



- Labor Costs in South Korea -

PRIVATE & PUBLIC SECTOR

Updated: February 2024

www.nowak-partner.com



- Labor Costs in South Korea -

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 2024, which has been acquired while conducting research at local institutions, ministries, and other Korean sources such as job portals.

Year	2018	2019	2020	2021	2022	2023
Population (>15 years)	44,182,000	44,504,000	44,785,000	45,080,000	45,260,000	45,407,000
Economically active population (>15 years)	27,895,000	28,186,000	28,012,000	28,096,000	28,922,000	29,203,000
Working population (>15 years)	26,822,000	27,123,000	26,904,000	26,953,000	28,089,000	28,416,000
Employment rate	60.7%	60.9%	60.1%	60.5%	62.1%	62.6%
Male	70.8%	70.7%	69.8%	70.0%	71.5%	71.3%
Female	50.9%	51.6%	50.7%	51.2%	52.9%	54.1%

Source: Korean Ministry of Employment and Labor, for 2016-2023: Statistics Korea

As of **2024**, an amount of **9,860 KRW** has been set as the official **minimum wage per hour in the Republic of Korea**, a rise of 2.5% compared to the previous year.

Minimum wage per hour in KRW							
Year	2018	2019	2020	2021	2022	2023	2024
Minimum wage	7,530	8,350	8,590	8,720	9,160	9,620	9,860
Difference in %	16.4	10.9	2.9	1.5	5.1	5.0	2.5

Source: Korean Ministry of Employment and Labor 2024

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 2024 is contained in the following table.

Social contributions in Korea 2024				
Social contribution scheme	Employer (%)	Employee (%)	Total (%)	Comment
National Pension	4.5	4.5	9.0	Gross compensation x % = (Max. 277,650 KRW per month, per party) Minimum income for deductions: 390.000 KRW Maximum income for deductions: 6.170.000 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 Upper limit of monthly remuneration: 119.625.106 KRW
National Care Insurance	6.475	6.475	12.95	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.

For the various industries in 2023, a slight increase in the total of working hours as well as an increase of the monthly salary at 4% compared to 2022 can be observed. As far as the annual bonus is concerned, the overall trend shows an increase with significant differences in industry sectors.

The following table contains the **average annual salary by industry and headcount for 2023**.

Average annual salary by industry by headcount 2023							
Industry	Headcount	Total working hours	Δ 23/22	Total monthly salary (KRW)	Δ 23/22	Annual bonus (KRW)	Δ 23/22
Total	All (Over 5 employees)	163.3	-4%	3,581,294	4%	367,797	4%
	Over 5	161.5	-4%	3,123,661	4%	140,670	6%
	Over 10	163.6	-4%	3,385,790	4%	247,981	18%
	Over 30	165.7	-4%	3,475,940	2%	242,184	-13%
	1-299	165.2	-4%	3,671,810	3%	432,519	4%
	Over 300	160.8	-3%	4,193,389	4%	754,306	5%
Production	All (Over 5 employees)	173.1	-3%	3,527,015	4%	370,145	-1%
	Over 5	167.8	-3%	3,232,489	4%	67,903	43%
	Over 10	172.3	-4%	3,367,232	5%	116,594	63%
	Over 30	175.5	-4%	3,268,552	3%	117,662	-45%
	1-299	178.6	-3%	3,430,622	3%	536,936	-1%
	Over 300	170.6	-1%	4,209,166	5%	969,011	1%
Wholesale and retail	All (Over 5 employees)	162.8	-4%	3,958,813	5%	381,236	30%
	Over 5	163.7	-4%	3,672,169	8%	142,972	-14%
	Over 10	164.2	-5%	3,775,555	3%	331,054	21%
	Over 30	163.7	-4%	4,180,317	2%	438,444	37%
	1-299	159.1	-3%	4,013,971	6%	794,699	104%
	Over 300	157.9	-4%	5,108,133	3%	677,084	8%
Transportation	All (Over 5 employees)	161.1	-1%	3,345,647	7%	636,660	71%
	Over 5	167.1	-2%	3,430,332	3%	122,140	465%
	Over 10	162.6	-4%	3,606,830	8%	183,679	-9%
	Over 30	150.5	-4%	2,828,941	1%	373,657	65%
	1-299	171.5	3%	2,992,196	4%	447,474	-14%
	Over 300	156.9	1%	4,183,796	16%	1,972,516	161%
Publishing, Communication & IT	All (Over 5 employees)	161.7	-4%	4,514,074	3%	315,096	-28%
	Over 5	157.2	-1%	3,702,137	0%	77,570	-48%
	Over 10	160.4	-7%	3,962,451	2%	110,926	-6%
	Over 30	163.1	-4%	4,416,731	5%	279,547	-22%
	1-299	166.6	-4%	4,423,683	4%	429,427	-8%
	Over 300	160.2	-5%	5,480,114	3%	540,723	-40%
Finance and Insurance	All (Over 5 employees)	157.4	-4%	5,041,618	4%	1,810,304	7%
	Over 5	157.8	-4%	4,602,233	7%	1,839,427	26%
	Over 10	155.7	-5%	4,998,487	5%	2,465,428	17%
	Over 30	160.8	-2%	4,513,678	2%	1,112,975	6%
	1-299	153.7	-5%	4,955,205	-6%	1,083,136	-37%
	Over 300	158.3	-3%	5,660,922	6%	1,752,957	2%
Engineering	All (Over 5 employees)	159.7	-4%	4,738,029	3%	508,070	-7%
	Over 5	157.1	-4%	3,484,928	3%	193,504	-14%
	Over 10	157.9	-5%	4,269,018	6%	360,446	98%
	Over 30	162.2	-4%	4,436,762	1%	380,154	-49%
	1-299	160.1	-6%	5,316,501	4%	452,250	33%
	Over 300	160.3	-2%	5,417,764	1%	812,693	-8%

Source: Korean Ministry of Employment and Labor, 2023

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	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%
	2018	176.3	3,259,281	4%	374,381	-5%
Production	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%
	2018	185.3	3,308,568	4%	458,162	-9%
Wholesale and retail	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%
	2018	173.6	3,322,282	4%	349,848	-1%
Transportation	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%
	2018	169	2,942,034	5%	364,139	-23%
Publishing, Communication & IT	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%
	2018	169.4	3,994,859	3%	340,638	-9%
Finance and Insurance	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%
	2018	166.7	4,346,513	4%	1,596,854	26%
Engineering	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%
	2018	167.4	4,324,868	3%	475,928	-6%

Source: Korean Ministry of Employment and Labor, 2023

The average annual salaries in Korea in 2023 in various industries based on Korean job portals were higher than in 2022.

Average annual salary by activity in KRW for 2022-2023				
Industry	Average salary (KRW) 2023	Average salary (KRW) 2022	Occupation	Average (KRW)
Law and finance	51,714,000	48,668,000	Law Legal Patent	50,390,000
			Tax accounting	47,400,000
			Bank	64,240,000
			Insurance	50,940,000
			Research and Advisory	45,600,000
Healthcare	44,875,000	42,667,500	Pharma	45,900,000
			Healthcare	43,850,000
Trade and Logistics	44,363,333	42,703,333	Distribution and Trading	47,490,000
			Sales	42,900,000
			Transport und Logistics	42,700,000
Production and Chemistry	47,392,500	45,220,000	Petrochemical Energy	46,600,000
			Hardware Automotive	48,280,000
			Shipbuilding, Aerospace	46,910,000
			Semiconductor Science	47,780,000
Customer Service	41,300,000	39,340,000	Automobile service	43,170,000
			Leisure	39,430,000
Media & Design	43,440,000	41,514,000	Broadcaster	46,350,000
			Display / Advertising / Promotion	42,530,000
			Publishing / Printing / Photography	43,820,000
			Design / Planning	41,690,000
			Entertainment	42,810,000
Real Estate and Construction	43,316,667	40,933,333	Architect	41,180,000
			Real Estate Rental	46,390,000
			Interior Decoration	42,380,000
IT & Communication	48,752,500	46,392,500	Network Communication / Mobile	49,120,000
			ERP / CRM	47,300,000
			IT Consulting	48,630,000
			Games	49,960,000

Source: Saram-in, 2023

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 (2018 to 2023) 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 2023								
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 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
Average 2018	21.1	176.3	165.3	11.0	3,259,281	3,030,795	228,486	374,381
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 2023

Below please find a summary of the salaries in the public sector for 2024. 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 (2024)									
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	4,367,600	3,931,900	3,547,400	3,040,400	2,717,000	2,241,500	2,050,600	1,913,400	1,877,000
2	4,520,700	4,077,800	3,678,600	3,164,500	2,826,700	2,345,700	2,125,400	1,963,000	1,897,100
3	4,677,700	4,225,600	3,813,800	3,290,700	2,940,800	2,453,200	2,209,000	2,019,800	1,925,200
4	4,838,200	4,374,800	3,949,900	3,419,800	3,059,200	2,563,100	2,302,400	2,084,300	1,961,600
5	5,002,600	4,526,100	4,088,300	3,550,700	3,180,800	2,676,300	2,408,100	2,163,600	2,006,700
6	5,169,000	4,677,600	4,228,000	3,682,900	3,304,800	2,792,600	2,516,400	2,263,400	2,061,100
7	5,337,900	4,831,100	4,369,400	3,816,200	3,430,700	2,909,300	2,625,300	2,363,500	2,133,300
8	5,508,100	4,984,400	4,511,100	3,950,200	3,558,200	3,026,300	2,735,100	2,459,900	2,220,800
9	5,680,900	5,138,700	4,654,000	4,084,700	3,686,100	3,143,700	2,839,500	2,551,700	2,304,500
10	5,854,600	5,292,900	4,796,800	4,219,000	3,814,900	3,253,800	2,939,100	2,638,700	2,385,100
11	6,027,900	5,447,900	4,939,900	4,354,500	3,935,300	3,358,200	3,033,100	2,722,800	2,461,800
12	6,207,100	5,608,200	5,088,200	4,482,000	4,051,400	3,461,000	3,125,400	2,805,000	2,538,300
13	6,387,300	5,769,400	5,226,000	4,601,200	4,161,600	3,557,700	3,213,100	2,884,000	2,611,500
14	6,568,000	5,915,400	5,354,000	4,712,500	4,264,300	3,649,000	3,296,800	2,959,600	2,682,600
15	6,725,800	6,050,000	5,471,900	4,817,300	4,361,400	3,736,800	3,376,900	3,032,100	2,750,600
16	6,866,100	6,173,300	5,581,800	4,916,200	4,452,700	3,819,000	3,452,500	3,102,200	2,816,300
17	6,990,400	6,286,800	5,684,000	5,008,000	4,538,600	3,897,500	3,525,200	3,167,600	2,880,600
18	7,101,100	6,390,600	5,779,000	5,093,700	4,619,700	3,971,700	3,594,700	3,230,900	2,940,300
19	7,200,200	6,486,500	5,866,800	5,173,800	4,696,100	4,042,100	3,660,200	3,291,800	2,999,200
20	7,289,100	6,573,900	5,949,100	5,248,600	4,767,800	4,108,300	3,722,500	3,349,800	3,055,200
21	7,371,000	6,653,900	6,025,300	5,318,500	4,835,100	4,172,000	3,782,000	3,405,200	3,108,200
22	7,443,900	6,727,300	6,095,800	5,384,100	4,898,400	4,231,900	3,838,100	3,458,400	3,158,900
23	7,505,600	6,794,400	6,160,900	5,445,700	4,958,200	4,288,100	3,892,500	3,509,000	3,207,400
24		6,849,300	6,221,800	5,503,800	5,014,000	4,341,700	3,944,000	3,557,900	3,253,900
25		6,901,700	6,271,600	5,556,800	5,066,800	4,392,600	3,992,800	3,604,300	3,298,200
26			6,319,300	5,601,800	5,116,500	4,440,800	4,039,700	3,649,200	3,338,300
27			6,363,500	5,643,200	5,157,800	4,486,500	4,079,200	3,686,700	3,372,800
28				5,682,900	5,197,400	4,524,900	4,116,100	3,722,800	3,406,000
29					5,233,800	4,560,700	4,151,800	3,757,000	3,438,100
30					5,269,100	4,596,200	4,185,900	3,790,000	3,469,200
31						4,629,000	4,217,900	3,822,100	3,499,900
32						4,660,000			

Source: Ministry of Personnel Management 2024

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 (2024)			
Position Group / Pay grade	Group A	Group B	Group C
1	2,717,000	2,050,600	1,877,000
2	2,845,800	2,139,400	1,895,700
3	2,975,000	2,236,500	1,923,900
4	3,105,300	2,342,600	1,962,000
5	3,238,100	2,453,300	2,010,500
6	3,367,800	2,566,400	2,070,100
7	3,493,500	2,681,000	2,141,700
8	3,620,600	2,792,400	2,229,900
9	3,748,800	2,889,900	2,315,600
10	3,879,500	2,985,800	2,399,800
11	3,995,800	3,080,100	2,476,900
12	4,108,700	3,164,300	2,545,000
13	4,209,500	3,249,300	2,617,000
14	4,313,400	3,323,500	2,690,200
15	4,422,200	3,397,600	2,760,500
16	4,504,800	3,474,300	2,827,600
17	4,586,500	3,551,300	2,887,100
18	4,659,200	3,620,500	2,947,900
19	4,736,000	3,684,900	3,009,700
20	4,807,700	3,753,400	3,072,600
21	4,884,500	3,823,000	3,132,000
22	4,957,800	3,884,100	3,193,000
23	5,034,600	3,948,000	3,248,800
24	5,113,700	4,014,700	3,308,600
25	5,190,900	4,076,000	3,362,900
26	5,273,800	4,137,400	3,421,800
27	5,354,200	4,201,700	3,477,900
28	5,432,600	4,266,500	3,528,200
29	5,514,400	4,326,700	3,577,500
30	5,591,400	4,386,400	3,624,100
31	5,670,400	4,446,000	3,667,100
32	5,751,800	4,505,300	3,708,300
33	5,832,300	4,565,900	3,747,200
34	5,912,500	4,623,500	3,785,600
35	5,992,300	4,683,200	3,826,300
36	6,072,200	4,738,500	3,866,300
37	6,152,700	4,793,500	3,906,200
38	6,233,500	4,848,600	3,946,000
39	6,312,500		
40	6,363,500		

Source: Ministry of Personnel Management 2024

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	4,601,20	4,280,80	3,909,500	3,394,800	2,932,400	2,409,200	2,187,70	1,960,50	1,877,000
2	4,754,30	4,426,70	4,040,700	3,518,900	3,042,100	2,513,400	2,259,40	2,023,60	1,903,000
3	4,911,30	4,574,50	4,175,900	3,645,100	3,156,200	2,620,900	2,345,30	2,095,10	1,940,800
4	5,071,80	4,723,70	4,312,000	3,774,200	3,274,600	2,730,800	2,436,80	2,175,60	1,991,100
5	5,236,20	4,875,00	4,450,400	3,905,100	3,396,200	2,844,000	2,542,60	2,266,10	2,054,700
6	5,402,60	5,026,50	4,590,100	4,037,300	3,520,200	2,960,300	2,650,90	2,365,90	2,132,700
7	5,571,50	5,180,00	4,731,500	4,170,600	3,646,100	3,076,900	2,759,80	2,466,00	2,223,500
8	5,741,70	5,333,30	4,873,200	4,304,600	3,773,600	3,194,000	2,869,60	2,562,40	2,310,800
9	5,914,50	5,487,60	5,016,100	4,439,100	3,901,500	3,311,400	2,973,90	2,654,20	2,394,700
10	6,088,20	5,641,80	5,158,900	4,573,400	4,030,300	3,421,500	3,073,60	2,741,20	2,475,100
11	6,261,50	5,796,80	5,302,000	4,708,900	4,150,700	3,525,900	3,167,60	2,825,30	2,551,900
12	6,440,70	5,957,10	5,450,300	4,836,400	4,266,800	3,628,700	3,259,90	2,907,50	2,628,400
13	6,620,90	6,118,30	5,588,100	4,955,600	4,377,000	3,725,400	3,347,50	2,986,50	2,701,600
14	6,801,60	6,264,30	5,716,100	5,066,900	4,479,700	3,816,700	3,431,30	3,062,00	2,772,500
15	6,959,40	6,398,90	5,834,000	5,171,700	4,576,800	3,904,500	3,511,30	3,134,60	2,840,500
16	7,099,70	6,522,20	5,943,900	5,270,600	4,668,100	3,986,700	3,587,00	3,204,70	2,906,400
17	7,224,00	6,635,70	6,046,100	5,362,400	4,754,000	4,065,200	3,659,70	3,270,00	2,970,600
18	7,334,70	6,739,50	6,141,100	5,448,100	4,835,100	4,139,400	3,729,20	3,333,40	3,030,500
19	7,433,80	6,835,40	6,228,900	5,528,200	4,911,500	4,209,800	3,794,70	3,394,30	3,089,200
20	7,522,70	6,922,80	6,311,200	5,603,000	4,983,200	4,276,000	3,857,00	3,452,30	3,145,400
21	7,604,60	7,002,80	6,387,400	5,672,900	5,050,500	4,339,600	3,916,50	3,507,70	3,198,200
22	7,677,50	7,076,20	6,457,900	5,738,500	5,113,800	4,399,600	3,972,60	3,560,90	3,249,000
23	7,739,20	7,143,30	6,523,000	5,800,100	5,173,600	4,455,800	4,027,00	3,611,50	3,297,300
24		7,198,20	6,583,900	5,858,200	5,229,400	4,509,400	4,078,50	3,660,40	3,344,000
25		7,250,60	6,633,700	5,911,200	5,282,200	4,560,300	4,127,30	3,706,80	3,388,300
26			6,681,400	5,956,200	5,331,900	4,608,500	4,174,20	3,751,70	3,428,200
27			6,725,600	5,997,600	5,373,200	4,654,200	4,213,70	3,789,20	3,462,900
28				6,037,300	5,412,800	4,692,600	4,250,60	3,825,30	3,496,100
29					5,449,200	4,728,400	4,286,20	3,859,40	3,528,200
30					5,484,500	4,763,900	4,320,40	3,892,50	3,559,300
31						4,796,700	4,352,40	3,924,60	3,589,900
32						4,827,600			

Source: Ministry of Personnel Management 2024

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 (2024)		
Pay grade	Senior Advisor	Instructor
1	2,717,000	2,050,600
2	2,850,200	2,154,000
3	2,983,100	2,267,200
4	3,116,200	2,391,200
5	3,248,800	2,518,000
6	3,441,000	2,641,700
7	3,632,300	2,765,800
8	3,823,400	2,889,800
9	4,013,700	3,012,900
10	4,203,900	3,136,200
11	4,373,300	3,229,000
12	4,542,500	3,321,800
13	4,709,500	3,415,100
14	4,877,900	3,508,100
15	5,044,600	3,600,700
16	5,207,000	3,674,700
17	5,368,600	3,748,000
18	5,530,800	3,822,100
19	5,691,100	3,895,200
20	5,851,800	3,969,000
21	5,985,700	4,040,000
22	6,118,600	4,111,600
23	6,252,000	4,182,800
24	6,384,800	4,253,900
25	6,517,900	4,324,700
26	6,629,100	4,373,800
27	6,741,700	4,422,700
28	6,853,400	4,471,900
29	6,964,400	4,519,300
30	7,075,900	4,568,200
31	7,162,100	4,616,900
32	7,248,500	4,659,500
33		4,702,300
34		4,744,300
35		4,786,500
36		4,825,800

Source: Ministry of Personnel Management 2024

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 (2024)		
Pay grade	Senior Advisor	Instructor
1	2,717,000	1,913,400
2	2,848,500	1,989,100
3	2,979,500	2,079,700
4	3,111,100	2,186,900
5	3,240,600	2,312,900
6	3,413,100	2,425,500
7	3,585,600	2,538,600
8	3,758,600	2,650,900
9	3,930,600	2,763,400
10	4,101,500	2,875,400
11	4,256,200	2,972,000
12	4,409,900	3,068,200
13	4,563,700	3,163,800
14	4,716,700	3,259,000
15	4,868,600	3,353,100
16	5,002,700	3,438,100
17	5,138,800	3,522,700
18	5,273,700	3,606,600
19	5,407,300	3,690,300
20	5,540,600	3,774,400
21	5,659,400	3,852,200
22	5,778,800	3,930,600
23	5,897,500	4,008,000
24	6,016,000	4,085,400
25	6,134,800	4,162,400
26	6,238,600	4,220,600
27	6,341,700	4,279,500
28	6,445,500	4,338,400
29	6,548,300	4,397,100
30	6,652,700	4,454,800
31	6,722,500	4,505,300
32	6,793,100	4,549,400
33		4,593,600
34		4,637,400
35		4,681,400
36		4,722,300

Source: Ministry of Personnel Management 2024

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 (2024)									
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	3,221,30	2,999,00	2,794,200	2,597,900	2,411,400	2,241,500	2,050,60	1,913,40	1,877,000
2	3,343,20	3,116,60	2,907,600	2,708,900	2,518,800	2,345,700	2,125,40	1,963,00	1,897,100
3	3,470,00	3,238,50	3,023,900	2,822,100	2,629,600	2,453,200	2,209,00	2,019,80	1,925,200
4	3,602,40	3,365,10	3,141,700	2,938,300	2,742,700	2,563,100	2,302,40	2,084,30	1,961,600
5	3,738,90	3,495,60	3,261,900	3,054,600	2,859,100	2,676,300	2,408,10	2,163,60	2,006,700
6	3,878,50	3,628,90	3,386,400	3,172,100	2,975,600	2,792,600	2,516,40	2,263,40	2,061,100
7	4,022,70	3,764,40	3,511,800	3,289,200	3,092,500	2,909,300	2,625,30	2,363,50	2,133,300
8	4,168,20	3,902,40	3,640,400	3,407,200	3,209,600	3,026,300	2,735,10	2,459,90	2,220,800
9	4,314,60	4,040,80	3,769,100	3,525,700	3,327,800	3,143,700	2,839,50	2,551,70	2,304,500
10	4,461,60	4,180,10	3,897,900	3,644,700	3,446,100	3,253,800	2,939,10	2,638,70	2,385,100
11	4,609,60	4,318,90	4,026,600	3,764,300	3,557,000	3,358,200	3,033,10	2,722,80	2,461,800
12	4,750,00	4,444,00	4,144,000	3,879,100	3,664,500	3,461,000	3,125,40	2,805,00	2,538,300
13	4,880,90	4,560,50	4,252,700	3,986,300	3,766,700	3,557,700	3,213,10	2,884,00	2,611,500
14	5,002,60	4,670,80	4,356,700	4,087,600	3,863,400	3,649,000	3,296,80	2,959,60	2,682,600
15	5,115,50	4,773,20	4,452,900	4,183,200	3,955,100	3,736,800	3,376,90	3,032,10	2,750,600
16	5,220,80	4,870,40	4,544,500	4,274,000	4,041,700	3,819,000	3,452,50	3,102,20	2,816,300
17	5,318,10	4,960,20	4,630,700	4,359,300	4,123,900	3,897,500	3,525,20	3,167,60	2,880,600
18	5,408,20	5,044,90	4,712,200	4,439,900	4,201,100	3,971,700	3,594,70	3,230,90	2,940,300
19	5,492,30	5,123,90	4,788,900	4,515,300	4,273,700	4,042,100	3,660,20	3,291,80	2,999,200
20	5,570,30	5,198,40	4,861,000	4,587,300	4,343,400	4,108,300	3,722,50	3,349,80	3,055,200
21	5,643,10	5,267,10	4,928,900	4,654,500	4,408,900	4,172,000	3,782,00	3,405,20	3,108,200
22	5,709,80	5,332,60	4,992,600	4,717,800	4,469,700	4,231,900	3,838,10	3,458,40	3,158,900
23	5,765,30	5,393,60	5,053,400	4,777,300	4,527,800	4,288,100	3,892,50	3,509,00	3,207,400
24	5,817,20	5,444,70	5,109,400	4,834,000	4,583,100	4,341,700	3,944,00	3,557,90	3,253,900
25		5,492,50	5,157,100	4,886,800	4,635,600	4,392,600	3,992,80	3,604,30	3,298,200
26			5,202,000	4,930,700	4,684,100	4,440,800	4,039,70	3,649,20	3,338,300
27			5,245,000	4,972,300	4,725,400	4,486,500	4,079,20	3,686,70	3,372,800
28				5,012,700	4,764,700	4,524,900	4,116,10	3,722,80	3,406,000
29				5,049,600	4,801,100	4,560,700	4,151,80	3,757,00	3,438,100
30					4,836,500	4,596,200	4,185,90	3,790,00	3,469,200
31						4,629,000	4,217,90	3,822,10	3,499,900
32						4,660,000			

Source: Ministry of Personnel Management 2024

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 (2024)										
Pay grade / Rank	Chief Superintendent General / Fire marshal	Senior Superintendent General / Deputy Fire Marshal	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	4,601,200	4,280,800	3,909,500	3,394,800	2,932,400	2,531,400	2,261,900	2,187,700	1,960,500	1,877,000
2	4,754,300	4,426,700	4,040,700	3,518,900	3,042,100	2,640,300	2,368,500	2,259,400	2,023,600	1,914,800
3	4,911,300	4,574,500	4,175,900	3,645,100	3,156,200	2,751,300	2,476,400	2,345,300	2,095,100	1,962,500
4	5,071,800	4,723,700	4,312,000	3,774,200	3,274,600	2,865,600	2,587,300	2,436,800	2,175,600	2,020,700
5	5,236,200	4,875,000	4,450,400	3,905,100	3,396,200	2,981,700	2,701,100	2,542,600	2,266,100	2,090,300
6	5,402,600	5,026,500	4,590,100	4,037,300	3,520,200	3,100,700	2,815,800	2,650,900	2,365,900	2,172,300
7	5,571,500	5,180,000	4,731,500	4,170,600	3,646,100	3,222,200	2,931,700	2,759,800	2,466,000	2,263,100
8	5,741,700	5,333,300	4,873,200	4,304,600	3,773,600	3,344,800	3,047,700	2,869,600	2,562,400	2,350,400
9	5,914,500	5,487,600	5,016,100	4,439,100	3,901,500	3,468,500	3,164,300	2,973,900	2,654,200	2,434,300
10	6,088,200	5,641,800	5,158,900	4,573,400	4,030,300	3,584,100	3,274,500	3,073,600	2,741,200	2,514,800
11	6,261,500	5,796,800	5,302,000	4,708,900	4,150,700	3,693,600	3,377,700	3,167,600	2,825,300	2,591,700
12	6,440,700	5,957,100	5,450,300	4,836,400	4,266,800	3,800,200	3,479,600	3,259,900	2,907,500	2,667,900
13	6,620,900	6,118,300	5,588,100	4,955,600	4,377,000	3,900,800	3,576,200	3,347,500	2,986,500	2,741,200
14	6,801,600	6,264,300	5,716,100	5,066,900	4,479,700	3,997,000	3,666,900	3,431,300	3,062,000	2,812,300
15	6,959,400	6,398,900	5,834,000	5,171,700	4,576,800	4,087,100	3,754,700	3,511,300	3,134,600	2,880,300
16	7,099,700	6,522,200	5,943,900	5,270,600	4,668,100	4,173,800	3,836,700	3,587,000	3,204,700	2,946,000
17	7,224,000	6,635,700	6,046,100	5,362,400	4,754,000	4,254,400	3,915,100	3,659,700	3,270,000	3,010,300
18	7,334,700	6,739,500	6,141,100	5,448,100	4,835,100	4,331,900	3,989,200	3,729,200	3,333,400	3,070,200
19	7,433,800	6,835,400	6,228,900	5,528,200	4,911,500	4,404,500	4,059,700	3,794,700	3,394,300	3,129,000
20	7,522,700	6,922,800	6,311,200	5,603,000	4,983,200	4,473,300	4,126,700	3,857,000	3,452,300	3,185,000
21	7,604,600	7,002,800	6,387,400	5,672,900	5,050,500	4,538,200	4,190,400	3,916,500	3,507,700	3,237,800
22	7,677,500	7,076,200	6,457,900	5,738,500	5,113,800	4,600,800	4,250,500	3,972,600	3,560,900	3,288,700
23	7,739,200	7,143,300	6,523,000	5,800,100	5,173,600	4,658,300	4,307,500	4,027,000	3,611,500	3,337,200
24		7,198,200	6,583,900	5,858,200	5,229,400	4,713,900	4,362,100	4,078,500	3,660,400	3,383,700
25		7,250,600	6,633,700	5,911,200	5,282,200	4,766,300	4,414,200	4,127,300	3,706,800	3,427,800
26			6,681,400	5,956,200	5,331,900	4,815,900	4,461,800	4,174,200	3,751,700	3,468,100
27			6,725,600	5,997,600	5,373,200	4,862,100	4,502,600	4,213,700	3,789,200	3,502,500
28				6,037,300	5,412,800	4,901,800	4,541,900	4,250,600	3,825,300	3,535,700
29					5,449,200	4,938,600	4,579,000	4,286,200	3,859,400	3,567,800
30					5,484,500	4,974,700	4,613,900	4,320,400	3,892,500	3,599,100
31						5,007,900	4,647,400	4,352,400	3,924,600	3,629,500
32						5,039,600				

Source: Ministry of Personnel Management 2024

The documents of the Ministry also define the salary of students at the National Police University. The salary is fixed accordingly at 1,012,500 KRW for a freshman of the first year, at 1,125,000 KRW for the second year, at 1,250,000 KRW for the third year and at 1,375,000 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 (2024)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	1,806,700	21	3,377,600
2	1,861,400	22	3,502,200
3	1,916,900	23	3,625,800
4	1,972,200	24	3,749,800
5	2,028,000	25	3,873,600
6	2,083,600	26	3,997,900
7	2,138,700	27	4,127,500
8	2,193,500	28	4,256,800
9	2,247,400	29	4,392,000
10	2,285,900	30	4,527,800
11	2,324,400	31	4,663,100
12	2,384,200	32	4,798,300
13	2,492,800	33	4,935,600
14	2,601,800	34	5,072,400
15	2,710,700	35	5,209,500
16	2,819,900	36	5,346,000
17	2,927,700	37	5,464,800
18	3,040,700	38	5,583,700
19	3,152,900	39	5,702,800
20	3,265,300	40	5,821,200

Source: Ministry of Personnel Management 2024

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 (2024)			
Pay grade	Monthly pay	Pay grade	Monthly pay
1	2,232,000	21	4,391,500
2	2,302,200	22	4,526,500
3	2,373,000	23	4,702,500
4	2,443,100	24	4,878,100
5	2,513,900	25	5,053,700
6	2,591,400	26	5,228,900
7	2,668,600	27	5,404,200
8	2,746,300	28	5,579,500
9	2,862,800	29	5,712,900
10	2,979,300	30	5,846,400
11	3,096,000	31	5,979,700
12	3,212,000	32	6,113,100
13	3,327,900	33	6,246,600
14	3,443,800		
15	3,579,700		
16	3,715,500		
17	3,850,800		
18	3,986,000		
19	4,121,900		
20	4,256,500		

Source: Ministry of Personnel Management 2024

As an example, the salary levels as of 2023/24 were set as follows:

- A. President of Korea National University of Welfare: **7,319,800 KRW** (2023).
- 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: **8,861,900 KRW** (2024).
- 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: **9,022,800 KRW (2024)**.

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 2024													
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	5,721,200	5,397,200	4,381,700	3,851,500	3,173,100	2,581,100	2,041,400	1,892,400	2,386,700	3,347,000	2,315,000	1,930,600	1,877,000
2	5,862,700	5,537,400	4,529,100	3,998,800	3,316,900	2,716,700	2,142,200	1,979,600	2,500,300	3,453,900	2,417,700	2,010,700	1,897,000
3	6,004,200	5,677,600	4,676,500	4,146,100	3,460,700	2,852,300	2,243,000	2,066,800	2,613,900	3,560,800	2,520,400	2,090,800	1,917,000
4	6,145,700	5,817,800	4,823,900	4,293,400	3,604,500	2,987,900	2,343,800		2,727,500	3,667,700	2,623,100	2,170,900	1,937,000
5	6,287,200	5,958,000	4,971,300	4,440,700	3,748,300	3,123,500	2,457,600		2,841,100	3,774,600	2,725,800	2,251,000	1,957,000
6	6,428,700	6,098,200	5,118,700	4,588,000	3,892,100	3,259,100	2,571,400		2,954,700	3,881,500	2,828,500	2,347,000	1,986,000
7	6,570,200	6,238,400	5,266,100	4,735,300	4,035,900	3,394,700	2,685,200		3,068,300	3,988,400	2,931,200	2,443,000	2,015,000
8	6,711,700	6,378,600	5,413,500	4,882,600	4,179,700	3,530,300			3,181,900	4,095,300	3,033,900	2,539,000	2,044,000
9	6,853,200	6,518,800	5,560,900	5,029,900	4,323,500	3,665,900			3,295,500	4,202,200	3,136,600	2,635,000	2,073,000
10	6,994,700	6,659,000	5,708,300	5,177,200	4,467,300	3,801,500			3,409,100	4,309,100	3,239,300	2,731,000	2,102,000
11	7,136,200	6,799,200	5,855,700	5,324,500	4,611,100	3,937,100			3,522,700	4,416,000	3,342,000	2,827,000	
12	7,277,700	6,939,400	6,003,100	5,471,800	4,754,900	4,072,700			3,636,300	4,522,900	3,444,700	2,923,000	
13	7,419,200	7,079,600	6,150,500	5,619,100	4,898,700				3,749,900	4,629,800	3,547,400	3,019,000	
14			6,297,900	5,766,400	5,042,500				3,863,500	4,736,700	3,650,100	3,115,000	
15			6,445,300	5,913,700					3,977,100	4,843,600	3,752,800	3,211,000	
16									4,090,700		3,855,500	3,307,000	
17									4,204,300		3,958,200	3,403,000	
18									4,317,900		4,060,900	3,499,000	
19									4,431,500		4,163,600	3,595,000	
20									4,545,100			3,691,000	
21									4,658,700			3,787,000	
22									4,772,300			3,883,000	
23									4,885,900				
24									4,999,500				
25									5,113,100				
26									5,226,700				
27									5,340,300				

Source: Ministry of Personnel Management 2024

A General's salary as of 2024 was fixed at 9,022,800 KRW and a Lieutenant General's salary at 8,861,000 KRW, an increase of 2.5% yoy over 2023.

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 (2024)	
Pay step	Salary
16	8,992,300
15	8,482,100
14	7,974,400
13	7,519,100
12	7,134,800
11	6,949,400
10	6,731,500
9	6,367,200
8	5,933,200
7	5,559,000
6	5,207,600
5	4,868,800
4	4,527,500
3	4,197,900
2	3,868,800
1	3,433,500

Source: Ministry of Personnel Management 2024

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.

About Nowak & Partner

Nowak & Partner is a management advisory firm focusing on market entry, executive search and project management in Korea.

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.

Nowak & Partner has successfully completed projects in Korea's key industry sectors, such as automotive, engineering, robotics, chemical, energy, renewable energy, arts, retail and cosmetics.

Market Entry

We structure your market entry and business development in Korea, including office search, office set-up and HR Services.

We provide customized one-stop solutions for our customers, including providing freelancers – qualified professionals – who represent your company in Korea.

Project Management

We tackle a variety of commercial and technical assignments, offer interim management and support you in difficult times.

We negotiate with Korean business partners for you and deliver professional advice regarding your joint venture or M&A endeavours.

HR Services

We select and recruit executives (C-level and mid-level), technical specialists and strategically critical professionals.

We provide a shortlist of the most suitable candidates for your business objectives, leaving you to choose your preferred match.

Turnkey Company Setup

Business Incubation

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

We fast-track the success of international companies in Korea!