

Laws and Regulations	Classification	Major Compliance Issues	Punishment
Labor Standards Act	Violation of restriction on dismissal	<ol style="list-style-type: none"> <li>An employer shall not, without justifiable cause, dismiss, lay off, suspend, or transfer a worker, reduce his/her wages, or take other punitive measures (the "Unfair Dismissal") against him/her.</li> <li>An employer shall not dismiss a worker during a period of suspension of work for medical treatment of an occupational injury or disease and within 30 days immediately thereafter, and any woman before and after childbirth shall not be dismissed during a period of suspension of work as prescribed by the Labor Standards Act and for 30 days immediately thereafter.</li> </ol>	<p>[Article 33 and 111 of the Labor Standards Act] Unfair Dismissal : Imprisonment for not more than 1 year or a fine not exceeding KRW 10 million if an employer fails to comply with an order for remedy (including the decision made by reexamination) within the specified deadline for executing the order after such order is issued by the Labor Relations Commission. If an officer or employee of a corporation committed the aforementioned act, <u>the corporation shall also be subject to fines set forth in the relevant provision</u> (the same shall apply hereinafter for all violations of the Labor Standards Act). [Article 107 and 115 of the Labor Standards Act] Dismissal during a period of suspension of work or within 30 days immediately thereafter: Imprisonment for not more than 5 years or a fine not exceeding KRW 30 million</p>
	Preparation of blacklist	An employer shall not prepare secret code or blacklist for the purpose of interfering with employment.	[Article 107 and 115 of the Labor Standards Act] Imprisonment for not more than 5 years or a fine not exceeding KRW 30 million
	Violation of advance notice of dismissal	When an employer intends to dismiss a worker, he/she shall give the worker a notice of dismissal at least 30 days in advance of such dismissal; provided that, this shall not apply where a natural disaster, calamity or other unavoidable circumstances prevent the continuance of the business or where the worker has caused a considerable hindrance to the business or inflicted any damage to the property on purpose, cases that fall under any cause determined by Ordinance of the Ministry of Employment and Labor.	[Article 110 and 115 of the Labor Standards Act] Imprisonment for not more than 2 years or a fine not exceeding KRW 10 million
	Employment of a minor	A minor under the age of 15 (including any minor under the age of 18 who attends a middle school) shall not be employed at any work unless such minor presents an employment permit certificate issued by the Minister of Employment and Labor	
	Discrimination	An employer shall not discriminate a worker based on sex, nationality, religion or social status.	[Article 114 and 115 of the Labor Standards Act] A fine not exceeding KRW 5 million
	Violation of reporting and attendance obligation under the Labor Standards Act	An employer shall comply with reporting or attendance request of the Minister of Employment and Labor, the Labor Relations Commission or the Employment Supervisor.	
	Failure to issue employment certificate	An employer shall issue to a worker a certificate regarding employment period, type of work provided, title, wages, etc. after termination of the employment.	[Article 116 of the Labor Standards Act] An administrative fine not exceeding KRW 5 million
	Failure to prepare or maintain the list of workers	An employer shall prepare the list of workers for each business site and maintain such list for 3 years	
Equal Employment Opportunity and Work-Family Balance Assistance Act (the "Equal Employment Act")	Gender discrimination regarding age limit, retirement, and dismissal	No employer shall discriminate on grounds of gender in age limit, retirement, and dismissal of his/her workers.	[Article 37(1) and 38 the Equal Employment Act] Imprisonment for not more than 5 years or a fine not exceeding KRW 30 million If an officer or employee of a corporation committed the aforementioned act, (the same shall apply hereinafter for all violations of the Equal Employment Act).
	Dismissal or other disadvantageous measures against temporary retirement for childcare	No employer shall dismiss, or take any other disadvantageous measures against, a worker on account of temporary retirement for childcare or dismiss the relevant worker during the period of temporary retirement for childcare.	[Article 37(2) and 38 the Equal Employment Act] Imprisonment for not more than 3 years or a fine not exceeding KRW 20 million
	Gender discrimination in recruitment and employment	<ol style="list-style-type: none"> <li>No employer shall discriminate on grounds of gender in recruitment or employment of workers.</li> <li>In recruiting or employing female workers, no employer shall exhibit or demand physical conditions and unmarried conditions not required for performing the relevant duties.</li> </ol>	
	Gender discrimination regarding education, assignment, and promotion	No employer shall discriminate on grounds of gender in education, assignment, and promotion of his/her workers.	[Article 37(4) and 38 the Equal Employment Act] A fine not exceeding KRW 5 million
	Refusal to grant temporary retirement for childcare and disadvantageous measures upon reinstatement after the temporary retirement for childcare	<ol style="list-style-type: none"> <li>An employer shall grant temporary retirement for childcare when a worker applies for it.</li> <li>After completing temporary retirement for childcare, the employer shall reinstate the relevant worker in the same work as before temporary retirement, or any other work paying the same level of wages.</li> </ol>	
Personal Information Protection Act	Unauthorized provision of personal information	No personal information manager shall provide a third person with personal information without consent of the subject of the information unless such provision is within the intended scope for the collection of personal information or such provision is allowed under the relevant laws and regulations.	
	Unauthorized management of sensitive information	A personal information manager shall not manage any information on thought, beliefs, joining or withdrawal from a labor union or political party, a political opinion, health, sexual life, etc., which could substantially infringe on the privacy of a subject of information, unless consent of the subject of information is obtained or management of the sensitive information is allowed under the relevant laws and regulations.	[Article 71 and 74(2) of the Personal Information Protection Act] Imprisonment for not more than 5 years or a fine not exceeding KRW 50 million If an officer or employee of a corporation committed the aforementioned act, <u>the corporation shall also be subject to fines set forth in the relevant provision</u> (the same shall apply hereinafter for all violations of the Personal Information Protection Act).
	Unauthorized management of unique identifying information	A personal information manager shall not manage unique identifying information, unless consent of the subject of information is obtained or management of the sensitive information is allowed under the relevant laws and regulations.	[Article 71 and 74(2) of the Personal Information Protection Act] Imprisonment for not more than 5 years or a fine not exceeding KRW 50 million If an officer or employee of a corporation committed the aforementioned act, <u>the corporation shall also be subject to fines set forth in the relevant provision</u> (the same shall apply hereinafter for all violations of the Personal Information Protection Act). <u>Liability toward the subject of personal information</u>
	Unauthorized disclosure of personal information	A personal information manager shall not disclose any personal information he/she came to the knowledge on the job.	
	Damaging personal information, etc.	A personal information manager shall not damage, destruct, modify, counterfeit, or disclose personal information of another person, without a valid authority.	
	Loss of personal information due to insufficient safety measures, etc.	A personal information manager shall not cause the personal information to be lost, stolen, disclosed, counterfeited, modified or damaged due to insufficient safety measures.	[Article 71 and 74(2) of the Personal Information Protection Act] Imprisonment for not more than 2 years or a fine not exceeding KRW 20 million
	Unauthorized collection of personal information	A personal information manager shall not collect personal information, unless consent of the subject of information is obtained or management of the personal information is allowed under the relevant laws and regulations.	[Article 75(1) of the Personal Information Protection Act] An administrative fine not exceeding KRW 50 million
	Failure to destruct unnecessary personal information	A personal information manager shall destroy personal information without delay when personal information is no longer necessary due to reasons such as expiration of ownership or fulfillment of the purpose for managing personal information.	[Article 75(1) of the Personal Information Protection Act] An administrative fine not exceeding KRW 30 million
	Unseparated management of personal information	If unnecessary personal information is stored pursuant to the relevant laws and regulations, such information shall be stored separately from other personal information.	[Article 75(3) of the Personal Information Protection Act] An administrative fine not exceeding KRW 10 million
	Failure to appoint personal information protection manager	Failure to appoint the personal information manager who will be responsible for the management of personal information	
Act on the Protection, etc. of Temporary Agency Workers (the "Temporary Agency Workers Act")	Discriminatory treatment of agency, fixed-term, or part-time workers	Unfair termination or other discriminatory treatments of temporary agency workers, fixed-term workers, or part-time workers shall be prohibited.	[Article 43-2 and 45 of the Temporary Agency Workers Act] [Article 21 and 23 of the Fixed-Term Workers Act] Imprisonment for not more than 2 years or a fine not exceeding KRW 10 million If an officer or employee of a corporation committed the aforementioned act, the corporation shall also be subject to fines set forth in the relevant provision.
Act on the Protection, etc. of Fixed-Term and Part-Time Workers Act (the "Fixed-Term Workers Act")			