

Classification	Major Legal Risk	Yes/No
Violation of restriction on dismissal	1. Imposition of dismissal, lay off, suspension, transfer, reduction of wages, or other punitive measures on workers, without justifiable cause	
	2. Dismissal of 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 dismissal of a worker before and after childbirth during a period of suspension of work as prescribed by the Labor Standards Act and for 30 days immediately thereafter	
Preparation of blacklist	Preparation of secret code or blacklist for the purpose of interfering with employment	
Violation of advance notice of dismissal	Dismissal of a worker without giving advance notice of at least 30 days; 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	
Employment of a minor	Employing a minor under the age of 15 (including any minor under the age of 18 who attends a middle school) unless such minor presents an employment permit certificate issued by the Minister of Employment and Labor	
Discrimination	Discrimination of a worker based on sex, nationality, religion or social status	
Violation of reporting and attendance obligation under the Labor Standards Act	Failure to comply with reporting or attendance request of the Minister of Employment and Labor, the Labor Relations Commission or the Employment Supervisor pursuant to the Labor Standards Act	
Failure to issue employment certificate	Failure to issue to a worker a certificate regarding employment period, type of work provided, title, wages, etc. after termination of the employment	
Failure to prepare or maintain the list of workers	Failure to prepare the list of workers for each business site or to maintain such list for 3 years	
Gender discrimination regarding age limit, retirement, and dismissal	Discrimination on grounds of gender in age limit, retirement, and dismissal of his/her workers	
Dismissal or other disadvantageous measures against temporary retirement for childcare	Dismissal or any other disadvantageous measures against, a worker on account of temporary retirement for childcare or dismissal of the relevant worker during the period of temporary retirement for childcare	
Gender discrimination in recruitment and employment	1. Discrimination on grounds of gender in recruitment or employment of workers	
	2. Demanding physical conditions and unmarried conditions not required for performing the relevant duties, when recruiting or employing female workers	
Gender discrimination regarding education, assignment, and promotion	Discrimination on grounds of gender in education, assignment, and promotion of workers	
Refusal to grant temporary retirement for childcare and disadvantageous measures upon reinstatement after the temporary retirement for childcare	1. Failure to grant temporary retirement for childcare when a worker applies for it	
	2. Failure to reinstate the worker in the same work as before temporary retirement, or any other work paying the same level of wages, after completing temporary retirement for childcare	
Unauthorized provision of personal information	Providing 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	Management of 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	
Unauthorized management of unique identifying information	Management of 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	
Unauthorized disclosure of personal information	Unauthorized disclosure of any personal information which a person came to the knowledge on the job.	
Damaging personal information, etc.	Damaging, destructing, modifying, counterfeiting, or disclosing personal information of another person, without a valid authority	
Loss of personal information due to insufficient safety measures, etc.	Loss, theft, disclosure, counterfeit, modification or damaging of the personal information due to insufficient safety measures	
Unauthorized collection of personal information	Collecting 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	
Failure to destruct unnecessary personal information	Failure to destroy personal information without delay when personal information is no longer necessary due to reasons such as expiration of ownership or fulfilment of the purpose for managing personal information	
Unseparated management of personal information	Failure to store unnecessary personal information, which is stored pursuant to the relevant laws and regulations, separately from other personal information	
Failure to appoint personal information protection manager	Failure to appoint the personal information manager who will be responsible for the management of personal information	
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	

* Please note that the above list is based on the laws and regulations effective as of October 31, 2015 and does not include all legal risks.