

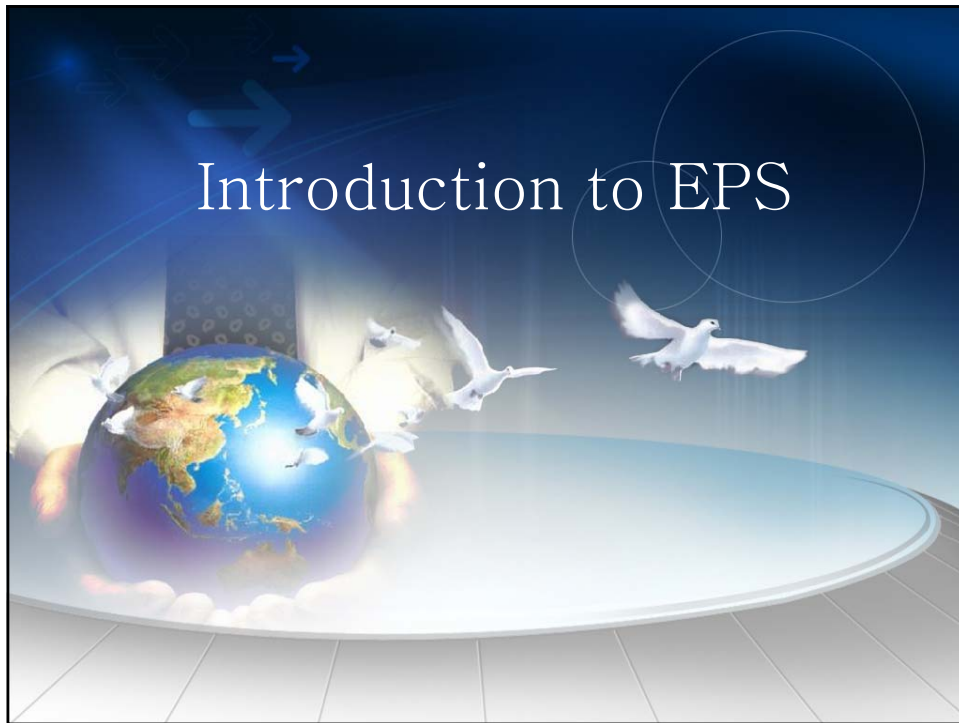
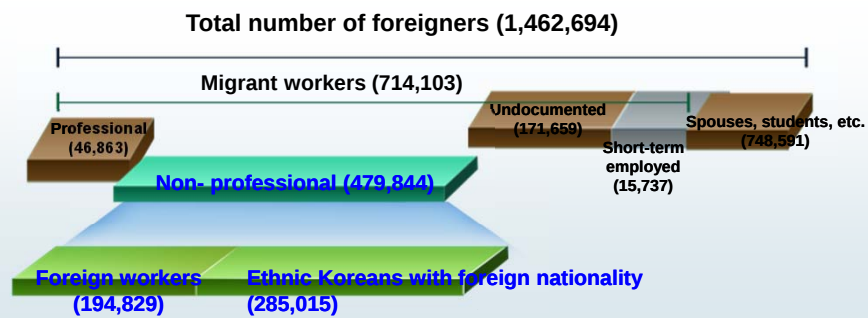


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I. Statistics on Migrant Workers

- Composition of foreigners as of Jun 2012
: 1,462,694



II. Overview of EPS

1. Objective
2. History
3. Background
4. Main Traits



1. Objective

- Addressing labor shortage faced by SMEs industries
- Preventing irregularities and Enhancing transparency
- Hiring right workers for employers' demands
- Protecting foreign workers' human rights



2. History

- Dec. 1993 : **ITS was implemented** (trainee status)
- Nov. 2002 : **Ethnic Koreans Employment Management System**
was implemented
- Aug. 2004 : **EPS was implemented** (worker status)
- Jan. 2007 : **ITS was incorporated into EPS**
- Mar. 2007 : **Changed to Working Visit System(Special EPS)**
- Jun. 2011 : **1st Place Prize of UN Public Service Awards**

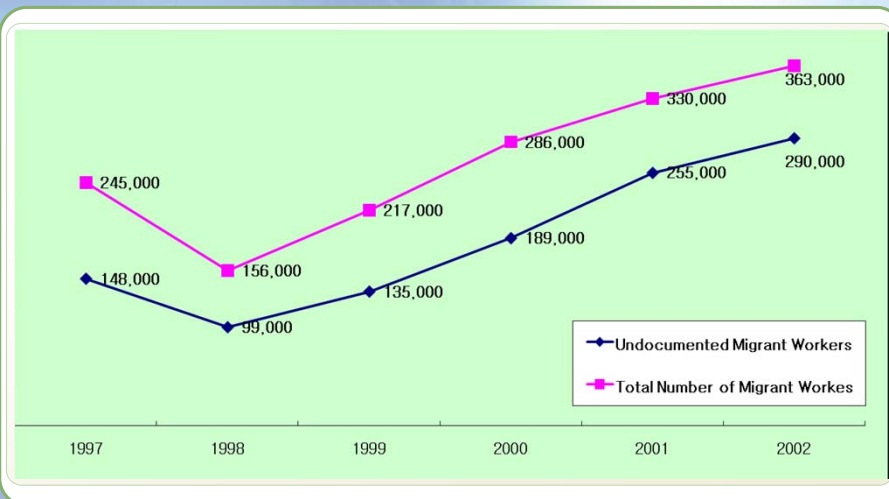


3. Background

Problems of the Industrial Trainee System(ITS, 1993)

- Illegal use of Trainees
- Irregularities in the sending and receiving process
- Violation of Labor laws and rights
 - * Legal status : Trainee $\neq$ worker
- High Increase in undocumented workers

The increase in undocumented migrant workers

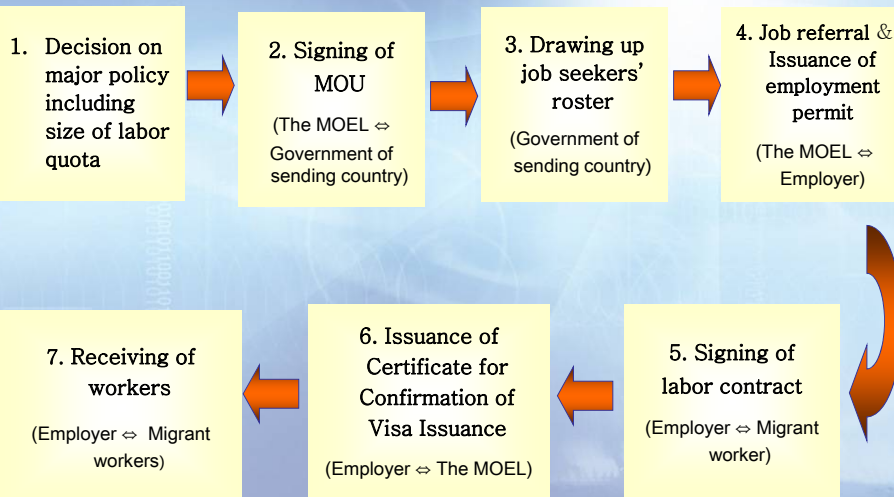




4. Main Traits

- Transparency and Accountability
 - * MOU between two Governments
 - ** private institutions cannot intervene in the selection process
- Objective Qualifications
 - Korean proficiency test, career and skills
- Balancing Supply and Demand of the Labor Market

Receiving Process under EPS(E-9)





5. Outcomes

- Easing the labor shortage faced by SMEs
- Addressing discrimination / better protection of human rights
- Enhancing transparency and fairness of the process

Outcomes of EPS

Classification	Absent without leave(%)	Wage overdue(%)	Average sending cost(\$)	Working hours satisfaction(pt)	Working environment satisfaction(pt)
ITS	50~60	36.8	3,509	2.38	2.47
↓	↓	↓	↓	↓	↓
EPS	3.3	9	1,097	3.48	3.57

III. Implementation of EPS

1. Implementation Plan
2. Foreign Worker Quotas
3. Sending Countries
4. Sojourn Support
 - 4-1. Four EPS Insurances
5. Return Support
6. Prevention of Undocumented Workers



1. Implementation Plan

Analysis of demands for foreign workers



Pre-hearing meetings by foreign workforce policy
working group



Deliberation and decision by foreign workforce policy
committee



Proclamation of the implementation plan (by March 31
each year)



2. Foreign Worker Quotas

<As of June, 2012>

Classification by Sojourn Status

Classification/Year	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	79,000	18,000	105,000	109,600	132,000	34,000	34,000	48,000	57,000
Foreigner (E-9)	25,000	14,300	34,750	49,600	72,000	17,000	34,000	48,000	57,000
Ethnic Korean (H-2)	-	3,700	38,050	60,000	60,000	17,000	-	-	-
ITS	38,000	-	32,200	-	-	-	-	-	-
Employment Management System	16,000	-	-	-	-	-	-	-	-

Classification by Industry

Classification/Year	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total	79,000	18,000	105,000	109,600	132,000	34,000	34,000	48,000	57,000
Manufacturing	40,000	12,000	69,000	69,300	76,800	23,000	28,100	40,000	49,000
Construction	26,000	1,000	10,300	14,900	18,000	2,000	1,600	1,600	1,600
Service	4,000	2,000	18,900	20,600	31,000	6,000	100	150	150
Agriculture & Livestock	4,000	1,000	2,500	3,600	5,000	2,000	3,100	4,500	4,500
Fishery	5,000	-	4,300	1,200	1,200	1,000	1,100	1,750	1,750



3. Sending countries

MOU with 15 countries

<As of June, 2012>

No.	Sending Countries	Number of workers (present)	No.	Sending Countries	Number of workers (present)
1	Philippines	25,793	9	Cambodia	17,531
2	Mongolia	21,299	10	China	891
3	Sri Lanka	24,696	11	Bangladesh	7,041
4	Vietnam	68,899	12	Kyrgyz	1,383
5	Thailand	34,377	13	Nepal	13,950
6	Indonesia	34,212	14	Myanmar	6,123
7	Uzbekistan	14,371	15	East Timor	1,025
8	Pakistan	2,633			

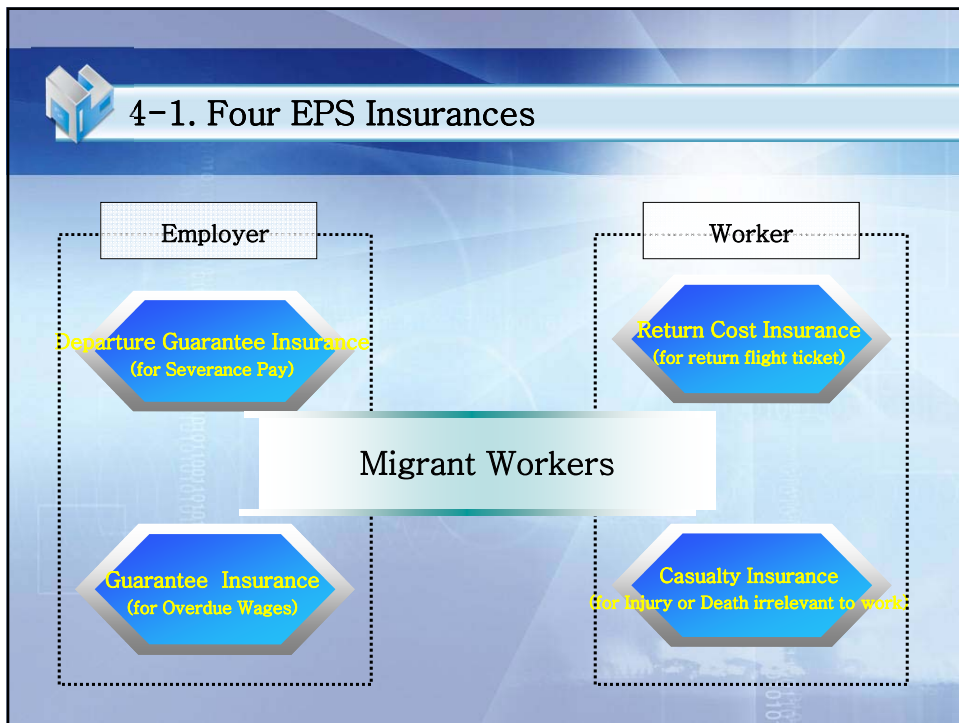


4. Sojourn Support

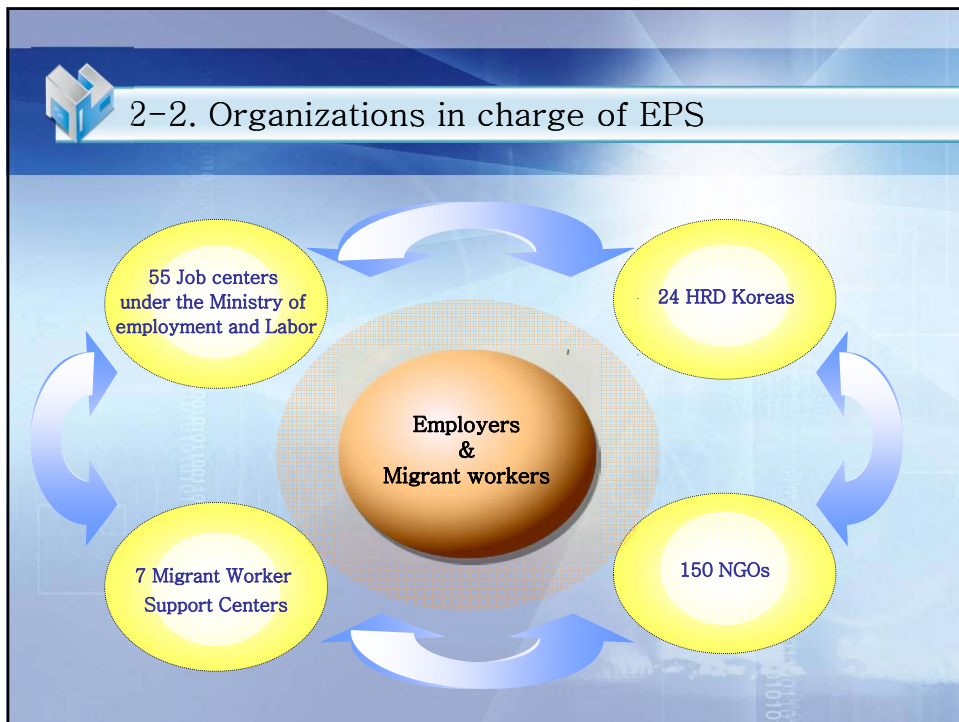
- Employment period : 3+ 2 years
- Anti-discrimination policies
- Protection by labor related laws
- Social Insurances and 4 EPS Insurances
 - * Health insurance · Industrial Accident compensation insurance(mandatory), Employment insurance(voluntary), National pension(mutual agreement)
- Regional council to protect human rights



4-1. Four EPS Insurances



2-2. Organizations in charge of EPS





5. Return Support

- ☉ Notifying workers when their sojourn period is to expire
- ☉ Vocational Training and Business Startup Course
- ☉ Job referral for Korean companies in workers' home countries`
- ☉ Establishing a network of returnees



5. Prevention of undocumented workers

2007 223,000	→	2008 200,000	→	2009 178,000	→	2010 168,000	→	2012.6 171,659
Total number of undocumented workers (171,659)								
Skilled workers	Unskilled workers			Working visit system	Temporary Employment	Others		
	EPS(E-9)							
	First arrivals	others						
2,990 (1.7%)	29,263 (17.0%)	21,298 (12.4%)		3,768 (2.2%)	6,463 (37.7%)	107,548 (62.7%)		

☼ Challenges

1. Labor market distortions, 2. Human rights infringement, 3. Social costs

☼ Measures

1. Prevention : Education, Inspection, Return Support
2. Discrimination & Punishment
 - Limits on employment period (Max. 3 years), Restriction on reentry permit

IV. Progress of EPS

1. Future Plans`



1. Future plans

- ◆ **Preparation for Multicultural society, Establishment of Unified foreign workforce policy system**
 - unskilled workers, skilled workers, marriage migrants, overseas students
- ◆ **Strengthening Transparency, Predictability and Accountability**
 - **Selection criteria** : Korean language test(PBT→CBT), Reinforcing skills test
 - **Number of foreign workers** : Early decision · announcement, Flexible management, Job training · return support program, benefits for law-abiding workers
- ◆ **Advancement of mutual development projects for Asian countries**
 - Sending and receiving workforce → advancement in workforce, economy and society: Strategic partnership
 - Support center: foreign workers + employers, training · counseling · support service
 - Change of workplace: devise measures to stop unreasonable practices, strengthen penalties for unlawful practices