

LAW & POLICY GROUP**GRIST**

S. KOREA MULLS CHANGES TO EMPLOYEE RETIREMENT BENEFIT SECURITY ACT

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A group of legislators have introduced proposed [reforms](#) (Korean) of South Korea's Employee Retirement Benefit Security Act (ERBSA).

HIGHLIGHTS

- Key provisions would: Require all employers to adopt an ERBSA pension plan by 2026, with the mandate applying to large employers before smaller employers
- Place tighter restrictions on interim settlement regarding amounts and eligibility
- Require employers with at least 300 employees to update their investment policy statement at least every year
- Allow employers with no more than 30 employees to adopt pension funds approved by an employee representative
- Include specialized educational institutions in pension plan education programs for employees
- Impose fines of up to KRW 10 million on employers that fund less than the statutory requirement

RELATED RESOURCES

- [Proposed reforms of the Employee Retirement Benefit Security Act](#) (Korean) (Legislative Assembly, 11 June)

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