

# Migrant Women's Diversity and Policy Approach

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# Migrant Women's Diversity and Policy Approach

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## 1. RESEARCH BRIEF

- As feminization of migration deepened in South Korea, other than marriage migrant women who have received social and political attention, groups of migrant women with different characteristics and institutional status have increased, such as female international students, female migrant workers in the agricultural industry, and female overseas Koreans.

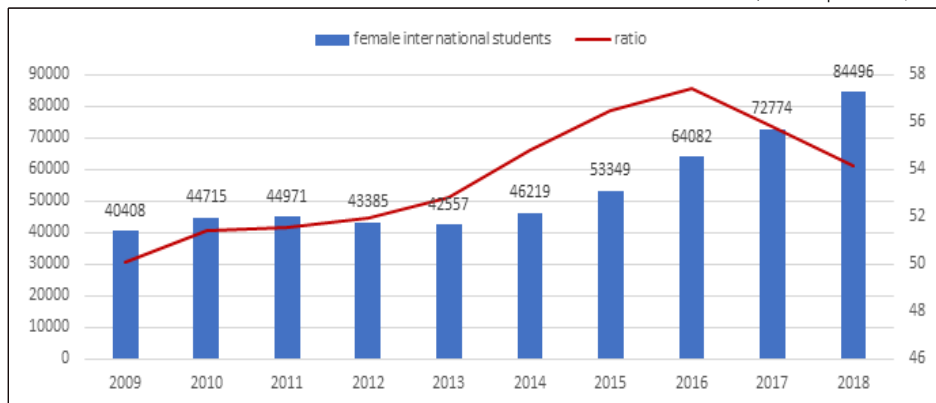
〈Table 1〉 Classification of visa status by the number and proportion of women

Number of women	
Small numbers with non-female dominated	Large numbers with female dominated
Working holiday, Artistic Performer, Dependent Family, Job Seeker, Foreign language Instructor, Culture and Arts, N.E.C	Marriage migrant, Work and Visit, permanent residency, visiting cohabitation, Foreign Student, general trainee, residential, overseas Koreans
	Female dominated sojourn status
Small numbers of women	Large numbers of women
others	Non-professional Employment

○ The increase in the number of women who are either international students or migrant workers in the agricultural sector is noteworthy.

- Female international student changes: 40,408 (50.1%, year 2009) → 84,496 (54.2%, Year 2018)

(Unit : persons, %)



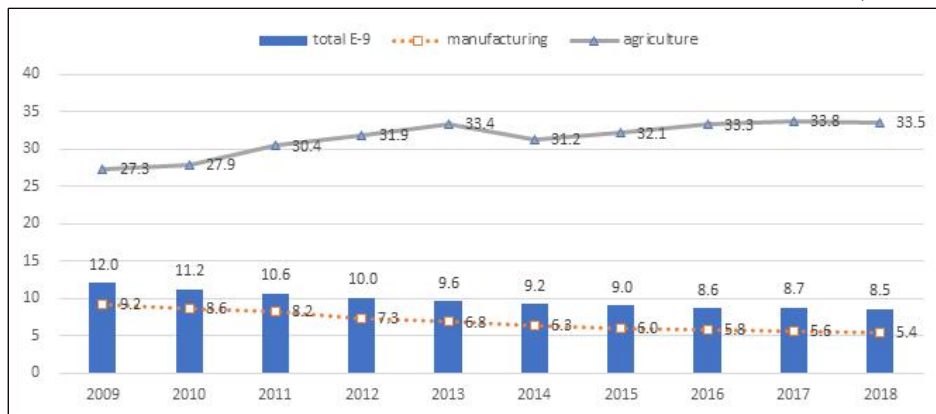
\* Foreign Student(D-2), General Trainee-Korean(D-4-1), General Trainee-foreign language (D-4-7) status holders

Source: Ministry of Justice, Republic of Korea, Korea Immigration Service, Data for each year in December, Status of Registered Foreigners by Place of Residence

[Figure 1] Female Foreign Student\* Trend Numbers and Ratio: 2009–2018

- The number of female migrant workers with non-professional employment status (employment permit system) has grown mainly in the agricultural sector.
  - While the numbers of non-professional female migrant workers in the manufacturing sector has decreased, the numbers of non-professional female migrant workers in the agricultural industry have increased from 2,216(23.7%) to 10,554(33.5%) across 2009 to 2018.

(Unit :%)



Source: Ministry of Justice, Republic of Korea, Korea Immigration Service, Data for each year in December, Status of Registered Foreigners by Place of Residence

[Figure 2] Female Ratio Trend in all non-professional employment, manufacturing, and agricultural sectors: 2009–2018

- Besides, as the seasonal worker program for foreigners began in 2017, female seasonal workers in the agricultural sector appeared as short-term workers(C-4).

## ○ Contents and Research methods



- Analysis of raw data on the female migration trend and status of immigrant women
  - Migration and migrant population statistics: Korea Immigration Service Statistics, Status of Registered Foreigners by Place of Residence
  - 2018 raw data from Survey on Immigrant's Living Conditions and Labour Force: Demographic Characteristics, and Employment and Welfare Status of Major Migrant Women
- Conducting Interviews with immigrant women and field experts
  - Female immigrant workers in the agricultural sector, field experts, and local directors in charge of seasonal workers
  - Female international students and representatives of related organizations in the university
- International Case Studies
  - Female migration trends and issues in Hong Kong and Japan, Analysis of the recent orientation of private organizations and the media about female immigrants

## 2. KEY ISSUES OF FEMALE IMMIGRANTS FROM DESCRIPTIVE STATISTICS

- Compared to men with the same sojourn status, migrant women tend to be employed at small companies with a higher proportion of migrant workers. Also, they are more likely to be employed in the position which is not guaranteeing employment contract and social insurances and be paid less than men.
- Due to internet accessibility, there is a high possibility of alienation from information distributed through online.

〈Table 2〉 Status of Major Sojourn Status by Sex

(Unit :%)

	Non-Professional occupations				Work and Visit		Oversea Korean		Foreign students	
	agriculture, forestry, and fising		N.E.C							
	women	men	women	men	women	men	women	men	women	men
Income(monthly) below ₩2,000,000	93.9	82.1	48.2	26.6	54.2	18.7	53.1	23.4	9.2	3.7
Not registered internet service	10.9	3.6	3.6	6.4	49.9	40.6	42.7	36.1	0.7	0.3

\* None of the international students surveyed had employment insurance.

Source: 2018 Data on Survey on Immigrant's Living Conditions and Labour Force

- Differences in Korean living standards among immigrant women groups
  - Overseas Korean women who are older and work longer hours tend to be more likely to encounter serious health issues.
  - One contributing factor to this issue, especially for women migrant workers in the agricultural sector, is that they are often exposed to environmental hazard and poor housing conditions.

- Compared to other groups, female international students and professional workers who are relatively younger and have a higher educational background, maintain stable life-quality. Despite these advantages, they still experience xenophobic discrimination.
- Generally immigrant men are more likely to be discriminated however, compared to men with the same sojourn status, female international students reported experiencing have discrimination, especially in schools.

〈Table 3〉 Immigrant women's welfare status by sojourn status

(Unit :%)

	non-professional employment	Work and Visit	Professionals	International students	Overseas Korean	Permanent residents	N.E.C
Not registered internet service	6.6	49.9	2.8	0.7	42.7	41.0	37.7
experienced discrimination in the past year	11.3	18.8	47.1	31.0	20.1	26.9	22.8
Experiences cannot access medical services	6.7	11.3	9.4	10.1	9.3	12.8	10.7
Housing-etc (officetel, living at not a residential facility)	42.7	6.3	24.4	6.4	5.2	8.0	5.1

Source: 2018 Survey on Immigrant's Living Conditions and Labour Force

- Among various types of immigrant status, this study focused on subjects who are non-professional female migrant workers and female international students who are permitted to stay Korea for their particular sojourn purpose, such as working (seasonally) or studying.

- Overseas Korean women's distinctiveness of social status: the relatively stable legal status of staying in Korea, freedom to choose, and move workplace.
- In contrast, non-professional migrant workers and international students are limited in their choices about employment, off-campus employment, and even study. This is often impacted based on the discrimination they faced as migrant women and the accessibility of responding discrimination.

### 3. LOW-SKILLED FEMALE MIGRANT WORKERS IN EAST ASIAN COUNTRIES

- The primary issues female migrant workers are: poor housing and environmental hazards; inseparability between residence and workplace; employer's dominant presence in the workplace; and sexual assault/harassment in the workplace. These findings are consistent with previous research.
- A Female migrant workers in the agricultural sector in Korea are representative of the vulnerable position of low-skilled female migrant workers. Similar examples can be found in research on technical intern trainees in Japan and live-in domestic workers in Hong Kong.
  - Specific conditions for legal work status varies by country and policies. However, the degree of freedom in choice of residence and workplace is comparable across the three countries. The aforementioned occupation in Korea, Japan and Hong Kong all allow workers stay on the premise that they remain employed in that specific field. Additionally, in each example, there are considerable restriction on where migrants can reside or work.

- Therefore, they are at higher risk of being abused in terms of human rights while tethered to their workplaces and employers. Moreover, if a human right violation occurs, they are difficult to actively respond to this issue due to restricted authority to change their workplaces.
- The policy limitation of human rights protections for immigrant women is widely known internationally and an effort to find alternatives is being discussed.
- The Japanese government, for example, implemented a policy for foreign domestic workers, that implements the principle of workplace-residence separation with the form of dispatcher jobs. This could help alleviate some problems female migrant workers face, that derive from being subordinate to an employer.

#### 4. THE REALITY OF FEMALE INTERNATIONAL STUDENTS

- Unlike issues related to female immigrant workers, there has been little research on the experiences of female international students. Female international students are a migrant group who are newly emerging in Korean society.
- Compared to other types of immigrant women, female international students suffer from risk of discrimination because their non-Korean identity is prominent and revealing, especially in academic institutes.
- Unlike other types of immigrant women, especially employment permit system holders, the regulations for foreign students are not as strict. Thus female international students seem to have more choices when it comes to housing and residency. Yet, they may

experience discrimination in more aspects of their lives while they are mingling with Korean.

- For instance, even though female international students seem to share daily spaces with Korean such as lecture halls and labs, their identities as “women”, “foreigners” and “from a developing nation”, are constantly highlighted. Some examples of this include the behavior and speech of their professors and other domestic students, which often leads to feelings of exclusion.
  - Unlike female migrant workers in the agricultural sector, female international students are free from constraints to choose residents and work places, however, spaces outside academic institutes are not safe from discrimination. Sexual assaults and harassments, in particular, are not uncommon, especially in part-time work places.
- Despite this, and the fact that female international students experience a higher likelihood of discrimination both inside and outside of academic institutes, they are unlikely to be in a position to report and actively respond these issues.
- Most academic institutes in Korea do not have official policies and mechanisms for dealing with discrimination issues for “foreigners” and “international students.”
  - In cases of sexual assaults and harassment, the Human Rights Center in each academic institute takes charge regardless of students’ nationality. However, many international students may not be aware of the existence of these official departments in their academic institutions. Further, even if they are aware, they are unlikely to trust the organizational procedures to be fair. This tendency becomes more concrete in accordance with the

accumulation of their experiences with discrimination, related to the duration of their stay.

- Moreover, these official departments only handle cases involving the University and offer little to no help or guidance of incidents that occur outside of the academic institution and in some cases could even create more problems for the student. For example, if an international student has a job without permission and reports being sexually assaulted or harassed in the workplace; they will likely be treated as a criminal who has violated the legal status of stay, rather than a victim.

## 5. THE EMERGENCE OF NEW GROUPS OF MIGRANT WOMEN

- Some groups of migrant women have been overlooked, such as female migrant workers in the agricultural sector and international students. Therefore, the possibility of the formation and expansion of other female migrant groups should be considered in the development of policies that seek to adhere to future societal demand and changed in migration trends.
- Japan, for example, recently amended its “Specified Skill No.1” residency visas to broaden the influx of human resources in certain fields, especially the care services sector.
  - Compared to other low-skilled migrant workers, care workers are recognized for a certain levels of expertise and working in a better condition while guaranteeing a wage equal to or higher than that of domestic workers. In addition, human right violations due to the constraints of changing workplace seem to be reduced.

- On the other hand, there is a possibility to emerge a new agenda since it is a sector where both domestic workers and migrant workers are reconciled in equal status.
  - Unlike low-skilled migrant women, in the case of “specified skill no.1” holders, issues and conflicts between domestic and migrant workers would appear such as job competition, discrimination raising, by comparison, working conditions, qualities and quantities of labor, wage discrimination. Also, frequent contact with the mainstream group is required. Since they are more likely to be exposed to multiple structural and private discrimination and alienated from the societal system by surrounding non-institutional/private barriers.

## 6. CURRENT POLICIES ON IMMIGRANT WOMEN ISSUES IN KOREA

### A. Policy on Prevention of Sexual Assaults for Female Migrant Workers in Agricultural Sector

- Perfunctory preventive measures of sexual assaults in employment permit system
  - Among various groups of migrant women, low-skilled immigrant workers including employment permit system holders and workers in the agricultural sector, are more likely to be exposed to the risk of serious human rights violations, however, current policies are insufficient to handle such issues.
  - One of the main issues with the current policies is that preventive measures of sexual assaults in the employment permit system are conducted as part of programs aiming to support employers. Some

examples of this include: the workplace score system; foreign worker training; employer training; workplace supervision; workplace monitoring; and consulting. This creates a fundamental limitation in the prevention of the sexual assault of migrant women.

- Further, the administrative agency's current gender and human rights sensitivity are not sufficient deliberations. In order to create more successful sexual assault preventative measures, these measures should be proceeded by members of administrative agency such as personnel training of instructors, labor inspectors, public corporation staff, supporter's committee, and consultants.

○ Agricultural sector as legal blind spots for sexual harassment prevention education and maternity protection measurements.

- Workplaces in the agricultural sectors are exempt from the duty of implementing most of the legal and institutional prevention measures due to their status as small businesses. This includes education on preventing sexual harassment and is the standard not just in the agriculture sector, but also forestry and fishing industries.
  - Such industries are not obligated to conduct sexual harassment prevention education in the workplace, instead, and simply distributing and posting related information in the workplace is satisfies with governmental orders. The government has produced education materials for sexual harassment prevention for foreign workers in various languages and posted them online. However, the contents are limited to basic legal information. In addition, most of the countermeasures against sexual

assaults/harassments do not consider the varying resources of different groups of immigrant workers.

- Among the immigrant women who participated in the interview, most of them are unaware of this information regarding prevention measures. Thus, it is likely that few, if any, workplaces distribute this information.
- In the case of maternity protection policy, the legal measures should be applied regardless of business size and industrial sector. Yet, most workplaces with higher rates of female immigrant workers do not comply with these basic regulations.
  - Female migrant workers in the agricultural sectors are unlikely to get pregnant or give birth under the maternity protection measures legally guaranteed, in reality, if they get pregnant, they are forced to choose abortion or being dismissal (documented as changing workplace).
  - 77.4% of women migrant workers in agricultural, forestry and fisheries do not have employment insurance, and none of them are eligible to receive maternal leave benefits before and after childbirth. From this year, maternity benefits are usually paid to those who are not covered by employment insurance. However, with the exception of marriage immigrants, all foreigners are excluded.
- Ambiguity in measures of workplace change when sexual assaults and harassments occur.
  - The solution for migrant women who are victims of sexual assaults is to leave their workplace (where the assault took place), keep their distance from their perpetrator and find a new job. However, it is difficult and impractical to meet the requirements

for changing workplaces when the reasons is sexual assaults. Further, it will take a considerable amount of time if it goes to a legal battle. During that period, the victim must either continue to work in the same workplace with the perpetrator or move to a shelter with unemployed until the courts verify that they were sexually victimized.

- After questions were raised regarding the burden that victims should, the government changed it's policy to allow employees to change workplace, in the event of a sexual assault. Now it is possible for women to change workplaces without the fact-finding or report of employment alteration.
- However, legal standards for cases that are not processed through the emergency employment alteration system are still ambiguous in terms of implementation.
  - In the case of sexual harassment, if it takes more than a month to verify the reason for employment alteration, the employee can request a 'pre-alteration of employment'. This is a process that grants a workplace change within one month from the plea date, but it is implemented on a case by case basis and not much more is known about it.

#### ○ Limitations of seasonal worker program

- The seasonal worker program has guides for: minimum standards of residential environment; prerequisite preventive measures of sexual assaults and harassment for employers; measures prohibiting allocation of employees to farmers who violate seasonal worker program regulations; and advising local government of the farms/farmers who violate human rights.

- Employee and employer training is also required but is not properly conducted in the field. Education and training related to human right are particularly deficient.
- Moreover, local government officials are in charge of inspecting workplace conditions but the lack of resources, makes it nearly impossible.
- Besides local officials in charge, MOU counterparts are highly concerned about sexual harassment and sexual violence against female seasonal workers, practical solutions have not been discussed yet.
  - Currently, ‘not deploying one female worker in a workplace’ is the only countermeasure that administrators can take.
  - In the case of post-action measures, the Ministry of Justice propose the human rights violation regulations for the seasonal workers, yet it is insufficient to act as practical countermeasures.
  - When an incident happen both the employer and the local government could face disadvantage. Because of this, many cases are dealt with “quietly” by stakeholders, which is considered more practical than addressing the issue using official channels.

#### B. Policies against discrimination and violence for female international students

- Lack of measures and interactions between various actors, such as Korean students, international students and professors and so on, for preventing discrimination in academic institution.
  - The standard business guidelines for foreign student and language trainee recommend that university should conduct education

program to settle multicultural academic atmosphere to prevent prejudice and discrimination against international students, no actions have been taken at several frontline universities.

- Discriminatory speech is pervasive even in formal situation. There is a case that professor make discriminatory statement against developing countries in front of international student in the lecture.
- Trainings for Helpers(called buddy) who has a role of helping international student to adapt Korean society, do not contain program for growing cultural sensitivity and preventing prejudice and discrimination.

- International students tend to be interested in social activities with both international and domestic students, yet not many programs for social activities are set in the Universities.

#### ○ Limitations of guide and support programs for college life.

- Each university provides orientation program for international student however, the specific content are vary by institutions.
  - In some cases, orientation program cannot provide information about life outside of the college, and support organizations. Moreover, since orientation program is not mandatory, not all students in the university participates the program.
- To support international students, university offers various programs such as helpers, mentoring, and counseling and so on, most of international students hardly find people who can give advice for them.

#### ○ Direction and quality issues of preventive education of sexual assaults

- In the amendment of standard business guidelines in April 2019, published by The Ministry of Education recommended to provide education programs for preventing sexual assaults for international students at least once a year in which containing the contents of legal measures of sexual assaults and for creation of healthy sexual consciousness.
    - Sexual assaults prevention programs are sometimes covered in university orientations or police-linked education.
  - The direction and contents of the program are completely decided by instructors, therefore it can be inappropriate or insufficient to deliver contents with a non-biased gender perspective.
- Limitation of the capability of organizations in the University to Handle Female International Students' Issues.
- Limitations of supporting sexual assaults' victims.
    - Lack of information about supportive organizations for victims.
    - Skepticism about counseling quality provided by university.
      - Combination of language issue, a sense of distance, and confidentiality.
    - Restricted authority to incidents and offenders outside the university.
      - It is possible to express official opinion, inform and assist victims treatment or reporting procedure.
    - Temporary residents, especially in the case of short-term international students, such as exchange or visiting students are hard to get post-incident supports.
  - Absence of proper procedures of discrimination related incidents.
    - Compared to other migrant groups, international students are more

likely to be sensitive to discrimination issues and female international students depict this point frequently. In particular, professors' discriminatory speeches about developing countries are a representative example.

- However, separate official department or mechanisms are not contrived.
  - Currently, when discrimination related incident occurs, professors are advised to be cautious about discrimination-related statements at the faculty meetings or asked to 'consider' students' positions in an informal way.
- Difficulty in supporting a part-time workers
  - Sexual assaults frequently happen to workers with the part-time occupations.
  - If international student does not have a permit to work, sexual assaults incident considered as the outside of the legal border, thus, there is no other option than to ask students to comply the law.
  - Linkages between agencies for dealing with issues outside the college have not developed thoroughly.

#### C. Countermeasures to Support Victims of Violence for Immigrant Women as Women's Policy

- Relationship between major migrant women groups and its policies
  - Female migrant workers and international student who are sexually assaulted, can receive aid from the support system under women related policies.

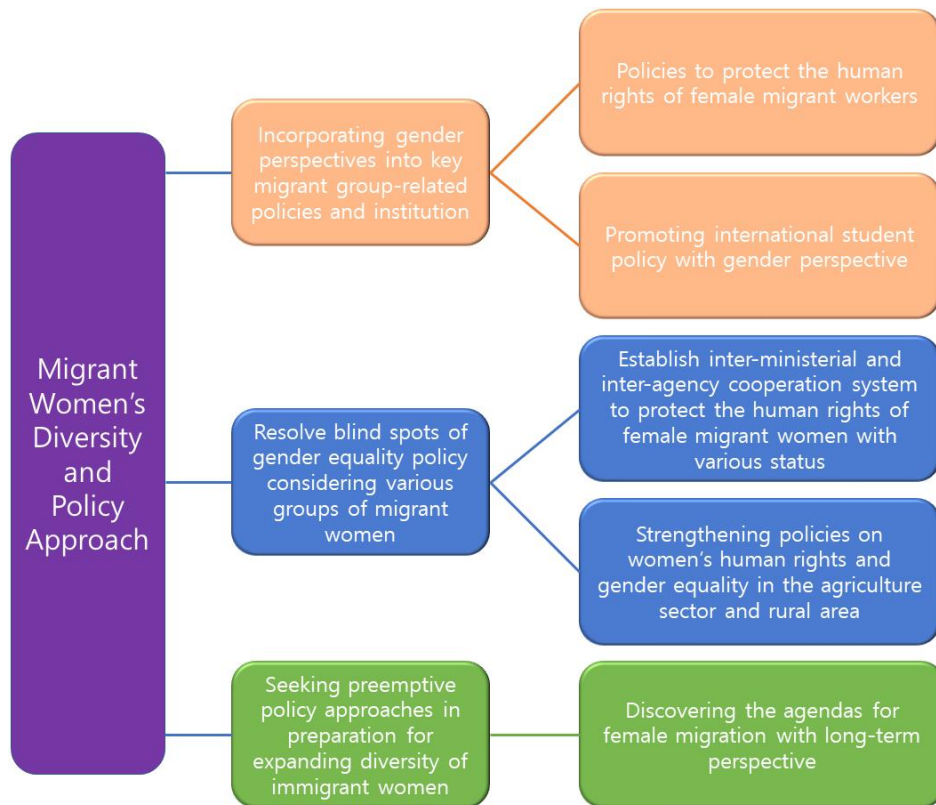
- Female migrant workers and international student can access and be supported by shelters and Danuri-Call center, like as marriage migrant women.
  - However, the existing aids are based on the Multicultural Family Support Act, and the Act on the Prevention of Domestic Violence and Protection of Victims, thus, migrant women who have experienced other types of violence than domestic violence are in relatively marginalized positions.
    - Social statuses of the employment permit system and student visa holders are different from those of marriage immigrants. In this context, patterns of violence, direction of countermeasures should be varying by victims' social positions due to different degrees of recourse accessibility.
  - Even though the 2nd Basic Plan for Gender Equality policy (2018-2022) specified migrant workers as a subject for protection and support of violence against women. However, it is difficult to determine its effectiveness, and similarly effective changes are not explicit in the 2019 Act Implementation Plan.
- The reality of cooperation between agencies in charge of immigrant women
- Many Issues related to migrant women arise under the current immigrant policy system. Solutions should be sought within the boundaries of the structure. In this way, the discrimination and violence that female migrant workers and international students encounter can be ameliorated through organic cooperation of various agencies, such as migrant workers' support centers, international student organizations, and institutions supporting victims of violence against women.

- Currently, an official inter-agency cooperation system have not been developed. If inter-agency cooperation is needed, it tends to be on a case-by-case basis using a network of individual personnel in charge of migrant issues.
  - The quality of cooperation depends heavily on administrators' network status.
  - Department within universities that support international students have difficulties in counseling students with language barriers. Finally, although the Danuri Call Center is an appropriate solution for such issues, it is not actively utilized appropriately.

## 7. POLICY RECOMMENDATION

- As groups of immigrant women become more diverse, there is an increasing demand to for policies related to discrimination and sexual violence against migrant women. In order to develop policies for various types of migrant women, we must take into consideration institutional environment.
  - The main subjects of this study are female migrant workers and international students. These groups share the label of “foreigners”, but are governed by different social authorities when it comes to maintaining their visas. There are also differences in these structural conditions surrounding each group, the patterns of discrimination, and degrees of resource accessibility.
  - Therefore, in order to protect the human rights of migrant women and prevent discrimination, Korean society should recognize migrant women's experiences; adopt the issues they encounter as

important policy tasks; and work to develop and achieve effective countermeasures.



[Figure 3] Policy approach considering diversity within migrant women

- Immigrant women are more likely to be marginalized socio-economically and regionally. This should be considered in immigration policy approaches. In this vein, it is worth focusing on the fact that various types of immigrant women groups are increasing such as employment permit system holders, and seasonal workers as well as marriage migrant women.
- The likelihood of human rights violations among migrant women is determined by the overall social environment for migrant people

and women. These factors determine perceptions of them and attitudes towards them. In this context, unless there is promotion of gender equality and progress in multicultural receptivity in rural areas, the protection of human rights and prevention of discrimination against migrant women will not be achievable. Therefore, reducing regional gender disparities and an effort to increase multicultural receptivity is essential to mitigate discrimination and violence targeting migrant women in Korea.

- Changes in social demand and related structures will lead to shifts in the composition of immigrant women, and agendas which have not emerged will appear for social consent.

- It is important to develop a policy approach directed at agenda of the majority groups of migrant women. However, it is also crucial to develop a preemptive approach to emerging agendas with a long-term perspective.

- ① Strengthen foreign worker policies to protect human rights of female migrant workers.

- Schemes for effectiveness of sexual assaults preventive education for migrant worker

- Adjusting the direction and composition of job training conducted before and after entry for secure qualitative distinctiveness and connectivity.
- In development of pre and post entry educational programs targeted toward migrant workers in the agricultural sector. This should include information on gender sensitivity and sexual

harassment prevention. Gender separation must be carried out during educational program.

- Production and distribution of visual material in various languages.
- Specification of instructor's qualification, and conducting training for instructors.
- Mid-long term goal) Cultivation and deployment of instructors who can conduct education and communicate with trainees.
- Preparation of sexual assaults prevention education plan for seasonal workers: development and utilization of video materials for pre-entry education for employment permit system holders.

○ Strengthening measures to protect human rights of women migrant workers with employment permit holder and female seasonal workers.

- Establishment of guidance and inspection system of workplaces to check for human right violations, especially where there are female foreign workers.
  - Establishment and observation of the 'employer/worker separation principle', preparation for a translation system for on-site inspection, and development of multilingual checklists to confirm the human rights situation of foreign workers
- Adjustment of policy boundaries for monitoring workplace inspection and EPS consulting.
  - Monitoring workplace inspection) Confirmation of minimum information on the inspection subjects, distributing latest information for the sexual assault preventive education. EPS consulting) Focusing on supporting business owner.
- Refinement of pre-workplace alteration regulation.

- Specification that the pre-workplace alteration is applied when sexual assault incidents occur in the employment permit system manuals and its detailed process and the time of the regulation application.
- Strengthening of the protective functions of foreign worker protection committees and subcommittees for women migrant workers.
  - Revision of the operating regulations of the foreign workers' right and interests protection council to include migrant women, experts or activists of female migrant issues as a committee members.
  - Mandate on the establishment of sub-committee on the protection of human rights for female migrant workers under the foreign workers' right protection council
- Implementation of sexual violence prevention measurement and reporting system in the seasonal worker program.
  - Actualization of implementation measures such as employer training and local government inspection.
  - Suggestion of specific guidelines when human right violation occurs against seasonal workers.
  - Expansion of regulations to protect victims.
- Development of measures to cultivate on-site human resource's gender and human right sensitivity.
  - Development and implementation of education programs to enhance gender and human right sensitivity for on-site personnel.
  - Mid-long term goal) Program completion should be required and a qualification for major human resources for the project such as instructor or interpreters.

○ Expansion of the scope of corroborative facts of sexual assaults for judging pre-workplace alteration plea.

- Writing a checklists on human right conditions in multiple languages during the workplace inspection and allowing it's use as evidence.
- Admission of counselling records and written confirmation as evidence documented by governmental institutions for foreign workers and migrant women.
- \* From 2007, the burden to provide the reason for marital breakdown is lessened when marriage migrant women apply for naturalization. In this process, beyond written medical notes the certificates and documents written by officially recognized institutions for women are admitted as evidence.

○ Enhancement of practical measures to protect maternity of female migrant workers.

- It is necessary to understand the maternal experience of female migrant workers through pre-training and workplace monitoring.
- Training for employers about protection measures for migrant workers in small-sized agricultural workplaces and penalties for protection measurement violations, through programs like EPS consulting.
- Establishment of a department to handle violation cases of legal measures related to maternity issues of female migrant workers.
- Imposing of sanctions against employers who use workplace alteration system to avoid maternity protection measures.
- Inclusion employment permit system holders as beneficiaries of maternity payment for people without employment insurance.

- Revision of legal system on business hiring employment permit system holders, not to be exempt from obligations of employment insurance.

② Promoting international student policies with gender sensitivity.

- Enhancement of the infrastructure of academic institutes to protect human rights for female international students.

- Securing of effective preventative measures against sexual assaults against international students.
  - Implementation of guidelines to ensure that orientations for international student must include content related to sexual assault counseling and contact information for support agencies.
  - Development and distribution of multilingual video materials on sexual assaults prevention programs for ‘international students.’
  - Production and distribution of countermeasures for sexual assaults victims in multilingual version
- Strengthening of the organizational function for the protection of female international students’ human rights.
  - Providing of information on human rights related organization in universities, supplementation of counseling programs, and establishment of a multilingual counseling system for female international students.
  - Development of a workshop on the protection of female international students’ human rights for field managers in academic institutes at the National Institute for International Education(International Student Service Center).

○ Setting of countermeasures against racial/ethnic discrimination in universities.

- Conducting of preventative education on racial and ethnic discrimination.
  - Anti-discrimination training for Mentors and Helpers(called buddies).
  - Development of programs to promote multicultural receptivity in the academic institutes.
- Measurement of multicultural receptivity and multicultural receptivity education activity in the university for college community members, as a key indicator for the globalization competency certification system.
  - Calculation of the frequency of multicultural receptivity education activity in the university for college community members (mid-long term goal, measurement of participation rate in educational programs)
- Designation of the agency responsible for handling discrimination cases and establishment of formal procedures.

○ Establishment of countermeasures against sexual assaults for female international students occurring at part-time workplace.

- Development of reporting system for sexual assaults victims working part-time shifts.
- Suspension of duty to report part-time jobs for sexual assaults victims.
  - Exemption from administrative standards for reporting violations.

③ Establishing inter-departmental cooperation system to protect human rights of various migrant women

○ Conducting of joint investigations on human right status of major groups of female migrant women.

- Investigation of the human rights situation among immigrant women

- As a part of Survey on Immigration's Living Conditions and Labour Force, inclusion of immigrant women as an additional survey subject.
- Examination of actual cases of sexual assault against migrant women at work and school, implementation of sexual assault countermeasures, awareness of legal system and institutions related to sexual assault against migrant women, and experiences of participation on preventative programs of sexual assault.

○ Establishment inter-ministerial and inter-agency cooperation systems to prevent sexual violence and protect victims

- Enhancement of the functions of institutions to support migrant women with various background who become victims of sexual violence.

- As a core project of the Migrant Women's Counseling Center for Violence Victims, it should be clearly stated that 'prevention of violence against various groups of migrant women and support of victims' are 'linked with various organizations related to migrant women, such as universities and foreign worker support centers'.
- Conducting of education and training to understand the

characteristics of various immigrant women groups and related legal structures for the personnel such as counselors and interpreters.

- Promotion of network business between agencies to protect human rights of female international students.
  - An increased focusing on counseling centers for migrant women who become victims of violence, conducting sexual violence prevention training in cooperation with local universities and international student organizations, operation of business to prevent sexual violence while working at part-time shift and protect victims.
  - Network establishment for sharing data and information between organizations related migrant women issues such as international student organizations, gender equality and human rights centers.
- Establishment of inter-agency cooperation system to protect migrant women who become victims of violence
  - For employment permit system holders) Building network between employment permit systems related organizations (migrant workers' employment center, foreign worker support center, foreign worker counseling and support center) and violence victim support organizations (Danuri Call Center, counseling center for migrant women who are victims of violence, shelter).
  - For female seasonal workers) Building of network between local governments and organizations supporting migrant women victims of violence.

- ④ Revising policies on migrant women's human rights and gender equality in agriculture sectors and rural areas
- Provision of joint-inspection system between governmental agencies to protect human rights of female migrant workers in the agriculture sector

- Establishment of a human rights status inspection system for female migrant workers at individual farm-level, including both workers with employment permit visa and seasonal worker system.
  - The Ministry of Employment and Labor(Employment and Labor Office, Job Center, and Foreign Workers Support Center) and the Ministry of Gender Equality and Family(Multicultural Family Support Center, Women's Counseling Center for Violence Victims) joint promotion of the system, mainly operating via the local government.
  - Requirement that the inspection results are shared by the local government and the employment permit system, so that when problems are discovered, they are dealt with by the regulation on each agency.
  - The Ministry of Gender Equality and Family(Multicultural Family Support Center, Counseling Center for Migrant Women against Violence) should conduct intensive monitoring of sexual violence and appropriate protection when victims are found.
- Establishment of a special inspection system for workplaces where only one female migrant worker is hired.
  - Development of a measures for regular inspection such as

designating personnel in charge of such issues in the local government.

○ Conducting of sexual assaults prevention education program for employers in agricultural sector.

- Setting of sexual harassment prevention education system at the local-community level.
  - The role of the National Agricultural Cooperative Federation (NACF) as a institution administering sexual assaults prevention education: training instructors for sexual assaults prevention education in the agricultural sector, developing a sexual harassment prevention education program that includes protecting the human rights of female migrant workers, and performing sexual harassment prevention education for NACF members
  - Dispatching instructors to local governments, NACF branch and agriculture corporations.
- Promotion of institutionalization of sexual harassment prevention education for agricultural business owners through the NACF
  - Enhancement of employer qualifications: NACF Sexual Harassment Prevention Education program certificate holder only can apply for the dispatched workers by employment permit system and seasonal worker program.
- Revision of relevant laws to ensure that workplaces hiring migrant workers are included as a subject to sexual assaults prevention education regardless of the business' size.

- Seeking an active approach to raising the level of gender equality in rural communities

- Adopting of gender-equality gap between urban and rural areas as the main agenda of the policy
  - Establishment of strategies to improve the level of gender equality in rural communities
- Acknowledgement of the existence of women migrant workers and promoting actions to achieve community where human rights of all community members are guaranteed
  - Development of a public offering project called 'the rural society achievement program that guarantees Gender Equality and Migrant Women's Human Rights'

- ⑤ Discovering female migration policy agendas in the mid- to long-term perspective

- Deliberate broadening of issues surrounding migrant women in preparation for the possibility of emergences of new types of migrant women.

- When discussing the introduction of foreign workers into female dominant occupations, such as care-service industry, consideration should be taken on the impact on domestic workforce, conflict between groups, discrimination, and exclusion.
  - Beyond the basic protection of migrant women's human rights, it is necessary to approach measures to solve the problems which various groups of migrant women face, and social issues surrounding them.

○ Preparing of redress for migrant women who face repatriation

- Revision of laws to allow remote trials for migrant workers from developing countries.
- Establishment of channels in charge of consensus and mediation to access proper compensation if a migrant worker is forced to return to their home country without a trial.
  - Setting of an organization standard to deal with EPS-related legal practices including tasks for consensus and mediation at the Human Resource Development Service of Korea.

○ Enhancement of existing specialty support organizations for migrant women and the building of a multi-layered support system

- Improvement of institutional standards reflecting characteristics such as regional conditions and activity contents.
  - Development of specialized services for each foreign worker support center.
- Gathering of the latest information on international women migration trends.
  - Participation in international networks of private organizations and support for cooperation projects.

Key word: migrant women, female immigrant workers in agricultural sector, female international student, female technical intern trainees in Japan, live-in domestic helpers in Hong Kong





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