



KLI Korea Labor Institute
ANNUAL
REPORT 2011



KLI Korea Labor Institute

ANNUAL
REPORT 2011

Contents

I. Research Projects in 2011

1. Labor Market and Social Policy

- Employment-Oriented Welfare Strategies _____ 4
- Economic Policies to Improve the Job Creation Effect of Growth _____ 6
- Study on the Working Conditions of Care Service Sector _____ 8
- Marriage Migrant Families and Labor Market Integration _____ 10
- Compatibility Between Labor Market Structure and the Social Security System _____ 12
- Changes and Determinants of Income, Spending, and Savings of
Working Households _____ 14

2. Human Capital

- Study on the Fixed-Term Contractual Labor Market _____ 18
- The Aging Population and Wage Structure Innovation _____ 20
- Changes in the Job Structure and Job Mobility in Korea _____ 22



3. Industrial Relations and Workplace Innovation

- Study on Models for Workplace Innovation in the Service Industry _____ 26
- Study on Measures for More Active Conciliation in Individual Labor Disputes _____ 28
- The Social Enterprise and Human Resource Strategies _____ 30
- Development of the Collective Bargaining Cost Estimation Model and Empirical Analysis _____ 32
- Long Working Hours and Reduction in Working Hours _____ 34

II. Appendix

- List of Planned Research Projects in 2012 _____ 38
- List of Publications _____ 39
- Chronology _____ 56

I.

Research Projects in 2011

KOREA LABOR INSTITUTE

1. Labor Market and Social Policy
2. Human Capital
3. Industrial Relations and Workplace Innovation

KLI Annual Report 2011

1. Labor Market and Social Policy

- Employment-Oriented Welfare Strategies
- Economic Policies to Improve the Job Creation Effect of Growth
- Study on the Working Conditions of Care Service Sector
- Marriage Migrant Families and Labor Market Integration
- Compatibility Between Labor Market Structure and the Social Security System
- Changes and Determinants of Income, Spending, and Savings of Working Households

Employment-Oriented Welfare Strategies

Jai-Joon Hur et al.

The academic, policy, and political debates and events taking place around the issue of welfare since late 2010 appear to be calling for a shift away from the government's conventional approach and decision-making. Put more straightforwardly, there is a strong need for Korea's welfare paradigm to respond to qualitative changes away from the existing framework.

The Korean market has not been able to achieve a virtuous cycle of growth–jobs–distribution since the 1997 financial crisis. And lessons from the global economy in the past 30 years also foretell that such a virtuous cycle by the market is not likely to take place for the time being. Then will it be possible for the government to create a growth–jobs–distribution virtuous cycle by actively building a new welfare paradigm? In their analysis of European countries, Iversen and

Wren (1998) point out that in today's slow-growing service economy, we need to make certain choices because it will not be possible to achieve fiscal stability, distributional equity, and job growth all at the same time. Is such an assumption applicable to Korea as well? These questions should be answered in consideration of the issues of welfare raised today as well as the welfare strategy that is right for the Korean government.

If such questions are necessary to define the direction of welfare strategy and perspective, there is still the need to streamline a number of welfare service areas in order to upgrade existing services and to enable work–life balance. It is under these two lines of thinking that this study aims to define the direction of welfare policies, summarize the issues related to welfare services, and help set the stage for better work–life balance.

✿ Table of Contents

Chapter 1.	Introduction
Chapter 2.	Transition to an Employment-Oriented Livelihood-Guaranteeing State
Chapter 3.	Active Post-Retirement Security
Chapter 4.	Women, Children, and Family Welfare Policies to Promote Women's Employment
Chapter 5.	Non-Regular Workers' Issues and Filling in the Social Insurance Loopholes
Chapter 6.	Basic Livelihood Guarantee and Employment-Oriented Welfare
Chapter 7.	Social Service Job Programs and Streamlining Social Services
Chapter 8.	Challenges to Enable Employment-Oriented Welfare Strategy
References	

✿ KLI Fellows

Jai-Joon Hur	-Senior Research Fellow, Korea Labor Institute -Ph.D. in Economics, University Paris X-Nanterre, France
Kijoon Bae	-Researcher, Korea Labor Institute -M.A. in Economics, Korea University, Korea

✿ Outside Contributors

Sang-Hoon Ahn	-Professor, Seoul National University
Soo-Wan Kim	-Professor, Kangnam University
Yeung-Ran Park	-Professor, Kangnam University
Yeon-Gyu Ryo	-Professor, Seoul Theoretical University
Young-Mi Kim	-Professor, Dongseo University
Ick Joong Chung	-Professor, Ewha Woman's University
Seung-Ho Baek	-Professor, The Catholic University of Korea
Moon-Geun Kim	-Professor, Daegu University
Hye-won Kim	-Professor, Korea National University of Education

Economic Policies to Improve the Job Creation Effect of Growth

Jae-ho Keum et al.

This study discusses the economic policies that can maximize employment under the given rate of economic growth in Korea: in other words, policies that can lead to “job-friendly growth.” Korea’s economy has a lower job creation effect than other countries, and it continues to decrease, as seen through time-series analysis. Thus, it is crucial at this juncture to identify factors that depress the job creation effect and policies that can help reverse the trend.

This study first observes the gravity of the current employment problems by reviewing the overall employment situation and policies in Korea, emphasizing that job-friendly economic policies are required to address these problems. It then analyzes the job creation effect of economic policies from three dimensions (fiscal, tax, and financial) and re-

views policies that can enhance employment. Chapter 3 defines “employment-friendly fiscal policy” and its direction. Chapter 4 assesses the job creation effect of the current income tax regime, using the partial equilibrium model, and analyzes how it should be improved to promote job creation. Chapter 5 presents the empirical study on the direction of the job-friendly interest rate policy.

Chapters 6 and 7 deal with employment from the industry perspective. The prevalent view today is that the service industry will be the breakthrough sector for job creation, as manufacturing seems to have run its course. Chapter 6 discusses the policy direction that can help the service industry’s job creation from an overall perspective, rather than assessing the job creation potential of individual industries. Chapter 7 analyzes how service off-shoring affects job creation.

Table of Contents

Chapter 1. Introduction

Chapter 2. Employment in Korea: Are There Solutions?

Chapter 3. Employment-Friendly Fiscal Policy

Chapter 4. Improvement of the Income Tax Regime to Enhance the Job Creation Effect

Chapter 5. Employment-Friendly Interest Rate Policy

Chapter 6. Industry Policies for Job Creation

Chapter 7. Impact of Service Off-Shoring on Employment

Chapter 8. Conclusions and Policy Tasks

References

KLI Fellows

Jae-ho Keum	-Senior Research Fellow, Korea Labor Institute
	-Ph.D. in Economics, University of Minnesota, Twin Cities, U.S.A.

Outside Contributors

Sung Tai Kim	-Professor, Cheongju University
Woo-Yung Kim	-Professor, Kongju National University
Soonchan Park	-Professor, Kongju National University
Jun-Byoung Oh	-Professor, Inha University
Young Lee	-Professor, Hanyang University
Dong-Gu Jang	-Professor, The bank of Korea Academy

Study on the Working Conditions of Care Service Sector

Jayoung Yoon et al.

The social service sector is receiving much attention lately as the sector with considerable potential for job creation, and one that is likely to fulfill the rising demand for growth and welfare. But care work, marked by low wages, low productivity, and job insecurity, currently illustrates its limitations as the source of “sustainable jobs.” As the number of jobs in care work grows, the challenge today is how to establish care work as the source of decent jobs. Ensuring an adequate social compensation scheme and social protection for care work is a prerequisite to generating secure and sustainable care work and to guaranteeing the quality of individual workers’ lives. The example of Western industrialized nations where the exacerbating working conditions in care work have led to a shortage of manpower and a crisis in the care sector implies that defining the right social status for care work is an important policy task in today’s socio-economic

circumstances of low birthrates and aging populations and under the macro trend of building a welfare state. This study, under the assumption that care work must be decent work to ensure that these jobs continue to be generated in a secure and sustainable manner, analyzes their working conditions and presents policy implications. Its topics are as follows. First, this study analyzes the status and changes in working conditions of care work in general. Second, it provides an international comparison of working conditions and wage determination of care work. Third, it provides analysis of working conditions in the informal care sector and tries to propose legal improvements to formalize the sector. Fourth, it assesses the status and issues of the formal care sector, with a focus on care workers for the elderly, who are beneficiaries of Long-Term Care Insurance, the leading example of a formal form of social care.

✿ Table of Contents

Chapter 1. Introduction

Chapter 2. Care Workers in the Korean Labor Market

Chapter 3. International Comparison of Working Conditions in Care Service Sector

Chapter 4. Working Conditions of Informal Domestic Workers and Policy Directions

Chapter 5. Working Conditions of and Policy Directions for Formal Care Workers for the elderly:
With a Focus on the Long-term Care Insurance of Korea and Japan

References

Appendix. Status Survey Questionnaire

✿ KLI Fellows

Jayoung Yoon	- Research Fellow, Korea Labor Institute
	- Ph.D. in Economics, University of Massachusetts-Amherst, U.S.A.

✿ Outside Contributors

Kyeong-Hee Kim	- Professor, Chung-Ang University
Young-Mi Choi	- Undersecretary General, The Federation of Support for the Unemployed
Ji-Young KimYang	- Ph.D. Candidate in Women's Studies, Ewha Women's University

Marriage Migrant Families and Labor Market Integration

Kyu-Yong Lee et al.

With the continuous increase in international marriage, the multicultural family has emerged as a major family type in our society. As of October 2010, there were 140,063 foreign national marriage migrants in Korea. The integration of migrants has usually been discussed in the context of social integration from the social and cultural perspective, but integration in the labor market has much more importance in the mid- to long term. The experiences of other countries tell us that migrants generally have less accumulated human capital than their host-country nationals. It is therefore more likely that they will be socially vulnerable—a trait that is unfortunately passed on from one generation to the next—and this will lead to increased social costs. Many marriage migrant families in Korea face economic difficulties due to low incomes and weak employability, and such economic difficulties will most likely increase because of the wide age difference

between women marriage migrants and their Korean husbands.

This study addresses the integration of marriage migrant families into the labor market by looking beyond the individual marriage migrant and analyzing the overall status of their families in terms of economic activity, income, and other aspects of labor supply. This study is significant as a basic study for the exploration of policy directions from both the short-term perspective of improving institutions to establish a foundation for economic self-reliance in marriage migrant families and the mid- to long-term perspective of integrating these families and their future generations into the labor market.

This study is unique in that it explores policies for the integration of migrant families into the labor market through a categorization of marriage migrant families into rural, small-city, and large-city type families, and through the examination of case studies on

the situation of each group based on the analysis of such labor market elements as employment, income, and labor supply.

Table of Contents

Chapter 1. Introduction

Chapter 2. Literature Review and Issues of Employment Support Policies

Chapter 3. Marriage-Migrant Families' Economic Activity Status

Chapter 4. Analysis of Labor Supply from Marriage-Migrant Women

Chapter 5. Job Training for Marriage Migrants and the Result

Chapter 6. Conclusion: Challenges for Integrating Marriage Migrants into the Labor Market

References

KLI Fellows

Kyu-Yong Lee	-Research Fellow, Korea Labor Institute -Ph.D. in Economics, Sungkyunkwan University, Korea
--------------	--

Sungjae Park	-Researcher, Korea Labor Institute -Ph.D. in Sociology, Hanyang University, Korea
--------------	--

Outside Contributors

Hye-Jeong Kang	-Professor, Chonnam National University
----------------	---

Compatibility Between Labor Market Structure and the Social Security System

Jiyeun Chang et al.

This study addresses a number of basic issues under the assumption that progress toward a secure welfare state requires that issues of the labor market and social security scheme be dealt with together. First, “flexicurity” is discussed in great detail, because although it is the best-known concept representing the belief that welfare and labor must be aligned with each other, its ultimate goal is often distorted in actual policies. Second, social insurance is scrutinized from its introduction into Korea and its evolution thereafter under the awareness that although it has been transplanted from the West, there is insufficient understanding of the essence of the Western system. Third, the unemployment

benefit schemes of different countries are compared, as unemployment benefits are the most specific intersection between welfare and employment. Fourth, the creation of low-wage work is studied because it illustrates well the correlation with social security—it is a problem that not only should be addressed by social security but that also is increased exposing the weaknesses of social security. Fifth, this study reviews the large presence of small-scale self-employment, often noted as the element that would be most challenging to include under the state welfare umbrella. Sixth, the last chapter of this study raises the issue that a new perspective is required at the very basic level if welfare and labor are to be addressed as one.

Table of Contents

Chapter 1.	Introduction
Chapter 2.	Compatibility Between Labor and Welfare: With a Focus on Flexicurity
Chapter 3.	Establishing the Income Guarantee Scheme through Social Insurance: with Focus on the UK, Germany and Sweden
Chapter 4.	Correlation Between Diversity in Unemployment Benefit Types and Welfare System
Chapter 5.	Creation of Low-Wage Work: International Comparison of the Hospital Industry
Chapter 6.	Small-scale Self-employment: Conversion into Wage Work and Labor Market Outcomes
Chapter 7.	Reconstructing the Welfare Discourse
Chapter 8.	Summary and Conclusions
Appendix.	Development of the Welfare State and Labor in Korea
References	

KLI Fellows

Jiyeun Chang	-Director, Korea Labor Institute -Ph.D. in Sociology, University of Wisconsin-Madison, U.S.A.
Deok-Soon Hwang	-Senior Research Fellow, Korea Labor Institute -Ph.D. in Economics, Seoul National University, Korea
Soo-Mi Eun	-Research Fellow, Korea Labor Institute -Ph.D. in Sociology, Seoul National University, Korea
Byung-Hee Lee	-Senior Research Fellow, Korea Labor Institute -Ph.D. in Economics, Seoul National University, Korea
Jeseong Park	-Research Fellow, Korea Labor Institute -Ph.D. in Law, Université de Nantes, France

Outside Contributors

Byung You Cheon	-Professor, Hanshin University
-----------------	--------------------------------

Changes and Determinants of Income, Spending, and Savings of Working Households

Seung-Yeol Yee

The personal savings rate, as identified through the National Account, stood at 19.1% in 1991 but plummeted to 5.0% as of 2010. Prior studies point to various possible causes, such as an aging population and expanding public pension; among these is the slowing growth of household disposable income.

Savings are what is left after spending from the household earned income. Any labor market shock to income will affect consumption and, consequently, savings. It is also possible that spending does not respond too quickly to such shocks, as there are minimum living expenses that the household requires. If there are household factors that can smooth spending, they will reduce the impact of changing income on spending. If not, changing income will have a relatively large impact on spending.

This study reviews whether there is volatility in working households' income in the 2000s (following the Asian financial crisis)

and whether such volatility is similarly seen in spending and savings. It uses data from the Korea Labor and Income Panel Study (KLIPS) and looks at male workers aged 30 to 54 who are the head of a household.

Income volatility is estimated by calculating the arc percentage of the difference between 2 years (between year t and $(t+1)$, year t and $(t+2)$). The standard deviation of the percentage is used as the volatility indicator. The analysis period is 1998–2007, which unfortunately excludes the 2008 global financial crisis and its impact on Korea's labor market. Income is the average monthly income of the head of the household and the total household income (earned, non-earned). Income is converted to real factors using the household spending deflator.

First, income volatility of the head of the household is found to have decreased between 1998 and 2007. But it was also seen to have temporarily increased in the early and mid-2000s. Volatility of total household income is

seen to have steadily declined.

Along with income volatility, spending volatility is also seen to be declining. But again, it was seen to slightly increase during the period 2005–2007. Savings volatility is found to have steadily declined. The average rate of change in savings is also steadily decreasing, indirectly showing the decreasing household savings rate.

When employment status changes from regular to non-regular, non-wage, or unemployed, volatility of earned income is seen to increase. Similar patterns are observed in total household income, probably because in the case of Korea the head of household is primarily responsible for the family livelihood. Volatility of household spending is seen to relatively increase, but not by much. Household savings exhibit greater volatility when employment status changes to unemployed.

Conversely, when employment status changes from non-regular to regular, the difference in volatility (compared with continuation of non-regular status) is found to be minimal. As the observation period is only 2 years, this may be because the response was phased out if the conversion to regular status, rather than being a sudden shock, followed some preparation.

To identify the link that causes employment volatility to affect income volatility, followed by volatility in spending and savings, this study attempts to determine whether employment status or changes in economically activ-

ity status serve as determinants in the actual spending and savings amount. Regression analysis is performed on the first difference method using actual spending and savings as dependent variables, and household information, employment status of the head of the household, and economically active status as explanatory variables. The results show that changes in the head of household's employment status or economically active status affects the spending and savings amounts. Spending is found to be especially susceptible to total earned income and to decline with ongoing self-employment or unemployed status.

A number of policy implications can be drawn from the conclusions of this study. First, because securing earned income regardless of changes in employment status is important to ensuring stability in household spending and savings, the social safety net, the mechanism to socially mitigate shocks to individuals and households, should be made to function smoothly. Second, the recent rise in non-living expenditure appears to be related to social insurance; as argued in prior studies and ascertained through statistics, there must be some policy consideration to ensure that social insurance contributions do not put too much pressure on households. Third, income, spending, and debt volatility is seen to increase in the 50–54 age group, suggesting that retirement age extension or phasing would be necessary to postpone retirement of the baby boomers and secure their economic activity.

Table of Contents

Chapter 1. Introduction

Chapter 2. Theoretic and Empirical Discussion on the Determination of Household Income, Spending, and Savings

Chapter 3. Changes in Working Households' Income

Chapter 4. Changes in Working Households' Spending and Savings

Chapter 5. Determinants of Changes in Working Households' Spending and Savings

Chapter 6. Conclusion

References

Appendix. Statistics

KLI Fellows

Seung-Yeol Yee | -Senior Research Fellow, Korea Labor Institute

| -Ph.D. in Economics, Yonsei University, Korea

KLI Annual Report 2011

2

2. Human Capital

- Study on the Fixed-Term Contractual Labor Market
- The Aging Population and Wage Structure Innovation
- Changes in the Job Structure and Job Mobility in Korea

Study on the Fixed-Term Contractual Labor Market

Jaeryang Nam et al.

Non-standard work is a key issue in Korean society, but because the concept of non-standard work encompasses a wide variety of types of work, the significance of the results of analysis of non-standard work is somewhat unclear. Problems sometimes arise when varied and heterogeneous types of work are tied into the single framework of non-standard work. This may explain why discussions in Korea on non-standard work are often wearying and non-productive.

Recognizing the limitations of such previous discussions, this study focuses solely on fixed-term contractual labor—the largest and most central segment of non-standard work—in its analysis of the labor market,

and seeks to identify and uncover important facts that were previously not discovered. These new facts could then be a starting point for future discussions on the fixed-term contractual labor market.

This study also engages in a comparative analysis of the fixed-term contractual labor markets in Korea and in the major countries of the world. It is extremely important to Examine whether key characteristics of fixed-term contractual work in these major countries are also observed in the Korean market and to identify characteristics of fixed-term contractual labor that are unique to Korea, for such analysis will enable new recommendations for a more efficient fixed-term contractual labor market in Korea.

Table of Contents

Chapter 1. Introduction

Chapter 2. Fixed-Term Worker Labor Market: Overview and Main Features

Chapter 3. Analysis of the Employment Effect of the Fixed-Term Workers Protection Law

Chapter 4. Human Resource Management of Fixed-Term Workers at the Firm Level

Chapter 5. Legislative Cases and Policy Directions on Fixed-Term Workers in Major Countries

Chapter 6. Conclusions

References

KLI Fellows

Jaeryang Nam | -Research Fellow, Korea Labor Institute

| -Ph.D. in Economics, Seoul National University, Korea

Outside Contributors

Young-Mun Kim | -Professor, Chonbuk National University

Kyetaik Oh | -Professor, Chung-Ang University

The Aging Population and Wage Structure Innovation

Jin-Ho Jeong et al.

The dominant view in Korea today is that job security policies for the semi-elderly will not be effective unless the wage structure becomes more flexible. To understand how the wage structure should be modified so as to enhance job security for the semi-elderly, this study analyzes, through nationwide surveys and case studies of business entities, how seniority and wage structure rigidity affect employment of the semi-elderly. The main results can be summarized as follows.

Despite the government's push to increase the retirement age to 60, aging of the workforce and the burden of labor costs resulting from the strong seniority wage are deterring continuous employment of the elderly. In other words, the stronger the seniority wage,

the lower the retirement age and the longer the employment period after the retirement age. Given the low prevalence of the continuous employment program today, policy measures should be taken to weaken the seniority-linked wage before the statutory retirement age can be increased. In addition, given the slightly negative impact of the annual salary scheme on elderly employment, the wage peak scheme (adjusting the wage curve) should be adopted, and the wage structure should be fundamentally revised to strengthen the link between job value/productivity and wage. This study also uses surveys and in-depth interviews to highlight the importance of modifying the seniority-linked wage structure to enhance job security for elderly workers.

Table of Contents

Chapter 1. Introduction

Chapter 2. Elderly Employment and Wage

Chapter 3. Survey Report on Human Resources Management of the Elderly Workforce

Chapter 4. Seniority-Linked Wage: Its Impact on Retirement Age / Continuous Employment

Chapter 5. Performance-Based Wage: Its Impact on Elderly Employment

Chapter 6. Case Study: Wage/Retirement Scheme for the Elderly Workforce

References

KLI Fellows

Jin-Ho Jeong	-Director-General, Korea Labor Institute
	-Ph.D. in Economics, Seoul National University, Korea

Jeong-han Kim	-Senior Research Fellow, Korea Labor Institute
	-Ph.D. in Business Administration, Sogang University, Korea

Outside Contributors

Dong-Bae Kim	-Professor, University of Incheon
--------------	-----------------------------------

In-Jae Lee	-Professor, University of Incheon
------------	-----------------------------------

Changes in the Job Structure and Job Mobility in Korea

Hanam Phang et al.

Job structure in Korea is believed to have undergone continuous changes, both quantitative and qualitative, from 1980 to 2010 as the national economy grew at a breakneck speed and its industries continued to evolve. There probably were many changes between generations in terms of the expectations and values in individuals' job choices. Against this backdrop, understanding what affects individuals' job choices and how the patterns and paths are determined and altered over a person's lifetime career would provide important basic data for job training and workforce supply and demand policies in the twenty-first century.

This study reviews how Korea's job structure has changed in the past 30 years and analyzes how the patterns and paths of individuals' job mobility have been determined and altered in the past 10 years. It also tracks the temporal and intergenerational changes in individuals' job preferences and job choices.

Although there have been analyses of the overall trends in job structure in the same period, such as changes in employment composition by occupation, there has been little in-depth exploration of the long-term changes and patterns. The standard occupation codes have been modified in the past 30 years to accommodate the growing number of jobs, but very few studies analyze the long-term changes in the job structure while accounting for such revision in the classification codes. This study is thus expected to fill that void.

"Structure" in this study is basically defined as "compositional change" and "change in the internal-external homogeneity and heterogeneity." Specifically, compositional change indicates differences in the demographic features of the holders of a specific job and in the outcome of being employed in that job (financial compensation and social status). Changes in the internal-external homogeneity and heterogeneity indicate the

changes in variation within and between job groups. Such changes can be seen as representative of the changes in the industrial and occupational structures and in the workforce supply and demand.

This study analyzes data and structures as follows, with regard to the following three topics on the changes in job structure, job mobility, and job choice standards.

In Chapter 2, “Trends in the Characteristics of and Changes in the Job Structure of Korea” (Ki-Hun Kim), compositional changes are reviewed both vertically and horizontally. Changes in the composition and internal-external homogeneity and heterogeneity are reviewed along the vertical dimension, with a focus on individuals’ education level and income, and along the horizontal dimension, with a focus on the gender ratio, median age, and the percentage of wage workers. In order to analyze the long-term changes in the job structure in Korea in the 30 years between 1980 and 2010, this study uses raw data from the Economically Active Population Survey and Work Status Survey by Employment Type (or Basic Statistical Survey of Wage Structure for 1992–2007, Wage Status Survey by Occupation for 1980–1991).

The second topic of this study is how the patterns of job mobility have been formed in Korea and how the job mobility affects the labor market outcomes. Chapter 3, “Labor Market Changes and Job Mobility in Korea”

(Hanam Phang, In-Cheol Shin), reviews the patterns and rates of individuals’ job mobility in the past decade and their impact on labor market performance, such as wages, using data from the Korea Labor and Income Panel Study (KLIPS) between 1998 and 2008.

Job mobility can be divided into structural mobility, resulting from external factors such as changes in the industrial structure, and exchange mobility, resulting from individuals’ choices and decisions. In the latter case, it is likely that personal job values and preferences are important factors, as they are the result of the individual’s choices and decisions. Along this line, the third topic is “What are the changing trends in individuals’ job values and preferences between generations, and what is important to today’s generation?” Chapter 4, “Job Preference and Job Choice” (Hanam Phang, Ki-Hun Kim), analyzes the changing trends in job preferences across generations. In particular, this chapter describes and discusses job preferences and choices of Korea’s university students as understood through recent focus-group interviews, and compares the outcome with that of the 2005 focus-group interviews of Korean and Japanese university students.

Last, Chapter 5, “Summary and Conclusions” sums up the study on each topic (Korea’s job structure, job mobility, job choice), and concludes by presenting the implications for labor and social policies as well as future research topics.

Table of Contents

Chapter 1. Introduction

Chapter 2. Trends in the Characteristics and Changes in the Job Structure of Korea

Chapter 3. Labor Market Changes and Job Mobility in Korea

Chapter 4. Job Preference and Job Choice

Chapter 5. Summary and Conclusions

References

KLI Fellows

Hanam Phang	-Senior Research Fellow, Korea Labor Institute
	-Ph.D. in Sociology, University of Wisconsin-Madison, U.S.A.

Outside Contributors

Ki-Hun Kim	-Research Fellow, National Youth Policy Institute
In-Cheol Shin	-Researcher, Survey Research Center, Sungkyunkwan University

KLI Annual Report 2011

3

3. Industrial Relations and Workplace Innovation

- Study on Models for Workplace Innovation in the Service Industry
- Study on Measures for More Active Conciliation in Individual Labor Disputes
- The Social Enterprise and Human Resource Strategies
- Development of the Collective Bargaining Cost Estimation Model and Empirical Analysis
- Long Working Hours and Reduction in Working Hours

Study on Models for Workplace Innovation in the Service Industry

Seong-Jae Cho et al.

The continuous decline in the ratio of employment by the manufacturing sector stands in stark contrast to the expansion of labor in the service sector, but the study of labor in the service sector remains stagnant. Models on workplace innovation such as the Toyota Production System or self-directed work teams have been developed for studies on manufacturing, whereas little light has been shed on models for workplace innovation in the service sector and how such models can be evaluated and spread as best practices. With this as a starting point, this study seeks to engage in exploratory research on what models of innovation are available for service sector workplaces, how innovation is possible, and what the effects of such innovation would be.

To this end, this study connects Korea Labor Institute's Workplace Panel Survey data from 2007, 2009, and 2010 to better

understand the context of innovation in the service sector; examines Korean and foreign examples of innovative work systems and work processes in industry groups such as retail services (distribution industry), janitorial services, hotels, and hospitals; and, finally, formalizes several models of innovation for the service sector. It is expected that a logically compatible innovation model can be constructed through this combination of statistical analysis and case studies from the perspective of international comparisons.

This study will provide insight into the differences and commonalities that exist between manufacturing and service as discussions on workplace innovation that have developed so far in the realm of manufacturing are expanded into the service sector. And this study will have implications for the policy efforts that are required in order to increase the quality and quantity of labor in the service sector.

Table of Contents

Chapter 1.	Introduction
Chapter 2.	Preliminary Review and Analysis Perspective
Chapter 3.	Statistical Approach to the Innovation Model for the Service Industry
Chapter 4.	Workplace Innovation at Hospitals: With a Focus on Nurses
Chapter 5.	Workplace Innovation in the Hotel Industry
Chapter 6.	Workplace Innovation in the Business Support Service Industry
Chapter 7.	Conclusions
References	

KLI Fellows

Seong-Jae Cho	-Research Fellow, Korea Labor Institute
	-Ph.D. in Economics, Seoul National University, Korea

Outside Contributors

Seung-Guk Jeong	-Professor, Chung-Ang Sangha University
Ho-Chang Lee	-Senior Research Fellow, Korea Labor Foundation
Soonwon Kwon	-Professor, Sookmyung Women's University
Myeong-Joon Park	-Researcher, Free University of Berlin

Study on Measures for More Active Conciliation in Individual Labor Disputes

Hoon Kim et al.

Changes to the employment environment have led to a diversification of and an increase in the number of individual labor disputes. The National Labor Relations Commission (NLRC) plays an integral role in resolving individual labor disputes in Korea, and the number of Commission rulings rose rapidly between 2000 and 2009, from 5,316 to 10,714. Individual labor disputes related to overdue wages or to violations of the minimum wage regulations are resolved through corrective orders or prosecution by labor commissioners at Ministry of Employment and Labor regional labor offices, and in 2009 alone over 270,000 cases were handled by the commissioners. For this NLRC centered labor dispute resolution system to function properly, fairness and expertise must

be guaranteed in the process and the results of the dispute resolution. Compared with the individual dispute resolution systems in advanced countries such as the UK, Korea's system particularly stands out for the low rate of disputes resolved through "conciliation." In addition, although individual disputes are becoming all the more diverse, the NLRC still provides dispute resolution support for only unfavorable treatment including unjustified dismissal, and therefore needs to expand the scope of its support services and add functionalities as required. In this context, this study seeks to set forth policy tasks and measures for improving institutions that encourage conciliation within a more effectively functioning individual labor dispute resolution system.

Table of Contents

Chapter 1. Introduction

Chapter 2. Regulations on Individual Labor Disputes

Chapter 3. Ministry of Employment and Labor's Handling of Individual Labor Disputes: Status and Improvement

Chapter 4. Promoting the ADR Mechanism of the NLRC and the Conciliation Mechanism

Chapter 5. Individual Labor Dispute Mediation in the UK

Chapter 6. Voluntary Resolution of Individual Labor Disputes in the U.S.A.

Chapter 7. Conclusions

References

KLI Fellows

Hoon Kim	-Senior Research Fellow, Korea Labor Institute
	-Ph.D. in Industrial Sociology, Keio University, Japan

Outside Contributors

Jae-Hoon Kim	-Professor, Sogang University
Gang-Boon Moon	-President, Women Labor Law Support Center
Hee-Jin Lee	-Executive Director, ADR Center Korea

The Social Enterprise and Human Resource Strategies

Hong Geun Chang et al.

The recent weakening of the virtuous cycle linking economic growth and employment has highlighted the possibility of utilizing “social enterprises” that seek both social and economic value as a tool for government employment policies. The experience of advanced countries tells us that an alternative realm of job creation could be found in the expansion of social enterprises. After the financial crisis that hit Korea in the late 1990s, the Korean government also introduced policies supporting social jobs and social enterprises, and since 2007 Korea has implemented a certification system as provided for by the Social Enterprise Promotion Act.

At the end of 2011, 644 enterprises received social enterprise certification, but issues surrounding the expertise of participants, management know-how and leadership, and the fiscal stability of these enterprises lead to doubts about their sustainability. Therefore, the systematic establish-

ment and support of human resource strategies is key to enhancing the sustainability of these social enterprises. This study engages in a theoretical discussion and a multidimensional analysis of these enterprises in order to explore human resource strategies for the greater sustainability of social enterprises.

To this end, this study looks at the stature and significance of social enterprises in terms of employment strategies, the support systems for social enterprises and the current status of such enterprises; the situation of human resource management and training in Korean social enterprises and future tasks; case studies on human resource management and development in social enterprises in advanced countries; the impacts of social enterprises on job creation; and human resource strategies in social enterprises.

The results of this study can primarily be used as base data to improve laws and institutions that support social enterprises in enhancing their management and training of

human resources. Also, by improving human resource management (recruitment, assignment, transfer, promotion, job separation, etc.)

in social enterprises and by supporting their sustainability, this study may also contribute to maintaining and creating jobs in Korea.

✿ Table of Contents

Chapter 1. Introduction

Chapter 2. Research Trends of Social Enterprises and Some Issues

Chapter 3. The Development of Social Enterprise Policy and the Situation of Social Enterprises in Korea

Chapter 4. The Situation of Human Resources Management and Training in Social Enterprises

Chapter 5. Human Resources Development in Social Enterprises: Case Studies

Chapter 6. The Impacts of Social Enterprises on Job Creation

Chapter 7. Conclusion: Human Resources Strategy for Social Enterprises

References

✿ KLI Fellows

Hong Geun Chang	-Director, Korea Labor Institute -Ph.D. in Sociology, Seoul National University, Korea
-----------------	---

Yoon-Gyu Yoon	-Director, Korea National Institute -Ph.D. in Economics, Cornell University, U.S.A.
---------------	--

Minsu Song	-Researcher, Korea Labor Institute -Ph.D. Candidate in Employment Relations, Korea University, Korea
------------	---

Hyangah Kim	-Researcher, Korea Labor Institute -M.A in Business Administration, Sookmyung Women's University, Korea
-------------	--

✿ Outside Contributors

Sung-Kyu Kim	-Researcher, Korea International Cooperation Agency
--------------	---

Development of the Collective Bargaining Cost Estimation Model and Empirical Analysis

Sung-Hee Lee

The financial cost of collective bargaining is the cost that occurs in the course of resolving conflicts of interest between labor and management. Studies on the cost so far have focused on indirect indicators such as number of strikes, working days lost, or time spent on bargaining.

This study develops an analysis model that estimates the cost incurred for both labor and management under the Korean collective bargaining paradigm by separating the cost of strikes from the cost of conducting bargaining. It also calculates the cost incurred at 6,377 workplaces that conducted collective bargaining in 2010.

Results show the cost of conducting collective bargaining to be 87.8 billion KRW and the cost of strikes to be 276.9 billion KRW (123.5 billion KRW in lost wages + 153.4 billion KRW in lost profits), for a total of 364.7 billion KRW. The associated cost to the industry is estimated at 171.2 billion KRW in lost revenue from strikes.

A breakdown of the cost of collective bargaining in 2010 into stages shows that the cost resulting from a strike is three times higher than the cost incurred in the process of conducting collective bargaining, indicating that a strike is the costliest part of a labor dispute. Analysis of the correlation between collective bargaining cost and labor-management relations variables shows that structural variables such as industry characteristics, number of union members, and average wage have a significant impact on the cost of collective bargaining. Of the collective bargaining process variables, the collective bargaining agreement method, emotional conflicts, and legal issues are found to significantly affect cost. Structural variables found to drive up the cost are a greater number of union members, a high average wage, and an industrial classification of manufacturing. Of the process variables, emotional conflicts and legal issues (such as legality of the dispute), are associated with higher cost.

And when the parties cannot agree on the bargaining format, that is, whether it should be industry-level or company-level bargaining, the cost is found to be higher.

This study presents the collective bargaining format and areas of improvement that can help reduce collective bargaining costs

in the context of Korea's labor-management relations by developing a cost estimation model and performing an empirical analysis. It also suggests some improvements to the dispute settlement mechanism to help keep collective bargaining costs down.

Table of Contents

Chapter 1. Introduction

Chapter 2. Literature Review on Collective Bargaining Cost

Chapter 3. Analysis of Trends in Collective Bargaining and Strikes in Korea

Chapter 4. Empirical Analysis of Collective Bargaining Cost in Korea

Chapter 5. Correlation between Labor-Management Relations Variables, Collective Bargaining Variables, and Collective Bargaining Cost

Chapter 6. Conclusion: Policy Tasks to Switch to a Lost-Cost Collective Bargaining Structure

References

Appendix. Status Survey on Collective Bargaining at Workplaces

KLI Fellows

Sung-Hee Lee	-Research Fellow, Korea Labor Institute
	-Ph.D. in Business Administration, Korea University, Korea

Long Working Hours and Reduction in Working Hours

Kiu-Sik Bae et al.

Long working hours have been the norm in Korea and persist to this day, as a result of the mass-production paradigm during industrialization, the male-breadwinner family model and culture, corporations' strategy of keeping the workforce to minimum levels, and the livelihood needs of low-wage workers. Studies on long working hours have been very rare despite the importance of the topic for job creation, quality of working life, industrial safety, work-life balance, and women's employment. Most studies have focused on the reduction of statutory working hours.

This study first conducts an international comparison of long working hours, then looks at the trends by industry/sector, occupation, and company size. It also reviews the structural factors that reinforce long working hours, such as the shift system, annual leave, and the "blanket wage system." The causes of long working hours are identified as corporations' strategy of keeping the workforce

to minimum levels, social norms, lax (or lack of) regulations, and, from the individual workers' side, low wages and a lack of job and income security. The study also points to the importance of improving the statistical infrastructure regarding working hours and of building a database of working-hour statistics. In addition, it cites as partial causes of long working hours the low take-up of annual leave and workers' preference for monetary compensation for unused annual leave. It is estimated that if Korea's long working hours are lowered to the OECD average, at least 1 million new jobs will be created.

The industry case studies reveal vast differences by industry in terms of work intensity, formats of long working hours, causes of long working hours, and efforts to reduce them. The hours are especially long in the automobile, shipbuilding, banking, transportation, and surveillance/security industries. In addition, long working hours are found to be associated with the shift system, stronger

competition, minimization of the workforce, and long operating hours (factory or office work). Lax regulations also help reinforce the practice of long working hours. The steel industry has consistently tried to reduce long working hours by altering the shift system, and this effort has been accompanied by work-process innovation, more education and training, improvement in HR management, and higher productivity, not only in large companies but also in supplier companies that are part of the production chain.

To reform the long working hours paradigm, an 8-hour workday and 40-hour work week should be made the norm, and become embedded in everyday life. There should also be generational distribution of working hours, by keeping the hours at 40 a week between the ages of 25 and 54 while increasing the retirement age and allowing the option of part-time work after the age of 55. In addition, there should be help for maintaining work-life balance by institutionalizing the option of switching from a regular full-time to a regular part-time position depending on the family's or individual's needs. As for corporations' workforce-minimization strategy, an important cause of long working hours, there should be stronger regulations against long working hours, as well as

mechanisms to control various types of cost that can result from shorter working hours.

Working-hour regulations should be tightened by making the following changes: eliminating the Ministry of Employment and Labor's administrative interpretation that excludes Sunday or Saturday work from weekly overtime work; eliminating the special rules allowing more than twelve hours weekly overtime in certain industries ; introduction of alternative rules for regulating working hours in the transportation sector; adding new provisions on minimum continuous rest hours per day and maximum working hours per month; prohibiting the blanket wage system; ensuring precise calculation of working hours and compensation; prohibiting wage compensation for unused annual leave; guaranteeing the lumping of annual-leave days; and converting public holidays to paid holidays. The study also offers specific policy recommendations for reducing working hours: conducting systematic supervision of industries of long working hours throughout the year; the public sector setting the example of reducing working hours; changing the long working hour culture and the "ASAP (as soon as possible)" culture at corporations; and introducing working-hour planning.

✳ Table of Contents

Chapter 1. Introduction

Chapter 2. Long Working Hours in Korea

Chapter 3. Case Studies on Long Working Hours by Industry

[Automobile, shipbuilding, steel, banking, hospitals, transportation, and surveillance/security]

Chapter 4. Conclusion

References

✳ KLI Fellows

Kiu-Sik Bae	-Director-General, Korea Labor Institute -Ph.D. in Industrial and Business Studies, University of Warwick, U.K.
Seong-Jae Cho	-Research Fellow, Korea National Institute -Ph.D. in Economics, Seoul National University, Korea.
Minki Hong	-Research Fellow, Korea Labor Institute -Ph.D. in Economics, University of Southern California, U.S.A.
Kimin Kim	-Researcher, Korea Labor Institute -Ph.D. Student in Economics, Korea University, Korea
Young-Ho Lee	-Visiting Researcher, Korea Labor Institute

✳ Outside Contributors

Jun In	-Professor, Yeungnam University
Hyunji Kwon	-Lecturer, King's College London
Sook-Kyung Jin	-Lecturer, Sungkyunkwan University
Mun-Beom Lee	-Certified Labor Attorney, Esan Patent and Law Firm

II.

Appendix

KOREA LABOR INSTITUTE

List of Planned Research Projects in 2012

List of Publications

Chronology

List of Planned Research Projects in 2012

- Workplace Innovation: Status and Improvement
- Changes in the Demographics and the Internal Labor Market
- Policies to Improve Employment of Youths with Lower Education
- Mechanisms of Corporate Job Creation
- Corporate Retirement Practices and Retirement Management
- Inter-Generational Employment: Is It a Zero-Sum Game? Seeking Solutions Through Empirical and Theoretic Analysis
- Employment Insecurity and the Re-employment Labor Market
- Industrial Accidents in the Service Industry
- Inter-Korean Economic Integration and Its Impact on the Labor Market
- Analysis of the Social Service Labor Market
- A Study on Informal Employment
- Employment Protection and Social Protection in Major OECD Countries: Evaluation and Implications
- Industrial Relations Issues under Union Pluralism and Improving Policies and Institutions
- Shaping Sustainable Social Protection Strategy

List of Publications

✿ Periodicals

Monthly Labor Review (Monthly)
 International Labor Brief (Monthly)
 Quarterly Journal of Labor Policy (Quarterly)
 KLI Employment & Labor Report (Bimonthly)

✿ Publications in English

The Introduction and Development of Employment Insurance(EI) in Korea	November 15, 2011
Equal Employment Policies in Korea	November 14, 2011
Pay in Korea	November 14, 2011
Industrial Accident Prevention System in Korea	November 14, 2011
The Minimum Wage System in Korea	November 14, 2011
KLI Annual Report 2010	September 19, 2011
Labor Issues in Korea 2009	April 28, 2011
Labor Issues in Korea 2009	December 31, 2009
Labor in Korea 1987-2006: Looking through the Statistical Lens	September 18, 2009
Beyond Flexibility: Roadmaps for Korean Labor Policy	August 29, 2008
Globalization and Changes in Employment Conditions in Asia and the Pacific	December 30, 2007
Longitudinal Analysis of Inter-Industry Wage Differentials in the Korean Labor Market	June 25, 2007
Employment Insurance in Korea: The First Ten Years	August 23, 2006
The Transformation of Industrial Relations in Large-size Enterprises in Korea	March 29, 2006

Recent Development in Employment Relations and Labor Market in Korea	December 31, 2005
A Comparative Study on Labor Migration Management in Selected Countries	November 15, 2004
Labor in Korea: 1987-2002	June 18, 2004
Disadvantaged Groups in the Labour Market and Employment Policy	March 11, 2003
Active Labor Market Policies and Unemployment Insurance in Selected Countries	December 23, 2002
Labor in Korea	December 12, 2002
North Korean Labor and Its Prospects	May 1, 2001
The Profile of Korean Human Assets: Labor Statistics 2001	May 1, 2001
Labor Market Reform in Korea: Policy Options for the Future	March 1, 2001
The Employment Insurance System in Korea	November 8, 1999

Publications in Korean: by Topic

• Labor Market and Employment Policy

Changes in the Job Structure and Job Mobility in Korea	December 30, 2011
Study on the Fixed-Term Contractual Labor Market	December 30, 2011
Changes and Determinants of Income, Spending and Savings of Working Households	December 30, 2011
The Aging Population and Wage Structure Innovation	December 30, 2011
Marriage Migrant Families and Labor Market Integration	December 30, 2011
Study on the Working Conditions of Care Services Sector	December 30, 2011
Economic Policies to Improve the Job Creation Effect of Growth	December 30, 2011
Compatibility Between Labor Mobility and the Social Security System	December 26, 2011
Analysis of the Foreign Workers Labor Market	October 31, 2011
Low-Wage Workers' Transitions in the Labor Market and Their Determinants	June 8, 2011
Study on the Entrance of Youth into the Labor Market and Their Establishment	May 6, 2011
Union Social Responsibility (USR): Status and Outlook	April 25, 2011
Changes in the Female Labor Market after the Financial Crisis and Policy Issues	March 31, 2011
2010 Job Program Evaluation Series (Books 1-14)	March 31, 2011
A Study on the Substitutability of Employment among Cohorts	March 30, 2011
Measures for Reducing Blind Spots in the Employment Safety Net	March 21, 2011

Analysis of the Effect of Minimum Wage	March 21, 2011
Study on the Work Life and Retirement of the Baby Boom Generation	February 28, 2011
Improving the Job Creation Capability of the Services Industry by Upgrading the Employment Structure (II) with a Focus on the Culture and Tourism Sectors	December 30, 2010
Analysis of the Effect of Green Growth on Jobs with a Focus on Technological Innovation and the Climate Change Convention	December 30, 2010
An Analysis of Labor Market Mismatch by Educational Attainment and Measures for Improving the Education System with a Focus on Institutions of Higher Education and Vocational High Schools	December 20, 2010
The Employment and Training Policies of the United States	July 28, 2010
Non-Market Time and Children's Human Capital Formation	July 16, 2010
Study on Reentering the Labor Market	June 30, 2010
Entrepreneurship and Labor	June 18, 2010
Study on Job Creation through Green Growth	June 10, 2010
Economic Crisis and Employment	May 28, 2010
Study on the Work Life of the Baby-Boomer Generation in Korea	May 25, 2010
Development of the Employment Intermediary Industry and Job Creation I	May 14, 2010
How to Strengthen the Job Creation Capacity of the Service Industry For the Advancement of the Employment Structure	February 19, 2010
A Study on the Creation and Destruction of Jobs	August 14, 2009
Wage Differences in Korea	July 24, 2009
Analysis of the Self-Employed Labor Market (II)	July 15, 2009
Empirical Study on Job Creation in the Third Sector	June 30, 2009
National Pension: Impact on Labor Supply and Savings	June 12, 2009
History of Working Lives of Mid-to-Senior Aged Workers	June 5, 2009
Competitiveness and Employment Strategies of the Service Industry	May 29, 2009
A Study on Freelancers: Focusing on the Film and IT Industries	May 25, 2009
An Analysis of the Self-Employed Labor Market	May 22, 2009
Employment Insurance and Activation Strategies in Korea	April 15, 2009
A Study on Korea's Future Paradigm for Social and Economic Policies (II)	February 27, 2009
A Study of Employment Strategies for Job Creation: 2008 Employment Strategies Analysis (2007 Research Series of Analysis and Assessment of Employment Impact)	October 31, 2008
Analyzing the Impact of Industrial Policies on Job Creation (2007 Research Series of Analysis and Assessment of Employment Impact)	October 31, 2008

Policy Measures to Promote Efficiency of Job Creation Projects (2007 Research Series of Analysis and Assessment of Employment Impact)	October 31, 2008
Current Status and Development Strategies of Regional Employment and Human Resource Development (2007 Research Series of Analysis and Assessment of Employment Impact)	October 31, 2008
Study of Employment Impact Analysis, and Assessment Methodologies (2007 Research Series of Analysis and Assessment of Employment Impact)	October 31, 2008
WPS 2005 Workplaces and Labor in Korea: Preliminary Analysis Report on Workplace Panel	October 20, 2008
Child Education and Labor Supply of Married Women	September 16, 2008
A Study on the Dynamic Characteristics of the Labor Market	July 30, 2008
Workforce Structure of Professional Performing Artists and Policy Assistance: A Focus on Performers in Plays and Musicals	May 30, 2008
An Analysis on the Impact of Job Mobility on the Labor Market	May 30, 2008
Job Transition Process of Involuntarily Unemployed Workers	May 30, 2008
A Statistical Study on Two Decades of Labor	May 30, 2008
A Study on Regional Labor Market (IV): Establishing an Exemplary Regional Partnership—How to Set Up the Necessary Institutions	May 28, 2008
International Comparative Study on Industry-Level Labor Flexibility: Focusing on Corporate Case Comparisons	May 20, 2008
Structural Changes in the Labor Market and Shifts in Employment	April 15, 2008
Global Comparison of the Labor Market and Employment of Older Workers	April 11, 2008
Employment Flexibility and Non-Regular Employment (Study Series on the Labor Issues of the Past 20 Years since 1987)	April 4, 2008
Changes in the Structure of Workers' Skills since 1987 (Study Series on the Labor Issues of the Past 20 Years since 1987)	April 4, 2008
Low-Earning Labor Market in Korea	February 29, 2008
Status of Employment Service for Underprivileged Workers and Service Improvement Measures	August 28, 2007
Endogenous Local Development Strategies and Local Partnership: With a Focus on a Garment Industry Cluster	August 10, 2007
Study on Regional Labor Markets III: Status of the Labor Market of Upper Level Local Government	August 10, 2007
Reshaping of Work-Incentive System in North Korea	June 30, 2004
A Fair Globalization: Creating Opportunities for All	June 15, 2004
A Study on Policies for Women Employment in Some OECD Members: The UK, Canada, Sweden, and Denmark	July 10, 2007
A Study on the Labor Supply Effect of Earned Income Tax	June 29, 2007
An Analysis of the Labor Market for Migrant Workers and Directions to Improve the Management System	June 29, 2007
Employment Opportunities in the Rural Labor Market: Implications From Statistical Analysis and Case studies	June 15, 2007
Labor and Discrimination (II): Awareness and Practice	June 8, 2007

Comparison of Worker Participation between Korea and Japan	June 5, 2007
An Empirical Study on the Correlation between Workers' Health Conditions and Labor Supply	June 5, 2007
Structural Adjustment of Korean Economy and Service Employment	May 30, 2007
A Study on Employment Adjustment of Korean Firms	May 18, 2007
Skill Formation of Core Technical Manpower I: The Changes in Korea's Skill Structure and the Exploration of Core Technical Manpower	May 15, 2007
Economic Analysis on the Labor Market Polarization in Korea	April 30, 2007
Conceptualization and Measurement of Quality of Employment	March 30, 2007
A Study on the Assistance Plan for Workers Affected by the Free Trade Agreement	February 28, 2007
Discrimination in the Labor Market and Affirmative Action I	December 30, 2006
Status of the Self-Employed and Policy Tasks	December 6, 2006
An Analysis of Unemployment of Youth with Education Levels Not Exceeding High School Graduation and Policy Tasks	November 30, 2006
Employment Relations and Labor Issues at Call Centers	September 12, 2006
A Study on the Causes of Low Birthrate for Workers and Women-Friendly Labor Market Policies	September 11, 2006
Evaluation of the 2004 Job Creation Program	June 23, 2006
Labor Market Policies in Industrialized Nations at \$10,000 to 20,000 Per Capita GDP	May 8, 2006
Employment Relations in Small and Medium-Sized Manufacturers	April 28, 2006
The Current Status of Anti-Poverty Training Policy and Tasks	April 21, 2006
Employment Policy to Counter the Korea-Japan FTA	April 21, 2006
Changes in the Corporate Investment Environment and the Labor Market	April 12, 2006
Pay Structure and Performance-Based Pay in Korea	April 10, 2006
Trade Liberalization and Its Impact on the Labor Market	April 3, 2006
Study on Lifelong Learning and the Labor Market	March 24, 2006
Study on Cultural Industry Professionals	March 20, 2006
Regional Labor Market Analysis and Policy Recommendations: An Analysis of Labor Market and Local Councils of Bucheon and Policy Recommendations	March 17, 2006
Division of Labor and Employment Relations in the Manufacturing Industry of Northeast Asia (II)	March 10, 2006
Labor Market Polarization and Policy Tasks	March 7, 2006
Macro-Economic Policies: Impact on Employment	March 7, 2006
Promoting Private Job Placement Service	February 28, 2006
Employment Stability in an Age of Flexibility: Evidence From industrialized Countries	February 28, 2006

Korean Model for Industrial Relations (II)	February 17, 2006
Labor Demand and Supply: Mid-/Long-term Prospects	November 30, 2005
Situation of Employment Instability and Employment Policy Tasks	September 15, 2005
A Study on Strategies for Jobless Growth (I)	August 31, 2005
A Study on Strategies for Jobless Growth (II)	August 31, 2005
An Analysis of the Labor Market of the Expert and Technical Foreign Workforce	August 29, 2005
Population Aging and the Labor Market	August 26, 2005
Labor Mobility and Skill Development	July 15, 2005
North Korean Defectors: Employment and Policy Tasks	July 11, 2005
Employment Policies of Korea	June 1, 2005
Demand and Supply of IT Experts in 2003: Analysis and Forecast	May 6, 2005
Wages and the Labor Market in Korea	April 20, 2005
Determining the Impact of ICT on Decent Work	April 15, 2005
Labor Market Analysis of Industrial Trainees for Overseas-Invested Firms in Korea	April 6, 2005
Vitalizing the Regional Labor Market: Model Country Studies and Policy Recommendations	March 31, 2005
A Study on the Working Poor in Korea	March 30, 2005
Education and the Labor Market in Korea	March 30, 2005
Free Movement of Human Resources Through the Korea-China-Japan FTA	December 30, 2004
An Analysis of the Turnover of the Insured Using the Employment Insurance DB	August 30, 2004
Utilization of Child-Care Leave and Future Policy Directions	August 30, 2004
Unemployment Benefits in the United Kingdom	August 30, 2004
Project Evaluation of Job Skill Development Program in Korea	August 27, 2004
A Comparative Study on Labor Migration Management	August 16, 2004
Employment Promotion Training Program and Employment Prospects	August 13, 2004
Labor Market Analysis of Low-Skilled Migrant Workers in Korea	August 4, 2004
Maternity Protection for Female Workers and Policy Agenda	June 25, 2004
Labor Market Policies in the Aging Era II	May 28, 2004
Toward a "Flexicurity" in the Korean Labor Market: What Has to Be Done?	May 25, 2004
Vocational Qualification and the Labor Market in Korea	May 15, 2004
A Study on the Evolution and Causes of Wage Differentials by Educational Attainment in Korea	May 12, 2004

Working-Hour Reduction and Employment Policies	May 10, 2004
Changes in Employment Structure of the Knowledge-Based Service Sector	May 10, 2004
Basic Report on the 5th Annual Korean Labor and Income Panel Study	May 10, 2004
Labor in the Financial Industry Before and After the Recent Economic Crisis	May 10, 2004
The Effect of Information and Communication Technology on Workplace Participation: From the Perspective of Decent Work	April 20, 2004
Part-Time Work as Women's Alternative Employment Option	March 5, 2004
Demand for Manpower in the Information Technology Sector	September 9, 2003
Efficiency Assessment of the Employment Stabilization Program	July 31, 2003
Labor Market and Employment Policy in an Aging Era	June 13, 2003
Labor Market for Aged Workers	May 28, 2003
The Current Status of the Private Human Resource Service Industry in Korea and Policy Challenges	May 9, 2003
Changes in the Internal Labor Market in Corporations	April 25, 2003
Vision and Direction of the Vocational Qualification System in Korea	April 21, 2003
Non-Standard Workers and Policy Implications (III)	April 18, 2003
Labor Market Analysis and Policy Recommendations for Secondary-School Graduates	March 25, 2003
The Analysis of Local Labor Markets	March 21, 2003
The Digital Economy and Job Creation	March 10, 2003
The Labor Market for Women Workers and Challenges	June 13, 2002
Longer-Term Forecast of Demand for and Supply of Labor: 2002-2010	April 30, 2002
Evaluation of the Temporary Work System (TWS) and Proposals for Its Improvement	April 30, 2002
Wage Flexibility and Unemployment	April 20, 2002
Legal and Institutional Revision for Reduction of Working Hours	April 15, 2002
Employment Adjustment of the United Kingdom: Focusing on Redundancy	April 9, 2002
Labor Mobility and Unemployment	April 8, 2002
Transition from School to the Labor Market in Korea	April 4, 2002
Information and Communications Technologies (ICTs) and the Labor Market	March 29, 2002
Non-Standard Employment and Policy Suggestions	March 30, 2002
Employment Adjustment and the Outplacement Service Program (OSP)	January 12, 2002
Socioeconomic Effects of Working-Hour Reduction	September 10, 2001

• Industrial Relations and Human Resource Management

Development of the Collective Bargaining Cost Estimation Model and Empirical Analysis	December 30, 2011
The social enterprise and human resource strategies	December 30, 2011
Study on a Model for Workplace Innovation in the Services Industry	December 30, 2011
Long Working Hours and Reduction in Working Hours	December 30, 2011
Study on Measures for More Active Conciliation in Individual Labor Disputes	December 20, 2011
Obstacles Against Public Sector Restructuring and Policy Study of Organizational Change Management	September 30, 2011
Honorary Equal Employment Inspectors System: Status and Improvement	August 19, 2011
Revisiting the Provisions Defining the Trade Union	June 15, 2011
In-house Subcontracting and the Employment Structure of Korea	June 15, 2011
Workplace Innovation and Technology	May 19, 2011
Labor-Management-Government Partnerships for Regional Employment and Measures for Advancement	March 31, 2011
Working Time Flexibility and How to Improve It	March 28, 2011
Multiple Trade Unions and Full-Time Union Officials: Current Status and Policy Tasks	March 10, 2011
Analysis of the Outcome of Human Capital Investment in Korea	February 24, 2011
Comparative Study on Changes in Collective Bargaining after the Global Economic Crisis	February 17, 2011
A Study on Improving the Employee Representation Plan	February 11, 2011
Industrial Relations in Korean Businesses Operating in Vietnam	December 15, 2010
Pay Determination in the UK Civil Service	November 30, 2010
A Comparative Research of On-the-Job Training in Korea and Japan	September 30, 2010
Local Human Resource Development Strategies through Corporate Networks	August 20, 2010
Study on Balancing Management Rights and Bargaining Rights in the Collective Bargaining System of the Public Sector	August 10, 2010
Legal Principles for Determining Working Conditions with a Focus on Written Agreements with Worker Representatives	June 30, 2010
Research on Vitalizing Works Councils for Government Employees in the Era of Government Employee Labor Unions	June 18, 2010
Categorization of Workplaces and Innovation Results	June 15, 2010
Theories and Practices of Industrial Bargaining: A Comparison by Industry and Country	October 30, 2009
Foreign Direct Investment and Labor Policy Issues: Comparative Research Covering the UK, Ireland, Singapore, and China	October 20, 2009
Regional Human Resources Development and Employment Governance	October 20, 2009
Labor-Management Relations in Foreign-Invested Companies in Korea	September 15, 2009

Policies to Improve Public Organizations and Labor-Management Relations	September 10, 2009
Women's Labor Dispute Settlement Mechanism and Improvement	September 10, 2009
A Study on the Labor Relations Commission and Improvement of the Labor Dispute Settlement System	August 25, 2009
Skill Development System and Labor-Management Relations: Cases of Korea, Japan, and Germany	August 10, 2009
Employment Relations in the Distribution and Service Industries: With a Focus on Restaurants, Hotels, Department Stores, and Discount Department Stores	June 30, 2009
Privatization Issues and Labor-Management Relations	June 30, 2009
Comparison of Staffing-Quota Management in the Public Sector of Korea and Japan	June 10, 2009
A Study on the Response to Social Responsibility Policies: With a Focus on ISO 26000	May 29, 2009
Research on Building a Social Consensus on Socioeconomic Development Model (NRCS Joint Research Series)	April 30, 2008
An Analysis of Employment Relations in the Public Sector Using the KLI Workplace Panel Survey (WPS)	March 10, 2009
Policy Proposals to Improve Labor Relations for Government Employees	December 12, 2008
Organization of Labor Unions in the Public Sector and Case Studies of Collective Bargaining	December 10, 2008
Technological Innovation and Human Resource Management	November 20, 2008
Leadership Crisis in Korea's Labor Movement: Discussions on the Political Branding that Union Leaders are Self-Centered	October 24, 2008
Changes in Employment Relations in the Financial Service Sector: Focusing on Non-Standard Workers Providing Services to Customers	September 5, 2008
Korea's Employers' Organizations: Korea Employers' Federation, Metal Industries Employers' Council, Health & Medical Industries Employers' Council	August 27, 2008
A Study on the Organization of the Government Employees Union	July 30, 2008
Changes in the Korean Industrial Relations System and Non-Regular Workers (III): Comparing Korea, Japan, and the United States	July 30, 2008
A Study on the Korean Labor Union Organization: Focusing on the Analysis of the Number of Union Members (Organization Rate)	June 10, 2008
An Analysis of Employment Regulations (II)	June 5, 2008
A Study on European Industry-Level Collective Bargaining and Collective Agreements	May 28, 2008
Corporate Social Responsibility and Labor: 2007 CSR Labor Forum Papers	May 16, 2008
Changes in the Korean Economy and Labor System	May 9, 2008
Trade Unions and the Labor Movement Since 1987: Changes in the Korean Industrial Relations System and Future Prospects	April 30, 2008
Industry-Level Labor Relations: A Feasible Future?	April 30, 2008
Two Decades of the Labor System since 1987: Evaluation and Future Prospects (Study Series on the Labor Issues of the Past 20 Years since 1987: Summary Report)	April 28, 2008

Public Opinion Survey Report on Industrial Relations [Study Series on the Labor Issues of the Past 20 Years since 1987]	April 10, 2008
A Study on the Change in Industrial Relations and Actual Business Conditions for Korean Companies in China	March 31, 2008
A study on the Change of Fairness Perception of Korean Employees	March 10, 2008
Union Democracy and Worker Organizations: Focusing on Worker Organizations at Hyundai Motors, KIA Motors, and Daewoo Motors	February 28, 2008
Industrial Relations in the Public Sector: Case Study of the Metropolitan Region (Seoul, Incheon, and Gyeonggi)	December 12, 2007
Technological Innovation and Human Resources Development	August 6, 2007
Labor Division Structure and Employment Relations in the Northeast Asian Manufacturing Industry (III)	June 29, 2007
New Public Management and the Labor Movement of Public Employees	June 29, 2007
Working Conditions of Non-Regular Workers: A Focus on Warranty-Service Repairmen and Bus Drivers for Private Educational Institutions	June 28, 2007
Technology Innovation and Labor Relations	May 31, 2007
Employment Relations at Non-Union Firms: With a Special Regard to Labor-Management Councils	May 30, 2007
The Formation of Labor Relations in Local Government Bodies	May 7, 2007
Atypical Employment and Transformation of Industrial Relations in Korea (II)	April 23, 2007
The Spread of Corporate Social Responsibility and Implications for Industrial Relations	December 30, 2006
An Analysis of Prerequisites for Social Dialogue	July 14, 2006
A Study on Labor Relations under the Multiple Unions Environment	April 7, 2006
How to Stabilize Industrial Relations in Korea: With a Focus on the Major Industries	March 21, 2006
Labor Relations of Public Employees With a Focus on Collective Bargaining	March 15, 2006
Labor Movement Ideologies of Korea	December 30, 2005
Characteristics and Policy Tasks of the Public Workers' Union in Korea: As Revealed Through Background Analysis and Survey	October 20, 2005
Training and Education in the Construction Industry: How to Promote Labor-Management-Government Participation	September 28, 2005
A Study on the Korean Industrial Relations System	August 26, 2005
The Structure of Labor Demand in Korea	July 5, 2005
International and Comparative Employment Relations	June 30, 2005
The Structure and Characteristics of Labor Strikes in Korea	June 20, 2005
Labor's Participation in Management: Status and Challenges	June 10, 2005
The Structure of Labor Division and Employment Relations in the Northeast Asian Manufacturing Industry (I)	May 20, 2005

Pay Structure and Performance-Based Pay in Korea	March 28, 2005
Public-Sector Restructuring, Changes in Industrial Relations, and Stabilization Measures	July 30, 2004
Collective Bargaining at the Industry Level and Policy Implications	June 30, 2004
Japanese Social Consultation Against Globalization	June 25, 2004
Firm-Level Labor-Management Agreement for Job Creation	June 11, 2004
Labor Market and Industrial Relations in China	May 12, 2004
Subcontracting Structure and Stratification of Employment Relations in the Korean Automotive Industry	April 26, 2004
Flexibility and Human Resources Management	April 19, 2004
Social Pacts in Selected Countries	February 10, 2004
Labor Activism, Collective Bargaining, and Dispute Settlement in the U.S. Public Sector	December 26, 2003
International Comparison of Industrial Relations Models	October 13, 2003
Labor in Korea: 1987-2002	September 18, 2003
New Labor Relations in the Knowledge-Based Industries	July 18, 2003
Policy Concertation and Social Partnership in Western Europe	May 12, 2003
Non-Standard Work and Industrial Relations	April 22, 2003
Industrial Relations and HRM of Korean Firms Invested in China	March 28, 2003
The Future of Labor and a New Paradigm	March 20, 2003
Evaluation and Future Development of the Korean Tripartite Commission	February 28, 2003
A Study on Labor-Management Participatory Vocational Competency Development and the Labor Learning Fund	December 20, 2002
Antecedents and Consequences of Employee Participation	November 29, 2002
A Study on Labor and Management Relations in Korea: Analysis on Preliminary Panel Survey on the Workplace	May 20, 2002
A Study on Developing Rehabilitation Programs for Pneumoconiosis Workers: Medical Treatment and Poverty Alleviation	April 30, 2002
Analysis on Collective Agreement (III)	April 25, 2002
A Study on Labor and Management Relations in Korea: Basic Statistics	April 4, 2002
Human Resources Development of Enterprises and Policy Challenges	March 29, 2002

• Labor Laws and Regulations

Legal Principles for Determining Working Conditions: With a Focus on the Written Agreement with the Workers' Representative	June 30, 2010
2008 Review of Labor Jurisprudences	August 20, 2009
In-House Subcontracting and Labor Laws	April 30, 2009
Labor Law Issues in 2007 (II): A Collection of Papers from the Forums on Labor Law and Legal Economics in the Second Half of 2007	November 20, 2008
OECD Monitoring of Korean Labor Laws	July 25, 2008
A Study on Transitional Labor Relations	June 20, 2008
Legal Principles Determining Working Conditions at Non-Unionized Workplaces	April 18, 2008
Labor Law Issues in 2007 (I): A collection of Papers from the Forums on Labor Law and Legal Economics in the First Half of 2007	February 22, 2008
Expanded Application of the Labor Standard Act: Impact and Effective Approach	October 31, 2007
Labor Law Issues in 2006: A Collection of Papers from the Forums on Labor Law and Legal Economics in 2006	June 21, 2007
Labor and Discrimination (1): Antidiscrimination Systems of Some Advanced Countries	May 30, 2007
Challenges for Labor Laws to Achieve Equal Treatment for Workers	May 15, 2007
Corporate Group and the Labor Law: With a Focus on the Labor-Management Council and the Collective Bargaining System	March 30, 2007
Wage Structure Reform: Challenge for Labor Laws	May 23, 2006
Manpower Management at the Gaeseong Industrial District and Analyses of Labor Laws	May 15, 2006
Social Pacts of the Weak	March 24, 2006
A Study on the Unfair Labor Practice Remedial System	August 31, 2005
Analysis of the Labor Union Constitution (II)	August 31, 2005
A Legalistic Study on Diversification of Trade Union Structure	October 29, 2004
An International Comparison of Equal Employment Laws	August 31, 2004
Changes in the Definition of Workers and the Imposition of Pertinent Laws	July 16, 2004
A Comparative Study on the Linkage between Special Economic Zones and Global Labor Standards	May 28, 2004
A Study on Actual Conditions of North Korean Workers and Their Utilization	May 7, 2004
Labor-Related Laws and Institutions in Japan	December 30, 2003
ILO Labor Legislation Guidelines	August 18, 2003
A Labor Law-Based Approach to Recognizing Special Employment Workers as Laborers	April 30, 2003
Effective Remedy for Unfair Dismissal	April 22, 2003
Proposals for the Direction of Legislation of Basic Labor Rights for Civil Servants	April 9, 2003

A Legal Study on Standards for Selecting Workers for Dismissal for Economic Reasons	March 28, 2003
International Labor Standards and Industrial Relations in Korea	March 15, 2003
An Outlook on Changes in Labor Law Systems of North Korea: Based on an Analysis of China	December 20, 2002
Changes in Collective Labor Relations Laws of Advanced Countries and Policy Challenges	August 30, 2002
Wage Bargaining in 2000 and its Policy Implications	December 15, 2001
Diversification of Employment Types and Institutional Revision	September 25, 2001

• Social Policies

North Korean Migrants' Employment: Job Mobility and Evaluation of Employment Subsidy Program	December 30, 2011
Employment-oriented Welfare Strategies	December 30, 2011
Study on the Lifetime Income Redistribution of Social Security Systems	June 30, 2010
Job Security and Family Structure	June 10, 2010
The Working Poor in Korea: Analysis and Policy	May 7, 2010
International Comparison of Make Work Pay Policies and Implications for the Korean Welfare System	February 19, 2010
A Study on the 3rd Sector in Health and Welfare	June 30, 2009
A Study on Gradual Retirement and the Partial Pension System	April 10, 2009
A Korean Model for Social Policies: Linking Employment and Welfare	October 15, 2008
Social Insurance and the Role of Labor Unions: Comparing Korea, Germany, and Japan	September 26, 2008
Health and Labor Supply of Middle- and Old-Aged People: An Empirical Approach	July 21, 2008
A Study on How to Apply Employment Insurance to Economically Dependent Workers	June 27, 2008
Unemployment Benefits Paid to Day Laborers and Challenges for Institutional Improvement: Focusing on the Construction Industry	June 25, 2008
Compatibility of the Welfare System and the Labor System: Dynamics of the Productive Welfare System since 1987 [Study Series on the Labor Issues of the Past 20 Years since 1987]	April 4, 2008
Technical Skill Promotion Programs for National Competitiveness	October 22, 2007
Industrial Safety and Health and Worker Participation: Comparison of Korea and Germany	October 15, 2007
Premium Rates of Industrial Accident Insurance by Business in 2007	May 31, 2007
An Economic Analysis on the Social Safety Net: With a Focus on Labor Market Effects	April 27, 2007
Conditions, Issues, and Policy Tasks of Special Types of Occupations and Relevant Industries	November 30, 2006
Unification of Social Insurance Application and Collection Systems and Future Tasks	October 30, 2006

Calculation of the 2006 Industrial Accident Insurance Premium Rate by Job Category	April 28, 2006
A Study on How to Create Social Service Jobs	February 17, 2006
Population Aging and Employment Policies of Korea	November 30, 2005
A Study on Advancing the Industrial Accident Compensation Insurance System (Rehabilitation & Welfare)	October 31, 2005
Comparison of Workers Compensation Insurance: With a Focus on Therapy	September 30, 2005
A Study on the Workers Compensation System for Workers of Atypical Types of Employment	September 12, 2005
Simulating Workplace Safety Policies in Korea	August 31, 2005
The Effects of Providing the Voluntarily Separated with Job-Seeking Benefits in Korea	August 16, 2005
Rehabilitation Programs for Industrial Accidents in Major Countries	July 29, 2005
Youth Unemployment and Targeted Policy Recommendations	July 20, 2005
A Study on the Labor Mobility of Injured Workers	July 15, 2005
Types and Legal Status of Pseudoworkers (Special-Type Employees): The German Case	May 20, 2005
Effects of the Reemployment Bonus System in Korea	April 15, 2005
Reconciling Work and Family Life in Selected OECD Countries	March 20, 2005
The History of Employment Insurance in its First 10 Years	December 1, 2005
Industrial Accident Compensation Insurance Forum (2004, Winter)	December 31, 2004
Four Decades of Industrial Accident Compensation Insurance	November 4, 2004
Foreign Industrial Accident Insurance Schemes	August 30, 2004
Development of Social Adjustment Program Model and Approaches for Workers Injured in Industrial Accidents	August 27, 2004
Industrial Accident Compensation Insurance Forum (2004, Summer)	July 31, 2004
The French Unemployment Compensation System and Labor Market Policies	July 30, 2004
A Performance Effect Analysis of the 5-Year Rehabilitation Project of the Industrial Accident Insurance Scheme	July 30, 2004
The Current Status of Corporate Welfare and Policy Tasks	July 23, 2004
A Study on Improving the Premium Rate Structure of the Industrial Accident Insurance Plan (IAIP)	July 12, 2004
Adjusting the Business Classification for Industrial Accident Insurance and Calculating the Industrial Accident Insurance Rate for 2004	July 9, 2004
Workers' Compensation for Commuting Accidents: A Comparative Study	June 25, 2004
Industrial Accident Insurance for Nonstandard Workers and Special-Type Workers	June 22, 2004
Evaluation of Employer-Provided Training: The Korean Employment Insurance Experience	March 15, 2004
The Employment Insurance System in Canada	August 16, 2003

Assistance Programs for the Unemployed in Australia	June 10, 2003
Rationalization Plans for Pneumoconiosis Policy	May 30, 2003
A Study of Employment Programs in the United States and France	May 30, 2003
A Study on the Balanced Development of Public and Private Pension Systems	May 28, 2003
An International Comparative Study on Social Safety Nets II: The United States	May 15, 2003
Application and Collection System of Industrial Insurance in Major Countries	April 14, 2003
Calculation of By-industry Industrial Accident Insurance Premium Rates in 2003 and the Procedures of and Suggestions from Germany's Industrial Accident Insurance Premium Rate Computation	April 9, 2003
Return-to-Work Assistance System for Injured Workers in Selected Countries	April 9, 2003
Survey of the Ratio of Labor Cost to Output and System Improvement Plans	April 7, 2003
A Comparative Study on Compensation Systems for Work-Related Injuries in Selected Countries	April 7, 2003
A Study on the Fully Funded Method of Financing Industrial Accident Insurance	April 7, 2003
An Analysis on the Status and Determinants of Injured Workers' Return to Work After Industrial Accidents	March 24, 2003
Specialization Plans for Industrial Accident Insurance Facilities	March 20, 2003
The Effects of Unemployment Benefits on the Labor Market	February 28, 2003
Occupational Choices of Women and the Structure of Female Employment	February 28, 2003
International Comparison of Workfare: Europe, the United States, and Korea	December 23, 2002
A Feasibility Study on the Use of the IACI Fund to Finance Industrial Accident Prevention Programs	December 20, 2002
A Feasibility Study on Care Centers for Injured Workers	November 25, 2002
The Employment Insurance System in Japan	November 15, 2002
How to Improve the Public Employment Service in Korea	August 30, 2002
Moral Hazard in the Insurance System: Focusing on Industrial Accident Compensation Insurance	July 25, 2002
Comparative Study on Industrial Accident Compensation Insurance (IACI)	July 18, 2002
The Effectiveness of Measures to Support Employment Maintenance and Methods for Their Improvement	July 5, 2002
Effects of Employment Subsidies for the Disadvantaged and Policy Suggestions	June 20, 2002
Financing the Employment Insurance Fund: Appropriate Level of Premium Rates Under the Possible Scenarios of Institutional Adjustments	June 8, 2002
Implementation of Self-Support Programs and Suggestions for Improvements: Focusing on the Self-Reliance Support Programs of the Ministry of Labor	May 24, 2002
Migrant Workers in Korea	May 15, 2002
A Study on Innovations in the Medical Rehabilitation Fee Schedule of Industrial Accident Compensation Insurance (IACI)	April 30, 2002

Coverage Expansion of Industrial Accident Compensation Insurance (IACI): Focusing on the Self-Employed and Atypical Workers	April 30, 2002
A Feasibility Study on Care Centers for Injured Workers	April 30, 2002
A Study on Rehabilitation Programs for People with Work-Related Injuries or Illnesses	April 30, 2002
Industrial Accident Compensation Insurance as a Social Safety Net: How to Increase Efficiency of the IACI	April 25, 2002
Policy Initiatives for the Introduction of a Corporate Pension System	April 20, 2002
Changes in Job Stability During the Economic Crisis	April 8, 2002
Reports on Income Inequality and Poverty, and Policy Suggestions	April 3, 2002
Comparative Study on the Social Safety Net (1): the United Kingdom	February 15, 2002

• Other Publications

2012 KLI Labor Statistics	April 20, 2012
Methodology for the Improvement of Panel Data Quality? CAPI (Computer-Assisted Personal Interview) Effects	April 10, 2012
Improving Job Creation Capability of the Services Industry by Upgrading the Employment Structure (III) - with Focus on Producer Services	December 30, 2011
Work in the Ubiquitous Age (I)	December 30, 2011
An Analysis of Gift Exchanges in the Labor Market Utilizing a Field Experiment	December 30, 2011
KLI Labor Statistics on Non-Regular Workers in Korea 2011	December 30, 2011
KLI Labor Statistics on Non-Regular Workers in Korea	October 18, 2011
Economic Crisis and Changes in Employment Relations	July 29, 2011
Legal Issues Regarding the Single Bargaining Channel for Multiple Unions	June 30, 2011
2011 KLI Labor Statistics	March 11, 2011
KLI Labor Statistics in Selected Countries 2010	April 27, 2010
2010 KLI Labor Statistics	March 30, 2010
2009 KLI Labor Statistics	August 31, 2009
The 1st-10th Korea Labor and Income Panel Study (KLIPS) Survey Data: Code Book and User's Guide	June 30, 2009
The 1st-10th Korea Labor and Income Panel Study (KLIPS) Survey Data: Questionnaire	June 30, 2009
10th Wave (2007) Economic Activities of Korean Individuals and Households: Basic Analysis Report of the Korea Labor and Income Panel Study	April 30, 2009
KLI Labor Statistics in Selected Countries 2008	December 31, 2008
2008 KLI Labor Statistics	July 23, 2008

The 1st-9th Korea Labor and Income Panel Study (KLIPS) Survey Data: Questionnaires, Code Books, and User Guides	June 30, 2008
The 9th Wave (2006) Economic Activities of Korean Households and Individuals: Basic Analysis by the Korea Labor and Income Panel Study	June 13, 2008
Korean Labor and Income Panel: Questionnaires for the 9th Year Survey	August 24, 2007
2007 KLI Labor Statistics	July 25, 2007
The 1-8th Korea Labor and Income Panel Study (KLIPS) Survey Data: Code Book and User Guide	June 30, 2007
The 8th (2005) Wave Economic Activities of Korean Households and Individuals: Basic Analysis by Korea Labor and Income Panel Study	June 30, 2007
Effects of Private Tutoring on College Entrance	May 16, 2007
A Study on the Paradigm of Economic and Social Policies in Korea of the Future	April 30, 2007
Issues and Challenges of Economic and Social Policies in Korea of the Future	April 30, 2007
Composition of Future Korean Social Policies	April 30, 2007
KLI Labor Statistics in Selected Countries 2006	December 30, 2006
Questionnaires for the 8th Labor Panel Study	August 10, 2006
The 2006 KLI Labor Statistics	July 28, 2006
The 7th Study on the Economic Activities of Korean Households and Individuals	June 29, 2006
The 1-7th Korea Labor and Income Panel Study (KLIPS) Survey Data: Code Book and User Guide	June 20, 2006
Basic Report on the 6th Annual Korean Labor and Income Panel Study	May 30, 2005
2005 KLI Labor Statistics	April 30, 2005
KLI Labor Statistics in Selected Countries 2004	December 30, 2004
KLI Labor Statistics 2004	April 30, 2004
Establishment of a Social Learning Net	April 29, 2003
Methods to Improve Labor Statistics	April 25, 2003
KLI Labor Statistics in Selected Countries 2002	January 2, 2003
The Fourth Annual Report of the KLIPS: Economic Activities of Households and Individuals in Korea [IV]	December 20, 2002
A Study on Commitment in M&A Firms	December 13, 2002
ICT and Skilled Labor	November 29, 2002
Labor Reforms in Socialist Countries and a Model for North Korea	June 15, 2002
Investment in Vocational Education and Training in Company, and its Challenges	May 30, 2002
KLI Labor Statistics 2002	April 30, 2002
The Third Annual Report of the KLIPS	April 25, 2002

Chronology

May 1988	Mooki Bai appointed the 1st President
Dec. 1988	Promulgation of the Law establishing the KLI (Law No.4078)
Sep. 1989	Establishment of the Advanced Labor-Management Relations Program
Dec. 1995	Establishment of the Employment Research Center
Feb. 1999	Establishment of the Research Center for Industrial Safety and Welfare
Mar. 2004	Establishment of the Labor Insurance Research Center which combined the Employment Insurance Research Center and the Research Center for Industrial Safety and Welfare
Mar. 2004	Establishment of the New Paradigm Center as an affiliated body
Jan. 2005	Establishment of the Data Center
Feb. 2005	Establishment of the Center for Wage and Job Research
Jun. 2006	Ranked first in annual evaluation among the 23 Research Institutes under the National Research Council for Economics, Humanities, and Social Sciences
Jun. 2007	Ranked second in annual evaluation among the 23 Research Institutes under the National Research Council for Economics, Humanities, and Social Sciences
Jan. 2009	New Paradigm Center changed to Korea Workplace Innovation Center