
Changes in Employment and Labor Policies in 2024

April 2024

- ❖ Overview of changes in employment and labor policies and systems in 2024 due to amendments in law, etc,
- ❖ ① Eased burden on insurance premium for employment stability and work skills development due to increase in number of full-time employees (enforced Jan. 1, 2024) ② Eased qualifications for safety officer and safety and health coordinator (enforced Mar. 12, 2024) ③ Introduction of the Nationwide Survey on Occupational Safety

Cho Seon-yeol, senior deputy director of Ministry of Employment and Labor dispatched to KOTRA's Foreign Investor Support Center

① Eased burden on insurance premium for employment stability and work skills development due to increase in number of full-time employees (enforced Jan. 1, 2024)

- Starting from January 1, 2024, if a company increases employment and the number of full-time employees increases, and as a result a cause for raise in insurance premium rate occurs, the insurance premium rate for employment stability and job skills development shall remain unchanged for three years starting from the year following the year on which the cause for insurance premium rate raise occurred.
- Currently, the insurance premium rate for employment stability and job skills development is divided into four levels* depending on a company's number of full-time employees as follows:

*** Insurance premium rate for employment stability and job skills development <amount entirely borne by business owner>**

- Less than 150 employees: 25/10,000
 - 150+ employees + selected businesses: 45/10,000
 - 150 or more but less than 1,000 employees: 65/10,000
 - 1,000 + employees: 85/10,000
- Formerly, when the insurance premium rate was raised due to an increase in the number of full-time employees, the raised rate was applied starting from the year following the year on which the cause for raise occurred. However, starting from January 1, 2024, the rate shall remain unchanged for three years starting from the year following the year on which the cause for raise occurred, in order to ease the business owner's insurance premium burden and to help the business owner adjust to the changed management environment.

② Eased qualifications for safety officer and safety and health coordinator (enforced Mar. 12, 2024)

To support small and medium enterprises that are experiencing difficulties in finding a safety officer* with field experience, the Enforcement Decree of the Occupational Safety and Health Act was amended as follows:

- * A person who assists the business owner or person in charge of safety and health management and provides guidance and advice to a supervisor regarding technical matters related to safety (e.g. risk assessment, selection of proper goods when purchasing machinery subject to safety certification, routine inspection of workplace)

① Establishment of education course for safety officer in non-construction fields

Persons who have graduated a technical high school or obtained a degree in engineering or natural science and have five years or more of field experience in businesses excluding the construction business who completed a safety officer nurturing education course shall be added to the scope of persons qualified as a safety officer.

- * (Safety officer nurturing education center) Occupational Safety & Health Training Institute under the Korea Occupational Safety & Health Agency

② Extension of period of education for nurturing safety officers in the field of construction

The period of education for nurturing safety officers in the field of construction, which was scheduled to end in 2023, was extended until 2025.

③ Clarification of method of appointing safety officers

The qualifications of a safety officer that can be appointed at places of business according to the type of business and the number of full-time employees were clarified.

④ Eased qualifications for safety and health coordinators

The qualifications for appointment as a safety and health coordinator were eased to include persons who have obtained qualification as an industrial safety engineer and have five years or more of experience in the field of construction safety, or qualification as an industrial engineer for industrial safety and have seven years or more of experience in the same field.

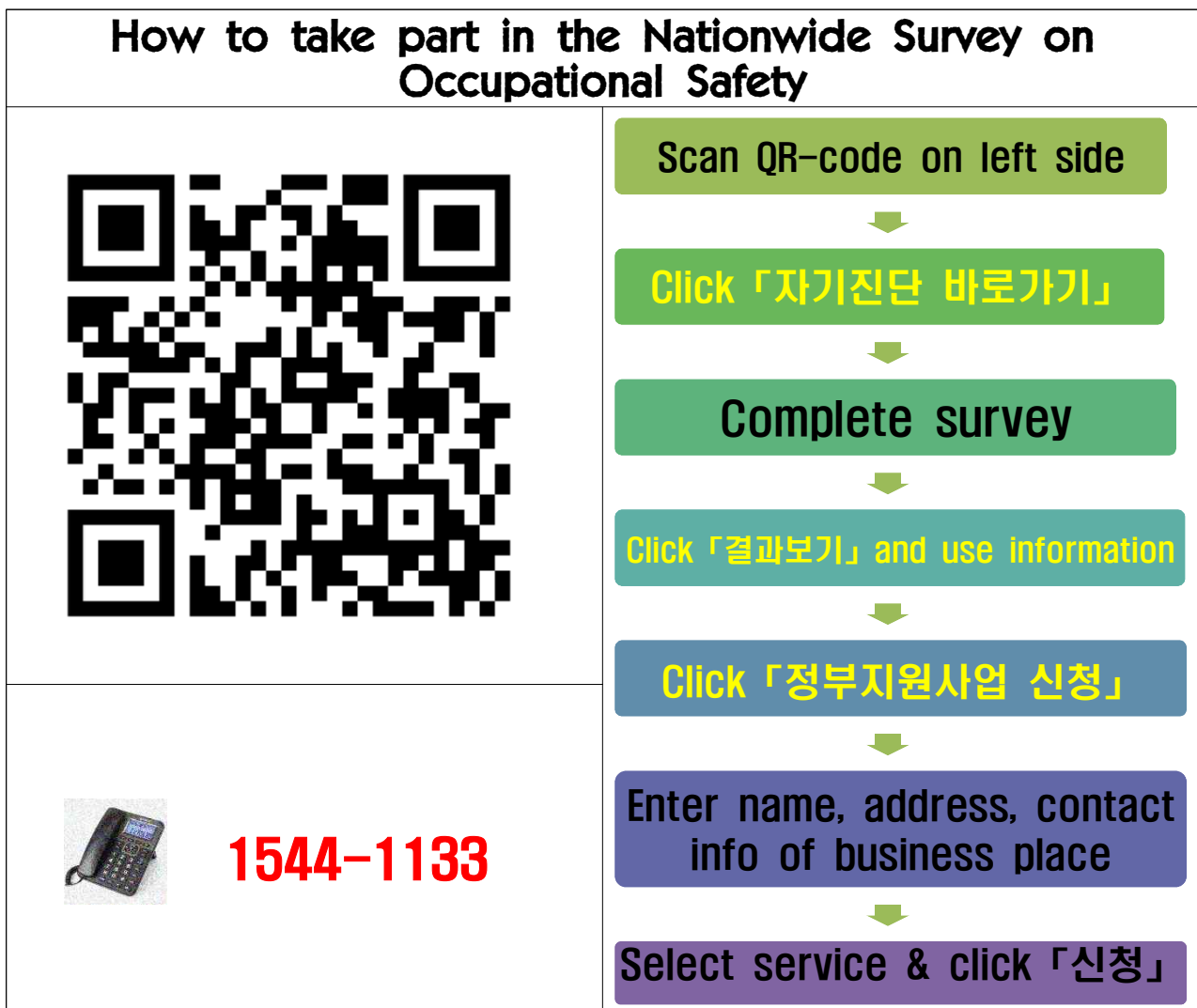
- * **Safety and health coordinator:** Where multiple types of construction works (e.g., construction, civil engineering, electric works) are done at the same time, the person delivering the construction project appoints a safety and health coordinator to prevent industrial disasters due to the implementation of multiple types of work.

③ Introduction of the Nationwide Survey on Occupational Safety

With the full enactment of the Serious Accidents Punishment Act on January 27, the application of the Act significantly widened to include all businesses with five or more full-time employees. As most small and medium sized enterprises are not fully prepared for the application of the Act, the government is planning to swiftly implement the measures to support businesses in areas vulnerable to serious accidents announced on December 27 last year in order to minimize the confusion and side effects that may occur in businesses.

In particular, to establish and implement the safety and health coordinator management system for all businesses with less than 50 employees (5 to 49 employees, 837,000 businesses), the government shall conduct a Nationwide Survey on Occupational Safety from January 29 to the end of April. Under the survey, anyone can take part in the survey in a simple and accessible

manner and evaluate 10 major areas including safety and health management plan and objective; human resources and budget; risk assessment; engagement of employees; and assessment and evaluation of safety and health management system both on-line and off-line. The survey results are shown in three colors, and consulting and support centers for the Nationwide Survey on Occupational Safety across 30 regions nationwide are operated to provide consulting, education and technical guidance on safety and health management system and offer funding for facilities improvement so that customized support can be provided to each business.



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