<table>
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<tr>
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<th>상품명</th>
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<th>수량</th>
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<tr>
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<tr>
<td>456</td>
<td>מחשב</td>
<td>200</td>
<td>100</td>
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</tbody>
</table>

[2018-2022] 광주광역시
인권증진 및 인권도시 기본계획

광주광역시 인권평화협력관실
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Background
1. Background and Purpose

☐ Background

○ The term “Human Rights” is evolving, from a term describing state infringements on freedom, into a broader usage incorporating social rights that need to be protected in everyday life, and symbolizing a desirable community status covering comprehensive, fundamental values and human rights.

○ The role of local governments in the promotion and protection of human rights is also gaining more importance, making it necessary for local governments, with a duty to protect human rights, to establish a strategy for the systematic implementation of human rights in connection with the mid-to-long-term vision of a human rights city as well as the life of the citizens.

○ Gwangju city should therefore promote human rights and incorporate the concept into its administration, by presenting its vision of a human rights city and the tasks required to achieve this, reflecting the current reality and future goals.

☐ Purposes

○ Establish a management strategy for the city that can continuously develop Gwangju’s status as a human rights city, and set out an effective policy to promote citizens’ rights by building on the outcomes of the 1st stage plan.

- Establish a ‘basic plan for enhancing human rights’ designed to spread the basic principles of human rights, carry out sectoral plans, promote human rights awareness, and improve the efficiency of the human rights index, and more.

- Devise a ‘human rights city plan’ containing the vision and directions to become a human rights city, plus strategies for globalization and elevating the city’s status based on its historical character.

○ Reflect on the 1st stage plan from the perspectives of human rights institutions, policy, culture and solidarity, then establish an integrated ‘human rights city and human rights enhancement’ plan, taking into consideration future human rights environment and circumstances.
The purpose of this plan is to create a local-level human rights protection system by expanding and improving human rights policies and human rights city management plan from the 1st stage Human Rights City Basic Plan.

Past Developments

Research Contract Process

4 Contract reporting sessions (initial, mid-1, mid-2, final): July 2016 – May 2017

2 Focus Group Interviews: Feb – April 2017

4 Meetings with the socially underprivileged: March 20 – April 24, 2017

6 Opinion collection & discussion meetings of departments related to the socially underprivileged: May 22–26, 2017

Gwangju Basic Plan Process

2 Subcommittee meetings of the Citizens Committee for Human Rights Improvement (discussed process for establishing the Basic Plan): June 15, 2017

General meeting of the Citizens Committee for Human Rights Improvement (decided the process for establishing the Basic Plan): July 24, 2017

Task force formed for the 2nd stage Gwangju Human Rights Basic Plan: August 8, 2017

- 6 areas (human rights city, the disabled, the elderly, migrants, women, youth)

1st Section meetings of the 2nd stage Gwangju Human Rights Basic Plan task force: August 21–25, 2017

2nd Section meetings of the 2nd stage Gwangju Human Rights Basic Plan task force: September 1–12, 2017

3rd Section meetings of the 2nd stage Gwangju Human Rights Basic Plan
task force: September 13–26, 2017

- Subcommittee meeting of the Citizens Committee for Human Rights Improvement (final overview of the Basic Plan): October 12, 2017
- General meeting of the Citizens Committee for Human Rights Improvement (consideration of the Basic Plan): October 30, 2017

2. Changing Environment

☐ Changes in the Meaning of Human Rights

- Human rights in the past generally focused on a citizen being free from state violence and violations against their rights. The term has now expanded beyond simply a minimum insurance of the basic conditions of life, to a higher level guaranteeing citizens’ general rights.

- The principles of human rights have similarities with the ideology of democracy itself, in that the goals are increasingly resembling the rules of democracy, such as ‘all men are equal’ or ‘observe democratic principles in all fields of agenda setting’.

- Human rights has not only become a main norm for regulating international relations, but also a major standard for national policy, local civil society activities, and the everyday lives of families and individuals.

- The right to the city is now emphasizing city residents’ self-determination on issues influencing their everyday life, and not just a right to freely access and use urban spaces.

☐ Global/Domestic Discussions on Human Rights

- In September 2015, the United Nations Summit adopted the 2030 Agenda for Sustainable Development and pledged that “no one will be left behind”. Its 17 Sustainable Development Goals and 169 Targets are also to be implemented by both developed and developing countries from 2016 to 2030.
UN-Habitat III in 2016 emphasized the perspective of inclusive cities that aim to become “cities and settlements where all persons are able to enjoy equal rights and opportunities”.

In 2016, the National Human Rights Commission of Korea incorporated key tasks in areas such as the right to social security and the right to health into the “Recommendations for National Human Rights Policy Basic Plan 2017–2021” to resolve issues in poverty, health, education, gender equality, and more, all of which had been emphasized by the UN 2030 Agenda for Sustainable Development.

The Commission further presented action tasks to improve the quality of life amongst such issues as aging and the low birth rate, based on areas identified concerning children, women and the elderly, with consideration of the human life cycle.

### 3. Human Rights Survey Analysis

- **Survey targets**: citizens of Gwangju Metropolitan City
  - Random samples of citizens according to geographical location (population proportion), gender and age
  - Youth, the elderly, part-time workers, the disabled, migrant workers, North Korean refugees, migrant women
- **Number of valid samples**: 1,201 (838 general population, 363 socially underprivileged)
- **Survey method**: individual interviews using a questionnaire

#### Human Rights Awareness (Average 65.4%)

The average level of human rights awareness was 65.4%. People showed a higher level of awareness in social and cultural rights, and lower awareness in rights pertaining to freedom. Awareness of rights related to safety was lower than average.
Focus groups such as migrant women and North Korean refugees showed a high level of human rights awareness, indicative of their strong sense of urgency and desire for human rights policies.

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number of respondents</th>
<th>Average score for Comprehensive Human Rights Awareness</th>
<th>Average score regarding rights to:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>freedom</td>
<td>society</td>
</tr>
<tr>
<td>Total</td>
<td>1201</td>
<td>65.4</td>
<td>63.1</td>
</tr>
<tr>
<td>Male</td>
<td>570</td>
<td>64.7</td>
<td>63.1</td>
</tr>
<tr>
<td>Female</td>
<td>631</td>
<td>66.0</td>
<td>63.1</td>
</tr>
<tr>
<td>General Population</td>
<td>838</td>
<td>63.3</td>
<td>62.6</td>
</tr>
<tr>
<td>Part-time workers</td>
<td>122</td>
<td>66.3</td>
<td>66.7</td>
</tr>
<tr>
<td>The disabled</td>
<td>103</td>
<td>65.3</td>
<td>63.2</td>
</tr>
<tr>
<td>Migrant workers</td>
<td>100</td>
<td>70.3</td>
<td>62.9</td>
</tr>
<tr>
<td>Marriage-based immigrant women</td>
<td>100</td>
<td>74.2</td>
<td>66.0</td>
</tr>
<tr>
<td>North Korean refugees</td>
<td>60</td>
<td>71.7</td>
<td>66.1</td>
</tr>
</tbody>
</table>

Focus groups:
- North Korean refugees
- Marriage-based immigrant women
- Migrant workers
- The disabled
- Part-time workers
- Full-time workers
- Female
- Male
- Total
Discrimination and Human Rights Violations (Average 51.8%)

- The level of awareness of discrimination and human rights violations was 51.8%, which indicates a neutral judgment. The poll showed that it is especially imperative to improve human rights awareness in administrative services, especially human rights for part-time workers and the disabled.

- Marriage-based immigrant women and migrant worker groups were positive about this area, but the disabled and part-time workers were the most sensitive about human rights violations.
Human Rights City (Average 57.9%)

- The level of awareness of “human rights city Gwangju” was 57.9%, which is not that high. Among relevant sectors, the right to freedom scored relatively higher, with 60.5%, while the right to safety was the lowest, with 53.7%.

- Marriage-based immigrant women and migrant workers were positive about this area but responses from the disabled and part-time workers were low, indicating a necessity to improve human rights administration for those groups.
### Human Rights Education (Received: 51%, Not received: 49%)

- 51% of the respondents had experienced human rights education. Marriage–based immigrant women and North Korean refugees showed a high ratio of having receiving human rights education, while migrant and part–time workers had relatively low experiences, illustrating the need for more human rights education for these target groups.

- To make the education effective in improving human rights, local governments should design and execute programs for various groups and levels, and establish a one–stop system to handle human rights violation or cases of discrimination.
<table>
<thead>
<tr>
<th>Group</th>
<th>Number of respondents</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Total</td>
<td>1201</td>
<td>51.0</td>
</tr>
<tr>
<td>Gender</td>
<td></td>
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<tr>
<td>Male</td>
<td>570</td>
<td>49.3</td>
</tr>
<tr>
<td>Female</td>
<td>631</td>
<td>52.5</td>
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<tr>
<td>General Population</td>
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<tr>
<td>Total</td>
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<td>50.8</td>
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<td>Part-time workers</td>
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<tr>
<td>Focus groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The disabled</td>
<td>103</td>
<td>57.3</td>
</tr>
<tr>
<td>Migrant workers</td>
<td>100</td>
<td>32.0</td>
</tr>
<tr>
<td>Marriage-based immigrant women</td>
<td>100</td>
<td>29.0</td>
</tr>
<tr>
<td>North Korean refugees</td>
<td>60</td>
<td>60.0</td>
</tr>
</tbody>
</table>

(Units: people, %)
4. Human Rights Policy Assessment

- Outcomes of the 1st Stage Human Rights Basic Plan

- Gwangju has been strengthening its identity as a human rights city by identifying and restoring local history and resources related to human rights. The city has also been introducing concrete policies to protect and promote the human rights of its citizens and establish an administrative system for effective implementation.

- Gwangju’s human rights city project has expanded discussions on human rights cities, both domestically and internationally, along with the practical implementation of relevant policies.

  - In Korea, this activity has led to many other local governments introducing human rights institutions and actively accommodating human rights into their administration. Internationally, Gwangju has contributed to the adoption of the Local Governments and Human Rights resolution during the 24th meeting of the UN Human Rights Council.

- Gwangju’s case has functioned as a leading example for local governments in performing their duty as main bodies of human rights implementation. It eventually led to a breakaway from the perception that the state is the sole entity responsible for human rights.

<Table 17> Human Rights Policies and Institutions in Gwangju During the 1st Stage Human Rights City Basic Plan

<table>
<thead>
<tr>
<th>Major Sectors</th>
<th>Main Contents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- Human Rights Ombudsman (2013)</td>
</tr>
<tr>
<td>Mechanisms</td>
<td>- Human Rights City Basic Plan (2012)</td>
</tr>
<tr>
<td></td>
<td>- Gwangju Human Rights Index (2012)</td>
</tr>
<tr>
<td></td>
<td>- Key Indicators of Human Rights (2015)</td>
</tr>
<tr>
<td></td>
<td>- Human Rights Administration Assessment (2012)</td>
</tr>
</tbody>
</table>
Assessment of the 1st Stage Human Rights Basic Plan

- Detailed policies that would enhance citizens’ human rights could not be effectively implemented because the plan emphasized the institutionalization of human rights such as establishing norms, systems and organizations.

- The plan lacked effective choice and concentration of policies since it was driven by “100 indicators of human rights” and concentrated on formal outcome management.

- Human rights tasks were only weakly accepted in other departments since they could not obtain a stable position within the administration.

- A comprehensive system connecting human rights governance and citizens was only weakly established, failing to promote human rights discussions further and institutions that suit the symbolic status of “Human Rights City Gwangju”.

| - Human Rights Policy Meeting (2012)  
| - Human Rights Organizations Cooperation Project (2012)  
| - Supported Local Governments and Human Rights Agenda at UNHRC (2013)  
| - Operated "Asia–Gwangju Clinic" in Cambodia (2013) and Nepal (2017)  
| - Human Rights Administrative Committees – City and District Government Human Rights Officers Meeting (2014) |
Table 18: Changes in the 2nd Stage Human Rights City Plan

<table>
<thead>
<tr>
<th>1st Stage</th>
<th>Category</th>
<th>2nd Stage</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establishing institutional basis.</td>
<td>Characteristics</td>
<td>Human rights promotion activity by citizens.</td>
<td>Inherited</td>
</tr>
<tr>
<td>Consensus, creation, human rights city.</td>
<td>Vision keywords</td>
<td>Co-existence, tolerance, solidarity, participation, human rights community.</td>
<td>Expanded concept</td>
</tr>
<tr>
<td>Emphasis on community principles like participation, care, and solidarity.</td>
<td>Organization principles</td>
<td>Emphasis on the city’s responsibilities (co-existence and tolerance by citizens, responsible solidarity, etc.).</td>
<td>Stressed an inclusive city perspective</td>
</tr>
<tr>
<td>Human rights index and indicators, Human rights charter and ordinance, Human rights city branding, Human rights education and learning, Global network of human rights cities.</td>
<td>Implementation strategy</td>
<td>Improving rights of the socially underprivileged, Strengthening human rights institutions and administration, Promoting human rights culture within local communities, Fortifying cooperative governance in human rights administration, Elevating the international status as human rights city.</td>
<td>Set up strategies in each sector</td>
</tr>
<tr>
<td>Individual projects with human rights department playing a pivotal role.</td>
<td>Implementation structure</td>
<td>Enhancing coordination and management functions of human rights administration, establishing cooperative governance system in human rights policy.</td>
<td>Cooperative governance</td>
</tr>
</tbody>
</table>
The 2nd Stage Human Rights Basic Plan
1. Scope and Nature

☐ Scope

○ Project Period: 2018–2021 (five years)
○ Basic Year: 2016
○ Geographical Scope: Gwangju Metropolitan City

☐ Conceptual Scope

- Establish policy vision and strategy for Gwangju Human Rights City
- Strengthen human rights systems as a human rights city
- Set implementation tasks for each field to promote human rights
- Enact human rights city implementation system

☐ Meaning and Ideas

○ This plan presents the vision and goals required to protect and promote the human rights of citizens, and to establish policy tasks and concrete project plans. The plan is meant as a basic plan for promoting citizens’ rights.

○ This plan will uphold the historical character of Gwangju as the “Human Rights City Gwangju”, symbolized by democracy, human rights and peace, and will function as the basic plan in order to become a human rights city. The plan covers ways to connect cities in order to expand the concept, and city-based management systems that respect the values of human rights.

○ The plan will be constructed in a manner that will overcome the limits of the 1st Stage Gwangju Human Rights City Basic Plan, which emphasized the establishment of a comprehensive management strategy for a human rights city, and build on its outcomes.

○ It will be an integrated plan that combines a city management strategy to fortify the status of Gwangju as a human rights city with human rights policies for promoting and protecting citizens’ rights.
Implementation Principles

- The improvement of human rights within citizens’ everyday lives through field-oriented, effective policies that concentrate on solving citizens’ human rights issues, based on the outcomes of institutionalizing human rights accumulated during the implementation process of the 1st Stage Plan.

- To improve the plan’s integrity and identity by combining human rights city plans and human rights promotion policies while maintaining the 1st Stage Human Rights Basic Plan from the perspectives of sustaining, expanding and strengthening the 1st Stage Human Rights City Plan.

- Emphasizing human rights policy projects for the socially underprivileged that are suffering from relative alienation in terms of their (economic) right to society, considering that human rights are comprised of the rights to freedom, society and solidarity.

- To enhance communication with citizens by expanding the scope of human rights policies and connecting them to Gwangju’s philosophies, such as being a children-and-youth-friendly city, youth city, culture city, and sharing city.
2. Vision and Objectives

**Vision**
Gwangju, a human rights community of co-existence and tolerance that embraces citizens and connects with the world

**Policy Objective**
Promote the rights of citizens, expand human rights foundation, and strengthen cooperative human rights governance

**Implementation Strategy**
Sophisticated HR governance — HR as the Core — Cooperative HR — Globalization of HR City

**Key Areas**
- Improving rights of the socially underprivileged
- Strengthening HR institutions and HR governance
- Creating HR community culture
- Establishing cooperative governance in HR
- Elevating the status of Gwangju as HR city

**Main Tasks**
- Abolishing discrimination and HR violence against the disabled
- HR with the elderly at the core
- Expand participation of women, safe environment
- Eliminate HR blind spots for migrants
- Enhance civic power and participation of children and youth
- Introduce HR influence assessment system
- Enhance efficiency of HR index
- Elevate status of HR departments
- Expand public release of administrative information
- Create a road map for HR village project
- Vitalize citizen participatory HR projects
- Create local HR-oriented business management culture
- Establish HR education cooperation system
- Strengthen HR education of public officials and specific groups
- Fortify HR governance cooperation system
- Support HR research & action societies
- Establish an online citizens platform for HR policy
- Establish a support institution for HR governance
- Operate domestic HR cities solidarity network
- Domestic/overseas HR city policy workshops
- Promote international discussion on HR cities
- Memorialize May 18th historic sites and records
3. Implementation Strategy

☐ Four Implementation Strategies

○ Sophisticated Human Rights Policy: Enhance effectiveness of human rights institution and governance

○ Subjectivation of Human Rights: Promote citizen participation and strengthen human rights capabilities of local communities

○ Cooperative Human Rights: Improve cooperation with local governments and cities in implementing human rights

○ Globalization of Human Rights City: Elevate the status and role of human rights city, Gwangju

☐ Major Tasks in Key Areas

○ Enhancing rights of the socially underprivileged:
  - Tasks to enhance the rights of the disabled, elderly, women, migrants, children and youth.

○ Fortifying human rights institutions and governance:
  - Introduce system assessing human rights effects; ensure efficiency of the management and operation of human rights index; elevate status of human rights departments.

○ Create a human rights community culture:
  - Prepare a mid-to-long-term road map for the human rights community project; projects that vitalize citizen participation in human rights; create human rights management culture among local businesses; establish human rights education cooperation system; strengthen human rights education for public official groups.

○ Establish a cooperative system of human rights governance:
  - Fortify human rights governance cooperation system; establish an online citizens’ platform for human rights policies; establish human rights cooperative system with civil society; establish a support institution for human rights governance.
○ Elevate the status of Gwangju as a human rights city
  - Operate domestic human rights cities solidarity network; regularize domestic/overseas human rights city policy workshops; operate Asian human rights city solidarity program; expand discussions and norms of international human rights.

4. Implementation System
시민참여: Citizen participation

광주광역시 인권평화협력관실: Office of Human Rights and Peace Cooperation, Gwangju Metropolitan City
- 인권계획 실행/지원/관리: Implementation, support, and management of human rights plans

교류협력: Exchange & Cooperation

교육청 등 지역 내 주요기관: Major local institutions
국가인권위원회: National Human Rights Commission of Korea
광역 및 기초도시 인권협의회 Human Rights Council for local governments of cities and towns
국내외 인권도시정책워크숍: Domestic/overseas human rights city policy workshop

인권에부즈맨: Human Rights Ombudsman
- 인권침해 상담 조사 구제: Consultation, investigation and relief of human rights violation cases

인권협력협의회: Human Rights Cooperative Governance Meeting
- 인권과제 부서 공동 추진: Joint effort by departments with human rights tasks

시–자치구 인권협의회: Council for city-district human rights governance
- 행정지원/공동사업: Supporting governance and conducting joint projects

인권협력지원기구: Supporting Institution for Human Rights Governance
- 인권 교육/정책 개발: Developing human rights education and policy

광주인권협약–인권조례–인권기본계획–인권지표–인권영향평가:

○ (Office of Human Rights and Peace Cooperation) Set up and support implementation of policies for promotion and protection of citizens’ rights
- Council for Human Rights Coordination: Coordinate and discuss major issues of human rights, chaired by the mayor.
- Council of City, District, and Education Office Human Rights Governance: Disseminate human rights policies throughout the city of Gwangju.
- Human Rights Cooperation with the Civil Society: Cooperative projects with human rights groups, NGOs and residents.
- Online Citizens’ Platform for Human Rights: Set the stage for proposing and discussing human rights policies.
○ (Citizens Committee for Human Rights Improvement) Review and advise on human rights policies.


○ (Human Rights Ombudsman) Investigation, consultation and relief of human rights violation cases.

○ (Support Institution for Human Rights Governance) Development and implementation of human rights education and policy.
Policy Tasks for a Human Rights City
## Policy Tasks for a Human Rights City

<table>
<thead>
<tr>
<th>Field</th>
<th>Key Tasks</th>
<th>Policy Tasks</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Improving rights of the socially</td>
<td>Abolish discriminative elements in everyday life</td>
<td></td>
<td></td>
</tr>
<tr>
<td>underprivileged</td>
<td>Make welfare facilities that do not violate human rights</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Establish an environment for self-sufficient living outside of care facilities</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Establish an environment for independent living for people with developmental disabilities</td>
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<td></td>
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<tr>
<td></td>
<td>Build an environment in which people can move freely</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Ensure participation of the disabled in the policy-making process</td>
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<tr>
<td></td>
<td>Create a network to support improving capabilities of the disabled</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving rights of the disabled</td>
<td>Expand human rights education for the elderly</td>
<td></td>
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<tr>
<td></td>
<td>Provide life design services</td>
<td></td>
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<tr>
<td></td>
<td>Support the elderly to train and work as human rights lecturers</td>
<td></td>
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<tr>
<td></td>
<td>Train and operate senior human rights guardians</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Strengthen the function and role of large-area dementia centers</td>
<td></td>
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<tr>
<td></td>
<td>Advertise and promote the adult guardian system</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Provide leave for families of dementia patients</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Self-helping meetings for families of dementia patients</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Disseminate human rights operation guide and checklists</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Form committee for investigation &amp; settlement for elderly victims of human rights violations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving rights of the elderly</td>
<td>Promote representative power of the local female population</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promote female participation in the committee</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Increase monitoring and feedback of gender discrimination</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Increase gender equality in Gwangju-type jobs</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Greater efforts to tackle gender-age divide</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Secure rights of vulnerable class female workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strengthen basis to secure women’s right to safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving rights of women</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Field</td>
<td>Key Tasks</td>
<td>Policy Tasks</td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Improving rights of immigrants</td>
<td>Conduct projects to guarantee safety of female one-person households</td>
<td>Establish gender-sensitive village communities</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establish gender-sensitive village communities</td>
<td>Strengthen social base to prevent violence against women</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strengthen social base to prevent violence against women</td>
<td>Expand post-incident victim support and self-reliance system</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Expand post-incident victim support and self-reliance system</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Devise plans to survey minority migrant groups, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Conduct sequential research of target groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Provide education on multicultural sensitivity to local residents</td>
<td>Operate programs supporting leadership and improving social inclusion of migrants</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operate programs supporting leadership and improving social inclusion of migrants</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Extend support to unregistered migrants or refugees</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Support stateless children</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vitalize migrant culture communities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establish participatory governance for migrants</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Improve child and youth participation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Support autonomous activities for children and youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establish human rights safety network for minority children and youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Guarantee right to education, culture, work and welfare of children and youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Obligatory, more abundant human rights education</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Eliminate violations of children and youth rights</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monitor spaces for children and youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Build human rights friendly village for children and youth</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

II. Strengthening Human Rights Institutions and Governance

- Adoption and phased expansion of the human rights effects assessment system
- Enhance efficiency of the human rights index operation
- Elevate the status of human rights departments

III. Creating Human Rights Community Culture

- Prepare a mid-to-long-term road map for human rights community project
- Vitalize citizen participation human rights projects
- Create local human rights-oriented business management culture
- Establish human rights education cooperation system
- Strengthen human rights education of public officials and specific groups

IV. Establishing Cooperative Governance in Human Rights
<table>
<thead>
<tr>
<th>Field</th>
<th>Key Tasks</th>
<th>Policy Tasks</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fortify human rights governance cooperation system</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Support human rights research and action societies</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establish an online citizens’ platform for human rights policy</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establish a support institution for human rights governance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V. Elevating the Status of Gwangju as a Human Rights City</td>
<td>Operate domestic human rights cities solidarity network</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Domestic/overseas human rights cities policy workshops</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Promote international discourse on human rights cities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Memorialize May 18th historic sites and records</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
I. Human Rights for the Socially Underprivileged

1. The Disabled
2. The Elderly
3. Women
4. Migrants
5. Children and Youth
I - 1. The Disabled

A. Outline

○ Abolishing discriminative elements in citizens' everyday life.

○ Create an environment in which people can choose their way of life.

○ Create an environment in which disabled people can participate in the policy-making process for the disabled.

B. Current Status and Backgrounds

○ Status of the disabled by category

(As of late December 2016)

<table>
<thead>
<tr>
<th>Category</th>
<th>Physical</th>
<th>Hearing</th>
<th>Vision</th>
<th>Neurological</th>
<th>Cognitive</th>
<th>Intellectual</th>
<th>Kidney</th>
<th>Autistic</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. Registered</td>
<td>32,074</td>
<td>8,537</td>
<td>7,266</td>
<td>6,835</td>
<td>6,194</td>
<td>2,952</td>
<td>2,051</td>
<td>697</td>
</tr>
<tr>
<td>Category</td>
<td>Language</td>
<td>Ostomy</td>
<td>Respiratory</td>
<td>Liver</td>
<td>Epilepsy</td>
<td>Heart</td>
<td>Facial</td>
<td>Total</td>
</tr>
<tr>
<td>No. Registered</td>
<td>535</td>
<td>359</td>
<td>310</td>
<td>303</td>
<td>262</td>
<td>130</td>
<td>64</td>
<td>68,569</td>
</tr>
</tbody>
</table>

○ Status of the disabled by class

(As of late December 2016)

<table>
<thead>
<tr>
<th>Class</th>
<th>Class 1</th>
<th>Class 2</th>
<th>Class 3</th>
<th>Class 4</th>
<th>Class 5</th>
<th>Class 6</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. Registered</td>
<td>5,896</td>
<td>9,358</td>
<td>11,896</td>
<td>10,034</td>
<td>13,636</td>
<td>17,749</td>
<td>68,569</td>
</tr>
</tbody>
</table>

○ 42.3% of the registered disabled are over 65 years old, and that proportion is steadily increasing, and the percentage of people with mild disabilities is becoming greater than the number of severely disabled persons. Therefore, support for travel, walking, and employment is required, rather than for living and medical expenses.
C. Limitations and Needs for Improvement

○ The disabled and their families still suffer from discrimination.


<table>
<thead>
<tr>
<th>Year</th>
<th>Nonexistent</th>
<th>Not so much</th>
<th>Yes, there is discrimination</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Minor</td>
</tr>
<tr>
<td>2011</td>
<td>3.1%</td>
<td>22.6%</td>
<td>49.2%</td>
</tr>
<tr>
<td>2013</td>
<td>8.4%</td>
<td>34.5%</td>
<td>43.2%</td>
</tr>
<tr>
<td>2015</td>
<td>6.3%</td>
<td>34.3%</td>
<td>43.3%</td>
</tr>
</tbody>
</table>

○ Participation for the disabled as stakeholders in the human rights and welfare decision-making process is limited.

○ Absence of professional, dedicated manpower regarding human rights and welfare for the disabled.

○ Repeated cases of human rights violations in welfare facilities for the disabled.

○ Blind spots in human rights due to inadequate welfare service:
  - Poor living conditions at old, rundown permanent rental apartments.
  - Blind spots stemming from service provision requirements and application processes.
  - Absence of support for victims of human rights violations and the disabled in need of emergency protection.

○ Lack of activities to abolish discrimination in the field of labor or guaranteeing the right to labor.

○ Inadequate sidewalk and road environment for the mobility handicapped, such as the elderly or the disabled.

○ Insufficient effort to guarantee access to information and the right to vote for the vision or hearing impaired.
D. Policy Directions

○ Create an environment in which people with disabilities can choose their way of life.
  - Provide housing and related services to enable self-sufficient living within local communities.
  - Expand job training opportunities to create more stable jobs.
  - Abolish discriminative elements in everyday life (education, labor, welfare, culture and recreation).

○ Establish a basis for a human rights community where citizens of Gwangju can share their life.
  - Arrange a system to protect the rights of the disabled.
  - Improve human rights education for the disabled with citizens, both in number and quality.
  - Expand infrastructure to ensure all disabled people can have access to facilities and information.
  - Create a moving environment in which the disabled and the mobility impaired can feel free of obstructions.
  - Increase support in health, culture and recreation to make lives healthier and fulfilling.

○ Start human–rights governance, guarantee stakeholder participation in the decision-making process.
  - Guarantee substantial participation of stakeholders in various committees and release the results of policy decisions.
  - Arrange everyday engagement occasions to facilitate communication between civilian and government entities.

○ Prepare mechanisms to establish a children and youth friendly city and identify common human rights agenda within the everyday life of the disabled and their families.
I - 1 Vision and Goals of the 2nd Stage Basic Plan - The Disabled

A City Without Discrimination Where People Can Choose Their Own Way of Life

* Create a Local Community Free From Discrimination and Human Rights Violations
* Create an Environment Where People Can Choose Their Own Way of Life
* Create an Environment Where People Can Participate in the Policy-making Process

<table>
<thead>
<tr>
<th>Category</th>
<th>Key (Policy) Tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discrimination &amp; Violations of Human Rights</td>
<td>□ Abolish discriminative elements in everyday life</td>
</tr>
<tr>
<td></td>
<td>□ Make welfare facilities that do not infringe on human rights</td>
</tr>
<tr>
<td>Environment for self-sufficient living</td>
<td>□ Establish an environment for self-sufficient living outside of care facilities</td>
</tr>
<tr>
<td></td>
<td>□ Establish an independent living environment for people with developmental disabilities</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>□ Build an environment in which all people can move freely</td>
</tr>
<tr>
<td>Guaranteeing Participation</td>
<td>□ Ensure participation of the disabled in the policy-making process</td>
</tr>
<tr>
<td></td>
<td>□ Create a network to support improving capabilities of the disabled</td>
</tr>
</tbody>
</table>
Vision: A City Free From Discrimination Where People Can Choose Their Own Way of Life

- Realize an equal society by abolishing elements that discriminate against the disabled.
  - Abolish discrimination by guaranteeing rights to information and the vote, as well as promoting culture and recreation.
- Realize rights of the disabled to enjoy equal life in local communities.
  - Create a self-sufficient, obstacle-free living environment.

Policy Objectives (Direction)

- Create a local community free from discrimination and human rights violations.
  - Abolish discriminative elements in everyday life and ensure welfare facilities are free from human rights violations.
- Create an environment where people can choose their own way of life.
  - Build an obstacle-free environment that can enable self-sufficient living.
- Create an environment where people can participate in the policy-making process.
  - Build foundations to guarantee participation as well as strengthen and support capabilities of the disabled.

Implementation Strategies

- Strengthen cooperation with relevant agencies (departments).
  - Cooperate with agencies and departments in culture, recreation, voting, health, labor, education and transportation.
- Professionalize development and implementation capabilities of the officers and institutions related to human rights policies.
  - Strengthen professional capabilities of the Support Center for Developmental Disability, pro-rights institutions and interest groups, the Disability Support Group, etc.
- Promote networks among civil, governmental and intermediary support groups.
  - Organize diverse networks (TFs, committees, etc.) that can collect and discuss opinions at all times; grant them suitable status and roles.
Implementation System

- Establish committees according to ordinances and task forces to solve pending issues.
  - Efficient management of official structure that can discuss and decide major human rights policies.

- Create a standing discussion body with disability rights groups.
  - Create a standing, unofficial body for public relations and to collect opinions on major human rights policies.
Abolish Discriminative Elements in Everyday Life

□ Current Status and Necessity

〇 Despite existing ordinances such as the ‘Supporting Culture & Arts Activities of the Disabled’, ‘Promoting Physical Activities of the Disabled’, and ‘Improving the Disabled’s Access to the Web’, discrimination still remains in culture, arts, sports, and access to information.

※ Assistance to the disabled provided during 6 out of 53 events organized by the city in 2016.

〇 Improvements in permanent rental apartment facilities are necessary to guarantee minimum living conditions for the disabled living there.

〇 The number of disabled people engaged in economic activities in Gwangju is 15,807, which is only 23.7% of the entire population eligible for economic activities.

〈Table〉 Economic activities by the disabled people in Gwangju (2015)

<table>
<thead>
<tr>
<th>No. of people aged 15 years or older, among registered population with disabilities</th>
<th>Employed</th>
<th>No. of persons with no economic activities</th>
<th>Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>66,611</td>
<td>15,807</td>
<td>49,861</td>
<td>23.7%</td>
</tr>
</tbody>
</table>

□ Principles and Planning

〇 Enhance access to information for the vision and hearing impaired as well as persons with developmental disabilities.

- Voice assistance and visualization of information related to the rights and welfare of the disabled; create and disseminate materials using plain, accessible language.

〇 Amend related ordinances to abolish discrimination according to the enactment or amendment of laws regarding the disabled.

- Enacted ordinances relating to the Act on the disabled’s right to health (entered into force in December 2017), the Act on provision of assistant
devices (entered into force in December 2016), the Act on sign language (entered into force in August 2016), the Act on providing assistance to the housing underprivileged (entered into force in August 2016).

- Conducted survey on discrimination against the disabled in health, assistant devices, communication and housing life.

○ Provide job opportunities to the disabled and create an environment in which they can work freely.
Make Welfare Facilities Free From Human Rights Violations

Current Status and Necessity

- 134 welfare facilities for the disabled are in operation within the city’s jurisdiction.
- Repeated cases of human rights violations, such as (sexual) assault and abuse, in addition to accounting frauds, have been reported within welfare facilities for the disabled.
- The current system of an externally recommended board member, periodic human rights surveys, human rights watch groups, and human rights education (8 hours for employees, 4 hours for users) has failed to prevent violations.

<table>
<thead>
<tr>
<th>Category</th>
<th>Facilities</th>
<th>Employees</th>
<th>Users</th>
</tr>
</thead>
<tbody>
<tr>
<td>Housing for the disabled</td>
<td>23</td>
<td>467</td>
<td>791</td>
</tr>
<tr>
<td>Short-term Care Centers</td>
<td>3</td>
<td>18</td>
<td>29</td>
</tr>
<tr>
<td>Group Homes</td>
<td>47</td>
<td>60</td>
<td>160</td>
</tr>
<tr>
<td>Daycare Centers</td>
<td>28</td>
<td>118</td>
<td>436</td>
</tr>
<tr>
<td>Sign Language Interpretation Center</td>
<td>1</td>
<td>20</td>
<td>80</td>
</tr>
<tr>
<td>Movement Support Center</td>
<td>1</td>
<td>14</td>
<td>90</td>
</tr>
<tr>
<td>Gym for the Disabled</td>
<td>1</td>
<td>5</td>
<td>250</td>
</tr>
<tr>
<td>Welfare Centers for the Disabled</td>
<td>7</td>
<td>146</td>
<td>1,290</td>
</tr>
<tr>
<td>Job Rehabilitation Centers *Including product sales facilities</td>
<td>23</td>
<td>126</td>
<td>648</td>
</tr>
<tr>
<td>Total</td>
<td>134</td>
<td>969</td>
<td>3,771</td>
</tr>
</tbody>
</table>

Principles and Planning

- Changing policies for facilities (reduce large-scale housing facilities, expand small, local community facilities).
○ Operate a dedicated institution to prevent abuse of the disabled and provide comprehensive support for any disabled person suffering from human rights abuse.
  - An institution to defend the rights and interests of the disabled will be set up in August 2017.

○ Devise ways to protect the rights of the disabled in rights’ blind spots.
  - Conduct human rights survey on the inmates of facilities for homeless and mental health.

○ Enhance human rights protection in facilities by devising effective preventive measures,
  - Expand the pool for externally recommended board members and provide more education to enhance their professionalism.
  - Develop a manual resetting the roles and structure of human rights watch groups and facility operation committees.
  - Provide consultations to improve the operation and human rights in welfare facilities for the disabled.
  - Improve expertise of local government guidance and inspection teams.

<table>
<thead>
<tr>
<th>I-1-3</th>
<th>Establish an Environment for Self-Sufficient Living outside of Care Facilities</th>
</tr>
</thead>
</table>

□ Current Status and Necessity

○ Some disabled people living in care facilities wished to have an independent life outside of the facility, according to the results of an interview survey on the desire for a self-sufficient life.
  - 137 (17.3%) wished to go independent (out of 791 in 23 facilities).

□ Principles and Planning

○ Conduct survey on ‘Desire for self-sufficient living out of care facilities’ targeting the disabled population in those facilities.

○ Establish a mid-to-long-term plan to support self-sufficient living out of care facilities.
  - Set a goal to support self-sufficient living of 100 persons in next five years (2017~2021).
  - Develop a system to support necessary services such as housing,
movement, job training, health checkup, etc.
- Establish the 'Housing Support Committee for Independent Life’ to identify the needs of the disabled who wish live self-sufficiently, and provide housing to them.
- Set up the ‘Consultation Body to Support Independent Life’ to help devise individual plans for self-sufficient life.
- Provide funding and training on self-sufficient living (short-term training and connected tours, etc.)

| I-1-4 | Establish an Independent Living Environment for People with Developmental Disabilities |

☐ Current Status and Necessity

☐ 70% of disabled facility users have developmental disabilities. They are forced to live in these facilities, and not in the local community.
  *Number of people with developmental disabilities: 6,891 (6,194 intellectual, 697 autism)

☐ Establish a local community support system considering the characteristics and needs of people with developmental disabilities, to provide them with living spaces, manpower and lifelong education and so on required to support their independent life.

☐ Principles and Planning

☐ Establish a committee according to the ‘Ordinance to support and guarantee the rights of people with developmental disabilities in Gwangju’.
  - Establish and coordinate a one-stop support system for people with developmental disabilities.

☐ Establish a system to support independent, self-sufficient living for people with developmental disabilities.
  - Provide self-sufficient housing and manpower considering abilities of each disabled person.

☐ Vitalize self-support meetings of people with developmental disabilities to protect their rights and promote social participation.
○ Provide lifelong education, job training and employment support to adults with developmental disabilities.

○ Provide support and professional treatment to people with developmental disabilities who have difficulties in everyday life.

**I-1-5** Build an Environment Where All People Can Move Freely

☐ Current Status and Necessity

○ The number of mobility impaired persons in Gwangju Metropolitan City has increased by 1.0% from 344,000 in 2010 to 385,000 in 2014.

○ However, out of a 1,041-total bus fleet, only 186 buses have low floors (17.9%).

○ Additionally, 126 specialized vehicles (97 dedicated vehicles, 29 hire taxis) are currently in operation.

○ It is therefore necessary to guarantee the mobility-impaired’s right to movement by improving public transportation and the pedestrian environment, as well as expanding specialized transports, including more low-floor buses to meet the legal quota.

☐ Principles and Planning

○ Establish the 3rd stage (2017-2021) plan for improving the transportation environment for the mobility impaired.

○ Establish a smart system for using low-floor buses and specialized transports (*Saebit* call) for the mobility impaired.
  - Improve the user experience for low-floor buses by enhancing communication between the mobility impaired and bus drivers.
  - Reduce wait time by enabling call receipt, reservation and cancellation using smartphones.

○ Operate low-floor buses on routes connecting Gwangju and Jeollanam-do.
○ Improve public transportation (bus stops, voice information system, etc.) and pedestrian environment.

○ Improve social perception toward the mobility impaired.

| I -1-6 | Ensure Participation of the Disabled in the Policy-Making Process |

☐ Current Status and Necessity

○ Insufficient mechanisms to guarantee stakeholder participation in the policy-making process for the disabled’s rights and welfare.
  - Limited participation of the disabled as stakeholders in committees (Transportation Committee, Deliberation Committee for Measures to Analyze and Improve Influences of Transportation, Working Committee to Improve Movement Benefits of the Mobility Impaired, Committee on Improvement of the Public Transportation Business, etc.)
  - Since it is necessary to develop policies and services to meet various needs of the disabled, policy decision making must be conducted with stakeholder participation.

○ The level of public recognition on ordinances or policies regarding the disabled is extremely low, due to a lack of public information. Gathering citizens’ opinions is necessary.

(Table) Committees Prescribed in the Ordinances Regarding the Disabled

<table>
<thead>
<tr>
<th>Ordinance</th>
<th>Regulation to Form Committee</th>
<th>Committee Formed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ordinance on the Establishment and Operation of the Disabled Welfare Committee</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Ordinance on supporting independent living for people with severe disabilities</td>
<td>×</td>
<td>×</td>
</tr>
<tr>
<td>Ordinance on supporting and guaranteeing rights of the people with developmental disabilities</td>
<td>○</td>
<td>×</td>
</tr>
<tr>
<td>Ordinance on guaranteeing rights and banning discrimination of the disabled</td>
<td>○</td>
<td>×</td>
</tr>
<tr>
<td>Ordinance on supporting families of the disabled</td>
<td>×</td>
<td>×</td>
</tr>
</tbody>
</table>
Principles and Planning

- Ensure substantiality of meetings by coordinating and merging disability-related ordinances and build an environment in which stakeholders and their families can participate in the decision-making process.
- Monitor real-life impacts of disability-related ordinances.
- Create an environment that enables daily communication between welfare facilities and the disabled, as well as their families.
  - Designate regular meeting dates between facility officials and the disabled
  - Explore various means of collecting citizens’ opinions (public hearings, discussions, SNS, etc.)

Create a Network to Support Improving Capabilities of the Disabled

Current Status and Necessity

- Lack of spaces to be used as service hubs and sharing for the disabled as well as to facilitate networking among the disabled and relevant groups.
  ※ Networks in other local governments: Eroom center (Seoul), Rehabilitation Center for Busan Metropolitan City, Nurim (Gyeonggi-do)
- Welfare center for the hearing impaired is necessary to protect rights and provide welfare services.
- Lack of training facilities with necessary equipment for the disabled and related groups.

Principles and Planning

- Set up ‘General Service Center for the Disabled’ to act as a hub agency
  - Decide the size and operational methods of the center by collecting opinions from disability groups.
  - Aim for an organization that supports networking and enhances the
capabilities of the disabled themselves and their groups.

○ Establish a human rights and welfare town for the disabled.
  - Provide combinations of services for the disabled using former *Inhwa* school ground. (84–26, Samdo-ro, Gwangsan-gu).
  - Develop the town to have culture, recreation and training functions.
  - Seek possibilities to make this a central government project through research contracts.

I - 2. Older Persons

A. Overview

○ Human rights focused on older persons.

○ Strengthen basis of care for a safe and healthy life.

○ Promote human rights-based operation of institutions for older persons.

B. Current Status and Background

○ Globally, age discrimination and issues related to the rights of older persons have become recognized since the 2016 ASEM Expert Forum on Human Rights of Older Persons.

○ With an aging society, older persons’ rights to society and protection of their rights have expanded. Management and oversight measures have also been fortified to protect rights and improve laws and regulations related to guaranteeing the right to society for older persons * The 2nd Stage National Action Plan for Human Rights.

○ The number of persons with obligations to report abuse of older persons has expanded; standards have been developed for providing long-term nursing; establishment standards for older person medical/welfare facilities have been raised; mandatory education enacted for employees of medical/welfare facilities for older persons; improved evaluation system of medical/welfare facilities for older persons; and strengthened after action management of the evaluation results. * Recommended by the National Human Rights Commission.
C. Limitations and Need for Improvement

○ There are local community projects that utilize older persons as their main body (projects to restore communities, relations, communications of older persons in relation to the existing local community projects) within projects to establish social connections and restore relations with the right to life, but their activities are far from being satisfactory.

D. Policy Directions

○ Expand protective measures for older persons with dementia, and establish a social security network for older persons living alone in order to provide a warm, sharing community that cares for older persons in need.

○ Present an older persons’ human rights road map, with multiple issues in areas such as insurance for the aging, etc., in the Basic Plan for Promoting Rights and Human Rights City.

○ Expand support to cover blind spots in older persons’ self-sufficient living; undertake more projects to prevent abuse of older persons; improve social perception on older persons’ rights in order to build a society in which every older person can enjoy equality and peace of mind.

○ Establish a network of recreation and culture connecting Bitgoeul Health Town, welfare centers for the elderly as well as halls for the aged, and offer more support for senior jobs from baby boomers to ensure a healthy, lively life.
### Vision and Goals of the 2\textsuperscript{nd} Stage Basic Plan – Older Persons

#### Vision

*Dignity for Older Persons through Rights*

#### Goals

- * Improve Human Rights Capacity of Older Persons
- * Improve Capacity of Institutions for Older Persons
- * Create Local Communities that Care*

#### Category

<table>
<thead>
<tr>
<th>Policy Tasks</th>
<th>Key (Policy) Tasks</th>
</tr>
</thead>
</table>
| Spreading Human Rights Culture            | - Expand human rights education for older persons  
                                 | - Provide life design service                                                      |
| Expanding Human Rights Activities         | - Enable older persons to train and work as human rights lecturers  
                                 | - Train and operate senior human rights guardians                                  |
| Enhancing Care                           | - Strengthen the roles and functions of large-area dementia centers  
                                 | - Promote the adult guardian system                                               |
                                 | - Leave for families of dementia patients                                          |
                                 | - Self-help meetings for families of dementia patients                             |
| Strengthening Human Rights Operation     | - Publish and distribute human rights operation guides and checklists              |
                                 | - Form a committee for the investigation and judgment of elderly victims of human rights violations |
Vision: Dignity for Older Persons through Rights

- Human rights that provide dignity to oneself.
  - Improve the capacity of older persons so that they can recognize their own worth and rights.
- Human rights for older persons without worry.
  - A human rights service is necessary to let older persons fulfill their rights in local communities and institutions.

Policy Objectives (Direction)

- Improve human rights capacity of concerned persons.
  - Improve human rights awareness of older persons so they could feel legitimacy about their rights.
- Create local communities with care.
  - Build local communities that protect older persons suffering from dementia.
- Improve capacity of institutions for older persons.
  - Improve capacity of institutions for older persons and establish networks to provide human rights-based support to older persons.

Implementation Strategies

- Expand human rights for older persons.
  - More human rights education for older persons; provide life design services.
- Expand participation of older persons in human rights activities.
  - Train and operate older persons as human rights lecturers and guardians.
- Enhance care system for older persons with dementia.
  - Strengthen the functions and roles of large-area dementia centers; expand the adult guardian system; provide leave for the families of dementia patients; run self-help meetings for the families of dementia patients.
- Strengthen human rights operation of older person-related institutions.
  - Publish and distribute human rights operation guides and checklists; form a committee for investigation and judgment of elderly victims of human rights violations.
□ Implementation System

○ Office of Human Rights & Peace Cooperation: Plan, execute, support and manage
  - In cooperation with Department of Aging Society Policy and the five city districts.

○ Senior-related institutions in Gwangju: Provide human rights services
  - In cooperation with institutions based on the Welfare of Senior Citizens Act and Long-Term Care Insurance Act.

○ Professional Senior Care Institutions: Advertise, educate and check
  - In cooperation with human rights and institutions related to tackling abuse against seniors.

○ Older persons of Gwangju: Main bodies of rights.
  - Expand participation of older persons as major stakeholders

[ ] I - 2 - 1 Expand Human Rights Education for Older Persons

□ Current Status and Necessity

○ Each older person has their own different socioeconomic status. However, they all suffer discrimination from social stereotyping of the elderly as poor, weak, dependent and needing help. They are regarded as non-mainstream, and as unproductive.

○ The current system of human rights education for older persons provides yearly education to the residents and users of senior welfare facilities. Additionally, human rights education can be provided to participants of senior job projects or social activity projects as part of their basic training.

○ Older persons should be able to maintain a vigorous life as the main bodies of their own living through human rights education.
Principles and Planning

- Provide opportunity to take part in various human rights education courses to promote self-awareness of one’s own rights.
- Integrate management of various human rights education operated by different entities, and devise a way to induce participation of every older person in the city.

I-2-2 Provide Life Design Service

Current Status and Necessity

- Older persons require diverse activities, such as participation in labor, cultural activities and education. However, they are being excluded from work, society and cultural activities due to their age.
- Problems can stem from older persons dependent on other entities such as their children, and subsequently losing the power to make decisions for themselves, including where and how to live.
- A new design of life is necessary due to an extended life after retirement, uncertain economy, and changes in perception of supporting the elderly.
- The National Pension Service operates 109 local retirement support centers to provide services in finance, health, interpersonal relations, recreation, etc.

Principles and Planning

- Help older persons prepare for a healthy and lively retirement life by enabling plans for their own retirement with support from the Retirement Life Design Service.
- Help older persons to live a socially independent life by supporting them to plan and execute family/personal relations, finance, health, recreation, housing, social participation, lifelong education, career development and life design.
Enabling Older Persons to Train and Work as Human Rights Lecturers

Current Status and Necessity

- Older persons are not actively participating in social activities for themselves due to various changes in the social environment. However, in an aging society, the trend is that time spent on social activities after retirement is increasing.
- Older persons must actively present their opinions and ask for services and wages to live a healthy and culturally abundant life.
- Older persons themselves should be able to understand and solve their own problems by participating in the problem-solving process, thus achieving a worthy, human rights-oriented retirement life.
- Older persons these days are willing to return their experience and knowledge to society and spend their retirement life providing intellectual know-how to local welfare institutions, public organizations and nonprofit organizations.

Principles and Planning

- Train human rights lecturers by enabling senior citizens to pass on their experience, knowledge and wisdom to the people of same generation.
- Enable these people to work as human rights lecturers in local organizations for elders, giving lectures on the rights of older persons, abuse prevention, and retirement life.

Train and Operate Senior Human Rights Guardians

Current Status and Necessity

- So far, older persons have been passive in their life and sacrificing their role as a member of society, believing that stepping aside is a virtue of the elderly. However, as a member of this society, they also should be guaranteed dignity as a human being and be able to enjoy freedom and equality.
Establish a basis to improve the social perception of older persons, by abandoning the welfare perspective that regards them as burdens on society and adopting a human rights approach focusing on independent life, social participation, self-realization, and dignity. Further, improve issues related to older persons’ rights by maximizing participation of elderly people.

From 2009 to 2015, the National Human Rights Commission supported the activities of the Senior Human Rights Guardians to strengthen the role of older persons themselves in improving the rights of the elders. In 2015, 71 seniors from five cities (Seoul, Busan, Gwangju, Daegu, Daejeon) participated in the activity, monitoring nursing facilities, housing, age discrimination in employments, etc. and making suggestions.

Principles and Planning

Educate and train older persons to function as human rights guardians and put them into social activities such as advertising campaigns to improve human rights and prevent violations. This will eventually help them protect their own rights.

Monitor the human rights situation of older persons, such as the rights to health, to survive, and labor, so that they could have a humane life along with other residents in a local community in which they have spent their entire life.

Strengthen the Roles and Functions of Large-Area Dementia Centers

Current Status and Necessity

With the aging society, 10.18% of the entire senior population are estimated to be dementia patients. (* Senior population of Gwangju: 172,572)

Gwangju Metropolitan City’s support to reduce the burden of dementia patients and their families:
- Enacted ordinance on management and support of dementia patients: 2012
- Designated large-area dementia center (Chosun University Hospital): 2016
○ Beneficiaries of medical/treatment services are steadily increasing with the expansion of dementia–related medical services through the enactment of the Dementia Management Act, establishment of the General Plan for Dementia Management, and introduction of Long–Term Care Insurance.

○ However, cases of human rights violation against older persons are occurring in elderly–related institutions and facilities, since health and welfare services for them are more focused on solving issues than on incorporating human rights into the system.

□ Principles and Planning

○ With large–area dementia centers taking the initiative, it is necessary to strengthen the roles and functions of projects such as the dementia prevention and awareness project, early dementia diagnosis project, registration & management of dementia prevention project, dementia treatment cost aid project, and enhancement of local community resources for dementia project.

○ Provide specialized education to employees of local institutions responsible for dementia patients such as Dementia Counseling Centers and care facilities and task them with education and promotion to improve awareness of dementia and the distribution of dementia–related programs.

| I–2–6 | Promote the Adult Guardian System |

□ Current Status and Necessity

○ Older persons can suffer from physical difficulties due to their aging body, declining mental ability, emotional depression or increasing psychological dependency.

○ Cognitive disability dementia stemming from aging becomes a factor leading to worsening human rights violations, and as dementia patients become more dependent on others, the burdens on their families or people surrounding them will also increase. Dementia patients are also likely to lose the ability to protect themselves and sometimes face difficulty in taking care of the most
basic personal needs, thus becoming susceptible to abuse.

○ The new Adult Guardian System, incorporating new concepts to meet the needs of an aging society and realize the dream of a welfare state, was established in July 2013 with the amendment of the Civil Act in 2011.

○ The System is based on the basic principle of respecting a person’s will and remaining capacity and directs individual setting of the extent of the guardianship. Extensive help is needed, not only in property-related areas but also in the areas related to one’s personal affairs such as treatment and care.

□ Principles and Planning

○ The Adult Guardian System brought a change and a new ideology which will eventually replace the existing system of incompetency and limited competency as society becomes more sensitive to human rights. However, greater promotion of the system is needed to tackle the still-widespread negative perceptions of the aged.

○ It is necessary to promote the correct understanding and use of the Adult Guardian System among guardians, wards, and persons in need of guardians.

I –2–7 Leave for Families of Dementia Patients

□ Current Status and Necessity

○ This system allows identified dementia patients to be admitted to short-term care facilities for no more than 6 days per year, regardless of the remaining values of their monthly at-home allowances. The goal is to provide some rest for their families, who are often exhausted from caring for the patients.

○ A 24-hour at-home care service, which brings care professionals to the homes of severe dementia patients who do not want to leave their dwellings, was available from September 1, 2016.

○ The development of diverse and flexible recuperation services is required to alleviate the burdens of families caring for dementia patients at home.
Principles and Planning

Let families of dementia patients rest and heal by providing temporary break (leave) called ‘Leave for Families of Dementia Patients’. Provide stable short-term care services for dementia patients while their families are on leave.

More aggressive service development is needed to protect dementia patients and provide their families rest with peace of mind.

Self-Help Meetings for Families of Dementia Patients

Current Status and Necessity

There can be many misunderstandings about symptoms of dementia when families caring for others do not know exactly what dementia is. The degrading relations with the patient and increasing physical, mental and financial burdens bring a lot of difficulties to the individual and the family members.

These burdens affect the lives of the entire family caring for the dementia patient. This excessive burden can sometimes lead to depression, abuse, abandonment, and even death of a family member.

The level of burden is different according to the characteristics of the dementia patients and the families caring for them.

Therefore, it is necessary to utilize self-help meetings formed around the Large-Area Dementia Centers, dementia support enters, Korea Dementia Association, Korea Association of Dementia Families, senior welfare centers, hospitals for seniors, etc.

Principles and Planning

Through these meetings, families can reduce the sense of isolation and guilt, improve their understanding of dementia, and solve their needs.
When arranging these meetings, consideration must be given to the convenience of participating families, such as time and location, to make them available for sharing experiences and problems as well as exchanging help.

I-2-9 Publish and Distribute Human Rights Operation Guides and Checklists

Current Status and Necessity

Facilities for older persons.

- Care Facilities

<table>
<thead>
<tr>
<th></th>
<th>Housing</th>
<th>Medical</th>
<th>At-Home Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number</td>
<td>Capacity (persons)</td>
<td>Number</td>
<td>Capacity (persons)</td>
</tr>
<tr>
<td>3</td>
<td>122</td>
<td>107</td>
<td>2,797</td>
</tr>
</tbody>
</table>

- Recreation & Welfare Facilities

<table>
<thead>
<tr>
<th>Senior Welfare Centers</th>
<th>Halls for the Aged</th>
<th>Senior Classes</th>
<th>Senior Jobs</th>
<th>Specialized Senior Care Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>1,297</td>
<td>43</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>

- Senior Care Hospitals: 49 (12,257 beds)

Sick and weak older persons living together in senior care facilities are susceptible to human rights violations and abuses.

Therefore, it is necessary to prevent violations of older persons’ rights by establishing work manuals to prevent abuse and provide human rights education to facility employees.

Principles and Planning

The city has set a concrete scope of human rights for older persons in senior care facilities, established principles to protect the rights of older
persons in senior care facilities, and introduced guidelines for senior care facility employees to protect the rights of older persons.

- The Ministry of Health and Welfare published an operation manual for senior welfare facilities in 2013, but it has shown limits in applying collective human rights principles to senior facilities as it focused on living facilities with admission and dismissal processes. Thus a new human rights operation guide and checklist must be published and distributed.

I -2-10  Form a Committee for the Investigation & Settlement for Elderly Victims of Human Rights Violations

□ Current Status and Necessity

- Article 3 of the Welfare of Senior Citizens Act, Article 6 of the Act on the Guarantee of Convenience Promotion of Persons with Disabilities, Senior Citizens, Pregnant Women and Nursing Mothers, Article 25 of the Basic Act on Health and Family, and Article 3 of the Framework Act on Education clearly designate duties of the state and local governments, as well as efforts of families, to protect the rights of older persons. These provisions are to guarantee the basic rights of older persons by protecting their rights to housing, abolishing blind spots in protection, protecting the health of older persons with physical and mental dependence, developing senior education programs and providing job opportunities.

- It is imperative to protect older persons’ right to be treated as a dignified being within local communities, the right to receive high-quality services, the right to live in an environment resembling a home, and right to be free of physical restraints, the right to privacy and secrecy, the right to freedom of communication, the right to free will in politics, culture and religion, the right to have free rights on private property, the right to express inconveniences and ask for solutions, the right to participate in activities in and outside of the facilities, and the right to access information and exercise self-determination, etc.

- As violations of older persons’ rights are increasing rapidly due to the larger senior population, there is a need to cope with these violations systematically through a professional committee for the investigation and
settlement in case of violations of the elderly’s human rights.


□ Principles and Planning

○ When cases violating the rights of older persons occur, it is necessary to take measures by active investigation and settlement. It is also important to abolish blind spots by rescuing victims in emergencies who cannot be protected by the normal process.

○ Support must be provided to enable victim-oriented protection of rights based on objectivity and expertise by forming a committee with local senior rights professionals such as senior care facility managers, legal and medical experts, public officials, professors, etc.

I – 3. Women

A. Overview

○ Guarantee equal opportunities for women’s participation and expand the right to participate.

○ Abolish discrimination against women in employment and protect the right to economy.

○ Guarantee a safe environment and eradicate violence against women.

B. Current Status and Background

○ Women still belong to a socially underprivileged minority. Thus policy efforts are necessary to reduce gender discrimination and promote women’s rights in civil, political, economic, social, and cultural fields.
Gwangju Metropolitan City ranked fifth in the local gender equality assessment in 2016. This marked a one place increase from the previous year’s assessment, but still ranked in the upper-middle portion in nationwide statistics. More specifically, Gwangju ranked almost the lowest in gender awareness, culture and family, ranked upper-middle in economic activities, education, job training, welfare and health, and lower-middle in safety, culture and information.

C. Limitations and Needs for Improvement

- Efforts must be taken to incorporate equality into the mission evaluation and introduce gender equality aspects into every part of city administration policy, and not limited to policies exclusively for women.
  - Devise a job cycle to ensure feedback and incorporate concepts of gender equality into all parts of policy and administration.

- Use temporary, active measures on areas that show extreme aspects of discrimination and introduce human rights and gender equality concepts from the planning stages of key city policies.

D. Policy Direction

- Present and implement a concrete, innovative model to solve discriminative cases against women, to abolish visible discrimination restricting women’s rights, and to expand social awareness and a culture of gender equality.

- Devise social and administrative processes and measures to improve women’s rights and seek diverse solidarity ideas between the administration and civil society to raise effectiveness and enable a safe settling of the processes.

- Improving women’s rights is an implementation task reflecting “Human Rights City Gwangju with Sympathy and Creation”. The task should reveal the actualities of the lives that women are living as socially underprivileged, and share the process of improving it to use as a model case of human rights promotion in Gwangju.
I – 3

Vision and Goals of the 2\textsuperscript{nd} Stage Basic Plan – Women

\textbf{Vision}

\textit{Sustainable Human Rights, City Free From Gender Discrimination}

\textbf{Goals}

- Guarantee Equal Opportunities for Participation and Expand Right to Participate
- Abolish Discrimination in Employment and Protect Right to Economy
- Guarantee Safe Environment and Eradicate Gender Violence

\textbf{Category}

\textbf{Key (Policy) Tasks}

\begin{tabular}{|l|l|}
\hline
\textbf{Expand Representation and Participation} & 
\begin{itemize}
\item Promote representative power of the local female population
\item Promote female participation in committees
\item Increase monitoring and feedback measures on gender discrimination
\end{itemize} \\
\hline
\textbf{Guarantee Equal Rights in Labor and Economy} & 
\begin{itemize}
\item Increase gender equality employment rate in Gwangju-type jobs
\item Make greater efforts to solve gender wage divide
\item Secure rights of vulnerable female workers
\end{itemize} \\
\hline
\textbf{Create Safe City Environment} & 
\begin{itemize}
\item Strengthen basis to secure women’s rights to safety
\item Conduct projects to guarantee safety of female one-person households
\item Establish gender-sensitive safety system
\end{itemize} \\
\hline
\textbf{Realize a Life Without Fear of Violence} & 
\begin{itemize}
\item Strengthen social foundation to prevent violence against women
\item Expand post-incident victim support and self-reliance system
\end{itemize} \\
\hline
\end{tabular}
□ Vision: Sustainable Human Rights City Without Gender Discrimination

○ Inherit successful outcomes of Gwangju’s human rights basic plans and local policy on women, and implement sustainable human rights city policies based on gender equality that can lead to a change in the social environment by incorporating basic social needs of gender equality in human rights city policies.

○ Establish a realistic basis to realize a human rights city where everyone enjoys equal opportunity and judgment without gender discrimination, by presenting effective human rights policies based on gender equality to overcome issues of social and economic inequality.

○ Establish gender equality feedback systems that meet the city’s human rights policy, and conduct regular gender awareness surveys and devise a system to realize the vision through establishing sustained gender awareness governance and solidarity with civil society.

□ Policy Objective (Direction)

○ Guarantee equal opportunities for women’s participation and expand the right to participate.

○ Abolish discrimination against women in employment and protect the right to economy.

○ Guarantee a safe environment and eradicate gender violence.

□ Implementation Strategies

○ Enhance administrative power to promote effectiveness of gender equality policies.


○ Seek methods for solidarity to establish a civil society basis from a gender–equality standpoint.

□ Implementation System

○ Cooperative connection between gender equality policies, budget and human rights city policies.
○ Establish a gender equality–based human rights city through solidarity and cooperation with civil society.

○ Establish an administrative system that ensures continuous monitoring and strong post–monitoring management.

### I - 3-1 Promote Representative Power of the Local Female Population

#### □ Current Status and Necessity

○ In Gwangju Metropolitan City government, 36.2% of public officials are female, and only 17% of senior officials (Grade 5 and above) are women. This ratio of female officials is second in the nation after Seoul. The number increased by 3% from the previous year but the city still lacks systematic management to elevate women’s representation. (Source: Gender Awareness Statistics, as of 2016, Korea Women’s Development Institute)

Number of Local Government Female Officials in Management Positions, 2016

* Source: Female Officials in Local Governments, Ministry of Interior and Safety, 2016
Total Seoul Busan Daegu Incheon Gwangju Daejeon Ulsan Sejong Gyeonggi Gangwon Chungbuk Chungnam Jeonbuk Jeonnam Gyungbuk Gyungnam Jeju

Total number of female officials: 전체 여성공무원
Female officials (grade 5 and above): 5급이상 여성공무원
Percentage of female officials: 여성비율

○ A 2016 Survey showed that 100% of all public institution heads (public companies, public foundations) were male, and the ratio of female board members was only 7.71%. (Source: 2016 Career Sustainment Monitoring in Public Institutions, Gwangju Women’s Foundation)

□ Principles and Planning

○ Strive for a sharp increase in the ratio of female officials in management positions through the establishment of an implementation road map, and check evaluation plans for personnel management to expand the number of female managers including plans to increase the ratio of female officials Grade 5 or above and employing more high-ranking officials Grade 4 and above.

○ Assign mandatory quota of female board members (30–40%) to institutions and local centers receiving investment or donations from the city government. Introduce objective accomplishment-recognition system and revise personnel management regulations to implement the plan.

○ Devise education courses to train next generation leaders and promote multilateral cooperation among political parties, city council, city government and academia to expand participation of young females in politics.

I -3-2 Promote Female Participation In Committees

□ Current Status and Necessity

○ Female participation in Gwangju Metropolitan City government committees is steadily increasing, comprising 25% of the entire committee membership and 30.2% of the appointed membership in 2016.
Female Participation in Committees (as of late Dec. 2016)

<table>
<thead>
<tr>
<th>Committees with More than 40% of Female Members</th>
<th>Compared to Total Number of Committee Members</th>
<th>Compared to Total Number of the Appointed Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Committees 40% or more</td>
<td>Total</td>
<td>Female</td>
</tr>
<tr>
<td>138</td>
<td>2,667</td>
<td>670</td>
</tr>
</tbody>
</table>

* Source: Recreated from the Statistics of Female Participation in Municipal Committees of Gwangju, Gwangju Gender Awareness Survey, pp. 6–12

Regular coordination is necessary to promote the active participation of women in the committee decision-making processes in each department. Female participation in specialized areas such as construction and information technology is limited due to a lack of female professionals in those fields.

Female Participation in City Policy Committees (as of late Dec. 2016)

<table>
<thead>
<tr>
<th>Committee</th>
<th>Appointed Members</th>
<th>Ratio of Female Appointed Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Construction Technology Review Committee</td>
<td>249 10</td>
<td>4.0%</td>
</tr>
<tr>
<td>Local Land Expropriation Committee</td>
<td>7 2</td>
<td>28.6%</td>
</tr>
<tr>
<td>Local Construction Industry Promotion Committee</td>
<td>17 6</td>
<td>35.3%</td>
</tr>
<tr>
<td>Construction Committee</td>
<td>71 22</td>
<td>31.0%</td>
</tr>
<tr>
<td>Urban Park Committee</td>
<td>14 5</td>
<td>35.7%</td>
</tr>
<tr>
<td>Advisory Committee on Promotion of Beauty Industry in Gwangju</td>
<td>15 5</td>
<td>33.3%</td>
</tr>
<tr>
<td>Energy Committee</td>
<td>4 0</td>
<td>0%</td>
</tr>
</tbody>
</table>

* Source: Recreated from the Statistics of Female Participation in Municipal Committees of Gwangju, Gwangju Gender Awareness Survey, 2017, p. 11

A stronger review of the pool of talented women, along with better advertising, is necessary to promote the use of the Gwangju Women’s Database (by Gwangju Women’s Foundation) currently being employed to recommend and appoint female members of the committee.
Principles and Planning

- More active measures are necessary to improve the current situation, such as amendments of qualifications for committee members and systematic management to expand the participation of women in committees, as well as identifying reasons why committees have low ratios of female members. It is also necessary to devise a plan to achieve and maintain the appointed female member ratio of 40%.

- The city further needs to expand the mandatory participation of females into committees in policy planning departments in order to incorporate gender awareness into key policies in Gwangju.
  - Expand female participation in committees related to policy departments such as the Committee to Elevate City Competitiveness, Gwangju-Jeonnam InnoCity Co-Management Committee, Outcome Evaluation Committee, Committee to Make Better Jobs, etc.
  - Expand the measure to other committees such as various advisory committees, personnel committees, and mid-management working-level committees.

- Promote participation of women in the Citizens Committee and explore various ways to improve management and review of pool of talented women.
  - Improving database of talented women: Devise effective measures such as identifying new talent (science, architecture, IT), inviting out-of-town persons, reviewing talented persons (ratio of recommendation to actual appointment), sharing cases to maximize administrative utility, etc.
  - Promoting women’s participation in Citizens Committee: Invite female participants of various projects such as Citizen’s Budgeting and City Administration Monitoring, etc. to the Citizens Committee.
Increase Gender Discrimination Monitoring and Feedback Measures

□ Current Status and Necessity

○ There are only two officers assigned to the team supporting Human Rights Ombudsman within the Office of Human Rights and Peace Cooperation, lacking the resources to conduct Human Rights Status Survey or monitoring. Work such as producing statistics or evaluations related to indexes are currently outsourced to professional institutions but the feedback process of post-survey management that requires turning the survey results into policies is encountering difficulties due to the lack of staffing.

○ This is why there are no gender specific statistics in the results of the Survey on Human Rights Indexes or Gwangju Social Index Survey in 2016.

□ Principles and Planning

○ Strengthen related administrative organizations by securing dedicated personnel and budget for monitoring gender discrimination and human rights.
  - Rename the term “ombudsman” (Cities including Hwasung, Osan, and Asan have renamed it “ombudsperson”).
  - Acquire human resources in the ombudsperson’s office to exclusively deal with gender discrimination issues.

○ To rapidly abolish gender discrimination issues and improve gender equality, it is necessary to expand and publicize related statistics and strengthen feedback by sharing policy cases incorporating the statistics.
  - Gender-specific statistics reports are required for human rights surveys and Gwangju Social Index survey, as well as for other statistics produced by the city government.
  - Publicize the monitoring results and related statistics on the city website; share and evaluate post-survey improvement cases.

○ Furthermore, it is necessary to create a loop structure in which the principles of gender equality are incorporated into the city’s overall policy making, and that feedback of the results is guaranteed. It is especially important to actively introduce various administrative measures, such as acquiring a budget for gender awareness, that suit the city of Gwangju and will manage gender effects survey
more efficiently and aggressively.

- Improve gender awareness administration: develop and introduce efficient administrative methods, such as adding gender specific budgeting forms to project planning papers, that are used to prepare the coming year’s budget.

| I-3-4 | Increase Gender Equality Employment in Gwangju-Type Jobs |

□ Current Status and Necessity

○ The Gwangju-type job is a movement of innovation to realize a society that benefits both business owners and workers. Its main goal is not just the creation of jobs, but also to enhance the sustainability and competitiveness of businesses, strengthen job stability and the quality of life of workers. It also includes key tasks such as providing an adequate wage, cutting labor hours, enacting responsible business management, and improving contractor-subcontractor relations.

○ The Gwangju-type job is doing more than convert irregular jobs into regular jobs, which is a key task of expanding the regular workforce in public institutions. Therefore, it is becoming a model case of civil economy for other local governments by incorporating the happiness of citizens into its job policy.

○ The city is currently planning to use the Bitgreen Industrial Complex to lead innovation in the manufacturing industry, including motor vehicles and energy, etc., as well as the future of the local economy. The Bitgreen Industrial Complex project is far more than simply constructing an industrial complex. It will be a major driving factor that restructures and upgrades the Gwangju economy.

□ Principles and Planning

○ Present the nation’s first gender-equality job model by including gender-equality items, such as a female-employment allotment system, female-friendly working environment, as main tasks when establishing basic proposals and implementation plans for Gwangju-type jobs.

○ Initiate female internships into public institutions and devise ways to abolish
gender discrimination during the recruitment and employment processes in public institutions and institutions receiving donations or investment from the city. Situate these efforts as a major project of the gender-equality model in Gwangju-Type jobs and realize gender-equality employment in public institutions.

- Present an alternative model to guide the local and national economy by incorporating human rights-friendly and gender-equality concepts from the planning stage of high-tech projects such as the Bitgreen Industrial Complex.

- Expand the agenda of gender-equality employment to include local medium and small-sized businesses through social consensus such as the Committee for Gwangju-Type jobs, and bring changes to these businesses to become worker-friendly based on gender equality.

**I-3-5 Increased Efforts to Overcome the Gender Wage Gap**

□ Current Status and Necessity

- The Gender wage gap in Gwangju is 1.01 million won. That is, female workers’ average wage is only 62.6% of male workers’ average wage.

※ Male wage: 2.07 million won, Female wage: 1.69 million won

*Source: Economic Activities, Gwangju Gender Awareness Statistics Brief, 2017, p.9

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male (원)</th>
<th>Female (원)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-19</td>
<td>109,100</td>
<td>93,900</td>
</tr>
<tr>
<td>20-29</td>
<td>164,510</td>
<td>154,910</td>
</tr>
<tr>
<td>30-39</td>
<td>168,510</td>
<td>166,610</td>
</tr>
<tr>
<td>40-49</td>
<td>192,510</td>
<td>165,610</td>
</tr>
<tr>
<td>50-59</td>
<td>320,710</td>
<td>332,710</td>
</tr>
<tr>
<td>60+</td>
<td>171,910</td>
<td>171,910</td>
</tr>
</tbody>
</table>

- The wage gap increases from the 20–29 age group, when people begin
to seriously engage in economic activities. The divide is largest in the 50–59 age group.

- Nationwide, among the country’s 16 large local governments, Ulsan city has the largest gender wage gap (2.03 million won) and Jeju island has the smallest (0.81 million won). In Gwangju, it is 1.01 million won, which is lower than the nationwide average of 1.15 million won, ranking fifth–lowest among the 16 large local governments.

- Principles and Planning
  - Identify current status to eliminate the gender wage gap, and seek cooperation with the Ministry of Employment and Labor to enable practical coordination between businesses.
    - Establish a cooperative system of labor inspectors and conduct regular survey of female jobs
    - Provide better treatment to workers in jobs such as daycare and customer services that are mostly taken by female workers (quick project implementation is necessary on jobs that have already been surveyed).
  - Promote blind hiring practices to abolish gender discrimination in the recruiting process, and expand policies such as official notices on wages by gender in order to eliminate gender discrimination from public institutions and private business in Gwangju.
    - Enact stronger oversight of blind employment systems in public institutions and expand the system into private businesses.
    - A measure to eliminate the gender wage gap in public institutions is necessary.
  - Produce a road map for applying a life-based wage system for female workers in daycare and socio–public services and into private businesses.

| I-3-6 | Secure Rights of Vulnerable Female Workers |

- Current Status and Necessity
The percentage of irregular workers in Gwangju has not declined for four consecutive years, and the female workforce has shown a greater percentage of irregular workers than the male workforce for the last 10 years. The percentage showed a decline from 2011 to 2014 (18.0%) but remained at the same level until 2016.

Irregular Workers in Gwangju (2007-2016)

* Source: Economic Activities, Gwangju Gender Awareness Statistics Brief, 2017, p.10

According to the 2016 statistics of employees in daycare and service industry by marriage, profession and gender, there were three times more female than male workers (41,944 and 13,660), receiving relatively inferior treatment.

Therefore it is necessary to identify the labor status of female workers for potentially vulnerable groups, such as daycare workers, customer service providers, student part-time workers, and single mothers, and devise customized employment policies to improve the quality of life and human rights of these workers.

Principles and Planning

Strengthen cooperation between labor centers operated by the city, Gwangju District Labor Office, and labor society to survey work conditions and gender discrimination in employment, and to implement stronger measures.

Designate and operate disabled women friendly education institutions to
provide quality job training and increase their employment.
- Designate the disabled women friendly education institutions: Provide disabled women friendly education programs and facility improvement funds to vocational education institutions.
- Project to improve the disabled women related business facilities: Improving work and rest areas.
  ○ Investigate work environment discrimination cases in low-income female-dominant jobs such as industrial complex workers and irregular workers and seek ways to solve the problem.
- Draw up a comprehensive plan and conduct projects to improve the work environment and employment support for women in Gwangju.
- Conduct a work–life balance survey on female workers in industrial complexes in Gwangju and devise policies to remove everyday inconveniences.

| I –3–7 | Strengthen Basis to Secure Women's Rights to Safety |

□ Current Status and Necessity

○ Korean women feel twice as much fear of walking at night than the OECD average and women in Gwangju showed high concerns for safety (76.2% as of 2014). In addition, 52.9% of women in Gwangju fear walking at night in an urban environment, compared to 27.0% among men. Since safety walking at night is one of the most common indexes measuring the safety of women, carefully devised policies are needed for improvement in this area.

Fear of Walking at Night
To effectively accomplish women’s safety in the region, it is necessary to incorporate gender-sensitive perspectives in policies and enable long-term investments and conduct effective projects.

It is further necessary to amend systems in order to enable gender-based budget assessments, gender-sensitive budgeting, and the use of committees as well as to employ new policies for women’s safety.

**Principles and Planning**

- Conduct regular surveys and produce statistics on local safety by gender that can be used to devise effective policies for women’s safety.
- Prepare the basis through which to implement projects outlined in the Ordinance for Safe Living of Women in Gwangju (Ordinance No. 4249).
- Strengthen community-level citizen partnerships and seek cooperative projects with relevant departments to create an environment of safety for women.

**Projects to Guarantee Safety of Female One-person Households**

**Current Status and Necessity**

- The number of female one-person households in Gwangju has steeply increased in the last 20 years
  - Trend of increasing female one-person households: 22.4% (2010) →
22.9% (2015) → 28.6% (2035)

Female household estimate, by marriage

* Source: Future Household Estimate, Statistics Korea

미혼: Unmarried
유배우: Have spouse
사별: Widowed
이혼: Divorced

△ The city of Seoul guarantees a safe living environment for its citizens by establishing various human rights policies in line with the shifting family paradigm. One such example is a comprehensive plan of support for female one-person households.

□ Principles and Planning

△ Prepare crime prevention standards incorporating special characteristics of Gwangju to help ensure safety and housing of female one-person households.
  - Designate an ordinance enforcing safety features in one-room apartments; expand the operation of emergency call systems connected to the police.

△ Expand model projects to support the safety of female one-person households in vulnerable or crowded areas.
  - Expand opportunities to live in permanent rental apartments managed by Gwangju Metropolitan City Corporation: Female youths, widowed mothers, bachelor mothers, older ladies living alone, unmarried women.
  - Community projects in areas with high concentrations of female one-person households: Shared kitchens, exchange spaces, unmanned parcel delivery systems, safety alarms (funded by the city).
  - Develop services for women returning home at late night: Support late-night female users of public transportation, expand safe taxi services, devise safety measures for late-night bus stops, information services for late-night bus...
stops, etc.

I-3-9 Establish Gender-Sensitive Local Community

☐ Current Status and Necessity

☐ Women-friendly communities in five districts have become new starting points for local grassroots women’s movements by conducting various projects reflecting women’s needs such as providing care and enhancing women’s capabilities.

Women-friendly Community Project 2017

❖ To conduct women-friendly programs reflecting women’s needs and views using basic community facilities in apartment buildings and local communities, following the designation of large-area models for women-friendly cities by the Ministry of Gender Equality and Family in 2012.

❖ Project operators: ▲Neulpum-haengbok-maru Community (collective care within the community) ▲Hakun neighborhood residents’ welfare community (onsite women’s college) ▲Soopsok library self-governing committee (community raises children, mothers raise dreams) ▲Maegok neighborhood residents’ self-governing committee (Project Yeonriji, supporting the community by the experiences and wisdom of women)

☐ Establish networks and safety systems within communities based on the women-friendly community project, and present a new model for gender-sensitive urban design.

☐ Principles and Planning

☐ Operate a gender-sensitive, everyday-life safety network with participation from all the communities in Gwangju to establish an effective safety network in target areas for local community projects including the women-friendly community project.
- Operate gender-sensitive safety network and conduct gender awareness education in cooperation with existing local committees, women’s societies and women’s civil organizations.

○ Develop individual community implementation plans such as ‘making a community free from violence’ or ‘selecting the local agenda’, etc. for target areas of the Gwangju local community project.

- Prevent violence and make safe communities by conducting various civil projects such as Village Safety Coordinator, Nighttime Pedestrian Support, and Visiting Houses with Police Officers, etc.

○ Based on social consensus to eradicate illegal prostitution, immediately shut down red-light districts and improve outdated infrastructure. Operate various cultural projects centered on women’s lives as the theme to regenerate the districts; devise effective self-support programs for prostitutes; and conduct women-oriented safety community regeneration project in conjunction with relevant departments in urban regeneration, culture and women’s policy along with cooperation from various civil organizations and local communities.

I - 3-10 Strengthen Social Foundations to Prevent Violence Against Women

☐ Current Status and Necessity

○ According to gender-based statistics published in 2014, a high percentage of women (76.2%) feel unsafe from the threat of crime.

Gwangju Women’s Concern on Social Safety
The number of criminals is on the rise and women make up 86.0% (839 persons) of victims of violent crimes.

Additionally, 54.1% of counselling cases in Gwangju Women’s Hotline (1366) were related to domestic violence; a 26% increase in 2014 from 28.1% in 2011.
Principles and Planning

- Provide foundations to eradicate violence, such as stronger monitoring of discrimination against women in local press and media, etc. and conduct investigation on violent crimes against women in Gwangju (three most common types of violence, date crime, digital sex offenses, etc.).
- Operate monitoring team to identify punished cases of offenses in media and
SNS: increased efforts by departments regarding human rights cooperation to strengthen post-monitoring actions.

○ Establish a structure to operate human rights–friendly, crime prevention education and publish educational contents and integrated manuals to promote gender sensitivity in violence prevention and human rights education.

- Create a culture of eradicating violence through campaigns and the development of educational content and education programs tailored to life cycles, and make them mandatory in primary and secondary school education in cooperation with the city government and the education office.

○ Improve effectiveness of violence prevention education by establishing a feedback system for management and oversight, as well as by providing integrated education for public institutions and private businesses on the prevention of sexual harassment, violence and prostitution.

- Create a culture that prevents violations reoccurring through the provision of collective courses, team-specific courses and personal counselling, etc.
Expand Post-incident Victim Support and Self-reliance System

☐ Current Status and Necessity

☐ Violence continues to grow and citizen uneasiness remains, despite the expansion of preemptive and preventive policies to tackle sexual and domestic violence.

☐ Domestic violence is becoming more diverse and complex, raising concerns of severe infringements of the victim’s rights. Domestic violence also occurs repeatedly, making it necessary to provide a comprehensive support package not only for post-incident management of victims but also family members.

<Table> Facilities Related to Women’s Rights and Family Support

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td>Sexual Violence</td>
<td>Prostitution</td>
<td>Other</td>
<td>Domestic Violence</td>
<td>Sexual Violence</td>
</tr>
<tr>
<td>10</td>
<td>11</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

* Source: Work-Life Balance Support HQ, Gwangju Metropolitan City

☐ Principles and Planning

☐ Provide more direct support through expanding protection facilities for young homeless women and victims of violence against women.

☐ The expansion of legal and medical assistance is necessary for female victims of violence who are not in protection facilities.

☐ Expand financial independence support to victims of violence, and to prostitutes, by providing them with effective job training, practical funding and realistic housing.

- Develop ways to protect victim identities by providing credit guarantees, housing from the City Corporation, establishing individual protection facilities, and exchanges with other regional protection facilities.
I – 4. Migrants

A. Overview

○ Identify status of migrants by strengthening active participation.

○ Correct knowledge on migrants’ rights.

○ Strengthen protection in areas of migrants’ rights where blind spots exist.

○ Establish cooperative governance to improve the rights of migrants.

B. Current Status and Background

○ As of 2015, there were 1.5 million residents in Gwangju, with migrants comprising 1.9% of the city population.

<Table> Migrant Residents in Gwangju (Jan. 2015)

<table>
<thead>
<tr>
<th>Total</th>
<th>Foreign Nationals (21,592)</th>
<th>Naturalized Citizens (2,449)</th>
<th>Children of Foreign Residents</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Workers</td>
<td>Students</td>
<td>Spouses</td>
</tr>
<tr>
<td>29,131</td>
<td>7,445</td>
<td>3,406</td>
<td>3,154</td>
</tr>
</tbody>
</table>

○ Despite years of efforts and surveys, systematic, long-term information on migrants is still lacking.

○ The Survey on Migrants in 2016 was limited to specific groups (Korean Chinese, migrants by marriage, workers).
  - Important groups such as students, refugees and children of foreign residents were all excluded from the survey targets.
  - The survey additionally did not classify any subgroups by culture and language.

※ Workers from the West (mainly English teachers), Central Asia, West Asia,
and East Asia (Korean Chinese, Chinese and Japanese nationals) may face different human rights issues.

※ The survey was conducted only in English, Chinese, Russian, Filipino, Vietnamese and Sri Lankan, yet there are many migrant workers from Thailand, Indonesia, Cambodia, Nepal and Myanmar in Gwangju.

○ General free-of-charge surveys have fundamental problems, considering limitations in migrants’ environment, language and children. Additionally, since most migrants in general have a very weak standing in Korean society, it is hard to expect candid responses from them in front of strangers such as interviewers.

○ Tasks and policies on migrants are based on surveys of this kind, making them far from being systematic.

○ Although the city government has employed policies to protect the rights and support settlement of migrants, effective policies for unregistered migrants or refugees are still lacking.

○ Migrant policies are further divided into departments that have different core values, such as social welfare and international relations, making it difficult to promote cooperation. Thus a comprehensive policy for migrants based on human rights is necessary.

C. Policy Directions

○ Devise a systematic survey plan to include various migrant subgroups, conduct surveys using migrant organizations to ensure accuracy of results to lead to policy making and improvements in migrant participation and a sense of belonging.

○ Change the target of human rights education on migrants from minorities (educating migrants to help them settle) to majorities (educating local residents to improve their perception of migrants).

○ It is necessary to change the negative perception of migrants that views them as needing integration, sympathy, help, and financial support towards positive perceptions to see them as independent beings with their own rights.

○ Expand opportunities and improve conditions to enable migrants to act as independent beings, by providing socio-political support along with financial support to help them adapt and settle down in the human rights city Gwangju.
Devise policies to protect and promote the human rights of those migrants who are outside the protective barriers of the law and system, such as unregistered immigrants and refugees. Expand migrant policies, previously focusing on migrant married women, to embrace the entire migrant population, including workers.

Conduct surveys on migrants with diverse status, unregistered immigrants, and immigrant communities by nation, etc. to accumulate objective data to aid in making policies for migrants.

When promoting human rights for migrants, it is important to respect their cultural diversity so that they can realize their own culture as part of their rights.

Establish a local-level cooperative governance system that will provide the basis for migrant participation in all areas of human rights policy regarding migrants in Gwangju.

Prepare an institutional mechanism to collect migrants’ opinions, respect their identity and self-esteem, and strengthen their indigenous culture and capacity to live harmoniously in local communities.
## Vision and Goals of the 2nd Stage Basic Plan — Migrants

### Peaceful Coexistence of Local Residents and Migrants

<table>
<thead>
<tr>
<th>Goals</th>
<th>Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>* Promote Migrants’ Sense of Participation and Subjectivity</td>
<td></td>
</tr>
<tr>
<td>* Improve Rights of Migrants to Realize Peaceful Coexistence</td>
<td></td>
</tr>
<tr>
<td>* Protect Rights of Migrants in Blind Spots</td>
<td></td>
</tr>
<tr>
<td>* Establish Governance to Improve Rights of Migrants</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Category</th>
<th>Key (Policy) Tasks</th>
</tr>
</thead>
</table>
| Survey with Migrant Participation | * Devise plans to survey small migrant groups  
* Conduct sequential research of target groups |
| Know the Rights of Migrants | * Provide education on multicultural sensitivity to local residents  
* Operate programs supporting leadership and improving social inclusion of migrants |
| Cover Human Rights’ Blind Spots | * Extend support to unregistered migrants and refugees  
* Support stateless children |
| Establish Governance | * Vitalize migrant culture communities  
* Establish participatory governance for migrants |
□ Vision: Peaceful Coexistence of Local Residents and Migrants
  ○ Promote migrants’ sense of participation and subjectivity.
  ○ Improve the rights of migrants to realize a peaceful coexistence.
  ○ Protect the rights of migrants in areas with existing blind spots.
  ○ Establish governance to improve the rights of migrants.

□ Policy Objective (Direction)
  ○ Considering the cultural diversity of migrant groups, acquire trusted data detailing the status of migrants that can be useful in the long-term planning.
  ○ Expand migrant education curriculum for the majority (local residents), acknowledging that improvements in the rights of migrants are closely related to enhancing the multicultural sensitivity of the local residents.
  ○ Devise measures to identify the status and protect the rights of migrants who fall into blind spots regarding human rights protections (unregistered immigrants, refugees, stateless people, etc.)
  ○ Provide support to migrant cultural communities to establish substantial and concrete governance to enable migrants to play a role in improving their own rights.
  ○ Establish a multicultural committee and hold regular meetings of migrant representatives so that migrant cultural communities can form their own governance.

□ Implementation Strategies
  ○ Redefine migrant groups in detail through pre-study and select migrant organizations active in the Gwangju area to conduct actual surveys and research.
  ○ Integrate various surveys and studies on other subjects related to migrants in order to improve the overall system, consistency and continuity.
  ○ Provide ‘majority education courses’ for local residents to promote the understanding of migrants’ rights and train civil education activists to run these courses.
  ○ Expand multicultural understanding courses and enhance education for public
officials in the city and districts by conducting workshops on migrants’ rights, etc.

○ Develop and implement programs to improve migrant capabilities.

○ Conduct surveys on unregistered immigrants, refugees, stateless and unregistered children and provide legal, medical, financial and cultural aid.

○ Conduct surveys on migrant cultural communities based on country of origin: establish networks and cultural community governance.

○ Form a multicultural committee with migrant participation.

□ Implementation System

○ Create a committee of city/district officials, scholars and experts to develop an education program for the majority (local residents) to inform of the rights of migrants.

○ Conduct surveys and education on programs to enable migrants to better understand their rights.

○ Ask for cooperation with civil organizations, NGOs, and migrant aid institutions that can protect the rights of migrants and conduct surveys and research on the status of migrants in blind spots.

○ Vitalize migrant cultural communities to help immigrants to control their own rights and provide the basis for peaceful coexistence of migrants and local residents.

○ Establish a mechanism in the city and district governments to enable the creation of a multicultural committee with actual migrant participation.

[ I -4-1 ] Devise Plans to Survey Small Migrant Groups

□ Current Status and Necessity

○ Previous surveys have failed to effectively develop and improve systematic migrant policies.

  - They did not adequately include major groups such as students and children of multicultural families. The surveys were only conducted on 6 language
- Migrants of the same profession or status may have different human rights issues and degrees of seriousness, depending on the cultural group they are from.
- Previous research relying on surveys has shown the limitations in representing voices of various migrant groups.
  ○ Due to these less-than-satisfactory surveys and research, resources are still being wasted on similar studies conducted periodically and there are sporadic requests to conduct research on specific tasks.

□ Principles and Planning

○ A new study subdividing target groups (workers, migrants by marriage, students, refugees, etc.) into 6 culture groups (Western, West Asian, Central Asian, Southeast Asian, East Asian, Others) is necessary.

○ Research on these groups must be conducted in prioritized sequences according to mid-to-long-term planning.

○ The first groups to be surveyed should be students, refugees and the children of migrants, which have been neglected in previous research.

○ Expand the collection of migrant opinions and conduct research with migrant civil organizations of various nationalities active in Gwangju at the core to give a sense of subjectivity and participation to the research.

○ Form a research consortium of migrant civil organizations and experts and employ research methods that can enable friendly contact with target migrant groups in order to obtain accurate data that can be useful in devising policies.

I-4-2 Conduct Sequential Research on Target Groups

□ Current Status and Necessity

○ Since the research is targeting vast migrant groups, thorough preparation such as the acquisition of the necessary manpower and experts is crucial. The research would
also be best conducted in sequence.

- Principles and Planning

  - Establish a mid-to-long-term plan for the migrant survey.
  - Acquire budget and conduct research according to the mid-to-long-term plan.

## I-4-3 Provide Education to Local Residents on Multicultural Sensitivity

- Current Status and Necessity

  - Number of migrant population: 29,131 (1.9% of the population of Gwangju)

  - Since the goal is to change local residents’ perceptions of migrants, it is necessary to expand and change the course of education for migrants, from courses teaching migrants about Korean culture, to courses aiming to increase local residents’ multicultural sensitivity.

  - Cultivation of local residents’ multicultural sensitivity, attitude and capability so that they better understand cultural backgrounds and characters of migrants are needed to facilitate peaceful coexistence.

  - Target population: Students ranging from kindergartens to universities, general populace, public officials, etc.

- Principles and Planning

  - Expand existing courses on multicultural sensitivity by analyzing and evaluating similar courses taught in schools for public officials.

  - Develop new courses of education for the majority (local residents) by training multicultural human rights lecturers and civil organizations with professional capabilities. Additionally, conduct projects to ‘train education activists among migrant citizens to improve multicultural perceptions’.

  - Develop and share diverse education programs for the majority, targeting students
ranging from kindergartens to universities and general residents.

I -4-4 Operate Programs Supporting Leadership and Improving Social Inclusion of Migrants

☐ Current Status and Necessity

☐ The roles of migrants themselves are important in enabling them to adapt to local communities and form healthy families.

☐ Migrants must be provided with the basis and conditions to live in the human rights city of Gwangju as masters of their own lives, achieved through the operation of various education programs and self-help meetings to improve their capability and rights to self-decision.

☐ Enhance the efficiency of the education courses by training migrants as lecturers of civil and human rights for their own cultural groups.

☐ Provide various forms of education and human rights camps for migrant youths to allow them to reflect on themselves in times of identity crisis and confusion.

☐ Principles and Planning

☐ Obtain recommendations from migrants and offering training, through areas of residence (five districts), by institutions (Multicultural Family Support Center, Foreign Manpower Counselling Center, Migrant Worker Center, Migrant Welfare Center, Refugee Center, etc.), and by target groups (migrant workers, migrants by marriage, children of multicultural families, refugees).

☐ Provide tailored education courses by identifying and analyzing the various courses already being conducted by Support Centers for Healthy Families, Multicultural Family Support Center, and the Migrant Center.

☐ Establish a “virtuous cycle” of information and education for migrants in which migrants already settled in Gwangju can educate and provide information to newly arrived migrants.

☐ Provide educational courses and operate training camps to help migrants and local youths learn to coexist and form a safe community from a peace and human rights perspective.
Current Status and Necessity

- The most common migrant groups outside the protection of current laws and institutions are unregistered migrant workers and refugees.

- Korea is not a signatory to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. Although there is an article banning discriminatory treatment against migrant workers in the Act on Foreign Workers’ Employment, etc., there are no laws or institutions protecting the rights of unregistered migrant workers and their families.

- Although applications for refugee status have increased after Korea ratified the Convention Relating to the Status of Refugees and the Protocol Relating to the Status of Refugees and enacted the Refugee Act in 2012, the acceptance rate is only 3.8%, which is very low compared to the worldwide average (as of December 2015).

- There are 7,455 migrant workers in Gwangju (according to the 2015 Census) but the number will increase if unregistered migrants are included. Additionally, as of 2017, there are almost 300 people waiting for their refugee status review in Gwangju, Jeollanam-do and Jeollabuk-do area.

- Most of the refugee status applicants are migrant workers seeking extensions of their stay and as of 2017, around 10 people have been granted refugee status.

- There are 15 migrant worker support organizations and two refugee protection facilities including the African Refugee Center and the Migrant Women Support Center in Gwangju.

- In the private sector, the Gwangju Center for Migrant Health (Wolgok-dong, Gwansan-gu district) is providing medical services to migrant workers, migrant women and foreign students.

- As a human rights city, Gwangju needs to expand its inclusive human rights policy by providing support, in cooperation with private institutions, to migrants in blind spots who are beyond the protections of the legal system.
Principles and Planning

Migrants can stay and work in Korea for a maximum of 4 years and 10 months (initial 3 years plus 1 year 10 months extension) and have only three chances to change their workplace.

Refugee applicants can receive 400,000 won per month for 6 months as an aid to living expenses, but if denied refugee status, they are most likely to become illegal immigrants in the human rights blind spot. Especially, children of stateless refugee cannot receive any education or medical services.

Therefore, it is necessary to identify the status of unregistered migrants and refugees, including cases of discrimination and violations of rights, and find realistic support policies and systems that protect the rights of them and their families.

Reinforcing funding and cooperation with refugee assistance organizations is recommended since there are limits in direct support due to legal restrictions.

Identify cases of human rights violations and discriminations against migrant workers and devise ways to improve the protection of unregistered migrant workers’ rights.

Support Stateless Children

Current Status and Necessity

There are many migrant children living in Gwangju but they are usually not registered or sometimes even neglected and stateless.

- According to the UNHCR, as of 2014 there were more than 3,000 stateless children born in Korea who do not have nationality nor a birth certificate.
- The international community has long regarded ‘birth registration’ as a universal right that cannot be transferred or violated.
- Paragraph 1, Article 7 of the United Nations Convention on the Rights of the Child, which came into effect in 1990, states that “the child shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality...”

Stateless children face difficulties in receiving welfare support from the state or local
governments since their parents are either illegal immigrants or refugee applicants who are not officially recognized by the Korean government.

- Stateless children are not only excluded from medical services but also from pre-school educational support, while staying in inferior, non-registered facilities that cannot receive local government assistance.

- There are approximately 100 stateless children in Gwangju, and Jeollanam-do is expected to have many more.

- In Gwangju, support to these stateless children is provided through Gwangju Migrant Children Care Center and Migrant Women Support Center, etc. but they are suffering from difficulties in space, human resources and budget.

- Therefore, an urgent plan is needed to provide comprehensive support to protect these stateless children, including improvements to private care facilities, and the provision of native teachers and medical services.

□ Principles and Planning

- Recognize the importance of birth registration for stateless migrant children, from the perspective of universal rights.

- There is an urgent need to guarantee the identity verification of stateless children, and provide local government support until there is a national system that confers birth registration to these children.

- Local government support is also needed for private care centers and institutional efforts to acknowledge the status of stateless persons.

| I -4-7 | Vitalize Migrant Community Culture |

□ Current Status and Necessity

- Measures must be devised to identify and vitalize migrant community cultures by their national backgrounds.
  - Conduct surveys on migrant cultural communities active in Wolgok-dong and Pyoung-dong neighborhoods and establish networks with them.
Create a receptive environment and opportunities to organize migrant culture festivals by nation or participation in Gwangju International Community Day through meetings with representatives of migrant culture communities.

- Meetings with representatives of migrant communities based on the aforementioned survey are necessary.
- Regular meetings of representatives of migrant communities will enable the collection of migrants’ opinions, which can be incorporated into migrant festivals hosted by the city and districts.
- Devise a way to cultivate migrant leadership by adding vitality to migrant cultural communities.

Principles and Planning

- Vitalize migrant community cultures.
  - Provide support to activate and vitalize self-help meetings and migrant communities so that migrants can communicate in their own culture and language.
  - Use these as resources to promote the cultural diversity of the culture city, Gwangju, and guarantee the colorful cultural activities of migrants.

- Migrant Human Rights Guardian Project
  - Conduct Migrant Human Rights Guardian Project according to national backgrounds, to find ways to maintain the robustness of migrant community culture.
  - Use this opportunity to train migrant citizen education activists who can provide lectures on migrant rights.

Establish Participatory Governance for Migrants

Current Status and Necessity
Gwangju is receiving advice and reviewing policies related to migrant settlement support through the “City Policy Committee on Supporting Multicultural Families and Foreign Residents in Gwangju Metropolitan City”.

The city is also actively providing support to protect and promote the rights of employees and develop services of the Regional Multiculture Center and four Multicultural Family Support Centers.

However, since the activity of the existing committee is limited to advising and reviewing policies and discussing operations of institutions, it is difficult to develop it further into a practical cooperative movement to protect and promote the rights of migrants.

Therefore, it is necessary to form and operate a multicultural committee comprising representatives and activists of migrant support institutions, representatives and activists of multicultural support institutions, city and district officials in charge of migrant affairs, civil organizations, NGO activists, scholars and experts, and representatives of migrant communities.

Realize a practical, multicultural committee that listens to and reflects on migrants’ opinions.

Principles and Planning

Identify multicultural or migrant committees by region or target that are being operated by the city or district governments, and exercise efforts to create a discussion body that can maximize the incorporation of migrant voices into policy.

To create a multicultural committee, it is necessary to first identify civil organizations and NGOs, including migrant or multiculture support centers by region or target, and establish networks with them.

Form standing multicultural committees by region (five districts) and target (migrant workers, migrants by marriage, migrant children, refugees, students, unregistered migrants, etc.) to collect opinions and discuss migrant policies and plans to improve their rights.
I - 5. Children and Youth

A. Overview

○ Improve children and youth civic capacity and promote participation.
○ Abolish discrimination against children and youth and protect their rights.
○ Create an urban environment favorable for children and youth.

B. Current Status and Background

○ Child and youth population: 323,484 (Male: 167,570, female: 155,915)
  ※ Children & youth comprise 22.05% of the population of Gwangju, and this is decreasing.
○ Child abuse cases: 253 (by parents: 220 (86.9%))
○ Primary and secondary school dropouts: 1,475 (0.73% of all students)
  ※ Number of students in primary and secondary schools: 202,963
○ Children and youth facilities in Gwangju (as of Jan. 2017)

<table>
<thead>
<tr>
<th>Child Welfare</th>
<th>Youth</th>
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<tbody>
<tr>
<td></td>
<td>Total</td>
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<tr>
<td></td>
<td>Orphanages</td>
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<tr>
<td>Total</td>
<td>343</td>
</tr>
</tbody>
</table>

○ The city is strengthening the basic rights of education as part of a task creating the foundations to enhance youth rights. Advertising the United Nations Convention on the Rights of the Child and strengthening human rights education are part of policy tasks to realize sustainable human rights, which requires providing human rights education to concerned parties and relevant systems in advance.

○ As the number of working youths increase, continuous improvement and implementation of policies are needed to protect youth labor rights.

○ A fundamental human rights review is needed on the values of protecting
youths, breaking away from past notions that regarded them as subjects to be protected.

○ It is necessary to systematically define policies according to children and youth age groups and contents of universal rights to be guaranteed. A harmonious selection and concentration of policies is also required, along with an emphasis on the right to survive, the right to be protected, the right to develop, and the right to participate.

C. Limitations and Needs for Improvement

○ The 1st Stage Basic Plan improved the efficiency of policy management by identifying human rights indicators in all fields of promoting human rights of citizens. However, much was left to be desired in terms of identifying detailed implementation tasks to improve the everyday quality of life.

○ The policies regarding children and youth must be handled through cooperation between the city government and the education office, but the latter has shown a strong tendency to remain in a supplemental role, providing only a superficial level of cooperation. Therefore, the establishment of an effective cooperation system between the two organizations is required to guarantee the rights of children and youth in full.
### Vision and Goals of the 2nd Stage Basic Plan – Children & Youth

**Building a Happy Gwangju Community with Children & Youth**

<table>
<thead>
<tr>
<th>Goals</th>
<th>Category</th>
<th>Key (Policy) Tasks</th>
</tr>
</thead>
</table>
|       | Right to Participate in Politics | * Improve system for children & youth participation  
* Support children & youth autonomous activities |
|       | Guarantee Rights without Discrimination | * Abolish discrimination against children & youth minorities and protect their rights  
* Guarantee children & youth rights to education, culture, work and welfare  
* Obligatory, more widespread human rights education  
* Eliminate violations of children & youth rights. |
|       | Human Rights Environment | * Monitor spaces for children and youth  
* Build human–rights friendly spaces for children and youth |
Vision: Building a Happy Gwangju Community with Children and Youth

○ Create a city that guarantees the rights and political participation of children and the youth on subjects influencing their lives by presenting opinions, etc.

○ Create a city environment that guarantees the rights to education, culture, labor, welfare, etc. in the everyday lives of children and youth, including minorities (unwed mothers, out-of-family youths, sexual minorities, etc.).

○ Create a cultural environment for building a children-and-youth-friendly human rights community by monitoring spaces for them.

Policy Objective (Direction)

○ Create a human rights city where the political rights of children and the youth are guaranteed.

○ Create a city free from discrimination against children and youth in everyday life.

○ Create a city that guarantees rest and a cultural environment for children and youth.

Implementation Strategies

○ Strengthen the system for creating a children-and-youth-friendly environment and to improve their participation and rights.

○ Sequential implementation of related projects to promote education and establish networks for creating a children-and-youth-friendly city.

Implementation System

○ Establish a system of cooperation between the Committee for Creating Children-and-Youth-Friendly City and municipal/district education offices, district governments as well as civil society.

○ Create a system of governance and strengthen capabilities by active
networking with the private sector.

**I -5- 1 Improve Participation Systems for Children & Youth**

- **Current Status and Necessity**
  - According to the General Survey on Gwangju Education in 2016, only 8.2% of children and youth have any experience of presenting their opinions on shaping policies.
  - Therefore, it is necessary to guarantee the rights of children and youth to present their own opinions on subjects that directly influence their lives.
  - Strengthen children and youth capacity as citizens and allow them to experience democracy through improving the system to guarantee their participation.

- **Principles and Planning**
  - Guarantee participation of children and youth in proposals and policy decision-making processes that influence their lives by forming the Council for Children and Youth and establishing systems for online voting and accessing information.
  - Realize a sustainable system of democracy in which the subjects themselves become the core bodies of human rights by establishing a system to participate in planning and monitoring for budgets regarding children and youth.

**I -5- 2 Support Autonomous Activities of Children & Youth**

- **Current Status and Necessity**
  - As students move into higher education, the level of guaranteeing
in-school autonomy becomes lower.
- Positive remarks on guaranteeing student activities: 61.03% (average)
※Survey on Democracy and Human Rights Friendliness, 2015 (elementary schools: 78.2%, middle schools: 56.4%, high schools: 48.5%)

○ Students’ autonomous activity incorporates elements of self-ruling and participation as well as the collective activities of children and youth. It is an important right and process of growing up as citizens of the local community.

○ Autonomous activity by children and youth provides them with opportunities to be recognized as legitimate bodies of human rights and undergo diverse experiences to obtain and improve their qualities as democratic citizens.

□ Principles and Planning

○ Support various club activities by inviting projects to vitalize student autonomy and improve children and youth talent and capability.

○ Obtain time, spaces and administrative/financial support from the city or district education offices to vitalize student activities.

○ Collect model cases, develop programs, and provide teacher training for supporting and expanding in-school autonomous activities.

Ⅰ-5-3 Abolish Discrimination Against Children & Youth Minorities and Protect Their Rights

□ Current Status and Necessity

○ There have been no efforts to identify the human rights situation of child and youth minorities (unwed mothers, out-of-family youths, migrants, sexual minorities, etc.)

○ Acquire the basis for systematic policy support through accurate statistics and identifying the needs of the children and youth in human rights blind spots.
A network must be established that safeguards child and youth minorities through conducting surveys and setting guidelines.

Principles and Planning

- Conduct human rights surveys on children and youth in human rights blind spots, by area and institution. Set up guidelines for support. (Enact ordinances and designate dedicated ombudsperson.)
- Prepare the basis for systematic policy support through identifying the status and needs of child and youth minorities.
- Create a human rights friendly environment in facilities related to children and youth in Gwangju by establishing guidelines.
- Develop and implement programs to help migrant youths start their career, and a career aid service in conjunction with vocational training institutions that are supported by relevant ordinances to establish a system of job training.

Guarantee the Rights to Education, Culture, Work and Welfare for Children & Youth

Current Status and Necessity

- The environment for the growth of children and youth is deteriorating due to excessive study time spent preparing for university entrance, creating an ill-balanced physical development and lowering happiness.
- The rate of school drop-out in Gwangju is low compared to the national average and keeps on decreasing. However, the rate of guaranteeing the right to education for out-of-school children and youth is still less than satisfactory.
- Additionally, the number of out-of-family children and youth is increasing, not due to simple disobedience or deviation, but because of structural issues such as the weakening functions of the family.
The working environment for youths in part-time jobs is poor, with various reports of human rights violations.

Principles and Planning

- Improve the quality of public education; develop a model for the Gwangju-type future school that guarantees democratic participation and right to education for children and youth; operate a model school for the Gwangju-type democratic school.

- Consider introducing a voucher system connecting education and culture to aid out-of-school children and youth to enjoy their rights on education, culture and welfare without discrimination.

- Improve and expand mid-to-long-term care facilities to provide a safe and free environment for out-of-family children and youth.

- Provide labor rights education to employers and youth; enhance the protection of the youth’s right to labor by creating a channel to help victims; identify jobs that can support the independence of children and youth; expand support to youth workshops.

I-5-5 Obligatory, More Widespread Human Rights Education

Current Status and Necessity

- Gwangju lacks a dedicated system for the relief of rights of children and youth.

- Cooperation and networks between relevant authorities are crucial to resolving human rights issues in schools, private teaching institutions and facilities for children and youth.

- 76.5% of children and youths in Gwangju have received human rights education (survey on the status and needs for youth activities, 2016).
The system of educating rights of children and youths to parents, facility managers and employees is less than satisfactory.

There is insufficient infrastructure to provide participatory human rights education to promote its effectiveness.

It is necessary to strengthen education to improve human rights awareness of children and youths and create an environment that protects their rights.

Principles and Planning

Promote efficiency of relief actions by inspecting and improving existing systems and infrastructure related to protecting the rights of children and youth.

Systematize actions to provide relief of rights and enhance accessibility of children and youth through aggressive advertisement.

Promote human rights awareness for children and youth as well as other related persons by providing human rights education.

Establish education hubs for providing human rights experience to children and youth.

Provide human rights education to teachers and employees of facilities for out-of-school children and youth; strengthen human rights education systems for children and youth; include human rights subjects in public school curriculums; set up a human rights booth for children and youths in the long run.

Include provisions of the ‘Ordinance on Student Human Rights’ and the ‘Ordinance for the Protection and Promotion of Youth Labor Rights’ in the human rights education curriculum and develop teaching methods, programs and materials for human rights education with help from subject matter experts.

Solving Child/Juvenile Human Rights Infringements
Current Status and Necessity

- Democracy and Human Rights Education Centers have been established to solve human rights infringements against children and youth. However, they are only operating within school environments.

- A dedicated workforce with sensibility and professional awareness is necessary to solve discrimination issues facing children, youth and gender minorities.

Principles and Planning

- Place dedicated workforce to investigate current status and human rights infringement cases against children and youth. Establish basis for the workforce placement.

I -5-7 Monitoring of Child/Youth Spaces

Current Status and Necessity

- There are many spaces for children and youth within Gwangju Metropolitan City, but no appropriate survey on their status has been made to date.

- Therefore it is necessary to devise a plan on how to utilize these spaces by conducting an overall assessment on the operation and use of the spaces.

Principles and Planning

- Conduct surveys on spaces for children and youth, devise a plan to use the spaces, conduct additional surveys targeting children and youth to expand and renovate the spaces.

- Conduct surveys to identify requirements for expanding and renovating spaces for children and youth as well as to check degree of satisfaction on the operation of institutions.

I -5-8 Establish Human Rights Friendly Communities for Children and Youth
☐ Current Status and Necessity

☐ A children and youth friendly city project is underway by devising mid-to-long-term plans and enacting ordinances in Gwangju Metropolitan City government and autonomous districts (Nam-gu and Buk-gu districts). Also, a dedicated team to execute the project has been organized and put into operation.

☐ However, it is necessary to reinforce the project with district and community level action plans since the children and youth friendly city project is a policy project for a large metropolitan area.

☐ Additionally, there are not enough cultural or recreational spaces and facilities for children and youth to recuperate, play and act freely, and establish relationships without worry.

☐ Principles and Planning

☐ Develop the project in a form to stimulate participation of children and youth to existing community building (human rights community) and neighborhood community education projects as well as realizing values and fundamentals of human rights.

☐ Enact a district ordinance for building a children-and-youth-friendly city and provide grounds to establish human rights friendly environment at the district and local neighborhood level.

☐ Create recreation and play spaces in which children and youth can enjoy culture, operate after-school classes, and set up institutions to guarantee their right to rest.

☐ Establish a system in which children and youth can exhibit their dreams and talent, and to support their autonomous activities after school.
II. Strengthening Human Rights Institutions and Administration

1. Introduction and Gradual Expansion of Human Rights Impact Assessment System
2. Improve Efficiency of Human Rights Index Implementation
3. Strengthen Identity and Status of Human Rights Department
Introduction and Gradual Expansion of Human Rights Impact Assessment System

☐ Current Status and Necessity

○ The effects assessment can be less than satisfactory unless rational assessment criteria and professional survey methods are guaranteed.

○ As well as the Democracy, Human Rights and Peace department, every department and officer in the Gwangju Metropolitan City Government should acknowledge the need for the Human Rights Effects Assessment system and have a basic understanding of it.

○ Since the system predicts and describes the effects of policies on citizens’ overall human rights situation, it can enhance the quality of human rights administration and ultimately produce substantial results in improving and protecting human rights.

○ The goal is to maximize the positive effects on human rights from various policies, projects and ordinances of Gwangju Metropolitan City, and minimize or prevent any potential negative impacts.

○ It is important to create a consensus on the importance of the human rights index in city policy, by directly involving residents in the Human Rights Effects Assessment System. Additionally, this will guarantee participation of direct stakeholders in the policy.

☐ Principles and Planning

○ A flexible, step-by-step approach dependent on the maturity of human rights administration is necessary since the Human Rights Effects Assessment System may result in some additional burden on the relevant administrative bodies.

○ The initial phase of implementation should accumulate experiences and institutions while conducting simplified impact assessments on limited
targets, rather than fractionalizing any assessment criteria.

○ Construction of physical spaces such as new buildings or streets should ensure the right to access, right to movement, and safety of the transportation vulnerable, since identifying the outcomes in these areas is relatively straightforward through the Human Rights Effects Assessment.

○ A preliminary evaluation of the system should be conducted by using a simplified human rights effects assessment table on ordinances and regulations that have direct connections to human rights. The assessment system can gradually be expanded to mid-to-long-term plans, policies and projects by establishing an improved implementation system and a better organized human rights effects assessment table.

○ The Human Rights Effects Assessment System can be implemented more efficiently by connecting the human rights effects assessment index with human rights monitoring systems.

<table>
<thead>
<tr>
<th>II − 2</th>
<th>Improve Efficiency of Human Rights Index Implementation</th>
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□ Current Status and Necessity

○ The Human Rights Index was first devised in January 2012 and partial amendments were made in 2015.

※ 100 indicators, 18 implementation goals in 5 areas

○ Though Gwangju’s 100 human rights indicators have contributed to identifying the status of human rights in the city, they were not as effective in identifying urgent human rights issues.

○ Additionally, there were a few issues with the Gwangju Human Rights Index while functioning as a tool to set new goals and establish and assess human rights policies based on concrete data.
- Some of the indicators did not meet the basic requirements of a proper indicator, such as credibility, representativeness, clarity and survey expediency.

- The 100 human rights indicators were given more meaning and function than ordinary human rights policy tools because they were replacing the implementation tasks of the 1st Stage Human Rights City Basic Plan.

- The Index could not properly function as a real-life reference of human rights policy as well as provide statistical data due to the heavy administrative burden of managing 145 items, including sub-indicators, at the same time.

\[\text{Principles and Planning}\]

○ The basic framework of the human rights index will be maintained, since its 100 human rights indicators form a system of norms and practices that connect with the overall logic constituting the Gwangju Human Rights Charter.

○ Amend and reinforce indicators so that the Human Rights Index can be used as a basis for enhancing and protecting real-life human rights.

○ Reorganize in such a way that indicators are selected and efforts are concentrated with consideration of key factors relating to Gwangju Metropolitan City’s human rights policy.

○ Extend the duration of qualitative indicator surveys from one year to 2–3 years and conduct human rights status surveys on vulnerable groups or by specific rights area to accumulate human rights information and data at the local level.

○ Discuss and study ways to improve the Gwangju Human Rights Index by amending, reinforcing and ensuring efficient operation of the indicators.

\[
\text{II – 3 | Strengthen Identity and Status of Human Rights Department}
\]
Current Status and Necessity

The Department of Democracy, Human Rights and Peace – the first in Korea – plays a key role in leading the human–rights oriented administration of Gwangju, a human rights city. The department is becoming a role model for other local governments in establishing and operating human rights departments.

Due to the region’s unique historical background, the Gwangju Democracy, Human Rights and Peace department is also in charge of issues related with the May 18 Movement, which is gaining more importance.

Though the May 18 Movement is a historical asset of Gwangju and has reinforced the symbolism of the city as a human rights city, it is also becoming a limiting factor for improving the professionalism and capacity of human rights work due to an increased demand in human rights policies.

Principles and Planning

Reorganize May 18 related works and concentrate human rights policy functions within the Democracy, Human Rights and Peace department to enhance professionalism and centralization.

Boost the professionalism of officers in charge of human rights affairs and expand open-type professional workforce within policy-level officers (grade 5) to enhance the professionalism in human rights policy.

Expand the current Democracy, Human Rights and Peace department to the Bureau of Human Rights City (provisional) and reorganize it in to three divisions: Human Rights Policy, Human Rights Solidarity, and May 18 Commemoration.
III. Spreading Culture of Human Rights Community

1. Mid-to-long-term Road Map for Human Rights Community Project
2. Participatory Human Rights Projects
3. Supporting Establishment of Human Rights Oriented Management Culture within Local Businesses
4. Expanding and Improving Human Rights Education
□ Current Status and Necessity

〇 Build communities from the local neighborhood level by improving the human rights community project to promote participation and communication among residents under the spirit of human rights.

〇 The Human Rights Community is also an important indicator of implementing residents-and-living-oriented policy of Gwangju.
  - (3 neighborhoods in 2013) Bamsil in Dong-gu district, Ilgok in Buk-gu district, Unnam in Gwangsan-gu district
  - (3 neighborhoods added in 2014) Nodae in Nam-gu district, Geumho in Seo-gu district, Suwan in Gwangsan-gu district
  - (2 neighborhoods added in 2015) Poongam in Seo-gu district, Munsan in Buk-gu district
  - (12 neighborhoods as of 2016) Bamsil, Junam, Geumho, Poongam, Nodae, Wolsan, Munsan, Ilgok, Suwan, Unnam, Hanam, and Wolgok

□ Principles and Planning

〇 Rather than conducting specific programs or one-time events, long-term planning is needed for the Human Rights Community project, to spread the culture of human rights within the everyday life of residents.

〇 It is also necessary to differentiate the Human Rights Community project from the Community project of Gwangju to reflect the unique ideology and value of a human rights community.


III-2 Participatory Human Rights Projects

□ Current Status and Necessity

○ A robust foundation of Gwangju as a human rights city must be built on citizens actively practicing human rights in their everyday life. Citizens can expand their capacity as the masters of a human rights city.

○ ‘Human Rights Organizations Cooperation Project’ is targeting human rights groups and ‘Human Rights Culture Community Project’ is for local-level resident organizations. Participation of individual citizens, groups and associations, etc. in these projects must be expanded.

○ As for the human rights culture project, the city has been hosting ‘Human Rights Arts Contest’ since 2013 and prize-winning works in the form of slogans, posters and UCCs were exhibited to citizens.

□ Principles and Planning

○ ‘Citizens Human Rights Project’

  - Promote participation of individual citizens, groups and associations in human rights activities such as identifying human rights issues, implementation activities, research, surveys, campaigns, etc.
  
  - Establish ‘Citizen Action Group’ within the Human Rights City project and a project to build human rights friendly communities in Gwangju.
  
  - Hold yearly presentation sessions to share and disseminate the outcomes of the above activities, and incorporate them into city policies.
  
  - Provide support to sustaining and competent groups to enable them to grow into human rights organizations.

○ Expand Human Rights Arts Contest and Explore Ways to Utilize the Works

  - Display selected works from the contest to the public at dedicated exhibition spaces (subway stations, etc.) as promotional material for the Human Rights City project or as a source of human rights education.
Additionally, expand the target fields of the contest to include human rights essays and papers to invite more participants and publish related booklets every 2–3 years.

III – 3 Supporting Establishment of Human Rights Oriented Management Culture within Local Businesses

☐ Current Status and Necessity

☐ Since the adoption of the UN Guiding Principles on Business and Human Rights in 2011, international enterprises are undertaking various follow-up measures to fulfill the human rights implementation principles.

☐ The Gwangju Human Rights Charter, adopted in May 2011, emphasizes the duties and responsibilities of businesses in realizing the right to work, and the Gwangju Human Rights Index also has ‘number of businesses practicing human rights management’ as an indicator.

☐ Twelve local organizations, including Gwangju Enterprises Federation, Korea SEMs and Startups Agency Gwangju Office, etc., held a meeting in December 2011 to discuss Corporate Social Responsibility (CSR) and ways to improve corporate human rights for sustainable management. It was the beginning of building a consensus for human rights-oriented management in the region.

☐ Additionally, in May 2012, Gwangju established the ‘Committee for Improving Corporate Human Rights Management in the Gwangju Area’, the first of its kind in the country, and held workshops and discussion meetings to spread the importance of corporate human rights by presenting the concepts of corporate human rights and best domestic/international practices.

☐ Principles and Planning

☐ Devise and implement programs to facilitate the transition to ‘human rights management’, not just to elevate the corporate image but to substantially
enhance human rights within businesses.

- Human rights management of an enterprise must protect irregular and migrant workers’ right to work, create a culture of human rights within the labor community, and protect the right to work from a worker’s perspective, to prepare for the inevitable increase of unemployment due to the 4th Industrial Revolution reducing human labor through digitalization and technology.

### Ⅲ-4 Expanding and Improving Human Rights Education

≪Evaluating the 1st Stage Human Rights Education and Reinstating Educational Projects≫

- Current Status and Necessity
  - There are already a wide array of human rights education programs in Gwangju, but lack a comprehensive vision, prospect or step-by-step action plan.
  - Therefore, a professional structure should be set up to establish a comprehensive human rights education plan based on the 2nd Stage Basic Planning and provide exclusive support to human rights education.

- Principles and Planning
  - Establish a human rights education center.
  - Develop programs and teaching materials for human rights education.
  - Continue to discover talented teachers and provide training for human rights education.
  - Provide a basis for mutual support among participating groups and organizations in human rights education by facilitating the signing of
MOUs for cooperation to expand human rights education.

○ Broaden the horizon of human rights education in connection with various human values including May 18th, democracy, peace, diversity and the humanities. Additionally, institutionalize the process of human rights education to facilitate the establishment of a human rights culture within citizens’ everyday life.

≪Ensuring Substantiality of Public Official Education≫

□ Current Status and Necessity

○ To incorporate concepts of human rights into the administration, it is necessary to heighten public officials’ awareness of human rights and enable them to create a human rights friendly environment through their own initiative, by providing routine human rights education to realize the values of human rights within the city administration.

□ Principles and Planning

○ Conduct human rights education for public officials so that they can consciously identify what to do to protect and enhance the rights of citizens as well as to improve their job proficiency in a human rights administration.

○ Diversify human rights education level and content according to the job characteristics of each public official, and revolutionize the education in a way to provide substantial support to establish a human rights friendly administration.

○ The goal of human rights education for public officials is not only to help them understand the general concept of human rights, but also to allow them to master administrative processes and job flows to enable a human rights friendly administration.
≪Vitalizing Class or Group Oriented Human Rights Education≫

☐ Current Status and Necessity

○ Strengthen human rights education for citizens who are masters of their own rights, to enable them to fulfill their human rights potential.

○ Human rights education is needed in colleges since they are relatively further removed from the mainstream education compared to primary and secondary school educational institutions.

○ Other than current education for the underprivileged and social minorities, it is also necessary to expand human rights education to specific groups such as the elderly, etc.

☐ Principles and Planning

○ Expand human rights education within schools so that children and youth can develop to become main bodies of rights. Additionally, strengthen human rights education on private institutions or out-of-school youths who are vulnerable to human rights violations.

○ Expand human rights education to those groups with relatively low levels of understanding on the subject, groups susceptible to human rights violations, and groups that have relatively low opportunities of receiving human rights education (i.e. colleges and social minorities, etc.).
IV. Establishing a Cooperation System for Human Rights Administration

1. Strengthen Cooperation System for Human Rights Administration
2. Human Rights Cooperation System with Civil Society
3. Establish an Institution to Support Human Rights Administration
Strengthen Cooperation System for Human Rights Administration

☐ Current Status and Necessity

☐ Human rights is a comprehensive business and it is necessary to use a cooperative inclusive approach among various departments when working on human rights projects.

☐ If a project is only conducted by a dedicated human rights department in the city government, then the effects of expansion and human rights administration will be limited to just that single project.

☐ Therefore, it is necessary to establish strong cooperative governance for human rights within the administration using the experience from the key human rights index project, during which civil–government cooperation as well as cooperation within the city administration (human rights department and project departments) was conducted.

☐ Also, to protect and enhance rights of children and youth in the region, close cooperation with Gwangju Metropolitan Office of Education is needed in human rights education, protecting youth workers’ rights, creating children and youth human rights friendly neighborhoods, and out-of-school youth human rights protection policies.

☐ Principles and Planning

☐ It is important to acquire implementation power within the city administration by positively accommodating human rights policies, and to create a comprehensive human rights policy mechanism by which human rights policies and projects are discussed and coordinated.

☐ Give compulsory nature to a decision made by the policy deliberation mechanism so that it could be accepted as a common implementation task and set up an integrated system for its management and evaluation.
Establish human rights administrative committees in the city government and five autonomous city districts, strengthen cooperation within the administration in devising and implementing common agenda, and make arrangements for connecting with municipal and district-level Citizen Commissions to improve human rights.

Strengthen cooperation between human rights administrative committees (municipal and district-level) and ‘Education Center for Democracy and Human Rights’ of the Gwangju Metropolitan Office of Education to implement human rights policies regarding children and youth. Also, use the current ‘Municipal Committee for Children and Youth Friendly City’ as a channel for cooperation and communication of human rights policies for children and youth.

IV-2 Human Rights Cooperation System with Civil Society

Current Status and Necessity

Elements of human rights governance are currently in operation, such as the Citizen Commission to Improve Human Rights, Human Rights Policy Meeting, and Human Rights Policy Round Table. Local human rights groups are also participating in activities to improve and protect human rights through cooperation projects with human rights groups.

However, organization of dedicated human rights NGOs is still weak and the human rights activities mentioned above are mostly conducted by target-specific organizations (the disabled, multicultural, gender, youth, etc.) or groups supporting them as side-line activities.

It is necessary to incorporate citizen participation in every process of the human rights city operation to identify and solve concrete, practical human rights issues that are directly related to citizens’ lives.
Principles and Planning

○ Support human rights research and action societies.
○ Establish online platform on human rights policy for citizens.

IV–3 Establish an Institution to Support Human Rights Administration

Current Status and Necessity

○ Cooperative relations and effective allocation of tasks between the administration and the private sector are necessary to effectively meet mid-to-long-term human rights policy tasks such as increasing human rights policy needs and enhancing human rights capacity of the local community.
○ Department of Democracy, Human Rights and Peace (DoDHRP) lacks organization and manpower to improve professionalism in such fields as policy research & development, human rights education, etc.
○ Therefore, it is necessary to divide roles between the DoDHRP and supporting organizations (human rights centers or foundation). DoDHRP should lead human rights governance within the administration, implement human rights policies and conduct human rights educations on public officials, etc. while supporting organizations develop policies and educational contents for human rights.

Principles and Planning

○ Organize a deliberative body such as a task force to comprehensively discuss the necessity, characteristics, functions and operations of human rights governance supporting organizations.
○ In a field such as human rights education, where sustainability, stability and professionalism is required beforehand, entrust the task to a professional institution before a supporting organization is established.
V. Elevating Gwangju's Status as a Human Rights City

1. Domestic Human Rights Cities Meetings
2. Regular Policy Workshops for Overseas and Korean Human Rights Cities
3. Asian Human Rights Cities Solidarity Program
4. Promoting International Discourse on Human Rights Cities
V-1 Domestic Human Rights Cities Meetings

☐ Current Status and Necessity

○ There is active cooperation currently ongoing between local governments as more and more are introducing human rights as a major value of their administration.

○ Nine large-area local governments have formed the ‘Council of National Large-Area Local Government Human Rights Commissions’ and public officials have formed the ‘Korean Human Rights City Public Officials Network’.

☐ Principles and Planning

○ Devise ways to expand exchanges with other local governments that have a desire to become human rights cities.

○ Gwangju should function as a mediator in expanding local exchanges into nationwide activities, especially in Seoul and the surrounding area.

○ Hold joint meetings with local governments to share their experiences and areas of expertise: Human rights education (Gwangmyung), human rights effects assessment system (Sungbuk-gu), human rights counselling (Eunpyeong-gu), and human rights community (Gwangju).
Regular Policy Workshops for Overseas and Korean Human Rights Cities

Current Status and Necessity

- Discussions about human rights cities have been expanding both domestically and internationally. However, there has only been limited success in exchanging experiences on institutions and policies.
- Therefore, an arena of discussion should be created in which policies of human rights cities can be deliberated thoroughly and exchanges of information and implementation tasks can be promoted.

Principles and Planning

- Exchange experiences of specialized implementation activities and institutions of human rights cities through policy workshops: thematic and group meetings.
- Elevate Gwangju’s status as a human rights city by concentrating and specializing on key areas of human rights city policy by maximizing the city’s uniqueness and advantages, while contributing to the collaborative development and solidarity of human rights cities

Asian Human Rights Cities Solidarity Program

Current Status and Necessity

- Since the World Human Rights Cities Forum (WHRCF) 2015, the Session on Asian Human Rights was no longer held.
- Discussions continue within the international civil community, mainly by human rights organizations that have dealt with the issue of Asian human rights such as the May 18 Memorial Foundation, Asian Human Rights Commission and Forum Asia.
Asian Human Rights session must become a regular session within the WHRCF to meet the strong and positive expectations from local governments of Indonesia, Taiwan, Sri Lanka, etc.

Principles and Planning

Gwangju must take the initiative in establishing a continuous support system for developing human rights cities in Asia.

Raise global issues such as democracy, human rights, poverty and the environment as the main agenda items of Asian human rights cities at the 20th Anniversary of the Gwangju Declaration of Asian Human Rights Charter (1998–2018) and create a framework of solidarity to promote a human rights city movement in Asia.

Form a cooperative body of Asian human rights cities with local governments of human rights cities in Asia, National Human Rights Commissions of Asian countries with human rights cities, and ASEAN Human Rights Commission.

Promoting International Discourse on Human Rights Cities

Current Status and Necessity

Gwangju’s status as a human rights city was elevated when the UN Human Rights Council adopted the report on Local Governments and Human Rights in August 2015, which introduced human rights policies of the city to the international community.

UN Human Rights Council Advisory Committee will prepare implementation principles for Local Governments and Human Rights in 2017, and resolution by the Human Rights Council is necessary to facilitate this job.

Gwangju must extend and continue with responsible implementation tasks to expand human rights cities in the international community and elevate its worldwide status as a human rights city.
Principles and Planning

- Prepare ‘Gwangju Principles for Implementing Human Rights in Local Governments’, and provide practical solutions by hosting workshops for worldwide professionals such as those held during WHRCF 2014 and 2015.

- Conduct preliminary projects to prepare for the adoption of ‘Gwangju Principles for Implementing Human Rights in Local Governments’ during the 2nd stage basic planning.

- Operate cultural diversity education programs jointly with the Asia Culture Center, since diversity is the key principle for a human rights city to become a more open and inclusive community.

- Make ‘Cultural diversity and right to culture’ a regular session during WHRCF in Asia Culture Center.