

STATEMENT

Stand Up against Sexism, Inequality and Sexual Violence at Your Workplace—with the Socioeconomic Reform Policies

Citizens' Coalition for Economic Justice¹
Republic of Korea

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This statement, contributed by [the Citizens' Coalition for Economic Justice \(CCEJ\)](#) as a NGO in the Special Consultative Status with Economic and Social Council, has the purpose of guiding the *Juan Pabol Bohoslavsky's* theme: “the impact of economic reforms and austerity measures on women’s human rights” in accordance with the Human Rights Council resolution [34/3](#).

For this purpose;

We, CCEJ, are betraying the Korean women’s issues, for example, sexism, employment & wage discrimination and sexual violence in the labor market: all these gender inequalities are a structural crystallization that has restricted the Korean women’s socioeconomic status and empowerment bearing the economic reform policies on women’s human rights;

Appreciating, of course, efforts of the Korea’s policies for women’s human rights and gender equality those are implemented by the Ministry of Gender Equality and Family², based on Gender Statistics and Analyses and Evaluations those are researched by the Korean Women’s Development Institute—developing economic reforms related polices, including the statistical analysis in preparation of participatory budgets, the gender-sensitive impact assessment on the economic reforms and fiscal consolidations, and the effective policy and comprehensive recommendation for structural reforms—as a good practice on subnational or national levels;³

Questioning, however, a gender-discrimination problem on the incredible-common sense of distortive-male-dominated Korean culture and custom, norm and sexism—over *lookism*-employment, for example, based on “Separatist feminism (Marilyn Frye, 1983)”⁴ that’s on what the most men and even women judge female, iconically looking aesthetically attractive but sexual assault and harassment, ironically to be successful in South Korea, *i.e.*, the more young and beautiful are girls, the more *ze* are

¹ The CCEJ, a Korean NGO, be based on a principle of PUBLIC GOOD and NONPROFIT and NONPARTISAN.

empowering *hir*-selves to socioeconomic status as white-collar job and professional salary—neither blue-collar nor house worker, or farmer’s empowerments are a part of the impact assessments and reform policies on women’s human rights;⁵

And, answering a imperative lesson that you should be more vocal to any sexist actions (*e.g.*, to spread the “#Me Too”⁶ movement at an alarming rate) to *ze* may listen; moreover that they, including international and governmental organizations, should be focused on the gender inequality issues also; then that we be to try and curtail sexism, and to escalate up the alienated worker’s empowerments and women’s human rights;

Challenging, therefore, against lacking policies that have crystallized such a structural inequality of the alienated women’s socioeconomic status and empowerment as if a few of the privileged class has screwed up perceived-socioeconomic values to exchange into *hir* empowerment virally, a failure mechanism that is operating *hir*-self-concerned about main business (*e.g.*, “#eSkills4Girls” of G20 and “targeted 5.5 SDGs” of UN, or any other women leaders programmes), but for supporting this alienated women’s empowerment on the international and governmental initiatives;

Especially recognizing, on top of that, apathy towards the unprotected and vulnerable women, such as rural girls, disabled people, immigrant foreigners: human-rights-in-dead-zone workers, ethnic Koreans: minority language groups, North Korean refugees,—and increasing the lonely deaths of old generation in the history of Japanese military sexual slaveries and victims, namely “Comfort Women”⁷: this Comfort system was a war crime against humanity⁸; another wartime sexual violence is still committed in an open secret of the world⁹, with global poverty; likewise, it is to be repeated at your workplace, in our future;

“THAT’S NOT YOUR FALUT; Don’t be Silenced, and the Spring will coming.”

Strongly agitating for the end of all forms of discrimination against the alienated women in contemporary society, and please stand up against the still primitive structure that has been a structural inequality of their socioeconomic status and empowerment; this is a virtue of courage and humanity from We.

We call on you to have a voice to any exist actions—such as sexism, and gender employment and pay gaps, or sexual assault and harassment—for yourself as the following socioeconomic reform policies at your country:

- Adopting the Comprehensive Anti-Discrimination Act;
- Implementing *the Principle of Equal Pay for Equal Work* under legal framework: applying to this principle to housework as a labor welfare proportionally;
- Intensifying punishments for sexual assault and harassment at workplace, and criminalization;
- Protecting victims, and intensifying the Legal Aid to access to Restorative Justice and Remedies.

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End Note

¹ We, as the Korea's first fully-fledged NGO, have performed a citizens' movement for Economic Justice, Political & Legal Justice, Korean Reunification, International Peace & Security, Consumer Rights & Protection, Urban Reform and Housing Stability, struggling against the history of property speculation since 1989; edited by Hochul Jung. (hcjung@ccej.or.kr)

If you need more information, please **Visit Us:** <http://ccej.or.kr/eng/who-we-are/about-us/>;

Our Achievements (RLA, 2003): <http://www.rightlivelivelihoodaward.org/laureates/citizens-coalition-for-economic-justice-ccej/>

² Reference to the Ministry of Gender Equality and Family's page (http://www.mogef.go.kr/eng/pc/eng_pc_f001.do) as the following:

Sectors	Implementation	Policies & Plans
1. Care services	Yes (Children only)	<ul style="list-style-type: none"> ● Single mother's Subsidy for child & educational expenses; ● Working couple's family's childhood care service under 12 ages; ● Increasing 40% of the public nursery facilities; ● Decreasing child care service tuition
2. National pensions	Yes (Not comprehensive)	<ul style="list-style-type: none"> ● Supporting vulnerable families; ● Safety education and cultural work; ● Expending memberships of National Pension for the low-income family and the career discontinuity women, including credits; ● Supporting social insurance
3. Access to land, housing and inheritance	No	<i>None (It's impossible in Korea)</i>
4. Access to assets	Yes (Not comprehensive)	<ul style="list-style-type: none"> ● Promoting women's economic activity of career-interrupted women; ● Training women leaders; ● IT
5. Health	Yes	<ul style="list-style-type: none"> ● Supporting female health, therapy services of the Maternal and child health, and venereal infection;
6. Public education	Yes	<ul style="list-style-type: none"> ● Approving leave or absence for menstruation officially
7. Taxation	No (Not yet)	<ul style="list-style-type: none"> ● Tax reductions
8. Utilities & public services	No	<i>None</i>
9. Labor market	Yes (Welfare in effective, but not in fundamentally-economic reform levels)	<ul style="list-style-type: none"> ● Introducing flexible work; ● Leaving work on time; ● Reducing working times to 1,800 hours per a year; ● Maternity leave for temporary workers, excluding contracted period; ● Paid maternity leave; ● Maternity benefit and leave for who is uninsured women; ● Increasing maternity and paternity leave allowances double; ● Paid leave of family care for 30 days, under 90 days per a year; ● Childcare allowances for fathers; ● Paid maternity leave for husband for 10 days, under 14 days; ● Increasing childcare allowances double; ● Children's allowance for parents for the purpose of increasing birth rate; ● New Occupation Centre for Women (150 centers nationwide)
10. Gender pay gap and the eradication of sexual assault & harassment	Yes (Preventions only)	<ul style="list-style-type: none"> ● Enacting the principle of equal pay for equal work; ● Educating prevention of sexual harassment
11. Privatization of public enterprise and services	Yes (Effective)	<ul style="list-style-type: none"> ● Health Family Support Centre; ● Korean Institute for Gender Equality Promotion and Education; ● Korean Women's Development Institute; ● Prostitution Victim Children and Adolescents Support Centre
12. Subsidies for food, fuel transportation	No	<i>None (Free charge of subway for the purpose of senior, but it's not for gender equality)</i>

13. Eradication of gender-based violence	Yes (Preventions only)	<ul style="list-style-type: none"> ● Responding against digital sexual abuse and supporting investigation and victim; ● Spreading gender equality culture; ● The Exhibit Hall of the History of Women; ● Protection law against gender-based violence; ● Strengthen punishment for stalking, dating violence and hidden camera; ● Gender statistics; ● Development of policies; ● Building strategies of women's policies
14. Legal aid and restorative justice	Yes (Touchy-problematic)	<ul style="list-style-type: none"> ● Disclosing on the personal information of a sex offender ● Supporting the victim, involving sexual violence, and sexual traffic and domestic violence ● Juvenile sex protection; ● Protecting divorced children; ● Marital counseling Program; ● Limiting visitation right; ● Self-sufficiency allowance after released from shelter; ● Decriminalizing prostitute and protecting related victim children and adolescents
15. Representative in public sector	Yes (Effective)	<ul style="list-style-type: none"> ● Increasing 15% of female managers at public office (level 4); ● Increasing 38% of vice-principals at public schools; ● Increasing 18.8% of female managers at public organizations; ● Fostering women's leaders and establishing related DB
16. Political Participation	Yes (Ineffective)	<ul style="list-style-type: none"> ● Preparing the legal ground that prevents one particular gender from exceeding 60% in the membership of a government committee; ● Planning and monitoring the expansion of women's participation to achieve the 40% target in terms of women's participation in governments committees
17. International Exchange and Cooperation	Yes (Not bad)	<ul style="list-style-type: none"> ● Support for the victim of Japanese military sexual slavery; ● Global women's leader forum; ● Contribute ODA to UN Women (Multilateral Aid); ● Bilateral Aid

³ *Please, refer to the Korean Women's Development Institute's page (<http://eng.kwdi.re.kr/index.jsp>) and it's Gender Statistics DB (<https://gsis.kwdi.re.kr/gsis/en/main.html>);

⁴ Marilyn Frye, "Some Reflections on Separatism and Power," in *The Politics of Reality* (Trumansburg, N. Y.: The Crossing Press, 1983), Pp. 96; "separation of various sorts or modes from men and from institutions, relationships, roles and activities that are male-defined, male-dominated, and operating for the benefit of males and the maintenance of male privilege – this separation being initiated or maintained, at will, *by women*."

⁵ Jess Gosling, "Sexism in South Korea is more serious than you might think," The typewriter (July 20, 2017); <http://typewriterintl.com/2017/07/20/sexism-in-south-korea/>

⁶ Nicola Smith, "South Korea's rapid Me Too movement spreads to schools as pupils accuse teachers," The Telegraph (March 5, 2018)

⁷ See the e-museum of the Japanese Military Sexual Slavery' page (<http://www.actionforpeace.net/>)

⁸ Elisabeth Jean Wood, "Armed Groups and Sexual Violence: When Is Wartime Rape Rare?", in *The SAGE journals of Politic & Society*, Vol. 37, Issue. 1 (March 1, 2009), Pp. 131-161; <https://doi.org/10.1177/0032329208329755>

⁹ Aryn Baker, "The Secret War Crime": Survivors of Wartime Rape Are Refusing to Be Silenced, *Time Magazine*, vol. 187, no. 3 (March 10, 2016); <http://ti.me/1R8zaTM>