

## <Decision On Mandatory Enrollment In The Four Major Insurances>

### 1. Social Security Agreement (Pension)

#### (1) The Purpose Of Establishing An Agreement

- ① Exemption from double insurance enrollment: For short term foreign workers, make payments only for pensions in their countries
- ② Summation of enrollment periods: Provide a guarantee of the right to receive the insurance payment by adding the insuring periods of both countries
- ③ Equal eligibility: Granting equal eligibility to the citizens of other countries such as the right to receive the insurance payment
- ④ Guarantee of sending wages: Send pensions and wages to their own countries with no restrictions

#### (2) Type Of Agreement

- ① Agreement of adding up the insuring periods: Canada, U.S.A. Germany, Hungary, France, Australia, Czech, Ireland, Belgium, Poland, Slovakia, Bulgaria, Romania, Austria, Denmark, India, Spain, Turkey, Sweden, Brazil, Finland, Quebec, Peru, Luxemburg, Slovenia, Croatia, Uruguay, New Zealand  
(※ The country except for New Zealand includes the agreement of the exemption of insurance premiums.)
- ② Agreement of the exemption of insurance premiums: United Kingdom, Netherlands, Japan, Italy, Uzbekistan, Mongolia, China, Switzerland, Chile

#### (3) Whether To Mandate Enrollment In The National Pension Plan

Reference the attachment 2

#### (4) Lump Sum Refund (Attachment 1)

- Because we pay wages to the citizens of the countries in agreement (Canada, Quebec, U.S.A, Germany, Hungary, France, Australia, Czech, Belgium, Poland, Slovakia, Bulgaria, Romania, Austria, India, Turkey, Brazil, Peru, Luxemburg, Slovenia, Croatia and Uruguay) as equally as the citizens of Korea, we pay the pensions as well as lump sum refunds equally. Accordingly, in the event the citizen of the country in agreement dies, returns home, or reaches the age of 60, which is a cause for the lump sum refund to be paid, the lump sum refund will be paid to the insured (or the family of the deceased in the event of death). (※As to the citizens of Denmark, Spain, Sweden, Finland and New Zealand the lump sum refund will not be paid. As to the citizens of Switzerland the lump sum refund will be paid despite the agreement of the exemption)
- In comparison, as to the citizens of 3rd countries not in agreement, the person shall not have equal eligibility, and depending on whether the country has a regulation to pay for a lump sum refund, or any corresponding amount, to Korean citizens in the country, we will pay reciprocally. According to this principle, the citizens of the countries eligible to receive the lump sum refund are Ghana, Grenada, Malaysia, Vanuatu, Bermuda, Belize, Bhutan, Saint Vincent Grenadine, Sudan, Sri Lanka, Jordan, Uganda, Indonesia, Zimbabwe, Cameroon, Kenya, Columbia, Thailand, Trinidad and Tobago, Tunisia, the Philippines, Hong Kong, El Salvador (Applicable for insurance premiums paid after April 1998) and Kazakhstan (Applicable for insurance premiums paid after January 1998).
- However, the insured must have paid the insurance premium for more than 1 year for the countries of Grenada, Bhutan, Saint Vincent Grenadine, Jordan, Zimbabwe, Cameroon and Thailand and more than 6 months for Belize, to be eligible to receive the lump sum refund.
- And, a person employed as a foreign worker by a business entity which is a member of the National Pension Plan, in accordance with “The Act on the Employment of Foreign Workers” (E-9 or H-2 Eligibility for Staying as in the Immigration Control Law), or a person employed by a business entity which is a member of the National Pension Plan and is eligible to stay in Korea for the purpose of the training in the industry in accordance with the regulation of

Article 10 of the “Immigration Control Law” (E-8 Eligibility for Staying in the Immigration Control Law) may be eligible to receive the lump sum refund of the national pension.

## 2. Health Insurance Premium

A foreign worker shall be responsible for the payment of health insurance premiums in principle, however, in the following situations, he or she may apply for an exemption. An application for the exemption and documents showing the person has medical coverage are required.

- ① In the event the person is guaranteed medical care in accordance with a foreign ordinance
- ② In the event the person is guaranteed medical care in accordance with a foreign insurance policy
- ③ In the event the person is guaranteed medical care in accordance with an agreement with the employer

## 3. Unemployment Insurance

The offering of unemployment insurance will be determined according to the type of visa (Attachment 3).

## 4. Workers Compensation Insurance

Regardless of the nationality of the employee, the employee should be insured for worker's compensation insurance in a place of business where there is one or more employees. However, among the farming, forestry, foraging or fishery industries, if the number of full time employees is five or less, there will be an exception.

**(Attachment 1)**

< Eligible Countries for Social Security Benefit corresponding to a lump sum refund >  
(Last updated 2023.08.23)

Eligible visa holders regardless of their citizenship	Eligible countries by Social Security Agreement (23 Countries)	Eligibility varies on their minimum insured period (24 Countries)		
		Insured for minimum 6 months (1 Country)	Insured for minimum 1 year (7 Countries)	Regardless of insured period (16 Countries)
E-8 (Seasonal Work) E-9 (Non-professional employment) H-2 (Working visit)	Germany U.S.A Czech Canada Quebec France Hungary Australia Belgium Poland Bulgaria Slovakia Romania Austria India Turkey Switzerland Brazil Peru Luxemburg Slovenia Croatia Uruguay	Belize	Grenada Saint Vincent Grenadine Jordan Zimbabwe Cameroon Thailand Bhutan	Ghana Malaysia Vanuatu Bermuda Sudan Sri Lanka Uganda El Salvador Indonesia Kazakhstan Kenya Columbia Trinidad Tobago Tunisia Philippines Hong Kong

**(Attachment 2) Pension scheme by visa category**

Visa Category	Name of Visa	Pension Scheme Applicability
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A1	Diplomat	No
A2	Government Official	No
A3	Agreement	No
B1	Visa Exemption	No
B2	Tourist/Transit	No
C1	Temporary News Coverage	No
C2	Short-term Business	No
C3	Short-term General	No
C4	Short-term Employee	No
D1	Artist	No
D2	Student	No
D3	Industrial Trainee	No
D4	General Trainee	No
D5	Journalism	Yes
D6	Religion	No
D7	Business Supervisor	Yes
D8	Corporate Investor	Yes
D9	International Trade	Yes
D10	Job Seeking	Yes
E1	Professor	Yes
E2	Foreign Language Instructor	Yes
E3	Research	Yes
E4	Technology Transfer	Yes
E5	Professional Employment	Yes
E6	Artistic Performer	Yes
E7	Designated Activities	Yes
E8	Seasonal Work	Yes
E9	Non-professional Employment	Yes
E10	Vessel Crew	Yes
F1	Visiting of Joining Family	No
F2	Resident	Yes
F3	Accompanying Spouse	No
F4	Oversea Korean	Yes
F5	Permanent Resident	Yes
F6	Marriage Immigrant	Yes
G1	Miscellaneous	No



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H1	Working Holiday	Yes
H2	Working Visit	Yes

**(Attachment 3) Employment insurance applicability by visa category**

Visa Category	Applicability	Visa Category	Applicability
1. Diplomat (A-1)	No	19. Professor (E-1)	Yes (optional)
2. Government Official (A-2)	No	20. Foreign Language Instructor (E-2)	Yes (optional)
3. Agreement (A-3)	No	21. Research (E-3)	Yes (optional)
4. Visa Exemption (B-1)	No	22. Technology Transfer (E-4)	Yes (optional)
5. Tourist/transit (B-2)	No	23. Professional Employment (E-5)	Yes (optional)
6. Temporary News Coverage (C-1)	No	24. Artistic Performer (E-6)	Yes (optional)
7. Short-term Business (C-2)	No	25. Designated Activities (E-7)	Yes (optional)
8. Short-term General (C-3)	No	25-1. Seasonal Employment (E-8)	Yes (optional)
9. Short-term Employee (C-4)	Yes (optional)	25-3. Non-professional Employment (E-9)	Yes (optional)
10. Artist (D-1)	No	25-4. Vessel Crew (E-10)	Yes (optional)
11. Student (D-2)	No	26. Visiting of Joining Family (F-1)	No
12. Industrial Trainee (D-3)	No	27. Resident (F-2)	Yes (Required)
13. General Trainee (D-4)	No	28. Accompanying Spouse (F-3)	No
14. Journalism (D-5)	No	28-2. Oversea Korean (F-4)	Yes (optional)
15. Religion (D-6)	No	28-3. Permanent Resident (F-5)	Yes (Required)
16. Business Supervisor (D-7)	Yes (reciprocal)	28-4. Marriage Immigrant (F-6)	Yes (Required)
17. Corporate Investor (D-8)	Yes (reciprocal)	29. Miscellaneous (G-1)	No
18. International Trade (D-9)	Yes (reciprocal)	30. Working Holiday (H-1)	No
18-2. Job Seeking (D-10)	No	31. Working Visit (H-2)	Yes (optional)