



Minimum Wage in 2011

Period: Jan. 01, 2011 to Dec.31, 2011



The rate will apply to all the businesses and workplaces across the nation from January 1st to December 31st, 2011 without any regional and occupational difference.

₩ Minimum Wage

Classification		Hourly Rate	Daily Rate (8-hr basis)
All the business and workplaces		4,320 won	34,560 won
Cases applying reduced wage	Probational period within 3 months	3,888 won	31,104 won
	Surveillance or intermittent job after employer obtained an approval from the Minister of MOEL (20% by 2011)	3,456 won	27,648 won

※ Exceptional cases: Family business hiring only family members, housework employees, and seamen and ship owners. Low work capability due to mental or physical disability (limited to the companies Minister of MOEL permitted)

★ Employer's responsibilities

▶ Notification responsibility (1 Mil. KRW penalty)

Employer has to post 'Minimum wage guideline' or inform employees in a proper and efficient way

※ **Contents**

Minimum wage / Payroll items not included in minimum wage/ Type of workers not applicable for minimum wage announcement.

▶ Joint Liability with contractor

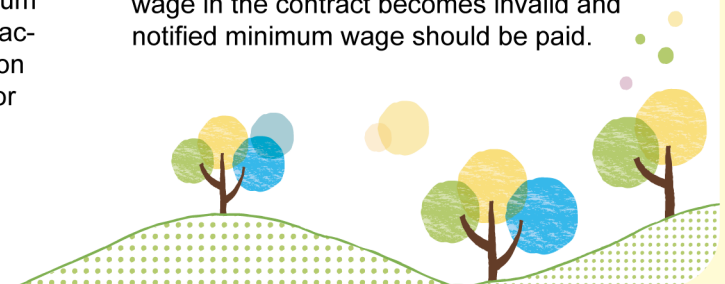
If subcontractor pays less salary than minimum amt. since the contract made between contractor and sub-con contains Labor Cost provision lower than minimum standard, sub-contractor and contractor have joint liability on it.

▶ Pay responsibility more than Minimum wage

(If violation happened, 3yrs jail confinement or less than 20 Mil KRW penalty are sentenced, Class differential applicable)

Employer has to pay more then minimum salary and are not allowed to reduce the level of wage level.

※ In case wage is set lower than minimum, the wage in the contract becomes invalid and notified minimum wage should be paid.



How to check if minimum rate is applied

After excluding payroll items which are not included in basic amount, compare hourly rate with notified minimum hourly rate.

※ Monthly standard working hours

weekly 40 hrs basis: 209 hrs

weekly 44 hrs basis: 226 hrs



How to compute minimum wage for Taxi drivers

Salary to be paid more than once per month based on the agreed conditions and pay rates in the group agreement, employment regulation and employment contract(Production bonus, Long-service allowance, Loyalty allowance and etc)

※ Additional pay(leave pay, overtime pay, extra allowance and etc), maintenance allowance, welfare allowance (family allowance, meal allowance and etc) are not included in minimum wage.

※ Applicable period:
Metropolitans: July 01 2009
Cities and Jeju province: July 01 2010
Others: July 01 2012

How to secure the right of being paid minimum wage

If you're paid less than minimum wage, pls contact concerned and nearby employment Stability Center.

- ※ You can refer to MOEL website (www.moel.go.kr), Minimum wage committee website (www.minimumwage.go.kr), or MOEL call center(1350) for details



Payroll items not included in minimum wage

Classification	Wage range
Additional wage except regularly paid salary more than once	<ol style="list-style-type: none"> 1 Bonus for good attendance for more than 1 month period 2 Bonus for continuous attendance for more than 1 month period 3 Efficiency bonus, Incentives, other types of bonuses for more than 1 month period 4 Irregular bonus or wage for temporary or unexpected reasons such as Marriage, Winter season, Health maintenance and other bonuses.
Pay for special or additional time or period.	<ol style="list-style-type: none"> 1 Pay for monthly and yearly leaves, Pay for the work during the paid leave period 2 Pay for extended or holiday working 3 Additional pay for night time work 4 Pay for night duty 5 Regardless the name of allowance or bonus, allowance for abnormal working hrs or period.
Other type of allowances not proper to include in minimum wage	<ul style="list-style-type: none"> ▶ Family, meal, housing and commuting (transportation) allowances OR actual offer such as meal, accommodation, commuting bus, etc