



– 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 2025, which has been acquired while conducting research at local institutions, ministries, and other Korean sources such as job portals.

Year	2019	2020	2021	2022	2023	2024
Population (>15 years)	44,504,000	44,785,000	45,080,000	45,260,000	45,407,000	45,570,000
Economically active population (>15 years)	28,186,000	28,012,000	28,096,000	28,922,000	29,203,000	29,399,000
Working population (>15 years)	27,123,000	26,904,000	26,953,000	28,089,000	28,416,000	28,576,000
Employment rate	60.9%	60.1%	60.5%	62.1%	62.6%	62.7%
Male	70.7%	69.8%	70.0%	71.5%	71.3%	70.9%
Female	51.6%	50.7%	51.2%	52.9%	54.1%	54.7%

Source: Korean Ministry of Employment and Labor, for 2019-2025: Statistics Korea

As of **2025**, an amount of **10,030 KRW** has been set as the official **minimum wage per hour in the Republic of Korea**, a rise of 1.7% compared to the previous year.

Minimum wage per hour in KRW							
Year	2019	2020	2021	2022	2023	2024	2025
Minimum wage	8,350	8,590	8,720	9,160	9,620	9,860	10,030
Difference in %	10.9	2.9	1.5	5.1	5.0	2.5	1.7

Source: Korean Ministry of Employment and Labor 2025

The National Pension System in Korea was introduced in 1988. An overview of existing **social contribution schemes**, including the National Healthcare Insurance, Employment Insurance and Worker's Accident Compensation Insurance for 2025 is contained in the following table.

Social contributions in Korea 2025				
Social contribution scheme	Employer (%)	Empl oyee (%)	Total (%)	Comment
National Pension	4.5	4.5	9.0	Gross compensation x % = (Max. 277,650 KRW per month, per party). Starting July 2025. Max 286.650 per month, per party. Minimum income for deductions: 390.000 KRW. Starting from July 2025: 400.000 KRW Maximum income for deductions: 6.170.000 KRW. Starting from July 2025 6,370,000 KRW
National Healthcare Insurance				Gross compensation x %
National Health Insurance	3.545	3.545	7.09	Gross compensation x % = (Max. 4.240.710 KRW per month, per party) Minimum income for deductions: 279.266 KRW
National Care Insurance	6.475	6.475	12.95	Upper limit of monthly remuneration: 119.625.106 KRW 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)	0.56~18.56 (0.06: Commuting accidents)	-	0.56~18.56 (0.06: Commuting accidents)	

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

*Excluding Manufacturing companies with less than 500 employees and Construction companies with more than 300 employees.

The working hours have remained quite similar in 2024 to the prior year. The compensation rose on average by around 5% while the overall recorded bonus payments increased sharply, assumingly caused by post Covid effects.

The following table contains the **average annual salary by industry and headcount for 2024**.

Average annual salary by industry by headcount 2024							
Industry	Headcount	Total working hours	Δ 24/23	Total monthly salary (KRW)	Δ 24/23	Annual bonus (KRW)	Δ 24/23
Total	All (Over 5 employees)	163.9	0%	3,747,926	5%	637,586	73%
	Over 5	162.8	1%	3,260,095	4%	243,276	73%
	Over 10	164.5	1%	3,502,343	3%	366,341	48%
	Over 30	165.5	0%	3,592,952	3%	414,861	71%
	1-299	165.7	0%	3,843,104	5%	651,074	51%
	Over 300	161.3	0%	4,482,821	7%	1,451,114	92%
Production	All (Over 5 employees)	173.6	0%	3,740,795	6%	817,483	121%
	Over 5	168.8	1%	3,295,889	2%	181,289	167%
	Over 10	174.3	1%	3,467,912	3%	204,425	75%
	Over 30	175.9	0%	3,386,423	4%	340,413	189%
	1-299	178.0	0%	3,656,800	7%	845,609	57%
	Over 300	169.7	-1%	4,684,478	11%	2,281,861	135%
Wholesale and retail	All (Over 5 employees)	163.6	0%	4,117,438	4%	600,056	57%
	Over 5	163.5	0%	3,879,487	6%	363,672	154%
	Over 10	165.5	1%	3,902,144	3%	530,111	60%
	Over 30	163.7	0%	4,220,273	1%	651,583	49%
	1-299	160.9	1%	4,213,152	5%	798,503	0%
	Over 300	159.6	1%	5,438,386	6%	1,315,914	94%
Transportation	All (Over 5 employees)	162.9	1%	3,517,849	5%	674,771	6%
	Over 5	167.3	0%	3,580,160	4%	277,565	127%
	Over 10	164.5	1%	3,796,173	5%	378,388	106%
	Over 30	152.5	1%	2,931,632	4%	424,516	14%
	1-299	172.6	1%	3,275,552	9%	625,203	40%
	Over 300	160.7	2%	4,358,752	4%	1,628,419	-17%
Publishing, Communication & IT	All (Over 5 employees)	164.1	1%	4,690,874	4%	709,976	125%
	Over 5	159.4	1%	3,795,693	3%	140,487	81%
	Over 10	162.4	1%	4,114,451	4%	343,242	209%
	Over 30	162.3	0%	4,591,314	4%	629,838	125%
	1-299	172.6	4%	4,529,520	2%	711,560	66%
	Over 300	163.0	2%	5,685,148	4%	1,283,697	137%
Finance and Insurance	All (Over 5 employees)	157.7	0%	5,378,972	7%	2,197,289	21%
	Over 5	158.9	1%	4,990,470	8%	1,941,301	6%
	Over 10	157.2	1%	5,437,144	9%	2,756,125	12%
	Over 30	157.7	-2%	4,839,441	7%	1,310,118	18%
	1-299	156.1	2%	5,128,552	3%	1,143,238	6%
	Over 300	158.2	0%	5,927,763	5%	2,648,163	51%
Engineering	All (Over 5 employees)	159.4	0%	4,913,147	4%	1,047,665	106%
	Over 5	158.2	1%	3,641,672	4%	266,702	38%
	Over 10	158.6	0%	4,372,136	2%	497,205	38%
	Over 30	162.2	0%	4,646,900	5%	569,564	50%
	1-299	159.3	0%	5,551,929	4%	850,509	88%
	Over 300	158.7	-1%	5,589,878	3%	2,018,510	148%

Source: Korean Ministry of Employment and Labor, 2025

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	2024	163.9	3,747,926	5%	637,586	73%
	2023	163.3	3,581,294	4%	367,797	4%
	2022	169.8	3,458,183	4%	352,271	-9%
	2021	177.3	3,335,744	2%	386,045	-26%
	2020	167.9	3,260,804	-4%	519,781	39%
	2019	181.8	3,405,769	4%	373,851	-0.14%
Production	2024	173.6	3,740,795	6%	817,483	121%
	2023	173.1	3,527,015	4%	370,145	-1%
	2022	179.1	3,383,528	4%	374,717	-17%
	2021	187	3,253,585	3%	450,818	-30%
	2020	175.9	3,169,095	-9%	642,192	45%
	2019	191.4	3,467,898	5%	441,127	-4%
Wholesale and retail	2024	163.6	4,117,438	4%	600,056	57%
	2023	162.8	3,958,813	5%	381,236	30%
	2022	170	3,778,818	5%	293,610	-8%
	2021	177.2	3,584,755	3%	318,223	-31%
	2020	168.4	3,492,896	-0.7%	459,824	26%
	2019	179.2	3,516,240	6%	363,168	4%
Transportation	2024	162.9	3,517,849	5%	674,771	6%
	2023	161.1	3,345,647	7%	636,660	71%
	2022	162.9	3,117,436	5%	371,797	-6%
	2021	166.3	2,957,788	3%	394,903	-18%
	2020	159.1	2,879,701	-5%	479,985	14%
	2019	171.2	3,032,344	3%	419,323	15%
Publishing, Communication & IT	2024	164.1	4,690,874	4%	709,976	125%
	2023	161.7	4,514,074	3%	315,096	-28%
	2022	169.1	4,364,976	3%	438,473	27%
	2021	177.1	4,237,145	3%	344,823	-38%
	2020	166.1	4,113,918	-1%	555,012	23%
	2019	178	4,168,668	4%	448,677	32%
Finance and Insurance	2024	157.7	5,378,972	7%	2,197,289	21%
	2023	157.4	5,041,618	4%	1,810,304	7%
	2022	164.2	4,837,340	1%	1,689,916	-22%
	2021	173.6	4,775,581	1%	2,155,582	9%
	2020	162.5	4,736,365	5%	1,979,947	8%
	2019	173.8	4,496,547	3%	1,819,201	14%
Engineering	2024	159.4	4,913,147	4%	1,047,665	106%
	2023	159.7	4,738,029	3%	508,070	-7%
	2022	166.7	4,612,321	3%	545,030	6%
	2021	174.1	4,489,119	2%	512,277	-33%
	2020	163.5	4,417,998	-2%	767,843	56%
	2019	174.5	4,500,760	4%	490,100	3%

Source: Korean Ministry of Employment and Labor, 2025

The average annual salaries in Korea in 2024 in various industries based on Korean job portals were higher than in 2023.

Average annual salary by activity in KRW for 2023-2024				
Industry	Average salary (KRW) 2024	Average salary (KRW) 2023	Occupation	Average (KRW)
Law and finance	54,314,000	51,714,000	Law Legal Patent	54,560,000
			Tax accounting	42,980,000
			Bank	70,510,000
			Insurance	54,420,000
			Research and Advisory	49,100,000
Healthcare	47,835,000	44,875,000	Pharma	49,050,000
			Healthcare	46,620,000
Trade and Logistics	47,791,667	4,363,333	Distribution and Trading	52,230,000
			Sales	45,375,000
			Transport und Logistics	45,770,000
Production and Chemistry	1,395,000	47,392,500	Petrochemical Energy	50,300,000
			Hardware Automotive	52,550,000
			Shipbuilding, Aerospace	50,990,000
			Semiconductor Science	51,740,000
Customer Service	44,420,000	41,300,000	Automobile service	46,550,000
			Leisure	42,290,000
Media & Design	46,798,000	43,440,000	Broadcaster	49,630,000
			Display / Advertising / Promotion	45,740,000
			Publishing / Printing / Photography	47,190,000
			Design / Planning	44,730,000
			Entertainment	46,700,000
Real Estate and Construction	46,506,667	3,316,667	Architect	44,240,000
			Real Estate Rental	49,940,000
			Interior Decoration	45,340,000
IT & Communication	52,930,000	8,752,500	Network Communication / Mobile	53,760,000
			ERP / CRM	51,460,000
			IT Consulting	52,640,000
			Games	53,860,000

Source: Saram-in, 2025

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 (2019 to 2024) 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 2024								
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 2024	20.7	167.7	159.5	8.2	3,756,741	3,517,254	239,488	343,311
Average 2023	19.8	163.3	154	9.3	3,843,191	3,581,294	261,897	367,797
Average 2022	20.5	169.8	160	9.8	3,717,328	3,458,183	259,145	352,271
Average 2021	21.4	177.3	167.4	9.9	3,581,564	3,335,744	245,819	386,045
Average 2020	19.7	163.4	153.8	9.7	3,447,287	3,214,424	232,863	341,045
Average 2019	21.8	181.8	170.9	10.9	3,405,769	3,164,630	241,140	373,851
Seoul	20.4	165.5	160.3	5.2	4,167,873	3,990,147	177,726	431,446
Busan	20.8	165.6	161.6	4	3,487,872	3,354,227	133,645	193,516
Daegu	20.9	167	158.5	8.5	3,224,651	3,020,728	203,923	237,245
Incheon	20.7	168.5	160.7	7.9	3,531,815	3,304,939	226,876	219,515
Gwangju	21	165.3	159.2	6.1	3,280,013	3,097,890	182,123	201,358
Daejeon	20.4	164.1	158.7	5.4	3,533,594	3,380,104	153,490	187,770
Ulsan	20.9	171.8	157	14.8	3,881,771	3,405,432	476,339	666,198
Gyeonggi	20.5	168.2	157.5	10.7	3,572,793	3,293,842	278,951	406,144
Gangwon	20.5	167.6	160.3	7.3	3,802,736	3,589,127	213,610	295,878
Chungbuk	20.6	163.8	157.2	6.6	3,223,407	3,047,955	175,451	182,205
Chungnam	20.8	170.6	159.3	11.3	3,506,681	3,204,761	301,920	247,086
Jeonbuk	20.7	171.7	160.2	11.5	3,778,624	3,427,731	350,894	606,216
Jeonnam	20.9	165.8	157.8	7.9	3,175,127	2,957,492	217,634	282,317
Gyeongbuk	20.8	164.8	158.7	6.2	3,398,348	3,164,220	234,127	305,462
Gyeongnam	20.7	168.8	158	10.8	3,575,920	3,266,483	309,437	327,655
Jeju	21	172	160.1	11.8	3,543,349	3,234,857	308,492	276,578

Source: Korean Ministry of Employment and Labor 2025

Below please find a summary of the salaries in the public sector for 2025. They are based on the “Public Officials Remuneration Regulations”, which are published and updated annually 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 (2025)									
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	4,498,600	4,049,90	3,653,80	3,131,600	2,798,50	2,308,70	2,173,600	2,028,20	2,000,900
2	4,656,300	4,200,10	3,789,00	3,259,400	2,911,50	2,416,10	2,237,100	2,067,60	2,017,000
3	4,818,000	4,352,40	3,928,20	3,389,400	3,029,00	2,526,80	2,307,500	2,112,50	2,039,500
4	4,983,300	4,506,00	4,068,40	3,522,400	3,151,00	2,640,00	2,385,500	2,163,10	2,068,300
5	5,152,700	4,661,90	4,210,90	3,657,200	3,276,20	2,756,60	2,480,300	2,228,50	2,104,000
6	5,324,100	4,817,90	4,354,80	3,793,400	3,403,90	2,876,40	2,591,900	2,331,30	2,146,800
7	5,498,000	4,976,00	4,500,50	3,930,700	3,533,60	2,996,60	2,704,100	2,434,40	2,197,300
8	5,673,300	5,133,90	4,646,40	4,068,700	3,664,90	3,117,10	2,817,200	2,533,70	2,287,400
9	5,851,300	5,292,90	4,793,60	4,207,200	3,796,70	3,238,00	2,924,700	2,628,30	2,373,600
10	6,030,200	5,451,70	4,940,70	4,345,600	3,929,30	3,351,40	3,027,300	2,717,90	2,456,700
11	6,208,700	5,611,30	5,088,10	4,485,100	4,053,40	3,458,90	3,124,100	2,804,50	2,535,700
12	6,393,300	5,776,40	5,240,80	4,616,500	4,172,90	3,564,80	3,219,200	2,889,20	2,614,400
13	6,578,900	5,942,50	5,382,80	4,739,200	4,286,40	3,664,40	3,309,500	2,970,50	2,689,800
14	6,765,000	6,092,90	5,514,60	4,853,900	4,392,20	3,758,50	3,395,700	3,048,40	2,763,100
15	6,927,600	6,231,50	5,636,10	4,961,800	4,492,20	3,848,90	3,478,200	3,123,10	2,833,100
16	7,072,100	6,358,50	5,749,30	5,063,700	4,586,30	3,933,60	3,556,100	3,195,30	2,900,800
17	7,200,100	6,475,40	5,854,50	5,158,200	4,674,80	4,014,40	3,631,000	3,262,60	2,967,000
18	7,314,100	6,582,30	5,952,40	5,246,500	4,758,30	4,090,90	3,702,500	3,327,80	3,028,500
19	7,416,200	6,681,10	6,042,80	5,329,000	4,837,00	4,163,40	3,770,000	3,390,60	3,089,200
20	7,507,800	6,771,10	6,127,60	5,406,100	4,910,80	4,231,50	3,834,200	3,450,30	3,146,900
21	7,592,100	6,853,50	6,206,10	5,478,100	4,980,20	4,297,20	3,895,500	3,507,40	3,201,400
22	7,667,200	6,929,10	6,278,70	5,545,600	5,045,40	4,358,90	3,953,200	3,562,20	3,253,700
23	7,730,800	6,998,20	6,345,70	5,609,100	5,106,90	4,416,70	4,009,300	3,614,30	3,303,600
24		7,054,80	6,408,50	5,668,900	5,164,40	4,472,00	4,062,300	3,664,60	3,351,500
25		7,108,80	6,459,70	5,723,500	5,218,80	4,524,40	4,112,600	3,712,40	3,397,100
26			6,508,90	5,769,900	5,270,00	4,574,00	4,160,900	3,758,70	3,438,400
27			6,554,40	5,812,500	5,312,50	4,621,10	4,201,600	3,797,30	3,474,000
28				5,853,400	5,353,30	4,660,60	4,239,600	3,834,50	3,508,200
29					5,390,80	4,697,50	4,276,400	3,869,70	3,541,200
30					5,427,20	4,734,10	4,311,500	3,903,70	3,573,300
31						4,767,90	4,344,400	3,936,80	3,604,900
32						4,799,80			

Source: Ministry of Personnel Management 2025

Below is a summary of the monthly salary levels of **government officials following a professional career path**.

Monthly salaries of government officials with professional career in KRW (2025)			
Position Group / Pay grade	Group A	Group B	Group C
1	2,798,500	2,173,600	2,000,900
2	2,931,200	2,248,900	2,016,900
3	3,064,300	2,332,400	2,039,400
4	3,198,500	2,424,800	2,068,600
5	3,335,200	2,526,900	2,104,800
6	3,468,800	2,643,400	2,148,300
7	3,598,300	2,761,400	2,206,000
8	3,729,200	2,876,200	2,296,800
9	3,861,300	2,976,600	2,385,100
10	3,995,900	3,075,400	2,471,800
11	4,115,700	3,172,500	2,551,200
12	4,232,000	3,259,200	2,621,400
13	4,335,800	3,346,800	2,695,500
14	4,442,800	3,423,200	2,770,900
15	4,554,900	3,499,500	2,843,300
16	4,639,900	3,578,500	2,912,400
17	4,724,100	3,657,800	2,973,700
18	4,799,000	3,729,100	3,036,300
19	4,878,100	3,795,400	3,100,000
20	4,951,900	3,866,000	3,164,800
21	5,031,000	3,937,700	3,226,000
22	5,106,500	4,000,600	3,288,800
23	5,185,600	4,066,400	3,346,300
24	5,267,100	4,135,100	3,407,900
25	5,346,600	4,198,300	3,463,800
26	5,432,000	4,261,500	3,524,500
27	5,514,800	4,327,800	3,582,200
28	5,595,600	4,394,500	3,634,000
29	5,679,800	4,456,500	3,684,800
30	5,759,100	4,518,000	3,732,800
31	5,840,500	4,579,400	3,777,100
32	5,924,400	4,640,500	3,819,500
33	6,007,300	4,702,900	3,859,600
34	6,089,900	4,762,200	3,899,200
35	6,172,100	4,823,700	3,941,100
36	6,254,400	4,880,700	3,982,300
37	6,337,300	4,937,300	4,023,400
38	6,420,500	4,994,100	4,064,400
39	6,501,900		
40	6,554,400		

Source: Ministry of Personnel Management 2025

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

Monthly salaries of public security affair employees in KRW (2024)									
Pay grade/year of duty	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	4,739,200	4,409,200	4,026,800	3,496,600	3,020,400	2,481,500	2,319,000	2,078,100	2,000,900
2	4,896,900	4,559,400	4,162,000	3,624,400	3,133,400	2,588,800	2,349,400	2,121,600	2,021,700
3	5,058,600	4,711,700	4,301,200	3,754,400	3,250,900	2,699,500	2,415,700	2,178,100	2,052,700
4	5,223,900	4,865,300	4,441,400	3,887,400	3,372,900	2,812,700	2,509,900	2,248,500	2,094,400
5	5,393,300	5,021,200	4,583,900	4,022,200	3,498,100	2,929,300	2,618,900	2,334,100	2,147,300
6	5,564,700	5,177,200	4,727,800	4,158,400	3,625,800	3,049,100	2,730,400	2,436,900	2,212,200
7	5,738,600	5,335,300	4,873,500	4,295,700	3,755,500	3,169,200	2,842,600	2,540,000	2,290,200
8	5,913,900	5,493,200	5,019,400	4,433,700	3,886,800	3,289,800	2,955,700	2,639,300	2,380,100
9	6,091,900	5,652,200	5,166,600	4,572,200	4,018,600	3,410,700	3,063,100	2,733,800	2,466,500
10	6,270,800	5,811,000	5,313,700	4,710,600	4,151,200	3,524,100	3,165,800	2,823,400	2,549,400
11	6,449,300	5,970,600	5,461,100	4,850,100	4,275,300	3,631,700	3,262,600	2,910,100	2,628,500
12	6,633,900	6,135,700	5,613,800	4,981,500	4,394,800	3,737,600	3,357,700	2,994,700	2,707,300
13	6,819,500	6,301,800	5,755,800	5,104,200	4,508,300	3,837,200	3,447,900	3,076,100	2,782,600
14	7,005,600	6,452,200	5,887,600	5,218,900	4,614,100	3,931,200	3,534,200	3,153,900	2,855,700
15	7,168,200	6,590,800	6,009,100	5,326,800	4,714,100	4,021,600	3,616,600	3,228,600	2,925,700
16	7,312,700	6,717,800	6,122,300	5,428,700	4,808,200	4,106,300	3,694,600	3,300,800	2,993,600
17	7,440,700	6,834,700	6,227,500	5,523,200	4,896,700	4,187,200	3,769,500	3,368,100	3,059,700
18	7,554,700	6,941,600	6,325,400	5,611,500	4,980,200	4,263,600	3,841,100	3,433,400	3,121,400
19	7,656,800	7,040,400	6,415,800	5,694,000	5,058,900	4,336,100	3,908,500	3,496,100	3,181,900
20	7,748,400	7,130,400	6,500,600	5,771,100	5,132,700	4,404,300	3,972,700	3,555,900	3,239,800
21	7,832,700	7,212,800	6,579,100	5,843,100	5,202,100	4,469,800	4,034,000	3,612,900	3,294,100
22	7,907,800	7,288,400	6,651,700	5,910,600	5,267,300	4,531,600	4,091,800	3,667,700	3,346,500
23	7,971,400	7,357,500	6,718,700	5,974,100	5,328,800	4,589,500	4,147,800	3,719,800	3,396,200
24		7,414,100	6,781,500	6,033,900	5,386,300	4,644,700	4,200,900	3,770,200	3,444,300
25		7,468,100	6,832,700	6,088,500	5,440,700	4,697,100	4,251,100	3,818,000	3,489,900
26			6,881,900	6,134,900	5,491,900	4,746,800	4,299,400	3,864,300	3,531,000
27			6,927,400	6,177,500	5,534,400	4,793,800	4,340,100	3,902,900	3,566,800
28				6,218,400	5,575,200	4,833,400	4,378,100	3,940,100	3,601,000
29					5,612,700	4,870,300	4,414,800	3,975,200	3,634,000
30					5,649,100	4,906,800	4,450,000	4,009,300	3,666,100
31						4,940,600	4,483,000	4,042,300	3,697,600
32						4,972,400			

Source: Ministry of Personnel Management 2025

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 (2025)		
Pay grade	Senior Advisor	Instructor
1	2,798,500	2,173,600
2	2,935,700	2,261,300
3	3,072,600	2,357,500
4	3,209,700	2,462,900
5	3,346,300	2,593,500
6	3,544,200	2,721,000
7	3,741,300	2,848,800
8	3,938,100	2,976,500
9	4,134,100	3,103,300
10	4,330,000	3,230,300
11	4,504,500	3,325,900
12	4,678,800	3,421,500
13	4,850,800	3,517,600
14	5,024,200	3,613,300
15	5,195,900	3,708,700
16	5,363,200	3,784,900
17	5,529,700	3,860,400
18	5,696,700	3,936,800
19	5,861,800	4,012,100
20	6,027,400	4,088,100
21	6,165,300	4,161,200
22	6,302,200	4,234,900
23	6,439,600	4,308,300
24	6,576,300	4,381,500
25	6,713,400	4,454,400
26	6,828,000	4,505,000
27	6,944,000	4,555,400
28	7,059,000	4,606,100
29	7,173,300	4,654,900
30	7,288,200	4,705,200
31	7,377,000	4,755,400
32	7,466,000	4,799,300
33		4,843,400
34		4,886,600
35		4,930,100
36		4,970,600

Source: Ministry of Personnel Management 2025

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 (2025)		
Pay grade	Senior Advisor	Instructor
1	2,798,500	2,028,200
2	2,934,000	2,104,500
3	3,068,900	2,188,500
4	3,204,400	2,280,800
5	3,337,800	2,382,300
6	3,515,500	2,498,300
7	3,693,200	2,614,800
8	3,871,400	2,730,400
9	4,048,500	2,846,300
10	4,224,500	2,961,700
11	4,383,900	3,061,200
12	4,542,200	3,160,200
13	4,700,600	3,258,700
14	4,858,200	3,356,800
15	5,014,700	3,453,700
16	5,152,800	3,541,200
17	5,293,000	3,628,400
18	5,431,900	3,714,800
19	5,569,500	3,801,000
20	5,706,800	3,887,600
21	5,829,200	3,967,800
22	5,952,200	4,048,500
23	6,074,400	4,128,200
24	6,196,500	4,208,000
25	6,318,800	4,287,300
26	6,425,800	4,347,200
27	6,532,000	4,407,900
28	6,638,900	4,468,600
29	6,744,700	4,529,000
30	6,852,300	4,588,400
31	6,924,200	4,640,500
32	6,996,900	4,685,900
33		4,731,400
34		4,776,500
35		4,821,800
36		4,864,000

Source: Ministry of Personnel Management 2025

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

Monthly salaries at Korea Post in KRW (2025)									
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	3,317,900	3,089,000	2,878,000	2,675,800	2,483,700	2,308,700	2,173,600	2,028,200	2,000,900
2	3,443,500	3,210,100	2,994,800	2,790,200	2,594,400	2,416,100	2,237,100	2,067,600	2,017,000
3	3,574,100	3,335,700	3,114,600	2,906,800	2,708,500	2,526,800	2,307,500	2,112,500	2,039,500
4	3,710,500	3,466,100	3,236,000	3,026,400	2,825,000	2,640,000	2,385,500	2,163,100	2,068,300
5	3,851,100	3,600,500	3,359,800	3,146,200	2,944,900	2,756,600	2,480,300	2,228,500	2,104,000
6	3,994,900	3,737,800	3,488,000	3,267,300	3,064,900	2,876,400	2,591,900	2,331,300	2,146,800
7	4,143,400	3,877,300	3,617,200	3,387,900	3,185,300	2,996,600	2,704,100	2,434,400	2,197,300
8	4,293,200	4,019,500	3,749,600	3,509,400	3,305,900	3,117,100	2,817,200	2,533,700	2,287,400
9	4,444,000	4,162,000	3,882,200	3,631,500	3,427,600	3,238,000	2,924,700	2,628,300	2,373,600
10	4,595,400	4,305,500	4,014,800	3,754,000	3,549,500	3,351,400	3,027,300	2,717,900	2,456,700
11	4,747,900	4,448,500	4,147,400	3,877,200	3,663,700	3,458,900	3,124,100	2,804,500	2,535,700
12	4,892,500	4,577,300	4,268,300	3,995,500	3,774,400	3,564,800	3,219,200	2,889,200	2,614,400
13	5,027,300	4,697,300	4,380,300	4,105,900	3,879,700	3,664,400	3,309,500	2,970,500	2,689,800
14	5,152,700	4,810,900	4,487,400	4,210,200	3,979,300	3,758,500	3,395,700	3,048,400	2,763,100
15	5,269,000	4,916,400	4,586,500	4,308,700	4,073,800	3,848,900	3,478,200	3,123,100	2,833,100
16	5,377,400	5,016,500	4,680,800	4,402,200	4,163,000	3,933,600	3,556,100	3,195,300	2,900,800
17	5,477,600	5,109,000	4,769,600	4,490,100	4,247,600	4,014,400	3,631,000	3,262,600	2,967,000
18	5,570,400	5,196,200	4,853,600	4,573,100	4,327,100	4,090,900	3,702,500	3,327,800	3,028,500
19	5,657,100	5,277,600	4,932,600	4,650,800	4,401,900	4,163,400	3,770,000	3,390,600	3,089,200
20	5,737,400	5,354,400	5,006,800	4,724,900	4,473,700	4,231,500	3,834,200	3,450,300	3,146,900
21	5,812,400	5,425,100	5,076,800	4,794,100	4,541,200	4,297,200	3,895,500	3,507,400	3,201,400
22	5,881,100	5,492,600	5,142,400	4,859,300	4,603,800	4,358,900	3,953,200	3,562,200	3,253,700
23	5,938,300	5,555,400	5,205,000	4,920,600	4,663,600	4,416,700	4,009,300	3,614,300	3,303,600
24	5,991,700	5,608,000	5,262,700	4,979,000	4,720,600	4,472,000	4,062,300	3,664,600	3,351,500
25		5,657,300	5,311,800	5,033,400	4,774,700	4,524,400	4,112,600	3,712,400	3,397,100
26			5,358,100	5,078,600	4,824,600	4,574,000	4,160,900	3,758,700	3,438,400
27			5,402,400	5,121,500	4,867,200	4,621,100	4,201,600	3,797,300	3,474,000
28				5,163,100	4,907,600	4,660,600	4,239,600	3,834,500	3,508,200
29				5,201,100	4,945,100	4,697,500	4,276,400	3,869,700	3,541,200
30					4,981,600	4,734,100	4,311,500	3,903,700	3,573,300
31						4,767,900	4,344,400	3,936,800	3,604,900
32						4,799,800			

Source: Ministry of Personnel Management 2025

The salary system for police officers, fire-fighters and auxiliary police officers is shown below.

Monthly salaries of police officers, fire-fighting officers, and auxiliary police officers in KRW (2025)										
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	4,739,200	4,409,200	4,026,800	3,496,600	3,020,400	2,607,300	2,352,400	2,319,000	2,078,100	2,000,900
2	4,896,900	4,559,400	4,162,000	3,624,400	3,133,400	2,719,500	2,439,600	2,349,400	2,121,600	2,031,100
3	5,058,600	4,711,700	4,301,200	3,754,400	3,250,900	2,833,800	2,550,700	2,415,700	2,178,100	2,070,500
4	5,223,900	4,865,300	4,441,400	3,887,400	3,372,900	2,951,600	2,664,900	2,509,900	2,248,500	2,119,500
5	5,393,300	5,021,200	4,583,900	4,022,200	3,498,100	3,071,200	2,782,100	2,618,900	2,334,100	2,178,700
6	5,564,700	5,177,200	4,727,800	4,158,400	3,625,800	3,193,700	2,900,300	2,730,400	2,436,900	2,248,900
7	5,738,600	5,335,300	4,873,500	4,295,700	3,755,500	3,318,900	3,019,700	2,842,600	2,540,000	2,331,000
8	5,913,900	5,493,200	5,019,400	4,433,700	3,886,800	3,445,100	3,139,100	2,955,700	2,639,300	2,420,900
9	6,091,900	5,652,200	5,166,600	4,572,200	4,018,600	3,572,600	3,259,200	3,063,100	2,733,800	2,507,300
10	6,270,800	5,811,000	5,313,700	4,710,600	4,151,200	3,691,600	3,372,700	3,165,800	2,823,400	2,590,200
11	6,449,300	5,970,600	5,461,100	4,850,100	4,275,300	3,804,400	3,479,000	3,262,600	2,910,100	2,669,500
12	6,633,900	6,135,700	5,613,800	4,981,500	4,394,800	3,914,200	3,584,000	3,357,700	2,994,700	2,747,900
13	6,819,500	6,301,800	5,755,800	5,104,200	4,508,300	4,017,800	3,683,500	3,447,900	3,076,100	2,823,400
14	7,005,600	6,452,200	5,887,600	5,218,900	4,614,100	4,116,900	3,776,900	3,534,200	3,153,900	2,896,700
15	7,168,200	6,590,800	6,009,100	5,326,800	4,714,100	4,209,700	3,867,300	3,616,600	3,228,600	2,966,700
16	7,312,700	6,717,800	6,122,300	5,428,700	4,808,200	4,299,000	3,951,800	3,694,600	3,300,800	3,034,400
17	7,440,700	6,834,700	6,227,500	5,523,200	4,896,700	4,382,000	4,032,600	3,769,500	3,368,100	3,100,600
18	7,554,700	6,941,600	6,325,400	5,611,500	4,980,200	4,461,900	4,108,900	3,841,100	3,433,400	3,162,300
19	7,656,800	7,040,400	6,415,800	5,694,000	5,058,900	4,536,600	4,181,500	3,908,500	3,496,100	3,222,900
20	7,748,400	7,130,400	6,500,600	5,771,100	5,132,700	4,607,500	4,250,500	3,972,700	3,555,900	3,280,600
21	7,832,700	7,212,800	6,579,100	5,843,100	5,202,100	4,674,300	4,316,100	4,034,000	3,612,900	3,334,900
22	7,907,800	7,288,400	6,651,700	5,910,600	5,267,300	4,738,800	4,378,000	4,091,800	3,667,700	3,387,400
23	7,971,400	7,357,500	6,718,700	5,974,100	5,328,800	4,798,000	4,436,700	4,147,800	3,719,800	3,437,300
24		7,414,100	6,781,500	6,033,900	5,386,300	4,855,300	4,493,000	4,200,900	3,770,200	3,485,200
25		7,468,100	6,832,700	6,088,500	5,440,700	4,909,300	4,546,600	4,251,100	3,818,000	3,530,600
26			6,881,900	6,134,900	5,491,900	4,960,400	4,595,700	4,299,400	3,864,300	3,572,100
27			6,927,400	6,177,500	5,534,400	5,008,000	4,637,700	4,340,100	3,902,900	3,607,600
28				6,218,400	5,575,200	5,048,900	4,678,200	4,378,100	3,940,100	3,641,800
29					5,612,700	5,086,800	4,716,400	4,414,800	3,975,200	3,674,800
30					5,649,100	5,123,900	4,752,300	4,450,000	4,009,300	3,707,100
31						5,158,100	4,786,800	4,483,000	4,042,300	3,738,400
32						5,190,800				

Source: Ministry of Personnel Management 2025

The salary of students at the National Police University is fixed accordingly at 1,215,000 KRW for a freshman of the first year, 1,350,000 KRW for the second year, 1,500,000 KRW for the third year, and 1,650,000 KRW for the graduate year.

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

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

Monthly pay of teachers in KRW (2025)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	1,915,100	21	3,478,900
2	1,973,100	22	3,607,300
3	2,031,900	23	3,734,600
4	2,090,500	24	3,862,300
5	2,149,600	25	3,989,800
6	2,208,600	26	4,117,800
7	2,267,000	27	4,251,300
8	2,325,100	28	4,384,500
9	2,365,500	29	4,523,800
10	2,387,800	30	4,663,600
11	2,408,300	31	4,803,000
12	2,455,700	32	4,942,200
13	2,567,600	33	5,083,700
14	2,679,900	34	5,224,600
15	2,792,000	35	5,365,800
16	2,904,500	36	5,506,400
17	3,015,500	37	5,628,700
18	3,131,900	38	5,751,200
19	3,247,500	39	5,873,900
20	3,363,300	40	5,995,800

Source: Ministry of Personnel Management 2025

Salary levels 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 (2025)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	2,299,000	21	4,523,200
2	2,371,300	22	4,662,300
3	2,444,200	23	4,843,600
4	2,516,400	24	5,024,400
5	2,589,300	25	5,205,300
6	2,669,100	26	5,385,800
7	2,748,700	27	5,566,300
8	2,828,700	28	5,746,900
9	2,948,700	29	5,884,300
10	3,068,700	30	6,021,800
11	3,188,900	31	6,159,100
12	3,308,400	32	6,296,500
13	3,427,700	33	6,434,000
14	3,547,100		
15	3,687,100		
16	3,827,000		
17	3,966,300		
18	4,105,600		
19	4,245,600		
20	4,384,200		

Source: Ministry of Personnel Management 2025

As an example, the salary levels as of 2024/25 were set as follows:

A, President of Mokpo National Maritime University, Korea National Sport University, Korea National University of Cultural Heritage, College of Education: **9,127,800 KRW** (2024).

B, President of Gangneung-Wonju National University, Kangwon National University, Kyungpook National University, Gyeongsang National University, Kongju National University, Kunsan National University, Kumoh National Institute of Technology, Mokpo National University, Pukyong National University, Hanbat 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, Hankyong National University: **9,293,500 KRW** (2025).

Note: The salaries of the chief and education researchers working at the university, at the Ministry of Education, at the National Education Commission, 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 2025													
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	5,892,800	5,559,100	4,513,200	3,967,000	3,268,300	2,710,100	2,163,900	2,017,300	2,458,300	3,447,400	2,384,500	2,046,400	2,000,900
2	6,038,600	5,703,500	4,665,000	4,118,700	3,416,400	2,824,000	2,255,800	2,107,100	2,575,300	3,557,500	2,490,300	2,124,700	2,021,500
3	6,184,400	5,847,900	4,816,800	4,270,400	3,564,500	2,937,900	2,347,700	2,196,900	2,692,300	3,667,600	2,596,100	2,203,000	2,042,100
4	6,330,200	5,992,300	4,968,600	4,422,100	3,712,600	3,077,600	2,439,600		2,809,300	3,777,700	2,701,900	2,281,300	2,062,700
5	6,476,000	6,136,700	5,120,400	4,573,800	3,860,700	3,217,300	2,531,500		2,926,300	3,887,800	2,807,700	2,359,600	2,083,300
6	6,621,800	6,281,100	5,272,200	4,725,500	4,008,800	3,357,000	2,648,800		3,043,300	3,997,900	2,913,500	2,437,900	2,113,200
7	6,767,600	6,425,500	5,424,000	4,877,200	4,156,900	3,496,700	2,766,100		3,160,300	4,108,000	3,019,300	2,516,200	2,143,100
8	6,913,400	6,569,900	5,575,800	5,028,900	4,305,000	3,636,400			3,277,300	4,218,100	3,125,100	2,615,100	2,173,000
9	7,059,200	6,714,300	5,727,600	5,180,600	4,453,100	3,776,100			3,394,300	4,328,200	3,230,900	2,714,000	2,202,900
10	7,205,000	6,858,700	5,879,400	5,332,300	4,601,200	3,915,800			3,511,300	4,438,300	3,336,700	2,812,900	2,232,800
11	7,350,800	7,003,100	6,031,200	5,484,000	4,749,300	4,055,500			3,628,300	4,548,400	3,442,500	2,911,800	
12	7,496,600	7,147,500	6,183,000	5,635,700	4,897,400	4,195,200			3,745,300	4,658,500	3,548,300	3,010,700	
13	7,642,400	7,291,900	6,334,800	5,787,400	5,045,500				3,862,300	4,768,600	3,654,100	3,109,600	
14			6,486,600	5,939,100	5,193,600				3,979,300	4,878,700	3,759,900	3,208,500	
15			6,638,400	6,090,800					4,096,300	4,988,800	3,865,700	3,307,400	
16									4,213,300		3,971,500	3,406,300	
17									4,330,300		4,077,300	3,505,200	
18									4,447,300		4,183,100	3,604,100	
19									4,564,300		4,288,900	3,703,000	
20									4,681,300			3,801,900	
21									4,798,300			3,900,800	
22									4,915,300			3,999,700	
23									5,032,300				
24									5,149,300				
25									5,266,300				
26									5,383,300				
27									5,500,300				

Source: Ministry of Personnel Management 2025

A General's salary as of 2025 was fixed at 9,293,500 KRW and a Lieutenant General's salary at 9,127,800 KRW, an increase of 3% yoy over 2024.

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 (2025)	
Pay step	Salary
16	9,262,100
15	8,736,600
14	8,213,600
13	7,744,700
12	7,348,800
11	7,157,900
10	6,933,400
9	6,558,200
8	6,111,200
7	5,725,800
6	5,363,800
5	5,014,900
4	4,663,300
3	4,323,800
2	3,984,900
1	3,536,500

Source: Ministry of Personnel Management 2025

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 M&A or joint-venture agreements with Korean counterparts.

We offer project management support across a wide range of areas, where commercial common sense, Korea expertise, and our reliability are winning factors. For established companies in Korea, we are a reliable ally for succeeding at difficult and unusual tasks. We provide locally adapted solutions and provide you with everything you need to make your business operations and market entry to Korea a lasting success.

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Business Incubation	Interim Management	Team Setup
Office Search & Setup	Crisis Management	HR Assessment
Freelancer Hosting	Negotiations	HR Consulting
Trustee Service	M&A / Joint Venture	Business Coaching

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