

SPECIAL ACT ON THE PROMOTION OF YOUTH EMPLOYMENT

Article 1 (Purpose)

The purpose of this Act is to support unemployed youth with workplace skill development training, etc. in and outside the country, thereby promoting youth employment and contributing to the continued economic growth and social stability.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 2 (Definitions)

The definitions of terms used in this Act shall be as follows:

1. The term "youth" means a person who desires to be employed and who has attained the age specified by Presidential Decree;
2. The term "small and medium enterprise" means a small and medium enterprise defined in [Article 2 of Framework Act on Small and Medium Enterprises](#).

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 3 (Duties of the State and Local Governments)

(1) The State and local governments shall establish and implement measures including forecasts for the supply and demand of human resources, the actual state of unemployed youth, occupational guidance, employment services, and workplace skill development training, and shall endeavor to create social and economic environments to promote the employment of unemployed youth.

(2) Enterprises, public institutions under the [Act on the Management of Public Institutions](#), and local public enterprises under the [Local Public Enterprises Act](#) (hereinafter referred to as "enterprises, etc.") shall actively cooperate with the State and local governments in such measures to promote youth employment.

(3) Schools at any level under the [Elementary and Secondary Education Act](#) and the [Higher Education Act](#) (hereinafter referred to as "universities and colleges, etc.") shall endeavor to provide educational programs, vocational training, and internship opportunities necessary to foster professional human resources required in industrial fields.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 4 (Establishment, etc. of the Special Committee on Promotion of Youth Employment)

(1) A Special Committee on Promotion of Youth Employment (hereinafter referred to as the "Special Committee") shall be established within the Ministry of Labor in order to conduct deliberations and evaluations on the major subject matters regarding the promotion of youth employment.

(2) The Special Committee shall deliberate on the following matters:

1. Establishment and implementation of measures under [Article 3](#) (1);
2. Cooperation among industry, academia and the Government for the promotion of youth employment;
3. Matters regarding the employment rate of unemployed youth by public institutions and local public enterprises under Article (5) 1;
4. Other matters necessary for the promotion of employment of unemployed youth.

(3) Matters necessary for the establishment and management of the Special Committee shall be prescribed by Presidential Decree.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 5 (Increase of Employment of Unemployed Youth by Public Institutions)

(1) The heads of public Institutions under the [Act on the Management of Public Institutions](#) and local public enterprises under the [Local Public Enterprises Act](#), which are stipulated by Presidential Decree, shall endeavor to employ unemployed youth at the rate of 3/100 of its full number of employees or more each year.

(2) The Minister of Labor may request public institutions and local public enterprises which fall short of the employment rate of unemployed youth according to the results of evaluation of matters under [Article 4](#) (2) 3 by the Special Committee to increase the employment of unemployed youth.

(3) The Government shall guide the heads of public institutions and local public enterprises that have employed unemployed youth in compliance with paragraph (1) to take measures to reduce costs and raise productivity through the rationalization of business management, and may provide them with support, such as abatement or exemption of taxes as prescribed by tax laws or payment of subsidies, by taking the employment rates of unemployed youth into consideration.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 6 (Increase of Employment in Public Sector Related to Stabilization of Citizens' Livelihood)

(1) The Government shall endeavor to increase opportunities for employment in the public sector with a large demand for human resources for stabilizing citizens' livelihood and eliminating inconvenience

of citizens, such as national security, defense, public security, fire-fighting, social welfare services, and environmental conservation.

(2) The Government shall endeavor to carry out job-creating projects that will lead to the expansion of the employment of unemployed youth in such social service sectors as education, health care and culture.

(3) The Government shall endeavor to expand the scale of subsidization for social service projects provided in paragraph (2), environment watchers, forest fire watchers, and other public works programs and to increase the employment of unemployed youth by adjusting the project expense per unit to a realistic level.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 7 (Subsidization for Employment of Unemployed Youth by Small and Medium Enterprises)

(1) In order to help small and medium enterprises to resolve managerial difficulties caused by excessive costs, such as personnel expenses, and to promote the employment of unemployed youth, the Government may partially or wholly subsidize expenses to be incurred by small and medium enterprises in employing unemployed youth or providing workplace skill development training.

(2) Where small and medium enterprises improve their facilities and working conditions for promoting the employment of unemployed youth, the Government may partially or wholly subsidize expenses to be incurred in connection therewith.

(3) Where small and medium enterprises that currently employ foreign workers replace such foreign workers with unemployed youth or additionally employ unemployed youth, the Government may partially or wholly subsidize expenses to be incurred in connection therewith by granting subsidies or any other means.

(4) Although the Government partially or wholly subsidizes expenses to be incurred by small and medium enterprises as prescribed in paragraphs (1) through (3), it shall not intervene in the business affairs of the small and medium enterprises that could undermine independent management of such small and medium enterprises by requiring unnecessary reporting, etc. except for the purpose of checking the employment of unemployed youth.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 8 (Establishment, etc. of Plans for Expansion of Employment of Unemployed Youth)

The Government shall establish and publicly announce a separate plan for the expansion or support of employment of unemployed youth pursuant to [Articles 5](#) through [7](#) and implement such plan. This plan shall include plans for employment for each area of business or support measures.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 8-2 (Provision of Work Experience Opportunities for Young People)

(1) The Government shall endeavor to provide young people with opportunities to experience work in enterprises, etc. before they choose jobs.

(2) The Government may wholly or partially subsidize the expenses to be incurred by enterprises, etc., economic organizations, or universities and colleges, etc. in relation to participation in projects to provide work experience opportunities under paragraph (1).

[This Article Newly Inserted by Act. No. 9797, Oct. 9, 2009]

Article 8-3 (Development, Operation and Provision of Vocational Guidance Programs)

(1) The Government may develop various vocational guidance programs which aim to help young people choose jobs suited to their aptitude and capabilities, such as career counselling and vocational aptitude tests, and may directly operate such programs through employment security offices under subparagraph 1 of [Article 4 of the Employment Security Act](#) or commission any private entity to operate such programs.

(2) The Government may support universities and colleges, etc. in operating programs under paragraph (1).

[This Article Newly Inserted by Act. No. 9797, Oct. 9, 2009]

Article 8-4 (Provision of Employment Support Services to Young People Having Difficulties in Employment)

(1) The Government shall endeavor to provide young people having difficulties in employment due to lack of education, experience and workplace skills, etc. with employment support services, such as career path designs through in-depth counselling suited to each individual and the promotion of career motivation and capabilities through work experience and workplace skill development training.

(2) In providing employment support services under paragraph (1), the Government may render necessary support to induce participation of young people having difficulties in employment and promote their employment.

(3) The scope of young people having difficulties in employment under paragraph (1) shall be determined by Presidential Decree.

[This Article Newly Inserted by Act. No. 9797, Oct. 9, 2009]

Article 9 (Basic Principles of Workplace Skill Development Training for Unemployed Youth, etc.)

Any workplace skill development training for unemployed or currently employed youth shall be provided in compliance with the following principles:

1. Practical training shall be provided by ascertaining needs of prospective trainees in advance and selecting an appropriate number of trainees;
2. The Government shall establish infrastructure to allow a choice of training institutes to prospective trainees for the workplace skill development training;
3. Moving away from training just simple skills, training shall be provided mainly for the areas where new demands for human resources arise, such as international trade, new technology for information and communications, and environment, to upgrade the structure of employment, thereby minimizing turnover and job changes and helping to establish life-long employment relationships;
4. No one from any weak class, weak area, or weak field of business shall be discriminated against in preparing a plan for the workplace skill development training;
5. A cooperative system for the provision of workplace skill development training shall be established and implemented among industry, academia and the Government, in which specialized high schools under the [Elementary and Secondary Education Act](#) and vocational training institutions can also participate.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 10 (Subsidization for Workplace Skill Development Training by Enterprises or Private Sector)

Where an enterprise or private vocational training institution provides workplace skill development training for unemployed or currently employed youth, the Government may partially or wholly subsidize expenses to be incurred in connection therewith.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 11 (Subsidization of Joint Workplace Skill Development Training by Small and Medium Enterprises)

Where small and medium enterprises jointly establish and operate a workplace skill development training institution to develop technologies for similar areas of business, foster specialists, or provide workplace skill development training for currently employed workers, the Government may partially or wholly subsidize expenses to be incurred in connection therewith.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 12 (Projects for Fostering Global Talents and Cooperative System)

(1) In order to foster talented young people with global experience and promote youth employment, the Government shall carry out various programs for nurturing talents (hereinafter referred to as "projects for nurturing global talents"), including overseas internships and overseas volunteer activities. In such cases, the Government shall endeavor to carry out the following on a preferential basis:

1. With regard to the projects for nurturing global talents, to establish computer networks for the supply and demand of human resources and employment information in affiliation with the following persons, etc.;
 - (a) Enterprises, etc.;
 - (b) Universities and colleges, etc.;
 - (c) Persons carrying out overseas fee-charging job placement services;
 2. To take preferential treatment to persons defined in any of the items of subparagraph 1 who have obtained excellent results in the projects for nurturing global talents;
 3. To support issuance of visas for young people who participate in the projects for nurturing global talents and to provide information on local conditions;
 4. To draw up measures for the follow-up management of young people who have participated in the projects for nurturing global talents.
- (2) Enterprises, etc. shall cooperate with the Government in carrying out projects under paragraph (1) by finding overseas institutions to support projects for nurturing global talents, etc.
- (3) Universities and colleges, etc. shall endeavor to nurture global talents and promote youth employment by cooperating on projects to be carried out by the Government in accordance with paragraph (1) on the following matters:
1. To improve foreign-language skills of young people subject to projects for nurturing global talents and strengthen courtesy training for them;
 2. To take preferential measures for participants in projects for nurturing global talents, such as accepting transfer credits.
- (4) Where any person falling under any of the items of paragraph (1) 1 carries out projects for nurturing global talents, the Government may partially or wholly subsidize expenses to be incurred in connection therewith.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 13 (Establishment, etc. of Plans for Workplace Skill Development Training for Unemployed Youth, etc.)

The Government shall establish and implement plans for each of the following matters:

1. Workplace skill development training for unemployed or currently employed youth under [Article 9](#);
2. Support for workplace skill development training under [Articles 10](#) and [11](#);
3. Projects for nurturing global talents.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 14 (Publication of Actual State of Employment of Unemployed Youth and Support Plans)

- (1) The Government shall investigate and publish the actual state of employment of unemployed youth each year.
- (2) The Government shall publish measures taken under [Article 3](#) and plans established under [Articles 8](#) and [13](#).

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 15 Omitted.**Article 16 (Installation of Integrated Computer Networks of Human Resources)**

In order to facilitate the employment of unemployed youth, the Government shall establish an integrated computer network of human resources, through which private and public sectors are linked to exchange information about the supply and demand of human resources in each sector and jobs, and shall make it possible to efficiently distribute and utilize human resources.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 16-2 (Fostering of Professional Manpower)

The Minister of Labor shall endeavor to foster professional manpower who will take charge of the business affairs for promoting the employment of unemployed youth, such as vocational guidance and support for employment.

[This Article Newly Inserted by Act No. 9797, Oct. 9, 2009]

Article 17 (Providing Persons in Military Service with Job Opportunities)

The Government may build up infrastructure, such as an administrative support system, a training system, and a budget support system, as necessary to assist youth in active military service to obtain jobs or return to their former position after being discharged from military service. In such cases, the Government may take measures necessary to assist them to return to society smoothly or to provide them with job opportunities, such as vocational training programs in military bases for three months before discharge from military service and special leave.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 18 (Reporting and Inspections)

- (1) The Government may, if deemed necessary for facilitating the employment of unemployed youth and insuring the substantiality of workplace skill development training, require the head of any enterprise, private vocational training institution, small and medium enterprise, etc. to report on plans for workplace skill development training and the compliance status thereof under [Articles 10](#) and [11](#).
- (2) The Government may, if deemed necessary, assign public officials in charge to enter a place of business or any other facility to inspect the actual state of business, account books, and other items.
- (3) Public officials who conduct an inspection pursuant to paragraph (2) shall carry an identification showing their authority and produce it to interested persons.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

Article 19 (Fines for Negligence)

(1) Any person who falls under any of the following subparagraphs shall be punished by a fine for negligence not exceeding five million won:

1. A person who fails to submit a report in violation of [Article 18](#) (1) or who submits a false report;
2. A person who rejects, interferes with, or evades an access or an inspection conducted pursuant to [Article 18](#) (2).

(2) Fines for negligence under paragraph (1) shall be imposed and collected by the Minister of Labor, as prescribed by Presidential Decree.

[This Article Wholly Amended by Act. No. 9797, Oct. 9, 2009]

ADDENDA

(1) (Enforcement Date) This Act shall enter into force three months after the date of its promulgation.

(2) (Effective Period) This Act shall remain in full force and effect until December 31, 2013. <Amended by Act No. 9317, Dec. 31, 2008>

ADDENDUM <Act No. 8858, Feb. 29, 2008>

This Act shall enter into force on the date of its promulgation.

ADDENDUM <Act No. 9317, Dec. 31, 2008>

This Act shall enter into force on the date of its promulgation.

ADDENDUM <Act No. 9797, Oct. 9, 2009>

This Act shall enter into force on the date of its promulgation.
