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The period of restriction on re-entry is shortened and the target of re-entry foreign workers is expanded

- For re-entry, the period of re-entry restriction is shortened (3→1 month)
 - Even if a person changes his/her workplace, re-entry can be recognized when working for 4 years and 10 months in the industry where he/she worked for the first time.
 - Mandatory employment permit system seminar for the employer who hire the foreign worker first time
- From 10.14 (Thursday), the period of restriction on re-entry of foreign workers will be shortened to one month, and the scope of work will also be expanded.
- In addition, first-time employment permit users are obligated to receive labor-related laws and human rights education, hiring foreigners (H-2) in the mining industry is now allowed.
 - This is a new system that will take effect on October 14 after stipulating detailed procedures of the Act on the Employment of Foreign Workers which was promulgated in April 13.
- <1>** For re-entry, the period of re-entry restriction is shortened (3→1 month)

- Foreign workers can work up to 4 years and 10 months once they enter the Korea, and only if they have worked at one workplace during that period, they are recognized as re-entry special cases.
- Three months after departure, foreign workers will be given the opportunity to return to Korea and work for up to four years and 10 months again.
- However, the three-month restriction period on re-entry was shortened from three months to one month because there was a problem that it could cause a work gap in the workplace.

<2> Expanding the scope of special cases for re-entry

- Foreign workers can enter the Korea again only if they have worked at one workplace without changing their workplace for 4 years and 10 months.
 - Therefore, even if foreign workers are treated unfairly, it is difficult for them to request a change in the workplace.
 - Users also had difficulty in continuing to hire skilled foreign workers because foreign workers who changed workplace were not recognized for re-entry
 - From now on, even if a foreign worker changes his workplace, if foreign worker has worked for 4 years and 10 months in same industry (manufacturing, service with less than 100 employees, agriculture, and fisheries) where he/she worked for the first time
- * The period of job search for changing workplace is also included in the working period

- If the employer who applies for a special re-entry and the current labor contract period remains for more than one year, it is considered as the re-entry special cases.

<3> Supplementing the requirements for special re-entry when changing the workplace for reasons other than the responsibility of foreign workers.

- If the workplace was changed for reasons other than the responsibility of foreign workers, such as assault and sexual harassment, the labor contract period had to remain at least one year at the workplace to be recognized as a special re-entry.
- Therefore, in the case when workers unfairly treated at a time when the remaining period is less than one year, some of the workers have to endure it to be recognized as a special case for re-entry.
- Therefore, if the workplace is changed for reasons other than the responsibility of foreign workers, even if the remaining employment period is less than one year,
- if the head of a job security institution deems it reasonable to grant permission for re-entry by taking the opinion of the Rights and Interest Protection Council, a special re-entry permit is given to the foreign workers.

<4> Mandatory education for First time hiring employers


- From October 14, employers who have obtained permission to

hire foreign workers for the first time are obligated to complete training on labor-related laws, human rights, etc. within six months from the date of issuance of employment permits.

- The training is provided free of charge by the HRDK and is conducted for six hours through gathering or online learning (PC or mobile).
- A fine of 3 million won will be imposed on employers who have not completed training.

<5> Adding mining to the industries permitted by the special employment permit system.

- Mining will be added in addition to the existing construction, service, manufacturing, agriculture, and fishing as a special employment permit system that allows foreigners (H-2) to be hired.
- The Minister of Employment and Labor An Gyeongdeok said, "Considering that there is a high demand for skilled foreign workers who have worked in industrial sites for a long time,
- the improvement of the system is expected to minimize the manpower gap of business and strengthen the protection of the human rights of foreign workers."

	<p>Please contact if you need more detailed information (☎ 044-202-7156)</p>
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