

Industrial Relations in Korea under the Moon Jae-in Administration (Summary)

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This paper examines ROK industrial relations, centering on the first half of the Moon Jae-in administration. Firstly, the number of labor union members has increased and union density has also risen. The “super-enterprise unitization” of labor unions has been promoted mainly by the Korean Confederation of Trade Unions (KCTU). Secondly, the agreed upon wage increase rate has stabilized at a level of 3-4% each year, and the state of progress in wage decisions has also been favorable. On the other hand, there are many cases where collective bargaining is conducted in companies and business establishments even in the case of “super-enterprise” labor unions. Thirdly, although the number of labor disputes has increased, the number of lost workdays has decreased since labor disputes have rarely been prolonged. Fourthly, the tripartite agreement system in the ROK has developed, with KCTU continuing to participate in the tripartite talks. Fifthly, “worker-friendly” policies were quickly carried out at the beginning of the Moon Jae-in administration, but since 2018, “speed adjustments” in the policy promotion have led to retreats from the government’s pledges.

Keywords: Industrial Relation, Labor Union, Collective Bargaining, Labor Dispute, Tripartite Agreement

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