



Appendix

1 The general environment of investments in Korea¹⁾

1) Economy

Over the past four decades, Korea's impressive economic growth was part of what has been described as the "East Asian miracle." Intensive growth transformed Korea into the 11th largest economy and trading partner in the world. It was driven by high savings rates and investment and a strong emphasis on education, which boosted the number of young people enrolled in a college or university to one of the highest levels in the world (82.1% in 2005).

During those years, Korea's industrial structure was drastically transformed. Major industries were diversified to include automobiles, petrochemicals, electronics, shipbuilding, textiles and steel products. By applying lessons from centuries of development in the West, Korea was able to make a similar transformation from an agricultural to manufacturing and on to a service-centered economy in just 50 years time. The GDP growth rate was 9.5 percent in 1999, 8.5 percent in 2000, 3.8 percent in 2001, 7.0 percent in 2002, 3.1 percent in 2003, 4.7 percent in 2004, 4.2 percent in 2005, 5.1 percent in 2006, and 5.0 percent in 2007. Thanks to the GDP growth driven by boosted exports and increased investments in plant and facilities, Korea emerged as the world's 11th largest economy in terms of GDP size in 2007, reaching US\$969.9 billion.

Exports surged to US\$371.49 billion on a customs clearance basis in 2007, a 14.1 percent increase from US\$325.46 billion in 2006. At the same time, imports rose 15.3 percent to US\$356.85 billion.

Since 2004, Korea's semiconductors, automobiles and wireless

telecommunication devices have accounted for more than 30 percent of total exports.

Exports of information and communications technology amounted to US\$46 billion in 2002, up 20.2 percent from the previous year, while imports posted an on-year increase of 10.5 percent to US\$30.7 billion, resulting in a trade surplus of US\$15.3 billion in the sector. Exports of IT products, which have grown every year since 1998, accounted for 29 percent of total exports in 2005, or US\$82.5 billion.

Major export items for the Korean IT industry include memory semiconductors, mobile telephones, monitors, liquid crystal displays (LCDs), personal computers and satellite broadcast receivers, while major import items include nonmemory semiconductors, transmission equipment and large computers. Korea's semiconductor industry has shown remarkable growth in the past 20 years and now ranks the third in the world in terms of total production. Korea has been the largest D-RAM manufacturing country in the world since 1998 and has emerged as the world's largest manufacturer in total memory semiconductor production, of which D-RAM constitutes a major portion.

The proliferation of wireless Internet services and the introduction of third-generation mobile communication services are contributing to the rising domestic sales of mobile phones. As of the end of June 2006, there were 39.38 million mobile phone subscribers out of a total population of 48.5 million.

Already one of the major cathode ray tube manufacturing countries in the world, Korea has recently emerged as a global supplier of flat panel liquid crystal displays (LCDs). LCD exports have seen an average annual growth rate of more than 80 percent since 1995. In particular, LCD-exports witnessed a phenomenal increase in 1999, rising over

100% and positioning LCDs as one of three major IT export items, along with semiconductors and mobile telephones. LCD monitor sales by Korean manufacturers grew from US\$17.7 billion in 2004 to US\$21.6 billion in 2005, posting a 22 percent increase.

The number of automobiles exports stood at 1,814,938 units in 2003, 2,379,563 units in 2004 and 2,586,088 units in 2005.

In the shipbuilding industry, Korea recaptured the world's top title in 2004, with exports of US\$15.66 billion and a ship manufacturing volume of 8.34 million compensated gross tons. In 2005, Korea held fast to first place with exports jumping to US\$17.7 billion and ship manufacturing volume of 10.24 million compensated gross tons.

And, in 2006, the shipbuilding industry reached to exports of US\$ 22.1 billion.

Foreign exchange reserves were US\$102.8 billion in 2001, US\$121.4 billion in 2002, US\$155.4 billion in 2003. They amounted to US\$199.6 billion in 2004, taking fourth place in the world, and to US\$210.39 billion at the end of 2005. In 2007, they had reached US\$ 262.2 billion.

Foreign direct investments (FDI) in Korea posted a net inflow of US\$11.23 billion in 2006, and US\$10.51 billion in 2007 on the back of increased investment in car parts, communication devices, aviation and an overall rise in FDI flows from developed to developing countries.

2) Science and Technology

Korea's prowess in science and technology has been growing steadily since the 1980s, as the country's rapid economic development created demands for more advanced and dynamic research and development

activities across all sectors.

Investments in R&D have increased 45-fold from US\$430 million in 1981 to US\$27.12 billion in 2007.

This growth has led to an increasing number of international patent applications and research papers registered with science citation indices. In addition, Korea ranked fifth in the world on the science and technology achievement indicator developed by the UN. Development Program which takes into account patent registration, technology exports and overall education levels. The number of people working in the field of science and technology surged from 18,500 in 1980 to 234,702 in 2005.

In order to lead an economic upsurge through emphasis on science and technology, the Government promoted the Minister of Science and Technology to Deputy Prime Minister in October 2004 and launched the Science and Technology Innovation Office as a center for establishing the nation's science and technology innovation system.

3) Why Korea

- The Right People for the Job
 - In terms of growth of productivity from 1994 to 2005, Korea ranked second with annual average gains of 3.9 percent according to Employment Outlook published by the OECD
 - Over 97 percent of the labor force possesses college education or vocational training backgrounds
 - Senior management's international experience ranks fifth among Asian countries

- An Insatiable Market
 - Korea's 48 million prosperous consumers have a huge and growing appetite for goods
 - Korean consumers have a high propensity to spend and are "early adopters," making the country an ideal test-bed for new information technology applications and marketing strategies
 - Korea is the world's 11th largest economy and 12th largest trading nation
- The Most Wired Country on Earth
 - World's highest broadband Internet subscription rate
 - Korea's 68-percent mobile-phone penetration rate is one of the world's highest
 - Korea introduced the world's first commercial WiBro, s-DMB, and t-DMB services
 - WiBro services began in 2005 and are now being run on a commercial basis
(In August 2006, Sprint of the U.S.A. adopted Samsung WiBro technology as its wireless communication platform)
 - atellite Digital Multimedia Broadcast (DMB) services began on a commercial basis in June 2005. Terrestrial DMB began on a pilot basis in the second half of 2005 and was placed on a commercial footing in 2006
 - On the mobile telecom front, commercial WCDMA services began in 2005, HSDPA is due to begin in 2006 and HSUPA in the first half of 2007
- Unbeatable Location
 - Korea is located centrally within Northeast Asia, a region with a population of 1.5 billion with a combined GDP of \$7.46 trillion that accounts for 22 percent of world GDP
 - As such, Korea serves as a gateway to the adjacent, massive

markets of Japan and China

- Major Northeast Asian cities such as Tokyo, Beijing, Osaka, Shanghai and Hong Kong are located within a three-hour flight of Seoul

○ A Logistical Capability Second-to-None

- The country's state-of-the-art infrastructure such as its world-class airports and three seaports (designated Free Economic Zones) enables foreign business to operate smoothly within Korea and provides strong overseas logistical links
- The high-speed KTX, only the fifth such service in the world, offers connections to anywhere within the country in a matter of hours

○ Home of Corporate Giants

- The powerhouses of Korean economic growth are its world-leading industries that act as powerful draws to foreign investors
- Korea is world's sixth-largest automobile producer, and ranks no. 1 in DRAM semiconductor manufacturing, shipbuilding and LCD production
- Korean mobile phone makers Samsung Electronics, LG Electronics and Pantech rank among the world's largest
- Major Korean companies have joined the celebrated Fortune 500 list

○ Best Incentives in OECD

- A major attraction for investing transnational companies is the array of incentives offered by the Korean government, some of the most generous in the OECD
- Financial incentives include reductions/exemptions of corporation, local, and income taxes, plus cash grants for investment in high-tech industries judged to have broad economic impact
- In addition to offering major financial incentives as mentioned

above, the Free Economic Zones (FEZs) of Incheon, Gwangyang, and Busan/Jinhae are committed to creating an international business and living environment

○ Your Asia/Pacific Profit Center

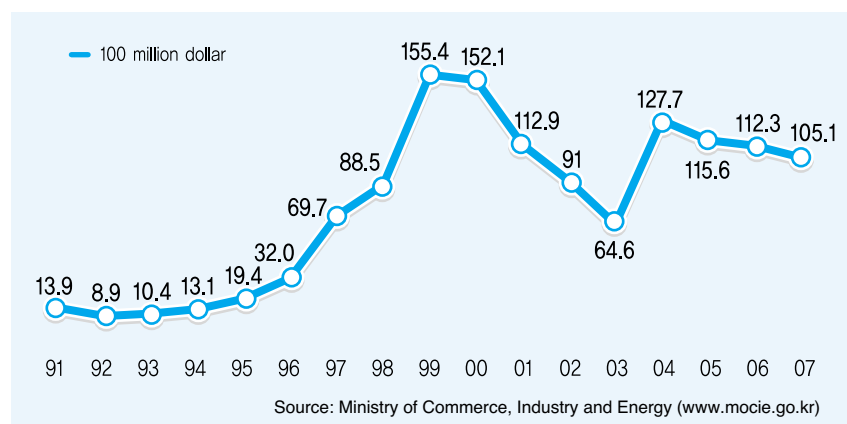
- The ratio of net profit to sales among foreign-invested companies in Korea is far higher than that of domestic companies. Moreover, the Korean subsidiaries of transnational corporations tend to be among their more profitable, if not their most profitable units
- As of end-2005 more some 264, or 53 percent of the corporations listed in the Fortune Global 500 were invested in Korea, as were all of the world's top 20 corporations

2 Current status of FDI

1) Scale and trend of FDI

FDI (Foreign Direct Investment) in Korea marked a turning point in the period of the foreign exchange crisis. Specifically, FDI showed a sharp rise over the period, owing to the policies to promote foreign investment (including deregulation and liberalization in financing, M&A, land and other economic areas; enactment of the law on promotion of foreign investment; and creating a systematic structure, including the Invest Korea, to attract foreign investment), which were adopted in a effort to break through the financial difficulties.

FDI trend in Korea



In 2007, the volume of foreign direct investment (on a report basis) posted USD10.51 billion, which was 6.5% down from the previous year, surpassing the threshold of USD 10 billion for the fourth consecutive year. In spite of several unfavorable factors, notably including the strong won, the FDI began to rebound in the 3rd quarter of 2007, largely thanks to the growing investment in service sector.

* Year-on-year changes in all industry (%) : (1st quarter in 2007) -27.6 → (2nd quarter in 2007) -34.6 → (3rd quarter in 2007) 13.3 → (4th quarter in 2007) 12.6

* Year-on-year changes in service sector (%) : (1st quarter in 2007) -17.3 → (2nd quarter in 2007) -45.1 → (3rd quarter in 2007) 185.6 → (4th quarter in 2007) 27.5

FDI trends in 2007, by sector and investment type

(On a report basis; in USD million, % change)

	2006			2007		
	M&A type	Greenfield type	Total	M&A type	Greenfield type	Total
Manufacturing	1,269	2,977	4,246	609(-52.0)	2,078(-30.2)	2,688(-36.7)
Service	2,757	3,870	6,626	1,841(-33.2)	5,770(49.1)	7,612(14.9)
Others	284	84	368	30(-89.4)	180(115.4)	210(-42.8)
All industry	4,310	6,930	11,240	2,481(-42.4)	8,029(15.9)	10,509(-6.5)

In 2007, owing to the remarkable increase in foreign companies' investment in development projects, the Greenfield-type investment increased by 15.9% year-on-year (in particular, by 49.1% in service sector). Although the reduction in large-scale investments drove down the total amount of investment, both the size of mid-scale investments and the total number of investments recorded an increase.

* Examples of development projects: Mall of Korea (the distribution complex; USD1.2 billion); Korea-China International Industrial Complex Development (Muan Enterprise City, USD310 million); and Eurailia Ville (resorting place in Jeju Island, USD300 million)

* Large-scale investments (of USD100 million or more): USD5.68 billion (in 2006) → USD4.22 billion (in 2007) (25.7% year-on-year decrease)

* Mid-scale investments (of USD10~100 million): USD3.68 billion (in 2006) → USD4.34 billion (in 2007) (18.1% year-on-year increase)

* Number of investments: 3,107 (in 2006) → 3,559 (in 2007) (14.5% year-on-year increase)

An analysis of the FDI trends in 2007 shows that, by type of investment, the Greenfield-type investment grew by 15.9% from a year earlier to USD8.03 billion, while the M&A-type investment reduced by 42.4% to USD2.48 billion despite the upward trend of M&A in the global market.

By industrial sector, manufacturing recorded USD2.69 billion, which was a 36.7% decrease from the previous year, whereas service posted USD7.61 billion, 14.9% up from a year earlier. The growth in the service sector is largely attributable to the strong performance in the sub-sector of retails and wholesaling (distribution), and the decrease in manufacturing results from the reduced investment in the electric and electronic sub-sector.

* Investment in retails and wholesaling (distribution): USD500 million (2006) → USD1.83 billion (2007) (266% year-on-year increase)

* Investment in real estate and rentals: USD330 million (2006) → USD980 million (2007) (197% year-on-year increase)

* Investment in electric/electronic sub-sector: USD1.8 billion (2006) → USD930 million (2007) (48% year-on-year decrease)

By geographical area, the investment from the United States increased remarkably (by 37.2%) to USD2.34 billion, while the investment from Japan and EU dropped, respectively by 53.0% and 13.0%, to USD990 million and USD4.33 billion.

By size of investment, large-scale investment of USD100 million or more reduced by 25.7% to USD4.22 billion, whereas smaller-size investment grew by 13.2% to USD6.29 billion. Although the total amount of investment went down from the previous year, the number of investment cases increased by 14.5% to 3,559. (Source: Ministry of Commerce, Industry and Energy(www.mocie.go.kr))

2) FDI composition by country

An analysis of the by-region (by-country) composition of FDI in Korea shows that Japan, which represented the largest share in the 1980s, is reducing in its share in FDI, while European countries have accounted for a rapidly growing share since the 1990s.

FDI inflow to Korea by region (1962~2007)

(Unit: in number of investment case and million US dollars)

	2005		2006		2007		1962~2007	
	case	amount	case	amount	case	amount	case	amount
International cooperation organization	-	-	-	-	-	-	117	272
Americas	649	3,108	659	1,942	671	3,197	9,527	48,564
US	496	2,690	497	1,705	474	2,340	8,016	38,999
Canada	48	193	60	83	46	51	495	3,542
Bermuda	8	40	4	8	7	31	147	1,704
The Cayman Islands	35	144	51	95	61	555	274	2,956
The Virgin Islands	45	24	34	41	66	137	452	924
Others	23	17	14	10	19	82	213	440
Asian region	2,278	3,514	1,770	4,007	2,011	2,335	22,947	40,416
Japan	612	1,881	583	2,108	469	990	9,955	20,526
Singapore	90	389	84	557	97	516	798	4,560
Hong Kong	64	820	82	165	94	132	983	3,019
Malaysia	38	211	30	66	18	75	696	7,013
China	672	68	334	40	365	385	5,589	2,179
Taiwan	39	13	37	18	25	17	434	784
Others	770	132	624	1,054	945	220	4,622	2,335
E U	445	4,781	409	4,978	495	4,332	5,103	44,820
Germany	102	705	92	484	85	439	1,300	7,718
UK	96	2,308	82	705	85	338	901	6,828
France	58	85	62	1,174	51	439	704	5,151
Belgium	9	13	7	8	17	23	136	167
The Netherlands	85	1,150	76	800	130	1,979	990	15,754
Ireland	18	42	21	614	14	60	207	2,136
Others	85	402	81	1,745	119	1,051	986	8,238
Other regions	296	163	269	313	382	646	1,984	3,216
Total	3,668	11,565	3,107	11,240	3,559	10,509	39,678	137,288

Source: Ministry of Commerce, Industry and Energy (www.mocie.go.kr)

3) Foreign-invested firms in Korea

The number of foreign-invested companies in Korea, which was 4,419 in 1997, exceeded 10,000 for the first time in 2001. As of end-2007, a total of 13,076 foreign-invested firms are doing business in Korea.

Number of foreign-invested firms in Korea, by year

1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
5,139	6,491	9,420	11,515	12,909	14,765	15,434	14,806	13,304	13,076

Note: In July 2005, enterprises of which business had been shut down were cancelled of their registration (about 2,500). So, in 2006, the number of enterprises actually went up by about 1,000.

Source: KOTRA

3 Labor Management in Foreign-invested Firms

1) Current trends of labor disputes in foreign-invested firms

- a. Thanks to the strong efforts to attract foreign investment since 1998, the number of foreign-invested firms kept growing. Along with the growth in their number (13,076 as of September 2007), they also have a growing share in the Korean economy. For instance, in recent years, approximately 8~10% of the labor dispute incidents in Korea derived from foreign-invested workplaces, and the share was very high at 26.1% in 2006.

Labor disputes in foreign-invested firms by year

Year	2000	2001	2002	2003	2004	2005	2006	2007
Total labor disputes(A)	250	235	322	320	462	181	138	115
Labor disputes in foreign invested firms(B)	31	20	26	31	34	5	14	14
Proportion (B/A) (%)	12.4%	8.5%	8.1%	9.6%	7.4%	2.7%	10.1%	12.1%

Note: 1)As the standards for calculating the number of industrial disputes have been changed in 2006, the new calculation method was applied back to the statistics of 2005 and on.

2)The standards of calculating the number of industrial disputes by the Ministry of Labor and why they have been changed

- Standards: "the number of workplaces" that started strike "the number of bargaining units" that started strike
- Reason of change: In the past, most bargaining had been made at company level. So the number of companies in strike and that of the bargaining units were almost the same. However, recently, industry- or group- level collective bargaining has been on the rise and as a result, the number of enterprises that wage strikes as soon as their bargaining collapses has increased significantly. Therefore, the numbers of bargaining units and workplaces in strike were different. The new calculation standards are to reduce such gap.

- b. The labor disputes at foreign-invested firms have several characteristics. First, the companies whose unions are affiliated with the Korean Confederation of Trade Unions (especially Korean Metal Workers' Union) are more prone to labor disputes than those with the unions affiliated with the Federation of Korean Trade Unions (FKTU), the other national union organization. Second, the companies which once experienced labor disputes are likely to report recurrence of labor disputes. Third, there are more labor disputes at the companies with a foreign CEO or plant manager than at the companies with a Korean CEO or plant manager.

Foreign invested enterprises in industrial disputes on an annual basis

(Unit: numbers of enterprises)

Year	2002	2003	2004	2005	2006	2007
Disputes of total enterprises	322	320	462	287	253	212
Disputes of foreign invested enterprises	26	32	34	27	36	29
Workplaces under KCTU	21	30	32	25	33	27
Belonging to KMWU	13	21	22	25	33	24
Participation in Industrial Bargaining	-	-	18	22	22	20

- c. Meanwhile, just like the labor disputes at Korean companies, many of the labor disputes at foreign-invested firms occur in the manufacturing sector, including auto parts and steels; and most of them are concentrated in the May~August period.

2) Characteristics of the labor relations in foreign-invested firms

- a. In the beginning, a foreign-invested firm usually has a CEO sent by the parent company. The foreign CEO is likely to be in conflict with Korean employees and the trade union, because the former insists on introducing the personnel management system of his/her own country which is centered around the rules and rationality, while the latter is used to the traditional way of thinking which puts paternalism before rationality.
- b. The differences between the foreign managers and Korean employees in terms of values, behaviors, lifestyle and other cultural aspects might strain the labor relations. Therefore, it is of great importance to understand such differences and try to resolve them by way of communication and interpersonal relationship.

- c. As the employees and the trade union of a foreign-invested firm are mindful of the possibility of joblessness resulting from withdrawal of the foreign capital, they are highly likely to demand guaranteed job security, employee participation in business management or short-term profit sharing.
- d. When the management rushes to bring in working processes, management mechanisms and other systems from other countries with a view to increase rationality and efficiency in business management, this could result in tension between the management, and the union and employees as such rapid changes would increase employees' uneasiness and sentiment of job insecurity, misleading them to expect a pay cut.
- e. Foreign investors have a strong tendency to establish systems, make decisions and solve problems within the framework of the law and institutions of the country where they are doing business. Accordingly, they are likely to counteract with a lock-out in the event of a labor dispute or strictly apply the principle of no-work no-pay to the duration of industrial actions.

3) Suggestions for labor management in foreign-invested firms

- a. The successful foreign-invested firms in Korea have cooperative and stable labor relations. They also have the following advantages in common:
- ① They have built mutual trust by increasing transparency in business management;

- ② They have increased employees' commitment and responsibility to the company, by establishing interpersonal relationships with employees.
 - ③ They have recognized employees as their business partners;
 - ④ They have promoted communication between labor and management to have a better understanding about each other;
 - ⑤ They provide employees with adequate welfare programs, boosting their morality at work and increasing productivity;
 - ⑥ They give employees greater access to education and training opportunities, improving their vocational ability and assisting them with self-development;
 - ⑦ They have made various contributions to the community, improving their reputation and creating an atmosphere of cooperation; and
 - ⑧ They try to have a better understanding about labor law and practices of Korea, in an effort to prevent labor disputes and conflicts.
- b. Toward the ultimate goal of further advanced labor relations, the Korean government has made every effort to minimize the social costs incurred by labor conflicts; realize a more flexible and stable labor market; strengthen social protection for the disadvantaged workers; and build social-inclusive labor relations.
- c. It is advisable that foreign investors focus on the following in their effort to increase cooperation between the labor and management, keeping in mind that long- and mid-term commitment is more

important than short-term responses:

- ① To resolve the issues of labor relations and human resources (HR), in high touch with the employees and worksites;
 - Top CEO's strong support:
To understand the significance/pay attention/give strong support in terms of personnel affairs, budget and regular meetings
 - Change in behaviors of manager/support teams:
Responsibility/joint reaction/information sharing and reporting/problem-solving in high touch worksite operations
 - Greater regard to worksite jobs:
To develop policies to treat worksite operations preferentially /business culture centered around worksite operations
 - Establishment of disciplines at work: To respect all the relevant regulations and rules/to strictly apply rewards and penalties/to strictly distinguish hierarchical positions/to devise and implement a fair personnel system/to implement PMP(Performance Management System)
 - Communication/utilization of consultation meetings: To create mutual trust by way of formal and informal meetings
 - Personnel affairs counseling/grievance handling: President /factory supervisor/executives/directors and managers/team leaders
- ② To build partnership
 - To increase transparency in corporate governance;
 - To increase rationality in labor movement;
 - To activate the functioning of the labor-management council;
 - To implement a range of programs to increase cooperation

between the labor and management

- To share information on business management;
- To increase employee participation in business management;
- To ensure fair compensation for performance and profit sharing, based on a reasonable PMP;
- To develop education programs suited to the business strategy; and
- To strengthen leadership of the management and the trade union.

4 Standard Employment Rules

- ◆ This document is designed to guide businesses in establishing their employment rules and represents the basic issues under the assumption of a 40 hour workweek manufacturing business.
- ◆ Therefore, the content of these rules may be adjusted according to the size or business nature of the workplace but within the limits of related labor laws such as the Labor Standards Act.
- ◆ Employers must reflect the majority opinion of their workers (or of a labor union consisting of the majority of their workers) in establishing and modifying their employment rules and publish or place them on the company website, bulletin board or office to keep their workers informed.

Ministry of Labor

Employment Rules (Draft)

Chapter 1 General Provisions

- Article 1 (Purpose) [Optional]
- Article 2 (Scope of Application) [Optional]
- Article 3 (Definition of Employee) [Optional]

Chapter 2 Employment & Employment Contract

- Article 4 (Employment Opportunities) [Optional]
- Article 5 (Screening & Documents Required) [Optional]
- Article 6 (Employment Contract) [Optional]
- Article 7 (Probationary Period) [Optional]

Chapter 3 Service

- Article 8 (Duties of Service) [Optional]
- Article 9 (Attendance, Absence) [Optional]
- Article 10 (Late Arrivals · Early Departures & Outings) [Optional]
- Article 11 (Exercise of Civil Rights) [Optional]
- Article 12 (Business Travel) [Optional]

Chapter 4 Personnel

Section 1 Personnel Committee

- Article 13 (Composition of the Personnel Committee) [Optional]
- Article 14 (Functions of the Committee) [Optional]
- Article 15 (Convening & Operation of the Committee) [Optional]

Section 2 Assignment Transfer & Promotion

- Article 16 (Assignment, Transfer, Promotion) [Optional]

Section 3 Leave of Absence & Reinstatement

- Article 17 (Leave of Absence) [Optional]
- Article 18 (Childcare Leave) [Required]
- Article 19 (Reinstatement) [Required]
- Article 20 (Calculation of Consecutive Service Periods) [Optional]

Chapter 5 Working Conditions

Section 1 Working Hours

- Article 21 (Work Arrangements) [Required]
- Article 22 (Working Hours) [Required]

- Article 23 (Recess) [Required]
- Article 24 (Nursing Hours) [Optional]
- Article 25 (Flexible Working Hours) [Optional]
- Article 26 (Recognized Hours of Work) [Optional]
- Article 27 (Overtime · Night & Holiday Work) [Optional]
- Article (Restrictions on Night & Holiday Work) [Optional]
- Article 29 (Exceptions to Working Hours, Recess & Holidays) [Optional]
- Article 30 (Paid Holidays) [Required]
- Article 31 (Annual Leave) [Required]
- Article 32 (Use of Annual Leave) [Required]
- Article 33 (Substitution of Annual Paid Leave) [Optional]
- Article 34 (Summer Leave) [Optional]
- Article 35 (Congratulation & Condolence Leave) [Optional]
- Article 36 (Menstruation Leave) [Required]
- Article 37 (Protection of Pregnant Employees) [Required]
- Article 38 (Sick Leave) [Optional]

Chapter 6 Wage

- Article 39 (Wage Components) [Required]
- Article 40 (Calculation & Payment of Wage) [Required]
- Article 41 (Emergency Payment) [Optional]
- Article 42 (Allowances for Business Suspension) [Optional]
- Article 43 (Payment of Bonuses) [Optional]

Chapter 7 Retirement, Dismissal, etc.

- Article 44 (Retirement & Date of Retirement) [Required]
- Article 45 (Dismissal) [Optional]
- Article 46 (Restrictions on Dismissal) [Optional]
- Article 47 (Notice of Dismissal) [Optional]
- Article 48 (Exceptions to Advance Notice of Dismissal) [Optional]
- Article 49 (Mandatory Retirement Age) [Optional]

Employment Rules (Draft)	
<p>Chapter 8 Retirement Benefits</p> <p>Article 50 (Level, etc. of Retirement Benefits) [Required]</p> <p>Article 51 (Advance Settlement) [Optional]</p>	<p>Article 58 (Job Training) [Optional]</p> <p>Article 59 (Sexual Harassment Prevention) [Optional]</p>
<p>Chapter 9 Commendation & Disciplinary Action</p> <p>Article 52 (Commendation) [Required]</p> <p>Article 53 (Disciplinary Action) [Required]</p> <p>Article 54 (Types of Disciplinary Action) [Required]</p> <p>Article 55 (Consideration of Disciplinary Action) [Required]</p> <p>Article 56 (Notification of Results of Disciplinary Action) [Required]</p> <p>Article 57 (Appeal Procedures) [Required]</p>	<p>Chapter 11 Safety & Health</p> <p>Article 60 (Safety Training) [Required]</p> <p>Article 61 (Protective Measures Against Dangerous Machines & Equipment) [Required]</p> <p>Article 62 (Use of Safety & Protective Gears) [Required]</p> <p>Article 63 (Work Environment Monitoring) [Required]</p> <p>Article 64 (Health Examination) [Required]</p>
<p>Chapter 10 Training & Sexual Harassment Prevention</p>	<p>Chapter 12 Accident Compensation</p> <p>Article 65 (Accident Compensation) [Required]</p> <p>Addenda</p>