



– Labor Costs in South Korea –

PRIVATE & PUBLIC SECTOR

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Labor costs are an important factor in establishing and operating a business in Korea. Wages in Korean companies often vary depending on several factors that usually remain vague to foreigners. We collected some hard data regarding the labor costs in Korea.

Tables and data presented in this overview focus on the salary level in Korea and tackle both, the private and the public sector, which may give readers an interesting perspective about the general labor market situation.

This report contains the updated information for 2022, which has been acquired in the course of a research at local institutions, ministries, and other Korean sources such as job portals.

Year	2016	2017	2018	2019	2020	2021
Population	51,250,000	51,361,000	51,606,000	51,709,000	51,780,000	51,744,876
Economically active population	27,418,000	27,748,000	27,895,000	28,186,000	28,012,000	28,096,000
Working population	26,409,000	26,725,000	26,822,000	27,123,000	26,904,000	26,953,000
Employment rate	60.6%	60.8%	60.7%	60.9%	60.1%	62.2%
Male	71.2%	71.2%	70.8%	70.7%	69.8%	72.2%
Female	50.3%	50.8%	50.9%	51.6%	50.7%	52.5%
OECD working population (average)	66.1%	-	-	-	-	-
OECD Male	75.8%	-	-	-	-	-
OECD Female		56.2%	-	-	-	-

Source: Korean Ministry of Employment and Labor, for 2016-2022: Statistics Korea

As all salaries in this report will be given in Korean won (KRW), here are the exchange rate as of 24.02.2022 for an easy calculation:

- 1 USD – 1,201.50 KRW
- 1 EUR – 1,350.01 KRW

As of **2022**, an amount of **9,160 KRW** has been set as the official **minimum wage per hour in South Korea**, a rise by approximately 5.1% comparing to the previous year. It was the smallest-ever annual increase, as the decision-makers took into account economic difficulties facing small-business owners due to the pandemic.

Minimum wage per hour in KRW							
Year	2016	2017	2018	2019	2020	2021	2022
Minimum wage	6,030	6,470	7,530	8,350	8,590	8,720	9,160
Difference in %	8.1	7.3	16.4	10.9	2.9	1.5	5.1

Source: Korean Ministry of Employment and Labor 2022

The National Pension System in Korea was introduced in 1988. The **social contribution scheme** including the National Healthcare Insurance, an Employment Insurance and a Worker's Accident Compensation Insurance for 2022 have been set as presented in the following table.

Social contributions in Korea 2022				
Social contribution scheme	Employer (%)	Empl oyee (%)	Total (%)	Comment
National Pension	4.5	4.5	9.0	Gross compensation x % = (Max. 235,800 KRW per month, per party) Minimum income for deductions: 330.000 KRW Maximum income for deductions: 5.240.000 KRW
National Healthcare Insurance				Gross compensation x %
National Health Insurance	3.495	3.495	6.99	Gross compensation x % = (Max. 3.523.950 KRW per month, per party) Minimum income for deductions: 279.300 KRW Upper limit of monthly remuneration: 102.739.068 KRW
National Care Insurance	6.135	6.135	12.27	National Health Insurance x %
Employment Insurance				Gross compensation x %
Unemployment insurance	0.9	0.9	1.8	
Employment stabilization insurance and occupational competency development insurance				
- less than 150 employees	0.25	-	0.25	
- more than 150 employees* (first support target company)	0.45	-	0.45	
- 150 - 1000 employees	0.65	-	0.65	
- more than 1000 employees	0.85	-	0.85	
Worker's Accident Compensation Insurance (depending on industry)	0.6~18.5 (0.1: Commuting accidents)	-	0.6~18.5 (0.1: Commuting accidents)	

Source: Social Insurance Information System, NHI, www.law.go.kr

* For manufacturing companies with less than 500 employees. Mines with less than 300 employees. Construction companies, logistics and telecommunication companies with more than 300 employees.

For various industries in 2021, a slight decrease in the total of working hours as well as an increase of the monthly salary at ca. 4% compared to 2020 can be observed. As far as the annual bonus is concerned, the overall trend was increasing with significant differences by sectors.

The following table contain the **average annual salary by industry and headcount for 2021**.

Average annual salary by industry by headcount 2021							
Industry	Headcount	Total working hours	Δ% 21/20	Total monthly salary (KRW)	Δ% 21/20	Annual bonus (KRW)	Δ% 21/20
Total	All (Over 5 employees)	177.3	8.5	3,581,564	3.9	386,045	13.2
	Over 5	175.2	8.6	2,971,342	3.9	137,016	15.4
	Over 10	178.6	8.5	3,328,409	3.3	236,105	13.7
	Over 30	181.6	8.8	3,598,146	4.7	297,190	42.9
	1-299	177.5	8.6	3,753,022	4.9	386,456	5.8
	Over 300	173.2	8.0	4,249,374	3.6	849,970	7.4
Production	All (Over 5 employees)	187.0	8.0	3,687,654	4.6	450,818	10.4
	Over 5	181.5	9.1	3,093,706	4.0	42,762	54.2
	Over 10	187.8	7.9	3,369,742	3.9	71,338	35.2
	Over 30	191.7	8.9	3,489,130	5.4	151,801	-10.0
	1-299	191.1	8.6	3,752,505	3.9	490,577	8.1
	Over 300	181.2	6.4	4,538,540	5.0	1,385,925	11.8
Wholesale and retail	All (Over 5 employees)	177.2	7.9	3,732,145	3.3	318,223	30.3
	Over 5	178.5	8.4	3,301,367	4.0	171,552	5.5
	Over 10	179.5	7.7	3,637,993	1.0	293,150	23.3
	Over 30	177.8	8.4	4,132,394	5.0	415,823	68.0
	1-299	168.6	6.1	3,769,129	4.2	317,721	5.1
	Over 300	173.4	8.1	4,990,913	5.7	826,491	58.6
Transportation	All (Over 5 employees)	166.3	9.2	3,244,664	5.4	394,903	3.9
	Over 5	176.0	8.1	3,483,099	2.5	107,976	127.8
	Over 10	172.7	6.3	3,342,669	2.7	197,158	33.8
	Over 30	159.0	8.3	2,951,295	5.0	413,126	51.1
	1-299	171.2	9.9	3,032,840	9.5	492,897	1.6
	Over 300	155.3	14.4	3,772,276	1.6	596,054	-29.5
Publishing, Communication & IT	All (Over 5 employees)	177.1	9.9	4,469,090	3.9	344,823	-23.1
	Over 5	168.2	11.5	3,709,209	7.7	168,896	1.6
	Over 10	178.6	11.3	3,980,079	2.8	155,791	-49.6
	Over 30	176.4	8.4	4,235,862	2.7	270,148	-9.4
	1-299	180.9	9.8	4,499,794	3.4	321,609	-13.3
	Over 300	177.5	9.3	5,412,910	5.7	667,874	-22.8
Finance and Insurance	All (Over 5 employees)	173.6	10.0	4,923,311	4.5	2,155,582	19.2
	Over 5	174.5	10.6	4,465,239	6.0	1,540,053	16.4
	Over 10	173.9	9.2	4,827,178	5.5	2,499,389	16.1
	Over 30	174.9	9.6	4,578,199	2.9	1,508,587	101.5
	1-299	171.2	10.7	5,307,278	3.5	1,547,933	-29.2
	Over 300	172.7	10.8	5,425,849	2.9	2,739,739	23.3
Engineering	All (Over 5 employees)	174.1	8.9	4,631,987	2.8	512,277	19.1
	Over 5	170.2	9.0	3,283,675	4.3	172,913	21.3
	Over 10	173.8	7.8	4,036,962	3.2	218,303	49.4
	Over 30	176.7	10.1	4,522,953	3.0	750,692	67.3
	1-299	178.1	8.5	5,198,266	2.9	438,798	79.1
	Over 300	173.0	9.2	5,423,228	2.8	751,417	-6.0

Source: Korean Ministry of Employment and Labor, 2022

For comparison, the data from the past 6 years can be compared in the table below.

Industry	Average / Year	Total working hours	Total monthly salary (KRW)	Change (%)	Annual bonus (KRW)	Change (%)
Total	2021	177.3	3,581,564	4%	386,045	13%
	2020	167.9	3,447,287	1%	341,045	-9%
	2019	181.8	3,405,769	4%	373,851	0%
	2018	176.3	3,259,281	4%	374,381	-5%
	2017	173.2	3,125,273	3%	395,787	2%
	2016	176.7	3,030,286		386,170	
Production	2021	187	3,687,654	5%	450,818	10%
	2020	175.9	3,526,827	2%	408,213	-7%
	2019	191.4	3,467,898	5%	441,127	-4%
	2018	185.3	3,308,568	4%	458,162	-9%
	2017	183.6	3,176,539	4%	501,039	2%
	2016	186.9	3,053,716		492,554	
Wholesale and retail	2021	177.2	3,732,145	3%	318,223	30%
	2020	168.4	3,611,698	3%	244,160	-33%
	2019	179.2	3,516,240	6%	363,168	4%
	2018	173.6	3,322,282	4%	349,848	-1%
	2017	170	3,186,742	5%	352,078	-6%
	2016	172.5	3,044,794		375,596	
Transportation	2021	166.3	3,244,664	5%	394,903	4%
	2020	159.1	3,079,379	2%	380,205	-9%
	2019	171.2	3,032,344	3%	419,323	15%
	2018	169	2,942,034	5%	364,139	-23%
	2017	168.9	2,800,373	6%	475,313	19%
	2016	172.2	2,649,783		400,275	
Publishing, Communication & IT	2021	177.1	4,469,090	4%	344,823	-23%
	2020	166.1	4,301,553	3%	448,327	0%
	2019	178	4,168,668	4%	448,677	32%
	2018	169.4	3,994,859	3%	340,638	-9%
	2017	163.5	3,871,853	2%	372,690	-2%
	2016	162.9	3,789,222		380,208	
Finance and Insurance	2021	173.6	4,923,311	4%	2,155,582	19%
	2020	162.5	4,711,670	5%	1,809,118	-1%
	2019	173.8	4,496,547	3%	1,819,201	14%
	2018	166.7	4,346,513	4%	1,596,854	26%
	2017	159.6	4,189,478	3%	1,267,678	2%
	2016	161.4	4,062,672		1,247,870	
Engineering	2021	174.1	4,631,987	3%	512,277	19%
	2020	163.5	4,507,833	0%	430,202	-12%
	2019	174.5	4,500,760	4%	490,100	3%
	2018	167.4	4,324,868	3%	475,928	-6%
	2017	161.2	4,182,038	2%	505,410	7%
	2016	163	4,115,801		474,434	

Source: Korean Ministry of Employment and Labor, 2022

The average annual salaries in Korea in 2021 in various industries based on Korean job portals were higher than in 2020.

Average annual salary (Saram-in) by activity in KRW for 2020-2021				
Industry	Average salary (KRW) 2021	Average salary (KRW) 2020	Occupation	Average (KRW)
Law and finance	44,308,000	39,022,000	Law Legal Patent	43,060,000
			Tax accounting	40,660,000
			Bank	53,830,000
			Insurance	43,960,000
			Research and Advisory	40,030,000
Healthcare	39,957,500	36,840,000	Pharma	41,160,000
			Healthcare	38,755,000
Trade and Logistics	40,303,333	37,056,667	Distribution and Trading	41,320,000
			Sales	40,090,000
			Transport und Logistics	39,500,000
Production and Chemistry	42,320,000	39,072,500	Petrochemical Energy	42,050,000
			Hardware Automotive	43,320,000
			Shipbuilding, Aerospace	41,280,000
			Semiconductor Science	42,630,000
Customer Service	36,935,000	34,700,000	Automobile service	37,580,000
			Leisure	36,290,000
Media & Design	39,134,000	36,558,000	Broadcaster	41,940,000
			Display / Advertising / Promotion	38,360,000
			Publishing / Printing / Photography	39,650,000
			Design / Planning	37,700,000
			Entertainment	38,020,000
Real Estate and Construction	38,083,333	35,533,333	Architect	36,110,000
			Real Estate Rental	40,550,000
			Interior Decoration	37,590,000
IT & Communication	43,082,500	39,235,000	Network Communication / Mobile	43,310,000
			ERP / CRM	42,090,000
			IT Consulting	43,530,000
			Games	43,400,000

Source: Saram-in, 2021, 24.02.2022

Furthermore, a **regional wage gap** can be observed as well as differences in the working time. Please refer to the table below. The data for the average values of the 5 biggest regions combined (2016 to 2021) has been added in order to illustrate the overall market trend. After those average values you will find the specific average values for each region.

Average monthly wages and working hours per month by region 2021								
Region	Working days (days)	Working hours	Regular working hours	Overtime	Total salary (KRW)	Basic salary (KRW)	Overtime compensation (KRW)	Bonus and extra incentives (KRW)
Average 2016	20.8	176.7	163.7	13.1	3,030,286	2,801,094	229,192	386,170
Average 2017	20.5	173.2	160.9	12.3	3,125,273	2,896,038	229,235	395,787
Average 2018	21.1	176.3	165.3	11	3,259,281	3,030,795	228,486	374,381
Average 2019	21.8	181.8	170.9	10.9	3,405,769	3,164,630	241,140	373,851
Average 2020	19.7	163.4	153.8	9.7	3,447,287	3,214,424	232,863	341,045
Average 2021	21.45	178.48	166.54	10.51	3,382,934	3,121,671	231.26	362.65
Seoul	21.1	172.9	167	5.9	3,904,436	3,733,628	170,808	547,102
Busan	21.7	175.5	168.2	7.3	3,288,414	3,114,169	174,246	275,073
Daegu	21.5	177.3	167.3	10.1	3,094,138	2,880,484	213,654	219,143
Incheon	21.4	178.7	168.7	9.9	3,309,353	3,068,634	240,720	302,194
Gwangju	21.4	173.2	165.6	7.6	3,141,221	2,934,066	207,155	317,094
Daejeon	21.3	173.2	167.7	5.5	3,401,031	3,257,260	143,771	240,555
Ulsan	21.5	179.6	164.8	14.8	3,515,389	3,113,828	401,561	815,323
Gyeonggi	21.1	179.1	165.9	13.1	3,530,820	3,211,675	319,145	315,145
Gangwon	21.5	179.3	169.9	9.4	3,611,344	3,369,741	241,603	326,786
Chungbuk	21.4	173.6	164.9	8.7	3,166,772	2,968,551	198,221	186,777
Chungnam	21.5	179.4	166.3	13.1	3,313,149	2,999,919	313,230	252,739
Jeonbuk	21.5	181.2	166.8	14.4	3,564,920	3,216,396	348,524	486,891
Jeonnam	21.7	178.1	166.4	11.7	3,082,279	2,810,742	271,537	290,219
Gyeongbuk	21.8	176.5	168.2	8.3	3,352,080	3,069,611	282,469	451,876
Gyeongnam	21.3	178.9	164.5	14.5	3,452,111	3,103,287	348,823	430,690
Jeju	21.5	180.4	166.6	13.8	3,399,502	3,094,755	304,748	344,865

Source: Korean Ministry of Employment and Labor 2022

Below please find a summary of the salaries in the public sector for 2022. They are based on the “Public Officials Remuneration Regulations”, which are yearly published and updated by the Ministry of Personnel Management. Monthly salaries depend strictly on the years of service and are regulated in a separate document called “Articles of Remuneration”.

Monthly salaries of public officials in general service and equivalent to the regular level in KRW (2022)									
Pay grade /year of duty	Class 1	Class 2	Class 3	Class 4 Level 6	Class 5 Level 5	Class 6 Level 4	Class 7 Level 3	Class 8 Level 2	Class 9 Level 1
1	4,189,900	3,771,900	3,403,000	2,916,600	2,606,400	2,150,200	1,929,500	1,720,300	1,686,500
2	4,336,700	3,911,800	3,528,900	3,035,700	2,711,700	2,250,200	2,017,500	1,803,900	1,709,600
3	4,487,300	4,053,600	3,658,600	3,156,700	2,821,100	2,353,400	2,110,700	1,892,000	1,748,300
4	4,641,300	4,196,800	3,789,200	3,280,600	2,934,700	2,458,800	2,208,700	1,982,000	1,802,400
5	4,799,000	4,341,900	3,921,900	3,406,200	3,051,300	2,567,400	2,310,100	2,075,500	1,872,000
6	4,958,600	4,487,200	4,055,900	3,533,000	3,170,300	2,679,000	2,414,000	2,171,300	1,959,500
7	5,120,600	4,634,500	4,191,500	3,660,900	3,291,100	2,790,900	2,518,500	2,267,400	2,046,500
8	5,284,000	4,781,500	4,327,500	3,789,500	3,413,400	2,903,100	2,623,800	2,359,800	2,130,400
9	5,449,700	4,929,600	4,464,600	3,918,500	3,536,100	3,015,700	2,723,900	2,447,900	2,210,700
10	5,616,300	5,077,500	4,601,600	4,047,300	3,659,700	3,121,300	2,819,500	2,531,300	2,288,000
11	5,782,600	5,226,200	4,738,800	4,177,300	3,775,100	3,221,500	2,909,600	2,612,000	2,361,700
12	5,954,500	5,379,900	4,881,100	4,299,600	3,886,500	3,320,200	2,998,200	2,690,900	2,435,000
13	6,127,300	5,534,600	5,013,300	4,414,000	3,992,200	3,412,900	3,082,300	2,766,700	2,505,200
14	6,300,700	5,674,600	5,136,100	4,520,700	4,090,800	3,500,500	3,162,600	2,839,100	2,573,500
15	6,452,100	5,803,700	5,249,200	4,621,200	4,183,900	3,584,800	3,239,400	2,908,700	2,638,600
16	6,586,600	5,922,000	5,354,700	4,716,100	4,271,500	3,663,600	3,312,000	2,975,900	2,701,700
17	6,705,900	6,031,000	5,452,700	4,804,200	4,353,900	3,738,800	3,381,700	3,038,600	2,763,300
18	6,812,100	6,130,500	5,543,800	4,886,400	4,431,700	3,810,000	3,448,400	3,099,400	2,820,600
19	6,907,200	6,222,500	5,628,000	4,963,200	4,505,000	3,877,600	3,511,200	3,157,800	2,877,100
20	6,992,400	6,306,400	5,707,000	5,035,000	4,573,700	3,941,100	3,571,000	3,213,500	2,930,900
21	7,071,000	6,383,100	5,780,000	5,102,100	4,638,300	4,002,200	3,628,100	3,266,600	2,981,700
22	7,140,900	6,453,500	5,847,700	5,165,000	4,699,000	4,059,700	3,681,900	3,317,600	3,030,400
23	7,200,100	6,517,900	5,910,100	5,224,100	4,756,400	4,113,600	3,734,100	3,366,200	3,076,900
24		6,570,500	5,968,500	5,279,800	4,809,900	4,165,000	3,783,500	3,413,100	3,121,400
25		6,620,800	6,016,300	5,330,700	4,860,600	4,213,900	3,830,300	3,457,600	3,164,000
26			6,062,100	5,373,800	4,908,300	4,260,100	3,875,300	3,500,700	3,202,500
27			6,104,500	5,413,600	4,947,900	4,303,900	3,913,200	3,536,700	3,235,500
28				5,451,600	4,985,800	4,340,700	3,948,600	3,571,300	3,267,400
29					5,020,700	4,375,100	3,982,800	3,604,100	3,298,100
30					5,054,700	4,409,100	4,015,500	3,635,800	3,328,000
31						4,440,600	4,046,200	3,666,600	3,357,400
32						4,470,300			

Source: Ministry of Personnel Management 2022

Below please find a summary of the monthly salary levels of **government officials with professional career**.

Monthly salaries of government officials with professional career in KRW (2022)			
Position Group / Pay grade	Group A	Group B	Group C
1	2,606,400	1,929,500	1,686,500
2	2,730,000	2,034,000	1,710,500
3	2,853,900	2,140,300	1,750,400
4	2,979,000	2,247,300	1,806,500
5	3,106,300	2,353,500	1,878,400
6	3,230,800	2,461,900	1,966,900
7	3,351,300	2,571,900	2,054,600
8	3,473,300	2,678,800	2,139,100
9	3,596,300	2,772,300	2,221,300
10	3,721,600	2,864,300	2,302,200
11	3,833,100	2,954,800	2,376,100
12	3,941,500	3,035,500	2,441,400
13	4,038,200	3,117,000	2,510,500
14	4,137,900	3,188,200	2,580,700
15	4,242,200	3,259,300	2,648,200
16	4,321,400	3,332,900	2,712,500
17	4,399,800	3,406,800	2,769,600
18	4,469,600	3,473,200	2,827,900
19	4,543,300	3,534,900	2,887,200
20	4,612,000	3,600,700	2,947,600
21	4,685,700	3,667,500	3,004,500
22	4,756,000	3,726,100	3,063,000
23	4,829,700	3,787,300	3,116,600
24	4,905,600	3,851,300	3,173,900
25	4,979,600	3,910,100	3,226,100
26	5,059,200	3,969,000	3,282,500
27	5,136,300	4,030,700	3,336,400
28	5,211,500	4,092,800	3,384,600
29	5,290,000	4,150,600	3,431,900
30	5,363,800	4,207,900	3,476,600
31	5,439,600	4,265,100	3,517,900
32	5,517,700	4,321,900	3,557,400
33	5,594,900	4,380,000	3,594,700
34	5,671,900	4,435,300	3,631,600
35	5,748,400	4,492,600	3,670,600
36	5,825,100	4,545,600	3,708,900
37	5,902,300	4,598,400	3,747,200
38	5,979,800	4,651,200	3,785,400
39	6,055,600		
40	6,104,500		

Source: Ministry of Personnel Management 2022

The table below states the salary levels of officials related to **public security affairs**.

Monthly salaries of public security affair employees in KRW (2022)									
Pay grade/year of duty	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	4,414,000	4,106,600	3,750,300	3,256,600	2,813,100	2,311,100	2,058,500	1,818,600	1,686,500
2	4,560,800	4,246,500	3,876,200	3,375,700	2,918,400	2,411,100	2,146,500	1,902,200	1,720,800
3	4,711,400	4,388,300	4,005,900	3,496,700	3,027,800	2,514,300	2,239,700	1,990,300	1,778,000
4	4,865,400	4,531,500	4,136,500	3,620,600	3,141,400	2,619,700	2,337,700	2,080,300	1,866,100
5	5,023,100	4,676,600	4,269,200	3,746,200	3,258,000	2,728,300	2,439,100	2,173,800	1,954,900
6	5,182,700	4,821,900	4,403,200	3,873,000	3,377,000	2,839,900	2,543,000	2,269,600	2,045,900
7	5,344,700	4,969,200	4,538,800	4,000,900	3,497,800	2,951,800	2,647,500	2,365,700	2,133,000
8	5,508,100	5,116,200	4,674,800	4,129,500	3,620,100	3,064,000	2,752,800	2,458,100	2,216,700
9	5,673,800	5,264,300	4,811,900	4,258,500	3,742,800	3,176,600	2,852,900	2,546,200	2,297,200
10	5,840,400	5,412,200	4,948,900	4,387,300	3,866,400	3,282,200	2,948,500	2,629,600	2,374,300
11	6,006,700	5,560,900	5,086,100	4,517,300	3,981,800	3,382,400	3,038,600	2,710,300	2,448,100
12	6,178,600	5,714,600	5,228,400	4,639,600	4,093,200	3,481,100	3,127,200	2,789,200	2,521,400
13	6,351,400	5,869,300	5,360,600	4,754,000	4,198,900	3,573,800	3,211,300	2,865,000	2,591,600
14	6,524,800	6,009,300	5,483,400	4,860,700	4,297,500	3,661,400	3,291,600	2,937,400	2,659,700
15	6,676,200	6,138,400	5,596,500	4,961,200	4,390,600	3,745,700	3,368,400	3,007,000	2,724,900
16	6,810,700	6,256,700	5,702,000	5,056,100	4,478,200	3,824,500	3,441,000	3,074,200	2,788,100
17	6,930,000	6,365,700	5,800,000	5,144,200	4,560,600	3,899,700	3,510,700	3,136,900	2,849,700
18	7,036,200	6,465,200	5,891,100	5,226,400	4,638,400	3,970,900	3,577,400	3,197,700	2,907,200
19	7,131,300	6,557,200	5,975,300	5,303,200	4,711,700	4,038,500	3,640,200	3,256,100	2,963,500
20	7,216,500	6,641,100	6,054,300	5,375,000	4,780,400	4,102,000	3,700,000	3,311,800	3,017,400
21	7,295,100	6,717,800	6,127,300	5,442,100	4,845,000	4,163,100	3,757,100	3,364,900	3,068,000
22	7,365,000	6,788,200	6,195,000	5,505,000	4,905,700	4,220,600	3,810,900	3,415,900	3,116,800
23	7,424,200	6,852,600	6,257,400	5,564,100	4,963,100	4,274,500	3,863,100	3,464,500	3,163,100
24		6,905,200	6,315,800	5,619,800	5,016,600	4,325,900	3,912,500	3,511,400	3,207,900
25		6,955,500	6,363,600	5,670,700	5,067,300	4,374,800	3,959,300	3,555,900	3,250,400
26			6,409,400	5,713,800	5,115,000	4,421,000	4,004,300	3,599,000	3,288,700
27			6,451,800	5,753,600	5,154,600	4,464,800	4,042,200	3,635,000	3,321,900
28				5,791,600	5,192,500	4,501,600	4,077,600	3,669,600	3,353,800
29					5,227,400	4,536,000	4,111,800	3,702,400	3,384,600
30					5,261,400	4,570,000	4,144,500	3,734,100	3,414,500
31						4,601,500	4,175,200	3,764,900	3,443,800
32						4,631,200			

Source: Ministry of Personnel Management 2022

The official salary system for government employees also includes the remuneration of employees related to the **research field** as well as the officials of the **national intelligence service field**. Please refer to the details below.

Monthly salaries in the research field and the national intelligence service field in KRW (2022)		
Pay grade	Senior Advisor	Instructor
1	2,606,400	1,929,500
2	2,734,200	2,051,100
3	2,861,700	2,172,300
4	2,989,400	2,293,900
5	3,116,600	2,415,500
6	3,301,000	2,534,200
7	3,484,500	2,653,200
8	3,667,700	2,772,200
9	3,850,300	2,890,300
10	4,032,800	3,008,600
11	4,195,300	3,097,500
12	4,357,600	3,186,600
13	4,517,800	3,276,100
14	4,679,400	3,365,300
15	4,839,300	3,454,200
16	4,995,100	3,525,200
17	5,150,100	3,595,500
18	5,305,700	3,666,600
19	5,459,500	3,736,700
20	5,613,700	3,807,500
21	5,742,100	3,875,600
22	5,869,600	3,944,200
23	5,997,500	4,012,600
24	6,125,000	4,080,700
25	6,252,600	4,148,700
26	6,359,300	4,195,800
27	6,467,400	4,242,700
28	6,574,400	4,289,900
29	6,680,900	4,335,400
30	6,787,900	4,382,300
31	6,870,600	4,429,000
32	6,953,500	4,469,900
33		4,510,900
34		4,551,200
35		4,591,700
36		4,629,400

Source: Ministry of Personnel Management 2022

The following table lists the salary level for public officials in the **agricultural sector**.

Monthly salaries of public officials in the agricultural sector in KRW (2022)		
Pay grade	Senior Advisor	Instructor
1	2,606,400	1,720,300
2	2,732,500	1,845,100
3	2,858,200	1,969,500
4	2,984,500	2,094,000
5	3,108,800	2,218,800
6	3,274,200	2,326,700
7	3,439,600	2,435,300
8	3,605,600	2,543,000
9	3,770,600	2,650,900
10	3,934,600	2,758,400
11	4,083,000	2,851,000
12	4,230,400	2,943,400
13	4,378,000	3,035,000
14	4,524,800	3,126,400
15	4,670,500	3,216,600
16	4,799,100	3,298,100
17	4,929,700	3,379,400
18	5,059,100	3,459,800
19	5,187,200	3,540,100
20	5,315,100	3,620,700
21	5,429,100	3,695,400
22	5,543,700	3,770,600
23	5,657,500	3,844,800
24	5,771,200	3,919,200
25	5,885,200	3,993,000
26	5,984,700	4,048,900
27	6,083,600	4,105,300
28	6,183,200	4,161,800
29	6,281,800	4,218,200
30	6,381,900	4,273,500
31	6,448,900	4,321,900
32	6,516,600	4,364,200
33		4,406,700
34		4,448,700
35		4,490,900
36		4,530,100

Source: Ministry of Personnel Management 2022

Furthermore, the documents published by the Ministry also present the salary levels for employees working at the **Korea Post**.

Monthly salaries at Korea Post in KRW (2022)									
Pay grade	Postal Class 1	Postal Class 2	Postal Class 3	Postal Class 4	Postal Class 5	Postal Class 6	Postal Class 7	Postal Class 8	Postal Class 9
1	3,090,200	2,877,000	2,680,400	2,492,100	2,313,300	2,150,200	1,929,500	1,720,300	1,686,500
2	3,207,200	2,989,800	2,789,300	2,598,600	2,416,300	2,250,200	2,017,500	1,803,900	1,709,600
3	3,328,800	3,106,700	2,900,800	2,707,300	2,522,600	2,353,400	2,110,700	1,892,000	1,748,300
4	3,455,800	3,228,100	3,013,900	2,818,700	2,631,100	2,458,800	2,208,700	1,982,000	1,802,400
5	3,586,700	3,353,300	3,129,100	2,930,300	2,742,800	2,567,400	2,310,100	2,075,500	1,872,000
6	3,720,600	3,481,200	3,248,600	3,043,000	2,854,500	2,679,000	2,414,000	2,171,300	1,959,500
7	3,859,000	3,611,200	3,368,800	3,155,400	2,966,700	2,790,900	2,518,500	2,267,400	2,046,500
8	3,998,500	3,743,600	3,492,200	3,268,500	3,079,000	2,903,100	2,623,800	2,359,800	2,130,400
9	4,139,000	3,876,300	3,615,700	3,382,200	3,192,300	3,015,700	2,723,900	2,447,900	2,210,700
10	4,280,000	4,009,900	3,739,200	3,496,400	3,305,800	3,121,300	2,819,500	2,531,300	2,288,000
11	4,422,000	4,143,200	3,862,700	3,611,100	3,412,200	3,221,500	2,909,600	2,612,000	2,361,700
12	4,556,600	4,263,100	3,975,300	3,721,200	3,515,300	3,320,200	2,998,200	2,690,900	2,435,000
13	4,682,300	4,374,900	4,079,600	3,824,100	3,613,400	3,412,900	3,082,300	2,766,700	2,505,200
14	4,799,000	4,480,700	4,179,400	3,921,200	3,706,200	3,500,500	3,162,600	2,839,100	2,573,500
15	4,907,300	4,579,000	4,271,700	4,013,000	3,794,100	3,584,800	3,239,400	2,908,700	2,638,600
16	5,008,400	4,672,200	4,359,600	4,100,100	3,877,200	3,663,600	3,312,000	2,975,900	2,701,700
17	5,101,700	4,758,300	4,442,300	4,181,900	3,956,000	3,738,800	3,381,700	3,038,600	2,763,300
18	5,188,100	4,839,600	4,520,500	4,259,200	4,030,100	3,810,000	3,448,400	3,099,400	2,820,600
19	5,268,700	4,915,300	4,594,000	4,331,600	4,099,800	3,877,600	3,511,200	3,157,800	2,877,100
20	5,343,600	4,986,800	4,663,100	4,400,600	4,166,700	3,941,100	3,571,000	3,213,500	2,930,900
21	5,413,500	5,052,700	4,728,300	4,465,100	4,229,500	4,002,200	3,628,100	3,266,600	2,981,700
22	5,477,400	5,115,500	4,789,400	4,525,800	4,287,800	4,059,700	3,681,900	3,317,600	3,030,400
23	5,530,700	5,174,000	4,847,700	4,582,900	4,343,600	4,113,600	3,734,100	3,366,200	3,076,900
24	5,580,400	5,223,100	4,901,500	4,637,300	4,396,600	4,165,000	3,783,500	3,413,100	3,121,400
25		5,268,900	4,947,200	4,687,900	4,446,900	4,213,900	3,830,300	3,457,600	3,164,000
26			4,990,300	4,730,000	4,493,500	4,260,100	3,875,300	3,500,700	3,202,500
27			5,031,600	4,769,900	4,533,000	4,303,900	3,913,200	3,536,700	3,235,500
28				4,808,700	4,570,800	4,340,700	3,948,600	3,571,300	3,267,400
29				4,844,100	4,605,700	4,375,100	3,982,800	3,604,100	3,298,100
30					4,639,600	4,409,100	4,015,500	3,635,800	3,328,000
31						4,440,600	4,046,200	3,666,600	3,357,400
32						4,470,300			

Source: Ministry of Personnel Management 2022

The salary system for **police officers, fire-fighters and auxiliary police officers** can be examined below.

Monthly salaries of police officers, fire-fighting officers, and auxiliary police officers in KRW (2022)										
Pay grade / Rank	Chief Superintendent General / Fire marshal	Senior Superintendent General / Deputy Fire Marshall	Deputy Assistant Commissioner / Fire Sub-deputy Chief	Sr. Superintendent / Fire Chief	Chief Superintendent / Assistant Fire Chief	Inspector / Fire Captain	Lieutenant / Fire Lieutenant	Sergeant / Fire Sergeant	Corporal / Sr. Fire Sergeant	Constable / Firefighter
1	4,189,900	3,771,900	3,403,000	3,055,500	2,747,600	2,373,500	2,120,600	1,965,600	1,784,900	1,686,500
2	4,336,700	3,911,800	3,528,900	3,174,600	2,852,900	2,475,500	2,220,600	2,053,600	1,868,500	1,732,900
3	4,487,300	4,053,600	3,658,600	3,295,600	2,962,300	2,579,500	2,321,800	2,146,800	1,956,600	1,816,000
4	4,641,300	4,196,800	3,789,200	3,419,500	3,075,900	2,686,700	2,425,800	2,244,800	2,046,600	1,904,000
5	4,799,000	4,341,900	3,921,900	3,545,100	3,192,500	2,795,600	2,532,400	2,346,200	2,140,100	1,993,000
6	4,958,600	4,487,200	4,055,900	3,671,900	3,311,500	2,907,200	2,640,000	2,450,100	2,235,900	2,083,900
7	5,120,600	4,634,500	4,191,500	3,799,800	3,432,300	3,021,000	2,748,700	2,554,600	2,332,000	2,171,000
8	5,284,000	4,781,500	4,327,500	3,928,400	3,554,600	3,136,000	2,857,500	2,659,900	2,424,400	2,254,800
9	5,449,700	4,929,600	4,464,600	4,057,400	3,677,300	3,252,000	2,966,800	2,760,000	2,512,500	2,335,200
10	5,616,300	5,077,500	4,601,600	4,186,200	3,800,900	3,360,400	3,070,100	2,855,600	2,595,900	2,412,500
11	5,782,600	5,226,200	4,738,800	4,316,200	3,916,300	3,463,000	3,166,900	2,945,700	2,676,600	2,486,200
12	5,954,500	5,379,900	4,881,100	4,438,500	4,027,700	3,562,900	3,262,300	3,034,300	2,755,500	2,559,300
13	6,127,300	5,534,600	5,013,300	4,552,900	4,133,400	3,657,300	3,353,000	3,118,400	2,831,300	2,629,600
14	6,300,700	5,674,600	5,136,100	4,659,600	4,232,000	3,747,500	3,438,100	3,198,700	2,903,700	2,697,800
15	6,452,100	5,803,700	5,249,200	4,760,100	4,325,100	3,832,000	3,520,300	3,275,500	2,973,300	2,763,000
16	6,586,600	5,922,000	5,354,700	4,855,000	4,412,700	3,913,300	3,597,100	3,348,100	3,040,500	2,826,100
17	6,705,900	6,031,000	5,452,700	4,943,100	4,495,100	3,988,800	3,670,700	3,417,800	3,103,200	2,887,800
18	6,812,100	6,130,500	5,543,800	5,025,300	4,572,900	4,061,500	3,740,200	3,484,500	3,164,000	2,945,200
19	6,907,200	6,222,500	5,628,000	5,102,100	4,646,200	4,129,600	3,806,300	3,547,300	3,222,400	3,001,700
20	6,992,400	6,306,400	5,707,000	5,173,900	4,714,900	4,194,100	3,869,000	3,607,100	3,278,100	3,055,400
21	7,071,000	6,383,100	5,780,000	5,241,000	4,779,500	4,254,900	3,928,800	3,664,200	3,331,200	3,106,000
22	7,140,900	6,453,500	5,847,700	5,303,900	4,840,200	4,313,700	3,985,200	3,718,000	3,382,200	3,154,900
23	7,200,100	6,517,900	5,910,100	5,363,000	4,897,600	4,367,600	4,038,500	3,770,200	3,430,800	3,201,400
24		6,570,500	5,968,500	5,418,700	4,951,100	4,419,700	4,089,800	3,819,600	3,477,700	3,246,000
25		6,620,800	6,016,300	5,469,600	5,001,800	4,468,700	4,138,600	3,866,400	3,522,200	3,288,300
26			6,062,100	5,512,700	5,049,500	4,515,200	4,183,300	3,911,400	3,565,300	3,326,900
27			6,104,500	5,552,500	5,089,100	4,558,600	4,221,500	3,949,300	3,601,300	3,360,000
28				5,590,500	5,127,000	4,595,800	4,258,400	3,984,700	3,635,900	3,391,800
29					5,161,900	4,630,300	4,293,100	4,018,900	3,668,700	3,422,600
30					5,195,900	4,664,200	4,326,000	4,051,600	3,700,400	3,452,600
31						4,695,400	4,357,200	4,082,300	3,731,200	3,481,800
32						4,725,100				

Source: Ministry of Personnel Management 2022

The documents of the Ministry also define the salary of students at the National Police University. The salary is fixed accordingly at 756,800 KRW for a freshman of the first year, at 793,600 KRW for the second year, at 829,400 KRW for the third year and at 923,900 KRW for the graduate year.

The salaries for police officers (cadet level) and fire fighters (cadet level) will be fixed at almost 80% of the salary equivalent to class 1 in the rank which is expected to be applied.

The next table contains the information on the salary levels for **teachers (kindergarten, elementary school, middle school, and high school)** in Korea.

Monthly pay of teachers in KRW (2022)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	1,700,000	21	3,240,100
2	1,751,500	22	3,359,700
3	1,803,700	23	3,478,300
4	1,855,800	24	3,597,100
5	1,908,300	25	3,715,900
6	1,960,600	26	3,835,200
7	2,012,400	27	3,959,500
8	2,064,000	28	4,083,600
9	2,116,400	29	4,213,300
10	2,173,700	30	4,343,600
11	2,229,800	31	4,473,400
12	2,287,100	32	4,603,000
13	2,391,300	33	4,734,700
14	2,495,900	34	4,866,000
15	2,600,400	35	4,997,400
16	2,705,100	36	5,128,400
17	2,808,600	37	5,242,400
18	2,916,900	38	5,356,400
19	3,024,600	39	5,470,700
20	3,132,400	40	5,584,300

Source: Ministry of Personnel Management 2022

Salary level for teachers in kindergartens, elementary schools, middle schools, and high schools are fixed and shall be paid and calculated according to Article 8 of the related Remuneration System document. There are also rules applying for teachers who are paid according to Article 32 paragraph 1 sub paragraph 4 of the “Educational Officials Act”, and their pay shall not exceed the 14th pay grade. Staff who are paid according to Article 13 paragraph 2 of an “Enforcement Decree of Educational Officials Appointment” shall be appointed as teachers on a part-time basis.

The salaries of **professors at national universities** are also defined.

Monthly salaries of professors at national universities in KRW (2022)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	2,141,200	21	4,212,800
2	2,208,500	22	4,342,300
3	2,276,400	23	4,511,100
4	2,343,700	24	4,679,500
5	2,411,600	25	4,848,000
6	2,485,900	26	5,016,100
7	2,560,000	27	5,184,300
8	2,634,500	28	5,352,400
9	2,746,300	29	5,480,400
10	2,858,000	30	5,608,500
11	2,970,000	31	5,736,400
12	3,081,300	32	5,864,300
13	3,192,400	33	5,992,300
14	3,303,600		
15	3,434,000		
16	3,564,300		
17	3,694,100		
18	3,823,800		
19	3,954,200		
20	4,083,300		

Source: Ministry of Personnel Management 2022

As an example, the salary levels as of 2022 were defined as follows:

A. President of Korea National University of Welfare: **7,197,400 KRW**.

B. President of Kumho National Institute of Technology, Mokpo National Maritime University, Hankyong National University, Korea National Sport University, Hanbat National University, Korea National University of Cultural Heritage, College of Education: **8,501,300 KRW**.

C. President of Gangneung-Wonju National University, Kangwon National University, Kyungpook National University, Gyeongsang National University, Kongju National University, Kunsan National University, Mokpo National University, Pukyong National University, Busan National University, Seoul National University of Science and Technology, Sunchon National University, Andong National University, Chonnam National University, Chonbuk National University, Jeju National University, Changwon National University, Chungnam National University, Chungbuk National University, Korea National University of Transportation,

Korea Maritime and Ocean University, Korea National University of Education, Korea National Open University, Korea National University of Arts: **8,655,600 KRW**.

Note: The salaries of the chief and education researchers working at the university, at the Ministry of Education, at the National Institute of Korean History, at the National Institute of Education, at the National Institute of International Education, at the Committee of Teacher Requestor and at the National Institute of Special Education, and those at the head of the education offices would be remunerated as Professors of National Universities.

The table below specifies the salary levels for **military personnel** in Korea.

Monthly salaries of Korean uniformed services / military personnel by rank in KRW 2022													
Pay grade / Rank	Major General	Brigadier General	Colonel	Lieutenant Colonel	Major	Captain	1st Lieutenant	2nd Lieutenant	Warrant Officer	Sergeant Major	Master Major	Sergeant 1st Class	Staff Sergeant
1	5,488,400	5,177,600	4,203,300	3,694,800	3,044,000	2,476,000	1,920,900	1,755,500	2,289,600	3,210,800	2,220,700	1,791,100	1,705,400
2	5,624,100	5,312,100	4,344,700	3,836,100	3,182,000	2,606,100	2,030,000	1,859,000	2,398,500	3,313,400	2,319,200	1,883,200	1,734,600
3	5,759,800	5,446,600	4,486,100	3,977,400	3,320,000	2,736,200	2,139,100	1,962,500	2,507,400	3,416,000	2,417,700	1,975,300	1,763,800
4	5,895,500	5,581,100	4,627,500	4,118,700	3,458,000	2,866,300	2,248,200		2,616,300	3,518,600	2,516,200	2,067,400	1,793,000
5	6,031,200	5,715,600	4,768,900	4,260,000	3,596,000	2,996,400	2,357,300		2,725,200	3,621,200	2,614,700	2,159,500	1,822,200
6	6,166,900	5,850,100	4,910,300	4,401,300	3,734,000	3,126,500	2,466,400		2,834,100	3,723,800	2,713,200	2,251,600	1,851,400
7	6,302,600	5,984,600	5,051,700	4,542,600	3,872,000	3,256,600	2,575,500		2,943,000	3,826,400	2,811,700	2,343,700	1,880,600
8	6,438,300	6,119,100	5,193,100	4,683,900	4,010,000	3,386,700			3,051,900	3,929,000	2,910,200	2,435,800	1,909,800
9	6,574,000	6,253,600	5,334,500	4,825,200	4,148,000	3,516,800			3,160,800	4,031,600	3,008,700	2,527,900	1,939,000
10	6,709,700	6,388,100	5,475,900	4,966,500	4,286,000	3,646,900			3,269,700	4,134,200	3,107,200	2,620,000	1,968,200
11	6,845,400	6,522,600	5,617,300	5,107,800	4,424,000	3,777,000			3,378,600	4,236,800	3,205,700	2,712,100	
12	6,981,100	6,657,100	5,758,700	5,249,100	4,562,000	3,907,100			3,487,500	4,339,400	3,304,200	2,804,200	
13	7,116,800	6,791,600	5,900,100	5,390,400	4,700,000				3,596,400	4,442,000	3,402,700	2,896,300	
14			6,041,500	5,531,700	4,838,000				3,705,300	4,544,600	3,501,200	2,988,400	
15			6,182,900	5,673,000					3,814,200	4,647,200	3,599,700	3,080,500	
16									3,923,100		3,698,200	3,172,600	
17									4,032,000		3,796,700	3,264,700	
18									4,140,900		3,895,200	3,356,800	
19									4,249,800		3,993,700	3,448,900	
20									4,358,700			3,541,000	
21									4,467,600			3,633,100	
22									4,576,500			3,725,200	
23									4,685,400				
24									4,794,300				
25									4,903,200				
26									5,012,100				
27									5,121,000				

Source: Ministry of Personnel Management 2022

A General's salary as of 2022 was fixed at 8,655,600 KRW and a Lieutenant General's salary at 8,501,300 KRW. In 2021 respectively 8,517,300 KRW for the General and 8,365,400 KRW for the Lieutenant General. In 2022 the amount is 8,655,600 KRW and 8,501,300 KRW respectively, marking an increase of over 1%.

Below you will find the information regarding the salary levels for **constitution research officers** and **assistants of constitution research officers**.

Note: Constitution Researchers examine and study the data needed by constitutional judges to make decisions.

Monthly salaries of constitution research officers in KRW (2022)	
Pay step	Salary
16	8,626,400
15	8,136,900
14	7,649,900
13	7,213,100
12	6,844,400
11	6,666,600
10	6,457,500
9	6,108,100
8	5,691,700
7	5,332,700
6	4,995,700
5	4,670,600
4	4,343,300
3	4,027,000
2	3,711,300
1	3,293,800

Source: Ministry of Personnel Management 2022

If you have any questions, please do not hesitate to contact us at info@nowak-partner.com.

All information is given to the best of our knowledge; however, we accept no liability for any errors or information provided by third parties.

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We deliver customized turn-key solutions to international companies that are entering the Korean market, hiring key personnel (headhunting) to lead the business in Korea, and negotiating in M&A or joint-venture agreements with Korean counterparts.

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Office Search & Setup

Freelancer Hosting

Trustee Service

Benchmark Audit

Interim Management

Crisis Management

Negotiations

M&A / Joint Venture

Executive Search

Team Setup

HR Assessment

HR Consulting

Business Coaching

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