708	8,093	2,197	2,223	18	15
2013	82,234	10,056	10,427	7,457	7,450	2,496	2,858	103	119

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

Section 2. Investigations and Remedies: Human Rights Infringements

1. Complaints received and handled

A. Statistics of complaints received

In 2017, a total of 9,263 complaints were received, which is 1,103 (13.5%) more compared to the previous year. This increase can be attributed to more complaints received in relation to detention facilities, with 596 more complaints over the previous year. There were also 168 and 162 more complaints received in relation to other state institutions and local governments, respectively. Meanwhile, cases involving schools have been on a continuous rise since 2013, and the same trend was manifested for the military since 2015. On the other hand, there were 429 less shelter-related complaints received compared to 2016. The decrease is likely a result of the amended the Mental Health Welfare Act, which provides for shorter periods of hospitalization in mental health care institutions.

[Table 2-2-2] Human rights infringement complaints filed against entities in the last five years

(in number of cases)

Year	Sub-total	Prosecution	Police	Detention facilities	National Intelligence Service	Military	Other state institutions	Protective facilities	Judicial institutions	Legislature	Local governments	Immigration Office, etc.	Schools	Public service-related organizations	Others
Cumulative	94,194	2,873	18,753	27,865	247	2,024	7,198	22,819	1,149	75	4,443	340	3,623	1,244	1,541
2017	9,263	193	1,551	2,247	10	279	483	2,607	95	11	469	82	666	290	280
2016	8,160	142	1,482	1,651	9	199	315	3,036	77	2	307	59	594	222	65
2015	8,499	144	1,363	1,715	3	153	259	3,473	61	6	445	81	551	190	55
2014	8,708	190	1,539	1,631	11	182	392	3,464	83	3	387	18	497	230	81
2013	7,457	157	1,330	1,688	16	141	315	2,728	74	6	343	23	412	179	45

*The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

The number of human rights complaints received by the Commission from its inception to the end of 2017 totaled 94,194. By institution, detention facilities were at the top with 27,865 complaints (29.6%), followed by shelter facilities (22,819 complaints or 24.2%),

police (18,753 or 19.9%), and other state institutions (7,198 or 7.6%). While the majority of complaints received were related to detention facilities, shelter facilities, and the police, a rapidly growing number of complaints were received in relation to shelter facilities between 2010 and 2015, with the number on a slight decrease from 2016. Also, a steady rise was observed in complaints related to schools and public service-related organizations, which became subject to investigations through the amendment of the NHRC Act in 2012.

B. Statistics of complaints handled

Over the last four years, more than 8,000 human rights complaints were received and handled. In 2017, there were 1,103 more complaints received and 152 more complaints handled than in 2016.

In 2017, 876 complaints resulted in remedial measures, representing a decrease of 27 (3.1%) compared to the previous year. This is largely due to a decrease in cases closed through informal settlement (63 or 51.6% less). To some degrees, however, an increase of 22 cases closed during investigation offset the decrease in cases closed through informal settlement.

[Table 2-2-3] Human rights infringement complaints handled in the last five years

(in number of cases)

Year	Received	Handled	Remedies							Rejected	Trans-ferred	Dis-missed	Investi-gation sus-pended
			Sub-total	Charged or investigation requested	Recom-mendations, etc.	Legal aid re-quested	Medi-ation	Closed by settle-ment	Re-solved during investi-gation				
Cumu-lative	94,194	91,643	11,222	142	2,355	19	15	1,671	7,020	52,054	1,310	26,535	522
2017	9,263	8,576	876	8	210	-	4	59	595	5,419	96	2,164	21
2016	8,160	8,424	903	19	179	1	9	122	573	4,956	82	2,452	31
2015	8,499	8,795	858	8	133	-	-	277	440	5,101	79	2,705	52
2014	8,708	8,093	728	21	78	1	-	229	399	4,890	48	2,387	40
2013	7,457	7,450	637	1	115	2	-	242	277	4,313	18	2,464	18

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

* Recommendations, etc.: The sum of recommendations made for a settlement, remedial action, disciplinary action, or emergency relief action that, under the NHRC Act, the recommended institutions have the obligation to confirm whether or not they would accommodate them

* Resolved during investigation: Of cases rejected or dismissed, those that were resolved smoothly or did not require separate remedial

measures thanks to the efforts of or mediation by the investigator

Meanwhile, looking at the number of complaints handled by type of institutions, the Commission handled 2,652 complaints related to shelters, 2,202 to detention facilities, 1,239 to police, and 715 to schools in 2017.

2. Examples of major complaints

A. Prosecution and police

● Use of handcuffs and rope during investigation

The Commission concluded that the use of handcuffs and rope on a prisoner during investigation at a district public prosecutor's office based on a vague assumption that the suspect might run away crossed the line of minimal infringement, a requirement that must be respected when limiting basic rights, and infringed upon the personal liberty of the suspect. Thus, on 28 February, it recommended the head of the branch of the district public prosecutor's office to conduct job training of prosecutors and investigative officers to prevent a similar recurrence in the future.

The Commission referred to a precedent of the Constitutional Court that restraints shall, as a principle rule, be removed during investigations and be used when there is a specific risk of fleeing. Not removing handcuffs and rope during investigation by reason of vulnerability in the structure of the interrogation room or a vague risk of the suspect fleeing is a violation of the minimum infringement requirement that applies when limiting a person's basic rights.

● Placement of police conscripts to perform beyond the scope of their assigned duty

On 22 June, the Commission recommended the Chief of the National Police Agency to discontinue the practice of placing police conscript at rallies and demonstrations and review the overall operation of the police conscript force. This recommendation came in response to large-scale mobilization of police conscripts on the scene of rallies and demonstrations, and placing them on the same first line of defense as career police officers to suppress demonstrators at the same time, in the same area, and in the same way as career policemen. The Commission

concluded that employment of conscript force for this purpose is beyond the conscripts' inherent mission of providing assistance to maintain public order.

A complaint was received from the parents of police conscripts that assigning conscripts to the same first-line-of-defense duty as career policemen at rallies and demonstrations is a violation of human rights by the Chief of the National Police Agency, given that the mission of police conscripts is to provide assistance to maintain public order.

The National Police Agency responded that "the placement of police conscripts on the scene of rallies and demonstrations to prevent crime or suppress rioters is a lawful execution of official duty. Based on the situation on the scene, the police may reinforce the police squad with the conscripted police squad, and because there is not a large number of men in the police squad, the police conscripts may, on occasion, come in direct contact with rioters." It also added, "the National Police Agency is working on a plan to gradually reduce the police conscript force and recruit more career policemen to offset the reduced force. However, this plan must be pursued in consultation with the Ministry of National Defense and other relevant ministries."

The Commission found that, from November 2016 to March 2017, the conscripted police squad worked on average 15 hours and 40 minutes every Saturday, often missing meal times. As the situation on the scene required, they climbed on top of a bus to suppress rioters. During this period, 17 conscripts were injured on the scene. While the police squad personnel received financial compensation for overtime work performed, which on average was between 87 and 125 hours a month, the conscripted police squad personnel received no other compensation than a one-day special leave to sleep out.

The Commission argued that conscripts who perform their mandatory service in a fire department are not directly involved in front-line firefighting missions, much like Coast Guard conscripts are not directly involved in cracking down illegal fishing. In contrast, police conscripts are required to perform beyond their assigned duty and are, in practice, performing the duty of maintaining public order. The Commission also concluded that failure to properly compensate conscripts for their work, which can last up to 24 hours and 30 minutes at a scene, is an infringement of the general right to freedom of action guaranteed under Article 10 of the Constitution.

● Restriction of one-man protest in front of the U.S. Embassy

On 30 October, the Commission concluded that the restriction placed on a one-man protest staged in front of the U.S. Embassy to protect the diplomatic office and pedestrian traffic is an infringement of the freedom of expression. It thus recommended the police superintendent overseeing the jurisdiction to guarantee such protests to the extent that they don't hinder pedestrian traffic.

The complainant argued that the police kept him from staging a one-man, anti-THAAD protest on the sidewalk in front of the U.S. Embassy. The police argued that the complainant was in fact staging an illegal rally as he was acting with other members of his organization, and that it was exercising its official duty in accordance with the Act on the Performance of Duties by Police Officers given the possibility that the one-man protest could stimulate other organizations. The police also argued that, based on the Vienna Convention on Diplomatic Relations, it has the obligation to protect foreign diplomatic offices and that restricting the complainant's protest to be staged 15 meters away from the Embassy was a minimal necessary action.

An investigation found that the gathering was hardly an illegal rally because other members of the complainant's organization were just walking with him and stopping momentarily to take some videos. Also, there was no presence of unlawful acts such as force, deception, or dissemination of false information to counter public safety or order, nor was there any harm done to the Embassy area or its employees. Thus, the police restriction of the protest cannot be seen as justifiable execution of its official duty.

The police also argued that it had allowed the complainant to protest 15 meters away from the target location, and thus the complainant was able to achieve his purpose. However, considering that the protest was designed to inform the public that the THAAD deployment infringes upon the people's right to peaceful survival guaranteed under the Constitution and that the complainant wanted to highlight the violation of the ROK-U.S. Mutual Defense Treaty by symbolically protesting in front of the U.S. Embassy gate, the Commission concluded that the police claim is not justifiable.

That said, the Commission acknowledged that serious pedestrian traffic congestions could be caused by the placement of a large number of force to secure the area if one-man protests were allowed without restrictions. Taking this into consideration, the Commission recommended the

police to guarantee one-man protests to the extent that pedestrian traffic is not compromised.

B. Military

● Excessive privacy infringement for reasons of security inspection

The Commission concluded that the monitoring of private photos and even dialogues on personal mobile phones during military security inspections is an infringement of the freedom and privacy of personal life guaranteed under Article 17 of the Constitution. On 28 February, it recommended the Defense Security Commander to improve inspection methods, which currently include inspections of mobile messenger dialogues and personal photos on a person's personal phone, so that the freedom and privacy of personal life of military service personnel are not violated.

A complaint was received from Complainant A, a higher-ranking officer, that inspectors of the Defense Security Command looked into his messenger conversations and gallery photos on his smart phone without his consent during a central security inspection. Complainant B also filed a complaint that the leadership of her unit unduly monitored her wedding photos and breastfeeding photos stored on her spouse's mobile phone during a preliminary security inspection.

The Defense Security Command argued that, in accordance with the Military Security Directive, service members are not allowed to save or communicate classified military information or harmful information, nor save, record, or transmit military information using his/her personally-owned commercial telecommunications equipment, that complainant A had given his security pledge to cooperate with the inspection, and that the inspection was carried out to the minimum extent possible based on these considerations.

The Commission, however, took note of Article 13 of the Framework Act on Military Status and Service, which provides that "the State shall ensure maximum guarantee of soldiers' privacy and freedom in their private lives within the barrack." No restrictions shall be placed on the privacy of military servicemen and women without good legal reason. The Commission also concluded that there is no basis for interpreting that the security pledge manifests one's intent to disclose privacy without limits.

● Seniority culture, forced memorization, and punishment among fire department conscripts

With respect to abusive language, punishment, and forced memorization imposed by senior conscripts on their juniors in Fire Department X, the Commission on 29 March recommended the head of the fire department to issue a disciplinary warning to the officer who made the inappropriate remark of "hunting down the whistle-blower" and to organize special training programs to educate the staff and conscripts.

An investigation showed that restrictions, forced memorization, and punishment based on seniority have long been practiced in the fire department, but recently, these practices have been less frequent or non-existent. However, those who brought the practice to public attention were labeled "whistle-blowers" and were subjected to abusive language from their seniors. It was also found that the fire department had delegated the mandatory training of new conscripts to their seniors, and had the victims and offenders of abusive language attend the same training on ethics.

The Commission concluded that the department's lukewarm response to complaints filed by the conscripts and its failure to organize a disciplinary committee to address abusive language and punishment constitute non-fulfillment of its obligation to protect the basic rights specified under the Constitution and the State Public Officials Act.

In addition, given that this incident is a recurrence of similar atrocities that occurred in a fire department in Gangwon-do Province in December 2015, the Commission concluded that there is a need to conduct routine inspections of fire departments around the nation.

● Archery training by a training center regimental commander

The Commission concluded that a regimental commander of the Army Training Center shooting over a road used by soldiers during archery practice sessions for his personal enjoyment is an infringement of the soldiers' right to be safe. On 28 September, the Commission recommended the Army Training and Doctrine Commander to take disciplinary actions against the regimental commander and to establish measures to prevent a recurrence in the future.

An investigation found that the respondent practiced archery for his own enjoyment at a military training ground more than ten times during weekdays (1630-1800) and weekends in May and June. To secure the necessary range of 145 meters, he shot over two training grounds

(each training ground is about 100 meters long, so to get a range of 145 meters, two training grounds were needed), which are separated by a six-meter wide passageway used by soldiers. Not only the regimental commander but also ten or so senior members of the regiment used their personally-owned bows and arrows (ten or 20) to practice archery over the road.

The Commission concluded that, as a regimental commander of the Army Training Center, the respondent has the responsibility and mission to safeguard the life and safety of his soldiers and, as such, has to remove all harms and ensure that his soldiers can be trained under safe conditions. It also concluded that shooting over a road used by soldiers without taking any minimum safety measures is an infringement of the soldiers' right to life, personal security, and freedom of action specified under Article 10 of the Constitution.

C. Detention and protective facilities

● Prisoner's handcuff and rope publicly exposed during transfer into a court

The complainant, a prisoner at Jail X, filed a complaint that the respondent did not cover his handcuffed and tied hands while he was escorted into a district court in 2016, treating him like a felony criminal and causing great humiliation.

While acknowledging that the court was not structurally designed with a separate passage to prevent exposure of the complainant to the public, the Commission concluded that the respondent not taking any measures to cover the complainant's face and handcuffs because there was no request to do so is an infringement of the complainant's personal rights, which is a basic right specified under Article 10 of the Constitution. The Commission argued that, by social norm, one can fully anticipate a person's desire not to expose his/her handcuffed or tied hands and that this desire could have been met by simply using a mask and towel.

Thus, on 12 May, the Commission recommended the prison governor to establish and implement measures to prevent a similar public exposure of handcuffed prisoners while they are being escorted into a court, and to organize human rights education including job training for prison officers on a regular basis.

● Use of excessive restraints on a prisoner during kidney dialysis

Regarding the use of redundant restraints on a prisoner—one on the wrists and another on the ankles—during a kidney dialysis, the Commission concluded that the respondent had resorted to the practice of convenient custody based on an abstract risk without giving due consideration to the specific situation faced by the complainant, and that the use of excessive restraints went above the scope of minimum infringement and constituted excessive limitation of the complainant's personal liberty specified under Article 12 of the Constitution.

On 28 June, the Commission recommended the governor of Prison X to educate its officers, to ensure that due consideration is given to prisoners' specific situations during outside medical treatment and to use restraints within the scope of minimum infringement, and to ensure good oversight.

● No outdoor exercise allowed for unconvicted detainees

On 8 September, the Commission recommended the director of Detention Center X to take all possible measures to allow unconvicted prisoners to use the rooftop grounds for outdoor exercise. It also recommended the Minister of Justice to provide the necessary support to facilitate outdoor workout for detainees and to strengthen oversight.

The Commission acknowledged that, compared to other prisons, the detention center has limited open space as it is a building-style correctional facility built in the city to enable efficient coordination with the courts, Public Prosecutors' Office, and other related institutions. That said, it argued that there is room to make use of the grounds on the rooftop, and that the lack of guards and elevator, which the respondent claims as reasons for not allowing outdoor exercise for unconvicted prisoners, is a problem that the center must resolve with the relevant agencies through recruitment and facility improvement, and is thus not grounds for limiting the outdoor exercise of detainees.

Based on these considerations, the Commission concluded that the respondent's disallowing outdoor exercise for unconvicted detainees is a violation of the facility's relevant regulations and an infringement of the dignity of the detainees, and their right to health specified under Article 10 of the Constitution.

D. Protective facilities

● Unfair body search conducted by a nurse in a psychiatric hospital

On 7 February, the Commission recommended the director of Hospital X to establish regulations on hazardous materials and harmful items, take disciplinary actions against a nurse who conducted an unfair body search of a patient, and train the hospital staff to prevent unfair body search.

The Commission found that instructions were given by the hospital director to conduct rigorous inspections of patients' personal items when the latter go out or take leave. However, the hospital provided no established internal regulations on what constitute dangerous materials or tools, or how the search should be conducted. Despite a protest from the complainant, the nurse conducted the search, which included hand contact with the breasts and looking inside the underwear with the naked eye, without providing explicit information about the reason and method of the inspection, or obtaining consent from the complainant. The Commission concluded that the nurse's act was sufficient enough for the patient to feel humiliation.

● Negligence at a shelter for the disabled

On 6 March, the Commission recommended the president of Social Welfare Corporation X to issue a disciplinary warning to the director of Rehabilitation Center X for neglecting abuses among facility residents and providing poor meals. It also recommended the director of the rehabilitation center to issue disciplinary warnings to its instructors and nurses, and to provide psychological assistance and better life service support tailored to the residents' disabilities, and organize job training for the staff.

The Commission found that the facility had victim A and victim B, who have different disabilities, share the same room and did not provide service support, despite the obligation to provide the necessary housing, convalescence, and life support to its residents, and to protect their human rights. The facility had victim A provide life support for victim B for several years, and neglected its obligation to keep the victims safe from inhumane and belittling treatments.

● Inadequate medical actions at a senior convalescent home

The complainant filed a complaint that a patient with a skin problem was admitted to Senior Convalescent Home X in July 2015, was treated and prescribed medicine from a hospital, but his skin problem was transmitted to other home residents and the staff because of insufficient medical actions taken by the convalescent home.

An investigation found that some residents began to show signs of rash and itchiness following the admission of the patient with skin problems on 2 July 2015. The complainant and some other staff asked the facility director to provide professional hospital treatment, but the center did not manage or treat the illness, or referred to an external hospital for help, leaving victims helpless and causing more patients to suffer from similar symptoms.

The Commission concluded that, despite having the obligation to take the necessary actions to keep residents in good health and provide them with a good living environment, the head of the senior home neglected both his duty and the residents, infringing upon the residents' dignity, and their right to health specified under Article 10 of the Constitution by violating Article 39-9 of the Welfare of Older Persons Act. Thus, on 8 September, it recommended the respondent to organize job training for all the staff, including himself, on what medical actions are necessary to prevent a recurrence in the future.

E. State institutions, local governments, and public service-related organizations

● Infringement of the freedom and privacy of personal life caused by a house inspection without permission

In relation to an on-site inspection conducted by a public official of District Office X of the complainant's home while both the complainant and his spouse were absent and only his under aged child was there, and without obtaining the complainant's consent, the Commission concluded that the inspection infringed upon the complainant's freedom of residence and freedom of personal life guaranteed under Article 16 and Article 17 of the Constitution.

An investigation found that the respondent visited the home of the complainant to verify any unauthorized extensions to the building, and that the complainant's daughter opened the door to

the respondent. While acknowledging that on-site inspection visits made for the public purpose of preventing unlawful construction and ensuring a pleasant living environment are necessary, the Commission concluded that the respondent should have called the complainant first to get his consent or rescheduled the visit, given that there was only an under aged child and no adult.

On 8 February, the Commission recommended the head of the district office to take measures to prevent a recurrence in the future and organize job and human rights training for the related staff.

● Use of CCTVs in an integrated control center to monitor employees

A complaint was filed that a provincial integrated control center uses CCTVs to monitor employees 24/7 and uses the footage as the basis for counseling, and that this constitutes a human rights infringement, including infringement of informational self-determination.

An investigation found that the majority of control center employees are female, the employer uses CCTVs to record all employee activities in the center and uses the footage as the basis for staff counseling and cancellation of employment contracts if three or more counseling forms are received, and the employer has already received a few counseling forms. In view of these findings, the Commission concluded that the use of CCTVs to monitor employees 24/7 without seeking other means of managing them is excessively limiting the informational self-determination and personal rights of the complainant and other victims.

The Commission recommended the respondent to promptly establish a plan to manage its employees without infringing upon their informational self-determination and personal rights. It recommended the local government that has jurisdiction over the center to strengthen its oversight so that informational self-determination and personal rights are not comprised. It also recommended the Minister of Government Administration and Home Affairs to revise the Regulations on the Establishment and Operation of Local Self-governing Entities' Integrated Control Centers to protect the rights of control center staff.

● Public office forcing residents to hoist the national flag

The complainant filed a complaint about privacy surveillance and infringement upon peaceful residential life. On 8 October 2016, a public official from District Office X visited the

complainant's apartment and asked that the national flag be hoisted. On the next day, which was Hangeul Day, the official came back again at around 10am and asked that the flag be hoisted, as the complainant had not done so.

While acknowledging that visits to encourage people to hoist the flag are short and the degree of the resulting infringement is not substantial as it does not entail any enforcement, the Commission concluded that the advancement of public interest achieved through the hoisting of the national flag—unity of residents in the district, enhanced patriotism—is, at best, abstract and ambiguous and that unexpected visits by public officials can hinder the peaceful lives of residents and psychologically and practically limit their freedom of action and will. In light of these considerations, the Commission determined that the resulting infringement cannot be said to be smaller than the desired public interest, and the associated social cost is also not insignificant. Thus, the incident constitutes a violation of the proportionality principle in law.

The Commission stated that the visit by mobilized public officers to every home on national holidays and the day before to have all homes in the district hoist the flag is an infringement of the right to self-determination under Article 10 of the Constitution and the freedom and privacy of personal life under Article 17 of the Constitution. On 27 December, it recommended the head of the district office to stop the practice of visiting every home on national holidays to promote the hoisting of the national flag.

F. Schools

● Restricting student athletes to move on to a junior high school within the same residential district

On 28 June, the Commission recommended the Superintendent of Education of Gyeonggi-do Province to enable students to move on to a junior high school outside their given jurisdiction if, for unavoidable reasons, they cannot continue their sports unless they do so.

An investigation showed that seven of the 17 education offices nationwide—Gyeonggi-do, Gangwon-do, Chungcheongbuk-do, Chungcheongnam-do, Jeollanam-do, Gyeongsangnam-do, and Jeju-do—restrict junior high school admissions of student athletes to those who are from their area of jurisdiction. The other education offices leave it up to student athletes to decide

whether they want to move on to a school in another city or province based on their desire, regional strengths, and conditions.

The recommendations were made considering that the purpose of education is to enable children to develop their strengths and talents; the Enforcement Decree of the Elementary and Secondary Education Act, which in Article 69, takes the special characteristics of student athletes into consideration when making high school placements; and a provision in the Convention on the Rights of the Child that all children activities should be designed with children's interest at the top priority. Thus, it concluded that restricting students to a school in the same jurisdiction is excessively limiting the right of children and youths to pursue their happiness and the opportunity to manifest their personality and character.

- Trainee teacher school placement linked with penalty point mileage program

The University of Education X leaves it up to the student council of each department to make decisions on trainee teacher school placements. Using a penalty mileage program, student councils penalize students who don't attend, are late to, or drop out from an event that they are hosting. They also link the program with the trainee teacher school placement, causing students to complain that the councils are forcing them to attend events against their will.

The Commission concluded that, even though the penalty point mileage program was introduced based on the consent of the majority of students, it is not advisable as it excessively limits the constituents' basic rights and infringes upon the freedom and privacy of the personal life, the right to self-determination, and the general freedom of action.

Thus, on 9 August, the Commission recommended the university president to ensure that the trainee teacher school placement is de-linked from the penalty mileage program operated by student councils.

- On-the-job training pledge required of students of specialized high schools and Meister high schools

The Commission concluded that the pledge required of students of specialized high schools or Meister high schools who participate in an on-the-job training is an infringement of the students' freedom of conscience and general right to freedom of action, and in this regard, recommended

the Ministry of Education and the superintendents of education of 14 cities or provinces on 27 September to scrap the pledge requirement.

It also expressed the opinion that employment-related promotional materials contain too much personal information and that their posting can create a sense of discrimination. Thus, it recommended all superintendents of education nationwide to strengthen their oversight in this respect.

The Commission argued that, regardless of what they think about the content of the pledge, students are forced to comply with it. Thus, the pledge unduly limits the students' freedom of conscience, and as such, has no legal basis. The Commission also noted that, given the students' relationship with their teachers, it is difficult for them to say no when their teacher asks them to sign the pledge. Thus, in practice, the pledge is enforced upon the students, and as such, is an infringement of the general right to freedom of action guaranteed under Article 10 and the freedom of conscience under Article 19 of the Constitution.

The Commission also concluded that the posting of employment-related promotional materials can give unemployed students or those who landed a job in relatively less known small- and medium-sized enterprises a sense of alienation, and affect how a student is perceived by the employer, possibly creating a discriminatory culture.

Section 3. Investigations and Remedies: Discriminatory Acts

1. Complaints received and handled

A. Statistics of complaints received by area

From the time it was established to December 2017, the Commission received a total of 26,439 discrimination complaints, of which the largest proportion was related to discrimination in goods and services, at 9,973 cases (37.7%), followed by discrimination in employment at 7,691 (29.1%), and discrimination in use of educational facilities and others at 1,579 (6.0%).

In 2017, 742 (24.5%) complaints were received in relation to discrimination in employment, 901 (29.7%) to discrimination in goods and services, and 125 (4.1%) to discrimination in use of educational facilities and others.

For complaints related to employment discrimination, 250 (33.7%) were related to recruitment and hiring; 167 (22.5%) to wage and non-wage payment; 107 (14.4 %) to retirement age, retirement, and termination; and 92 (12.4%) to education, assignment, and promotion. For complaints related to goods and services, 387 (42.9%) were related to services, 271 (30.0%) to goods, and 213 (23.6%) to transportation and commercial facilities. For complaints related to discrimination in educational facilities and vocational training centers, the majority was related to educational facilities at 118 (94.4%), which is a decrease of 131 complaints (52.6%) compared to the previous year.

[Table 2-2-4] Discrimination complaints received in the last five years

(in number of cases)

Classification		Discrimination in employment													Discrimination in goods and services							Discrimination in use of educational facilities and others			Others
Year	Total	Recruitment	Hiring	Education	Placement	Promotion	Wage	Non-wage payment	Loan	Retirement age	Retirement	Termination	Others	Sub-total	Goods	Services	Transportation	Commercial facilities	Land	Residential facilities	Sub-total	Educational facilities	Vocational training centers	Sub-total	
Cumulative	26,439	1,290	1,625	123	416	285	1,040	289	6	235	235	732	1,415	7,691	4,382	3,674	878	738	32	269	9,973	1,493	86	1,579	7,196
2017	3,029	74	176	18	37	37	135	32	-	2	34	71	126	742	271	387	104	109	4	27	902	118	7	125	1,260
2016	2,431	65	93	15	26	13	91	26	-	6	14	44	96	489	350	326	88	55	4	40	863	249	7	256	823
2015	2,188	58	123	14	34	16	141	27	-	9	19	50	104	595	489	299	104	41	2	16	951	89	3	92	550
2014	2,197	65	123	14	47	27	72	41	1	14	15	70	86	575	287	401	101	81	2	18	890	106	3	109	623
2013	2,496	56	158	9	41	15	46	27	2	30	11	53	169	617	449	377	40	83	-	20	969	98	8	106	804

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

B. Statistics of complaints received by reason

Looking at the entire discrimination-related complaints (a total of 26,439) received by the Commission from the time it was established to December 2017 and analyzing them by reason, 12,106 complaints were related to disabilities, accounting for 45.8%. This was followed by discrimination for reasons other than the 20 specified in the table, which stood at 3,796 (14.4%). Sexual harassment-related complaints totaled 2,484 (9.4%), followed by discrimination for social status reason at 2,105 (8.0%).

In 2017, there were 30 more discrimination complaints related to gender, 110 more to social status, 30 more to pregnancy or childbirth, 254 to sexual orientation, and 89 to sexual harassment. Notably, complaints related to sexual orientation increased more than 50 fold, with 244 complaints received with respect to the provision in the Military Criminal Act that penalizes homosexuality. Complaints related to disabilities decreased significantly, with 398 less complaints received.

[Table 2-2-5] Discrimination-related complaints by reason in the last five years

(in number of cases)

Year	Total	Gender	Religion	Disability	Age	Social status	Place of origin	Country of origin	Ethnicity	Appearance	Marriage	Pregnancy and birth	Family situation	Race	Skin color	Ideology	Criminal record	Sexual orientation	Medical history	Academic background	Sexual harassment	Others
Cumu-lative	26,439	865	187	12,106	1,611	2,105	152	400	17	338	131	263	198	111	16	51	212	342	427	627	2,484	3,796
2017	3,029	126	25	1,113	107	199	17	25	2	34	19	38	29	4	-	7	13	259	33	42	294	643
2016	2,431	96	15	1,511	101	89	8	28	-	20	16	8	19	8	1	8	10	5	32	23	205	228
2015	2,188	65	6	1,147	98	117	8	23	-	23	10	21	12	10	4	2	10	11	17	23	203	378
2014	2,197	64	15	1,139	103	158	19	48	3	21	6	14	15	18	2	-	13	11	28	36	235	249
2013	2,496	64	11	1,312	142	146	13	35	-	31	5	18	23	18	1	4	19	8	39	124	240	243

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

C. Statistics of complaints handled

From the time it was established to December 2017, the Commission received a total of 26,439 discrimination complaints, of which 25,001 (94.6%) were closed.

Of those closed, 6,711 (26.8%) were remedied, 1,394 (5.6%) resulted in a recommendation for institutional improvement, human rights education, or disciplinary action, with the discriminatory acts recognized as having infringed on the rights to equality. Also, 720 complaints (2.9%) were closed through consensual agreement among the parties, and 4,533 (18.1%) resolved during investigation through the effort or mediation of the inspector or because they did not require any relief actions.

The number of cases reaching a settlement through the conciliation process was 49 (0.2%), while in 15 cases (0.1%) the Commission requested a criminal investigation or reported criminal charges, because criminal punishment was deemed necessary.

Of complaints closed, the number of those dismissed for lack of objective evidence, for not constituting a discriminatory act, or for not requiring any remedies was 5,329 (21.3%). Those rejected because the complaint was dropped or remedial actions were already underway under

different statutes totaled 12,668 (50.7%).

Looking at the discrimination complaints handled in 2017, 147 cases resulted in a recommendation for institutional improvements, human rights education, or disciplinary action. Of these, 69 were related to disabilities, 20 to sexual harassment, 18 to marriage, 11 to other reasons, and six to gender. Also, 29 discrimination complaints were closed by settlement among the parties involved.

[Table 2-2-6] Discrimination complaints handled in the last five year

(in number of cases)

Classification	Received	Handled	Remedies						Rejected	Transferred	Dismissed	Investigation suspended
			Sub-total	Charged or investigation requested	Recommendations, etc.	Mediation	Closed by settlement	Resolved during investigation				
Cumulative	26,439	25,001	6,711	15	1,394	49	720	4,533	12,668	135	5,329	158
2017	3,029	2,371	725	1	147	15	29	533	1,097	6	543	-
2016	2,431	2,410	559	2	70	9	36	442	1,416	12	423	-
2015	2,188	2,016	428	-	40	1	36	351	1,134	7	438	9
2014	2,197	2,223	483	2	64	1	95	321	1,115	7	591	27
2013	2,496	2,858	743	1	102	2	111	527	1,462	11	621	21

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

* Recommendations, etc.: The sum of recommendations made for a settlement, remedial action, disciplinary action, or emergency relief action that, under the NHRC Act, the recommended institutions have the obligation to confirm whether or not they would accommodate them

* Resolved during investigation: Of cases rejected or dismissed, those that were resolved smoothly or did not require separate remedial measures thanks to the efforts of or mediation by the investigator

[Table 2-2-7] Discrimination complaints by reason and by resolution in 2017

(in number of cases)

Classi-fication	Re-ceived	Hand-led	Remedies						Re-jected	Trans-ferred	Dis-missed
			Sub-total	Charged or invest-igation re-quested	Recomm-enda-tions, etc.	Medi-ation	Closed by settle-ment	Re-solved during investi-gation			
Total	3,029	2,371	725	1	147	15	29	533	1,097	6	543
Gender	126	126	32	-	6	-	1	25	36	-	58
Pregnancy or birth	38	23	5	-	0	-	-	5	13	-	5
Marriage	19	31	20	-	18	-	-	2	4	-	7
Appearance or physical conditions	34	30	13	-	5	-	-	8	10	1	6
Family situation	29	24	6	-	2	-	-	4	9	-	9
Sexual harassment	294	236	43	-	20	10	4	9	156	-	37
Disability	1,112	1,084	488	1	69	-	21	397	366	4	226
Age	107	111	28	-	4	-	1	23	37	-	46
Social status	198	167	20	-	1	1	2	16	106	-	41
Country of origin	25	24	4	-	-	-	-	4	12	-	8
Ethnicity	2	1	0	-	-	-	-	0	-	-	1
Race	4	9	2	-	-	-	-	2	3	-	4
Skin color	-	1	0	-	-	-	-	0	-	-	1
Religion	25	16	3	-	2	-	-	1	5	-	8
Place of origin	17	18	2	-	-	1	-	1	11	1	4
Ideology or political views	7	8	4	-	3	-	-	1	3	-	1
Criminal record	13	14	0	-	-	-	-	0	7	-	7
Sexual orientation	259	12	3	-	-	-	-	3	4	-	5
Academic background	42	34	10	-	2	-	-	8	14	-	10
Medical history	33	24	8	-	4	-	-	4	12	-	4
Others	645	378	34	-	11	3	-	20	289	-	55

2. Examples of major complaints

A. Gender discrimination

● Gender discrimination when hiring a street cleaner supervisor

During an interview for a supervisory position, the complainant, a street cleaner, was asked how she would supervise male employees. She filed a complaint that the position was filled by a male applicant with no experience in street cleaning.

An investigation found that 64 team chiefs and 23 supervisors in the concerned area were all male, pointing to a prejudice that the role of street cleaner supervisors and team chiefs should be held by the male gender.

On 19 June, the Commission recommended the employer to incorporate gender equal perspectives in its hiring plan and change the practice of hiring mostly male applicants to fill supervisory positions.

● Discrimination against women in family allowance payment

The complainant, who is an employee of Hospital X, is the eldest daughter in the family and had lived with her parents until 2012, when she moved out. In her complaint about gender discrimination, she stated that employees who live apart from their parents are entitled to family allowance payments from the hospital only if they are the eldest son. For this reason, the complainant was asked to return the full amount of the family allowance payments she had received after 2012.

On 10 July, the Commission recommended the hospital director to make changes to the family allowance regulations as they are reflective of fixed ideas about traditional gender roles, whereby eldest sons are deemed responsible for taking care of their parents.

B. Discrimination based on family situation

● Discrimination against step-parents in condolence payments

A local public official, Complainant A financially supported his stepmother since around

1980. He inquired Public Corporation X about his eligibility to condolence payment following the death of his stepmother, but got a reply that he is not eligible for the payment. Complainant B, another local official, applied for bereavement allowance to Mutual Aid Association X on 10 February 2016 following the death of his stepmother. He had lived with his stepmother for 50 or so years since he was three years old. His payment was denied.

The Commission referred to Paragraph 1, Article 41-2 of the Public Officials Pension Act, which provides for the payment of death condolence money to public officials for the death of their spouse, parent (including parent of the spouse), and child. It also looked at Article 11 of the Mutual Aid Fund Payment Regulations of the Mutual Aid Association X, which provides for bereavement allowance payments to a member when his/her spouse, parent, spouse's parent, or child dies, but the provision does not specify the scope of parents. Thus, the Commission found it difficult to say that the term "parent" in both provisions only mean parents who are direct ancestors specified under the Civil Law.

In this respect, the Commission concluded that making payments of death condolence allowances or bereavement allowances solely based on the laws and blood relationships constitutes an act of discrimination based on form of family and an infringement of the right to equality. Thus, on 17 April, it recommended the Director of Public Corporation X and the Director of the Mutual Aid Association X to review the eligibility criteria based on effective parent-child relationship considering the period of step relationship, the time lived together, and financial support.

C. Appearance discrimination

● Forced retirement from Air Force Officer Training School for reason of appearance

The complainant was admitted to the Air Force Officer Candidate School after passing the first and second screening of the Air Force military officer examination. Following a post-admission physical examination, he was forced by the Air Force Education and Training Command to leave the school because of epidermal nevi found on his face and neck.

An investigation found that the school disqualified the complainant with a low physical rating, based on an assessment that, even though the epidermal nevi is not transmissible and

does not have the risk of causing other illnesses, it can cause disharmony due to the difference in appearance.

The Commission concluded that, given that the epidermal nevi are inborn, disqualifying the complainant just because he has a different appearance cannot be deemed a rational decision.

Thus, on 25 January, it recommended the school to revise its regulations to ensure that no applicant is disqualified for reasons of appearance.

● Discrimination based on appearance during recruitment of a security guard

The complainant filed a complaint about discrimination based on appearance. During a visit to Service Company X to apply for a security guard position, he was told by the respondent that the company cannot hire a person with a wig because the work of a security guard include protocol duty. His application for the position was denied.

The Commission concluded that there is little association between wearing of a wig and the performance of security guard duty, and that the respondent made a hiring discrimination based on appearance without a rational reason.

On 25 January, the Commission recommended the director of the service company to establish measures to prevent a similar recurrence in the future, and to give a disciplinary warning to the respondent.

D. Sexual harassment

● Sexual harassment by office supervisor

The complainant filed a complaint of sexual harassment during a dinner organized to welcome new hires.

An investigation found that the respondent, the complainant's supervisor, forced her to fill the glasses of her superiors, fed her with wraps against her will, and held her wrist to take her on stage at a singing room, causing her to feel a sense of sexual humiliation and aversion.

Thus, on 13 October, the Commission recommended the respondent to attend special NHRCK human rights training sessions.

● Sexual harassment by a college professor

The complainant, a student at University X, complained of sexual harassment by Professor A during a cultural trip, including passing his hands over her thighs.

An investigation found that the complainant felt a considerable sense of sexual humiliation and aversion, so much so that she complained of her psychological pain to witnesses and even took time off from school.

On 19 June, the Commission recommended the university president to take disciplinary actions against the professor and to separate him from the victim so that the latter is not disadvantaged by the offender in class and in other aspects of her school life.

E. Disability discrimination

● Need for wheelchair lifts on express buses and intercity buses

Regarding the lack of wheelchair-friendly features on express buses and intercity buses, the Commission recommended the Minister of Land, Infrastructure, and Transport on 3 July to make plans to introduce wheelchair lifts on certain intercity buses (express, nonstop, and general buses) and city buses (wide-area express, non-stop seat, seat buses), and take reservations from persons with disabilities.

The Commission found that installing wheelchair lifts on express and intercity buses is an obligation of bus operating companies, and it is distinct from financial support from state or local governments. It concluded that bus companies' failure to install wheelchair-friendly features is, unless doing so causes a serious economic blow that makes their business operation difficult, a discrimination against persons with disabilities in violation of Paragraph 4, Article 19 of the Act on the Prohibition of Discrimination against Persons with Disabilities.

● Operation of air conditioning in classes for disabled students disapproved by the school principal

In relation to an elementary school principal disapproving use of air conditioner in special classes for disabled students and limiting execution of the budget allocated for these classes, the Commission on 31 October recommended the superintendent of education in the jurisdiction to

take disciplinary actions against the school principal, and the latter to attend NHRCK education programs on human rights of disabled persons.

An investigation found that the school operated the air conditioning system from 21 June to 23 September of 2016, but did not do so for the classes for disabled students. During this period, a victim with multiple disabilities complained of severe difficulty in changing his colostomy bag in the heat.

Also, the school's annual budget for the special classes was 8.14 million won in 2016, of which only 3.67 million (45%) was executed and part of the rest used to purchase supplies (boiling water in the hallways, etc.).

The Commission concluded that the principal's act is a violation of Article 13 of the Act on the Prohibition of Discrimination against Persons with Disabilities, which states that "an educational officer shall not restrict, exclude or reject the participation of persons with disabilities in any and all activities inside and outside school based on their disability, including specific lessons, experiments, field trips, educational trips, etc." and an infringement of the rights to equality of persons with disabilities.

F. Age discrimination

● Age discrimination when hiring an employee for oil storage

The complainant, a special veteran, was recommended for a job at Corporation X and had an interview with the company. However, the company dropped him from the list of candidates for the reason that a 54-year old new employee would have difficulty adapting to the organization.

The job of an oil storage operator for which the complainant applied mainly includes warehousing and releasing of petroleum products on the ground and on the sea, operating the facility and maintaining in-house equipment. The respondent did not provide any reason or evidence that the job requires the physical ability of people in certain age groups, nor explained why the complainant is, age-wise, unfit to perform the job.

The Commission concluded that the age factor is not an inevitable qualification requirement for an oil storage position, and that disqualifying the complainant based on age is a violation

of Article 4-4 of the Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion and a discriminatory act that infringes upon the equal rights specified under Paragraph 3, Article 2 of the NHRC Act.

On 17 April, the Commission recommended the respondent to establish plans to prevent a recurrence of discriminations based on age in future hiring, when this factor is irrelevant with the nature or performance of the job offered.

● Discrimination against children in a restaurant banning kids 13 of age or under

On 25 September, the Commission concluded that the banning of kids under 13 by Restaurant A, which sells pasta and steak, is an act of discrimination based on age and without a good reason, and recommended the owner of the restaurant to not exclude children under 13 from using its services.

While acknowledging that the goal of commercial facility operators is to generate maximum profits and that the operators are guaranteed the freedom of business activities under Article 15 of the Constitution, the Commission stated that such freedom is not recognized without limitations and excluding certain groups from accessing a space or service must be supported with a reasonable reason. An Italian bistro selling pasta and steak, Restaurant A is not a place that is harmful to children's physical or psychological health nor a place that requires users to have a special ability or pay special attention. As such, the Commission concluded that there is no reasonable association between ability to use the restaurant and age.

The Commission also concluded that banning children and their accompanying guardians from using a premise solely based on past examples of damages done to a restaurant operator or users is generalizing without an objective and reasonable reason.

G. Discrimination based on social status

● Discrimination against vehicle owners who are de facto employed workers

On 15 January, the Commission made recommendations to Company A and Company B regarding their failure to protect vehicle owners who are their de facto employees. On paper, the vehicle owners have a vehicle ownership contract and a cash transportation subcontract with

Company A. However, in practice, their work is guided by Company B.

The vehicle owners who are the complainants are personally and economically subordinated to Company B as they are assigned work hours and locations, and given specific instructions regarding work to be performed from Company B, and the owners do not have the liberty of using a substitute driver. The pay they receive is based on a fixed monthly amount and not based on the quantity and quality of their transportation service, and they also receive overtime payments based on specified rates. Based on these considerations, the Commission concluded that there is room to recognize the vehicle owners as de facto employees. It also found that employees of Company B rode with the drivers on the cash transport vehicles to give instructions.

Thus, the Commission recommended Company A to include continuity of contracts (prohibiting termination based on expiration of the contract term), a guarantee of days off and leaves (annual leave), and a guarantee of labor's three primary rights (right to organize, right to bargain collectively, and right to collective action)' in future contracts with owners of vehicles the nominal ownership of which is with the company. It also recommended Company B to cooperate with Company A in concluding and executing the contracts.

H. Discrimination based on ideology or political belief

- Exclusion of instructors who took part in a statement opposing state history textbook plan from government prize selection

On 25 January, the Commission recommended the Minister of Education not to exclude instructors who participated in a statement bashing the state history textbook plan from the selection of government prizes.

Based on a conclusion that the statement "explicit attempt of right-wing forces to extend their rule" in the statements opposing the government's state history textbook plan released on 29 October and 16 December of 2015 is a violation of the political neutrality of instructors, the Ministry of Education demanded each Office of Education to take disciplinary actions against all those who had taken part in the statement (21,758 instructors in the first statement and 16,334 in the second) and excluded them from the selection of government awards and overseas training programs.

The Commission found that the Offices of Education had either closed or dismissed the case for the majority of participants who just got themselves involved in the statement, based on internal fact-finding investigations. The Commission concluded that the Minister of Education may demand superintendents of education to take disciplinary actions against public educational officials whose acts give reason for such disciplinary actions. However, given that the superintendents of education had already closed the case, keeping instructors excluded from government prize selection and other programs is deemed a discrimination based on political views.

I. Discrimination for other reasons

- Discrimination against unlicensed medical personnel in appointment of public health clinic directors

The complainants filed a complaint regarding Paragraph 1, Article 13 of the Enforcement Decree of the Regional Public Health Act, which provides that people who have a medical license should preferentially be appointed as public health clinic directors. They claimed that this is a discrimination against medical personnel without a medical license(dentists, Oriental medicine practitioners, and nurses) and public officials with knowledge and experience of public health affairs.

The Commission concluded that the preference given to medical doctors is an act of discrimination that infringes upon the right to equality, given that director positions are not just about having knowledge and experience in medical service, but also about supervising the staff, providing guidance and oversight to the branch clinics and their staff in the jurisdiction, and as such demand leadership to effectively run the organization, maintain good external relations, and establish plans for local public health programs.

Thus, on 24 February, the Commission recommended the Minister of Health and Welfare to revise Paragraph 1, Article 13 of the Enforcement Decree of the Regional Public Health Act, which gives preference to licensed doctors in public health clinic director jobs to the disadvantage of unlicensed public health specialists.

● Education qualification restrictions in government hiring of curators

The complainant has a bachelor's degree in French Studies, a master's degree in Art History, a curator certificate, and career experience at a private art gallery (four years and nine months). She filed a complaint that, in its announcement to hire local government officials, City X restricted eligibility for curator research positions (Western art history) to those with a related major in art in both the college and graduate levels.

The Commission concluded that the restricted eligibility criteria is an infringement of the right to equality and the right to hold a public office guaranteed under the Constitution.

On 13 October, it recommended the mayor of the city to grant candidates who have equivalent academic background necessary to perform the duty associated with the vacancy posted a chance to apply for this position.

Section 4. Human Rights Counseling and Complaints

In 2017, the Commission received 12,325 complaints, 36,369 counseling requests, and 42,938 requests for information (institutions subject to Commission investigations, complaint filing procedures, and information on other institutions). Compared to 2016, this represents a significant increase, with 1,680 (15.8%) more complaints, 4,753 (15.0%) more counseling requests, and 4,918 (12.9%) more requests for information. Such an increase over the previous year is likely attributable to the public's higher level of expectation about the Commission following the announcement in the media of the new administration's commitment to raise its status, including the instruction by the President to raise the organization's status on 25 May and a review of the NHRCK recommendation accommodation rate as a new category for evaluating the performance of Ministers.

[Table 2-2-8] Complaints, counseling, civil petitions, and inquiries in the last five years

(in number of cases)

Year	Complaint	Counseling	Civil petition / Inquiry	Total
Cumulative	122,899	336,645	425,520	885,064
2017	12,325	36,369	42,938	91,632
2016	10,645	31,616	38,020	80,281
2015	10,695	32,030	37,961	80,686
2014	10,923	34,547	36,623	82,093
2013	10,056	35,508	36,670	82,234

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.
* Counseling figures are inclusive of face-to-face complaints closed by counseling.

1. Human rights counseling

From the time it was established in 2001 until the end of December 2017, the Commission had processed a total of 336,645 counseling requests. In 2017, the number was 36,369, a considerable increase over the previous year (15.0%). By topic, 40.5% of requests were related to human rights infringements, 8.9% discrimination cases, 47.0% other issues, and 3.6% face-to-face complaint counseling. Other issues include property rights, violations between private individuals, legislation by the National Assembly, and court proceedings.

[Table 2-2-9] Counseling by type in the last five years

(in number of cases and percentage)

Classification Year	Cumulative	Human rights infringement		Discrimination		Others		Face-to-face complaint closed by counseling	
Cumulative	336,645	130,334	38.7	29,254	8.7	151,403	45.0	25,654	7.6
2017	36,369	14,738	40.5	3,235	8.9	17,095	47.0	1,301	3.6
2016	31,616	14,421	45.6	2,530	8.0	13,661	43.2	1,004	3.2
2015	32,030	14,083	44.0	2,660	8.3	14,130	44.1	1,157	3.6
2014	34,547	13,859	40.1	2,974	8.6	16,531	47.9	1,183	3.4
2013	35,508	13,787	38.8	2,978	8.4	17,421	49.1	1,322	3.7

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

2. Complaints received

Since its inception in November 2001, the Commission received a total of 122,899 complaints, of which 94,197 (76.6%) were related to human rights infringements, 26,439 (21.5%) discrimination, and 2,266 other issues (1.8%). Of the 12,325 complaints received in 2017, 9,263 (75.2%) cases were related to human rights infringements, and 3,029 (24.6%) to discrimination. With the inclusion in 2012 of private schools and public service-related organizations on the Commission's list of organizations subject to its investigation, over 10,000 complaints have been received annually since 2013.

[Table 2-2-10] Complaints by type in the last five years

(in number of cases and percentage)

Classification Year	Cumulative	Human rights infringement		Discrimination		Others	
Cumulative	122,899	94,194	76.6	26,439	21.5	2,266	1.8
2017	12,325	9,263	75.2	3,029	24.6	33	0.3
2016	10,645	8,160	76.7	2,431	22.8	54	0.5
2015	10,695	8,499	79.5	2,188	20.5	8	0.1
2014	10,923	8,708	79.7	2,197	20.1	18	0.2
2013	10,056	7,457	74.2	2,496	24.8	103	1.0

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

3. Face-to-face complaints

Pursuant to Article 31 of the NHRC Act, the Commission sends a commissioner or a staff member to detention or protective facilities to receive an oral or written complaint from facility detainees if the latter wants a face-to-face meeting with the Commission. This mechanism is designed to guarantee a detainee the right to complaint.

From November 2001 to December 2017, there were 54,163 face-to-face grievances received from complainants in detention and protective facilities, of which 53,949 were closed and 214 are ongoing. Of those that were closed, 14,081 (26.1%) were formally accepted as complaints, 25,654 (47.6%) were closed through counseling, and 14,214 (26.3%) were dropped by the applicant. The largest majority of face-to-face meetings were inquiries about a complaint already filed, or investigations or lawsuits in which, according to the NHRC Act, the Commission could not be involved.

Thanks to the facilitation of postal mail complaints, which started from 2010, more complainants were filed by mail than through face-to-face meetings, contributing to a continuous drop in face-to-face complaints from 3,068 in 2013 to 2,765 in 2017. This change has improved the efficiency of the face-to-face channel.

As to issues concerning those detained in correctional facilities, a clear division of roles among the related institutions seems necessary, with individual complaints from prisoners to be overseen by the correctional facilities themselves, issues pertaining to the detention system or facility environment by the Ministry of Justice, counseling for a legal action by the Korea Legal Aid Corporation, and human rights infringement such as violence and discriminations by the NHRCK.

[Table 2-2-11] Face-to-face complaints requested and handled in the last five years

(in number of cases and percentage)

Classification Year	Carried forward	Applied for	Case closed						
			Sub-total	Complaint received		Closed by counseling		Withdrawn	
Cumulative	-	54,163	53,949	14,081	26.1	25,654	47.6	14,214	26.3
2017	246	2,765	2,835	673	23.7	1,301	45.9	861	30.4
2016	144	2,619	2,479	495	20.0	1,004	40.5	980	39.5
2015	213	2,658	2,727	654	24.0	1,157	42.4	916	33.6
2014	218	2,874	2,836	687	24.2	1,183	41.7	966	34.1
2013	202	3,068	3,095	781	25.2	1,322	42.7	992	32.1

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

4. Civil petitions

As the state organization dedicated to human rights affairs, the Commission also receives and handles various related civil petitions, in addition to its complaint handling and investigation mission. It is helping petitioners solve problems that cannot be investigated as complaint cases under the NHRC Act, but through other relief procedures specified by law, information on related institutions or agencies, or legal advice.

The number of civil petitions processed by the Commission continuously increased along its growing reputation, with a total of 25,639 civil petitions processed in 2017. In terms of platforms used for petitioning, the online portal system for public petition was the primary means with 12,485 cases (48.7%) out of a total of 25,639, followed by the Internet (NHRCK webpage or email) with 7,612 cases (29.7%), and mail or fax cases totaling 5,399 (21.1%).

[Table 2-2-12] Civil petitions received and handled by channel in the last five years

(in number of cases and percentage)

Classification Year	Total	Postal mail/Fax		Internet		Presidential Secretariat		e-People		Others	
Cumulative	173,830	45,938	26.4	91,910	52.9	682	0.4	34,674	19.9	626	0.4
2017	25,639	5,399	21.1	7,612	29.7	24	0.1	12,485	48.7	119	0.5
2016	19,416	5,035	25.9	7,934	40.9	44	0.2	6,286	32.4	117	0.6
2015	14,677	4,748	32.3	7,237	49.3	30	0.2	2,552	17.4	110	0.7
2014	14,293	4,940	34.6	7,275	50.9	14	0.1	2,037	14.3	27	0.2
2013	13,222	3,321	25.1	7,018	53.1	15	0.1	2,839	21.5	29	0.2

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

3 Chapter Education and Promotional Activities to shape Favorable Human Rights Conditions

Section 1. Overview

In view of raising public awareness on human rights, the Commission carries out human rights education and promotional activities based on subparagraph 5, Article 19 and Article 26 of the NHRC Act. Human rights is universal value to be enjoyed across a society, rather than a limited value confined to certain time and place, and education and promotional activities are important conduits for expanding the value of human rights.

The year 2017 was marked by a high social interest in enhanced human rights, and the Commission received much interest after new administration committed itself to strengthening the NHRCK status. To effectively cope with the changing circumstances, the Commission systematically managed human rights education and training programs, and strengthened its human rights education policy function. It also developed, distributed, and found new platforms for utilizing human rights educational contents. It also focused its energy on raising public awareness through promotional activities.

Human rights education and training

In consultation with members of the National Assembly, the Commission helped shape favorable conditions for the legislation of the Human Rights Education Support Act in line with the efforts of the new administration. The Commission had been working on the proposed law for a long time as it would lay the basis for institutional support of human rights education. Thus, the Commission focused its effort on the necessary institutional groundwork, including commissioning a study to develop human rights education and training programs for local governments, and monitoring the status of education in the social welfare domain. Following the amendment to the Welfare of Older Persons Act, it also presented a plan to the Ministry of Health and Welfare regarding mandatory education and training in senior care facilities, and also helped the ministry with a guide on human rights education and training for homeless facilities.

In 2017, the Commission designed and managed several capacity-building programs to help

its staff build capacity and to foster outstanding human rights instructors. It also developed a guide on social rights to raise public awareness on social rights. It also designed and managed programs to help appointed lecturers build their capacity, organizing ten capacity-building workshop sessions. It organized council meetings by different areas (infant, seniors, homeless, military, and college) and also a human rights education and training forum. It also jointly hosted the Korea Human Rights Conference to facilitate exchanges, cooperation, and communication with human rights education specialists. Focus was also placed on developing and using various educational textbooks and contents, including human rights textbooks for children and youths, Human Rights of Children and Youths, An Inconvenient Art Museum, Children Rights (for parents), and Human Rights of Older Persons (for the general public).

Promotional activities

Parallel with human rights education, the Commission was actively engaged in promotional activities to raise public sensibility and awareness. It also produced and distributed contents to promote the message on "The life and the rights of young people."

The Commission issued a total of 241 press releases on its policy recommendations, investigation results, programs and activities, and major issues, and posted them on its webpage to inform the public. It also responded to over 1,460 requests for press interviews and provided the media with materials, ensuring that its views and programs are effectively disseminated to the public.

The Commission also held the 6th Human Rights Award Ceremony and a workshop for journalists, raising human rights awareness in the media. On the 69th anniversary of the Universal Declaration of Human Rights, it designated the period from 25 November, the date the Commission was established, to 10 December, the date of the Universal Declaration of Human Rights, the 2nd Human Rights Week. During this period, the Commission ran radio campaigns, hosted a photo exhibition on the human rights of the disabled, and held events to commemorate the Universal Declaration of Human Rights, while promoting its activities online, distributing printouts, and showing videos.

The Human Rights Essay Contest was also held, this time inviting theses, essays, posters, and photo stories. On the occasion of the 15th year of human rights film production, the Commission

funded the production of the movie The Fish Who Saved The Planet, which depicts the life of young people and their rights. It was also actively engaged in the distribution of existing collection of human rights movies.

Section 2. Major Progress

1. Institutionalization and foundation for human rights education

A. Institutionalizing human rights education in schools, public sector, and civil society

In view of instituting more systematic human rights education and training in the public sector, the Commission commissioned a study on a guide to human rights education and training for public officials. This publication will serve as a reference for local governments, Offices of Education, and affiliated educational institutions in their development of human rights education curricula and internal education operation manual.

In 2016, the Commission had recommended the Ministry of Health and Welfare to strengthen human rights education and training for geriatric care facilities and long-term sanatoriums. Subsequently in 2017, the amended Welfare of Older Persons Act allowed for mandatory education and training in these institutions. In this regards, the Commission submitted an opinion regarding a proposed amendment to a lower statute of the Welfare of Older Persons Act, to provide for the details of human rights education and training.

The Commission carried out a commissioned study on the status of education and training in the social welfare domain. The study was designed to monitor the current status, including what kind of education and training is conducted by whom, for whom, how, and what educational effect they have. The study is expected to help set directions for educational programs in line with the goals of the social welfare domain, and propose improvements that are necessary from a policy and institutional perspective. It is also expected to present ways to maximize the effect of educational programs in the social welfare domain and set the directions for custom-tailored program development.

Since 2009, the Commission monitored textbooks, made policy recommendations and held workshops to shape a more human rights-friendly school environment. The year 2017 is the first year that the amended elementary, junior high school, and high school curricula of 2015 were implemented. The Commission will analyze textbooks used by first and second-grade elementary students (Korean, mathematics, integrated curriculum, safety, etc.), use the findings

to make policy recommendations, and hold workshops to develop more human rights-friendly textbooks.

In view of raising the effectiveness of disability-related educational and training programs, the Commission launched the Education Council for Human Rights of the Disabled, which is a channel of communication among related educational institutions. The council is expected to provide a venue to discuss ways to make disability-related education and training programs more effective and what institutional improvements are needed. The Commission also commissioned a study on developing textbooks to raise public awareness on persons with disabilities. These efforts were designed to address the prospect of an increased demand for educational programs on disability as the Act on the Prohibition of Discrimination against Persons with Disabilities provides for mandatory education to change the public's perception of disabilities. There was also a decision that more educational tools and materials would be necessary to support this effort. The study report will be further refined and published as a guide for enhancing public perception of disabilities.

The Commission worked to shape favorable conditions for the enactment of the Human Rights Education Support Act. It consulted closely with the National Assembly to explain the content of the bill, so that it can be enacted early with the advent of a new administration. Initiated by the 17th National Assembly, the bill was not passed due to indifference and reckless opposition from certain groups.

In 2017, the Commission held three separate human rights lectures for the Office of the Presidential Security. The lectures were on human rights in general, human rights issues in Korea, and the duty to protect human rights. It also encouraged the office to provide routine human rights education for new hires and promoted personnel.

As part of the action plan for the second phase of the World Program for Human Rights Education (2010-2014), which recommends groundwork for human rights education and training in higher education, the Commission designated a number of colleges as human rights education and research colleges and concluded MOUs with them to carry out joint programs. In 2017, it designated Yonsei University and concluded an MOU on 21 December.

To implement the third phase of the World Program for Human Rights Education, which recommends education and training for media personnel and specialists, the Commission

organized an advisory panel comprising experts from the relevant organizations and held two separate advisory meetings (18 September and 16 October) to hear the panel's view on a three-year plan for human rights education and training of media personnel. It also hosted a workshop (5 December) with journalists, producers, other media personnel, and professors to discuss ways to strengthen systematic human rights education and training programs. The Commission gathered the views of experts from all walks of life to lay the basis for a sustainable program for media personnel.

Meanwhile, regarding the implementation of the third phase of the United Nations' World Program for Human Rights Education (2015-2019), the Commission submitted an intermediary report, with the opinion that support from the United Nations would be necessary in terms of legislation for human rights education and establishing educational facilities.

B. Fostering and appointment of human rights instructor

Since its inception, the Commission has managed training programs to foster human rights instructors in view of laying the foundation for advancing human rights education across the society. In 2015, the program became open to anyone with three or more years of work experience in a related field, or three or more years of experience working with a human rights organizations or civil society, to help them build their capacity even if they are not human rights instructors. The curriculum is organized over nine days, which is one day more than in 2016, and consists of basic course (three days), specialized course (four days), and advanced course (two days).

In 2017, the program covered seven areas—developmental disability, labor, older persons, the homeless, mental health, business, and children and youths—and were organized in Seoul, Busan, Daegu, Daejeon, and Gangwon. After taking the nine-day training and making a trial lecture, the participants are appointed as human rights instructors. In 2017, out of 156 who gave a trial lecture, 22 were appointed, bringing the total number of appointed instructors active in 2018 to 363.

In the third year of the program to foster human rights instructors, the Commission found that more focus should be placed on the capacity-building aspect. Thus, in 2017, the capacity-building programs underwent a complete reorganization. First, in the beginning of the year, the

Commission invited instructors from around the nation to a workshop designed to facilitate capacity building and communication. The Commission made it mandatory for instructors to complete two human rights courses, attend three capacity-building workshops and three human rights lectures to be evaluated for re-appointment. The Commission is expected to review the program's mid-term prospect, follow-up management of appointed instructors, and the need for better planning of the capacity-building program in more detail.

2. Establishment of domestic and international networks of cooperation

A. Building of a domestic network of cooperation

In May, the Commission appointed the fifth cohort of members of the special committee for human rights education and convened a meeting of the committee two times (23 June and 12 December) to hear about future considerations and program directions. New members were appointed from various fields given the varying demands from businesses, media, civil society, and human rights libraries.

In June, the Commission held a workshop on sports and human rights with the authors of the Sports Meet Human Rights. Attended by representatives of municipal and provincial Offices of Education, sports organizations, and civil society, the workshop discussed ways to guarantee the right to learn for student athletes and improve the labor conditions of sports leaders, and related efforts by the Commission.

The Commission resumed the Human Rights Education Forum in 2016, and changed the name to Korea Human Rights Education Forum in 2017. The forum was organized jointly with the designated human rights education and research colleges for increased cooperation. The first forum on the identity of human rights education was held on 19 May at Dongguk University; the second on human rights issues pertaining to the right to life on 17 November at Ewha University; and the third on human rights education in colleges on 14 December. The Commission plans to organize more educational forums jointly with the colleges with which it concluded an MOU.

Incidents involving human rights infringements against persons with disabilities continued to be reported in the media even after the enactment of the Act on the Prohibition of Discrimination against Persons with Disabilities in April 2007. It was found that the education and training conducted in facilities for the disabled tended to be perfunctory. Also, despite the legal provisions in the Act on the Prohibition of Discrimination against Persons with Disabilities, Act on Welfare of Persons with Disabilities, and Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities to improve the public perception of persons with disabilities through education, there was not enough inter-agency discussions on the concept, content, and operation of such education specified in these different laws. As a result, the Commission launched the Council for Education and Training on the Rights of Persons with Disabilities to have overall discussions on the relevant programs and institutional improvements to enhance human rights perception.

The council, which met two times, affirmed the need for longer training hours, less number of participants per training session, and a standardized system of instruction. It discussed the need for the Ministry of Health and Welfare, the ministry of primary responsibility, to play a more active role in this regard, and to employ instructors appointed by the Commission. It also acknowledged the need to develop and distribute better training materials that deal with human rights value, improvements made to the public attitude towards the disabled, and examples of what can be done given the unique situation in Korea, and that such efforts would require inter-governmental cooperation. It called for a minimum set of criteria (standardization) that is up to educational standards to be applied when developing educational and training materials. Also, it recommended that education and training materials be developed and instructors fostered by type of disability.

The Commission held two meetings of the Council of Education and Training on the Rights of the Homeless to discuss current issues and institutional improvements needed. They shared information regarding homeless foreigners denied admission to shelters, restricted restroom use, local community NIMBY against facilities for homeless, and result of a survey conducted on people who were expelled from their slice rooms following the 2017 program, and discussed the content and organization of a draft manual on human rights in homeless facilities. The Council also discussed the way ahead, including organizing separate training for head of facilities, and developing and distributing an overall guide on mandatory education and training required of

homeless facility staff.

With a rising interest in human rights among local governments, including enactment of human rights ordinances, the Commission launched the Local Government Human Rights Education Council. The council reviewed and passed the Standards on Organization and Operation, and discussed ways to cooperate with local governments to facilitate human rights education.

One of the key outcomes of the council is the workshop for local government human rights advocates held in September at the Daejeon Human Rights Education Center. Considering that some local governments are undertaking human rights relief activities, the workshop invited as lecturers people who have experience in the Commission's investigation activities to provide effective assistance in relief activities.

Furthermore, the Commission held the 3rd Korean Human Rights Conference (7 and 8 December, Suwon Novotel Ambassador Hotel) jointly with the Provincial Government of Gyeonggi-do and the Municipal Government of Suwon. During the plenary session, Secretary General Cho Young-sun gave a presentation on "the Role of NHRCK for the localization of human rights," and moderated a special session on "enhancing local governments' professionalism in human rights education." In 2017, the Commission also concluded an MOU with the Provincial Government of Chungcheongnam-do. It now has MOUs with the Offices of Education in Daegu, Seoul, Gwangju, Gangwon, South Gyeongsang, Daejeon, Busan, as well as the municipal governments of Gwangju and Daejeon, and provincial governments of South Jeolla and North Jeolla, for active cooperation in education and training programs.

In 2017, the Council for Education on the Rights of Infants worked closely with public officials in the Ministry of Education and municipal and provincial Offices of Education to increase human rights education and training in pre-schools. The council took stock of the status of human rights education in pre-schools and discussed what institutional improvements are needed. In 2017, the Council for Education on the Rights of Older Persons met two times. From 9 to 10 November, a seminar was organized by member institutions on human rights in senior welfare facilities.

B. Building of an international network of cooperation

For a three week period from 22 June to 13 July, the Commission hosted a human rights policy capacity-building program for 21 public officials from 11 countries. Participants received a presentation on human rights and democracy in Korea and visited the Sewol Ferry Plaza, National Police Agency Human Rights Protection Center, and War & Women's Human Rights Museum to gain a better understanding of specific human rights issues in Korea. The program addressed the role of the United Nations, governments, NHRIs, and civil society from a theoretical perspective, and discussed specific examples of institutional and policy arrangements that Korea has taken. The program helped the participants strengthen their policy-making capacity based on a theoretical understanding. The Commission, in cooperation with the Korea International Cooperation Agency (KOICA), is expanding its international network to expand public awareness and address human rights issues at home.

Amidst continued incidents involving infants and toddlers, the Commission hosted a Korea-Japan international seminar jointly with the Japanese Research Institute of the Convention on the Rights of the Child. The seminar aimed to shape pre-school environments that are more favorable for protecting children rights. The participants looked into the institutional arrangements for the rights of infants and toddlers, and the status of human rights education provided to childcare teachers and children in both countries, and discussed institutional improvements.

From 28 November to 4 December, the Commission attended the 8th International Conference on Human Rights Education held in Montreal, Canada. The conference is held with participation from human rights education organizations, experts, and educators to set an agenda for human rights education and training. As such, the event is gaining a growing significance. During this event, the Commission held workshops jointly with other NHRIs and presented examples of human rights education held in Korea.

During the visit to Canada, the Commission had a meeting with Equitas on 2 December for education cooperation in the areas of hatred against homosexuals and women in the Korean society. The two organizations held working-level talks regarding the conclusion of an MOU in 2018 for joint educational programs.

By establishing a strategic network with international organizations, the Commission is

striving to gain momentum to carry out human rights education and contribute to enhanced public awareness both at home and abroad.

3. Expansion of human rights education through human rights education centers

A. Current status

Since its inception, the Commission saw a rising demand for human rights education. The Commission made various efforts to support this increasing demand, including the establishment of the Cyber Human Rights Education Center, operation of human rights education centers in human rights offices, and organizing the instructor fostering system.

Most notably, the Commission began offering courses on labor human rights and basic rights, including those of young workers; courses on human rights in business, based on the significant impact businesses have on human rights; courses for instructors on (youths) labor human rights; and courses on human rights sensitivity for businesses. However, given their significance, education and training on labor human rights must be dealt with a long-term perspective. Meanwhile, in light of the rising demand for education and training in state and public institutions following the arrival of the new administration, the Commission organized four separate human rights sensitivity classes for the Presidential security staff and guards to educate the need for state institutions to protect people's rights.

In 2017, the Commission organized 3,910 human rights sessions (for 221,171 persons) of various types, including training programs, visiting programs, cyber human rights education, and special human rights lectures. Compared to the previous year, the number of sessions and audience size increased by 5.6% and 6.5%, respectively. This is a slower rate of increase than in 2016 (47.5% increase in the number of sessions and 42.9% increase in the audience size), which is due to the Commission's focus on program management and monitoring to increase the quality of the programs.

[Table 2-3-1] Human rights education in the last five years

(in number of sessions and participants)

Classification	Total		Training program		Visiting program		Cyber program		Special lecture	
	Session	Participant	Session	Participant	Session	Participant	Session	Participant	Session	Participant
Cumulative	20,518	1,459,900	3,054	145,009	2,189	53,421	2,920	343,273	12,355	918,287
2017	3,910	221,171	494	28,916	533	10,974	915	79,799	1,968	101,482
2016	3,702	207,619	734	33,953w	380	5,930	828	71,434	1,760	96,302
2015	2,509	145,043	438	18,468	239	9,194	353	34,356	1,479	83,025
2014	2,334	164,075	334	14,325	206	4,926	288	34,744	1,506	110,080
2013	1,834	168,580	245	11,382	159	4,588	150	39,654	1,280	112,956

* The cumulative figures total the numbers from the time the Commission was established (25 November 2001) to 31 December 2017.

4. Development and distribution of educational and promotional contents

A. Educational contents

Developing educational contents provides the basis for human rights education. The effect of education can vary depending on the substance and organization of contents, and how they are taught. To facilitate human rights education and training, the Commission has developed and distributed human rights educational contents since 2002.

In 2017, the Commission published five books, including The Human Rights of Children and Youths, An Inconvenient Art Museum, A Child's Human Rights Story: Are you listening?, and The Human Rights Story for Respected Seniors: Is It Okay to Get Old?. It produced a reprint of the Guide to the Rights of Immigrants who are Different but Equal, with additions and revisions. The Commission conducted basic research for textbook development, specifically in relation to educating public officials, human rights from a social rights perspective, and improving public attitude towards people with disabilities. It also developed or revised 13 types of cyber educational contents and produced standard lecture plans.

The book Human Rights of Children and Youths deals with the rights of children and youths who are the principal agent of life. It takes stock of the current human rights situations faced by

this population, and presents the way ahead. The book is developed to guide the work of people involved in children and youth activities based on an understanding of children and youth perspectives.

The book An Inconvenient Art Museum explains human rights using art as a medium. Featuring a diverse selection of paintings from all eras, regions, and trends, the book makes the topics of racial discrimination, discrimination against women, rights of immigrants, rights of persons with disabilities, freedom of expression, freedom of worship, personal rights, and animal rights easy to understand. The textbook allows the reader to appreciate artworks not just from an aesthetic point of view but also from a human rights view. The book is positively appraised as having extended human rights into the domain of fine art.

The book A Child's Human Rights Story: Are you listening? deals with the rights of children as they relate to parents. Chapter 1 through Chapter 3 deals with parents' desire to be a good parent, what children really need, and how parents can better communicate with their child, to help them better understand the rights of their child. Chapter 4 through Chapter 10 reviews various children's rights, including the right to development, health, safety, inter-personal relations, play and rest, self-determination, and protection. Chapter 11 presents changes that parents need to make to protect their child's rights.

The book The Human Rights Story for Respected Seniors: Is It Okay to Get Old? helps the general public think about and prepare for their old age, and raise public awareness on older persons. It is also designed to serve as a practical guide for older persons to seek structural change. The book underscores the need to take stock of the current situations facing older persons, by looking into their situations from various perspectives and the structures that define their lives.

The book Guide to the Rights of Immigrants who are Different but Equal was first published in 2011. Considerable legislative and institutional changes occurred over the five-year period following its publication, including the enactment of the Refugee Act and its amendment. The life of immigrants and how they are perceived by the society have also undergone considerable changes. In light of such changes, the book was re-printed with additions and revisions. Focusing on the rights of immigrant women, immigrant children, immigrant workers, and refugees, the book presents a conditions check of where Korea stands in terms of guaranteeing

the rights of immigrants, actions to be taken, and food for thought. It also presents the Commission's guidelines on the rights of migrants, list of videos in the multi-cultural category, and international human rights agreements as a reference.

The Commission conducted a study to develop an educational book for the general public, students, and public institutions staff to enhance their understanding of the rights of persons with disabilities. It also carried out a study to develop an educational book on human rights from a social rights perspective. When published, the book will explain the historical background of social rights, what social rights mean and their implications and significance in the current era. In addition to a theoretical framework, the book will also present a discussion of what needs to be done for social rights to be realized, and the directions for legal and institutional efforts. When published, the book is expected to extend the horizon of social rights.

The Human Rights of Children and Youths and Human Rights of Older Persons were published both in printed form and cyber content. The cyber content was designed to help human rights workers enhance their professionalism and sensitivity to human rights, and prevent and rectify human rights infringements on the scene. Also, the human rights movies If You Were Me 4 (youths) and If You Were Me 5 (immigrants) were re-formatted for online use. The Commission also reorganized the Preventing Sexual Discrimination of 2005 and the Guide to the Act on the Prohibition of Discrimination against Persons with Disabilities of 2008 into new contents. These cyber contents adopted a story-telling method with animations to make it easy and fun for users to read. The Commission also worked to improve the accessibility of people with visual or hearing impairment. These efforts include new function to adjust the placing and size of the sign language feed, and a textbook to accompany cyber human rights education.

B. Promotional contents

1) Film production and distribution

The production of human rights films, which was suspended due to shortage of funds, was resumed in 2017 with the Commission securing an increase in budget. The Commission chose "The life of young people and their rights" as the theme for 2017 and decided to select a youth director for the production.

The Director Selection Committee selected Ku Kyo-hwan and Lee Ok-seop to lead the direction. Having produced witty films, the two are recognized as up-and-coming directors in the independent film circle. The movie The Fish Who Saved The Planet (tentative name) depicts the hard life lived by young people and their sense of loss. Actors Lee Joo-young, Ku Kyo-hwan, and Moon So-ri were selected for the main roles. The movie will also feature other celebrities like Kwon Hae-hyo and Myung Kye-nam. To ensure that the film production process is free of incidents, the Commission organized anti-sexual harassment and anti-sexual violence education for the actors and the staff.

Considering the unfavorable distribution system and the resulting lack of access to human rights films for residents living outside the capital, the Commission sought ways to introduce human rights movies to this population. It worked closely with its regional human rights offices to project human rights movies at local theaters.

2) Human rights essay contest (theses, advertisements, and essays)

The Commission organizes a variety of essay contests every year to promote the perception that human rights are values that must be preserved in every domain of life.

In 2017, a total of 285 entries were received, including 114 essays (children, youth, and general public categories), 153 media works (photo stories and posters), and 18 thesis. Through a preliminary and final screening, 27 entries were selected for an award. The awarded essays were published in the 2017 Human Rights Essay Collection for distribution to libraries, human rights offices, human rights organizations, and civil society. The awarded media works (photo stories and posters) were placed on exhibit at the Butterfly Garden in the National Assembly during the Human Rights Week. They were also published on new media channels such as the Commission’s Facebook, Kakao Story, and blog, and used as educational and promotional materials to promote human rights.

Meanwhile, all awarded human rights photos and posters (paper advertisement), including those of the past, were made available to local governments, police stations, and public organizations for use in expanding public awareness of human rights.

5. Operation of Human Rights Library

The Commission's Human Rights Library is the only library dedicated to human rights in the country. It was established in 2002 as a separately affiliated human rights reference library, based on Article 27 of the NHRCK Act. During a restructuring process in 2009, the reference library became affiliated to the Administrative and Legal Affairs Division. Then, in 2012, its name was changed to Human Rights Library. Since 2016, it has been under the Human Rights Education Planning Division.

The library facilitates research, collection, analysis, and preservation of human rights-related information and materials; offers reading and loan services; registers, manages, and preserves Commission's publications; and engages in exchange and cooperation with other libraries in Korea and abroad. A variety of human rights information is available on the library's website.

In cooperation with human rights offices, the Commission also operates annex libraries (libraries in Busan, Gwangju, Daegu, and Daejeon opened in 2015; library in Gangwon opened in 2017) to offer membership and free delivery services for older persons and persons with disabilities, and to expand human rights library services for local residents. This initiative is designed to make access to and use of human rights information convenient for all.

In 2017, the Commission worked to stabilize operation of the local libraries by establishing operation regulations, purchasing books and other necessary supplies, purchasing materials for transfer on a quarterly basis, and organizing training programs for the staff.

[Table 2-3-2] Human Rights Library book collection

Type	Collection	Type	Collection
Book	45,470	e-journal	7,531 types
Nonbook material	8,224	Web-DB	8 types (academic information 6 types / legal information 2 types)
Periodical	89 types	e-book	2,125

[Table 2-3-3] Book collection of local human rights libraries

Classification	Busan	Gwangju	Daegu	Daejeon	Gangwon
Total	991	1,002	1,229	1,006	507
Book	828	845	1,048	848	404
Nonbook material	163	157	181	158	103

In 2017, noting the increasing weight of books, the Commission conducted a detailed safety inspection of the Human Rights Library and had those spaces bearing the most weight undergo maintenance and reinforcement work.

As part of a program to build a human rights materials management system, the Commission introduced the latest web-based data processing and servicing technology for enhanced security, convenience, and efficiency. The renewed library homepage is now available in English. It also features a metasearch engine, which allows users to make an integrated search of related information in Korea and abroad, and not just books owned by the human rights libraries. The addition of the United Nations human rights data menu also enhances accessibility to a wider range of information, increasing user satisfaction level.

The library's service environment was also enhanced for the convenience of library visitors, including installation of book returns, issuance of RFID membership card, and acquisition of more reading assistance tools for the blind.

A human rights movie is projected on the fourth Thursday every month, making human rights issues more accessible for the general public. Also, from November to December, the library organized screening of human rights movies jointly with libraries around the nation to celebrate the Universal Declaration of Human Rights.

The library also organizes an exhibition of children human rights books every year. Since 2012, it accommodated group visits from schools and other organizations that have an interest in human rights. By group of visitors, junior high school students represented the largest percentage as they are free from the burden of entrance exams or jobs, and there was a slight increase in group visits from senior welfare centers and instructor clubs.

6. Staff capacity-building programs

In 2017, the staff capacity-building program differed from the previous year in several ways. The Human Rights Administration School was removed from the curricula of the Professional School for Human Rights. On the other hand, the Human Rights Forest School, a course to enhance human rights sensitivity, and on-the-job training for the divisions were newly instituted.

The Professional School for Human Rights ran a two- to four-day program consisting of the Human Rights Administration School, Human Rights Education School, and Human Rights Inspector School. The inspector school shared inspection techniques based on real-world incidents. At the education school, instructors who are affiliated to human rights offices assessed the human rights instructor fostering program together with three appointed instructors.

The on-the-job training was improved based lessons learned in 2016. The training is offered for each division, to include more relevant content that can be effectively applied to the job. The training was custom-tailored for each of 15 divisions based on their needs.

The one-day Human Rights Forest School invites people to talk about their own human rights stories. The school was organized two times in 2017, with the second school held in Mapo-gu District Office for the office's public officials to attend. Following the first program in 2016, the on-site visit program was held for the second time in 2017. Four teams made a visit to Taebaek in Gangwon-do, the Police Human Rights Education Center, Gangjeong Village in Jeju, and Ansan.

In 2017, the Commission also organized a one-month training for new hires to enhance their understanding of the Commission and its role as a national human rights institution.

It also developed a textbook on social rights to enhance the staff's understanding of social rights.

7. Promotional activities to raise public awareness

A. Promotion through the media

In 2017, the Commission distributed 241 press releases to the media and posted them on its homepage. The press releases addressed policy activities and the various human rights agenda

that the outlets, including newspaper companies, broadcast companies, and online portal services, the press releases helped raise the public's understanding of human rights issues and create a social consensus. Press releases have from five to ten times the effect of advertisements, as they are reliable and visible official releases from an identified source. In this sense, the Commission's media communication activities were quite significant, both quantitatively and qualitatively. Through active media communication using press releases, the Commission played a central role in enhancing the public view and establishing human rights an integral part of people's daily lives. The key content includes survey results and policy recommendations, result of inspections of human rights infringements and discriminations, statements and commentaries on major current issues, and other activities at home and abroad.

The Commission actively responded to requests for media coverage and interviews. In 2017, it accommodated over 1,460 such requests, effectively informing the public of its policies, inspections, and remedies. Notably, the Commission's preparatory work on key topics resulted in several special coverage by the media.

In view of enhancing the capacity to deal with key issues and to manage crisis situations, the Commission organized training sessions for division directors on the theory and practice of media communication.

Lastly, the Commission organized press meetings for embedded media personnel on a routine and as-needed basis. The meetings were designed to ensure wide media coverage of major issues by briefing and preparing reporters. These efforts, in turn, contributed to raising public interest in human rights across the society.

B. Promotion through other mediums

The Commission used various other mediums and techniques to promote day-to-day human rights issues, its status, role, and outcome of its policies and activities to the public. These efforts helped to increase the public's understanding of human rights issues and enhance their awareness. In particular, the Commission increased its strategic communication by diversifying mediums, to include printed materials, broadcast programs, online platforms, and videos.

After estimating the demand for promotion from each division, the Commission established

a detailed promotional plan to carry out its promotional activities in a stable manner. Following the initiative in 2016, the Commission designated the period from 25 November, the day it was established, to 10 December, the day commemorating the Universal Declaration of Human Rights, as the 2nd Human Rights Week. Its radio campaign went on air 101 times through the popular radio program Kim Eo-jun's News Factory. Through this campaign, seven NHRCK staff talked about some key decisions made to highlight the Commission's role.

The Commission also relied on new mediums. It continued to promote its efforts through the existing blog and the online newsletter Human Letter, which covers the main activities of the Commission and some key press releases. The newsletter is sent out to the Commission's 30,000 or so policy clients twice a month. The blog All Kinds of Stories featured 257 promotional contents produced by the 29-member press corps. The stories are regularly posted on Facebook and Kakao Story after formatting. Compared to 2016, the Commission's promotional activities were more active and wider in scope.

Notably, the Commission's recommendations and various human rights-related news articles were produced as card news, webtoon, videos, and other content form. Various online events and campaigns such as the Speak Out event, human rights cartoon contest, one-minute human rights quiz, were organized 14 times, allowing the general public to participate directly online and gain interest in human rights issues. Thanks to these efforts, the Commission's Facebook followers increased more than 10,000 persons to 40,223, blog visitors about 400,000 to 2.24 million. The Kakao Story account increased from 2,351 in 2016 to 3,349 in 2017.

Using the electronic display in front of its headquarters, the Commission also promoted its key decisions, the Korea Human Rights Award, and the mediation system.

C. Universal Declaration of Human Rights and Human Rights Week celebrations

The celebration of the 69th anniversary of the Universal Declaration of Human Rights was successfully held on 8 December in the annex building of the Government Headquarters, with the presence of Prime Minister Lee Nak-yon, foreign envoys from 25 countries, including the Ambassadors of Spain, Qatar, Morocco, Jordan, and Kuwait, and other distinguished guests. The event was emceed by announcer Lee Keum-hee and featured performances by the Dream With

Ensemble, a clarinet ensemble whose members are youths with developmental disabilities, and by Artist Hareem and the multi-cultural choir Rainbow. It also played a touching video showing people concerned, media personnel, and citizens reading each provision of the Universal Declaration of Human Rights. At the Korea Human Rights Award Ceremony, the award went to Lee Jeong-ho, director of the Welfare Center for Foreigners in Namyangju, and Kim Hyo-jin, director of the Network of Women with Disabilities. Commendation also went to individuals and groups involved in human rights activities.

In commemoration of the 10th anniversary of the enactment of the Act on the Prohibition of Discrimination against Persons with Disabilities, the Commission hosted a photo exhibition jointly with the Swedish Embassy in Korea. The exhibition's theme was human rights of persons with disabilities in Sweden and Korea. Rather than approaching the topic from a perspective of compassion and kindness, the exhibition featured friendly pictures of disabled persons in their daily life, in view of dispelling the public perception that the human rights of the disabled is a difficult topic.

The photos were taken by famed photographer Kim Joong-man of 14 disabled persons, who were selected from among those recommended by experts specialized in the field of disability. The exhibition presented photos of the selected models with storytelling descriptions.

The exhibition was held from 27 November to 10 December at the City Gallery inside the Seoul Citizens' Hall. During the exhibition period, professional exhibition helpers were positioned to provide support to handicapped visitors. To help visitors better understand the rights of persons with disabilities, the Commission also played videos related to the Universal Declaration of Human Rights and managed a bulletin board for visitors to freely post their opinions to the Commission. The exhibition was attended by 1,140 or so visitors during a two-week period.

D. Publication of the Human Rights Magazine

With the first issue published in August 2003, the Human Rights Magazine turned from a monthly to a bi-monthly publication from 2007. In December 2017, the 113th issue was published. For increased readership, 3,600 printed copies of the magazine are distributed to welfare facilities and small libraries with limited Internet and mobile accessibility. The

publication is also available in a webzine format for online platforms.

The topic "Youth life and their rights" was covered throughout the year as a special theme. Also, each issue carried a special topic—youths, persons with disabilities, the military, business, or multi-cultural families. In all, the magazine covered 19 human rights issues, an increase of four from the previous year, and featured 52 pages (40 pages in the previous year) to provide more coverage of interesting common topics.

Dedicated to human rights issues, the Human Rights Magazine aspires to be a cultural magazine for all to read, with a more balanced approach to contents and design elements.

E. Human Rights Reporting Award

On 23 September 2011, the Commission established human rights reporting standards jointly with the Journalists Association of Korea to elevate the standards of human rights coverage by the media and promote best practices. In 2012, the two organizations launched the Human Rights Reporting Award to help the standards take root. Based on positive internal and external feedback, they decided to organize the award every year. In 2017, the Commission strengthened the visibility of the award and ensured its continuity in the future, including maintaining the prize money of 3 million won for the grand prize, and 1.5 million won for main prizes.

The jury comprised seven members—five external members (from the academia, media, human rights organizations and civil society) and two internal members (the director general for policy education and the director for promotion and cooperation). Professor Lee Min-kyu of Chung-ang University was appointed to head the jury.

At the 6th awards in 2017, a total of 35 entries were received, including 19 daily articles, 11 television reports, 3 Internet reports, and two magazine articles. Following two screenings, five were selected for awards.

4 Chapter Exchanges and Cooperation in Korea and Abroad

Section 1. Overview

Pursuant to the Principles relating to the Status of National Institutions and subparagraphs 8 and 9 of Article 19 of the NHRC Act, the Commission is striving to safeguard and promote human rights through exchanges and cooperation with human rights groups, individuals, and human rights-related international organizations at home and abroad.

Exchange and cooperation with domestic human rights groups and civil society

In 2017, the Commission worked closely with human rights groups and civil society to facilitate communication and cooperation with them. They held joint discussions on the Action Plan for the Promotion and Protection of Human Rights, NHRCK's 2018 business plan, and discussed the operation of the NHRCK Innovation Committee.

While restoring its relationship with human rights activists and civil society activists, the Commission took part in 42 events organized by human rights groups and civil society.

The Commission financially supported groups that are dedicated to the effort of promoting human rights. NHRCK's subsidiary funding program, which is designed to extend the horizon of human rights, mainly benefited groups that are involved in the emerging domain of human rights in an information society, and activities to protect the persons with disabilities, immigrant women, and other minorities.

The Commission also visited the Global Village School to hear the views of immigrant children whose rights are particularly vulnerable to abuse. It also carried out human rights site visits to identify new policy tasks and discuss current issues by listening to the views of facilities and groups.

Exchanges and cooperation with international organizations and NHRIs

The Commission is actively involved in exchanges and cooperation with national human rights institution (NHRIs) through the Global Alliance of National Human Rights Institutions

(GANHRI) and the Asia Pacific Forum of National Human Rights Institutions (APF).

The accreditation of "A" status by GANHRI helped raise the Commission's status as a national human rights institution in line with the Paris Principles. Notably, the Commission became the chair of the GANHRI Working Group on Ageing, leading international activities for topics related to human rights of older persons. For implementation of the initiatives for promoting the human rights of older persons adopted at the ASEM Summit in 2014, the Commission hosted the ASEM Conference on Global Ageing and Human Rights of Older Persons in 2015 and 2017, and the ASEM Expert Forum on Human Rights of Older Persons in 2016.

It also continued its invitational training program for national human rights institutions abroad. In 2017, it invited nine NHRI employees from nine countries—Colombia, Costa Rica, Croatia, Denmark, India, Jordan, Malaysia, Mongolia, and Nigeria—selected from 29 applicants from 19 countries.

To strengthen its network with NHRIs, the Commission participated in the GANHRI Annual Meeting in March in Geneva, Switzerland, and the 22nd APF Annual Meeting held in Bangkok, Thailand in October, taking part in discussions on various human rights issues and key decision-making process.

Section 2. Major Progress

1. Exchanges and cooperation with human rights groups in Korea

A. Day-to-day cooperation with human rights groups

In 2017, the Commission increased its communication and cooperation with human rights groups and civil society. A variety of activities were carried out, including joint discussions on the Action Plan for the Promotion and Protection of Human Rights, NHRCK 2018 business planning, and discussion on the operation of the NHRCK Innovation Committee.

Notably, the meeting for the 2018 NHRCK Plan involved the participation of 45 key human rights groups and civil society activists to discuss the way ahead for NHRCK's overall

operations in 2018. Organized for the first time in seven years, the meeting provided the opportunity for the Commission to restore its cooperative relationship with human rights groups and civil society.

In June, the Commission attended the Queer Culture Festival. As the first state organization to attend the event, it publicly announced its commitment to protecting the rights of sexual minorities.

The Commission also attended various events (42 events) organized by human rights groups and civil society, including the Solidarity against Disability Discrimination, Civil Society Organizations Network in Korea, and Womenlink, and provided assistance for the organization of eight group events. It also opened its meeting space to these groups so that they can have seminars and discussions (48 times).

Meanwhile, the Commission periodically distributed 42 publications and items—including video materials, survey reports, and NHRCK human rights educational materials—to nine organizations to ensure better information access by local human rights activists.

B. Joint cooperative programs

The Commission organized joint cooperative programs with human rights groups every year since 2003 for the purpose of facilitating human rights campaigns by civic groups, and identifying and funding various human rights initiatives. The program selection and funding decisions are made based on a program's potential for human rights promotion, timely response to human rights issues, and their significance.

In 2017, the Commission focused its funding on programs that address human rights and informatization in the Fourth Industrial Revolution, as they have implications on protecting the rights of minorities and enhance human rights sensibility. It also funded programs to foster persons with developmental disabilities as human rights activists, and surveys of discrimination against immigrants.

[Table 2-4-1] Joint cooperative programs received and selected in 2017

(in number of cases)

Classi-fication	Total	Disabilities	Immigrant refugees	Human rights in general	Children and youths	North Korean human rights	Women	Information	Others
Received	36	7	6	4	3	8	3	1	4
Selected	10	1	2	1	2	1	1	1	1

In 2017, ten joint cooperative programs were selected, including report on human rights and informatization, survey of discrimination against immigrants, education and training for domestic workers and public awareness program, human rights education for persons with developmental disabilities, and survey of media coverage on socially stigmatized diseases. This helped keep track of key human rights issues in various domains, and identify new tasks.

Also, upon completion of the ten joint cooperative programs, the Commission selected the five best initiatives to widely promote best cases.

C. Exchanges, including on-scene visits

The Commission carries out on-scene visits to vulnerable groups to listen to their opinions, identify policy tasks, gather the opinions from facilities/institutions staff, and discuss current human rights issues.

In 2017, the Commission Chairperson and standing commissioners made six on-scene visits in total, including the Global Village School, Seoul Training Center for People with Developmental Disabilities, Yeosu Immigration Office, Cheongju Women Prison, Facility Sohwanuri for the Mentally Challenged, and Sorokdo National Hospital. They listened to the concerns of immigrant children and people who have developmental disabilities about the problems they have in getting education, or other difficulties. The Commission plans to integrate the opinions into the Commission's policy and programs.

The Commission took part in the Queer Culture Festival, which was held on 17 July at the Seoul Plaza. The event was attended by 104 institutions, including human rights groups and civil society, and Embassies in Korea. As the first state organization to attend the event, the

Commission focused its promotional activities on protecting the rights of sexual minorities and its anti-discriminatory efforts. It drew the attention of festival participants using various contents and materials in its exhibition booth, including overview of NHRCK, information on how to submit a complaint, playing of human rights video, and SNS photo-taking. Participants were also encouraged to post their views or messages on the special bulletin board, and present their opinion regarding the NHRCK and the enactment of the Act on the Prohibition of Discrimination. Through the festival, the Commission was able to raise public interest in and understanding of the rights of sexual minorities, raise its status, and increase outreach to sexual minorities, human rights groups, and civil society.

D. Workshop for commissioners

The Commission organized a two-day workshop for its commissioners from 26 to 27 May at Yangpyeong Hill House in Gyeonggi-do. The workshop discussed ways to address emerging human rights issues amidst a rapidly changing environment both at home and abroad, and define the role of the Commission. Attended by nine of 11 commissioners, the workshop featured special lectures and discussions to identify new human rights agenda and share information. In 2017, a special lecture titled “Reset and Restart for New Korea” was given by Chung Ui-hwa, former Speaker of the National Assembly, followed by a Question & Answer session. The workshop was positively assessed as having facilitated in-depth discussions on specific human rights issues.

2. Exchanges and cooperation with international human rights organizations and groups

A. GANHRI and APF

1) Global Alliance of National Human Rights Institutions (GANHRI)

GANHRI is a global alliance of NHRIs established to comply with, develop, and reinforce the resolution adopted by the United Nations Human Rights Council on 3 March 1992 and the Principles relating to the Status of National Institutions (the Paris Principles) adopted by

resolution of the United Nations General Assembly in 1993. Previously known as the ICC (International Coordinating Committee of National Institutions for the Promotion and Protection of Human Rights), the organization adopted the new GANHRI name in March 2016.

Every year, the Commission participates in the GANHRI General Meeting and Bureau Meeting to strengthen multilateral exchanges and cooperation with NHRIs. The agenda of the 30th session in March 2017 included proposed statute amendments, human rights in business, children and refugees, early warning mechanisms, violence and conflict, and protecting and preserving the independence of NHRIs.

Notably, as the chair of the GANHRI Working Group on Ageing, the Commission gave a report on the activities of the working group, highlighting the importance of older persons' rights and raising its leadership in the international community. The Commission also received a certificate of "A" status accreditation approved by the Sub-Committee on Accreditation in May 2016.

Through a special meeting of the GANHRI Working Group on Ageing, the Commission discussed strategic plans, presented the direction for future activities, and revised the working group's Rules of Procedures for a two-year extension of the working group's activities until 2020. It also reported the discussions of the United Nations Open-ended Working Group on Ageing and held discussions on ways to cooperate with civil society and international organizations, and on an international document for a new Convention on the Rights of Older Persons.

2) Asia Pacific Forum of National Human Rights Institutions (APF)

A regional network of NHRIs for the Asia Pacific region, the APF aims to strengthen exchanges and cooperation among NHRIs, support the establishment and operation of NHRIs, and strengthen cooperation with international human rights organizations and governments.

The Commission took part in the 22nd APF Annual Meeting held in Bangkok, Thailand in November 2017. APF members discussed and made decisions regarding the election of APF Chairperson, NHRIs under threat, international engagement by the GANHRI Working Group on Ageing, revision of the Constitution, APF performance report, APF annual report, and audited accounts. As the chair of the GANHRI Working Group on Ageing, NHRCK Chairperson Lee

Sung-Ho gave a presentation of the working group's organization, functions, and activities, and reported the results of a recent meeting held in Seoul.

B. Cooperation with the United Nations and other human rights-related organizations

1) Participation in the country report review by the United Nations Committee on Economic, Social and Cultural Rights

The Commission attended a meeting of the United Nations Committee on Economic, Social and Cultural Rights to review the Republic of Korea's fourth country report in September.

The Commission took part in the two-day main review session to monitor the questions and answers between the Committee and the ROK government representatives. It also took part in the official briefing held prior to the main review session to announce the Commission's position in front of all the members of the Committee. Prior to the main review, it also organized a separate meeting with Committee members to deliver its opinion in more depth. Several key members of the Committee took part in the meeting, including Chair Maria Virginia Bras Gomes and Vice-Chair Zdzislaw Kedzia, who took note of the information provided by the Commission and used them during the main session.

Following the main review and in preparation for a subsequent Committee assessment, the Commission met with the NGOs that were present at the session to discuss the concluding observations and ways to ensure implementation of the recommendations. This helped lay the foundation for further discussions on the concluding observations of the United Nations Committee on Economic, Social and Cultural Rights, and ways to ensure their implementation.

2) Participation in the 3rd UPR of Korea

The Commission took part in the working group sessions of the 3rd Universal Periodic Review (UPR) of the human rights records of UN member states held in November. It monitored the review process and strengthened its exchanges and cooperation with the United Nations OHCHR and GANHRI.

The UPR is a unique process involving a review by the OHCHR of the human rights records

of all 193 member states. It is a very significant and important process to fulfill the idea of the Universal Declaration of Human Rights that "human rights is universal."

Initiated in 2008, the UPR process undertook the third cycle in 2017. The third cycle took place after about five years following the second cycle. The UPR reviews of the third cycle are scheduled to be officially adopted at the next plenary session of the Human Rights Council in March 2018.

3) Visit to the International Criminal Court (ICC)

On 3 March, the Commission made an official visit to the International Criminal Court (ICC) in The Hague, the Netherlands. The participants met with Silvia Fernandez, the President of ICC, and discussed the recommendations made by the Commission of Inquiry on Human Rights in the Democratic People's Republic of Korea and implementation of a United Nations resolution on the situation of human rights in North Korea.

The ICC was established based on the Rome Statute of the International Criminal Court adopted in 1998. The ICC has the jurisdiction to prosecute individuals for the international crimes of genocide, crimes against humanity, and war crimes. Currently, 124 countries, including Korea, are parties to the organization. The Commission's visit to the ICC was an opportunity to raise the ICC's awareness of the human rights situation in North Korea and agree on the need for international efforts to protect and promote human rights.

Prior to the visit to the ICC, the Commission visited the Mechanism for International Criminal Tribunals (MICT) and met with Judge Theodor Meron, its President, to hear about the activities of the International Criminal Tribunal for the former Yugoslavia and the International Criminal Tribunal for Rwanda, which had dealt with international human rights infringements of the past, and exchange opinion on how the Commission can cooperate with the MICT. The MICT is an international court established by the United Nations Security Council Resolution no. 1966 in February 2010 to perform the remaining functions of the International Criminal Tribunal for the former Yugoslavia and the International Criminal Tribunal for Rwanda following the completion of those tribunals' respective mandates.

4) Visit to human rights organizations in Canada

For two days from 10 to 11 July, the Commission visited major human rights organizations in Canada—the Quebec Commission on Human Rights and Youth Right, Quebec Human Rights Tribunal, and Quebec Ombudsman—to discuss the human rights protection system operated at the local government level, which is a newly emerging topic in Korea. It also visited Equitas, which is the largest human rights education institute in the world, and discussed the enactment of the Human Rights Education Act that the Commission is working on and key issues related to the establishment of a human rights education institute in Korea.

C. Invitation of NHRIs to Korea

The Commission organized the 2017 Partnership Program for Human Rights Defenders from 29 May to 2 June. Under the program, the Commission invites staff of national human rights institutions that are members of GANHRI and APF to share key human rights issues and NHRI best practices, and build a network for information sharing among NHRIs. The program is organized every year to jointly address regional and international human rights issues.

With the goal of developing the program into a global brand for NHRI training, the Commission enhanced the effect of training by 1) getting candidate recommendations from regional networks like the GANHRI and APF, 2) making internal selection of trainees, and 3) announcing a training action plan with curricula.

Amidst rising NHRI interest in the program, the Commission received 29 candidates from 19 countries, and selected nine trainees from Colombia, Costa Rica, Croatia, Denmark, India, Jordan, Malaysia, Mongolia, and Nigeria. The Commission was able to strengthen its global leadership in human rights education and training, while laying the basis to expand the program in the future.

Following a workshop in which trainees got a chance to present their NHRIs, including activities and tasks, they attended lectures on emerging topics like the UN Sustainable Development Goals (SDGs), international human rights system, and Business and Human Rights. Subsequently, they discussed and shared information on the human rights conditions and the role of NHRIs in promoting human rights in their countries. They also had a chance to visit

the National Assembly and get on a cultural tour to enhance their understanding of Korea.

3. International conferences

From 18 to 21 September, the Commission organized the 2nd ASEM Conference on Global Ageing and Human Rights of Older Persons, the Round Table for Operation of the ASEM Global Ageing Center, and a meeting of the GANHRI Working Group on Ageing, in tandem. The 2nd ASEM Conference on Global Ageing and Human Rights of Older Persons was attended by 271 people (including the Prime Minister of Korea, eight ministers and deputy ministers from ASEM member states, and 14 Ambassadors to Korea) from 42 countries to discuss ways to promote the rights of older persons not just in ASEM member states but also throughout the international community.

The topics included international trends in the rights of older persons and key activities, implementation progress of the Madrid International Plan of Action on Ageing (MIPAA) and best practices, the Sustainable Development Goals and how the rights of older persons are promoted in ASEM countries, and ways for the international community to cooperate to enhance the rights of older persons. Each session featured lively discussions moderated by the speakers.

In his congratulatory remarks, Prime Minister Lee Nak-yon affirmed the Korean government's commitment to protect and promote the rights of older persons. The ministers and deputy ministers of ASEM member states also shared information on the overall human rights conditions in their country and ways to further promote the rights.

The conference discussed the need to provide a continuous venue for discussions, undertake research and education, and organize campaigns to change the public's negative perception of older persons. There were also some positive discussions about establishing an ASEM Global Ageing Center (tentative name) to serve as a hub for research and exchanges on the rights of older persons.

5 Chapter Human Rights Offices

Section 1. Overview

The Commission operates five human rights offices—Busan, Gwangju, Daegu, Daejeon, and Gangwon—to enhance and protect the human rights of local people and ensure prompt remedies. The first office was opened in Busan and Gwangju in October 2005, followed by the office in Daegu in July 2007, the office in Daejeon in October 2014, and the office in Gangwon on 1 June 2017.

[Table 2-5-1] Location and jurisdiction of human rights offices

Name	Location	Jurisdiction
Busan Human Rights Office	Busan	Busan Metropolitan City, Ulsan Metropolitan City, Gyeongsangnam-do Province
Gwangju Human Rights Office	Gwangju	Gwangju Metropolitan City, Jeollanam-do Province, Jeollabuk-do Province, Jeju Special Self-governing Province
Daegu Human Rights Office	Daegu	Daegu Metropolitan City, Gyeongsangbuk-do Province
Daejeon Human Rights Office	Daejeon	Daejeon Metropolitan City, Sejong Special Self-governing City, Chungcheongnam-do Province, Chungcheongbuk-do Province
Gangwon Human Rights Office	Wonju in Gangwon	Gangwon-do Province

In the areas under their jurisdiction, human rights offices are responsible for human rights counseling; investigation of and remedies for human rights infringements and discriminations in detention facilities, mental care facilities, local governments, public service-related organizations, schools, and other state organizations; human rights education and training; exchanges and cooperation with human rights-related groups and institutions, and promotional activities; and operation of the Human Rights Experience Center. The tasks of the human rights offices are tailored to specific local needs.

Section 2. Major Activities

1. Complaints, counseling, and inquiries

In 2017, 2,430 complaints, 9,577 counseling, and 6,235 inquiries were received by the human rights offices. Compared to the previous year, this represents an increase of 110 (4.7%) and 1,163 (13.8%) for complaints and counseling, respectively. This increase is likely attributable to the opening of the Gangwon Human Rights Office on 1 June and a rise in counseling requests received by the Gwangju Human Rights Office.

[Table 2-5-2] Statistics of complaints, counseling, and inquiries received by human rights offices in the last two years

(in number of cases)

Human Rights Office	Year	Complaint	Counseling	Civil petition / Inquiry	Total
Total	2017	2,430	9,577	6,235	18,242
	2016	2,320	8,414	7,418	18,152
Busan	2017	529	2,425	1,343	4,297
	2016	553	2,173	1,403	4,129
Gwangju	2017	625	2,786	2,024	5,435
	2016	654	2,129	2,471	5,254
Daegu	2017	498	2,125	1,367	3,990
	2016	527	2,146	1,669	4,342
Daejeon	2017	518	2,146	1,497	4,161
	2016	586	1,966	1,875	4,427
Gangwon	2017	260	95	4	359

* The figures for the Gangwon Human Rights Office are from the date it was opened (1 June 2017) to 31 December 2017.

2. Face-to-face complaints applied for and handled

In 2017, the human rights offices received 1,997 applications for face-to-face complaints and closed 2,041 cases. Of those closed, 458 (22.4%) were formally moved to complaints, 1,008 (49.4%) resolved through counseling, and 575 (28.2%) dropped by the applicant.

Compared to 2016, face-to-face complaint applications increased by 153 (8.3%), and closed

cases by 301 (17.3%). This increase is likely attributable to increased activities at the Busan Human Rights Office and the Gwangju Human Rights Office.

[Table 2-5-3] Statistics of face-to-face complaint applications and cases closed at human rights offices in the last two years

(in number of cases and percentage)

Human Rights Office	Year	Carried forward	Applied for	Case closed						
				Sub-total	Withdrawn		Complaint received		Closed by counseling	
Total	2017	99	1,981	2,023	574	28.4	449	22.2	1,000	49.4
	2016	91	1,844	1,744	705	40.4	343	19.7	696	39.9
Busan	2017	30	676	669	198	29.6	146	21.8	325	48.6
	2016	14	566	541	213	39.4	115	21.3	213	39.4
Gwangju	2017	26	427	446	147	33.0	112	25.1	187	41.9
	2016	24	374	357	170	47.6	83	23.2	104	29.1
Daegu	2017	26	571	595	145	24.4	102	17.1	348	58.5
	2016	28	589	550	203	36.9	97	17.6	250	45.5
Daejeon	2017	17	270	277	74	26.7	74	26.7	129	46.6
	2016	25	315	296	119	40.2	48	16.2	129	43.6
Gangwon	2017	-	37	36	10	27.8	15	41.7	11	30.6

* The figures for the Gangwon Human Rights Office are from the date it was opened (1 June 2017) to 31 December 2017.

3. Complaints handled

In 2017, 4,038 complaints were assigned to the human rights offices and 3,816 handled. A total of 420 cases were remedied, with one charged or investigation requested, 116 resulting in a recommendation, one mediated, 20 settled by agreement, and 282 resolved during investigation.

Compared to the previous year, 619 (18.1%) more complaints were received and 329 (9.4%) more handled, which is likely attributable to the opening of the Gangwon Human Rights Office on 1 June and an increase in complaints received in all human rights offices.

[Table 2-5-4] Statistics of complaints handled by human rights offices in the last two years

(in number of cases)

Human Rights Office	Classi-fication	Assi-gned	Hand-led	Remedies						Re-jected	Trans-ferred	Dis-missed	Investi-gation sus-pend-ed
				Sub-total	Charged or investi-gation re-quested	Re-com-mend-ations, etc.	Medi-ation	Closed by settle-ment	Re-solved during investi-gation				
Total	2017	4,038	3,816	420	1	116	1	20	282	2,243	55	1098	-
	2016	3,419	3,487	364	11	64	1	67	221	2,041	36	1044	2
Busan	2017	889	876	86	-	25	-	2	59	527	13	250	-
	2016	859	862	83	-	12	-	8	63	503	9	266	1
Gwang ju	2017	953	908	101	-	35	-	8	58	514	13	280	-
	2016	888	926	91	5	17	-	8	61	502	9	323	1
Daegu	2017	949	940	141	1	31	1	6	102	481	11	307	-
	2016	806	804	109	3	16	1	24	65	514	2	179	-
Dae jeon	2017	987	983	85	-	21	-	4	60	647	18	233	-
	2016	866	895	81	3	19	-	27	32	522	16	276	-
Gangwon	2017	260	109	7	-	4	-	-	3	74	-	28	-

* Recommendations, etc.: The sum of recommendations made for a settlement, remedial action, disciplinary action, or emergency relief action that, under the NHRC Act, the recommended institutions have the obligation to confirm whether or not they would accommodate them

* Resolved during investigation: Of cases rejected or dismissed, those that were resolved smoothly or did not require separate remedial measures thanks to the efforts of or mediation by the investigator

* The figures for the Gangwon Human Rights Office are from the date it was opened (1 June 2017) to 31 December 2017.

4. Human rights education and training

By operating a human rights education center, the human rights offices organized instructor fostering programs, human rights sensitivity classes, mandatory human rights education and training for mental health care centers and facilities for the homeless, and special human rights lectures.

In 2017, the human rights offices organized 1,999 human rights education sessions (88,884 persons), of which 43 sessions (1,270 persons) were instructor fostering programs, 53 (1,583 persons) human rights sensitivity classes, 87 (3,826 persons) mandatory education, 484 (1,0081 persons) visiting education, and 1,332 (72,124 persons) special human rights lectures. This

shows that the most number of human rights education was through special lectures.

[Table 2-5-5] Human rights education and training organized by human rights offices in 2017

(in number of sessions and persons)

Human Rights Office	Total		Fostering program		Sensibility enhancement program		Mandatory program		Visiting program		Special lecture	
	Session	Participant	Session	Participant	Session	Participant	Session	Participant	Session	Participant	Session	Participant
Total	1,999	88,884	43	1,270	53	1,583	87	3,826	484	10,081	1,332	72,124
Busan	589	26,758	11	282	14	545	21	999	62	1,354	481	23,578
Gwangju	370	17,216	5	234	3	104	18	737	124	3,421	220	12,720
Daegu	520	21,717	10	226	19	597	28	1,324	159	2,476	304	17,094
Daejeon	505	21,755	14	452	17	337	20	766	139	2,830	315	17,370
Gangwon	15	1,438	3	76	-	-	-	-	-	-	12	1,362

* The figures for the Gangwon Human Rights Office are from the date it was opened (1 June 2017) to 31 December 2017.

The human rights offices conduct human rights education and training for institutions, schools, and groups in various domains to raise public awareness in local communities and target a larger audience. In 2017, they offered 339 sessions (29,417 persons) for the public sector, 1,083 (34,022 persons) for schools, and 577 (25,445 persons) for citizens. The most number of human rights education and training occurred in schools.

[Table 2-5-6] Human rights education and training by audience in 2017

(in number of sessions and participants)

Human Rights Office	Total		Public		School		Citizens	
	Session	Participant	Session	Participant	Session	Participant	Session	Participant
Total	1,999	88,884	339	29,417	1,083	34,022	577	25,445
Busan	589	26,758	91	8,861	429	12,591	69	5,306
Gwangju	370	17,216	63	5,892	168	4,832	139	6,492
Daegu	520	21,717	98	6,778	240	8,137	182	6,802
Daejeon	505	21,755	81	6,810	242	8,262	182	6,683
Gangwon	15	1,438	6	1,076	4	200	5	162

* The figures for the Gangwon Human Rights Office are from the date it was opened (1 June 2017) to 31 December 2017.

Notably, the Busan Human Rights Office had a sudden increase in demand from the police after the new administration came in. This was roughly a five-fold increase from 2016 (10 sessions for 648 persons in 2016; 24 sessions for 3,514 persons in 2017). The Gwangju Human Rights Office increased its outreach to schools in island areas.

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3 Recommendations, ex officio inspections, inspection visits, and surveys in 2017

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National Human Rights Commission of Korea

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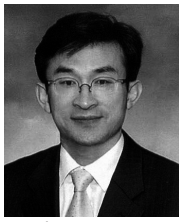
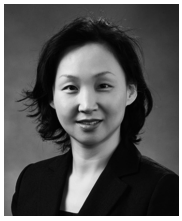
1. List of Commissioners and Senior Executive Officers

(as of 31 December 2017)

Commissioners

Name	Profile	Remarks
 Chairperson Lee, Sung-Ho	•Passed the 22nd Bar Exam •Judicial Researcher, Supreme Court •Director, Cheonan Branch of Daejun District Court •Chief Judge, Suwon, Seoul, Seoul Eastern District Court •Chief Judge and Senior Chief Judge, Patent Court •Chief Judge and Senior Chief Judge, Seoul High Court •President, Seoul Southern and Central District Court •Chairperson, Seoul Metropolitan Electionw Commission •Chairman, GANHRI Working Group on Ageing (from 2016)	Nominated by the President (13 Aug. 2015 – 12 Aug. 2018)
 Standing Commissioner Lee, Kyung-Suk	•Secretary General, Vice President, Standing Representative, and Co-representative, Korea Women Link •Director of Policy and Planning, Standing Representative, Co-Representative, the United Korea Women's Association •Member, Press Arbitration Commission Committee •Member, Korean Broadcasting Commission •Head, Support Team for Women escaped from Prostitution, Uri Party; Head, Policy Planning Team on Child Support •Chairperson, the 6 Policy Coordination Committee, United New Democratic Party •Member of 17th National Assembly (Culture and Tourism Committee, Education Committee)	Elected by the National Assembly (16 Mar. 2015 - 15 Mar. 2018)
 Standing Commissioner Jeong, Sang-Hwan	•Passed the 29th Judicial Examination •Legal Attache, Embassy of the Republic of Korea in the US •Chief Prosecutor, Criminal Investigation Division 7, Supreme Prosecutors'Office •Deputy Chief Prosecutor, Cheongju District Prosecutors Office •1st Deputy Chief Prosecutor, Suwon District Prosecutors Office •Head, Bucheon Branch of Incheon District Prosecutors Office •Research Commissioner, Legal Research and Training Center •Lawyer, Jeong Sanghwan Law Firm	Elected by the National Assembly (22 Mar. 2016 - 21 Mar. 2019)
 Standing Commissioner Choi, Hye-Ri	•Judge, Seoul District Court •Judge, Seoul Family Court •Lawyer, Barun Law LLC •Lawyer, Korea Government Legal Service •Commissioner, Committee on Prosecution Reform •Commissioner, Committee on Policy for Regional Public Enterprises •Commissioner, Personal Information Protection Commission •Standing Commissioner, Seoul Court Coordinating Center	Nominated by the President (28 Nov. 2016 - 27 Nov. 2019)

Name	Profile	Remarks
 Commissioner Han, Wee-Soo	• Judge, Seoul District Criminal Court, Seoul District Civil Court and Masan District Court • Judge, Seoul High Court and Busan High Court • Professor, Judicial Research & Training Institute; Research Director, the Constitutional Court • Senior Judge, Seoul High Court and Daegu High Court • 5th President, Korean Society for Media Law, Ethics and Policy Research • Member, Central Environmental Disputes Conciliation Committee • Member, Human Rights Commission, Korean Bar Association • Lawyer, Bae, Kim & Lee LLC	Nominated by the Chief Justice of the Supreme Court (10 Aug. 2012 - 9 Aug. 2018) * Consecutive nomination: 10 Aug. 2015
 Commissioner Lee, Eun-Kyung	• Judge, Seoul Southern, Central, Eastern District Court • Visiting Professor, Judicial Research and Training Institute • Member, Victim Protection Committee, Ministry of Justice • Vice President, Korea Women Lawyers Association • Auditor, Korean Women's Development Institute • Member, Press Arbitration Commission • Managing Partner, Sanju Law Firm	Elected by the National Assembly (5 Feb. 2015 - 4 Feb. 2018)
 Commissioner Jang, Ae-Soon	• Dean, College and Graduate School of Buddhist Studies, Dongguk University • Director, Central Library, Dongguk University • Chairperson, Korean Bhikkhuni Association • Professor, College of Buddhist Studies, Dongguk University • Chief, Wonkyosa Temple of Jogye Order of Korean Buddhism • Board Member, International Association for Buddhist Thought and Culture • Board Member, The Korean Association for Buddhist Studies • Member of the Japanese Association of Indian and Buddhist Studies • Member, Central Council of Jogye Order of Korean Buddhism	Nominated by the President (16 Jun. 2016 - 15 Jun. 2019)
 Commissioner Kim. Ki-Jung	• Commissioner, Korea Internet Self-governance Organization • Commissioner, Internet Election News Deliberation Commission • Commissioner, Commission on Media Development, National Assembly • Director, Opennet • Lawyer, Lawfirm Dongsuh Yangjae	Elected by the National Assembly (23 Sep. 2016 - 22 Sep. 2019)

Name	Profile	Remarks
 Commissioner Han, Su-Woong	•Lawyer, Ministry of Justice, Baden-Wuerttermberg, Germany •Research Officer, Constitutional Court of Korea •Associate Professor, Law school, Hongik University •Professor, Law School, Chungang University (present)	Nominated by the Chief Justice of the Supreme Court (1 Feb. 2017 – 31 Jan. 2020)
 Commissioner Cho, Hyun-Wook	•Chief Judge, Incheon Regional Court •Chair, Work and Family Coexistence Committee, Korean Bar Association •Chair, Special Committee on Support for Victims of Child Abuse, Korean Women Lawyers Association •Commissioner, Press Arbitration Commission •Commissioner, Central Administrative Appeals Commission (present) •Chief Vice-president, Korean Women Lawyers Association (present)	Nominated by the Chief Justice of the Supreme Court (21 Jun. 2017 – 20 Jun. 2020)
 Commissioner Bae, Bok-Ju	•Co-President, National Council of Counselling Center for Sexual Violence •Member, Committee on Welfare for People with Disabilities, Seoul Metropolitan City •Member, Committee on Gender Equality, Seoul Metropolitan City •Member, Policy Advisory Committee, Ministry of Gender Equality and Family •Chair, Anti-Sexual Violence Committee, Solidarity Against Disability Discrimination •President, Women with Disabilities Empathy	Nominated by the President (15 Dec. 2017 – 14 Dec. 2020)

Former Chairpersons

Name	Profile	Term
 1st Chairperson Kim, Chang-Guk	• Chief Prosecutor, Jeonju and Gwangju District Prosecutors' Office • 82th President, Seoul Bar Association • 40th President, Korean Bar Association • Co-representative, People's Solidarity for Participatory Democracy • Chair, the Committee for the Inspection of Property of Japan Collaborators	25 Nov. 2001 - 23 Dec. 2004
 2nd Chairperson Choi, Young-Do	• Judge, Seoul District Criminal Court • Human Rights Director and Commissioner, Korean Bar Association • President, Lawyers for Democratic Society • Standing Co-representative, Korea Human Rights Network • Co-representative, People's Solidarity for Participatory Democracy	24 Dec. 2004 - 22 Mar. 2005
 3rd Chairperson w Cho, Young-Hwang	• Standing Director, Seoul Bar Association • Lawyer in Charge of Maintaining Public Prosecution against Sexual Torture Occurred at Bucheon Police Station • Director, Anti-Corruption Committee, the Citizens´Coalition for Economic Justice • Judge, Goheunggun Court, Suncheon Branch of Gwangju District Court • Chairperson, the Ombudsman of Korea	4 Apr. 2005 - 1 Oct. 2006
 4th Chairperson Ahn, Kyong-Whan	• Professor and Dean, College of Law, Seoul National University • Visiting Professor, College of Law, University of Illinois • 8th President, Korean Constitutional Law Association • Vice-chairman, Asia-Pacific Forum of National Human Rights Institutions (APF) • Vice-chairman, International Coordinating Commission (ICC)	30 Oct. 2006 - 5 Jul. 2009
 5th and 6th Chairperson Hyun, Byung-Chul	• Dean, College of Law, Hanyang University • Director, Administration Department, Hanyang University • Secretary General and Vice-president, the Korea Law Professors Association • President, Korea Association of Comparative Private Law • Director, Graduate School of Public Administration, Hanyang University • Dean, Hanyang Cyber University	17 Jul. 2009 - 12 Aug. 2015 * Consecutive nomination: 13 Aug. 2012

■ Secretary General and Senior Executive Officers

Name	Profile	Name	Profile
 Secretary General Cho, Young-Sun	• 31st Class, Judicial Research and Training Institute • Senior staff attorney, Law Firm Hwa • Human rights commissioner, Korean Bar Association • Secretary General, Lawyers for a Democratic Society • Chair of Sub-Committee for Cultural Black List Fact-finding and Institutional Improvements	 Director-General of Planning & Coordination Lee, Suk-Jun	• Chief, Immigrant Human Rights Team, NHRCK • Chief Secretary, NHRCK • Director, Human Rights Policy Division, NHRCK • Director, Disability Discrimination Investigations Division I, NHRC
 Director-General of Policy and Education Bureau Shim, Sang-Don	• Personnel Bureau, Ministry of Public Administration and Security • Director, General Affairs, NHRCK • Director, Policy Coordination, NHRCK • Director, Personnel and Innovation, NHRCK • Director, Investigation Coordination, NHRCK • Director-General, Investigation Bureau, NHRCK	 Director-General of Investigation Bureau Kim, Seong-Junw	• Director, Legal and Audit Affairs, NHRCK • Director, Policy Coordination, NHRCK • Director, Remedial Actions I, NHRCK • Director, Disabilities Discrimination Investigations II, NHRCK • Director, Planning & Coordination, NHRCK

2. 2017 Business Roadmap

Vision	A world where everyone lives the fullness of humanity
Mission	Enhancing the basic human rights for all so that their dignity and value as a human being can be safeguarded, and consolidating the foundation of a democratic society

Four Strategic Objectives	Goals
Ⅰ. Laying the foundation for human rights promotion	1. Increasing guarantee of the right to freedom 2. Expanding and promoting social rights 3. Monitoring the implementation of the National Action Plan recommendations 4. Establishing international human rights norms at home 5. Introducing human rights impact asessment system
Ⅱ. Protecting the human rights of the vulnerable and marginalized	1. Promoting the rights of children, youths, and older persons 2. Rectifying discrimination against people with disabilities and improving their rights 3. Correcting gender discrimination and sexual harrassment, and promoting women's rights 4. Promoting the rights of immigrants and of overseas Korean expatriates 5. Ensuring relief for those in blind spots
Ⅲ. Promoting the values of human rights across the society	1. Facilitating local access to Commission's services and promoting the values of human rights nationwide 2. Expanding human rights policies, including the enactment of the Human Rights Education Support Act 3. Developing, distributing, and utilizing human rights education contents 4. Ensuring a systematic operation of human rights education and training 5. Raising public awareness through active promotional activities
Ⅳ. Mobilizing public support and strengthening cooperation	1. Mitigating labor gaps and alienation 2. Encouraging and promoting human rights perspectives in businesses 3. Promoting human rights in an advanced information society 4. Developing new human rights agenda through research 5. Strengthening exchanges and cooperation with human rights organizations in Korea and abroad
<Special Program>	Improving human rights conditions in North Korea
<Feature Program>	Establishing the 5th Action Plan for the Promotion of Human Rights (2018-2020)
Prerequisites (Capacity-building)	1. Bolstering the independence of the Commission 2. Enabling NHRCK staff to build greater professionalism

3. Recommendations, ex officio inspections, inspection visits, and surveys in 2017

A. Policy recommendations and opinions

▪ Policy recommendations

No.	Title	Date	Relevant organization
1	Policy recommendation to promote accessibility for persons with disabilities	5 Jan.	President of Korea Post Minister of Employment and Labor, etc.
2	Recommendation for institutional improvements to protect the rights of people with dementia	12 Jan.	Minister of Health and Welfare Basic local government directors
3	Recommendation following an inspection visit to military guardhouses in 2016	24 Jan.	Minister of National Defense
4	Infringement of right of reputation due to unconfirmed change of address of sexual offenders	28 Feb.	Minister of Gender Equality and Family
5	Policy recommendation to promote the right to education of infants and toddlers with disabilities	23 Mar.	Minister of Education Minister of Health and Welfare Prime Minister
6	Recommendation to improve the system to register disabled persons for immigrants with disabilities	30 Mar.	Minister of Health and Welfare
7	Recommendation to protect the basic labor rights of workers in special employment types	6 Apr.	Minister of Employment and Labor
8	Recommendation to improve the line-of-duty death criteria	13 Apr.	Minister of Personnel Management Chairman of the National Assembly
9	Recommendation for institutional improvements to promote the labor rights of North Korean defectors	20 Apr.	Minister of Unification Minister of Employment and Labor
10	Recommendation for institutional improvements to promote the rights of immigrant construction workers	8 Jun.	Minister of Employment and Labor
11	Recommendation to introduce an alternative civilian service system and expression of opinion regarding the amendment to the Military Service Act	27 Jun.	Minister of National Defense Chairman of the National Assembly (opinion expressed)
12	Policy recommendation to guarantee use of day-time protection facilities for persons with disabilities	3 Jul.	Minister of Health and Welfare
13	Recommendation for institutional improvements regarding insurance rejections (limitations) for certain vocational groups	11 Aug.	Governor of Financial Supervisory Service
14	Recommendation to improve the employment insurance for marginal part-time workers	21 Aug.	Minister of Employment and Labor
15	Recommendation to improve the birth registration system to prevent child abuse	2 Nov.	Minister of Justice Chief Justice of the Supreme Court Chairman of the National Assembly

No.	Title	Date	Relevant organization
16	Recommendation to prevent excessive personal information collection in college scholarship applications	16 Nov.	Minister of Education 17 Offices of Education
17	Recommendation to improve the human rights conditions faced by marginal part-time workers	23 Nov.	Minister of Employment and Labor Minister of Health and Welfare
18	Recommendation following inspection visits to police lockups in 2017	23 Nov.	Chief of the National Police Agency
19	Recommendation for policy-making and institutional improvements to eliminate sexual violence in the military	23 Nov.	Minister of National Defense
20	Policy recommendation regarding medical discrimination against people with HIV/AIDS	6 Dec.	Minister of Health and Welfare Director of Center for Disease Control Governors/Mayors of 17 local governments
21	Expression of opinion regarding the enactment of a special law on the Hyeongje Welfare Institution and recommendation to join the Convention on Enforced Disappearance	6 Dec.	Minister of Justice Minister of Foreign Affairs
22	Recommendation regarding the limitation on subsidy funding in the Budget Execution Guidance	6 Dec.	Minister of Strategy and Finance
23	Policy recommendation to improve accessibility to small public-use facilities for persons with disabilities	14 Dec.	Minister of Health and Welfare Minister of Strategy and Finance Minister of Public Administration and Security Minister of Land, Infrastructure, and Transport Governors/Mayors of 17 local governments
24	Recommendation for institutional improvements to prevent product accidents and ensure safety	21 Dec.	Minister of Trade, Industry and Energy
25	Policy recommendation to promote the rights of students in school	21 Dec.	Minister of Education 17 superintendents of education
26	Recommendation following visits to mental health care institutions to inspect long-stay patients in 2017	26 Dec.	Minister of Health and Welfare
27	Recommendation to improve the operation of special release of detainees	27 Dec.	Minister of Justice
28	Recommendation following inspection visits to foreigner shelter facilities in 2017	27 Dec.	Minister of Justice
29	Recommendation to revise local ordinances that limit use of welfare facilities for mentally disabled persons	28 Dec.	74 heads of local governments and provincial assembly chairmen Minister of Public Administration and Security
30	Recommendation for policy improvement to protect immigrant children who are victims of child abuse	28 Dec.	Minister of Justice Minister of Health and Welfare

▪ Opinions expressed

No.	Title	Date	Relevant organization
1	Opinion for a working group draft list of issues prior to session of the United Nations Committee on Economic, Social and Cultural Rights	9 Feb.	United Nations Committee on Economic, Social and Cultural Rights
2	Opinion regarding the amendment to the Act on the Prohibition of Discrimination against Persons with Disabilities	9 Feb.	Minister of Health and Welfare Chairman of the National Assembly
3	Opinion regarding the 3rd, 4th, and 5th review of Korea's state report by the United Nations Subcommittee on Prevention of Torture	13 Mar.	United Nations Committee against Torture
4	Opinion regarding the amendment to the Family Litigation Act	23 Mar.	Minister of Justice
5	Opinion for United Nations OHCHR's third Universal Periodic Review (UPR) of the human rights records of Korea	27 Mar.	United Nations Human Rights Council
6	Opinion regarding the proposed Enforcement Decree and Enforcement Regulations of the Act on the Improvement of Mental Health and Support for Welfare Services for Mental Patients	13 Apr.	Minister of Health and Welfare
7	Opinion to improve company dinners that are sexually discriminatory	17 Apr.	Foundation X
8	Opinion regarding the proposed Enforcement Decree of the Lifelong Education Act	27 Apr.	Minister of Education
9	Opinion for effective implementation of the Convention on the Civil Aspects of International Child Abduction	12 May	Minister of Justice
10	Opinion regarding the children gun shooting event	12 May	Head of District Office X in Seoul
11	Opinion regarding the 5th and 6th integrated state report for the United Nations Convention on the Rights of the Child	15 May	Minister of Health and Welfare
12	Opinion regarding filing by local governments to amend or abolish the human rights ordinance	8 Jun.	Governor of South Chungcheong Provincial Government and Chairman of the provincial assembly
13	Opinion regarding human rights-related institutional arrangements at the local government level	15 Jun.	Governors/Mayors of local governments
14	Opinion regarding the proposed amendment to the Act on the Protection of Children and Juveniles against Sexual Abuse	15 Jun.	Chairman of the National Assembly
15	Opinion to protect the rights of elementary school children during urology examination	28 Jun.	Superintendent of Education of Gyeonggi-do Province
16	Opinion for a working group draft list of issues prior to session of the United Nations Committee on the Elimination of all Forms of Discrimination against Women	5 Jul.	UN Committee on the Elimination of all Forms of Discrimination against Women
17	Opinion regarding educational opportunities for public officials in technical occupational groups	10 Jul.	8 institutions, including Head of District Office X of City X
18	Opinion regarding disparagement of women and sexual discrimination in the childbirth guidelines of the Ministry of the Interior	10 Jul.	Minister of Government Administration and Home Affairs Minister of Health and Welfare

No.	Title	Date	Relevant organization
19	Opinion urging establishment of a National Action Plan on Business and Human Rights	20 Jul.	Office for Government Policy Coordination
20	Independent opinion regarding the 4th review by the United Nations Committee on Economic, Social and Cultural Rights of the state report of Korea	24 Jul.	United Nations Committee on Economic, Social and Cultural Rights
21	Opinion regarding the proposed Act on the Employment Improvement of Domestic Workers	4 Aug.	Minister of Employment and Labor
22	Opinion regarding the collection of data on Internet usage patterns of low-income class students who get informatization assistance	8 Sep.	Superintendent of Education of Gyeonggi-do Province
23	Petition submitted to the United Nations Human Rights Council for special procedures to secure the right to safety of South Korean nationals detained in North Korea	11 Sep.	United Nations Secretary General Special rapporteur on the situation of human rights in DPRK
24	Opinion regarding the establishment of a special school for students with disabilities	12 Sep.	Minister of Education Mayor of Seoul Head of District Office X in Seoul Superintendents of education
25	Opinion regarding employment-related promotional materials of specialized high schools	27 Sep.	17 superintendents of education
26	Opinion regarding human rights infringements caused by violence and lack of proper medical treatment during investigation	28 Sep.	Minister of National Defense
27	Opinion regarding the proposed amendment to the Act on the Protection and Support of Missing Children	2 Nov.	Minister of Health and Welfare
28	Opinion regarding the government's third proposed Basic Plan for Public Policy for Multi-cultural Families	9 Nov.	Minister of Gender Equality and Family
29	Proposed Constitutional amendment to enhance the guarantee of basic rights	4 Dec.	Chairman of the National Assembly
30	Opinion regarding the abolition of the death penalty provision under the Military Criminal Act	21 Dec.	Chairman of the National Assembly Minister of National Defense
31	Excessive enlistment of the sibling of a military service man who died while on duty	21 Dec.	Chairman of the National Assembly
32	Opinion following inspection visits to correctional facilities for women and juveniles in 2017	27 Dec.	Minister of Justice
33	Opinion following inspection visits to welfare facilities for older persons in 2017	27 Dec.	15 senior welfare facilities

▪ Opinions submitted

No.	Title	Date	Relevant organization
1	Opinion regarding litigation seeking revocation of the illegal union notification (Supreme Court 2016DU32992)	18 Dec.	Chief Justice of the Supreme Court

B. Major recommendations on human rights infringement

▪ Prosecution and police

No.	Title	Case no.	Date
1	Leakage of facts of suspected crime during police investigation	16-Jinjeong-0698700	24 Jan.
2	Human rights infringement caused by excessive use of restraints during investigation in Prosecutor's Office	16-Jinjeong-0126600	28 Feb.
3	Human rights infringement resulting from arrest without a warrant by police	16-Jinjeong-0388600	28 Feb.
4	Leakage of personal information in the course of reading and transcription of case record	16-Jinjeong-1059800	29 Mar.
5	Assault by policeman	17-Jinjeong-0209500 combined with another case	22 May
6	Police blocking rally vehicle	16-Jinjeong-0918000 combined with another case	22 Jun.
7	Deployment of police conscripts to rallies and demonstrations	16-Jinjeong-0927700	22 Jun.
8	Human rights infringement caused by police checking personal information without permission	17-Jinjeong-0046100	18 Jul.
9	Unlawful arrest of criminal taken in an act of crime	17-Jinjeong-0023200	18 Jul.
10	Human rights infringement caused by police limiting visit of detained suspects by their families	16-Jinjeong-0781000	23 Aug.
11	Excessive collection and use of personal information by the police	17-Jinjeong-0048900	28 Sep.
12	Use of excessive restraints on persons with visual impairment	16-Jinjeong-0773900	28 Sep.
13	Using CCTVs for non-stated purpose of monitoring work	16-Jinjeong-0464200	28 Sep.
14	Police infringement of freedom of expression by limiting one-man demonstration in front of U.S. Embassy	16-Jinjeong-0109600	30 Oct.
15	Excessive use of Taser gun by the police	17-Jinjeong-0321900	30 Oct.
16	Disruption of one-man demonstration	16-Jinjeong-0432500	30 Oct.
17	Exposure of criminal record during cross-investigation	17-Jinjeong-0903400	23 Nov.
18	Infringement of a suspect's right to health due to excessive, forcible investigation	17-Jinjeong-0597800	23 Nov.
19	Forcible, unjustified transfer by prosecutor	16-Jinjeong-0857400	23 Nov.
20	Unjustified arrest by policeman	17-Jinjeong-0346000	23 Nov.
21	Inappropriate statements made by prosecutor against victim	17-Jinjeong-0329000	4 Dec.

No.	Title	Case no.	Date
22	Human rights infringement caused by police nonfeasance during forcible execution	16-Jinjeong-0529401	21 Dec.
23	Urine examination by police without a warrant for search and confiscation	17-Jinjeong-0854900	21 Dec.
24	Human rights infringement by investigative agency by using handcuffs and other restraints on suspect during questioning	16-Jikkwon-0002200 16-Jikkwon-0002600 combined	21 Dec.
25	Placating a victim of sexual harassment in the workplace	17-Jinjeong-0713800	21 Dec.
26	Police infringement of a juvenile suspect's right to defense	17-Jinjeong-0330600	28 Dec.

▪ Military

No.	Title	Case no.	Date
1	Excessive infringement of privacy for reason of security inspection	16-Jinjeong-0848700 combined with another case	28 Feb.
2	Human rights infringement caused by leakage of personal information of complainant	16-Jinjeong-0433600	28 Feb.
3	Atrocities and bullying by fire department conscripts	17-Jinjeong-0097000	29 Mar.
4	Excessive infringement of privacy under implementation guidelines for sound drinking culture	16-Jinjeong-0475500 combined with another case	29 Mar.
5	Human rights infringement caused by cover-up of a death incident in military unit	17-Jinjeong-0029200	29 Mar.
6	Infringement of trainees' right to safety at Nonsan Training Center	17-Jinjeong-0660900	28 Sep.
7	Ex officio investigation of human rights infringement caused by sexual violence in the military	17-Jikkwon-0001600 combined with another case	23 Nov.
8	Human rights infringement caused by disciplinary actions taken against hospitalized patients caught smoking	17-Jinjeong-0829000	21 Dec.
9	Human rights infringement caused by leakage of personal information of complainant	17-Jinjeong-0588000	21 Dec.
10	Abuse of power by military leadership, including abusive words and violence against service contractor	17-Jinjeong-0298400	21 Dec.

▪ Detention and protective facilities

No.	Title	Case no.	Date
1	Human rights infringement caused by exposure of restrained hands during court appearance	16-Jinjeong-0695000	12 May
2	Human rights infringement caused by excessive use of restraints in detention facilities	17-Jinjeong-0381300	28 Jun.
3	Poor prison environment	17-Jinjeong-0155600	8 Sep.
4	Human rights infringement caused by non-issuance of basic supplies during detention for investigation	17-Jinjeong-0276100	8 Sep.
5	Cursing and assault by prison officer	17-Jinjeong-0624700	20 Oct.

No.	Title	Case no.	Date
6	Human rights infringement caused by excessive use of electronic recording equipment in detention facilities	16-Jinjeong-0773800	29 Nov.
7	Lack of appropriate medical treatment in detention facilities	17-Jinjeong-0840500 combined with another case	29 Nov.
8	Excessive use of protective devices in prisons	17-Jinjeong-0100600	29 Nov.

▪ Protective and care facilities

No.	Title	Case no.	Date
1	Human rights infringement caused by forced work in mental hospitals	16-Jinjeong-0245800	12 Jan.
2	Assault by care worker against patient	16-Jinjeong-0825600	31 Jan.
3	Unjustified forced discharge and forced labor	16-Jinjeong-0456500	31 Jan.
4	Unjustified body search by nurse in a mental hospital	16-Jinjeong-0198700	7 Feb.
5	Assault by care worker	16-Jinjeong-0988200	20 Feb.
6	Unjustified long-term, forced hospitalization in a mental hospital	16-Jinjeong-0164200	21 Feb.
7	Malnutrition caused by failure to provide nutritious food to intellectually handicapped persons	17-Jinjeong-0027900	24 Feb.
8	Human rights infringement caused by lack of due diligence in a residence of persons with disabilities	16-Jinjeong-0985800	24 Feb.
9	Unjustified forced labor in a mental hospital	16-Jinjeong-0239300	22 Mar.
10	Non-voluntary hospitalization without face-to-face medical examination	16-Jinjeong-0854200	24 Mar.
11	Extortion of disability allowance at a facility for disabled persons	16-Jinjeong-0963500	28 Apr.
12	Unjustified body search by chief nurse in a mental hospital	16-Jinjeong-0219500	2 May
13	Human rights infringement caused by violation of protection duty in a residence of persons with disabilities	17-Jinjeong-0308200	31 Jul.
14	Lack of appropriate medical treatment in a hospital	17-Jinjeong-0267400	31 Jul.
15	Assault by hospital staff	16-Jinjeong-1039600	31 Jul.
16	Injury caused by forcible administration of drugs	16-Jinjeong-1019700	31 Jul.
17	Excessive separation in a mental hospital	17-Jinjeong-0014200	12 Sep.
18	Unjustified forced labor in a hospital	17-Jinjeong-0162900	1 Sep.
19	Human rights infringement upon persons with disabilities and staff in a welfare facility	17-Jinjeong-0316800	20 Oct.
20	Director of a child-care facility forcing children to apologize	17-Jinjeong-0720800	20 Oct.
21	All-out restriction of smartphone use in a mental hospital	17-Jinjeong-0785500	23 Oct.
22	Obstruction of right to appeal to Human Rights Commission	17-Jinjeong-0774600	23 Oct.
23	Unjustified hospitalization	17-Jinjeong-0500100	23 Oct.
24	Forcible hospitalization in violation of lawful procedures	17-Jinjeong-0317200	22 Nov.
25	Human rights infringement against persons with disabilities in a social welfare foundation	17-Jinjeong-0963000	23 Nov

▪ State institutions, local governments, and public service-related organizations

No.	Title	Case no.	Date
1	Infringement of freedom and privacy of personal life caused by no-notice visit by district officer	16-Jinjeong-0312300	8 Feb.
2	Human rights infringement caused by unreasonable work and personnel regulations of a national university hospital	16-Jinjeong-0276300	8 Feb.
3	Human rights infringement caused by excessive use of protective restraints by staff of a probation office	16-Jinjeong-0570200	8 Feb.
4	Unjustified surveillance on public organization employees and threats	16-Jinjeong-0959300	8 Feb.
5	Infringement of privacy of personal life due to unsealed notification from probation office	16-Jinjeong-1044000	3 Mar.
6	Unjustified obstruction of one-man demonstration	16-Jinjeong-0789800	3 Mar.
7	Infringement of freedom and privacy of personal life of a victim of sexual harassment by failing to take protective measures during investigation	16-Jinjeong-0983100	4 Apr.
8	Infringement of freedom and privacy of personal life caused by unjustified home visit by public official	16-Jinjeong-0904100	4 Apr.
9	Infringement of personal liberty due to prolonged use of rope during investigation by probation officer	16-Jinjeong-1068200	12 May
10	Cursing on complainant by a staff of public service-related organization	16-Jinjeong-0922600	12 May
11	Human rights infringement caused by leakage of personal information by a staff of a public service-related organization	17-Jinjeong-0145700	12 May
12	Monitoring staff work through CCTVs	16-Jinjeong-0585300	28 Jun.
13	Human rights infringement caused by restrictive qualification requirements placed on a vacancy of the Ministry of National Defense	17-Jinjeong-0025700	28 Jun.
14	Human rights infringement caused by requirement to submit a pledge	17-Jinjeong-0345000	28 Jun.
15	Human rights infringement caused by restricting junior high school placement of student athletes to schools within residential district	16-Jinjeong-0987700	28 Jun.
16	Human rights infringement caused by leakage of a complainant's personal information by a public service-related organization	16-Jinjeong-0453500	8 Sep.
17	Infringement of personal rights caused by unisex changing rooms and restrooms in a veterans hospital	16-Jinjeong-0831600	8 Sep.
18	Leakage of personal information of complainant	17-Jinjeong-0537600	20 Oct.
19	Improper use of correctional tools in a day care center	17-Jinjeong-0842600 combined with another case	20 Oct.
20	Infringement of personal rights and privacy during investigation	17-Jinjeong-0858600	29 Nov.
21	Human rights infringement caused by leakage of personal information of an information disclosure applicant	17-Jinjeong-0692400	29 Nov.
22	Public apology forced upon contract worker in a foreigner shelter	17-Jinjeong-0791100	29 Nov.
23	Human rights infringement caused by leakage of personal information by an employee of a public service-related organization	16-Jinjeong-0680900	1 Dec.

No.	Title	Case no.	Date
24	Human rights infringement upon a supply company employee by an employee of a public service-related organization	17-Jinjeong-0420300	1 Dec.
25	Infringement of privacy of personal life in the course of delivering a bill for unpaid taxes	17-Jinjeong-0805200	1 Dec.
26	Leakage of complainant's personal information by audit officer	17-Jinjeong-0815000	1 Dec.
27	Public organization's surveillance of employee work using CCTVs	17-Jinjeong-0822000	27 Dec.
28	Infringement of freedom and privacy of personal life of sexual harassment victim during investigation	17-Jinjeong-0401400	27 Dec.
29	Human rights infringement caused by threatful and disparaging statements made by public health clinic doctor	17-Jinjeong-0889700	27 Dec.
30	Human rights infringement caused by forced hoisting of national flag	16-Jinjeong-0834500	27 Dec.
31	Infringement of privacy caused by excessive information requirement	17-Jinjeong-0206600	27 Dec.

▪ Schools

No.	Title	Case no.	Date
1	Signature on form forced upon by college professors	16-Jinjeong-0331300	8 Feb.
2	Abusive language used by school principal on teachers	16-Jinjeong-0561700	8 Feb.
3	In-class physical punishment by professor	16-Jinjeong-0980800	8 Feb.
4	Lack of protective actions taken for victims of sexual harassment in school	16-Jinjeong-0257200	8 Feb.
5	Insulting remarks and sexual harassment by superintendent of a high school dormitory	16-Jinjeong-0174000	8 Feb.
6	Abusive language and atrocities by instructor	16-Jinjeong-0457600 combined with 2 other cases	8 Feb.
7	Human rights infringement caused by physical punishment and abusive language of instructor	15-Jinjeong-0836500	3 Mar.
8	Lack of actions taken against a student who offended teacher's authority	16-Jinjeong-0954400	4 Apr.
9	Lack of actions taken to protect victim of school violence	16-Jinjeong-0815800	4 Apr.
10	Inappropriate actions taken by school regarding violence incident	15-Jinjeong-0768000	4 Apr.
11	Infringement upon a professor's right to perform duty by placing him on a waiting list for assignment	16-Jinjeong-0489400	12 May
12	Lack of actions taken to protect student victim of school violence	17-Jinjeong-0189000	12 May
13	Human rights infringement caused by physical punishment	17-Jinjeong-0004000 combined with 4 other cases	5 Jun.
14	Human rights infringement upon a student involved in a school violence incident	16-Jinjeong-1059300	5 Jun.
15	Human rights infringement caused by disallowing vocational training	16-Jinjeong-0934100	9 Aug.
16	Infringement of privacy caused by curfew and frequent inspections in residence	17-Jinjeong-0332200	9 Aug.

No.	Title	Case no.	Date
17	Human rights infringement caused by trainee teacher school placement	17-Jinjeong-0213000	9 Aug.
18	Disparaging remarks made by college professor regarding persons with disabilities	17-Jinjeong-0270400	11 Aug.
19	Excessive restrictions on smartphone use in a junior high school	17-Jinjeong-0193700	8 Sep.
20	College freshmen forced to wear name tag on campus	17-Jinjeong-0217800	8 Sep.
21	National university forcing students to take special TOEIC classes	16-Jinjeong-0988500 combined with 13 other cases	8 Sep.
22	Human rights infringement caused by having students sign a pledge prior to taking part in on-the-job training	17-Jinjeong-0415400	27 Sep.
23	Human rights infringement upon officers on board	16-Jinjeong-0401200 combined with 3 other cases	20 Oct.
24	Human rights infringement caused by non-compliance with lawful procedures for installing CCTVs in school dining facilities	17-Jinjeong-0650600	20 Oct.
25	Forced submission of resignation	17-Jinjeong-0742000	29 Nov.
26	Failure to organize Anti-School Violence Committee	16-Jinjeong-0539700	1 Dec.
27	Unjustified punishment by college professor	16-Jinjeong-0731300	1 Dec.
28	Human rights infringement caused by operating annual leaves for overseas trips on a permission basis	17-Jinjeong-0838000	27 Dec.
29	Human rights infringement caused by random open inspection of living quarters	17-Jinjeong-0985900	27 Dec.
30	Infringement of freedom of expression by removing posted materials without permission	16-Jinjeong-0660100 combined with 3 other cases	27 Dec.
31	Human rights infringement caused by forced reading of apology in public	17-Jinjeong-1082700 combined with another case	28 Dec.
32	Human rights infringement caused by forcible collection of smartphones	17-Jinjeong-0589600	28 Dec.
33	Human rights infringement incurred during investigation of a school violence incident	17-Jinjeong-0573100	28 Dec.
34	Excessive restrictions placed on smartphone use in school and dormitory	17-Jinjeong-1030800 combined with another case	28 Dec.
35	Infringement of personal rights caused by excessive urine examination	17-Jinjeong-0829200	28 Dec.
36	Infringement of personal rights caused by an instructor's use of abusive language	17-Jinjeong-0679200	28 Dec.

C. Major recommendations on discriminations

▪ Sexual discrimination

No.	Title	Case no.	Date
1	Discrimination against women when hiring a street cleaner supervisor	16-Jinjeong-0327300	19 Jun.
2	Discrimination against women in family allowance payments	16-Jinjeong-0918100	10 Jul.

▪ Appearance

No.	Title	Case no.	Date
1	Discrimination resulting in complainant forced to leave the Air Force Officer Candidate School	16-Jinjeong-0778000	25 Jan.
2	Discrimination of a job candidate based on appearance when hiring a security guard	16-Jinjeong-1051200	25 Jan.

▪ Family situations

No.	Title	Case no.	Date
1	Discrimination against step-parents in condolence payments	15-Jinjeong-0860500	17 Apr.

▪ Sexual harassment

No.	Title	Case no.	Date
1	Sexual harassment by supervisor in the workplace	17-Jinjeong-0737900	13 Oct.
2	Sexual harassment by college professor	16-Jinjeong-1059000	19 Jun.

▪ Disabilities

No.	Title	Case no.	Date
1	Exploitation of labor and money from a mentally challenged person	16-Jinjeong-1038200	13 Jan.
2	Failure to provide proper convenience to an instructor with disabilities	16-Jinjeong-0764100	3 Apr.
3	Discrimination of a public service personnel with a mental disease in terms of placement order	16-Jinjeong-1022500 combined with 24 other cases	3 Apr.
4	Demand for installation of wheel-chair ramp in apartment	16-Jinjeong-0406300	12 Jun.
5	No proper convenience available on express and intercity buses for persons in wheelchair	15-Jinjeong-0667600 combined with 13 other cases	3 Jul.
6	Discrimination against persons with disabilities by failing to comply with the mandatory handicapped person only marking in apartment parking lot	17-Jinjeong-0146600	11 Aug.

No.	Title	Case no.	Date
7	Exploitation of labor and money from a mentally challenged person	16-Jinjeong-1038200	6 Mar.
8	Bullying of person with disability	17-Jinjeong-0169100	12 Jun.
9	Failure to provide medical convenience to a student with disabilities	16-Jinjeong-0644000 combined with 13 other cases	12 Jun.
10	Disparaging remarks made by a college professor on persons with disabilities	17-Jinjeong-0270400	11 Aug.
11	Insulting remarks by a food company executive on a person with disability	17-Jinjeong-0662500	12 Sep.
12	Severely handicapped person asked to be accompanied by a guardian when attending a 4DX movie	16-Jinjeong-0134300	31 Oct.
13	Discrimination against persons with disabilities by not operating AC in classes with students with disabilities in summer	17-Jinjeong-0627100	31 Oct.
14	Person on a wheelchair not allowed to park his car	17-Jinjeong-0738900	31 Oct.
15	Denying a person insurance for reason of disability	16-Jinjeong-0962400	1 Dec.
16	Refusing to rent a space for reason of having to install convenience features for persons with disabilities	17-Jinjeong-0861100	1 Dec.

▪ Age

No.	Title	Case no.	Date
1	Discrimination based on age when hiring for a gas station position	17-Jinjeong-0107700	17 Apr.
2	Restaurant not allowing children under 13 access	16-Jinjeong-0848200	25 Sep.

▪ Social status

No.	Title	Case no.	Date
1	Company restricting vehicle owners who are de facto employees from taking annual leaves	15-Jinjeong-0394800	25 Jan.

▪ Ideology of political belief

No.	Title	Case no.	Date
1	Exclusion of instructors who took part in a statement opposing state history textbook plan from government prize selection	16-Jinjeong-0683600	25 Jan.

▪ Others

No.	Title	Case no.	Date
1	Discrimination when public health center director	15-Jinjeong-0785500	24 Feb.
2	Restriction of education qualification when hiring a government curator position	16-Jinjeong-0552200	13 Oct.

D. Ex officio investigations and inspection visits

▪ Ex officio investigations

No.	Title	Decision on	Subject to investigation
1	Human rights infringement such as assault in a facility for severely handicapped persons	7 Feb.	Disability Care Center A Disability Care Center B
2	infringement caused by college forcing students to complete humanities courses	4 Apr.	Women College X
3	Human rights infringement with assault and abuse by a staff of a facility for persons with disabilities	15 May	Facility X
4	Human rights infringement caused by assault and neglect of a staff in a facility for persons with disabilities	15 May	Facility X
5	Human rights infringement caused by sexual violence in the military	1 Jun.	Ministry of National Defense Headquarters of Army, Air Force, Navy
6	Human rights infringement against persons with disabilities in a mental health facility	11 Aug.	Facility X
7	Human rights infringement caused by overcrowding in a detention facility	20 Oct.	All detention facilities
8	Assault against a resident at University Hospital X	1 Nov.	University Hpspital X
9	Sexual harassment by executive of Corporation X against female employees and interns	27 Nov.	Corporation X
10	Human rights infringement caused by unjustified, forced labor in a facility for persons with disabilities	1 Dec.	Social Welfare Corporation X

▪ Inspection visits

No.	Title	Period of visit	Subject to inspection
1	Inspection visits to military guardhouses	June - September	Ministry of National Defense (1), Army (3), Navy (1), Marines (1)
2	Inspection visits to police lock-ups	September	6 police stations
3	Inspection visits to correctional facilities for women and juveniles	June - August	8 prisons
4	Inspection visits to foreigner shelters	July - September	6 foreign shelters

No.	Title	Period of visit	Subject to inspection
5	Inspection visits to welfare facilities for the homeless	August - September	6 homeless care facilities 8 homeless temporary shelters
6	Inspection visits to welfare facilities for older persons	July - September	11 nursing homes 4 senior care centers
7	Inspection visits to mental hospitals in relation to occupational therapy	April - June	8 mental hospitals
8	Inspection visits mental hospitals in relation to long-term hospitalization	September - October	10 mental hospitals
9	Inspection visits to children protection and treatment facilities	June - August	7 children protection and treatment facilities

E. Commissioned study, etc.

No.	Title	Study by	Period
1	Survey of conditions facing indefinite-term contract employees in the public sector	Korean Contingent Workers' Center	29 Mar. - 28 Oct.
2	Study on traumatic human rights infringements suffered by North Korean refugees	National Medical Center	28 Mar. - 27 Oct.
3	Study on gender wage gap	Korean Women's Development Institute	3 Apr. - 2 Oct.
4	Study on bullying in workplace	Sookmyung Women's University	6 Apr. - 3 Oct.
5	Study on online system to verify users' real name and user perception	Society for e-Business Studies	11 Apr. - 10 Oct.
6	Survey on conditions facing women marriage immigrants to ensure more stable living conditions	Hanyang Women's University	19 Apr. - 18 Nov.
7	Study on develop Standard Manual for Human Rights and Business	Korea Human Rights Foundation	24 Apr. - 23 Oct.
8	Study on ASEM cooperative programs for older persons	Korean Women's Development Institute	28 Apr. - 28 Aug.
9	Study on how air environment is managed and ways to improve environmental human rights	Hanshin University	25 Apr. - 25 Oct.
10	Survey of human rights conditions facing children of imprisoned persons	Children Welfare Group Seum	8 May - 7 Nov.
11	Survey to find ways to enable persons with disabilities to leave facilities and lead an independent life	Duru Welfare Group	10 May - 9 Nov.
12	Survey of human rights conditions facing older persons in rural areas	Ewha Women's University	11 May - 9 Nov.
13	Study on ASEM cooperative programs for older persons	Korean Women's Development Institute	28 Apr. - 28 Aug.
14	Study on how children and youths perceive international standards of human rights	Ewha Women's University	15 May - 15 Nov.

No.	Title	Study by	Period
15	Study to monitor gender discrimination in the media	Korean Association for Broadcasting & Telecommunication Studies	19 May - 17 Nov.
16	Study to re-establish a guideline on immigrant rights	Solidarity with Migrants	19 May - 18 Nov.
17	Study to monitor discrimination in hiring	Korean Women's Development Institute	22 May - 23 Oct.
18	Survey to work on a general report on the rights of older persons	Korean Bible University	22 May - 18 Nov.
19	Survey of sexual harassment in elementary, junior high, and high schools	Korean Women's Development Institute	22 May - 23 Nov.
20	Survey of gender discrimination in the public sector	Gender and Policy Research Institute	24 May - 23 Nov.
21	Survey of discrimination against persons with disabilities during hiring in public sector	Korea Industry Information Institute	29 May - 28 Nov.
22	Survey of the human rights conditions in relation to military adaptation educational program	Chung-ang University	30 May - 28 Nov.
23	Survey of people living in facilities for severely handicapped persons	Disability and Human Rights in Action	2 Jun.. - 30 Nov.
24	Monitoring to prevent discrimination against persons with disabilities in the media	Research Institute for Rights of Disabled Persons	22 Jun..- 21 Sep.
25	Survey to promote the rights of children with a mental disability in mental health facilities	Catholic University of Korea	28 Jun...- 27 Dec.
26	Survey of trauma experienced by those involved in livestock burying (alive)	Seoul National University	29 Jun. - 27 Dec.

4. 2017 Activities At-a-Glance

January 2017

13 Jan. •Recommends emergency relief in relation to human rights infringement against a person with intellectual disabilities

17 Jan. •Hosts New Year meeting with press corps

23 Jan. •Chairperson issues statement regarding the murder of a South Korean businessman by Philippine police officers

24 Jan. · Holds discussions on a survey of bioinformation collection and use

February 2017

15 Feb. •Holds meeting to present findings of a survey on the enlistment system and discuss ways to improve the system

24 Feb. •Holds 6th Human Rights Award Ceremony

28 Feb. •Announces cooperation programs to be organized jointly with human rights organizations

March 2017

2 Mar. •Chairperson attends the annual meeting of the Global Alliance of National Human Rights Institutions (GANHRI)

3 Mar. •Chairperson visits the International Criminal Court

8 Mar. •Meets with the Asian NGO Network on National Human Rights Institutions (ANNI)

12 Mar. •Attends 61st Session of the Commission on the Status of Women (19 March)

21 Mar. •Hosts 2017 Human Rights Management Forum

24 Mar. •Hosts international conference on new ways for the police to manage rallies and demonstrations

28 Mar. •Chairperson issues statement welcoming a North Korean human rights resolution adopted by the United Nations Human Rights Council

29 Mar. •Hosts visit by a delegation from the National Human Rights Commission of Thailand

31 Mar. •Organizes seminar titled "Guaranteeing social and economic human rights and the role of NHRCK" jointly with the Korean Constitutional Law Association

April 2017

4 Apr. •Organizes discussion tours to enhance implementation of the Act on the Prohibition of Discrimination against Persons with Disabilities (until 17 April / in five regions)

20 Apr. •Chairperson issues statement on Day of Persons with Disabilities

24 Apr. •Finalizes Top Ten Human Rights Tasks for the new administration

•Attends international meeting hosted by APF on the rights of sexual minorities (until 28 April)

28 Apr. •Organizes Committee Specialized in International Human Rights

29 Apr. •Attends 60th session of the United Nations Committee against Torture

May 2017

4 May •Chairperson issues statement on the 95th Children's Day

18 May •Organizes International Symposium on Human Rights in North Korea

19 May •Organizes seminar titled "NHRCK and the Media, and the Freedom of Expression" jointly with the Korean Society for Media Law

•Organizes debate on "Media and Human Rights" with the Korean Society for Media Law

25 May •Government announces enhanced status for the Commission

29 May •Manages invitational training programs for NHRIs (nine countries, until 2 June)

June 2017

12 Jun. •Attends 10th Conference of State Parties to the Convention on the Rights of Persons with Disabilities (until 17 June)

13 Jun. •Hosts discussion on on-the-job training program of specialized high schools and Meister high schools and ways to improve the system

16 Jun. •Chairperson has office call with UNHCR Korea representative

20 Jun. •Hosts policy discussion to promote the rights of immigrant women workers

22 Jun. •Hosts policy discussions on the findings of survey of medical discrimination against people with HIV/AIDS

26 Jun. •Hosts open forum on a proposed Constitutional amendment with strengthened guarantee of basic rights

•Invites public officials from 11 countries to human rights policy capacity-building program organized jointly with KOICA (until 12 July)

27 Jun. •Hosts seminar on North Korean women rights jointly with the OHCHR Seoul

29 Jun. •Chairperson issues statement urging resolution of job instability faced by English conversation instructors

•Hosts 8th Jeju Human Rights Conference (until 1 July)

July 2017

5 Jul. •Attends 8th meeting of the United Nations Open-ended Working Group on Ageing and visits human rights organizations in Canada (until 13 July)

6 Jul. •Chairperson issues statement calling for peace on the Korean Peninsula and protection of the rights of South Korean nationals detained in North Korea

10 Jul. •Chairperson visits the Quebec Commission on Human Rights and Youth Right, Quebec Human Rights Tribunal, and Quebec Ombudsman (until 11 July)

15 Jul. •Operates promotional booth at the Queer Culture Festival

20 Jul. •Chairperson issues statement urging criteria change to recognize line-of-duty deaths of non-public officials

25 Jul. •Chairperson issues statement urging active measures to be taken to protect the rights of "comfort women"

.27 Jul. •Chairperson issues statement urging the PRC government to stop the forcible repatriation of North Korean refugees to North Korea

August 2017

8 Aug. •Hosts discussions to recommend revision of the Enforcement Decree of the Regional Public Health Act in relation to preference given to licensed doctors in public health clinic director positions

10 Aug. •Hosts 13th Korea Public Conference

23 Aug. •Chairperson has office call with H.E. Eric Walsh, Ambassador of Canada to Korea

29 Aug. •Hosts seminar to monitor implementation of ILO recommendations and find ways to resolve irregular worker issues

30 Aug. •Chairperson issues statement urging improvements to the poor human rights conditions facing security guards

•Chairperson has office call with Marc Knapper, Chargé d'Affaires ad interim at the U.S. Embassy in Korea

September 2017

6 Sep. •Organizes human rights WATCH activities at THAAD site in Seongju (until 6 September)

14 Sep. •Hosts international symposium to promote integration of mentally handicapped persons into local communities

17 Sep. •Attends review of Korea's fourth state report by United Nations Committee on Economic, Social and Cultural Rights

18 Sep. •Hosts special meeting of GANHRI Working Group on Ageing

19 Sep. •Hosts 2nd ASEM Conference on Global Ageing and Human Rights of Older Persons (until 21 September)

•Hosts Round Table for Operation of the ASEM Global Ageing Center

26 Sep. •Chairperson has office call with Thomas Guerber, Director of the Geneva Centre for the Democratic Control of Armed Forces (DCAF)

28 Sep •Hosts seminar to assess the ten years of the Fixed-term Worker Act and discuss improvements

October 2017

7 Oct. •Attends international conference organized by DCAF (until 13 October)

13 Oct. •Chairperson issues statement in relation to the fourth concluding observations of the United Nations Committee on Economic, Social and Cultural Rights

23 Oct. •Holds expert consultation meeting to draft written opinion for the UN Committee on the Elimination of all Forms of Discrimination against Women

25 Oct. •Holds seminar to present and discuss findings of survey of human rights conditions facing children of imprisoned persons

26 Oct. •Hosts visit by participants of overseas training program organized jointly with KOICA

November 2017

8 Nov. •Hosts seminar to present and discuss survey of awareness of international standards for children and youths' rights

•Meets to discuss concerted efforts to preserve human rights ordinance in Chungcheongnam-do Province

16 Nov. •Organizes meeting with human rights groups and civil society to establish 2018 Business Plan

20 Nov. •Holds discussions on the fourth concluding observations of the United Nations

Committee on Economic, Social and Cultural Rights

21 Nov. •Chairperson has office call with President Pillay of the International Commission against the Death Penalty

23 Nov. •Organizes international Korea-Japan seminar to promote rights of infants and toddlers

27 Nov. •Decides ex officio investigation of sexual harassment in Public Corporation X

•Attends APF annual meeting (until 1 December)

28 Nov. •Attends 8th International Conference on Human Rights Education

29 Nov. •Attends 22nd APF annual meeting and biennial conference and visits NHRI (Chairperson)

December 2017

7 Dec. •Presents special brief to the President of the Republic of Korea

8 Dec. •Organizes celebration of the 69th anniversary of the Universal Declaration of Human Rights

11 Dec. •Hosts policy discussions to promote the right to education of children with acquired disabilities or multiple disabilities

12 Dec. •Hosts policy discussions on results of survey of human rights conditions facing indefinite-term contract employees in the public sector

13 Dec. •Hosts inaugural assembly of ASEM Global Ageing Center

20 Dec. •Chairperson issues statement welcoming the adoption by the United Nations of a North Korean human rights resolution and urging North Korean authorities to implement the resolution

21 Dec. •Briefs reporters on results of ex officio investigation of sexual violence in the military

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