



Workplace compliance and Social Dialogue in Korea

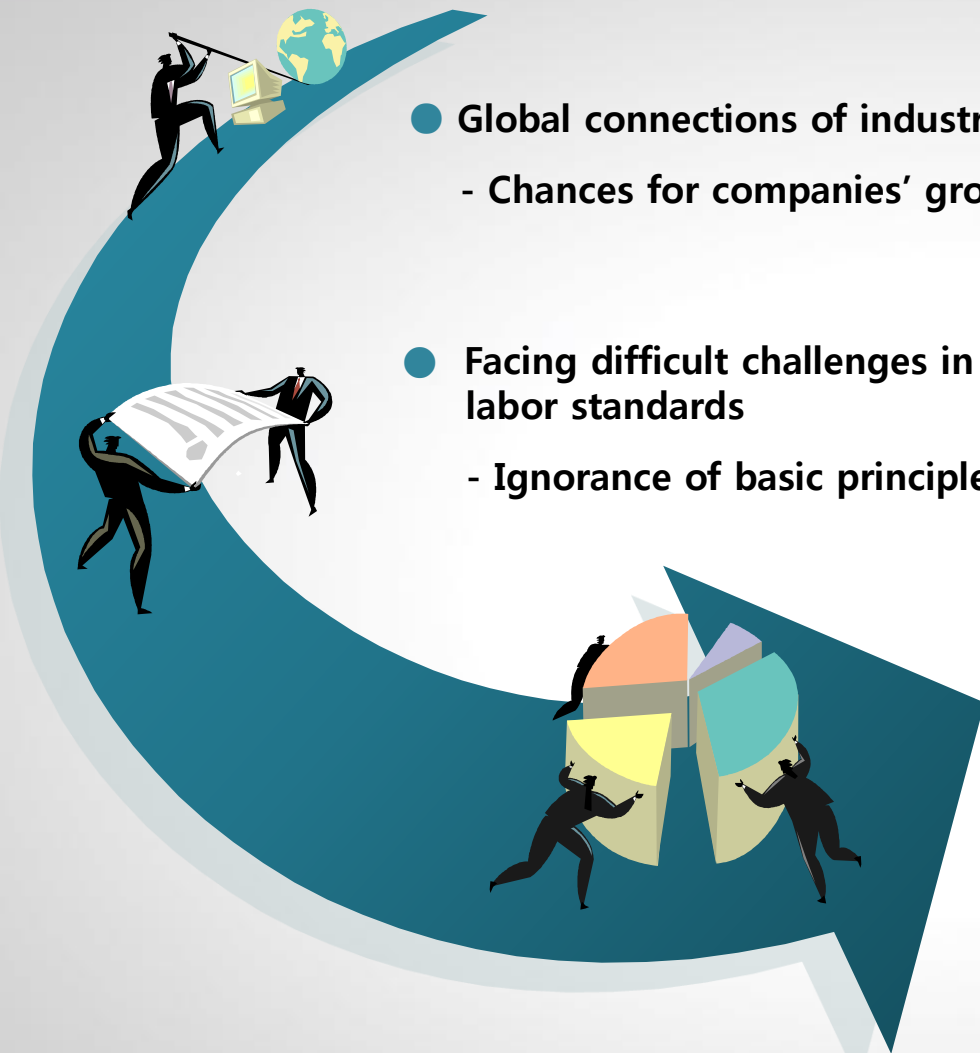


경제사회발전노사정위원회
Economic and Social Development Commission

contents

1. Global supply chain and Workplace Compliance
2. Workplace compliance and Social dialogue
3. Tripartite Agreement and Workplace compliance





- **Global connections of industrial supply chain**
 - Chances for companies' growth and creation of jobs
- **Facing difficult challenges in observing social standards including labor standards**
 - Ignorance of basic principles and rights at workplace

Compromise and concessions through social dialogue



The ESDC of Korea's contributions to improving workplace compliance by tripartite agreements



**Industrial Safety &
Health**



Working hours



Discrimination



Industrial safety & health



2006
Feb.

Improving Industrial Accident Compensation System

- mid-to-long term stability of the insurance finance
- health and rehabilitation service etc.

2008
Oct.

Improving Industrial Safety and Health System

- industrial safety and health regulations and industrial accident statistics infrastructure etc.

2013
Feb.

Advancing Industrial Accident Prevention System

- formula of Converted Accident Ratio and finance to conduct industrial accident prevention activities etc.



Working hours



2000
Oct.

Reducing working hours

- five-day work per week by reducing the statutory working hours to 40 hours

2010
Jun.

Improving practice of long working hours

- annual working hours to 1,800-hour level by 2020 etc.

Discrimination



2011
May

Guideline to protect in-house subcontracted workers

- Protecting work conditions by ensuring fair trade order between companies and subcontractors etc.



Adoption of the Tripartite Agreement on Structural Reforms of the Labor Market (15 September 2015)





Comprehensive Agreement, workplace compliance

- ❖ Promotion of youth employment
- ❖ Improving the dual structure of the labor market
- ❖ Expanding social safety net
- ❖ Eliminating uncertainties by addressing three key issues
- ❖ Establishing the tripartite partnership



22 September 2015



Agreed points to strengthen basic labor rights and promote workplace compliance

1 Promoting welfare programs

- Expansion of the Labor Welfare Promotion Fund
- Providing tax incentives for the companies to improve working conditions for subcontractors' employees
- Refraining from wage increases of executives and employees in the 10% income bracket
 - ➔ Money saved + Company contributions + Government subsidies for youth employment



2

Eliminating uncertainties in the labor market

- Reducing hours of work to 1,800 hours in all industries by 2020
- Legalizing clear standards on the elements of ordinary wages and payment conditions
- Reorganizing wage system
- Prevention of wage arrears
- Conclusion of employment contracts in writing
- Compliance with the minimum wage rate



3

Relieving discrimination

- Improving job security and working conditions of non-regular workers
- Reinforcing guidance and tightening labor inspections
- Minimizing workforce reduction
- Improving employment contract system

4

Reinforcing industrial safety at workplace

- Introducing commuting accident compensation
- Setting the criteria for emotional labor as occupational illness



5

Increasing support for maternal protection

- Increasing public childcare centers to 30%
- Changing workplace culture for work-life balance





Implementation of the Tripartite Agreement

- Preemptive and comprehensive Agreement
- New lead towards sustainable economic and social development



- **Setting up the Monitoring Committee in the ESDC**
- **Facilitating social dialogue for promoting workplace compliance and strengthening labor rights more and more**

