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## Notes

**1. The yearly statistics listed in this statistical yearbook are based on aggregate figures as of the end of December of the corresponding year.**

**2. The acronyms used in this yearbook are as follows.**

- (1) Unfair dismissal case: A case in which a worker who has been subject to an unfair dismissal, etc. (dismissal, forced leave of absence, suspension from work, job transfer, wage cut, and other penalties) files a remedy request with the Labor Relations Commission against such an unfair dismissal, etc.
- (2) Unfair labor practice case: A case in which a worker or labor union whose rights have been infringed by an employers' unfair labor practices files a remedy request with the Labor Relations Commission against such unfair labor practices.
- (3) Other adjudication cases: All the cases involving approval of an exception to suspension of work compensation, approval of an exception to disability compensation, interpretation of collective agreements, resolution on the violation of laws and regulations by collective agreements, resolution on the violation of laws and regulations by labor union constitutions and dispositions, appointment of a person authorized to convene a labor union meeting, resolution on the dissolution of a labor union, etc.
- (4) Discrimination redress case (or discrimination case): A case in which fixed-term, part-time and dispatched workers who have suffered from discriminatory treatment file a redress request with the Labor Relations Commission against the discriminatory treatment or the Minister of Employment and Labor notifies the Labor Relations Commission of the discriminatory treatment.
- (5) Union pluralism case: All the cases involving plural unionism such as bargaining requests, bargaining representatives, bargaining units, fair representation cases, etc.
- (6) Bargaining demands case: A case in which a labor union that raises an objection to the contents of the notification of the fact that bargaining has been requested in relation to plural unionism, etc. files a remedy request with the Labor Relations Commission.
- (7) Bargaining representative case: A case in which, concerning the union pluralism, a labor union requests the Labor Relations Commission's decision on the composition of a joint bargaining delegation, etc. or files an objection with the Labor Relations Commission in relation to a majority union.

- (8) Bargaining unit case: A case in which, concerning the plural unionism, a party to labor-management relations requests the Labor Relations Commission to decide on the division of a bargaining unit when there is a need to divide the bargaining unit due to significant differences in working conditions in a company (workplace).
- (9) Fair representation case: A case in which, concerning the plural unionism, when a representative bargaining union or an employer has discriminated labor unions or their union members without a justifiable reason in violation of the duty of fair representation, the labor union which has sustained discrimination files a remedy request with the Labor Relations Commission.
- (10) Case of mediation of labor disputes (or mediation case): A case in which a request for mediation is filed with the Labor Relations Commission when a labor dispute arose from disagreement on the allegations regarding the determination of working conditions between the parties to labor-management relations.
- (11) Case of arbitration of labor disputes (or arbitration case): A case in which a request for arbitration is filed with the Labor Relations Commission when a labor dispute arose from disagreement on the allegations regarding the determination of working conditions between the parties to labor-management relations.
- (12) Case of essential minimum services: A case in which a party to labor relations in an essential public service requests the Labor Relations Commission to decide on the minimum levels of maintenance and operation, target jobs, required personnel, etc. of essential minimum services.

**3. Cases of unfair dismissal, unfair labor practices and plural unionism are all handled by the Adjudication Committee. In statistical tables of the yearbook, cases of unfair dismissal and unfair labor practices and other adjudication cases filed by workers or labor unions against their employers are counted as adjudication cases, and plural unionism cases involving opinion differences among labor unions are separately counted from adjudication cases.**

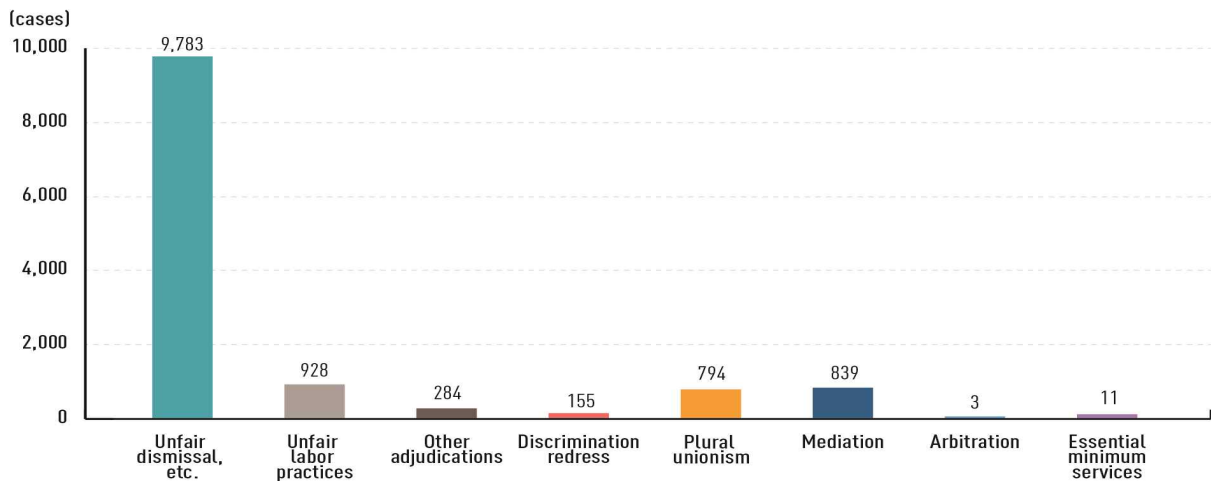
**4. When a complainant filed a case for unfair dismissal, unfair labor practices, etc. respectively and the Labor Relations Commission merged those into one case, the case is counted for every type of the case.**

# 1 Overview

## Statistics on Overall Case Handling in 2017

- In 2017, the National Labor Relations Commission (NLRC) and the Regional Labor Relations Commissions (RLRCs) handled a total of 12,797 cases, of which the NLRC handled 1,814 cases and the RLRCs 10,983 cases.
- When the 12,797 cases are analyzed according to the types of the cases, the most 9,783 cases were related to unfair dismissal, etc., 928 cases unfair labor practices, 155 cases discrimination redress, 839 cases mediation of labor disputes, 794 cases plural unionism, 11 cases essential minimum services, 3 cases arbitration, and 284 cases other adjudications respectively.

### Statistics on cases handled in 2017



### Statistics on cases handled by the NLRC and RLRCs in 2017

(Unit: cases, %)

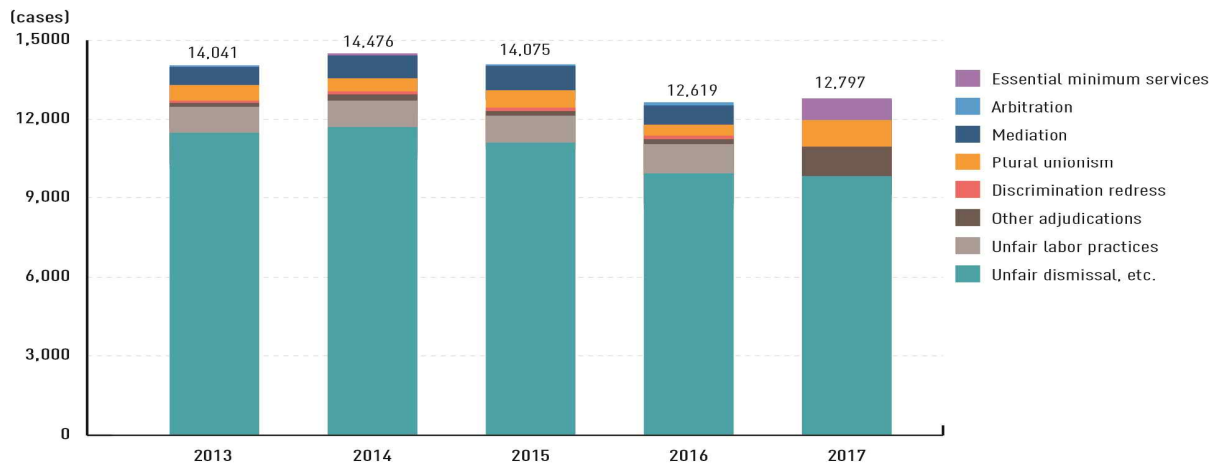
Classification	Total	Adjudication				Discrimination	Union pluralism	Adjustment of labor disputes		
		Subtotal	Unfair dismissal, etc.	Unfair labor practices	Other adjudications			Mediation	Arbitration	Essential minimum services
Total	12,797	10,995	9,783	928	284	155	794	839	3	11
(%)	(100.0)	(85.9)	(76.4)	(7.3)	(2.2)	(1.2)	(6.2)	(6.6)	(0.0)	(0.1)
NLRC	1,814	1,605	1,355	238	12	37	71	97	1	3
(%)	(100.0)	(88.5)	(74.7)	(13.1)	(0.7)	(2.0)	(3.9)	(5.3)	(0.1)	(0.2)
RLRCs	10,983	9,390	8,428	690	272	118	723	742	2	8
(%)	(100.0)	(85.5)	(76.7)	(6.3)	(2.5)	(1.1)	(6.6)	(6.8)	(0.0)	(0.1)

- Notes) 1. The number of cases handled by the Regional Labor Relations Commissions (RLRCs) regarding cases in relation to unfair dismissal, etc., unfair labor practices, discrimination redress, plural unionism, and essential minimum services are the cases for first adjudications and the cases handled by the National Labor Relations Commission (NLRC) are cases for review
2. Adjustment of a labor dispute by the RLRCs applies to the cases which occur in the jurisdiction of the corresponding RLRC, and adjustment of a labor dispute by the NLRC applies for the cases under the competing jurisdiction of the two or more RLRCs

## Statistics on Overall Case Handling by Year

- The total number of cases handled in 2017 was 12,797, a 1.4% increase from 12,619 cases in the previous year.
- In 2017, cases of unfair dismissal, etc. and unfair labor practices decreased by 350 cases (3.3%) compared to the previous year: cases of unfair dismissal, etc. decreased by 149 cases (1.5%) from the previous year and those of unfair labor practices decreased by 201 cases (17.8%).
- In 2017, cases of discrimination redress increased by 40 cases (34.8%) compared to the previous year, and those of union pluralism increased by 353 cases (80.0%). Cases of adjustment of labor disputes increased by 43 cases (5.4%).

### Yearly statistics on cases handled



### Statistics on cases handled by year and NLRC/RLRCs

(Unit: cases)

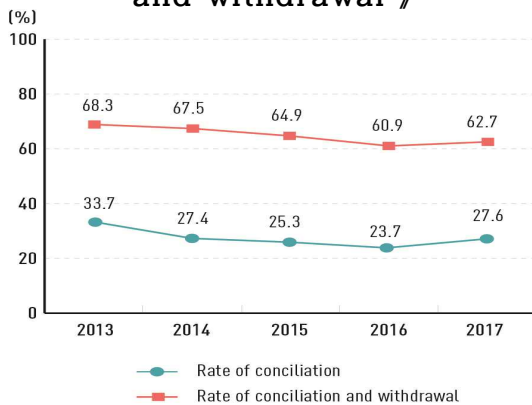
Classification	Total	Adjudication				Discrimination	Plural unionism	Adjustment of labor disputes			
		Subtotal	Unfair dismissal, etc.	Unfair labor practices	Other adjudications			Mediation	Arbitration	Essential minimum services	
2013	Total	14,041	12,634	11,509	966	159	99	561	739	0	8
	NLRC	1,828	1,672	1,380	286	6	15	71	70	0	0
	RLRCs	12,213	10,962	10,129	680	153	84	490	669	0	8
2014	Total	14,476	12,918	11,678	1,046	194	161	508	864	10	15
	NLRC	1,728	1,526	1,309	206	11	11	85	103	0	3
	RLRCs	12,748	11,392	10,369	840	183	150	423	761	10	12
2015	Total	14,075	12,320	11,131	1,024	165	138	684	858	3	72
	NLRC	1,852	1,570	1,305	257	8	33	131	116	1	1
	RLRCs	12,223	10,750	9,826	767	157	105	553	742	2	71
2016	Total	12,619	11,247	9,932	1,129	186	115	441	796	9	11
	NLRC	1,952	1,706	1,429	264	13	32	97	110	3	4
	RLRCs	10,667	9,541	8,503	865	173	83	344	686	6	7
2017	Total	12,797	10,995	9,783	928	284	155	794	839	3	11
	NLRC	1,814	1,605	1,355	238	12	37	71	97	1	3
	RLRCs	10,983	9,390	8,428	690	272	118	723	742	2	8

## Statistics on Adjudication and Discrimination Redress Cases

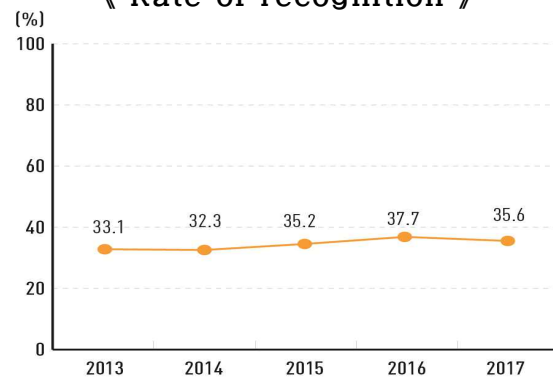
- Among 11,150 adjudication and discrimination redress cases that were handled by the Labor Relations Commission in 2017, 3,072 cases (27.5%) were conciliated and 3,921 cases (35.2%) were withdrawn by an agreement between the parties, etc. The rate of conciliation and withdrawal was 62.7%.
- Out of the 4,157 cases that reached adjudication in 2017, remedy requests were recognized in 1,479 cases and the rate of recognition was 35.6%, down 2.1%p from the previous year (37.7%).

### Rates of conciliation, conciliation and withdrawal, and recognition in adjudication and discrimination redress cases

《 Rates of conciliation, conciliation and withdrawal 》



《 Rate of recognition 》



### Overall statistics on adjudication and discrimination redress cases

(Unit: cases, %)

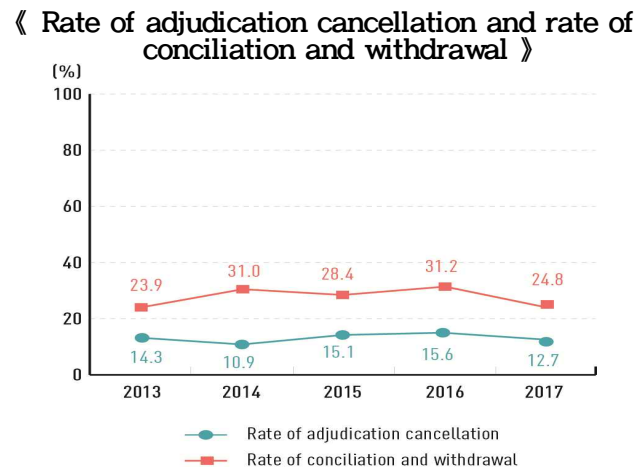
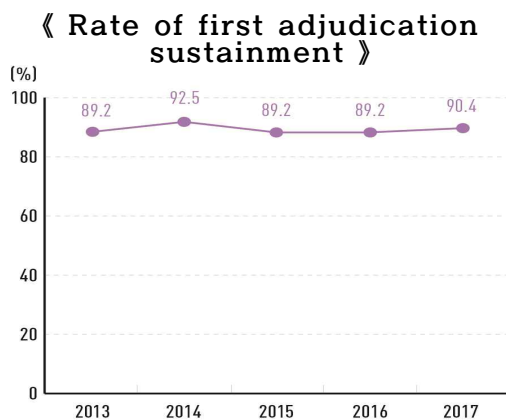
Year	Classification	Total	Cases handled				Conciliation	Withdrawal	Rates of conciliation	Rates of conciliation and withdrawal	Rates of recognition
			Adjudication			Dismissed without deliberation					
			Subtotal	Recognized	Dismissed						
2013	Total	12,733	4,038	1,335	1,970	733	4,294	4,401	33.7	68.3	33.1
	NLRC	1,687	1,283	446	657	180	94	310	5.6	23.9	34.8
	RLRCs	11,046	2,755	889	1,313	553	4,200	4,091	38.0	75.1	32.3
2014	Total	13,079	4,255	1,374	2,131	750	3,581	5,243	27.4	67.5	32.3
	NLRC	1,537	1,061	369	568	124	114	362	7.4	31.0	34.8
	RLRCs	11,542	3,194	1,005	1,563	626	3,467	4,881	30.0	72.3	31.5
2015	Total	12,458	4,370	1,540	1,996	834	3,153	4,935	25.3	64.9	35.2
	NLRC	1,603	1,147	438	528	181	100	356	6.2	28.4	38.2
	RLRCs	10,855	3,223	1,102	1,468	653	3,053	4,579	28.1	70.3	34.2
2016	Total	11,362	4,438	1,674	1,969	795	2,693	4,231	23.7	60.9	37.7
	NLRC	1,738	1,196	508	509	179	137	405	7.9	31.2	42.5
	RLRCs	9,624	3,242	1,166	1,460	616	2,556	3,826	26.6	66.3	36.0
2017	Total	11,150	4,157	1,479	1,913	765	3,072	3,921	27.6	62.7	35.6
	NLRC	1,642	1,234	451	591	192	134	274	8.2	24.8	36.5
	RLRCs	9,508	2,923	1,028	1,322	573	2,938	3,647	30.9	69.3	35.2

- Notes) 1. Rate of conciliation = No. of cases conciliated/No. of cases handled  
 2. Rate of conciliation and withdrawal = (No. of cases conciliated + No. of cases withdrawn) /No. of cases handled  
 3. Rate of recognition = No. of cases recognized/No. of cases adjudicated

## Statistics on Review Cases concerning Adjudication and Discrimination Redress Cases

- In 2017, out of 2,923 first adjudication cases of adjudication and discrimination redress cases, 1,555 were filed for review and the rate of review request was 53.2%.
- In 2017, 408 cases (24.8%) out of 1,642 reviewed cases (including the cases passed over from the previous year) were concluded as a result of conciliation, withdrawal by agreement, etc.
  - Out of the 1,234 cases that reached adjudication, first adjudications were cancelled for 157 cases (12.7%) and review requests were dismissed or dismissed without deliberation for the remaining 1,077 cases.
- Out of 1,642 reviewed cases in total, first adjudications were cancelled for 9.6% of them and first adjudications were sustained for the remaining cases. Thus, the rate of first adjudication sustainment was 90.4%.

### □ Rate of first adjudication sustainment, adjudication cancellation and conciliation and withdrawal in review cases of adjudication and discrimination redress cases



### □ Statistics on review cases concerning adjudication and discrimination redress cases

(Unit: cases, %)

Year	First adjudications	Review requests	Rates of review request	Total	Review cases handled						Rates of first adjudication sustainment
					Adjudication				Conciliation	Withdrawal	
					Subtotal	Dismissal of review requests	Cancellation of first adjudications	Rates of adjudication cancellation			
2013	2,755	1,421	51.6	1,687	1,283	1,100	183	(14.3)	94	310	89.2
2014	3,194	1,598	50.0	1,537	1,061	945	116	(10.9)	114	362	92.5
2015	3,223	1,668	51.8	1,603	1,147	974	173	(15.1)	100	356	89.2
2016	3,242	1,695	52.3	1,738	1,196	1,009	187	(15.6)	137	405	89.2
2017	2,923	1,555	53.2	1,642	1,234	1,077	157	(12.7)	134	274	90.4

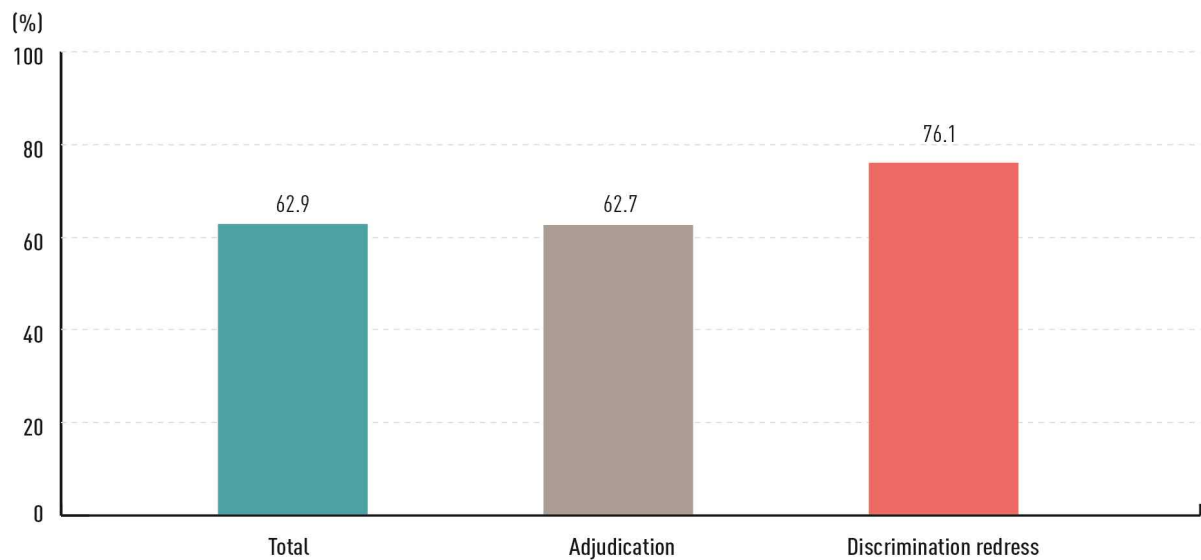


## Remedy Rates for Adjudication and Discrimination Redress Cases in 2017

- The overall remedy rate of adjudication and discrimination redress cases in 2017 was 62.9%.\* The remedy rate of adjudication cases was 62.7% and that of discrimination redress cases was 76.1%.

\* Other adjudication cases (approval of an exception to disability compensation, approval of an exception to compensation for suspension of work, etc.) are excluded from the analysis.

### Remedy rates for adjudication and discrimination redress cases in 2017



### Remedy rates by NLRC/RLRCs in 2017

(Unit: cases, %)

Classification		No. of adjudication and discrimination redress cases handled						Remedy	Remedy rates (%)
		Total	Adjudication			Conciliation	Withdrawal		
			Subtotal	Recognized	Not recognized				
Total	Total	10,866	4,019	1,391	2,628	3,070	3,777	4,461	62.9
	NLRC	1,630	1,226	450	776	134	270	584	42.9
	RLRCs	9,236	2,793	941	1,852	2,936	3,507	3,877	67.7
Adjudication	Total	10,711	3,928	1,326	2,602	3,052	3,731	4,378	62.7
	NLRC	1,593	1,192	423	769	132	269	555	41.9
	RLRCs	9,118	2,736	903	1,833	2,920	3,462	3,823	67.6
Discrimination	Total	155	91	65	26	18	46	83	76.1
	NLRC	37	34	27	7	2	1	29	80.6
	RLRCs	118	57	38	19	16	45	54	74.0

Notes) 1. Remedy rate = No. of cases remedied/(No. of cases handled-No. of cases withdrawn)

2. No. of cases remedied = No. of cases recognized + No. of cases conciliated

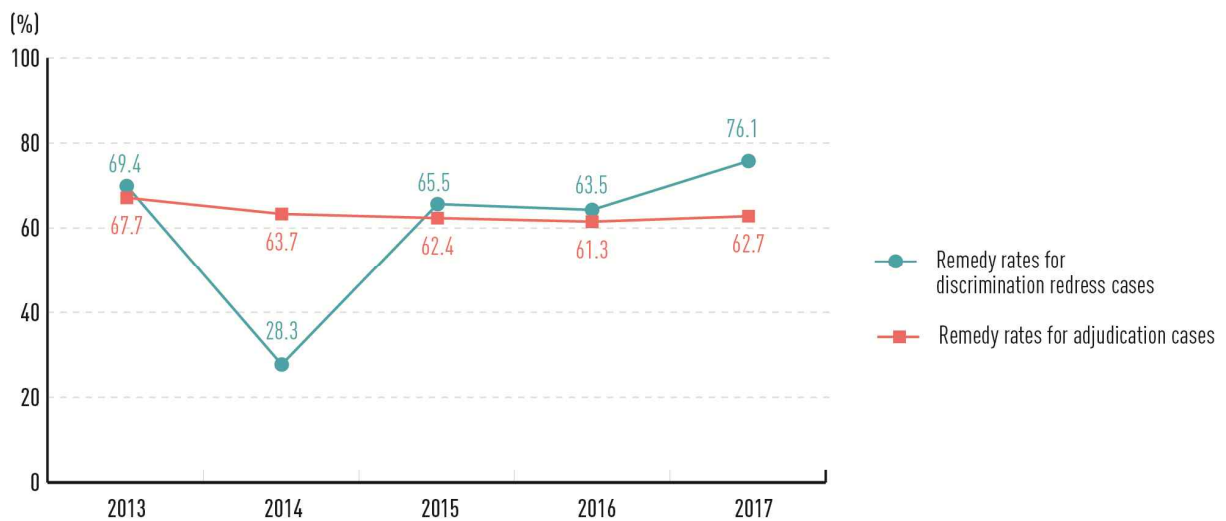
3. No. of cases recognized are those in which the Labor Relations Commission issued a disposition such as a remedy order, etc. after adjudication, recognizing a remedy request from workers and labor unions

4. Other adjudication cases including those requesting 'approval of an exception to disability compensation' filed by an employer, etc. are excluded

## Yearly Remedy Rates for Adjudication and Discrimination Redress Cases

- The remedy rate for the overall cases of adjudication and discrimination redress in 2017 increased by 1.6%p year on year.
- The remedy rate for adjudication cases grew by 1.4%p and that for discrimination redress cases surged by 12.6%p.

### Yearly remedy rates for adjudication and discrimination redress cases



### Yearly remedy rates of the NLRC/RLRCs

(Unit: %)

Classification		Total	Adjudication Cases	Discrimination Redress Cases
2013	Overall	67.7	67.7	69.4
	NLRC	39.3	39.0	69.2
	RLRCs	73.4	73.4	69.4
2014	Overall	63.4	63.7	28.3
	NLRC	41.4	41.2	60.0
	RLRCs	67.3	67.7	22.0
2015	Overall	62.4	62.4	65.5
	NLRC	43.1	42.1	88.5
	RLRCs	66.3	66.4	55.2
2016	Overall	61.3	61.3	63.5
	NLRC	48.5	48.0	67.9
	RLRCs	64.3	64.3	60.9
2017	Overall	62.9	62.7	76.1
	NLRC	42.9	41.9	80.6
	RLRCs	67.7	67.6	74.0

## Dispute Resolution Rates by the Labor Relations Commission

- In 2017, out of the total 10,983 cases handled by the RLRCs, only 4.4% of the 10,241 cases (742 cases are excluded as they are mediation cases) were filed to the court for administrative litigation. The rest 9,792 cases were closed at the LRC phase as their disputes were resolved, showing 95.6% of the dispute resolution rate by the LRC\*.

\* It indicates the rate of the cases that are closed by the LRC by means of conciliation, withdrawal in agreement, or acceptance of adjudication, not proceeding to the court.

- The cases that were closed at the RLRC phase were 8,824, taking up 83.2% of the 10,241 cases closed in the first trial, and 1,268 cases were closed at the NLRC phase, accounting for 12.4% of the cases handled by the RLRCs.

### Statistics on dispute resolutions in 2017 in each phase



### Yearly dispute resolution rate of the NLRC/RLRCs

(Unit: cases, %)

Year	Handled by RLRCs (A)			Handled by NLRC (B)			Litigations filed (C)	Dispute Resolution at the LRC phase			Dispute resolution rates (D/A)
	Total	Conciliation / withdrawal	Adjudication	Total	Conciliation / withdrawal	Adjudication		Total (D=A-C)	RLRC closure (A-B)	NLRC closure (B-C)	
2013	11,544	8,458	3,086	1,758	417	1,341	443	11,101	9,786	1,315	96.2
2014	11,987	8,510	3,477	1,625	488	1,137	384	11,603	10,362	1,241	96.8
2015	11,481	7,870	3,611	1,736	467	1,269	415	11,066	9,745	1,321	96.4
2016	9,981	6,539	3,442	1,842	565	1,277	457	9,524	8,139	1,385	95.4
2017	10,241	7,152	3,089	1,717	426	1,291	449	9,792	8,524	1,268	95.6

Notes) 1. Dispute closure rate = (Cases handled by the RLRCs - the number of litigations filed) / Cases handled by the RLRCs

2. The number of adjudication acceptance of the RLRCs is the RLRC adjudication cases excluding those filed for NLRC review disagreeing with the RLRC adjudication, and that of the NLRC is the NLRC adjudication cases excluding cases filed for administrative litigation disagreeing with the NLRC adjudication

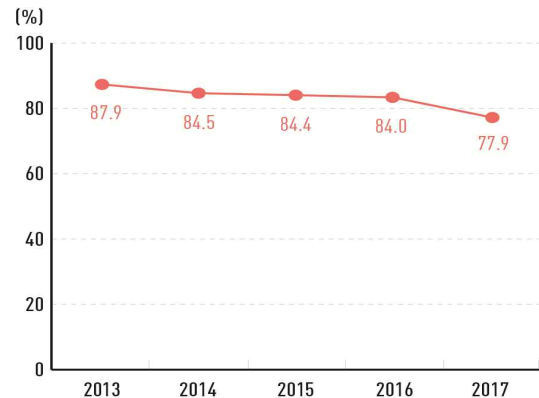
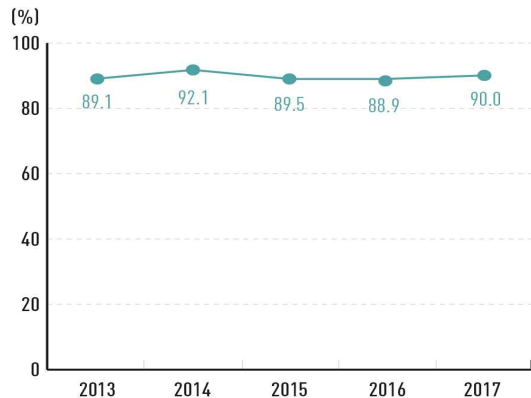
3. Cases handled by the RLRCs and the NLRC and the number of litigations filed include all of the adjudication cases (unfair dismissal, unfair labor practices, and other adjudication cases), discrimination redress cases, as well as union pluralism related cases, arbitration cases, and essential minimum services related cases, which are subject to administrative litigation. Mediation cases, which are not subject to administrative litigation, are excluded

## Sustainment Rates of the First Adjudications by RLRCs and Review Awards by NLRC

- The NLRC reviews on the first adjudications by the RLRCs in 2017 show that 1,546 cases (90.0%) out of 1,717 filed for the NLRC review sustained the first adjudications, and 171 cases (10.0%) found their first adjudication reversed.
- The administrative litigations against the NLRC reviews in 2017 show that 363 cases (77.9%) out of 466, which were finalized by the court, sustained the NLRC review adjudications, and 103 cases (22.1%) found the NLRC review adjudications reversed.

### Yearly sustainment rates for the first adjudications by the RLRCs and reviews by the NLRC

#### 《 RLRC adjudication sustainment rate 》 《 NLRC review sustainment rate 》



### Yearly statistics on the NLRC reviews on the first adjudications by the RLRCs

(Unit: cases, %)

Year	Handled by the NLRC (A)	Sustaining the RLRC adjudications (B)			RLRC adjudication reversed (C)	RLRC adjudication sustainment rates (B/A)
		Total	Filing for NLRC review, case dismissal	Conciliation or withdrawal		
2013	1,758	1,566	1,149	417	192	89.1
2014	1,625	1,497	1,009	488	128	92.1
2015	1,736	1,554	1,087	467	182	89.5
2016	1,842	1,638	1,073	565	204	88.9
2017	1,717	1,546	1,120	426	171	90.0

### Yearly statistics on the administrative litigations on the NLRC reviews

(Unit: cases, %)

Year	Litigations closed (A)	NLRC reviews sustained (B)			NLRC reviews reversed (C)	Sustainment rates of the NLRC reviews (B/A)
		Total	Litigations won by the NLRC	Litigations withdrawn		
2013	340	299	234	65	41	87.9
2014	381	322	246	76	59	84.5
2015	423	357	285	72	66	84.4
2016	387	325	241	84	62	84.0
2017	466	363	297	66	103	77.9

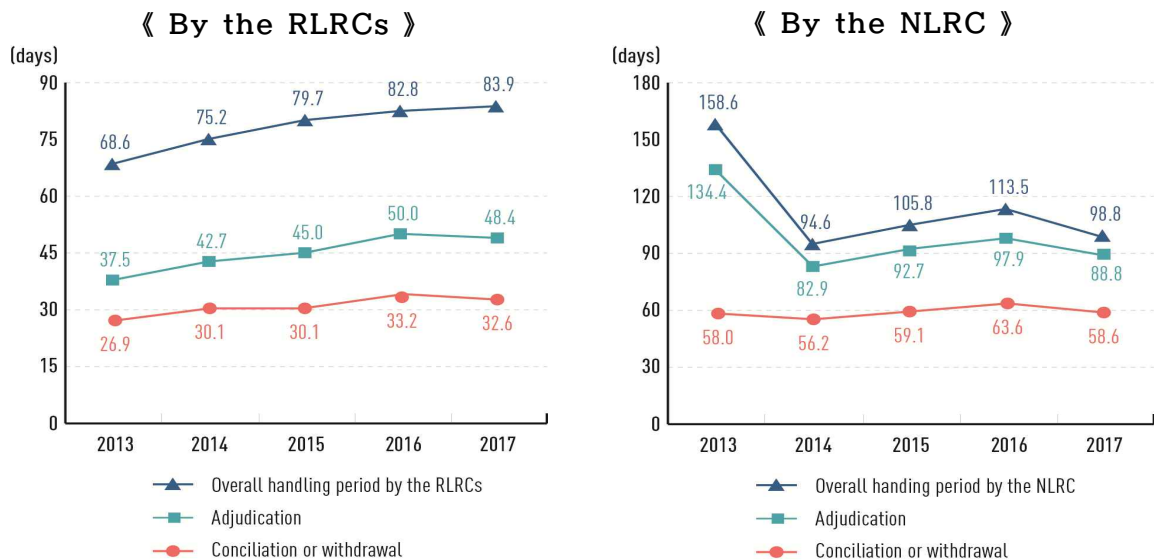
## Average Period Required for Handling Adjudication and Discrimination Redress Cases

- In 2017, the average period required for handling adjudication and discrimination redress cases in the first instance (the RLRCs) was 48.4 days, down 1.6 days from 50 days in the previous year, and that in the review (the NLRC) recorded 88.8 days, down 9.1 days from 97.9 days year on year.

☞ The average period for handling adjudication and discrimination redress cases of the LRC in 2017 is 66.1 days (counting from the date when the complaint is filed to an RLRC), taking shorter time than litigation.

- The average handling periods for cases closed with conciliation or withdrawal in 2017 were 32.6 days in the first instance and 58.6 days in the review. Also, those for cases proceeded to adjudication were 83.9 days in the first instance and 98.8 days in the review. It shows that conciliation or withdrawal cases are closed at least 40 days shorter than adjudication cases.

### Yearly average period required for handling adjudication and discrimination redress cases by the RLRCs and the NLRC



### Yearly average period required for handling adjudication and discrimination redress cases

(Unit: days)

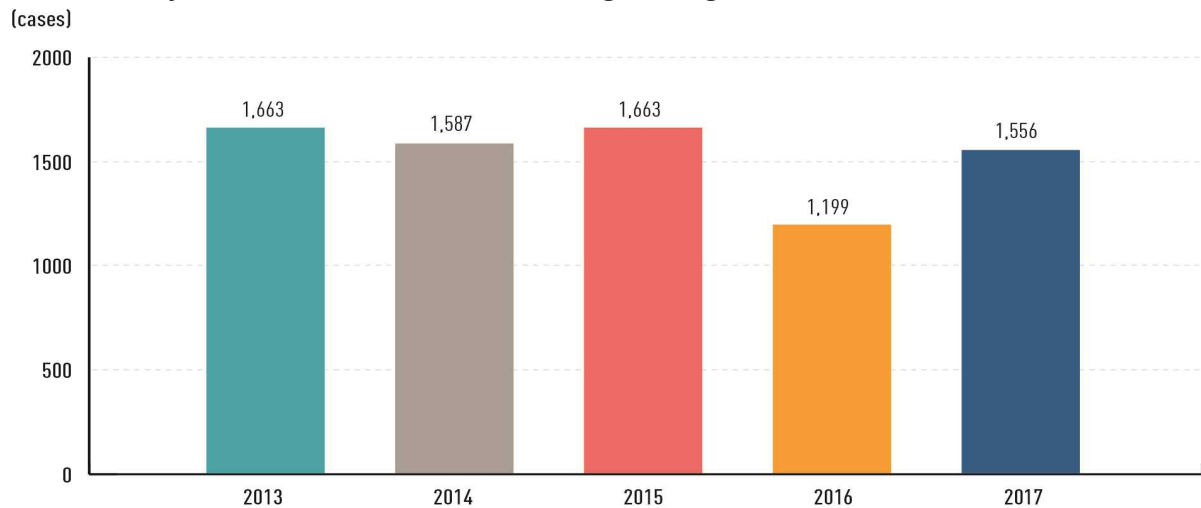
Year	First instance (RLRCs)			Review (NLRC)		
	Total	Adjudication	Conciliation / withdrawal	Total	Adjudication	Conciliation / withdrawal
2013	37.5	68.6	26.9	134.4	158.6	58.0
2014	42.7	75.2	30.1	82.9	94.6	56.2
2015	45.0	79.7	30.1	92.7	105.8	59.1
2016	50.0	82.8	33.2	97.9	113.5	63.6
2017	48.4	83.9	32.6	88.8	98.8	58.6

Notes) The average period for handling adjudication cases is the days that are taken from the date when the complaint is filed until when the adjudication statement is issued. And that for conciliation and withdrawal cases is the days that are taken from the date when the complaint is received until when the case is closed with conciliation or withdrawal.

## Supporting Legal Agents for Employees' Remedy Requests

- The LRC provides free legal agents for employees in the vulnerable groups for their remedy requests (e.g. unfair dismissal) or discrimination redress requests. The number of the cases that provided free legal agents in 2017 recorded 1,556 cases, up 357 from 1,199 in the previous year.
- Since July 2017, the employee group who can use this service has been expanded from the employees whose monthly wages are less than 2 million won to those whose monthly wages are less than 2.5 million won. As a result, the legal agent assistance jumped 29.8%.

### Yearly statistics on free legal agent assistance



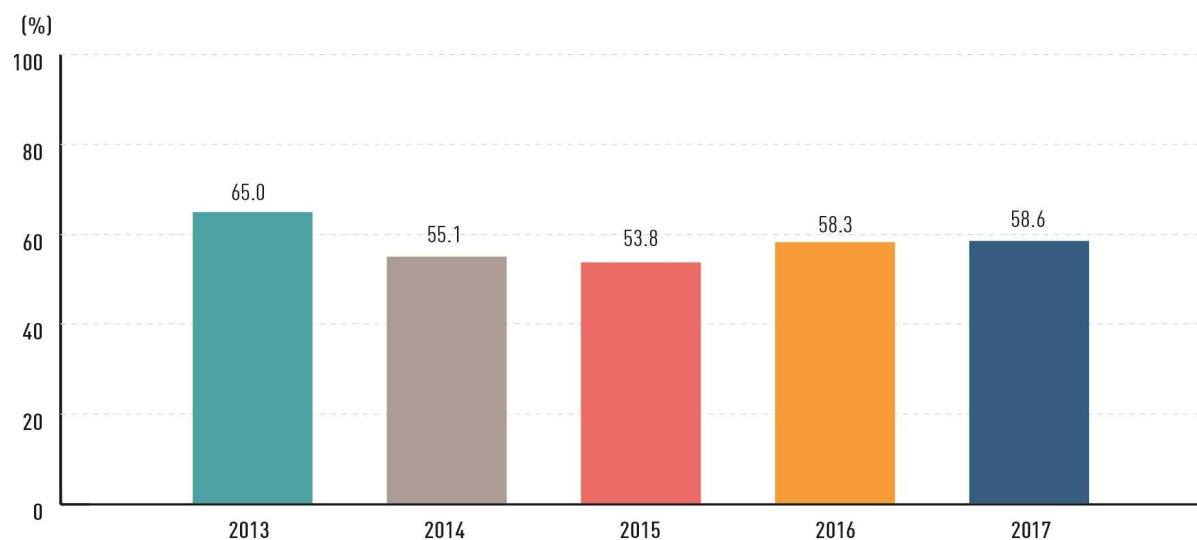
### Procedures for providing free legal agents for employees' remedy requests



## Mediation Success Rate

- The mediation success rate in 2017 was 58.6%, up 0.3%p year on year.
- The mediation success rate by the NLRC in 2017 marked 46.0%, down 11.7%p from the previous year, and that of the RLRCs stood at 60.2%, down 2.2%p year-on-year.

### Yearly statistics on mediation success rates



### Statistics on handling mediation cases in 2017

(Unit: cases, %)

Classification	Cases handled	Mediation successful + mediation failed								Administrative guidance	Cases withdrawn	Successful mediation rate (%)
		Total	Mediation successful			Mediation failed						
			Sub-total	Mediation proposals accepted	Withdrawn in agreement	Sub-total	Mediation proposals rejected	Mediation halted				
Total	839	756	443	188	255	313	47	266	16	67	58.6	
2017												
NLRC	97	87	40	18	22	47	8	39	3	7	46.0	
RLRCs	742	669	403	170	233	266	39	227	13	60	60.2	

Note) Mediation success rate = Mediation successful / (Cases handled - Cases withdrawn and Administrative guidance) = Mediation successful / (Mediation successful + Mediation failed)

### Yearly statistics on mediation success rates by the NLRC/RLRCs

(Unit: %)

Year	Total	NLRC	RLRCs
2013	65.0	41.5	67.7
2014	55.1	30.3	58.5
2015	53.8	43.6	55.4
2016	58.3	34.3	62.4
2017	58.6	46.0	60.2

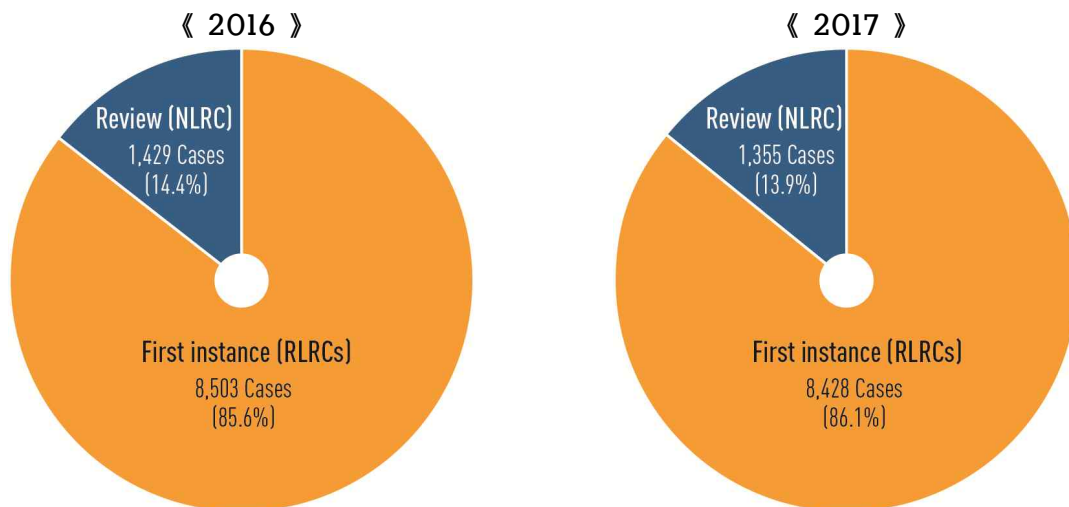
## 2

# Adjudication on Unfair Dismissal, etc.

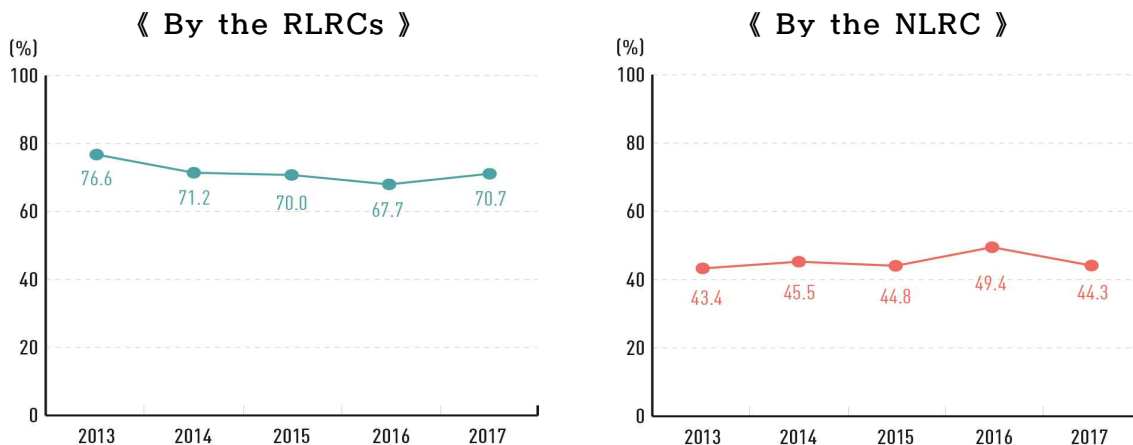
## Statistics on Unfair Dismissal, etc. Cases

- In 2017, the unfair dismissal, etc. cases handled by the LRC numbered 9,783 (8,428 by the RLRCs and 1,355 by the NLRC), down 149 from 9,932 (8,503 by the RLRCs and 1,429 by the NLRC) in the previous year.
- The remedy rate for unfair dismissal, etc. cases in 2017 marked 66.0% (70.7% handled by the RLRCs and 49.4% handled by the NLRC), up 1.6%p from 64.4% (67.7% in the RLRCs and 49.4% in the NLRC) year on year.
  - The conciliation rate for unfair dismissal, etc. cases in 2017 marked 30.4% (33.9% handled by the RLRCs and 8.7% handled by the NLRC), up 4.4%p from 26.0% (28.8% handled by the RLRCs and 9.0% handled by the NLRC) in the previous year.

### □ Unfair dismissal, etc. cases handled by the RLRCs and the NLRC

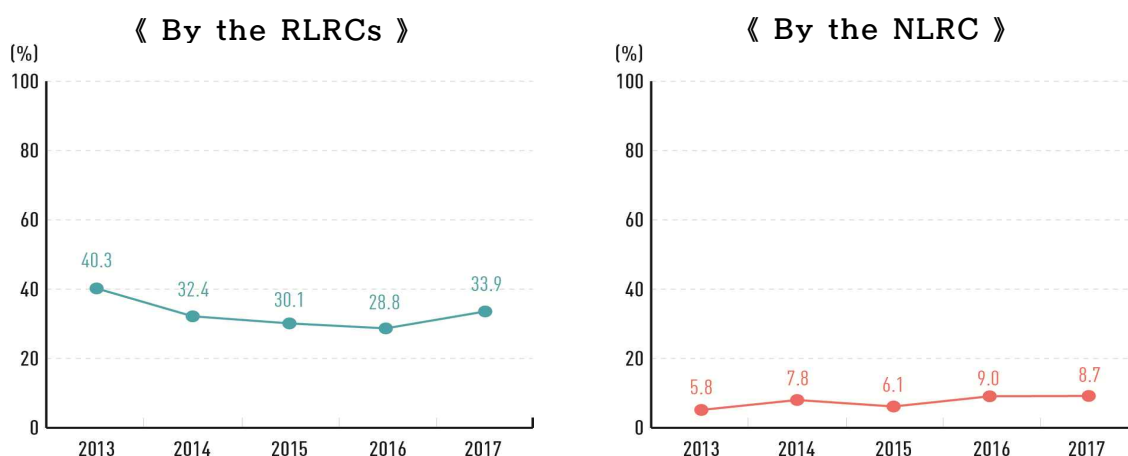


### □ Yearly remedy rates for unfair dismissal, etc. cases





□ Yearly conciliation rates for unfair dismissal, etc. cases



□ Yearly statistics on handling unfair dismissal, etc. cases

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rate (%)	Cases withdrawn	Remedy rates (%)
			Total	Cases recognized	Cases dismissed	Dismissed without deliberation	Recognition rate (%)				
2013	Overall	11,509	3,324	1,204	1,433	687	(36.2)	4,163	(36.2)	4,022	(71.7)
	NLRC	1,380	1,034	403	463	168	(39.0)	80	(5.8)	266	(43.4)
	RLRCs	10,129	2,290	801	970	519	(35.0)	4,083	(40.3)	3,756	(76.6)
2014	Overall	11,678	3,503	1,244	1,566	693	(35.5)	3,460	(29.6)	4,715	(67.6)
	NLRC	1,309	893	351	423	119	(39.3)	102	(7.8)	314	(45.5)
	RLRCs	10,369	2,610	893	1,143	574	(34.2)	3,358	(32.4)	4,401	(71.2)
2015	Overall	11,131	3,563	1,329	1,464	770	(37.3)	3,042	(27.3)	4,526	(66.2)
	NLRC	1,305	925	370	387	168	(40.0)	80	(6.1)	300	(44.8)
	RLRCs	9,826	2,638	959	1,077	602	(36.4)	2,962	(30.1)	4,226	(70.0)
2016	Overall	9,932	3,605	1,404	1,442	759	(38.9)	2,581	(26.0)	3,746	(64.4)
	NLRC	1,429	978	418	386	174	(42.7)	128	(9.0)	323	(49.4)
	RLRCs	8,503	2,627	986	1,056	585	(37.5)	2,453	(28.8)	3,423	(67.7)
2017	Overall	9,783	3,383	1,223	1,461	699	(36.2)	2,972	(30.4)	3,428	(66.0)
	NLRC	1,355	1,007	380	453	174	(37.7)	118	(8.7)	230	(44.3)
	RLRCs	8,428	2,376	843	1,008	525	(35.5)	2,854	(33.9)	3,198	(70.7)

Notes) 1. Recognition rate = Cases recognized / Total cases adjudicated

2. Cases recognized are cases for which the LRC orders a remedy, acknowledging the remedy request by an employee or a trade union

3. Conciliation rate = Cases conciliated / Overall cases handled

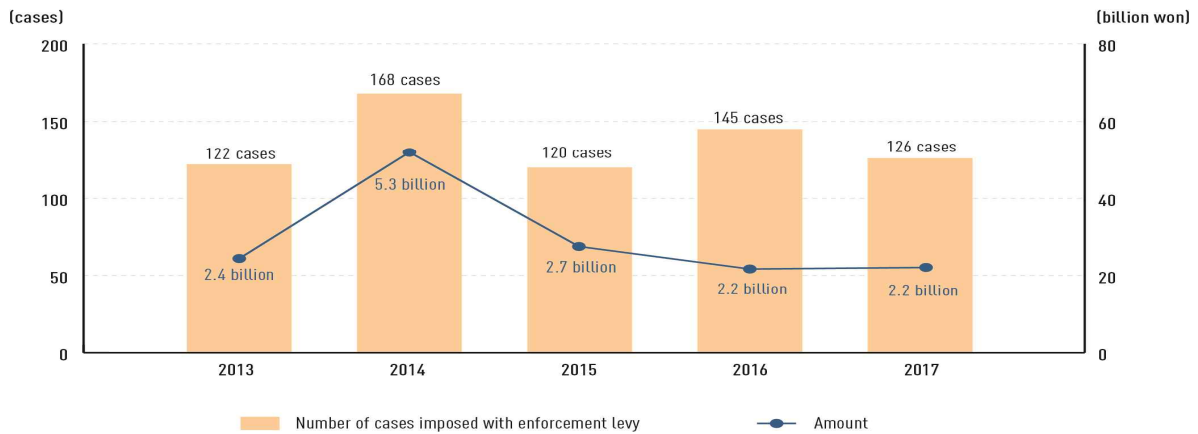
4. Remedy rate = Cases remedied / (Overall cases handled - Cases withdrawn)

5. Cases remedied = Cases recognized + Cases conciliated

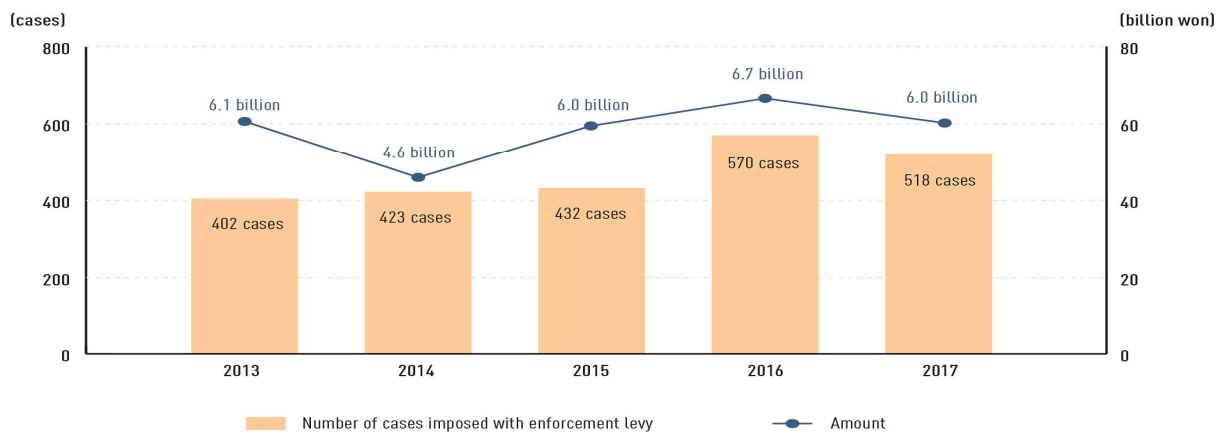
## Enforcement Levy and its Amount

- The LRC imposed enforcement levies to the employers who did not comply with the remedy order for unfair dismissal, etc. In 2017, a total of 8.2 billion won was imposed for 644 cases.
  - The NLRC imposed 2.2 billion won for 126 cases and the RLRCs imposed 6.0 billion won for 518 cases.

### Yearly statistics on the NLRC's imposing enforcement levies and the amount



### Yearly statistics on the RLRCs' imposing enforcement levies and the amount



### Yearly cases of enforcement levies and the amount imposed by the NLRC/RLRCs

(Unit: cases, billion won)

Classification	Total		NLRC		RLRCs	
	Numbers of cases	Amount	Numbers of cases	Amount	Numbers of cases	Amount
2013	524	8.54	122	2.42	402	6.12
2014	591	9.84	168	5.25	423	4.59
2015	552	8.70	120	2.74	432	5.96
2016	715	8.87	145	2.17	570	6.70
2017	644	8.23	126	2.19	518	6.04

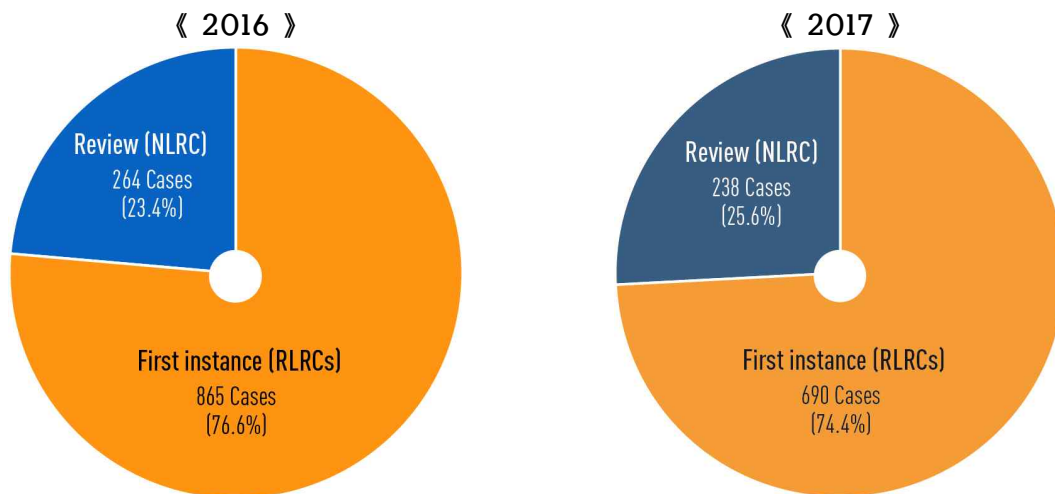
# 3

## Adjudication on Unfair Labor Practices

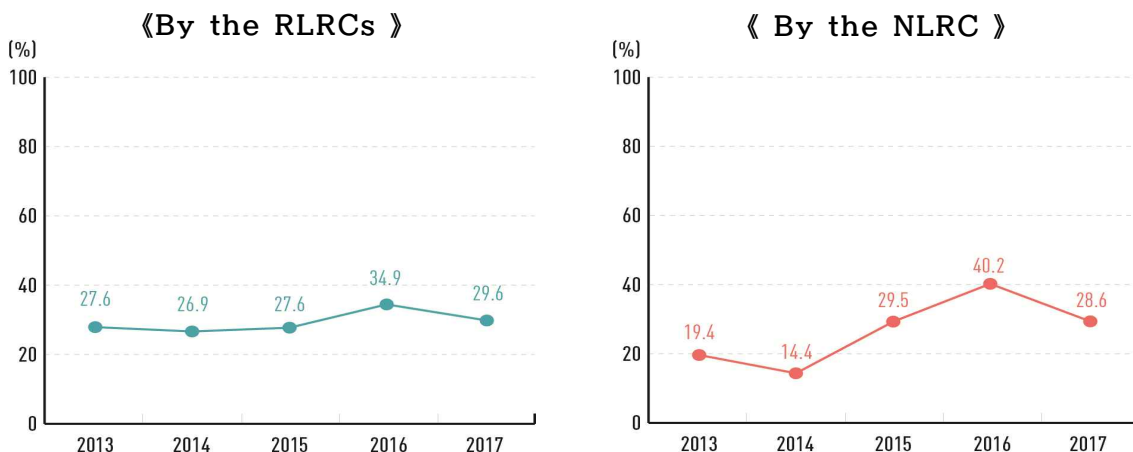
### Statistics on Unfair Labor Practices Cases

- In 2017, the overall unfair labor practices handled by the LRC were 928 (690 by the RLRCs and 238 by the NLRC), down 201 cases from 1,129 in the previous year.
- The remedy rate for unfair labor practices in 2017 was 29.3% (29.6% by the RLRCs and 28.6% by the NLRC), down 6.9%p from 36.2% (34.9% by the RLRCs and 40.2% by the NLRC) year on year.
  - In 2017, 18.9% of the overall complaints filed for unfair labor practices were recognized as such (16.7% by the RLRCs and 23.2% by the NLRC), down 8.2%p from 27.1% in the previous year.

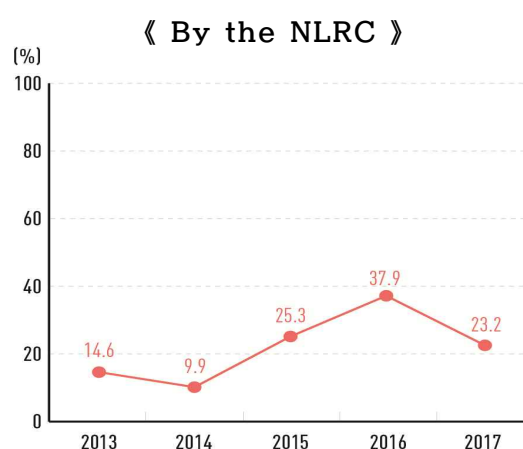
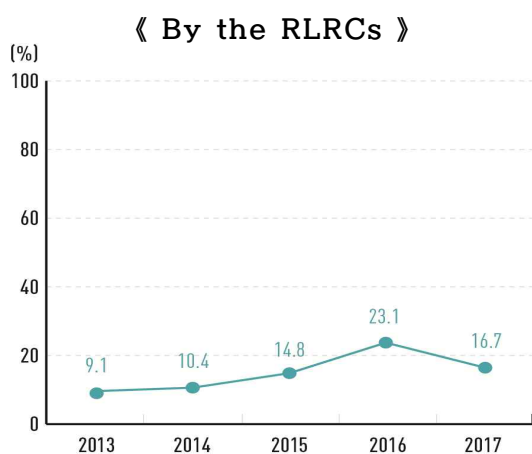
#### Unfair labor practices handled by the NLRC/RLRCs



#### Yearly remedy rates for unfair labor practices



## □ Yearly recognition rates for unfair labor practices



## □ Yearly statistics on handling unfair labor practices

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rate (%)	Cases withdrawn	Remedy rates (%)
			Total	Cases recognized	Cases dismissed	Dismissed without deliberation	Recognition rate (%)				
2013	Total	966	594	67	500	27	(11.3)	106	(11.0)	266	(24.7)
	NLRC	286	233	34	191	8	(14.6)	14	(4.9)	39	(19.4)
	RLRCs	680	361	33	309	19	(9.1)	92	(13.5)	227	(27.6)
2014	Total	1,046	576	59	502	15	(10.2)	104	(9.9)	366	(24.0)
	NLRC	206	152	15	133	4	(9.9)	8	(3.9)	46	(14.4)
	RLRCs	840	424	44	369	11	(10.4)	96	(11.4)	320	(26.9)
2015	Total	1,024	645	116	482	47	(18.0)	91	(8.9)	288	(28.1)
	NLRC	257	198	50	136	12	(25.3)	12	(4.7)	47	(29.5)
	RLRCs	767	447	66	346	35	(14.8)	79	(10.3)	241	(27.6)
2016	Total	1,129	675	183	476	16	(27.1)	96	(8.5)	358	(36.2)
	NLRC	264	182	69	112	1	(37.9)	7	(2.7)	75	(40.2)
	RLRCs	865	493	114	364	15	(23.1)	89	(10.3)	283	(34.9)
2017	Total	928	545	103	408	34	(18.9)	80	(8.6)	303	(29.3)
	NLRC	238	185	43	129	13	(23.2)	14	(5.9)	39	(28.6)
	RLRCs	690	360	60	279	21	(16.7)	66	(9.6)	264	(29.6)

Note) The remedy rate for unfair labor practices is lower than that for unfair dismissal, etc. because, in the case of unfair labor practices, the rate of conciliation between the concerned parties is quite low (below 10%). Also, in many cases of unfair labor practices and unfair dismissal (including other unfair disciplinary measures) combined, if a charged disciplinary measure is recognized a legitimate act, it is not considered as an unfair labor practice

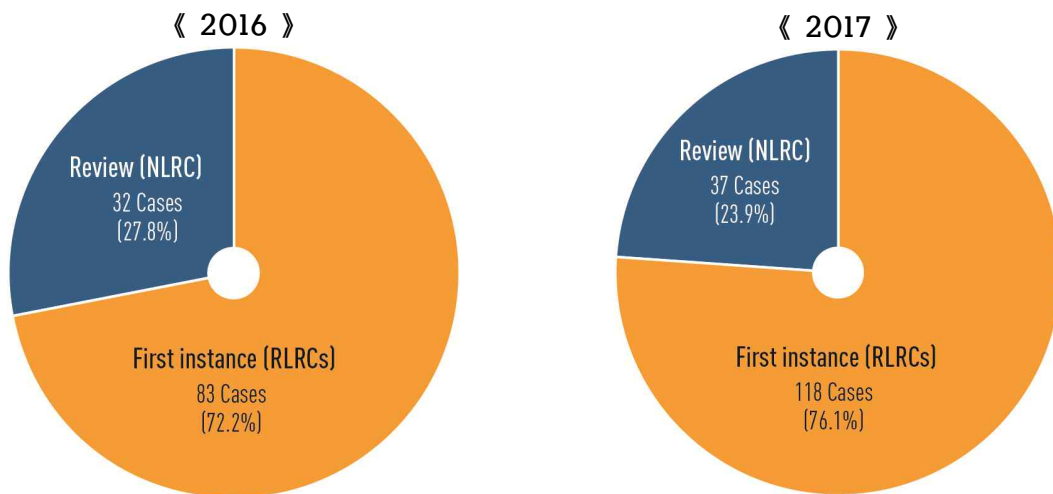
# 4

## Discrimination Redress for Non-regular Workers

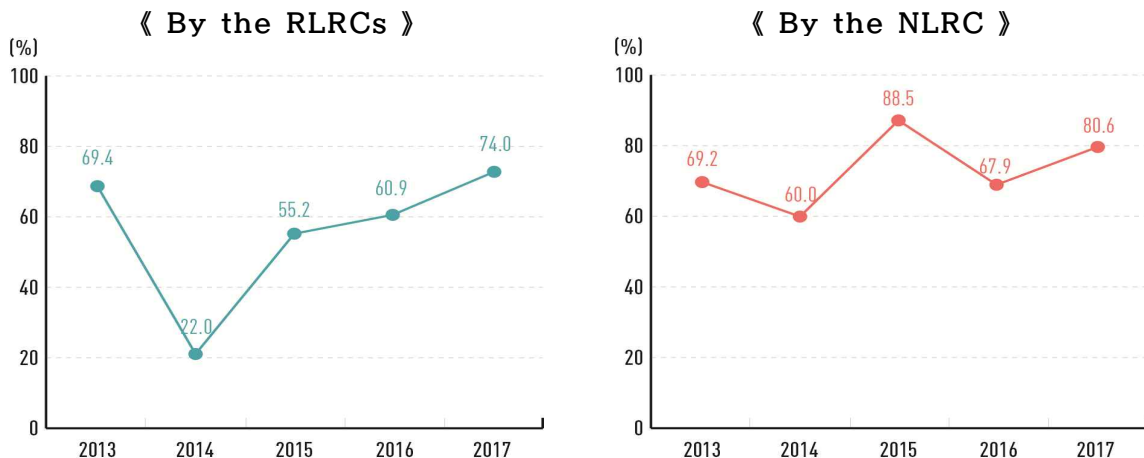
### Statistics on Discrimination Redress Cases

- In 2017, the total number of the cases for discrimination redress was 155 (118 by the RLRCs and 37 by the NLRC), up 40 cases from 115 (83 by the RLRCs and 32 by the NLRC) in the previous year.
- The remedy rate for discrimination redress cases in 2017 marked 76.1% (74.0% by the RLRCs and 80.6% by the NLRC), up 12.6%p from 63.5% (60.9% by the RLRCs and 67.9% by the NLRC) year-on-year.
  - In 2017, 71.4% of the discrimination redress cases were recognized as such (66.7% by the RLRCs and 79.4% by the NLRC), up 14.9%p from 56.5% (48.6% by the RLRCs and 66.7% by the NLRC) in the previous year.

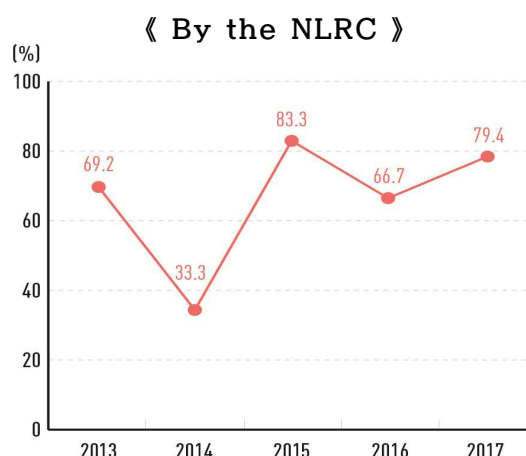
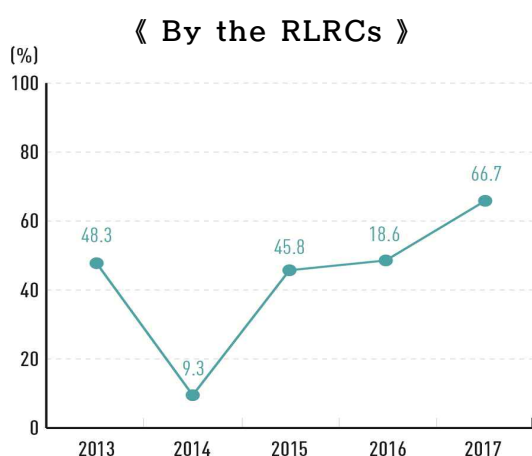
#### Statistics on discrimination redress by the RLRCs and the NLRC



#### Yearly remedy rates for discrimination redress cases



□ Yearly recognition rates for discrimination redress cases



□ Yearly statistics on discrimination redress cases

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rates (%)	Cases withdrawn	Remedy rates (%)
			Total	Cases recognized	Cases dismissed	Dismissed without hearing	Recognition rates (%)				
2013	Total	99	42	23	13	6	(54.8)	20	(20.2)	37	(69.4)
	NLRC	15	13	9	1	3	(69.2)	0	(0.0)	2	(69.2)
	RLRCs	84	29	14	12	3	(48.3)	20	(23.8)	35	(69.4)
2014	Total	161	49	6	33	10	(12.2)	11	(6.8)	101	(28.3)
	NLRC	11	6	2	4	0	(33.3)	4	(36.4)	1	(60.0)
	RLRCs	150	43	4	29	10	(9.3)	7	(4.7)	100	(22.0)
2015	Total	138	66	37	26	3	(56.1)	18	(13.0)	54	(65.5)
	NLRC	33	18	15	3	0	(83.3)	8	(24.2)	7	(88.5)
	RLRCs	105	48	22	23	3	(45.8)	10	(9.5)	47	(55.2)
2016	Total	115	62	35	17	10	(56.5)	12	(10.4)	41	(63.5)
	NLRC	32	27	18	6	3	(66.7)	1	(3.1)	4	(67.9)
	RLRCs	83	35	17	11	7	(48.6)	11	(13.3)	37	(60.9)
2017	Total	155	91	65	13	13	(71.4)	18	(11.6)	46	(76.1)
	NLRC	37	34	27	5	2	(79.4)	2	(5.4)	1	(80.6)
	RLRCs	118	57	38	8	11	(66.7)	16	(13.6)	45	(74.0)

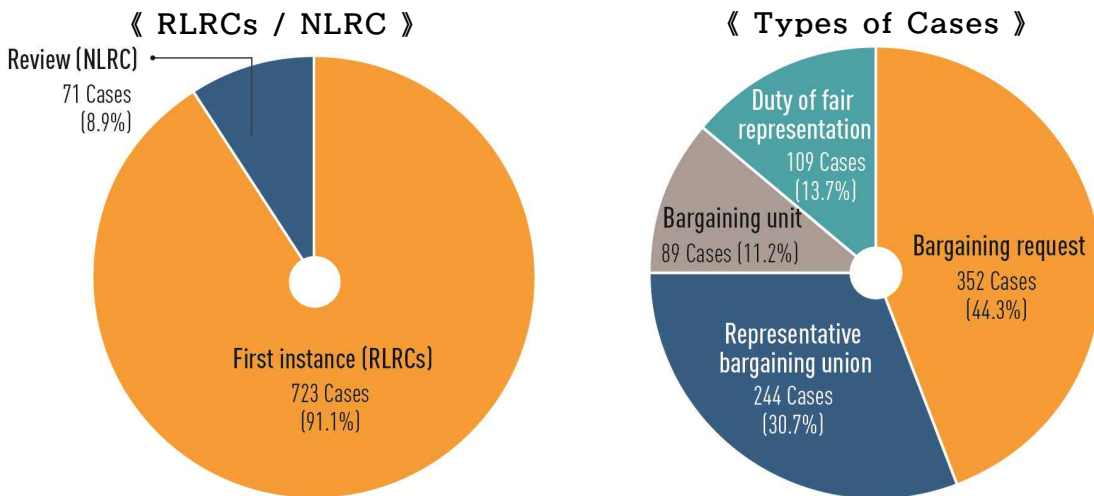
# 5

## Decision and Adjudication on Union Pluralism Cases

### Statistics on Union Pluralism Cases

- In 2017, union pluralism cases were 794 (723 by the RLRCs and 71 by the NLRC), up 353 cases from 441 (344 by the RLRCs and 97 by the NLRC) in the previous year. Among them, bargaining request cases (352 cases, 44.3%) and representative bargaining union cases (244 cases, 30.7%) had higher proportions.

#### Statistics on union pluralism cases in 2017



#### Yearly statistics on union pluralism cases

(Unit: cases, %)

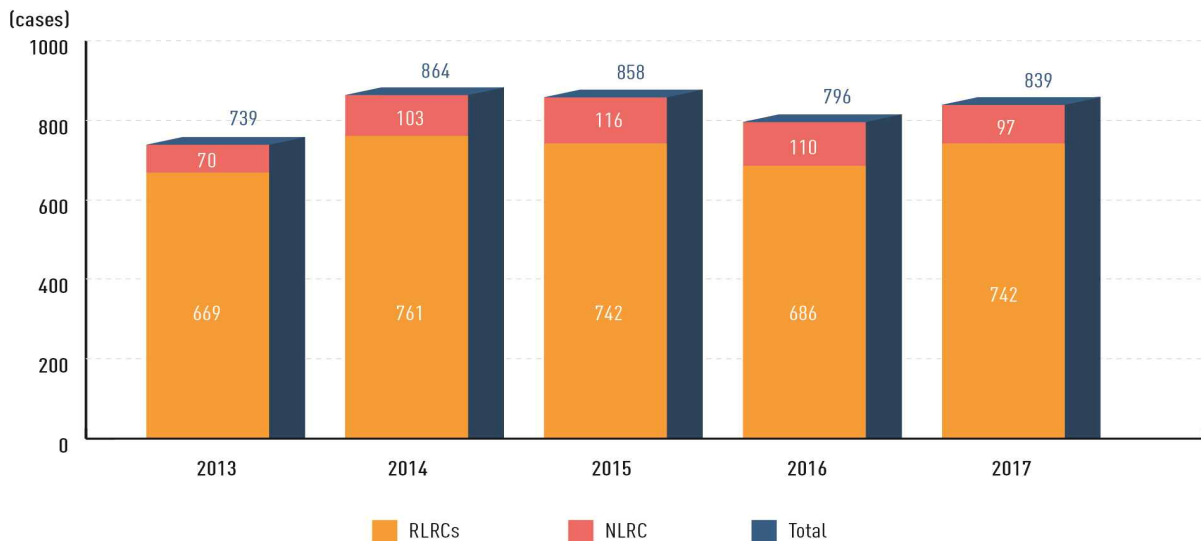
Classification	Overall cases handled	Bargaining request		Representative bargaining union		Bargaining unit		Duty of fair representation	
		Cases handled	Proportion (%)	Cases handled	Proportion (%)	Cases handled	Proportion (%)	Cases handled	Proportion (%)
2013	Overall	561	39.6	55	9.8	149	26.6	135	24.0
	NLRC	71	8.5	11	15.5	19	26.8	35	49.3
	RLRCs	490	44.1	44	9.0	130	26.5	100	20.4
2014	Overall	508	30.3	68	13.4	136	26.8	150	29.5
	NLRC	85	5.9	22	25.9	22	25.9	36	42.4
	RLRCs	423	35.2	46	10.9	114	27.0	114	27.0
2015	Overall	684	38.7	66	9.6	184	26.9	169	24.7
	NLRC	131	11.5	17	13.0	33	25.2	66	50.4
	RLRCs	553	45.2	49	8.9	151	27.3	103	18.6
2016	Overall	441	28.6	54	12.2	127	28.8	134	30.4
	NLRC	97	22.7	8	8.2	25	25.8	42	43.3
	RLRCs	344	30.2	46	13.4	102	29.7	92	26.7
2017	Overall	794	44.3	244	30.7	89	11.2	109	13.7
	NLRC	71	16.9	17	23.9	11	15.5	31	43.7
	RLRCs	723	47.0	227	31.4	78	10.8	78	10.8

## 6 Mediation for Industrial Action

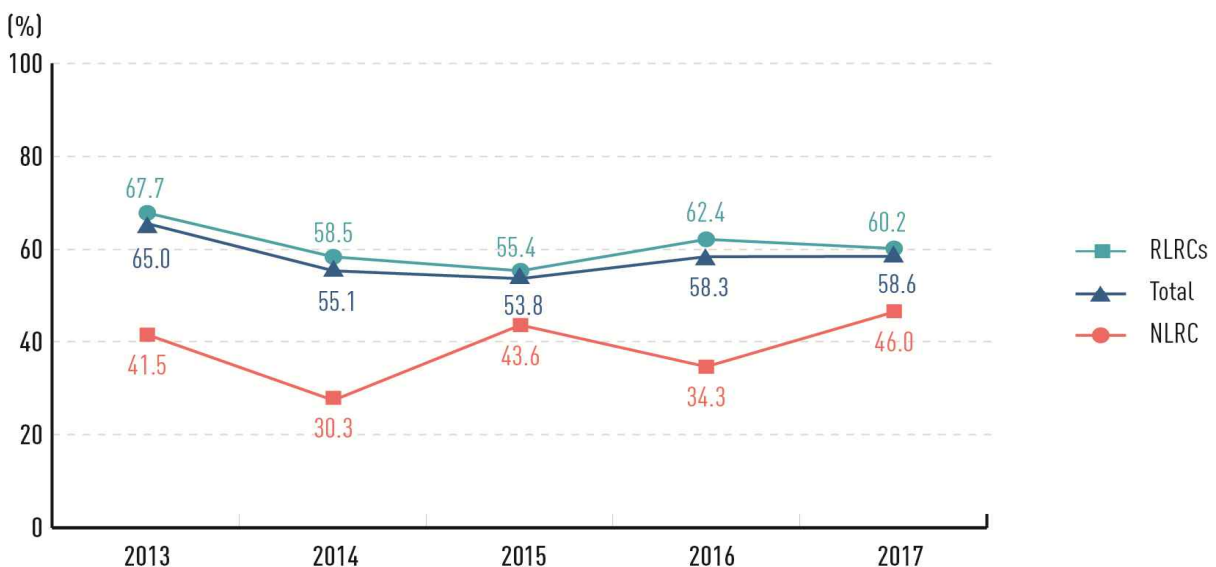
### Statistics on Mediation Cases

- In 2017, the overall mediation cases were 839 (97 by the NLRC and 742 by the RLRCs), up 43 cases from 796 (110 by the NLRC and 686 by the RLRCs) in the previous year.
- The successful mediation rate in 2017 marked 58.6% (46.0% by the NLRC and 60.2% by the RLRCs), up 0.3%p from 58.3% (34.3% by the NLRC and 62.4% by the RLRCs) year on year.

#### Yearly statistics on mediation cases



#### Yearly mediation success rates





## □ Yearly statistics on mediation cases

(Unit: cases, %)

Classification		Cases handled	Mediation successful + Mediation failed							Administrative guidance	Cases withdrawn	Successful mediation rates (%)
			Total	Mediation successful			Mediation failed					
				Sub-total	Mediation proposal accepted	Withdrawn in agreement	Sub-total	Mediation proposal rejected	Mediation halted			
2013	Total	739	637	414	252	162	223	71	152	34	68	65.0
	NLRC	70	65	27	11	16	38	21	17	2	3	41.5
	RLRCs	669	572	387	241	146	185	50	135	32	65	67.7
2014	Total	864	728	401	169	232	327	43	284	45	91	55.1
	NLRC	103	89	27	8	19	62	10	52	3	11	30.3
	RLRCs	761	639	374	161	213	265	33	232	42	80	58.5
2015	Total	858	710	382	148	234	328	51	277	42	106	53.8
	NLRC	116	94	41	14	27	53	10	43	5	17	43.6
	RLRCs	742	616	341	134	207	275	41	234	37	89	55.4
2016	Total	796	703	410	161	249	293	32	261	14	79	58.3
	NLRC	110	102	35	17	18	67	10	57	3	5	34.3
	RLRCs	686	601	375	144	231	226	22	204	11	74	62.4
2017	Total	839	756	443	188	255	313	47	266	16	67	58.6
	(year on year)	(43)	(53)	(33)	(27)	(6)	(20)	(15)	(5)	(2)	(△12)	(0.3)
	NLRC	97	87	40	18	22	47	8	39	3	7	46.0
	(year on year)	(△13)	(△15)	(5)	(1)	(4)	(△20)	(△2)	(△18)	(0)	(2)	(11.7)
	RLRCs	742	669	403	170	233	266	39	227	13	60	60.2
(year on year)	(56)	(68)	(28)	(26)	(2)	(40)	(17)	(23)	(2)	(△14)	(△2.2)	

## 7

## Decision of Essential Minimum Services

### Statistics on Essential Minimum Services Cases

- Since the decision of essential minimum services has been included in the responsibilities of the LRC, a total of 240 cases have been filed and handled. In 2008 when it was first introduced, a significant number of cases were filed. However, since then, the numbers have not been that many.
- Out of the 240 cases, the LRC has decided the scope of the essential minimum services and their necessary numbers of the staff for 96 cases including 41 electricity supply services and 29 medical services. The rest 144 cases have been withdrawn.

#### □ Yearly statistics on essential minimum services cases

(Unit: cases)

Year	Cases handled		Cases decided		Cases withdrawn	
	Number of cases	Accumulated sums	Number of cases	Accumulated sums	Number of cases	Accumulated sums
2008	96	96	46	46	50	50
2009	20	116	14	60	6	56
2010	12	128	10	70	2	58
2011	5	133	3	73	2	60
2012	1	134	1	74	0	60
2013	8	142	6	80	2	62
2014	12	154	2	82	10	72
2015	71	225	6	88	65	137
2016	7	232	4	92	3	140
2017	8	240	4	96	4	144

Notes) 1. This statistics is based on the numbers of the cases handled by the RLRCs.

2. In 2015, the telecommunications industry (mostly subcontracting companies) filed for the decision of the essential minimum services in a large number but all of them were withdrawn.

#### □ Decision of the essential minimum services by industry

(Unit: cases)

Total	Electricity supply	Medical services	Air transportation	Gas supply	Railway and Metropolitan railway	Blood supply
96	41	29	9	8	8	1

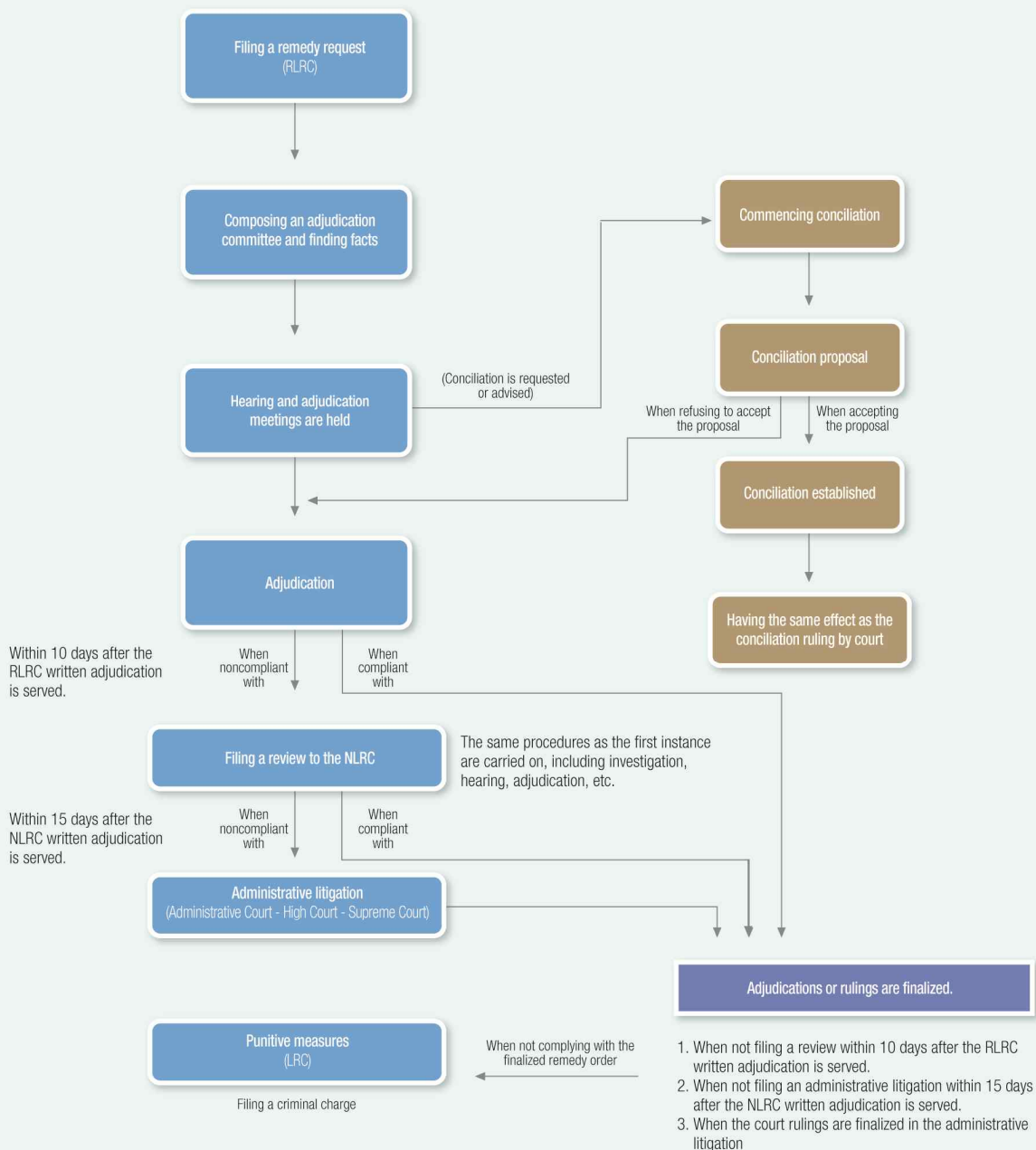
Note) This statistics is based on the numbers of the cases decided by the RLRCs.

# 8

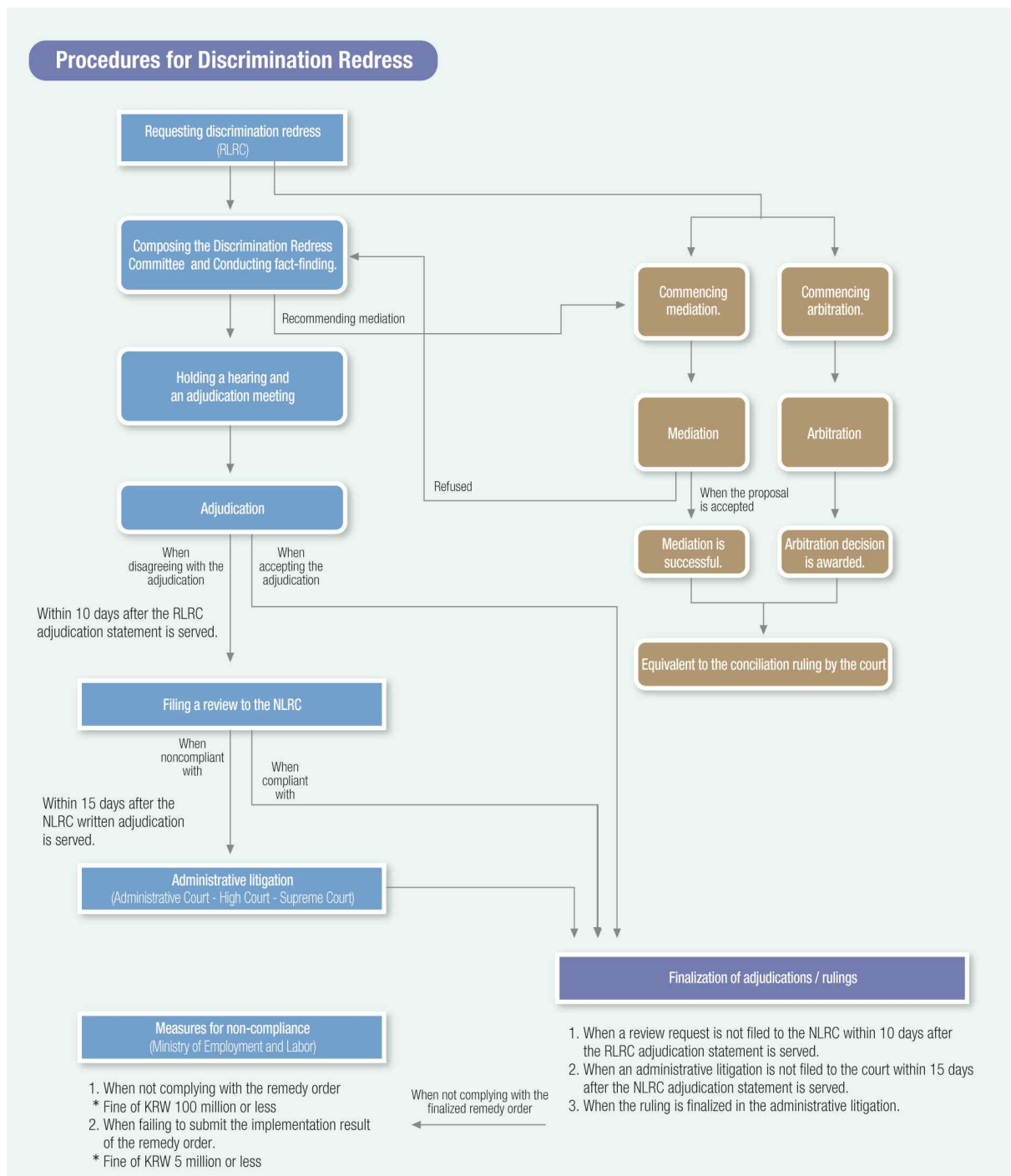
## Handling Procedures for Major Tasks

### Remedy Procedures for Unfair Labor Practices and Unfair Dismissal, etc.

Remedy procedures for unfair labor practices and unfair dismissal, etc.

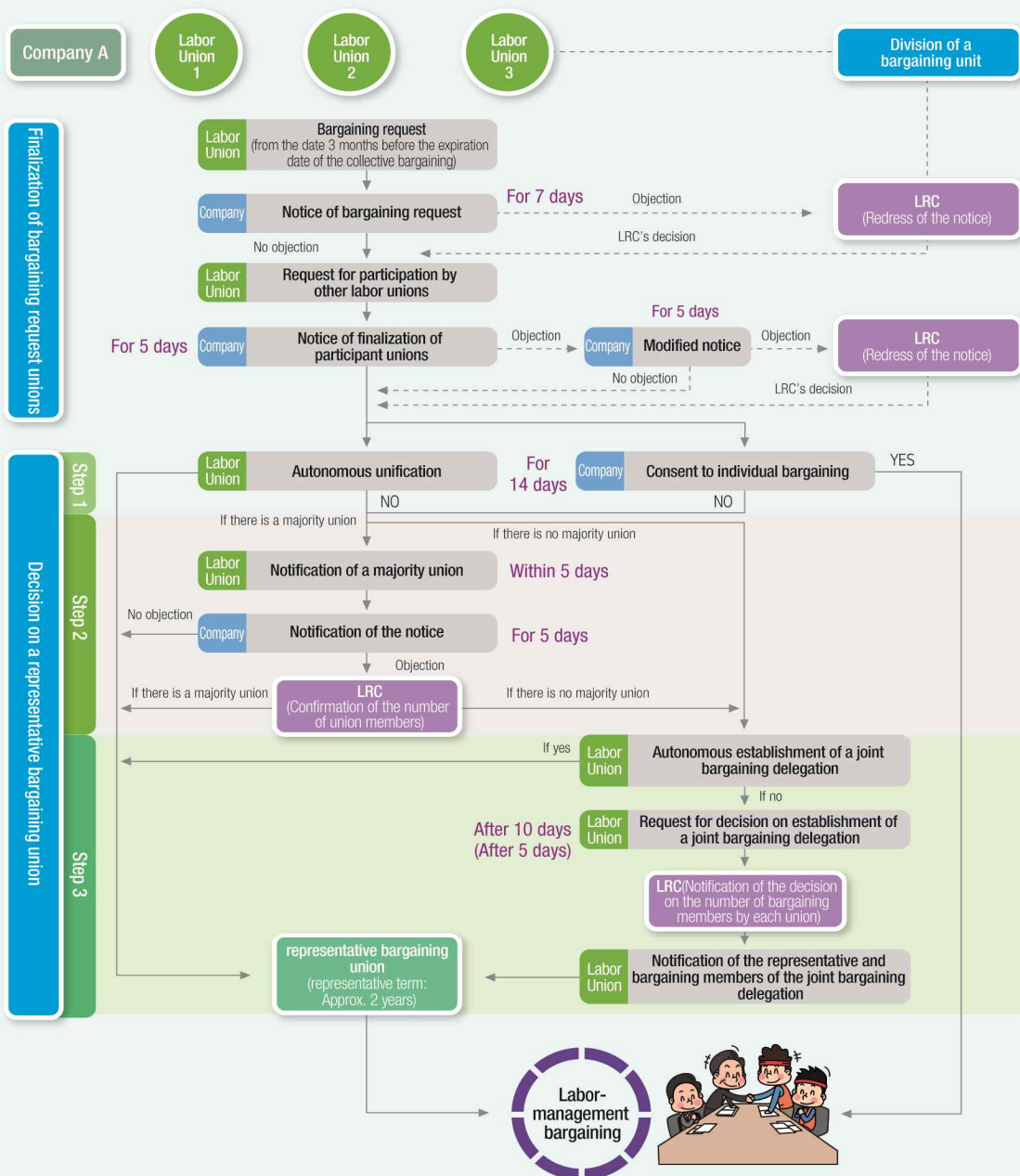


# Procedures for Discrimination Redress



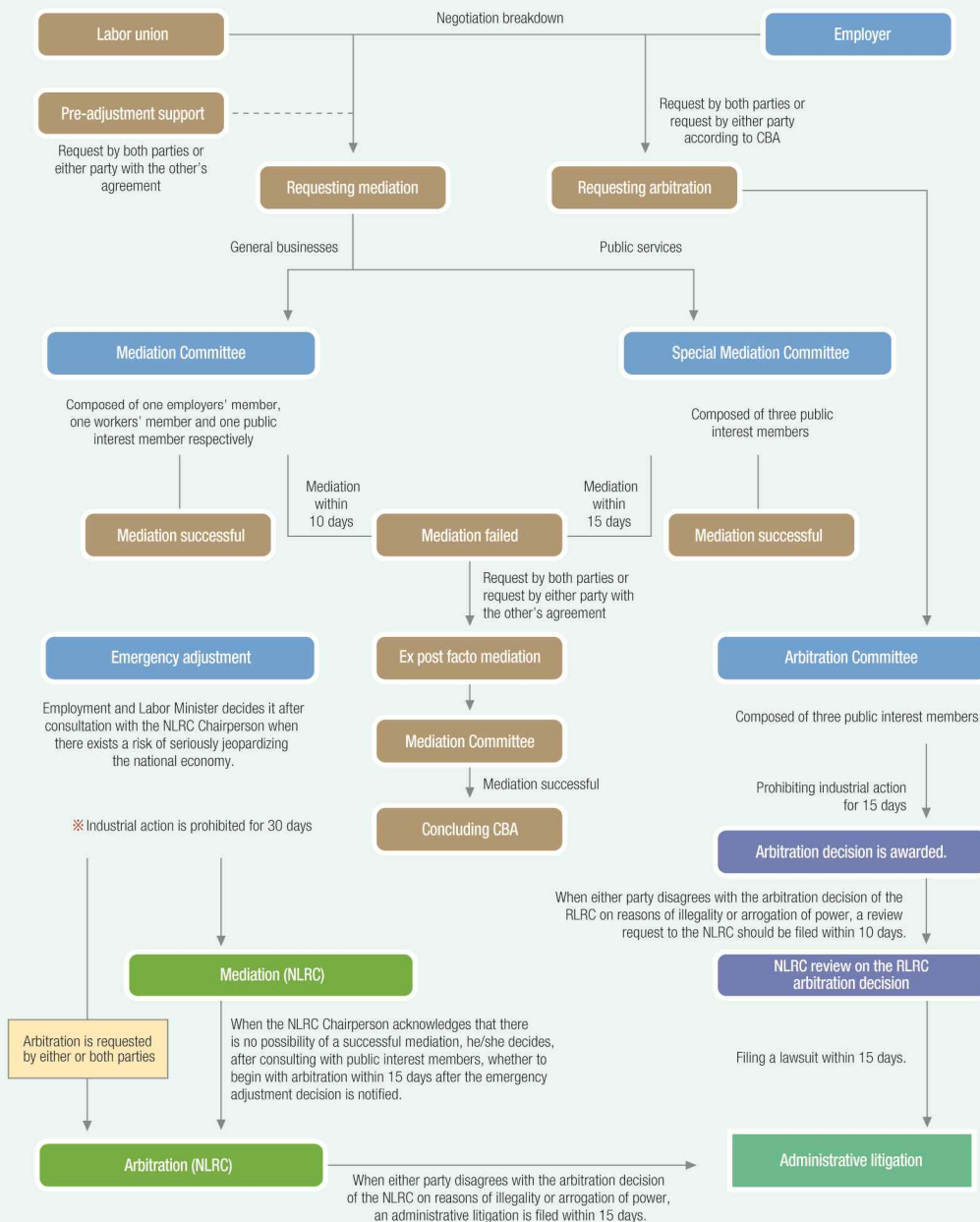
# Procedures for Establishment of a Single Bargaining Channel in the case of Multiple Unions

## Procedures for establishment of a single bargaining channel



# Procedures for Industrial Action Adjustment

## Procedures for industrial action adjustment



## **2017 Statistical Yearbook of Labor Relations Commission**

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