

Revisions of the Labor Laws of 2023

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Increase of Minimum Wage in 2023

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| Content | <p>○ In 2023, the minimum wage is KRW 9,620 per hour, 5% increase from the previous year(2022)</p> <p>- (Based on Public Notice, the monthly conversion amount is KRW 2,010,580 calculated based on 40 hours of working hours per week, 209 hours per month (8 hours of paid holiday per week)</p> <p>☞ Hourly minimum wage in 2023: KRW 9,160</p> |
| Enforcement Date | <u>Jan. 1st, 2023</u> |

□ *Public Notice of Minimum Wage 2023 (2023. 1.1. ~12. 31.)*

Increase of Employment Insurance Contribution Rate in 2023

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| Content | <p>○ Employment Insurance Contribution Rate for the Employee Insured: 7.09%(2023)</p> <p>○ Contribution Rate for Long-term Care Insurance: 12.81(2023)</p> <p>☞ 2022 Contribution Rate for the Employee Insured: 6.99%, Long-term Care Insurance: 12.27%</p> |
| Enforcement Date | <u>Jan. 1st, 2023</u> |

□ *Article 44 of Enforcement Decree of the National Health Insurance Act Article 44 (Insurance Contribution Rates and Monetary Value per Contribution Point)*

Revision of the Election Method for Labor Management Council (LMC)'s Employee Representatives

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| Content | <p>○ The method of election regarding workers' members of labor management council has been upgraded from the enforcement decree to the law.</p> <p>○ Changes in election method requirements (additions and deletions)</p> <ul style="list-style-type: none"> - 'Participation of majority of member' is the new requirement added to 'direct, secret, and unsigned' ballot - Removal of 10 or more nominations as a requirement for candidacy for workers' member |
| Enforcement Date | <u>Dec. 11st, 2022</u> |

- *Article 6 of Act on The Promotion of Employees' Participation and Cooperation, (Composition of Council), Article 3 of Enforcement Decree of the Act on the Promotion of Employees' Participation and Cooperation*

Expansion of Application Scope for Foreign Workers in the Employment Insurance

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| Content | <p>○ The scope of application of the law has increased to include the workplaces with less than 10 employees</p> <ul style="list-style-type: none"> - Employment Security and Vocational Skills Insurance is mandatory - Unemployment Benefits are voluntary |
| Enforcement Date | <u>Jan. 1st, 2023</u> |

- *Article 10-2 (Application to Foreign Workers) of Employment Insurance Act*

Restriction on Employment Permission for Workplaces where Foreign Workers were dead due to Work-related Accident

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| Content | ○ Those who have been punished under Article 167, Paragraph 1 of 「Occupational Safety And Health Act」 due to the death of a foreign worker are restricted from hiring foreign workers for 3 years |
| Enforcement Date | <u>Dec. 6th, 2022</u> |

□ Newly inserted *Article 20. (1). 3-2 of Act on the Employment of Foreign Workers*

Expansion of Occupations Allowed for Overseas Korean Workers

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| Content | ○ Extending the scope of employment permitting business for those staying on a working visit visa(H-2), regarding industries suffering from shortage of manpower, such as in hotel service and publishing, By the revision of Attached Form 1-2 of Enforcement Decree of the Immigration Act, the effect expands to workplaces with less than 10 employees. <ul style="list-style-type: none">- Change of positive regulation to negative regulation. (Positive regulation by enumerating permitted industries to negative regulation by excluding restricted industries) |
| Enforcement Date | <u>Jan. 1st, 2023</u> |

□ *Attached Table 1-2 of Enforcement Decree of the Immigration Act*

Accepting Industrial Accident Compensation for “Children with Disabilities”

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| Content | <ul style="list-style-type: none">○ Pregnant workers’ industrial, commuting accidents and handling/exposure to harmful factors prescribed by Presidential Decree, resulting in injury, disease, disability or death of their children can be approved as industrial accidents<ul style="list-style-type: none">- Applicable after the enforcement of this Act |
| Enforcement Date | <u>Jul. 1th, 2023</u> |

- Newly inserted *Article 91-12~14 of Industrial Accident Compensation Insurance Act and Article 34-2 of Enforcement Decree of the Industrial Accident Compensation Insurance Act*

Expansion of Application Scope for the Industrial Accident Compensation Insurance regarding Individual Labor Service Providers

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| Content | <ul style="list-style-type: none">○ Expansion of industrial accident insurance coverage to non-exclusive special and platform workers by abolishing the exclusive requirement for workers in special occupational category (hereinafter referred to as ‘specialized worker’)<ul style="list-style-type: none">- Insurance premiums are paid by the employer (50%) and labor provider (50%). |
| Enforcement Date | <u>Jul. 1st, 2023</u> |

- Newly inserted *Article 91-15 to 21, of Industrial Accident Compensation Insurance Act*

Expanding Application Scope of Recess Facilities Installation and Management Standards Compliance

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| Content | <p>○ Workplaces with 20 to 50 full-time employees (In the case of construction workplaces, a business with a total construction cost of 5 billion or more)</p> <p>○ Workplaces which include 2 or more full-time employees in some occupations, and 10 or more but less than 20 full-time employees (telephone counselors, care workers, telemarketers, delivery workers, cleaners and sanitation workers, apartment/building security guards and janitors)</p> <p>☞ Before Revision: Businesses with 50 or more full-time workers</p> |
| Enforcement Date | <u>Aug. 18th, 2023</u> |

- *Article 128-2 of Occupational Safety and Health Act, Article 96-2 of Enforcement Decree of the Occupational Safety and Health Act*