

Publication Registration No.

11-1492130-000016-14

국
회
노동
위원회

2018

Statistical Yearbook of Labor Relations Commission



National Labor
Relations Commission



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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 technical terms used in this yearbook are as follows:**
 - (1) **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 a disagreement on allegations regarding the determination of working conditions between the parties to labor-management relations.
 - (2) **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 allegations regarding the determination of working conditions between the parties to labor-management relations.
 - (3) **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.
 - (4) **Union pluralism case:** All the cases involving plural unionism such as bargaining requests, bargaining representatives, bargaining units, fair representation cases, etc.
 - (5) **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.
 - (6) **Bargaining representative case:** A case in which, concerning 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.
 - (7) **Bargaining unit case:** A case in which, concerning 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).

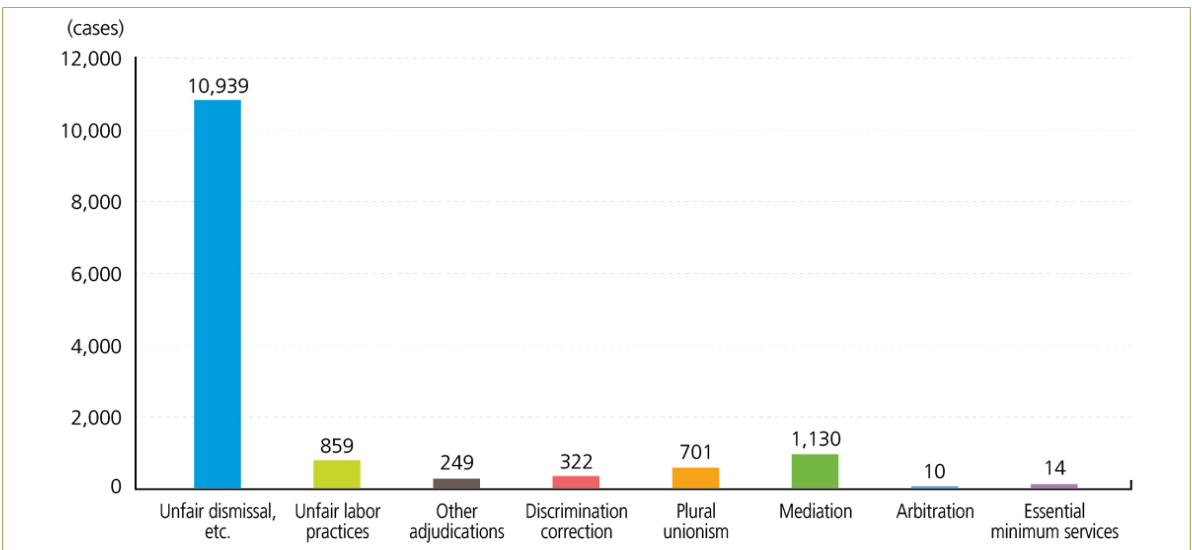
- (8) **Fair representation case:** A case in which, concerning plural unionism, when a representative bargaining union or an employer has discriminated against labor unions or their union members without a justifiable reason in violation of the duty of fair representation, the labor union which has sustained discrimination files a remedy request with the Labor Relations Commission.
- (9) **Unfair dismissal, etc. 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.
- (10) **Unfair labor practice case:** A case in which a worker or labor union whose rights have been infringed upon by an employers' unfair labor practices files a remedy request with the Labor Relations Commission against such unfair labor practices.
- (11) **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.
- (12) **Discrimination correction case (or discrimination case):** A case in which fixed-term, part-time, and dispatched workers who have suffered from discriminatory treatment file a correction 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.
3. Cases of unfair dismissal, unfair labor practices and plural unionism are all handled by the Adjudication Committee. In the 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 case.

1 Overview

Overall Cases Handled

- In 2018, the National Labor Relations Commission (NLRC) and the Regional Labor Relations Commissions (RLRCs) handled a total of 14,224 cases, of which the NLRC handled 1,866 cases and the RLRCs 12,358 cases.
- When the 14,224 cases are analyzed according to the types of the cases, 1,130 cases involved mediation of labor disputes, 10 cases arbitration, 14 cases essential minimum services, 701 cases plural unionism, 859 cases unfair labor practices, 249 cases other adjudications, 322 cases discrimination correction, and 10,939 cases were related to unfair dismissal, etc.

Statistics on cases handled in 2018



Statistics on cases handled by the NLRC and RLRCs

(Unit: cases, %)

Classification	Total	Adjustment of labor disputes			Plural unionism	Adjudication				Discrimination
		Mediation	Arbitration	Essential minimum services		Subtotal	Unfair dismissal, etc.	Unfair labor practices	Other adjudications	
Total (%)	14,224 (100.0)	1,130 (7.9)	10 (0.1)	14 (0.1)	701 (4.9)	12,047 (84.7)	10,939 (76.9)	859 (6.0)	249 (1.8)	322 (2.3)
NLRC (%)	1,866 (100.0)	131 (7.0)	3 (0.2)	3 (0.2)	159 (8.5)	1,523 (81.6)	1,322 (70.8)	180 (9.6)	21 (1.1)	47 (2.5)
RLRCs (%)	12,358 (100.0)	999 (8.1)	7 (0.1)	11 (0.1)	542 (4.4)	10,524 (85.1)	9,617 (77.8)	679 (5.5)	228 (1.8)	275 (2.2)

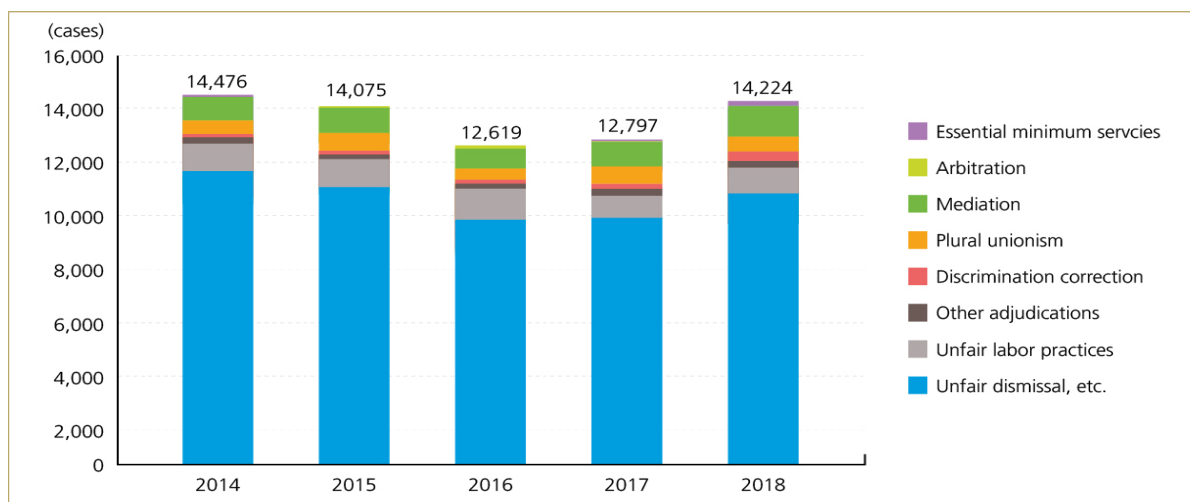
Notes) 1. The number of cases handled by the Regional Labor Relations Commissions (RLRCs) regarding cases in relation to unfair dismissal, etc., unfair labor practices, discrimination correction, plural unionism, and essential minimum services are the cases for first adjudications and the cases handled by the National Labor Relations Commission (NLRC) are cases for review

2. Adjustment of a labor dispute by the RLRCs applies to the cases that 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

Overall Cases Handled by Year

Statistics on cases handled by year

- The total number of cases handled in 2018 was 14,224, a 11.2% increase from 12,797 cases in the previous year.
- In 2018, cases of adjustments of labor disputes increased by 291 cases (34.7%), those of union pluralism decreased by 93 cases (11.7%), and those of discrimination correction increased by 167 cases (107.7%).
- In 2018, handling of adjudication cases (unfair dismissal, etc., unfair labor practices, and other adjudications) increased by 1,052 cases (9.6%) compared to the previous year, cases of unfair dismissal, etc. decreased by 1,156 cases (11.8%) from the previous year, and those of unfair labor practices decreased by 69 cases (7.4%).



Statistics on cases handled by year and NLRC/RLRCs

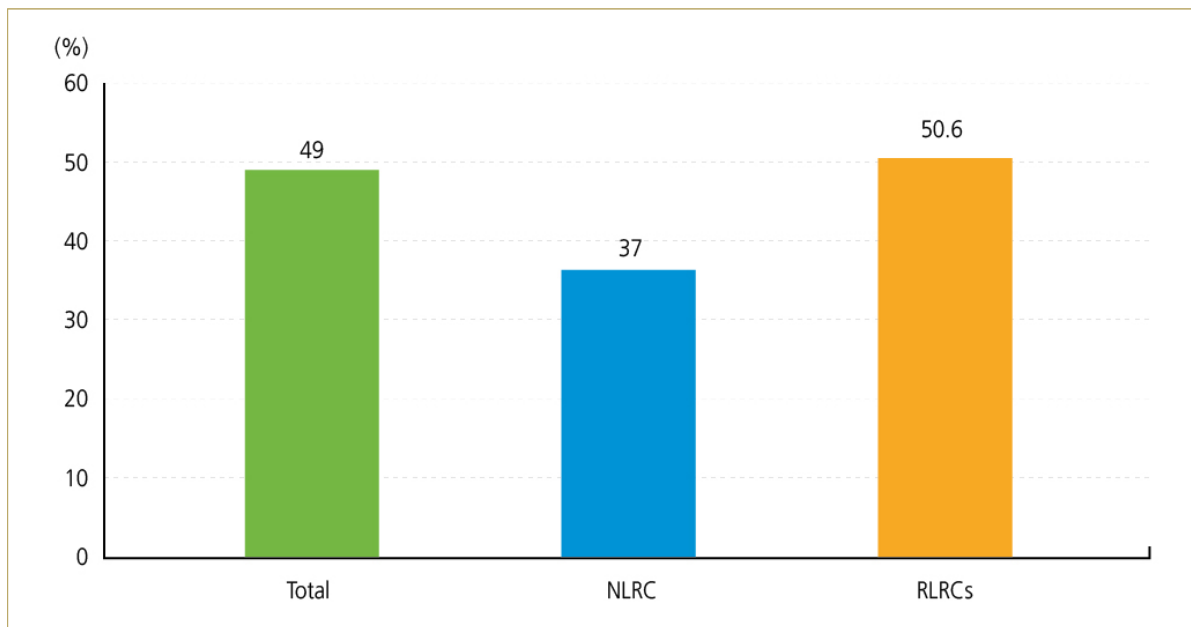
(Unit: cases)

Classification		Total	Adjustment of labor disputes			Plural unionism	Adjudication				Discrimination
			Mediation	Arbitration	Essential minimum services		Subtotal	Unfair dismissal, etc.	Unfair labor practices	Other adjudications	
2014	Total	14,476	864	10	15	508	12,918	11,678	1,046	194	161
	NLRC	1,728	103	0	3	85	1,526	1,309	206	11	11
	RLRCs	12,748	761	10	12	423	11,392	10,369	840	183	150
2015	Total	14,075	858	3	72	684	12,320	11,131	1,024	165	138
	NLRC	1,852	116	1	1	131	1,570	1,305	257	8	33
	RLRCs	12,223	742	2	71	553	10,750	9,826	767	157	105
2016	Total	12,619	796	9	11	441	11,247	9,932	1,129	186	115
	NLRC	1,952	110	3	4	97	1,706	1,429	264	13	32
	RLRCs	10,667	686	6	7	344	9,541	8,503	865	173	83
2017	Total	12,797	839	3	11	794	10,995	9,783	928	284	155
	NLRC	1,814	97	1	3	71	1,605	1,355	238	12	37
	RLRCs	10,983	742	2	8	723	9,390	8,428	690	272	118
2018	Total	14,224	1,130	10	14	701	12,047	10,939	859	249	322
	NLRC	1,866	131	3	3	159	1,523	1,322	180	21	47
	RLRCs	12,358	999	7	11	542	10,524	9,617	679	228	275

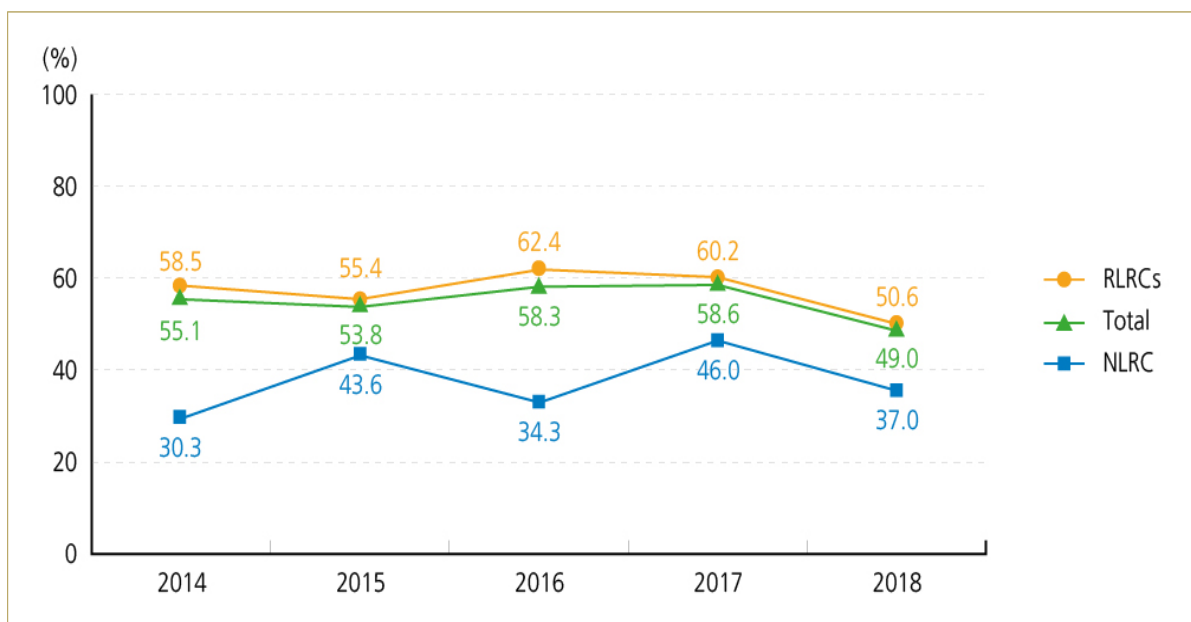
Mediation Success Rate

- In 2018, the mediation success rate was 49.0%: the mediation success rate by the NLRC marked 37.0%, and that of the RLRCs stood at 50.6%.
 - The mediation success rate in 2018 was down by 9.6%p from 58.6% in 2017: that of the NLRC decreased by 9.0%p from 46.0% year-on-year, and that of the RLRCs also was down by 9.6%p from 60.2% in 2017.
- ※ Medication success rate decreased as the mediation of 81 cases out of 86 cases related to Korea Parcel Service Workers Union (The Taekbae Union) was stopped.

Mediation success rate in 2018



Statistics on mediation success rate by year



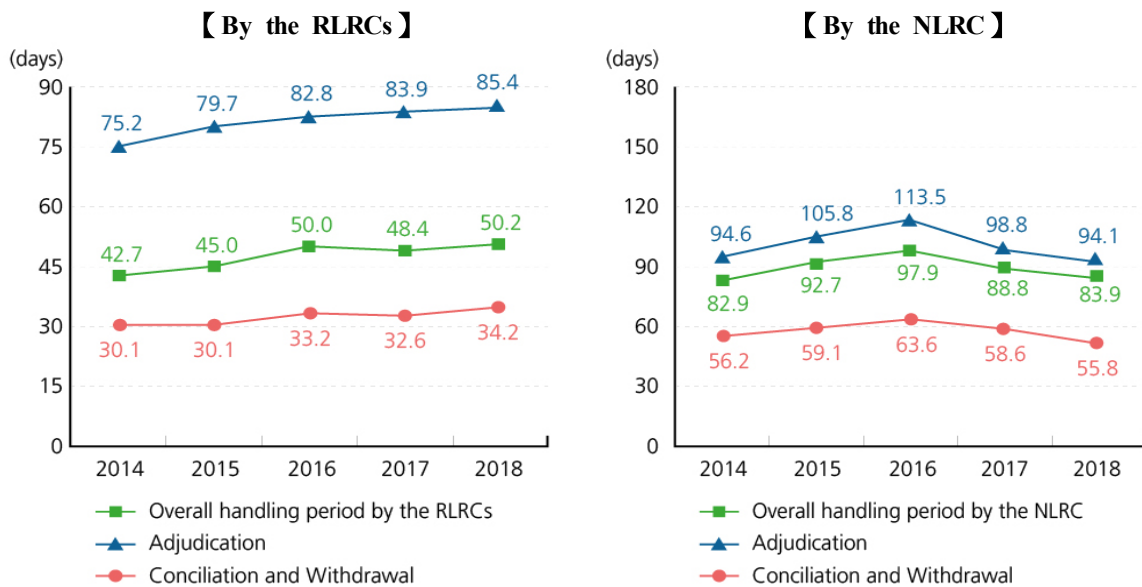
Average Period for Handling Adjudication and Discrimination Correction Cases

Average Period for Handling Cases in 2018

- In 2018, the average period for handling adjudication and discrimination correction cases in the first instance (the RLRCs) was 50.2 days, up 1.8 days from 48.4 days in the previous year, and that in the review (the NLRC) recorded 83.9 days, down 4.9 days from 88.8 days year-on-year.

The average period for handling adjudication and discrimination correction cases of the LRC in 2018 is 54.5 days, taking a shorter amount of time than litigation.

Average period for handling cases by the RLRCs and the NLRC



Average period for handling adjudication and discrimination correction cases by year

(Unit: days)

Year	First instance (RLRCs)			Review (NLRC)		
	Total	Adjudication	Conciliation / withdrawal	Total	Adjudication	Conciliation / withdrawal
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
2018	50.2	85.4	34.2	83.9	94.1	64.5

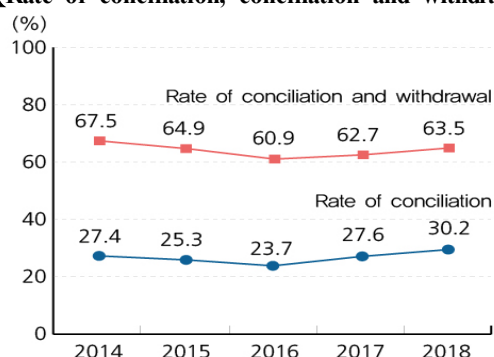
- Notes) 1. The average period for handling adjudication cases is the days that are taken from the date when the complaint is filed until when the adjudication statement is issued. For conciliation and withdrawal cases, it is the days that are taken from the date when the complaint is received until when the case is closed with conciliation and withdrawal.
2. The average period taken for review is longer than that for first instance because many of review cases are proceeded to adjudication while the rate of conciliation and withdrawal by an agreement between the parties is high in first instance.

Conciliation Rate and Recognition Rate

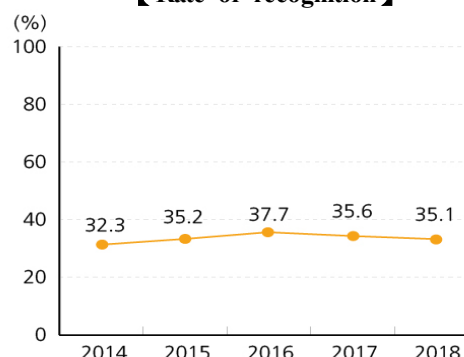
- Among 12,369 adjudication and discrimination correction cases that were handled by the Labor Relations Commission in 2018, 3,730 cases (30.2%) were conciliated and 4,126 cases (33.4%) were withdrawn following an agreement between the parties, etc. The rate of conciliation and withdrawal was 63.5%.
 - In 2018, the conciliation rate increased by 2.6%p year-on-year and the rate of conciliation and withdrawal increased by 0.8%p from the previous year.
- Out of the 4,513 cases that reached adjudication in 2018, remedy requests were recognized in 1,585 cases and the recognition rate was 35.1%, down by 0.5%p from the previous year (35.6%).

Rate of conciliation, conciliation and withdrawal, and recognition in adjudication and discrimination correction cases

【Rate of conciliation, conciliation and withdrawal】



【Rate of recognition】



Statistics on adjudication and discrimination correction cases by year

(Unit: cases, %)

Year	Classification	Total	Cases handled				Conciliation	Withdrawal	Rate of conciliation	Rate of conciliation and withdrawal	Rate of recognition
			Adjudication			Dismissed without deliberation					
			Subtotal	Recognized	Dismissed						
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
2018	Total	12,369	4,513	1,585	2,111	817	3,730	4,126	30.2	63.5	35.1
	NLRC	1,570	1,149	376	587	186	158	263	10.1	26.8	32.7
	RLRCs	10,799	3,364	1,209	1,524	631	3,572	3,863	33.1	68.8	35.9

Notes) 1. Conciliation rate = 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

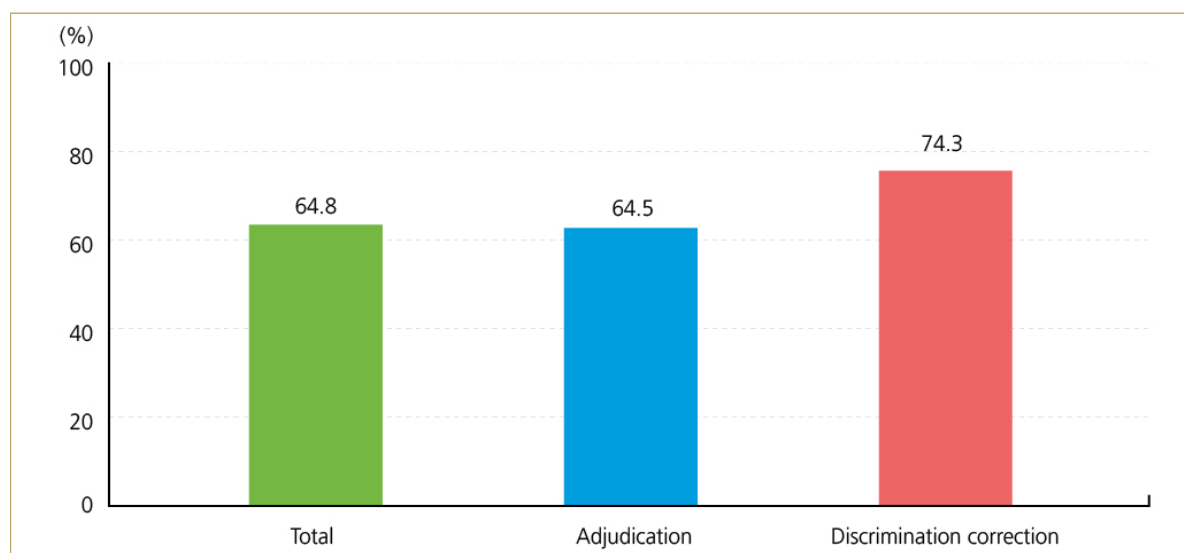
3. Recognition rate = No. of cases recognized / No. of cases adjudicated

Remedy Rate for Workers' Rights

- The overall remedy rate* of adjudication and discrimination correction cases in 2018 was 64.8%. The remedy rate of adjudication cases was 64.5% and that of discrimination correction cases was 74.3%.

* The remedy rate is calculated only from adjudication cases, including unfair labor practices cases, unfair dismissal, etc., and discrimination correction cases (except for other adjudication cases) for addressing workers' rights.

Remedy rate for adjudication and discrimination correction cases in 2018



Remedy rate by NLRC/RLRCs in 2018

(Unit: cases, %)

Classification		No. of adjudication and discrimination correction cases handled						Remedy	Remedy rate (%)
		Total	Adjudication			Conciliation	Withdrawal		
			Subtotal	Recognized	Not recognized				
Total	Total	12,120	4,372	1,523	2,849	3,725	4,023	5,248	64.8
	NLRC	1,549	1,130	375	755	158	261	533	41.4
	RLRCs	10,571	3,242	1,148	2,094	3,567	3,762	4,715	69.2
Adjudication	Total	11,798	4,280	1,489	2,791	3,591	3,927	5,080	64.5
	NLRC	1,502	1,096	362	734	157	249	519	41.4
	RLRCs	10,296	3,184	1,127	2,057	3,434	3,678	4,561	68.9
Discrimination	Total	322	92	34	58	134	96	168	74.3
	NLRC	47	34	13	21	1	12	14	40.0
	RLRCs	275	58	21	37	133	84	154	80.6

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

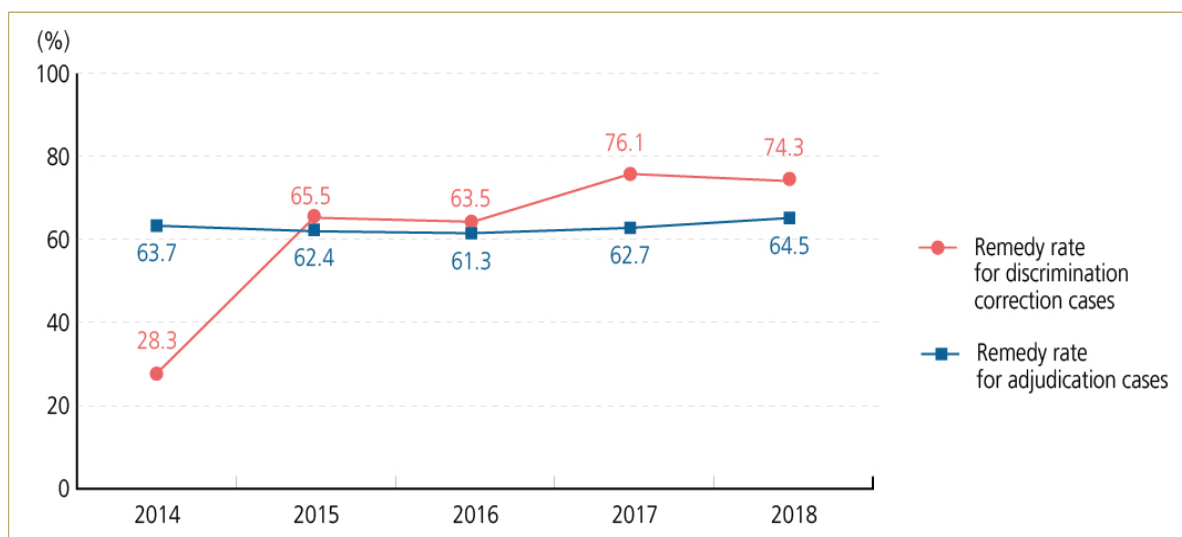
2. No. of cases remedied = No. of cases recognized + No. of cases conciliated

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

Remedy rate for adjudication and discrimination correction cases by year

- The remedy rate for adjudication cases grew by 1.8%p and that for discrimination correction cases reduced by 1.8%p year-on-year.



Remedy rate of the NLRC/RLRCs by year

- The remedy rate for the overall cases of adjudication and discrimination correction in 2018 increased by 1.9%p to 64.8% from 62.9% year-on-year.

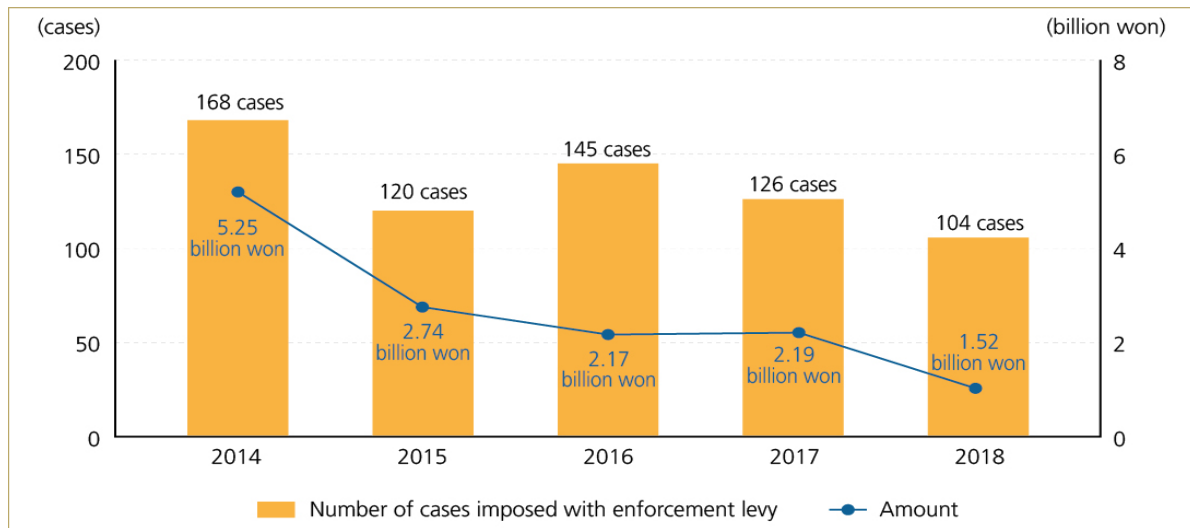
(Unit: %)

Classification		Total	Adjudication Cases	Discrimination Correction Cases
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
2018	Overall	64.8	64.5	74.3
	NLRC	41.4	41.4	40.0
	RLRCs	69.2	68.9	80.6

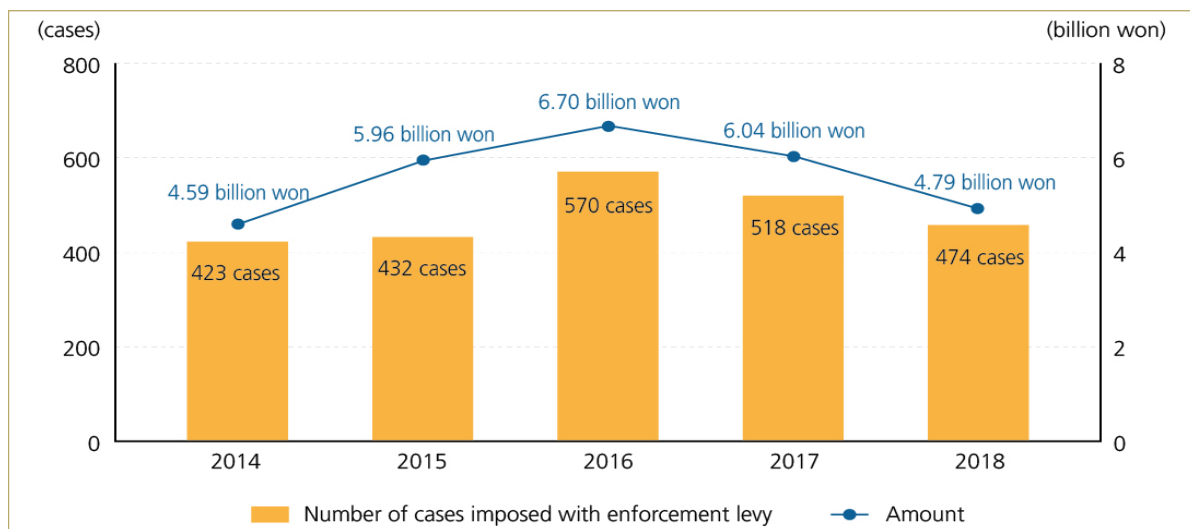
Enforcement Levy

- The LRC imposed enforcement levies on employers who did not comply with the remedy order for unfair dismissal, etc. In 2018, a total of 6.32 billion won was imposed for 578 cases.
- The NLRC imposed 1.52 billion won for 104 cases and the RLRCs imposed 4.79 billion won for 474 cases.

Statistics on the NLRC's imposing enforcement levies and the amount by year



Statistics on the RLRCs' imposing enforcement levies and the amount by year



Cases of enforcement levies and the amount imposed by the NLRC/RLRCs by year

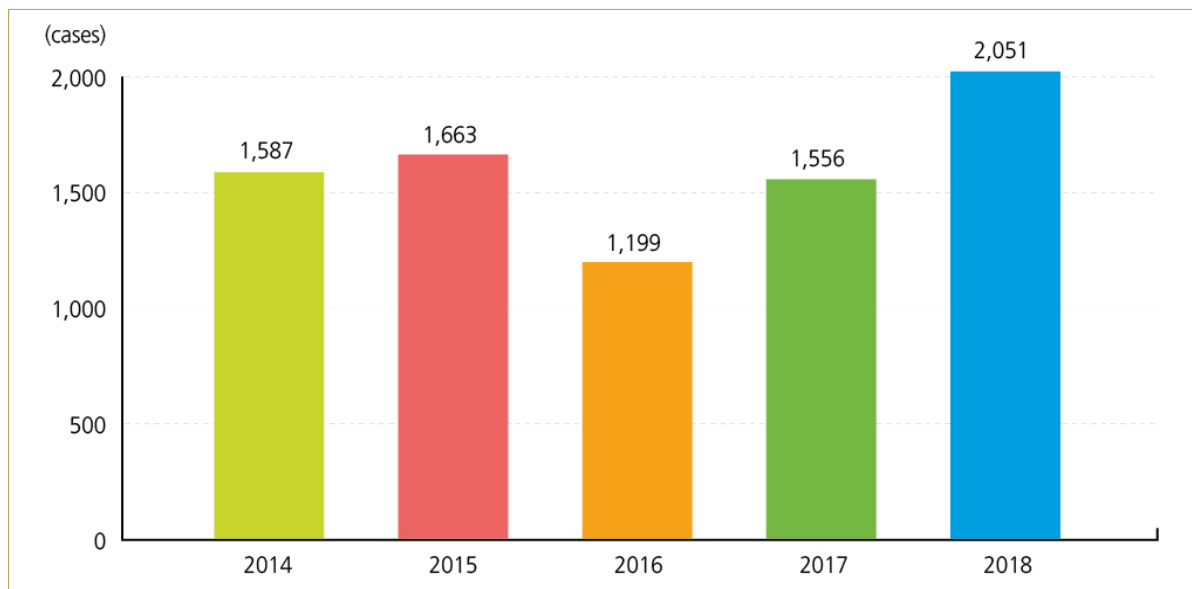
(Unit: cases, billion won)

Classification	Total		NLRC		RLRCs	
	Numbers of cases	Amount	Numbers of cases	Amount	Numbers of cases	Amount
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
2018	578	6.32	104	1.52	474	4.79

Legal Agents for Employees' Remedy Requests

- The LRC provides free legal agents for employees in the vulnerable groups for their discrimination correction requests or remedy requests for unfair dismissal, etc. The number of the cases where free legal agents were provided in 2018 totaled 2,051 cases, up 495 (31.8%) from 1,556 in the previous year.

Statistics on free legal agent assistance by year



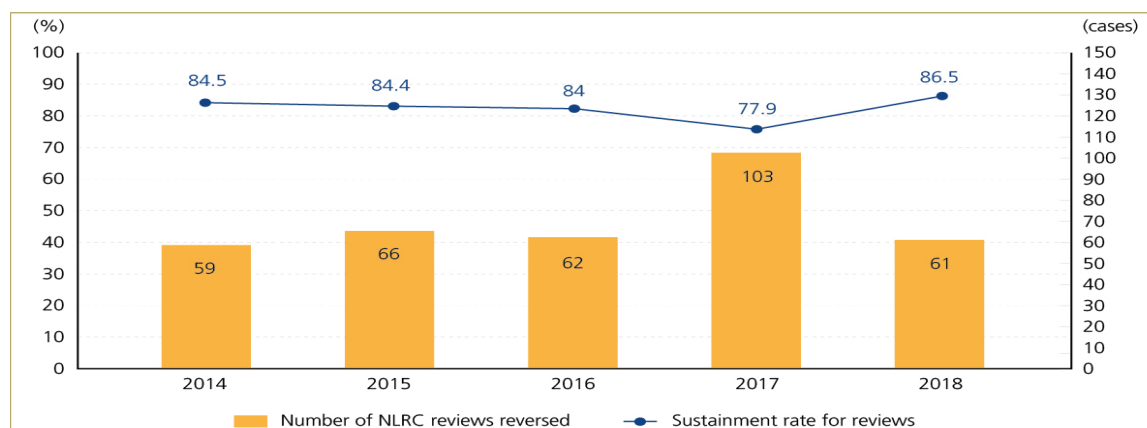
Procedures for providing free legal agents for employees' remedy requests



Sustainment Rate of Review Adjudications by NLRC in Litigation

- The administrative litigations against the NLRC reviews in 2018 show that the sustainment rate of review adjudications by NLRC in litigation increased by 8.6%p to 86.5% year-on-year.
- The administrative litigations against the NLRC reviews in 2018 show that 391 cases (86.5%) out of 452, which were finalized by the court, sustained the NLRC review adjudications, and 61 cases (13.5%) found the NLRC review adjudications reversed.

Sustainment rate for review by the NLRC in 2018



Sustainment rate for reviews by the NLRC by year

(Unit: cases, %)

Year	Litigations closed	NLRC reviews sustained			NLRC reviews reversed	Sustainment rate of the NLRC reviews
		Total	Litigations won by the NLRC	Litigations withdrawn		
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
2018	452	391	312	79	61	86.5

Note) 1. Sustainment rate for reviews by the NLRC = Number of NLRC reviews sustained (litigations won by the NLRC + litigations withdrawn) / number of cases closed

Sustainment rate for the first adjudications by the RLRCs by year

Year	RLRC adjudication	Filing for NLRC review	Rate of filing for NLRC review (%)	The number of cases handled by NLRC for review							RLRC adjudication sustainment rate (%)
				Total	Adjudication			Conciliation	Withdrawal		
					Total	Dismissal and dismissal without deliberation of cases filed for NLRC review	RLRC adjudication reversed			RLRC adjudication reversed rate (%)	
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
2018	3,367	1,716	51.0	1,570	1,149	1,023	124	10.8	158	263	92.1

- Note) 1. Rate of filing for NLRC review = The number of cases filed for NLRC review / Number of RLRC adjudication cases
2. RLRC adjudication sustainment rate = The number of RLRC adjudication sustained cases / The number of cases handled by NLRC for review = (Dismissal and dismissal without deliberation of cases filed for NLRC review + Conciliation cases + Withdrawal cases) / Number of cases handled by NLRC for review
3. RLRC adjudication reversed rate = The number of RLRC adjudication reversed cases / The number of adjudication cases by NLRC
4. The gap between yearly cases filed for NLRC review and the number of cases handled by NLRC for review is attributable to the cases passed over from the previous year.

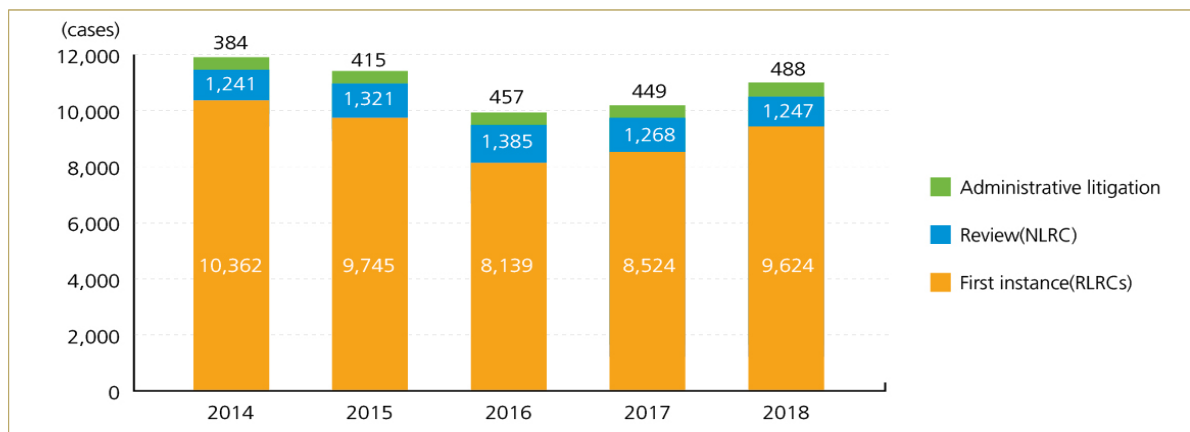
Dispute Settlement Rate

- In 2018, out of the total 12,358 cases handled by the RLRCs, only 4.3% (488 cases) of the 11,359 cases (999 cases are excluded as they are mediation cases) were filed to the court for administrative litigation. The rest 10,871 cases were closed at the LRC phase as their disputes were resolved, showing 95.7% of the dispute settlement rate by the LRC*.

* It indicates the rate of the cases that were 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 9,624, taking up 84.7% of the 11,359 cases handled in the first trial, and 1,247 cases were closed at the NLRC phase, accounting for 11% of the cases handled by the RLRCs.

Statistics on dispute settlements in 2018 in each phase



Dispute settlement rate of the NLRC/RLRCs by year

(Unit: cases, %)

Year	Handled by RLRCs (A)			Handled by NLRC (B)			Litigations filed (C)	Dispute Settlement at the LRC phase			Dispute settlement rate (D/A)
	Total	Conciliation/withdrawal	Adjudication	Total	Conciliation/withdrawal	Adjudication		Total (D=A-C)	RLRC closure (A-B)	NLRC closure (B-C)	
2014	11,987	8,510	3,477 (1,852)	1,625	488	1,137 (753)	384	11,603	10,362	1,241	96.8
2015	11,481	7,870	3,611 (1,875)	1,736	467	1,269 (854)	415	11,066	9,745	1,321	96.4
2016	9,981	6,539	3,442 (1,600)	1,842	565	1,277 (820)	457	9,524	8,139	1,385	95.4
2017	10,241	7,152	3,089 (1,372)	1,717	426	1,291 (842)	449	9,792	8,524	1,268	95.6
2018	11,359	7,657	3,702 (1,967)	1,735	439	1,296 (808)	488	10,871	9,624	1,247	95.7

Notes) 1. Dispute settlement rate = Cases closed by LRC / The number of cases handled in the first trial = (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

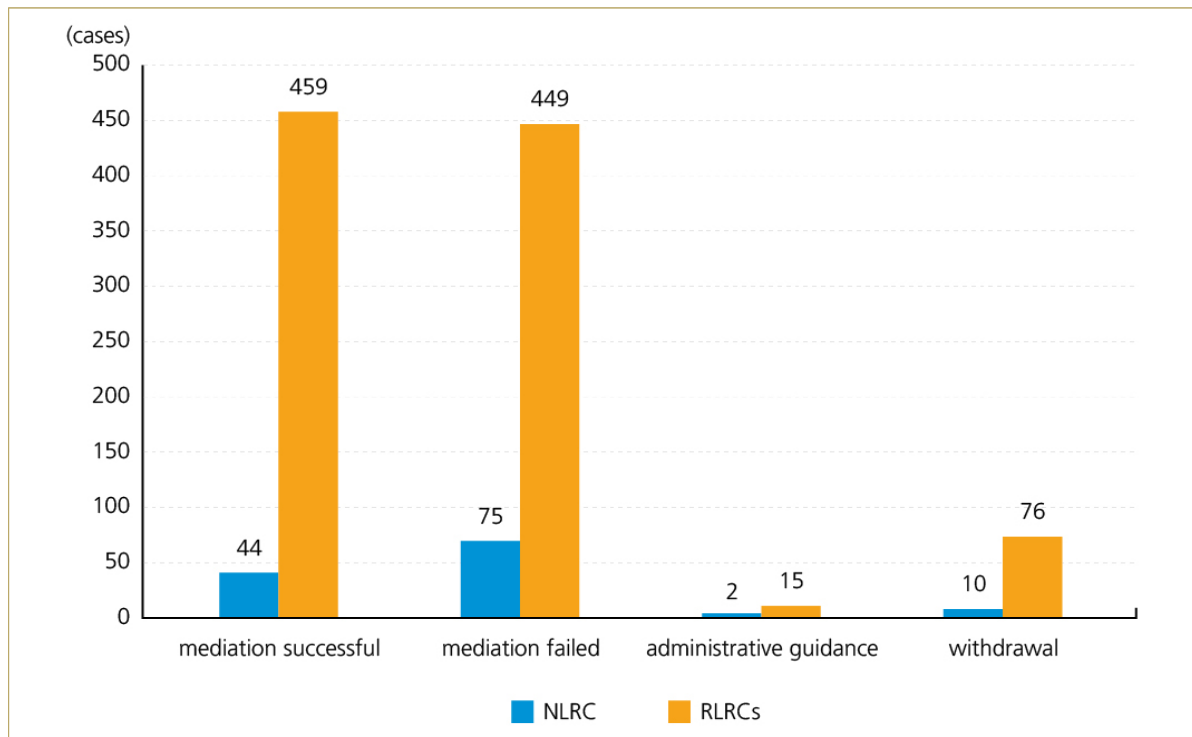
3. Cases handled by the RLRCs and the NLRC and the number of litigations filed include all of the adjudication cases (unfair dismissal, etc., unfair labor practices, and other adjudication cases), discrimination correction cases, as well as union pluralism related cases, arbitration cases, and essential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

4. The number of cases handled by RLRCs, the number of adjudication cases by NLRC, and the number of litigations filed are data of one year. There is a gap between litigation filed rate and dispute settlement rate because of the cases passed over from the previous year (a litigation for an adjudication case from the end of last year is filed in the early next year).

2 Mediation of Labor Disputes

- In 2018, the overall cases handled by NLRC and RLRCs were 1,130 (131 by the NLRC and 999 by the RLRCs).
- In 2018, the number of mediation successful cases (mediation proposals accepted, withdrawn in agreement) was 503 and mediation failed cases (mediation proposals refused, mediation stopped) 524, administrative guidance cases 17, and cases withdrawn 86.

Statistics on mediation cases in 2018



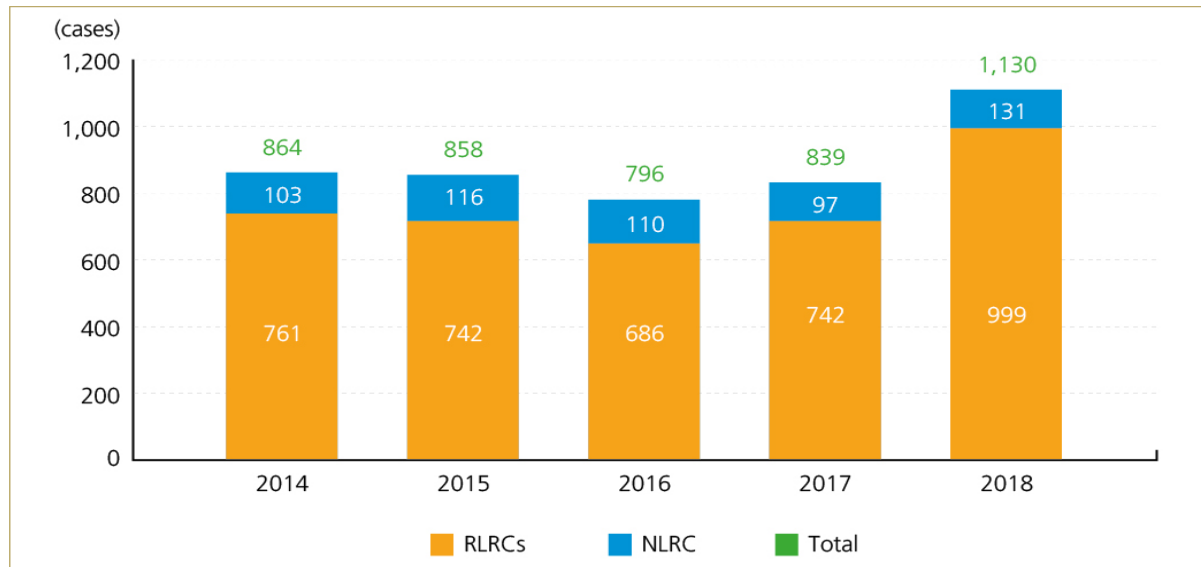
Statistics on mediation cases handled in 2018

(Unit: cases, %)

Classification	Cases handled	Mediation successful + Mediation failed							Administrative guidance	Cases withdrawn	Successful mediation rate (%)
		Total	Mediation successful			Mediation failed					
			Subtotal	Mediation proposals accepted	Withdrawn in agreement	Subtotal	Mediation proposals rejected	Mediation halted			
Total	1,130	1,027	503	209	294	524	37	487	17	86	49.0
NLRC	131	119	44	16	28	75	6	69	2	10	37.0
RLRCs	999	908	459	193	266	449	31	418	15	76	50.6

- In 2018, the number of overall mediation cases was 1,130 (131 by NLRC, up 35.1% from 97 cases in the previous year, 999 by RLRCs, up 34.6% from 742 cases), up 34.7% from 839 in the previous year.
- ※ The 86 mediation cases filed by Korea Parcel Service Workers Union (The Taekbae Union) are included.

Statistics on mediation cases by year



Statistics on mediation cases by year

Classification	Cases handled	Mediation successful + Mediation failed								Administrative guidance	Cases withdrawn	Successful mediation rate (%)
		Total	Mediation successful			Mediation failed						
			Subtotal	Mediation proposal accepted	Withdrawn in agreement	Subtotal	Mediation proposal rejected	Mediation halted				
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
	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
2018	Total (year-on-year)	1,130 (291)	1,027 (271)	503 (60)	209 (21)	294 (39)	524 (211)	37 (△10)	487 (221)	17 (1)	86 (19)	49.0 (△9.6)
	NLRC (year-on-year)	131 (34)	119 (32)	44 (4)	16 (△2)	28 (6)	75 (28)	6 (△2)	69 (30)	2 (△1)	10 (3)	37.0 (△9.0)
	RLRCs (year-on-year)	999 (257)	908 (239)	459 (56)	193 (23)	266 (33)	449 (183)	31 (△8)	418 (191)	15 (2)	76 (16)	50.6 (△9.6)

3

Essential Minimum Services Determination

- Since the determination of essential minimum services has been included in the responsibilities of the LRC in 2008, a total of 251 cases have been filed and handled. In 2008 when it was first introduced, a significant number of cases were filed. However, since then, cases have been filed sporadically.
- Out of the 251 cases, the LRC has determined the scope of the essential minimum services and the necessary numbers of staff for 102 cases including 41 electricity supply services and 34 hospitals. The rest 149 cases have been withdrawn.

Statistics on essential minimum services cases by year

(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
2018	11	251	6	102	5	149

Notes) 1. These statistics are based on the numbers of the cases handled by the RLRCs.

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

Determination of the essential minimum services by industry

(Unit: cases)

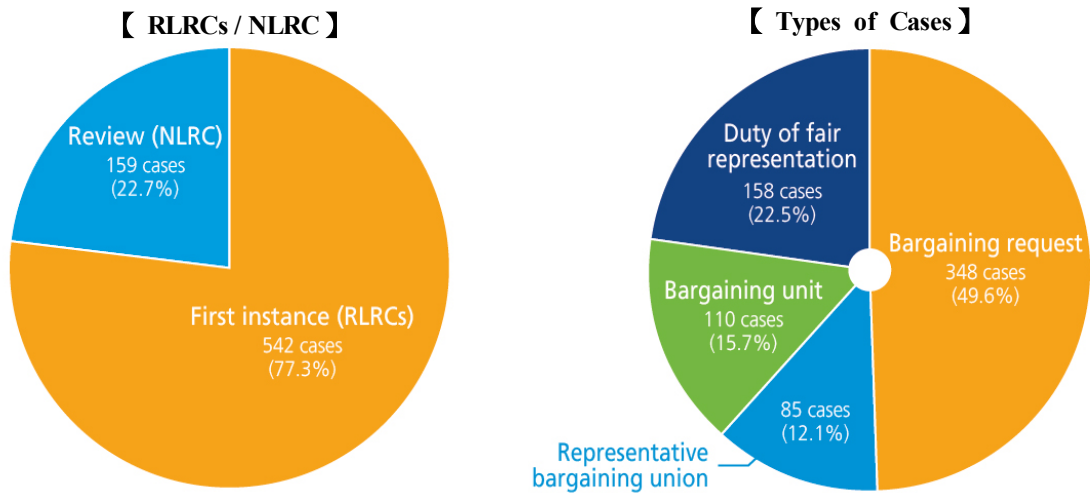
Total	Electricity supply	Hospitals	Air transportation	Gas supply	Railway and Metropolitan railway	Blood supply	Telecommunications
102	41	34	9	8	8	1	1

Note) These statistics are based on the numbers of the cases decided by the RLRCs.

4 Union Pluralism

- In 2018, union pluralism cases totaled 701 (542 by the RLRCs and 159 by the NLRC), down 93 cases from 794 (723 by the RLRCs and 71 by the NLRC) in the previous year. Among them, bargaining request cases (348 cases, 49.6%) and duty of fair representation cases (158 cases, 22.5%) had higher proportions.

Statistics on union pluralism cases in 2018



Statistics on union pluralism cases by year

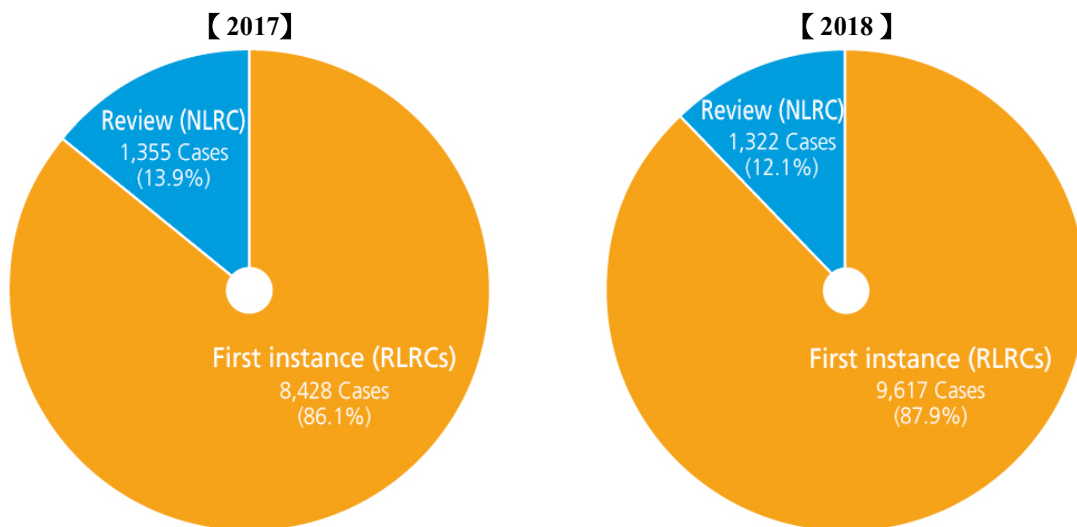
(Unit: cases, %)

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 (%)	
2014	Overall	508	154	30.3	68	13.4	136	26.8	150	29.5
	NLRC	85	5	5.9	22	25.6	22	25.9	36	42.4
	RLRCs	423	149	35.2	46	10.9	114	27.0	114	27.0
2015	Overall	684	265	38.7	66	9.6	184	26.9	169	24.7
	NLRC	131	15	11.5	17	13.0	33	25.2	66	50.4
	RLRCs	553	250	45.2	49	8.9	151	27.3	103	18.6
2016	Overall	441	126	28.6	54	12.2	127	28.8	134	30.4
	NLRC	97	22	22.7	8	8.2	25	25.8	42	43.3
	RLRCs	344	104	30.2	46	13.4	102	29.7	92	26.7
2017	Overall	794	352	44.3	244	30.7	89	11.2	109	13.7
	NLRC	71	12	16.9	17	23.9	11	15.5	31	43.7
	RLRCs	723	340	47.0	227	31.4	78	10.8	78	10.8
2018	Overall	701	348	49.6	85	12.1	110	15.7	158	22.5
	NLRC	159	62	39.0	27	17.0	18	11.3	52	32.7
	RLRCs	542	286	52.8	58	10.7	92	17.0	106	19.6

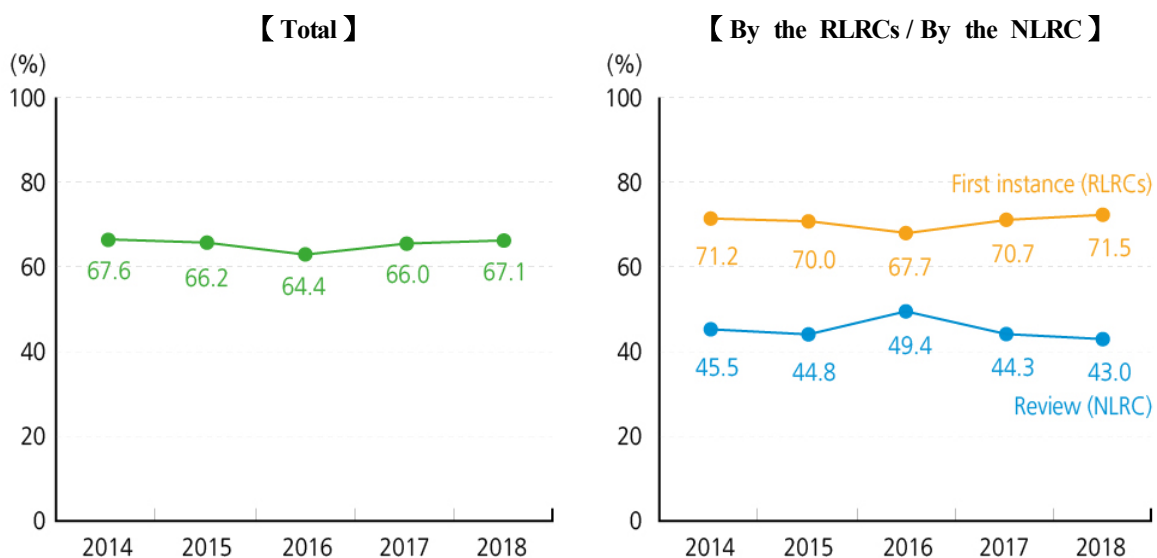
5 Unfair Dismissal, etc.

- In 2018, the unfair dismissal, etc. cases handled by the LRC numbered 10,939 (9,617 by the RLRCs and 1,322 by the NLRC), up 1,156 from 9,783 (8,428 by the RLRCs and 1,355 by the NLRC) in the previous year.
- The remedy rate for unfair dismissal, etc. cases in 2018 marked 67.1% (71.5% handled by the RLRCs and 43.0% handled by the NLRC), up 1.1%p from 66.0% (70.7% by RLRCs and 44.3% by NLRC) year-on-year.
- The conciliation rate for unfair dismissal, etc. cases in 2018 marked 32.0% (35.0% handled by the RLRCs and 10.6% handled by the NLRC), up 1.6%p from 30.4% (33.9% handled by the RLRCs and 8.7% handled by the NLRC) in the previous year.

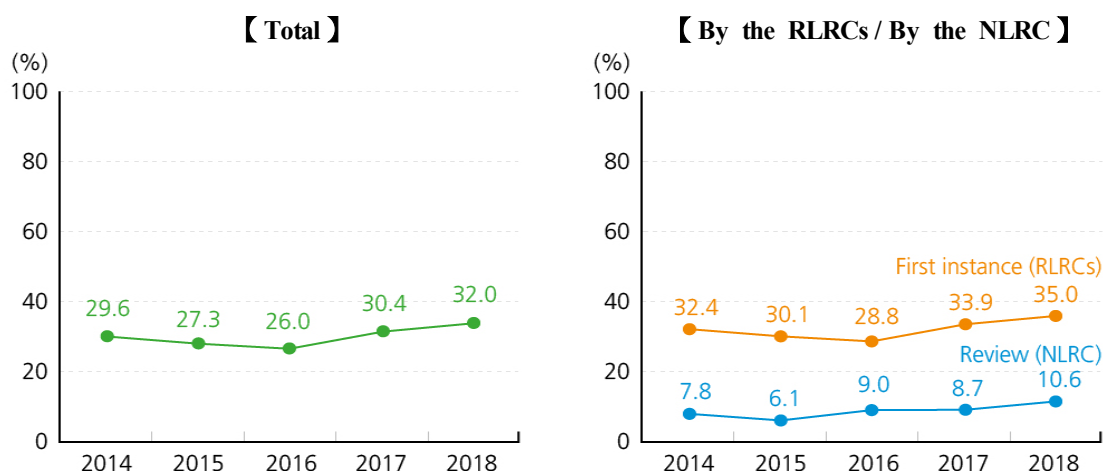
Unfair dismissal, etc. cases handled by the RLRCs and the NLRC



Remedy rate for unfair dismissal, etc. cases by year



Conciliation rate for unfair dismissal, etc. cases by year



Statistics on unfair dismissal, etc. cases handled by year

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rate (%)	Cases withdrawn	Remedy rate (%)
			Total	Cases recognized	Cases dismissed	Dismissed without deliberation	Recognition rate (%)				
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
2018	Overall	10,939	3,767	1,378	1,629	760	36.6	3,504	32.0	3,668	67.1
	NLRC	1,322	961	333	457	171	34.7	140	10.6	221	43.0
	RLRCs	9,617	2,806	1,045	1,172	589	37.2	3,364	35.0	3,447	71.5

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 labor union

3. Conciliation rate = Cases conciliated / Overall cases handled

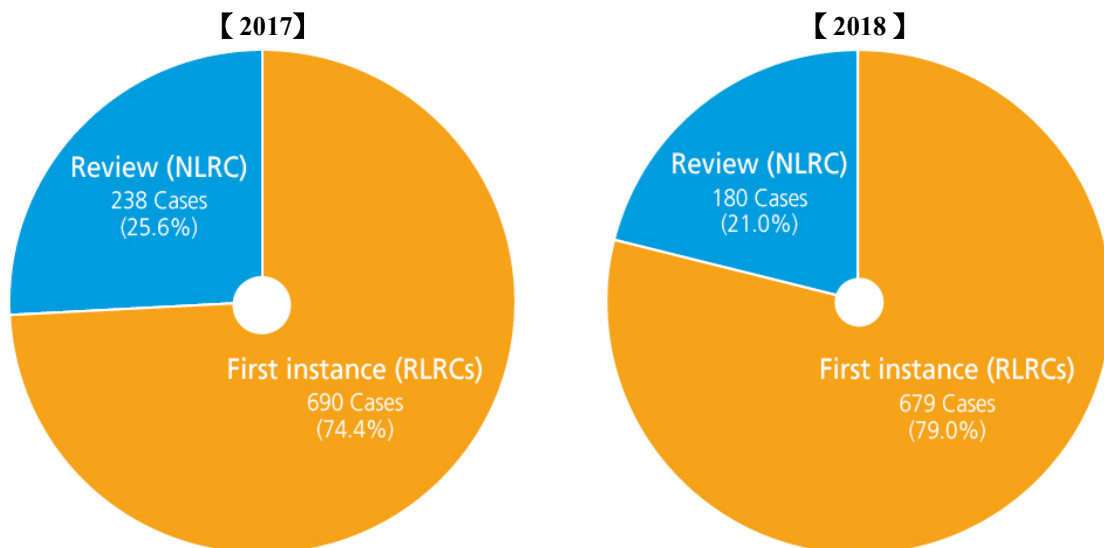
4. Remedy rate = Cases remedied / (Overall cases handled - Cases withdrawn)

5. Cases remedied = Cases recognized + Cases conciliated

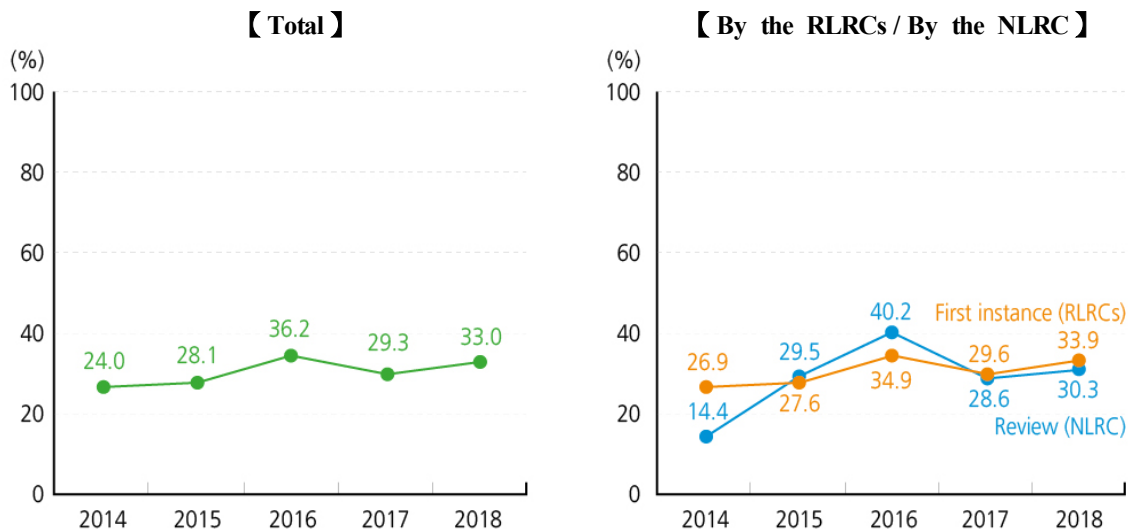
6 Unfair Labor Practices

- In 2018, the overall unfair labor practices handled by the LRC totaled 859 (679 by the RLRCs and 180 by the NLRC), down 69 cases from 928 (690 by the RLRCs and 238 by the NLRC) in the previous year.
- The remedy rate for unfair labor practices in 2018 was 33.0% (33.9% by the RLRCs and 30.3% by the NLRC), up 3.7%p from 29.3% (29.6% by the RLRCs and 28.6% by the NLRC) year-on-year.
- In 2018, among the adjudication cases for unfair labor practices, 21.6% of the cases were recognized (21.7% by the RLRCs and 21.5% by the NLRC), up 2.7%p from 18.9% (16.7% by the RLRCs and 23.2% by the NLRC) in the previous year.

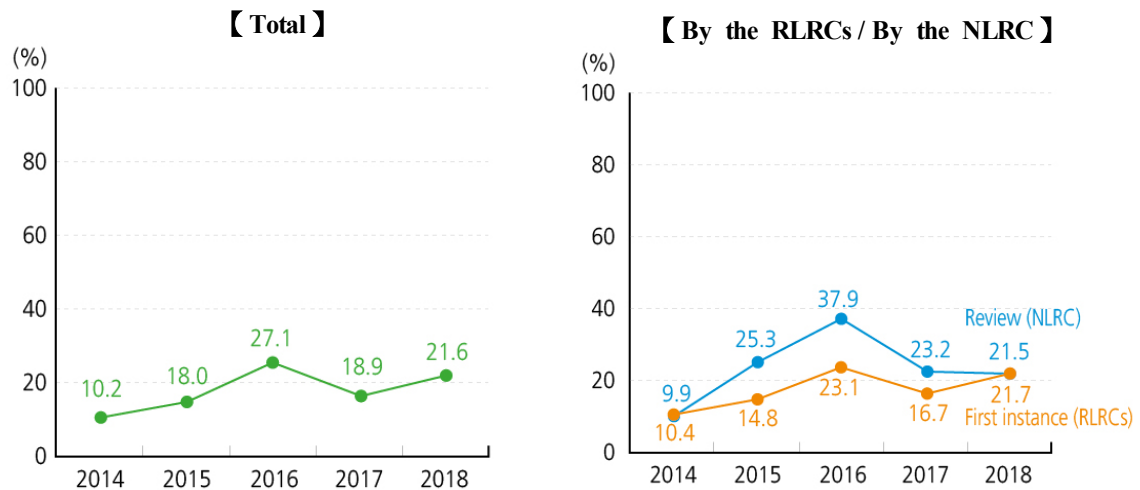
Unfair labor practices handled by the NLRC/RLRCs



Remedy rate for unfair labor practices by year



Recognition rate for unfair labor practices by year



Statistics on unfair labor practices handled by year

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rate (%)	Cases withdrawn	Remedy rate (%)
			Total	Cases recognized	Cases dismissed	Dismissed without deliberation	Recognition rate (%)				
2014년	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
2015년	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
2016년	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
2017년	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
2018년	Total	859	513	111	383	19	21.6	87	10.1	259	33.0
	NLRC	180	135	29	101	5	21.5	17	9.4	28	30.3
	RLRCs	679	378	82	282	14	21.7	70	10.3	231	33.9

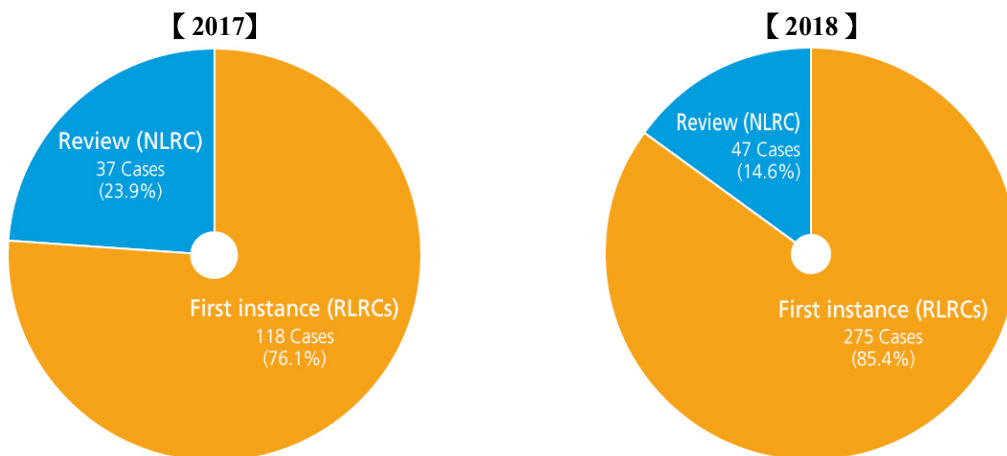
Note) The remedy rate for unfair labor practices is lower than that for unfair dismissal, etc. because, in the case of unfair labor practices, the rate of conciliation between the concerned parties is quite low (around 10%). Also, in the cases of unfair labor practices and unfair dismissal combined, if disciplinary measures (e.g. dismissal, etc.) are recognized as legitimate acts, the aspect of unfair labor practices is not recognized in many cases.

7

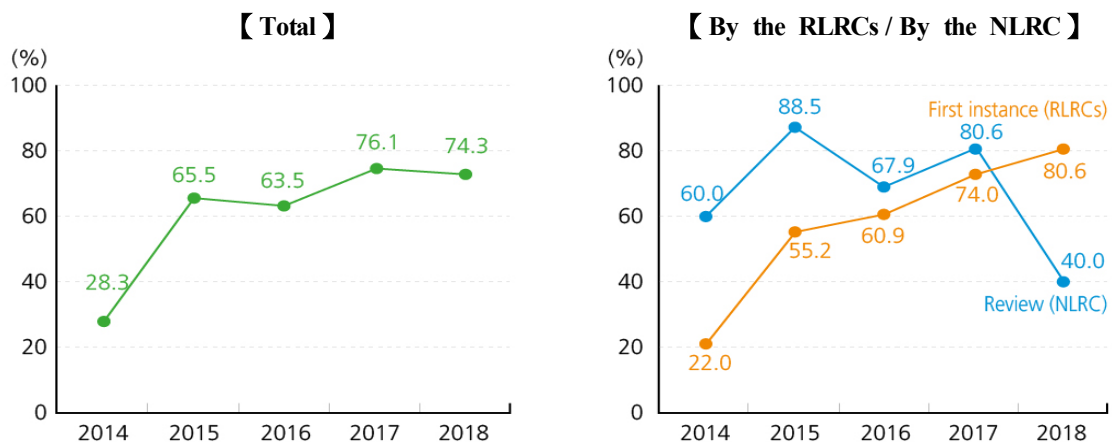
Discrimination Correction for Non-regular Workers

- In 2018, the total number of discrimination correction cases handled was 322 (275 by the RLRCs and 47 by the NLRC), up 167 cases from 155 (118 by the RLRCs and 37 by the NLRC) in the previous year.
 - ※ The figure includes 153 cases filed by fixed-term workers at Jeju Special Self-Governing Provincial Office
- The remedy rate for discrimination correction cases in 2018 marked 74.3% (80.6% by the RLRCs and 40.0% by the NLRC), down 1.8%p from 76.1% (74.0% by the RLRCs and 80.6% by the NLRC) year-on-year.
 - In 2018, 37.0% of the adjudication cases for discrimination correction were recognized (36.2% by the RLRCs and 38.2% by the NLRC), down 34.4%p from 71.4% (66.7% by the RLRCs and 79.4% by the NLRC) in the previous year.
 - ※ Many (24 cases, 66.7%) of the cases filed by fixed-term workers at the Ministry of Patriots and Veterans Affairs (36 cases) were dismissed because workers to compare them with did not exist.

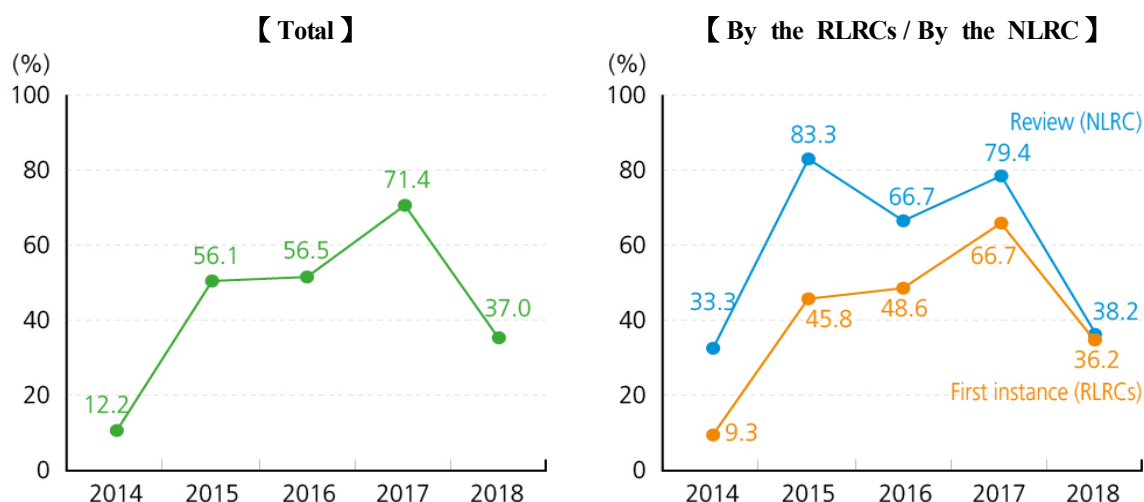
Statistics on discrimination correction by the RLRCs and the NLRC



Remedy rate for discrimination correction cases by year



Recognition rate for discrimination correction cases by year



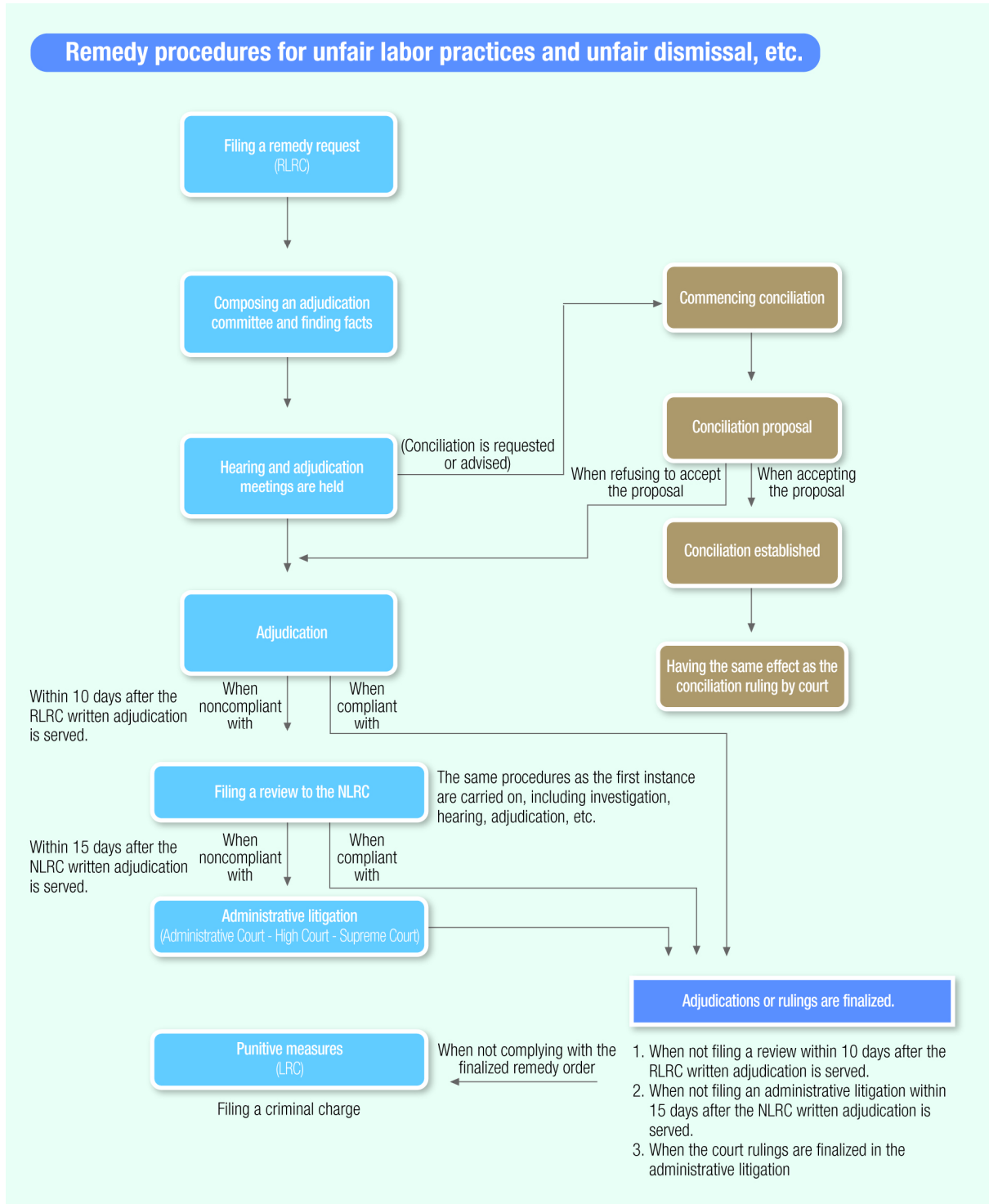
Statistics on discrimination correction cases by year

(Unit: cases, %)

Year	Classification	Cases handled	Cases adjudicated					Cases conciliated	Conciliation rate (%)	Cases withdrawn	Remedy rate (%)
			Total	Cases recognized	Cases dismissed	Dismissed without deliberation	Recognition rate (%)				
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
2018	Total	322	92	34	46	12	37.0	134	41.6	96	74.3
	NLRC	47	34	13	16	5	38.2	1	2.1	12	40.0
	RLRCs	275	58	21	30	7	36.2	133	48.4	84	80.6

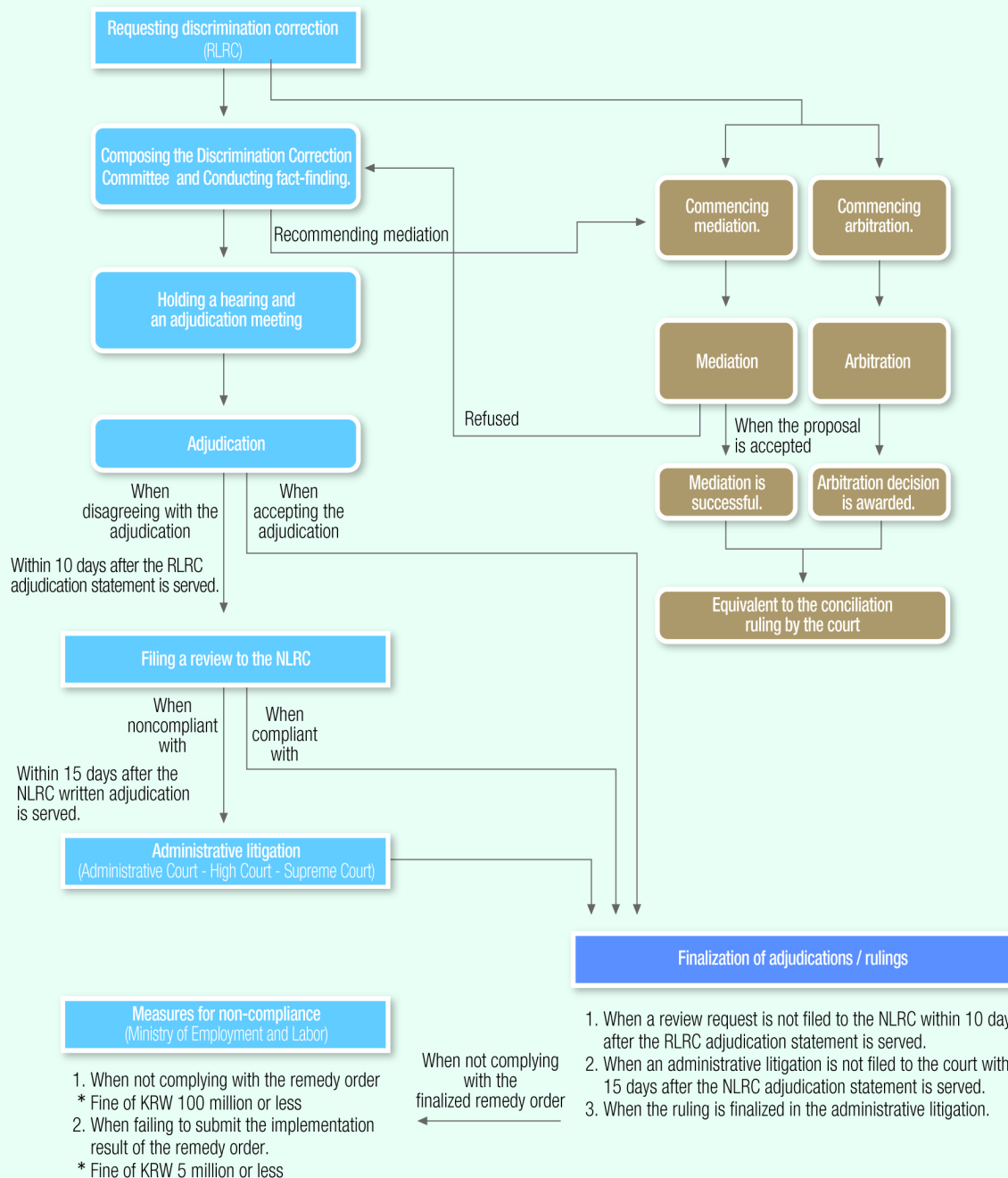
8 Procedures for Major Tasks

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

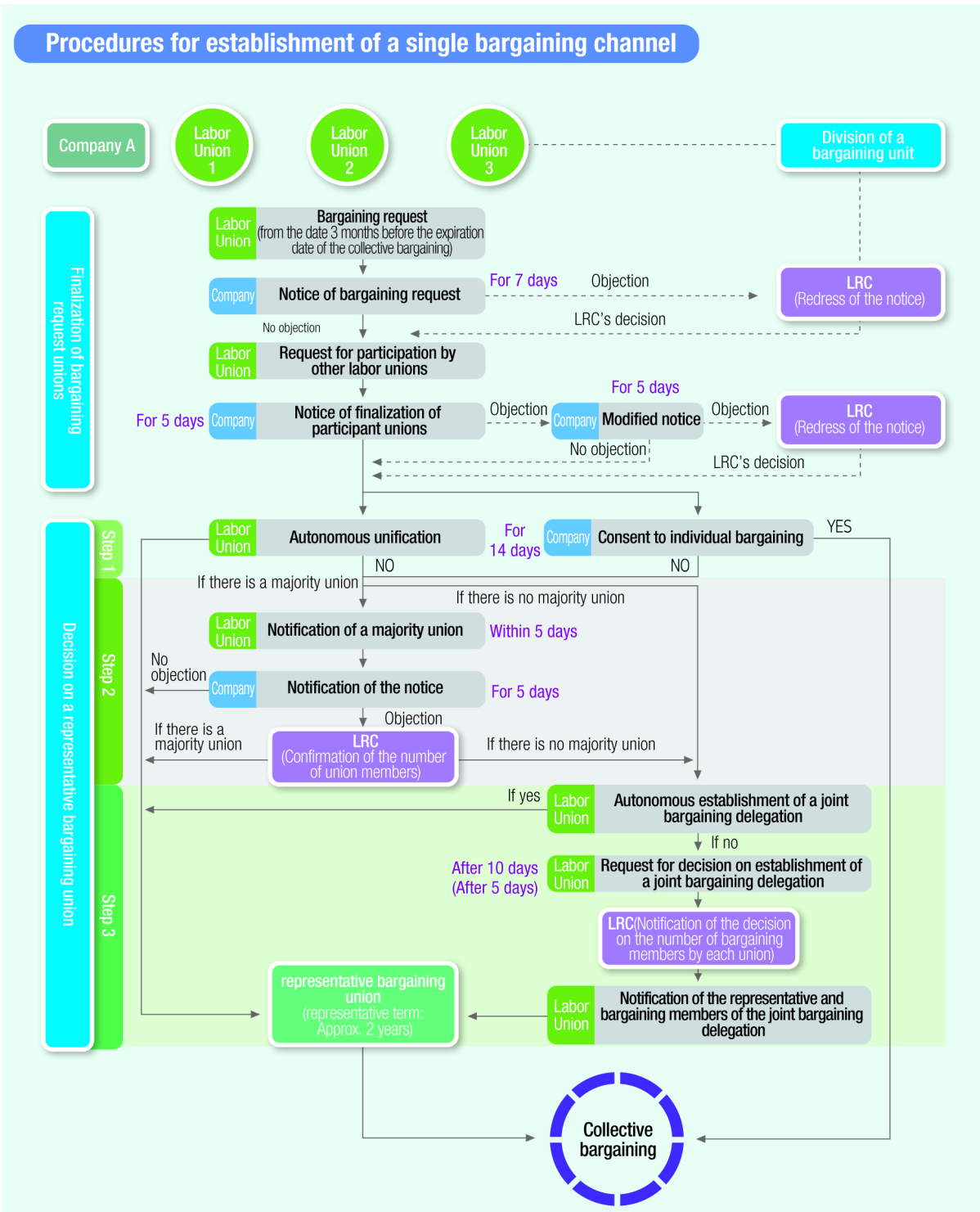


Procedures for Discrimination Correction

Procedures for Discrimination Correction

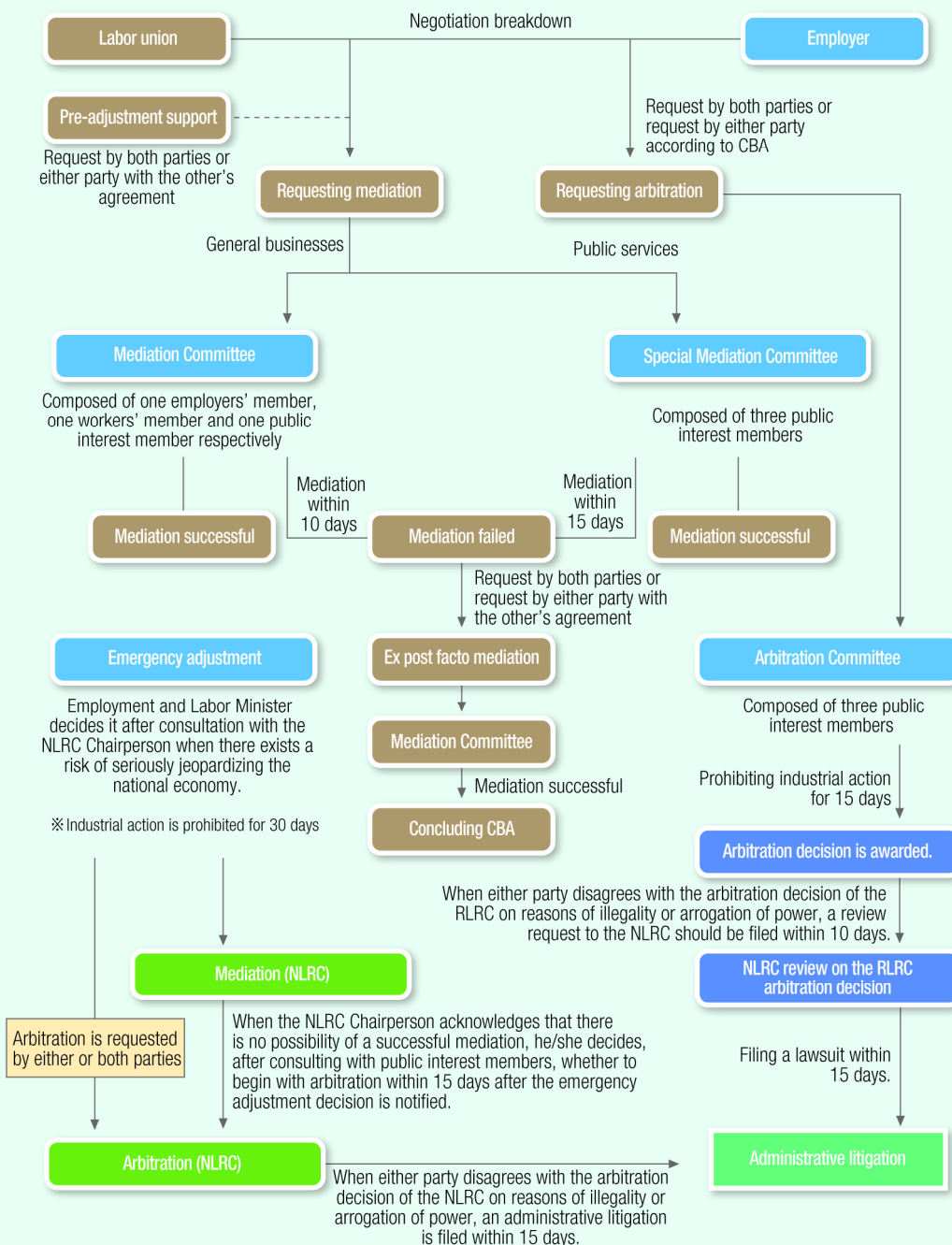


Procedures for Establishment of a Single Bargaining Channel in the Case of Multiple Unions



Procedures for Adjustment of Labor Disputes

Procedures for adjustment of labor disputes



2018 Statistical Yearbook of Labor Relations Commission

Date of publication : June, 2019

Publisher : Park, Joon-sung

Publication organization: National Labor Relations Commission

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