

Index

- accountability 171, 318
- Act on Assistance for Industrial Relations Development 308
- Act on Equal Employment and Support for Work–Family Reconciliation 219
- Act on Protection of Fixed-term and Part-time Workers 187, 190
- Act on the Establishment and Operation of Trade Unions of Teachers 260–61
- Act on the Promotion of Worker Participation and Cooperation (APWPC) 245, 250, 297
- active labor market policy (ALMP) 206
- adjudication, cases of 244, 279–80
- administrative litigation, cases of 279–80
- adversarial legal environment 283
- affiliated unions 131–2
- aging population of Korea 2
- agreements, inadequate implementation of 318
- Alliance of Korean Labor and Farmers Union 36
- ALMP *see* active labor market policy (ALMP)
- analytical framework 143–5
- Anglophone/neoliberal economies 19–20
- annual wage growth rates 94
- anti-labor reforms 276
- APWPC *see* Act on the Promotion of Worker Participation and Cooperation (APWPC)
- artificial intelligence (AI) 213
- Asian Financial Crisis 9, 45–6, 87, 92–3, 95, 97, 106, 161, 162, 173, 175, 182, 206, 243, 255, 268, 274–6, 307, 310, 326
- associations 131–2
- asymmetric bargaining 175
- Austria, industrial relations in 22–3
- authoritarian political system 306, 310
- Bae, J. 122
- bank workers 89
- bargaining
 - collective, politics of 134–7
 - enterprise-based 94, 96
 - industry-level 50
 - multi-employer 88–90
 - single vs. 88–91
 - structures of 70–71, 83, 91–2, 298–9
 - workplace units to 275
- bilateral employer–employee communication 289
- blanket wage system 226
- blue-collar internal labor market 102
- blue-collar workers 86
- Bolshevik Revolution in 1917 290
- bribery scandal 277
- British Household Panel Survey 231
- ‘business-friendly’ economic policies 8
- camouflage employment 256
- candlelight protests 277
- capitalism 64
- capital–labor class conflict 291–2
- capital markets 9, 206
- case analysis 145–55
- CBA *see* collective bargaining agreement (CBA)
- chaebol* 2, 9, 34, 43, 48, 56, 64–76
- childcare 223–4
- Choi, J. -H. 300
- Choi, J. -T. 23, 222
- Chun, Doo-hwan 8, 41, 68, 271, 295
- Chung, K. -S. 204
- Civil War 1, 22
- classism 102

- client training 207
- clustering, lack of 214
- code-division multiple access (CDMA) service 210
- 'co-existing' occupations 264
- collective actors 29–30
- collective bargaining 36, 85, 145, 194, 243, 293
 - authority of 67
 - effects of 66–7
 - emergence of 65
 - of industrial unions 328
 - politics of 134–7
 - process 263–4
 - system 274
 - and unfair labor practices 261–3
- collective bargaining agreement (CBA) 150, 194
- collective employee influence 293
- collective labor law 66
- collective representation 299–300
- college-educated union activists 256
- colonial industrial relations 35–7
- communism 38
- company-centric labor market
 - structure 325
- company union 289–90
- comparative labor law 241–2
- compensation management 108–10
- component labor markets 177–8
- conditional gender equality 163–4, 219, 223
- conflicted governance 328–30
- conflict-oriented labor relations system 325
- Confucian cultural values 2
- Confucian-designed hierarchy 25
- Confucianism 25–6, 110
- constitutional workplace governance 292
- constitutionalism 294
- contingent employment 196–7, 229
 - characteristics of 182
 - laws and regulations on 189–90
 - problems of 196
 - proliferation of 182
 - in public sector 128
- contingent workers 3, 97–8
 - background of 182–3
 - characteristics distinguishing 196–7
 - compensation and working conditions for 185–7
 - composition of 185, 186
 - contingent employment as trap 196–7
 - creation of complexity in labor market 197
 - dual labor market and 187–8
 - fixed-term contracts 192–3
 - in-house subcontracting in large corporations 196
 - laws and regulations on contingent employment 189–90
 - legal issues in application of 190–92
 - legal/regulatory experiences in other nations 192–4
 - limitation of enterprise unionism 197
 - movement of 196–7
 - vs. non-standard work situation in other nations 188–9
 - notable initiatives 194
 - proliferation of 182, 188
 - suggestions for future 197–8
 - trends of 183–5
 - trends in number of 184
 - and union representation gap 194–6
- contingent workforce, proportion of 230
- contractor–subcontractor relationship 94
- contractual relationship 250–54
- corporate labor unions 327
- corporate restructurings 73, 255
- cronyism 37
- cross-national comparative studies 233
- cross-national differences 291
- culture 101–2
- cyber-physical systems 213, 216–17
- daily workers 183
- decision-making rights 292
- de facto employer 190–91
- deindustrialization 12
- democracy/democratization 70, 71, 323
 - aspiration for 306

- to crisis response and retreat 43–6
- industrial stability and 326
- and labor mobilization 324–7
- and labor movement 41–3
- momentum of 8
- Democratic Labor Party 325
- dependent contractors 184–5
- developmental dictatorship 83
- developmental state 9
- digital production networks 213
- direct labor 86
- disabled workers 255
- disciplinary actions 132
- disciplinary dismissal, employment
 - rules for 257
- disparate protest groups 8
- diversity 152
- Do obey the Labor Standards Act 39
- dual earner–dual career model 224
- dual-income households 179
- dual labor market 187–8, 197, 332

- EAPS *see* Economically Active Population Survey (EAPS)
- Earned Income Tax Credit 315
- Economic and Social Development Commission (ESDC) 137, 310–11
- economic crisis 165
- economic demands 42–3
- economic growth 64
- economic productivity 202
- economic strikes, lawfulness of 277
- Economically Active Population Survey (EAPS) 183
- economism 87
- economy 167, 183, 204–5, 212
 - development in 325
 - growth rates of 169
- education, sequential expansion of 202
- educational institutions 203
- EIR *see* employment-industrial relations (EIR)
- elderly, employment rates of 170
- Ellingsater, A. L. 219, 223
- employees
 - female 229–30
 - flow-back benefits to 294
 - influence system 110–12
 - pay and conditions for 295
 - representation 55–61
- see also* employment and labor relations; labor; workers
- employers
 - and employee communication 287
 - psychological leverage to 276
 - structure 63
- employment 3, 167
 - camouflage 256
 - contract 250–51
 - diversification 144
 - gap 220
 - general casualization of 188–9
 - growth 169, 172
 - historical development and current status of 4
 - outcomes of 95–8
 - protection systems 329
 - relations 127, 161–2
 - security 47, 275
 - socio-cultural aspects of 326
 - see also* employment and labor relations
- Employment Agency Worker Protection Act 190
- employment and labor relations
 - Asian Financial Crisis 45–6
 - colonial industrial relations 35–7
 - conservative governments and crisis of labor 46–50
 - democratization and labor movement 41–3
 - from democratization to crisis response and retreat 43–6
 - economic development and labor movement 38–9
 - emergence of labor movement 35
 - General Strike of 1996–7 44–5
 - Great Labor Offensive of 1987 42–3
 - Jeon, death of 39–40
 - liberation, war and division 37–8
 - origins 34
 - structure of 34
- employment-industrial relations (EIR)
 - 9–11, 16, 19, 22–4, 288
 - collective actors 29–30
 - conception of 18, 20
 - development of 3
 - employment relationship model of 20–21
 - helpful historical perspective to 15

- historical development and current status of 15–22
- historical evolution of political economy 7–9
- historical experience and contributions to 1
- institutions 29
- interpretation of 24
- issues of 12–13
- national history 25–8
- parallel transformation in 2
- social-cultural forces 30–31
- sovereign nation-state and 32
- stakeholders in 4
- structure of 20
- systems 288
- way of understanding 1
- employment-industrial relations system (EIRS) 16
- Employment Insurance (EI) system 176, 186, 206
- Employment Promotion and Vocational Rehabilitation of Disabled Persons Act 254–5
- employment relations (ER) 16, 120
- Employment Security Convention 262–3
- enforcement provisions 262
- English-speaking people 15
- enrollment quotas 167
- enrollment quota system 203
- enterprise-based bargaining 94, 96
- enterprise-centered labor relations 325
- enterprise-level union system 324
- enterprise unionism 83–4, 197, 274
- enterprise unions, composition of 86
- enthusiasm 148–9
- Equal Employment Opportunity Act 219
- ESDC *see* Economic and Social Development Commission (ESDC)
- European-oriented perspectives 288
- European Union 290
- ‘European Works Council’ (EWC) 290
- export-driven policy 9
- export-led economic transformation 2
- export-oriented modernization 8
- external labor market (ELM) 173–5, 293, 332
- externally supplied workers 326–7
- extortion 277
- extra-union agents 156–7
- family-owned businesses 64
- favoritism 102
- FDI *see* foreign direct investment (FDI)
- Federation of Korean Industries (FKI) 65, 309
- Federation of Korean Trade Unions (FKTU) 38, 39, 41, 43, 65, 69, 74, 78, 88, 149, 305, 309, 311, 317, 318, 330–31
 - guidelines 71
 - leadership 67, 68, 77
 - memberships 50
- female employees
 - career discontinuity of 179
 - concentration of 229–30
 - see also* employees
- female labor force participation 224
- female/male employment rate 220
- feminization 229–33
- feminized jobs 219–20
- feminized low-wage sector 230
- Figart, D. M. 225, 227, 228
- financial capital 291
- financial crisis 169, 212
- financial market capitalism 48
- firm-based organizations 324
- First Five-Year Economic Development Plan (FYEDP) 205
- fixed-term contracts 174, 176–7, 192–3
- fixed-term workers 328–9
- FKI *see* Federation of Korean Industries (FKI)
- FKTU *see* Federation of Korean Trade Unions (FKTU)
- flexibilization 220, 225, 229–33
- flexible labour relations 188–9
- foreign direct investment (FDI) 113, 208
- foreign exchange shortage 45
- foreign licensing 209
- foreign/migrant workers 153, 154
- formal education 201–4
- formative writings 23
- Fourth Industrial Revolution 213
- Freeman, R. B. 293, 295

- full-time workers 168, 329, 330
 FYEDP *see* First Five-Year Economic Development Plan (FYEDP)
- GDP *see* gross domestic product (GDP)
- gender
 - disparities of 222–5
 - division of labor 163–4
 - gap 164, 179, 219–21, 228
- gender inequality 3, 163–4, 221
 - patterns of 219
 - persistence of 225
- General Strike of 1996–7 44–5
- global economic crisis 308
- Global Financial Crisis of 2008 168
- Global Gender Gap index 221
- globalization 45
- Goryeo Dynasty 25
- government-sponsored research institutes (GRIs) 207
- Great Labor Offensive of 1987 10, 42–3, 85, 271, 306
- GRIs *see* government-sponsored research institutes (GRIs)
- gross domestic product (GDP) 1, 16, 48, 201, 202
- growth 292
- ‘Growth First, Distribution Later’ program 39, 84
- Gwangju Democratization Movement 41
- Han, Seungsoo 268
- high performance work organizations (HPWO) 120
- higher education 201–2, 204
- homogeneity, traditional characteristics of 142
- HRD *see* human resource development (HRD)
- HRM *see* human resource management (HRM)
- human capital theory approach 222–3
- human declaration 39
- human resource development (HRD) 105, 164–5, 201
 - formal education 201–4
 - influence of industry 212–14
 - issues of 3
- research and development and 207–12
 - summary observations 214–17
 - training and development 204–7
 - training and education systems 215–16
 - workplace innovation in 165
- human resource management (HRM) 3, 18, 101–2, 291, 294
 - changes within unionized firm 116–17
 - compensation management 108–10
 - development 108
 - diffusion by existence of union 113–15
 - diffusion by labor union status 114
 - employee influence 110–11
 - flow 106
 - industrial relations climate and union density 116–17
 - and labor unions 113–21
 - non-regular work 106–8
 - personnel plan, recruitment and selection criteria 107
 - policy 103–5
 - practices 102–3, 108, 126
 - and preference for labor unions 117–20
 - status of 103–13
 - and union status change 115–16
 - variables 116
- human resources practice 3, 254–9
- human rights abuses 2
- hunger strikes 268
- illegal strikes 137
- ILM *see* internal labor markets (ILM)
- ILO *see* International Labour Organization (ILO)
- IMF *see* International Monetary Fund (IMF)
- Implementation Evaluation Committee 314
- income-compensated legal rights 231
- income inequality 189
- independent contractors 184
- independent labor movement 40
- Industrial Accident Compensation Insurance Act 258–9
- industrial accidents 258–9

- industrial action, forms of 269
- industrial bargaining 89
- industrial collective bargaining 195
- industrial conflicts 161
- industrial democracy 292
- industrial development 210
- industrial harmony 76
- industrialization 7–8, 27, 35, 36, 64, 87
 - state-led and export-oriented 9
 - strategy of 205
- industrial labor 64–5
- industrial relations (IR) 4, 15–16, 22, 64–5, 213, 243, 325
 - in Austria 22–3
 - chronology 51–3
 - conception of 19
 - conflict-ridden nature of 324
 - historical development and current status of 4
 - system of 11
- Industrial Relations Advancement Committee 308
- Industrial Relations Reform Committee (IRRC) 305, 307, 313
- industrial restructuring 95
- industrial stability, and democratization 326
- industrial unions 68, 87, 328
 - layers of 327–8
 - members 88
- industry-based unions 38
- industry, influence of 212–14
- industry-level bargaining 50
- inequality, women and gender 163–4
- informal organizations 35
- information and communications technology (ICT) 206
- information sharing 297
- in-house subcontracting 196
- innovation 292
- institutional arrangements 226
- institutional setting 126–7
- institutionalization 34, 43, 51, 138, 169, 305, 315
 - of employment relations 269
 - of industrial relations 18
- institutions 29
- internal labor markets (ILM) 293, 326–7, 332
- international capital markets 167
- international comparative literature 231
- international context 288–90
- International Institute for Management Development (IMD) 268
- International Labour and Employment Relations Association 20
- International Labour Organization (ILO) 15, 48, 188, 243, 249, 269
- International Monetary Fund (IMF) 45, 113, 162, 168, 206, 243, 277
- International Trade Union Confederation (ITUC) 48
- inter-union negotiations 92
- IR *see* industrial relations (IR)
- IRRC *see* Industrial Relations Reform Committee (IRRC)
- IT training programs 207
- Japan 26–7
- Japanese colonization 22
- job maintenance ratio 173
- job opportunities for youth 169–71
- job security 118, 196
- Joseon Company Order 35
- Joseon dynasty 25
- Joseon Labor Confederation 36
- June ‘Democratization Declaration’ 271
- Jung, E. -H. 224
- Kaufman, Bruce E. 241, 244–5
- Kahn-Freund, Otto 241–2
- KBIZ *see* Korea Federation of Small and Medium Business (KBIZ)
- KEF *see* Korea Employers Federation (KEF)
- KEIR *see* Korean employment and industrial relations (KEIR)
- KFSWU *see* Korean Federation of Service Workers’ Unions (KFSWU)
- KGEU *see* Korean Government Employees Union (KGEU)
- KHMU *see* Korean Health and Medical Workers’ Union (KHMU)
- Kim, Dae-jung 8, 11, 45, 73, 311
- Kim, J. W. 196
- Kim, Y. -M. 224

- Kim, Young-sam 4, 44, 70
 KLI *see* Korea Labor Institute (KLI)
 KLIPS *see* Korean Labor & Income Panel Study (KLIPS)
 KMWU *see* Korean Metal Workers' Union (KMWU)
 knowledge-based industries 203
 Korea
 aging population of 2
 export-led economic transformation 2
 historical trajectory of 7
 natural resources of 1
 population of 1
 strike statistics of 271
 Korea Chamber of Commerce and Industry (KCCI) 309, 312
 Korea Employers Federation (KEF) 51, 63–4, 69, 77, 78, 306, 312
 chaebol 64–5
 employers 67
 industrial relations to 1970 64–5
 internal dynamics 63
 lobbying to enforce enterprise unionism 67–9
 Park government 64–5
 policy realism and negotiation 76
 Presidential Commission on Industrial Relations Reform (PCIRR) 71–3
 proposals 74
 representative priorities 63
 SWAK dispute and formation of 66–7
 traditional lobbying activities 66–7
 Tripartite Commission 73–9
 and wage guideline negotiations 69–71
 Korea Federation of Small and Medium Business (KBIZ) 309
 Korea Labor Institute (KLI) 24, 101
 Korean Central Intelligence Agency (KCIA) 66
 Korean Confederation of Trade Unions (KCTU) 37, 43, 50, 70, 71–2, 87, 96, 145, 149, 274, 307, 309, 311, 317
 Korean Constitution 249
 Korean employment and industrial relations (KEIR)
 achievement in catch-up development 323–4
 changes occurring in 3–4
 conflicted governance 328–30
 democratization and labor mobilization 324–7
 features and accomplishments of 2–3
 future directions of 3
 historical precedents of 3
 layers of conflict and industrial union disappointment 327–8
 social compromise for structural reform 332
 wage gap and contingent workers 330
 Korean Federation of Service Workers' Unions (KFSWU) 145
 Korean Government Employees Union (KGEU) 125, 129–31, 260
 Korean Health and Medical Workers' Union (KHMU) 131, 149, 195, 277
 Korean Labor & Income Panel Study (KLIPS) 117
 Korean Metal Workers' Union (KMWU) 90, 277
 Korean Railroad Corporation 191
 Korean Standard (KS) specification mark 102
 Korean Supreme Court 270
 Korean Teachers and Education Workers Union (KTU) 48, 125, 129–31, 260–61
 Korean Tripartite Commission 190
 Korean War 125, 323
 Korean Workers' Welfare Council 41–2
 Kwon, H. -J. 224, 242
 labor
 action legitimacy 263–5
 condition gap 177–8
 conflicts, law consultations for 153–4
 constrains 227
 control, workplace systems of 306
 crisis of 46–50
 explosive growth of 10
 flexibility 46
 force 223–4, 330
 gender division of 163–4, 224, 225

- institutions 3
- interest representation 144, 146
- issues 153
- laws 134, 226, 249
- militancy 246
- mobilization 324–7
- organization, effectiveness and availability of 49
- practices 4
- relations 332
- representation system 326
- representativeness of 313
- rights 2, 274
- scholars 183
- standards 242–3
- see also* workers
- labor disputes 36
 - trends of 43–4
- Labor Disputes Adjustment Act 39, 40, 43–4
- labor interest representation 142–3
 - analytical framework 143–5
 - case analysis 145–55
 - findings 155–7
- labor–management autonomy 313
- labor–management conflict 92
- Labor–Management Council Act 297
- labor–management partnership programs 165
- labor–management relations 34, 86, 241, 309, 313
- labor market and employment relations 161–2
 - emergence of 163
 - human resource development 164–5
 - problems achieving 162–3
 - women and gender inequality 163–4
 - workplace innovation in human resource development 165
- labor markets 2–3, 142, 161–2, 167–9, 175, 207, 222, 231, 243, 329
 - composition of 178
 - consequence of 228–9
 - creation of complexity in 197
 - current phenomena of 142
 - dualism 330
 - employees into 225
 - external 332
 - external labor market 173–5
 - firms' demand for labor and work organizations 171–3
 - gender gap 179
 - groups 143
 - internal 332
 - job opportunities for youth 169–71
 - low-wage workers and non-regular workers 176–7
 - mismatch 171
 - mobility and flexibility of 330
 - participation 223
 - periphery 157
 - polarization 12, 88
 - reforms 8, 49
 - segmentation 188–9
 - structural gaps 177–9
 - wage gap relationship 175–6
- labor movement 143
 - background of 324
 - democratization and 41–3
 - economic development and 38–9
 - emergence of 35
 - rapid growth of 274
 - strategic reorientation of 275
 - sustainable restructuring of 86–7
- labor reform 331
 - controversy of 330
 - policy 329
- Labor Relations Act 313
- Labor Relations Commission (LRC) 190, 250, 257–9, 297
- Labor Relations Commission Act 190, 249, 250–51
- Labor Relations Committee (LRC) 279
- Labor Relations Reform Commission (LRRC) 43, 311
- Labor Standards Act 194
- Labor Standards Act (LSA) 40, 75–6, 151, 191, 249–52, 282
- Labor Union Act 38, 39, 249
- labor unions 17, 37, 38, 43, 95, 101, 113–21
 - activism 268
 - bargaining structures within firms 91–2
 - emergence of militant unionism 83–6
 - employment outcomes 95–8
 - independence of 261
 - left-wing 323

- limitations of 120
- movement 48
- preference for 117–20
- qualifications and scope of 261
- single vs. multi-employer bargaining 88–91
- structural diversification 86–8
- trends of 43–4
- wage outcomes 92–5
- laid-off workers 47
- laissez-faire approach 242
- large-scale vocational training programs 207
- Lawler, J. J. 122
- layoffs 256–7
 - allowed 174
 - massive 206
 - requirements for 47
- Lazear, E. P. 295
- leadership 86
- leadership of union 264
- Lee, D. R. 204
- Lee, Myung-bak 46, 48
- Lee, Y. -M. 300
- Lee, Young-Myon 244–5
- left-wing labor unions 323
- legal/regulatory experiences 192–4
- legal system 4, 191
- Legislative Council for National Security 41
- liberation 37–8
- Likert scale of agreement 104
- low-paid jobs 161, 229
- ‘low-road’ jobs 228
- low-wage jobs, flexibilization and feminization of 229–33
- low-wage workers 176–7
- LRRC *see* Labor Relations Reform Commission (LRRC)
- LSA *see* Labor Standards Act (LSA)
- male breadwinner regime 228
- male wage premium 179
 - see also* wages
- male workers 43, 179
- management squash union 293
- market economy 323
- massive layoffs 206
- M-curved pattern 224
- mediation, cases of 279–80
- Medoff, J. 293
- Metal Workers’ Union 150–51
- micro-level markets 21–2
- Migrants’ Arirang Multicultural Festival (MAMF) 154
- militant unionism, emergence of 83–6
- Millennium Democratic Party (MDP) 73, 78
- minimum service to be maintained scheme (MSBMS) 127
- Minimum Wage Act 189, 252
- Minimum Wage Compliance program 148
- Minimum Wage Council 252
- Minimum Wage Solidarity 148
- Ministry of Employment and Labor (MOEL) 250
- Ministry of Strategy and Finance (MOSF) 134
- mobile telecommunications 210
- mobilized social dialogue model 305
- Moon, Jae-in 2, 8, 163, 254, 331
- MOSF *see* Ministry of Strategy and Finance (MOSF)
- MSBMS *see* minimum service to be maintained scheme (MSBMS)
- multi-employer bargaining 88–91
- Mutari, E. 225, 227, 228
- National Basic Living Security System 315
- National Council of Korean Labor Unions (NCKLU) 37
- National Economic and Social Council (NESCC) 306
- national economic competitiveness 230
- national history 25–8
- National Human Rights Commission 48
- national industrial unions 36
- national labor law 290
- National Labor Relations Commission (NLRC) 257
- National Labor Relations Committee (NLRC) 137
- national-level social dialogue 308
- National Pension schemes 176
- national security 40
- NCKLU *see* National Council of Korean Labor Unions (NCKLU)

- negotiation 254
- neoliberalism 45
- new public management (NPM)
 - reform movement 125
- New Universities for Regional Development Initiative (NURI) 214
- 'No More Free Labor' slogan 151
- non-government organizations (NGOs) 17
- non-regular labor force 11
- non-regular workers 163, 176–7, 326–9, 331
 - explosion of 47–8
 - organization rate of 147
 - proportion of 106
 - regulations on 329
 - representatives of 311
- non-regular workforce 330
- non-standard work situation 188–9
- non-standard workers 188–9, 275
- non-union employee representation (NER) 289
- non-unionized sector 93
- non-unionized workers 93
- notable initiatives 194

- occupational safety 258–9
- Occupational Safety and Health Act 258
- online and mobile application system 145
- Organisation for Economic Co-operation and Development (OECD) 219, 323
- organized labor 68
- original equipment manufacturing (OEM) production 209
- original labor law 307

- paid employment 227
- pain-sharing 274
- paradox of growth 306
- Park, Chung-hee 2, 8, 9, 39, 40, 68, 83–4, 244, 277, 295
- Park, Geun-hye 47, 48, 230
- Park, Kyoung Won 243
- partial strikes 269–70
- part-time employment 231–3
- part-time work 183, 219–20, 232

- party-controlled unions 290
- patterned bargaining 155–6
- performance pay systems 135–6, 276
- permanent contracts 174
- pluralism 72
- policy-makers 287
- political democratization 167, 274, 324
- political democratization movement 9
- political economy 9
- Political Fund Act 45
- political instability 269
- political strikes 243–4
- prejudice 102
- Presidential Advisory Committee on Labor Relations Reform 325
- Presidential Commission on Industrial Relations Reform (PCIRR) 4, 10, 71–3
- private firms 207–8
- problems achieving 162–3
- pro-democracy 249
- profit sharing 109
- pro-labor movements 249
- protection 293
- Protection of Temporary Agency Workers 45
- pseudo collective bargaining 298
- public employees 3, 126–7
- Public Interest Commissioners 252
- public sector
 - accords, definition of 126
 - employees 129
 - employment 125–8
- public sector employment relations 125–9
 - associations and affiliated unions 131–2
 - attempts to modernize 132–3
 - institutional setting 126–7
 - Korean Teachers and Education Workers Union (KTU) 129–31
 - new performance pay systems 135–6
 - politics of collective bargaining 134–7
 - trade law prohibitions and restrictions 136–7
 - trade unions 129–33
 - unmitigated intervention 136
- public training, funds for 206
- purification training 41

- quasi-unions 156, 157
- 'rational' industrial relations system 68
- recruitment 13, 254–5
- reform process of 332
- regular bonus 253
- regular employment contracts 142
- 'regular' jobs 228
- regular workers 163
- relative wages of workers 175
- representativeness 318
- research/researchers
and development and 207–12
'lessons learned' for 287
- retirement allowance coverage 179
- Rhee, Syngman 22, 28
- robotics 213
- Roh, Moo-hyun 8, 311
- root industry 47
- sector trade unions 126
- self-help 40
- self-immolation protests 268
- Senior Hope Union 13
- seniority wage system 135, 332
- September 15 Agreement on Structural Reforms of the Labor Market 305
- September 15 Tripartite Agreement 314
- shared growth 214
- shift 227
- Shin Min party 40
- short-lived strikes 270
- short-tenure workers 173
- single bargaining 88–91
- small and medium-sized enterprises (SMEs) 12, 49, 75, 76, 84, 94–5, 162, 168, 169, 175, 177, 212, 252, 253, 278, 310, 317, 327, 328, 330
- SMEs *see* small and medium-sized enterprises (SMEs)
- Social Agreement for Reform of Labor Market Structure 331
- social agreements 307
- social corporatism 305
- social-cultural forces 30–31
- social dialogue 4, 305, 313
agenda areas and performance of 316–17
- agenda, process and problems 313–14
- assessment 318–19
- background and historical development of 306–9
- limitations of 315–18
- and modern industrial relations 246–7
- nature of 305
- performance of 315
- reform process of 332
- structure and characteristics of 309–13
- social insurance
coverage 47, 179, 229
programs 185–6
schemes 176
- social mobility 254
- Social Pact 307, 313
for Job Creation 11
for Overcoming the Economic Crisis 1998 325
- social policy initiatives 164
- social welfare policy 313
- society, class cleavages in 310
- Spinners and Weavers' Association of Korea (SWAK) 65–7
- SsangYong autoworkers' strike 283–4
- SsangYong Motor's union 46–7
- stakeholders 4
- standard wage system 226
- state corporatism 305
- strike activities 4, 36, 41, 268–9
cases of mediation, adjudication and administrative litigation 279
changed perspective 282
criteria for statistics on 269–71
data-driven assessment 243–4
duration of 276
by establishment size 277–8
new restrictive context and union response 282–4
primary cause of 279
significance of 243
statistics 272–3
terms of economic losses 282
and wage growth 271–82
- structural change, speed of 173–4
- structural diversification 86–8
- structural gaps 177–9

- structural reform, social compromise for 332
- structural transformation, process of 201
- student-led democracy 8
- sympathetic strike 264–5
- systematic restructuring 309

- Taylorism 165
- Taylorist command-and-control system 292
- TCBS *see* Total Ceiling Budgeting System (TCBS)
- technological learning 209
- technology 209
- Temporary Agency Workers 47
- Textile Union 66
- third party intervention 67
- time-off system 314
- 'tonsure' protests 268
- Total Ceiling Budgeting System (TCBS) 134
- total productive maintenance (TPM) 102
- TPM *see* total productive maintenance (TPM)
- trade law prohibitions and restrictions 136–7
- Trade Union Act 66
- Trade Union and Labor Relations Adjustment Act 191, 250, 260, 308
- trade unions 129–33, 290
 - density 130
- traditional handcrafted goods 35
- traditional seniority-based wage system 308–9
- training
 - and development 204–7
 - grants 206
 - system 202
 - work 251
- transformation-oriented labor movement 41–2
- transient workers 183
- trial labor 251
- Tripartite Commission 11, 73–9, 305, 307–11, 313–15, 318
 - on Economic and Social Development (ESDC) 330
 - establishment and institutionalization of 315
 - role of 319
 - standing committee member of 318
- Tripartite Commission Act 310
- Tripartite Committee 45, 152
- Tripartite Work Agreement 308

- unemployment 2
- unfair dismissal, procedural remedy for 257–8
- 'Union Shop' provisions 262
- union-busting strategy 283
- unionized firm, changes within 116–17
- unions/unionism 64–5, 67–9, 83, 85, 86, 92, 101, 196, 259–65, 327
 - avoidance 78, 298
 - density 95, 97–8, 113–14, 298
 - establishment 259–61
 - law 260, 263
 - leadership structure 327
 - leaderships 88
 - membership 274
 - movement 64
 - representation gap 194–6
 - status change 115–16
 - wage premium 93, 94
- universal middle-school education 201
- university enrollment rates 170
- unmitigated intervention 136
- unorganized workers 313
- Uruguay Round 167–8

- value engineering (VE) 102
- Varieties of Capitalism (VoC) categories 9
- VE *see* value engineering (VE)
- Vocational Training Act (VTA) 205
- voice 293
- voluntary social dialogue 305
- VTA *see* Vocational Training Act (VTA)
- vulnerable labor market groups 156

- wages 35, 251–2
 - and contingent workers 330
 - determination, system of 163
 - gap 175–6, 230, 330

- growth 271–82
- guideline negotiations 69–71
- inequality 189
- by job tenure 173
- negotiation of 275
- negotiations 299
- outcomes 92–5
- payment methods 297
- system of 3
- variation in multi-employer
 - bargaining 91
 - working hours and 252–4*see also* employees
- WEF *see* World Economic Forum (WEF)
- white-collar workers 86
- Whitley Councils in Great Britain 289
- women
 - contingent workers 229
 - education 222
 - employment 224–5
 - M-curved pattern of 227
 - inequality 163–4
 - in workforce 220–22
 - see also* worker rights
- women, employment and gender
 - inequality in South Korea 219–20
 - explaining gender disparities 222–5
 - flexibilization and feminization of
 - low-wage jobs 229–33
 - state of women in workforce 220–22
 - working-time regime 225–8
- women's labor market 232
- worker rights 241–3, 249–50
 - collective bargaining and unfair labor practices 261–3
 - in context 241–3
 - contractual relationship 250–54
 - dismissal 255–6
 - employment contract 250–51
 - employment rules for disciplinary dismissal 257
 - labor action legitimacy under Korean law 263–5
 - laws on general human resources practice 254–9
 - layoffs 256–7
 - occupational safety and industrial accidents 258–9
 - procedural remedy for unfair dismissal 257–8
 - recruitment 254–5
 - unions and Korean labor law 259–65
 - wages 251–2
 - working hours and additional wages 252–4
- workers
 - unionization 35
 - voice, superficial form of 297–8
- Workers' Autonomous Management Movement 37
- working employees 261
- working-time regime 225–8
- workplace
 - industrial conflicts in 280
 - NER forms of 293
 - productivity 292
 - union status on 119–20
- Workplace Panel Survey (WPS) data 103
- Works Council Law 295
- works councils 244–6, 287, 298
 - criticism of 295
 - evaluation of 291–3
 - historical and institutional analysis of 295
 - historical development 296
 - international context 288–90
 - in Korea 244–6
 - overview and assessment of 287
 - points of debate 293–5
 - positive vision of 294
 - as pseudo wage bargaining structures 298–9
 - structure and activities 296–7
 - unions and 297–8
 - workers' changing attitudes towards collective representation 299–300
- World Economic Forum (WEF) 268
- World Trade Organization (WTO) 9, 167–8
- WTO *see* World Trade Organization (WTO)

- yellow unions 289–90
- yeonbongjae*-style performance-based pay 116
- yeonbongjae* system 109
- youth
 - employment rates of 170
 - job opportunities for 169–71
 - unemployment 171, 254
 - Youth Union 13
 - zero-hours contracts 193