

**WHITE PAPER**  
**ON NORTH KOREAN HUMAN RIGHTS**  
**2010**

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ISBN 978-89-93739-07-7 93340

Published in Republic of Korea in 2010  
by North Korean Human Rights Archives

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Printed in Republic of Korea in October, 2009

### 13. Labor rights: 475 incidents (403/72)

#### 1) General Analysis of Labor Rights

##### (1) Violations of labor rights

Types of acts	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
Number	58	12	43	178	34	63	80	7	475
Percentage (%)	12.2	2.5	9.1	37.5	7.2	13.3	16.8	1.5	100.0

- The the most commonly reported violations of labor rights were related to forced labor (37.5%, 178 incidents), lay-offs or dismissals/demotions (16.8%, 80 incidents), and improper, hazardous, and/or deteriorating working conditions including cases of injury resulting from actual working conditions (13.3%, 63 incidents).
- It may be the case that the majority of North Koreans are denied a right to choose their occupation. This survey has recorded only those incidents where a witness or victim has made a specific reference to a violation of this particular right. In addition, those held in detention that make specific reference to being assigned work on an involuntary basis are classed as victims of forced labor.

(2) Violations of labor rights listed by year

Types of acts/Year	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
1950's	2	0	0	5	0	0	4	0	11
	18.2%	0.0%	0.0%	45.5%	0.0%	0.0%	36.4%	0.0%	100.0%
	3.4%	0.0%	0.0%	2.8%	0.0%	0.0%	5.0%	0.0%	2.3%
1960's	1	2	0	3	0	0	3	2	11
	9.1%	18.2%	0.0%	27.3%	0.0%	0.0%	27.3%	18.2%	100.0%
	1.7%	16.7%	0.0%	1.7%	0.0%	0.0%	3.8%	28.6%	2.3%
1970's	4	0	0	5	2	7	6	1	25
	16.0%	0.0%	0.0%	20.0%	8.0%	28.0%	24.0%	4.0%	100.0%
	6.9%	0.0%	0.0%	2.8%	5.9%	11.1%	7.5%	14.3%	5.3%
1980's	14	1	1	11	3	11	7	0	48
	29.2%	2.1%	2.1%	22.9%	6.3%	22.9%	14.6%	0.0%	100.0%
	24.1%	8.3%	2.3%	6.2%	8.8%	17.5%	8.8%	0.0%	10.1%
1990's	15	3	26	28	10	26	27	2	137
	10.9%	2.2%	19.0%	20.4%	7.3%	19.0%	19.7%	1.5%	100.0%
	25.9%	25.0%	60.5%	15.7%	29.4%	41.3%	33.8%	28.6%	28.8%
2000-2005's	8	2	11	84	5	7	15	1	133
	6.0%	1.5%	8.3%	63.2%	3.8%	5.3%	11.3%	0.8%	100.0%
	13.8%	16.7%	25.6%	47.2%	14.7%	11.1%	18.8%	14.3%	28.0%
2006-2009's	1	2	4	24	3	2	4	0	40
	2.5%	5.0%	10.0%	60.0%	7.5%	5.0%	10.0%	0.0%	100.0%
	1.7%	16.7%	9.3%	13.5%	8.8%	3.2%	5.0%	0.0%	8.4%

Types of acts/Year	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
Unspecified time	13	2	1	18	11	10	14	1	70
	18.6%	2.9%	1.4%	25.7%	15.7%	14.3%	20.0%	1.4%	100.0%
	22.4%	16.7%	2.3%	10.1%	32.4%	15.9%	17.5%	14.3%	14.7%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- Of the incidents that were reported related to violations of labor right, 137 incidents (28.8%) occurred in the 1990's, followed by 2000-2005's (133 incidents, 28.0%) and 2006-2009's (40 incidents, 8.4%).
- There are more reports of labor rights violations having taken place after the 1970's. This may reflect the arrival period of North Korean defectors.
- In particular, 84 incidents of forced labor (47.2%) were reported to have occurred in 2000-2005's. These incidents account for the largest proportion of reports. This suggests that increasing numbers of defectors who are forcibly repatriated are being forced to work in detention facilities such as police holding camps, prisons, labor training camps etc.

(3) Violations of the labor rights listed by region

Types of acts/Region	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
Pyongyang	8	3	1	4	0	2	23	0	41
	19.5%	7.3%	2.4%	9.8%	0.0%	4.9%	56.1%	0.0%	100.0%
	13.8%	25.0%	2.3%	2.2%	0.0%	3.2%	28.8%	0.0%	8.6%
North Hamgyong Province	30	4	26	90	13	34	24	3	224
	13.4%	1.8%	11.6%	40.2%	5.8%	15.2%	10.7%	1.3%	100.0%
	51.7%	33.3%	60.5%	50.6%	38.2%	54.0%	30.0%	42.9%	47.2%
South Hamgyong Province	4	1	1	28	2	10	3	2	51
	7.8%	2.0%	2.0%	54.9%	3.9%	19.6%	5.9%	3.9%	100.0%
	6.9%	8.3%	2.3%	15.7%	5.9%	15.9%	3.8%	28.6%	10.7%
Yanggang province	1	1	3	5	2	2	1	0	15
	6.7%	6.7%	20.0%	33.3%	13.3%	13.3%	6.7%	0.0%	100.0%
	1.7%	8.3%	7.0%	2.8%	5.9%	3.2%	1.3%	0.0%	3.2%
Chagang Province	0	0	1	1	0	1	0	0	3
	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	100.0%
	0.0%	0.0%	2.3%	0.6%	0.0%	1.6%	0.0%	0.0%	0.6%
North Pyongan Province	1	0	0	15	0	1	2	0	19
	5.3%	0.0%	0.0%	78.9%	0.0%	5.3%	10.5%	0.0%	100.0%
	1.7%	0.0%	0.0%	8.4%	0.0%	1.6%	2.5%	0.0%	4.0%
South Pyongan Province	4	0	3	17	0	8	1	1	34
	11.8%	0.0%	8.8%	50.0%	0.0%	23.5%	2.9%	2.9%	100.0%
	6.9%	0.0%	7.0%	9.6%	0.0%	12.7%	1.3%	14.3%	7.2%
North Hwanghae Province	1	0	0	1	0	0	2	0	4
	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%	100.0%
	1.7%	0.0%	0.0%	0.6%	0.0%	0.0%	2.5%	0.0%	0.8%

Types of acts/Region	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
South Hwanghae Province	0	0	0	0	0	0	1	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.2%
Kangwon Province	0	0	0	2	0	0	1	0	3
	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	100.0%
	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	1.3%	0.0%	0.6%
Other areas in North Korea	5	1	1	0	13	2	5	0	27
	18.5%	3.7%	3.7%	0.0%	48.1%	7.4%	18.5%	0.0%	100.0%
	8.6%	8.3%	2.3%	0.0%	38.2%	3.2%	6.3%	0.0%	5.7%
China	0	2	5	0	0	0	0	0	7
	0.0%	28.6%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	0.0%	16.7%	11.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%
Soviet Union (Russia)	0	0	0	1	0	2	0	0	3
	0.0%	0.0%	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.6%	0.0%	3.2%	0.0%	0.0%	0.6%
Other	0	0	1	0	0	0	0	0	1
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Unidentified	4	0	1	14	4	1	17	1	42
	9.5%	0.0%	2.4%	33.3%	9.5%	2.4%	40.5%	2.4%	100.0%
	6.9%	0.0%	2.3%	7.9%	11.8%	1.6%	21.3%	14.3%	8.8%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- Of violations of labor rights listed by region, 47.2% (224 incidents) of incidents occurred in North Hamgyong Province. Furthermore, North Hamgyong Province had the highest forced labor rate (50.6%, 90 incidents).
- This is because verbal accounts of those who had been detained in forced labor facilities near the Chinese border in Onsŏng, Hoeryŏng and Munsan and a Police holding camp in Chŏngjin, all of which are in North Hamgyong Province have been included.
- The numerous incidents of forced labor reported in South Hamgyong Province refer to the testimonies of victims regarding the harshness of the political prison camps located in Yoduk, South Hamgyong Province which detain persons in forced labor.
- Former detainees provided evidence about the seriousness of the Cheungsan labor training camp in Cheungsan, South Pyongnan province and the Oro labor training camp in Younggwang, South Hamgyong Province.
- 28.8% of incidents of lay-offs, dismissals or demotions were reported as having taken place in Pyongyang. These incidents were taken from published accounts and may be attributed to purges and power struggles involving high-ranking government officials.
- 51.7% of violations against the right to choose an occupation took place in North Hamgyong Province (30 cases).
- 54.0% of the reported incidents of improper, hazardous, and/or deteriorating working conditions occurred in North Hamgyong Province, and these cases were incidents of forced labor in coal mines and detention facilities.



(4) Violations of labor rights listed by location of incident

Types of acts/ Location of incident	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/ deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/ demotion	Excessive working hours, child labor or elderly/ infirm forced labor	Total
State Security Agency or Police interrogation/ detention facility	1	0	0	7	0	0	2	0	10
	10.0%	0.0%	0.0%	70.0%	0.0%	0.0%	20.0%	0.0%	100.0%
	1.7%	0.0%	0.0%	3.9%	0.0%	0.0%	2.5%	0.0%	2.1%
Labor training camp	0	0	0	45	0	2	0	1	48
	0.0%	0.0%	0.0%	93.8%	0.0%	4.2%	0.0%	2.1%	100.0%
	0.0%	0.0%	0.0%	25.3%	0.0%	3.2%	0.0%	14.3%	10.1%
Police holding camp	0	0	0	69	0	2	0	0	71
	0.0%	0.0%	0.0%	97.2%	0.0%	2.8%	0.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	38.8%	0.0%	3.2%	0.0%	0.0%	14.9%
Prison	0	0	0	17	0	6	1	1	25
	0.0%	0.0%	0.0%	68.0%	0.0%	24.0%	4.0%	4.0%	100.0%
	0.0%	0.0%	0.0%	9.6%	0.0%	9.5%	1.3%	14.3%	5.3%
Political prison camp	0	0	0	9	0	10	1	2	22
	0.0%	0.0%	0.0%	40.9%	0.0%	45.5%	4.5%	9.1%	100.0%
	0.0%	0.0%	0.0%	5.1%	0.0%	15.9%	1.3%	28.6%	4.6%
Military detention facility	0	0	0	0	2	1	6	0	9
	0.0%	0.0%	0.0%	0.0%	22.2%	11.1%	66.7%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.0%	5.9%	1.6%	7.5%	0.0%	1.9%
Victim's home	5	0	1	0	3	0	0	0	9
	55.6%	0.0%	11.1%	0.0%	33.3%	0.0%	0.0%	0.0%	100.0%
	8.6%	0.0%	2.3%	0.0%	8.8%	0.0%	0.0%	0.0%	1.9%
Victim's place of employment	30	8	40	12	18	42	50	1	201
	14.9%	4.0%	19.9%	6.0%	9.0%	20.9%	24.9%	0.5%	100.0%
	51.7%	66.7%	93.0%	6.7%	52.9%	66.7%	62.5%	14.3%	42.3%

Types of acts/ Location of incident	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/ deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/ demotion	Excessive working hours, child labor or elderly/ infirm forced labor	Total
Government office or service institution	4	3	0	2	2	0	4	0	15
	26.7%	20.0%	0.0%	13.3%	13.3%	0.0%	26.7%	0.0%	100.0%
	6.9%	25.0%	0.0%	1.1%	5.9%	0.0%	5.0%	0.0%	3.2%
Educational facility	6	1	0	3	0	0	2	2	14
	42.9%	7.1%	0.0%	21.4%	0.0%	0.0%	14.3%	14.3%	100.0%
	10.3%	8.3%	0.0%	1.7%	0.0%	0.0%	2.5%	28.6%	2.9%
Public space	0	0	0	2	0	0	0	0	2
	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.4%
Transport and connecting site (road; highway, bridge, vehicle, parking lot, station)	1	0	0	0	0	0	0	0	1
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%
Other	4	0	2	3	1	0	8	0	18
	22.2%	0.0%	11.1%	16.7%	5.6%	0.0%	44.4%	0.0%	100.0%
	6.9%	0.0%	4.7%	1.7%	2.9%	0.0%	10.0%	0.0%	3.8%
Unidentified	7	0	0	9	8	0	6	0	30
	23.3%	0.0%	0.0%	30.0%	26.7%	0.0%	20.0%	0.0%	100.0%
	12.1%	0.0%	0.0%	5.1%	23.5%	0.0%	7.5%	0.0%	6.3%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- 201 incidents (42.3%) happened at the victim's place of employment.
- 176 incidents (37.0%) happened in detention facilities. 83.5% of reported incidents (147 of 176 incidents related to violations of labor rights) which took place in detention facilities involved forced labor.

(5) Violations of labor rights listed by charge against victim

Types of acts/Type of charge	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
Political offense	5	0	0	9	1	1	19	0	35
	14.3%	0.0%	0.0%	25.7%	2.9%	2.9%	54.3%	0.0%	100.0%
Felony offense	8.6%	0.0%	0.0%	5.1%	2.9%	1.6%	23.8%	0.0%	7.4%
	3	0	1	13	0	1	9	0	27
Economic crime	11.1%	0.0%	3.7%	48.1%	0.0%	3.7%	33.3%	0.0%	100.0%
	5.2%	0.0%	2.3%	7.3%	0.0%	1.6%	11.3%	0.0%	5.7%
Border-crossing offense	0	2	36	4	0	0	2	0	44
	0.0%	4.5%	81.8%	9.1%	0.0%	0.0%	4.5%	0.0%	100.0%
Misdemeanor offense	0.0%	16.7%	83.7%	2.2%	0.0%	0.0%	2.5%	0.0%	9.3%
	2	1	2	102	1	1	2	0	111
Guilt-by-association	1.8%	0.9%	1.8%	91.9%	0.9%	0.9%	1.8%	0.0%	100.0%
	3.4%	8.3%	4.7%	57.3%	2.9%	1.6%	2.5%	0.0%	23.4%
Other	9	2	0	42	2	58	9	5	127
	7.1%	1.6%	0.0%	33.1%	1.6%	45.7%	7.1%	3.9%	100.0%
Unidentified	15.5%	16.7%	0.0%	23.6%	5.9%	92.1%	11.3%	71.4%	26.7%
	31	7	0	2	27	0	37	0	104
Total	29.8%	6.7%	0.0%	1.9%	26.0%	0.0%	35.6%	0.0%	100.0%
	53.4%	58.3%	0.0%	1.1%	79.4%	0.0%	46.3%	0.0%	21.9%
Total	8	0	3	3	3	1	1	2	21
	38.1%	0.0%	14.3%	14.3%	14.3%	4.8%	4.8%	9.5%	100.0%
Total	13.8%	0.0%	7.0%	1.7%	8.8%	1.6%	1.3%	28.6%	4.4%
	0	0	1	3	0	1	1	0	6
Total	0.0%	0.0%	16.7%	50.0%	0.0%	16.7%	16.7%	0.0%	100.0%
	0.0%	0.0%	2.3%	1.7%	0.0%	1.6%	1.3%	0.0%	1.3%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- Looking at the causes of violations of labor rights, they the most ly resulted from misdemeanor offenses (26.7%) and followed by border-crossing offenses (23.4%), guilt-by-association (21.9%).
- 57.3% of forced labor incidents resulted from border-crossing offenses.

(6) Violations of labor rights listed by age of victim

Types of acts/Age	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
0-9's	0	0	0	0	0	0	0	1	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.2%
10-19's	19	0	7	15	5	9	0	2	57
	33.3%	0.0%	12.3%	26.3%	8.8%	15.8%	0.0%	3.5%	100.0%
	32.8%	0.0%	16.3%	8.4%	14.7%	14.3%	0.0%	28.6%	12.0%
20-29's	9	3	20	39	2	10	6	0	89
	10.1%	3.4%	22.5%	43.8%	2.2%	11.2%	6.7%	0.0%	100.0%
	15.5%	25.0%	46.5%	21.9%	5.9%	15.9%	7.5%	0.0%	18.7%
30-39's	5	3	7	30	1	5	6	0	57
	8.8%	5.3%	12.3%	52.6%	1.8%	8.8%	10.5%	0.0%	100.0%
	8.6%	25.0%	16.3%	16.9%	2.9%	7.9%	7.5%	0.0%	12.0%
40-49's	0	1	1	10	3	2	5	0	22
	0.0%	4.5%	4.5%	45.5%	13.6%	9.1%	22.7%	0.0%	100.0%
	0.0%	8.3%	2.3%	5.6%	8.8%	3.2%	6.3%	0.0%	4.6%
50-59's	1	2	2	1	2	4	1	0	13
	7.7%	15.4%	15.4%	7.7%	15.4%	30.8%	7.7%	0.0%	100.0%
	1.7%	16.7%	4.7%	0.6%	5.9%	6.3%	1.3%	0.0%	2.7%
60-69's	0	0	0	1	1	1	0	0	3
	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.6%	2.9%	1.6%	0.0%	0.0%	0.6%
70-79's	0	0	0	0	0	0	1	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.2%
Unidentified	24	3	6	82	20	32	61	4	232
	10.3%	1.3%	2.6%	35.3%	8.6%	13.8%	26.3%	1.7%	100.0%
	41.4%	25.0%	14.0%	46.1%	58.8%	50.8%	76.3%	57.1%	48.8%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- Reported violations across the other age groups were relatively evenly distributed. Of these cases, violations were the most frequently in their 20's (89 incidents, 18.7%).

(7) Violations of labor rights listed by gender

Types of acts /Gender	Denial of the right to choose an occupation	Discrimination in hiring	Denial of wages	Forced labor	Discrimination in promotion	Improper, hazardous, and/or deteriorating working conditions (including cases of injury resulting from actual working conditions)	Lay-off or dismissal/demotion	Excessive working hours, child labor or elderly/infirm forced labor	Total
Male	25	7	15	75	23	33	53	3	234
	10.7%	3.0%	6.4%	32.1%	9.8%	14.1%	22.6%	1.3%	100.0%
	43.1%	58.3%	34.9%	42.1%	67.6%	52.4%	66.3%	42.9%	49.3%
Female	26	3	28	95	10	16	18	4	200
	13.0%	1.5%	14.0%	47.5%	5.0%	8.0%	9.0%	2.0%	100.0%
	44.8%	25.0%	65.1%	53.4%	29.4%	25.4%	22.5%	57.1%	42.1%
Group	0	0	0	0	0	0	1	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	0.2%
Unidentified	7	2	0	8	1	14	8	0	40
	17.5%	5.0%	0.0%	20.0%	2.5%	35.0%	20.0%	0.0%	100.0%
	12.1%	16.7%	0.0%	4.5%	2.9%	22.2%	10.0%	0.0%	8.4%
Total	58	12	43	178	34	63	80	7	475
	12.2%	2.5%	9.1%	37.5%	7.2%	13.3%	16.8%	1.5%	100.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

- Males were more likely to be victims of labor rights violations (49.3%) than females (42.1%).

## 2) Detailed Analysis of Violations of Labor Rights

### (1) Denial of the Right to Choose an Occupation: 58 incidents (41/17)

In North Korean society, occupation is decided by the government and there is no freedom to choose one's occupation. There are 58 reported cases in which an individual actively sought to have a certain occupation but was denied. The following are examples of such incidents.

E10-I-6547 (Kim 00, Female, North Hamgyong Province) *“I hoped to be employed in 00 office in North Hamgyong province in year 00, but was denied because my husband is Chinese.”*

E10-I-11086 (Kim 00, Male, South Hamgyong Province) *“Kim 00 was educated in Rajin Railroad Officer Training Center and was stationed in a certain location A. His hometown was 00, so he bribed officers in charge of locomotives and railroads, so that he can move his job to the hometown. His employer at A gave him a permission to move his job. However, he could not move because he had to change a place of residency from the location A to his hometown. A police officer in his hometown denied his request to move there because his brother was a political offender. When he talked to the policeman, the man said “it’s my wish to get rid of people like you from our area, not to receive them.”*

E10-I-11055 (Lee 00, Male, South Pyongan Province) *“My mother-side grandfather worked as a public security officer in South Pyongan province, which assisted the South Korean army. Because of that, I could not go where I wanted to. I hoped to be a policeman and took the exams. I passed the application process and was eligible, but never received the letter of admission.”*

E10-I-6697 (Park 00, Female, North Hamgyong Province) *“After I was released from the police holding camp, a policeman told me to find a job, because unemployment leads is punished by going to the labor training camp. When I went back to my original workplace, the factory manager already knew that I had crossed the border. Even though the police told me not to tell anyone that I crossed the border, they already knew about it. That is why I could not live in the society any longer. The manager said I could not work there any longer because I might pollute other workers to cross the border too.”*

(2) Employment Discrimination: 12 incidents (12/0)

There are 12 reports of employment discrimination. The following are examples of such incidents.

E10-I-8220 (Nam 00, Male, North Hamgyong Province) *"In my 40s, I applied to be a Party secretary in 2001. However I was rejected because my father's document has a record of my grandfather's defection to the South. The Party's secretariat admission office in North Hamgyong denied my application based on that record."*

E09-I-3247 (Choi 00, Female, South Hamgyong Province) *"My sister's husband applied to enter the SSA in year 00, in South Hamgyong province. He was turned down because his grandfather had converted. Those people cannot enter anywhere, including the Party or the Court."*

(3) Denial of Wages: 43 incidents (40/3)

Recently, wage denial has become a norm in North Korea. There are 43 reports of denial of wages. The following are examples of such incidents.

E10-I-0010 (Kim 00, Male, Yangang Province) *"I was a construction worker in North Korea. If you are a construction worker in the North, you have to work all day and work in smuggling during the night in order to make a living. Monthly wage is 2,800 Won, but it is merely a regulation. I received the wage in 2002, 2003 and 2004, but was not paid at all in 2005. There was no wage or food distribution. They fed us in order to make us work; 478g of meal per day. If they fed us we ate, but if not, we didn't. In 2007 and 2008 there was no distribution. They gave us a meager lunch in order to make us work. I reported to work daily because I would have to go to the labor training camp if I didn't. Such laws are very clear in North Korea."*

E10-I-10220 (Park 00, Female, North Hamgyong Province) *"Lee 00, a woman in her 30s, worked at a handcraft art factory in North Hamgyong, did not receive wage from July to October 2006 due to a national circumstances."*

(4) Forced Labor: 178 incidents (162/16)

a. Cases of forced labor listed by location of incident

Information type/Location of incident	Forced labor			Total
	Directly observed	Directly experienced	Reported second-hand	
State Security Agency or Police interrogation/detention facility	1	6	0	7
	14.3%	85.7%	0.0%	100.0%
	3.1%	4.6%	0.0%	3.9%
Labor training camp	4	38	3	45
	8.9%	84.4%	6.7%	100.0%
	12.5%	29.2%	18.8%	25.3%
Police holding camp	15	54	0	69
	21.7%	78.3%	0.0%	100.0%
	46.9%	41.5%	0.0%	38.8%
Prison	4	13	0	17
	23.5%	76.5%	0.0%	100.0%
	12.5%	10.0%	0.0%	9.6%
Political prison camp	3	5	1	9
	33.3%	55.6%	11.1%	100.0%
	9.4%	3.8%	6.3%	5.1%
Victim's place of employment	3	2	7	12
	25.0%	16.7%	58.3%	100.0%
	9.4%	1.5%	43.8%	6.7%
Government office or service institution	0	1	1	2
	0.0%	50.0%	50.0%	100.0%
	0.0%	0.8%	6.3%	1.1%
Educational facility	0	3	0	3
	0.0%	100.0%	0.0%	100.0%
	0.0%	2.3%	0.0%	1.7%
Public space	0	2	0	2
	0.0%	100.0%	0.0%	100.0%
	0.0%	1.5%	0.0%	1.1%



Information type/Location of incident	Forced labor			Total
	Directly observed	Directly experienced	Reported second-hand	
Other	0	1	2	3
	0.0%	33.3%	66.7%	100.0%
	0.0%	0.8%	12.5%	1.7%
Unidentified	2	5	2	9
	22.2%	55.6%	22.2%	100.0%
	6.3%	3.8%	12.5%	5.1%
Total	32	130	16	178
	18.0%	73.0%	9.0%	100.0%
	100.0%	100.0%	100.0%	100.0%

- High rates of incidents of force labor took place in detention facilities such as political prison camps.

Incidents of forced labor were reported to have taken place in educational facilities, an example of which includes three incidents of ‘labor mobilization’, which is compulsory for all students. The following are examples of such incidents.

E10-I-0258 (Kang 00, Female, North Pyongan Province) *“I was arrested by Kim Il-sung Socialist Youth League when I was 19 years old for wearing earrings and jeans. Park 00’s son helped me to get out. At the time I was drafted to forced labor, carrying rocks and sand. Others did two months of the labor but I only did three days. It was March 2005. At the time a lot of youth were arrested for such reasons.”*

E10-I-7620 (Lee 00, Male, North Hamgyong Province) *“All the countryside construction workers are detainees who were arrested in China. They are not treated as human beings. Insults and beatings are ordinary there. I was there for two months, without payment. I carried cement onto cars and warehouses.”*

(5) Discrimination in Promotion: 34 incidents (32/2)

There are 34 reports of discrimination in promotion. The following are examples of such incidents.

E10-I-11406 (Lee 00, Female, Yangang Province) *“My cousin could not be promoted above cell-secretary at his work because his father defected to South Korea during the Korean War.”*

E10-I-0516 (Kim 00, Female, North Hamgyong Province) *“My family has a bad foundation. My father could not enlist in the military when he was young. He could not become an officer either. He did not want to go to the army anyways, but later it was hard for him to get promotions because he does not have a good foundation and did not go to the army. He tried be promoted in year 00. He failed several times. Later he was promoted, because it was clarified that his promotion attempted were denied due to bad foundation. But since I defected, my father was prevented from further promotion. My mother is resentful of me because of that.”*

(6) Improper, Hazardous, and Deteriorating Working Conditions  
(Including Cases of Injury Resulting from Actual Working Conditions):  
63 incidents (56/7)

Information type/Location of incident	Improper, hazardous, and/or deteriorating working conditions by location			Total
	Directly observed	Directly experienced	Reported second-hand	
Labor training camp	1	1	0	2
	50.0%	50.0%	0.0%	100.0%
	2.4%	6.7%	0.0%	3.2%
Police holding camp	2	0	0	2
	100.0%	0.0%	0.0%	100.0%
	4.9%	0.0%	0.0%	3.2%
Prison	2	3	1	6
	33.3%	50.0%	16.7%	100.0%
	4.9%	20.0%	14.3%	9.5%
Political prison camp	4	5	1	10
	40.0%	50.0%	10.0%	100.0%
	9.8%	33.3%	14.3%	15.9%
Military detention facility	1	0	0	1
	100.0%	0.0%	0.0%	100.0%
	2.4%	0.0%	0.0%	1.6%
Victim's place of employment	31	6	5	42
	73.8%	14.3%	11.9%	100.0%
	75.6%	40.0%	71.4%	66.7%
Total	41	15	7	63
	65.1%	23.8%	11.1%	100.0%
	100.0%	100.0%	100.0%	100.0%

- 66.7% (42 incidents) of improper, hazardous, and/or deteriorating working conditions occurred in the victim's place of employment and 15.9% (10 incidents) among all incidents took place in political prison camps

E09-I-3020 (Choi 00, Male, South Hamgyong Province) *"I lost an arm in 2006. I was a driver at the time. As you know, North Korean factories are outdated. They still use equipments from the Japanese colonization era. I got into an accident in the factory. The factory said it happened due to my carelessness, but I did not think so. I was not supposed to go into the delivery unit, but they forced me to operate electricity. That was why I had to go in, yet they blamed me. I think it was the factory's fault."*

E08-I-5660 (Kim 00, Female, South Hamgyong Province) *"I was imprisoned in the Oro prison in Hamheung city, where I had to get up at 3 AM to deliver rocks for wall construction. I developed lung diseases because in inhaled a lot of dust during the work. We slept at 11 PM, after carrying 50kg of cement every day. Many died from the work. I had damaged a rib in a construction site. In fall 2003, I fell from the second floor while carrying bricks at an apartment construction site."*

E08-I-5711(Lee 00, Female, North Hamgyong Province) *"I witnessed it in the provincial police holding camp in the Cheongjin city. A tree fell on someone named 000. Even though it was clear that 000 was dying, we were told to ignore it and continue working. A person who violated the order to help 000 was also beaten."*

(7) Lay-off or Dismissal/Demotion): 80 incidents (53/27)

Information type/ Location of incident	Lay-off or dismissal/Demotion			Total
	Directly observed	Directly experienced	Reported second-hand	
State Security Agency or police interrogation/ detention facility	1	1	0	2
	50.0%	50.0%	0.0%	100.0%
	2.2%	12.5%	0.0%	2.5%
Prison	0	1	0	1
	0.0%	100.0%	0.0%	100.0%
	0.0%	12.5%	0.0%	1.3%
Political prison camp	1	0	0	1
	100.0%	0.0%	0.0%	100.0%
	2.2%	0.0%	0.0%	1.3%
Military detention facility	1	1	4	6
	16.7%	16.7%	66.7%	100.0%
	2.2%	12.5%	14.8%	7.5%
Victim's place of employment	33	5	12	50
	66.0%	10.0%	24.0%	100.0%
	73.3%	62.5%	44.4%	62.5%
Government office or service institution	1	0	3	4
	25.0%	0.0%	75.0%	100.0%
	2.2%	0.0%	11.1%	5.0%
Educational facility	1	0	1	2
	50.0%	0.0%	50.0%	100.0%
	2.2%	0.0%	3.7%	2.5%
Other	6	0	2	8
	75.0%	0.0%	25.0%	100.0%
	13.3%	0.0%	7.4%	10.0%
Unidentified	1	0	5	6
	16.7%	0.0%	83.3%	100.0%
	2.2%	0.0%	18.5%	7.5%
Total	45	8	27	80
	56.3%	10.0%	33.8%	100.0%
	100.0%	100.0%	100.0%	100.0%

- The majority of incidents of lay-offs or dismissals / demotions took place in victim's place of employment (50 incidents, 62.5%).

Lay-off or dismissal/demotion in political prison camps were the lay-off of employees in political camps due to the guilt-by-association system. The following are examples of such incidents.

E10-I-2758 (Park 00, Male, North Hamgyong Province) *“At a farm in 00 county, officers including the village’s Party secretary manager and directors were caught while watching South Korean movie because one of them reported. At first, they were dismissed from the posts and received 6 months in labor training camps. However the case was discussed again and they were sent to Chungori prison. The story was popular among villagers. I do not know what happened afterward.”*

E10-I-8577 (Kim 00, Male, Pyongyang) *“Kim 00 was taken to the Yeodok political prison camp. His two brothers used to work in the Pyongyang SSA in the propaganda sector. Both of them were dismissed due to Kim 00’s crime.”*

E10-I-10506 (Park 00, Female, Yangang Province) *“A traffic police in her 30s was dismissed from her duty at the Pyongyang traffic police station in fall 2000 because her uncle was taken to a political prison camp. He was a trader and was persecuted as a political offender for his involvement with South Korea. In North Korea, problems in mother-side family are insignificant, but problems in the father-side family can be grave. The niece was stripped off of her uniform because her uncle became a political offender.”*

(8) Excessive Working Hours, Child Labor or Elderly/Infirm Forced Labor:  
7 incidents (7/0)

There are 7 reports of excessive working hours, child labor or elderly/infirm forced labor. The following are examples of such incidents.

E10-I-0503 (Kim 00, Female, North Hamgyong Province) *“Since I was 10, 11 years old, I was drafted to countryside to assist farming. That*

*was probably why I did not grow tall. Until 18 years old of age, I was drafted every summer and fall. After 1-2 hours of lecture at school, the rest of the day was spent on the farm. I did weeding on vast, dry fields. In the fall I used to peel corns, bundled up beans, and so on. Farmers work on their private farm but not the collective farms. Students work on the collective farm. That way, teachers receive grains and cabbage for kimchi. Sometimes during the winter, students gather to collect fire woods for classrooms. Students pull and chop up the trees. If a student's parents are good he does not have to work, but all students tend to participate. In elementary schools, the schools are responsible for gathering their own fire woods."*