

# ACT RELATING TO PROTECTION, ETC., FOR DISPATCHED WORKERS

Act No. 5512, Feb. 20, 1998

## CHAPTER I

### General Provisions

#### Article 1 (Purpose)

The purpose of this Act is to enhance the flexibility of supply and demand of manpower by managing the worker dispatch undertakings properly and setting up the criteria such as working conditions for dispatched workers, thereby contributing to the employment stability and the welfare enhancement of dispatched workers.

#### Article 2 (Definitions)

Terms used in this Act shall be defined as follows:

1. The term "worker dispatch" means a system in which a sending employer, while maintaining the employment relations after hiring a worker, has the worker engage in the work for a using employer in compliance with direction and order of the using employer in accordance with a contract on worker dispatch;
2. The term "worker dispatch undertakings" means a business to dispatch workers;
3. The term "sending employer" means a person who carries on the worker dispatch undertakings;
4. The term "using employer" means a person who uses a dispatched worker in compliance with a contract on worker dispatch;
5. The term "dispatched worker" means a person who is subject to worker dispatch as a person employed by a sending employer; and
6. The term "contract on worker dispatch" means an agreement prescribing the worker dispatch between a sending employer and a using employer.

#### Article 3 (Obligation of the Government)

The Government, in order to facilitate job seeking activities of workers and manpower securing activities of employers, shall make efforts so that a worker can be directly employed to an

employer by seeking and implementing various measures specified in the following Subparagraphs:

1. Collecting and providing employment information;
2. Research on jobs;
3. Vocational guidance; and
4. Establishment and operation of employment security organizations.

**Article 4 (Examination and Research on Worker Dispatch Undertakings)**

(1) The Government, if necessary, may have representatives of workers, employers, and public interest and related experts examine and research on the proper management of worker dispatch undertakings and major issues on protection of dispatched workers.

(2) Other matters necessary for examination and research as stipulated in Paragraph (1) shall be determined by the Ordinance of the Ministry of Labor.

## *CHAPTER II*

### **Proper Management of Worker Dispatch Undertakings**

**Article 5 (Jobs under the Worker Dispatch System)**

(1) Jobs to which Worker Dispatch System may apply shall include, except for direct production process in manufacturing, the ones selected by the Presidential Decree, which require expertise, skills or experiences.

(2) Notwithstanding the provisions of Paragraph (1), in the case where there is labor shortage due to child birth, illness, injury or a need to temporarily/occasionally secure manpower, Worker Dispatch System shall be permitted. Provided that such permission is not allowed for such undertakings as the following Subparagraphs:

1. Activities performed on the site of construction;
2. Activities of the region in which activities of supplying workers are permitted as stipulated in Article 33 of the Employment Security Act, as unloading activities as prescribed in the Subparagraph 1 of Article 3 of the Harbor Transport Business Act, Article 2 of the Railroad Transport Business Act, Article 33-2 of the Act on Distribution and Price Stabilization of Agricultural and Fishery Products, Subparagraph 1 and 10 of Article 2 of

- the Facilitation of Goods Distribution Act;
3. Activities of seamen as prescribed in Article 3 of the Seaman Act;
  4. Hazardous and dangerous activities as prescribed in Article 28 of the Industrial Safety and Health Act; and
  5. Other activities determined by the Presidential Decree, for reasons of worker protection, etc., not proper for worker dispatch undertakings.

(3) If an employer wishes to use dispatched workers under Paragraph (2), such an employer shall have sincere consultation with a trade union of a business or workplace concerned, in case there exists a trade union which is formed by the consent of the majority of all workers, or with a person who represents the majority of all workers, in case there exists no trade union which is composed of majority of all workers.

(4) Any person shall not run worker dispatch undertakings or be offered the labor service from such worker dispatch in violation of Paragraphs (1) through (3).

**Article 6 (Length of Dispatch Period)**

(1) The length of service period of dispatched workers under Paragraph (1) of Article 5 shall not exceed one year. Provided that there is an agreement among the sending employer, using employer and the dispatched worker, the period may be extended one time, not exceeding one year.

(2) The duration of worker dispatch under Paragraph (2) of Article 5 shall be as follows:

1. Period required to resolve the cause in case where there are such clear and objective causes as childbirth, illness and injury; and
2. Period within three months in the case where there is a need to secure manpower on a temporary and intermittent basis. Provided that the cause is not resolved and there is an agreement among a dispatch employer, a using employer and a dispatched worker, the period may be extended one time, not exceeding three months.

(3) If an employer continues to use dispatched workers exceeding two years, such workers shall be deemed to be employed from the next day of the expiration of the 2-year period. Provided that the concerned worker denies, this provision may not apply.

**Article 7 (Permission on Worker Dispatch Undertakings)**

- (1) The person who wishes to run worker dispatch undertakings

shall acquire permission of the Minister of Labor pursuant to the Ordinance of the Ministry of Labor. This requirement shall also apply when there is any change in major matters of what has been permitted, which are determined by the Ordinance of the Ministry of Labor.

(2) If the person who acquired permission on worker dispatch undertakings, under the first sentence part of Paragraph (1) wishes to change what has been permitted, other than the major matters as stipulated in the second sentence of the same Paragraph, he/she shall report such changes to the Minister of Labor pursuant to the Ordinance of the Ministry of Labor.

**Article 8 (Disqualification for Permission)**

The person who falls under any one of the following Subparagraphs shall not acquire permission on worker dispatch undertakings under Article 7:

1. A minor, an incompetent, a quasi-incompetent, or a person who is sentenced to bankruptcy and not reinstated;
2. A person who is sentenced to a penalty heavier than imprisonment without prison labor(excluding the probation), or for whom two years have not elapsed after the termination of, or exemption from such penalty
3. A person who was sentenced to a penalty heavier than imprisonment without prison labor(excluding the probation), or for whom three years have not elapsed after the termination of, or exemption from such penalty in violation of this Act, the Employment Security Act, Articles 6, 8, 27 through 29, 36, 42 through 45, 55, 62 of the Labor Standards Act, Article 6 of the Minimum Wage Act, and Article 100 (3) of the Seaman Act;
4. A person who is sentenced to a penalty heavier than imprisonment without prison labor and is on probation;
5. A person for whom three years have not elapsed since the permission on the concerned business was cancelled under Article 12; and
6. A juristic person whose executive falls under any one of Subparagraphs 1 through 5.

**Article 9 (Criteria for Permission)**

(1) If there is a request for permission on worker dispatch undertakings under Article 7, the Minister of Labor may permit worker dispatch undertakings that satisfy each one of the following Subparagraphs:

1. The applicant shall have assets and facilities, etc., by

- which he/she can afford to run the concerned worker dispatch undertakings properly; and
2. The concerned worker dispatch undertakings shall not be targeting a specific small number of using employers.
- (2) The detailed criteria for permission as stipulated in Paragraph (1) shall be determined by the Presidential Decree.

**Article 10 (Term of Validity of Permission, etc.)**

- (1) The term of validity of permission on worker dispatch undertakings shall be three years.
- (2) Any person who wishes to continue worker dispatch undertakings after termination of the term of validity of permission under Paragraph (1) shall obtain renewal permission pursuant to the Ordinance of the Ministry of Labor.
- (3) The term of validity of a renewed permission shall be three years, starting from the following day on which the term of validity of permission, before renewing, expires.
- (4) The provisions of Articles 7 through 9 shall apply mutatis mutandis to the renewal permission under Paragraph (2).

**Article 11 (Shutdown of Business)**

- (1) If a sending employer discontinues the worker dispatch undertakings, he/she shall report it to the Minister of Labor pursuant to the Ordinance of the Ministry of Labor.
- (2) If such report under Paragraph (1) is made, the permission on worker dispatch undertakings concerned shall be invalid from the day of report.

**Article 12 (Cancellation of Permission, etc.)**

- (1) The Minister of Labor may cancel the permission on the worker dispatch undertakings or order business stoppage by designating a period of less than six months if a sending employer falls under any one of the following subparagraphs. Provided that the permission in question shall be cancelled when a sending employer falls under subparagraphs 1 or 2:
  1. When a permission was issued through false or other fraudulent methods;
  2. When the reason for disqualification under Article 8 is applicable;
  3. When the criteria for permission under Article 9 are not fully met; and
  4. When this Act or order or disposition under this Act is violated.
- (2) If the Minister of Labor intends to cancel the permission for a juristic person whose disqualification is proved by Subparagraph

6 of Article 8, he/she shall give more than one month in advance, required in reappointing the executives of the juristic person concerned.

(3) The Minister of Labor shall hold a hearing when he/she is to cancel the permission under Paragraph (1).

(4) The criteria for cancellation of permission or business stoppage for worker dispatch undertakings under Paragraph (1) shall be determined by the Ordinance of the Ministry of Labor.

**Article 13 (Worker Dispatch after Cancellation of Permission, etc.)**

(1) A sending employer who is subject to cancellation of permission or business stoppage under Article 12 shall have duties and rights for the worker dispatched before such order and for the using employer as a sending employer until the concerned dispatch period expires.

(2) In case of Paragraph (1), a sending employer shall give, without delay, a notice to the using employer on such orders.

**Article 14 (Prohibition of Outside Work)**

The person who runs a business falling under any one of the following Subparagraphs shall not run worker dispatch undertakings:

1. Food and entertainment business as stipulated in the Subparagraph 3 of Article 21 (1) of the Food Hygiene Act;
2. Lodging business as stipulated in Subparagraph 1 (a) of Article 2 (1) of the Public Health Act;
3. Marriage counselling or matchmaking service as stipulated in Article 5 of the Family Ritual Standards Act; and
4. Other businesses determined by the Presidential Decree.

**Article 15 (Prohibition on Name Lending)**

A sending employer shall not have others run the worker dispatch undertakings under his/her own name.

**Article 16 (Restrictions on Worker Dispatch)**

(1) A sending employer shall not dispatch workers to firms where industrial disputes are taking place with a view to conducting businesses stopped due to such disputes.

(2) Any employer shall not use dispatched workers in businesses concerned to replace workers dismissed for managerial reasons under Article 31 of the Labor Standards Act, before expiration of a certain period defined by the Presidential Decree.

**Article 17 (Matters to be Observed by Sending Employer, etc.)**

A sending employer and a person who is in charge of the management of worker dispatch undertakings as stipulated in

Article 28 shall observe the matters determined by the Ordinance of the Ministry of Labor in running worker dispatch undertakings.

**Article 18 (Report on Business)**

A sending employer shall prepare a business report and submit it to the Minister of Labor as determined by the Ordinance of the Ministry of Labor.

**Article 19 (Order to Close Undertakings, etc.)**

(1) With regard to a person who commences worker dispatch undertakings without permission or the one who keeps carrying on worker dispatch undertakings after cancellation of permission of or business stoppage was ordered, the Minister of Labor may have a relevant public official take the following measures in order to close the concerned undertakings:

1. Removing or eliminating a billboard and other business signs of the concerned business offices;
2. Attaching a signboard showing the concerned business is illegal; and
3. Sealing the instruments or facilities essential for operating the concerned business.

(2) In case where the measures are to be taken under Paragraph (1), this shall be informed in advance to the concerned sending employer or to the agent in writing. Provided that there is an urgent need, this paragraph shall not apply.

(3) The measures as provided by Paragraph (1) shall be restricted to the least scope required in stopping the business concerned.

(4) The relevant public official who implements the measures under Paragraph (1) shall present a voucher showing the authority to the concerned person.

### *CHAPTER III*

#### **Working Conditions of Dispatched Workers, etc.**

##### **SECTION 1**

##### **Contract on Worker Dispatch**

**Article 20 (Contents of Contracts, etc.)**

The parties to the contract on worker dispatch as determined by the Ordinance of the Ministry of Labor, shall conclude a

contract on worker dispatch in writing which includes the following subparagraphs:

1. Number of dispatched workers;
2. Discription of activities in which a dispatched worker will be engaged;
3. Reasons for dispatching(restricted to the cases where the concerned worker is dispatched under the provisions of Paragraph (2) of Article 5);
4. Name of the workplace, location and other working place in which a dispatched worker will be placed;
5. Information on a person who is to direct and order a dispatched worker during dispatch period;
6. Matters related to dispatch period and starting date of dispatch service;
7. Matters related to time of starting and finishing work, and to break time;
8. Matters related to holidays and vacation;
9. Matters related to extended, over-time work and work on holidays;
10. Matters related to safety and health;
11. Matters related to the price of worker dispatch; and
12. Other matters determined by the Ordinance of the Ministry of Labor.

**Article 21 (Equal Treatment)**

A sending employer and a using employer shall not treat a dispatched worker in a discriminatory manner in comparison with a worker who performs the same work in the business.

**Article 22 (Contract Rescission, etc.)**

(1) A using employer shall not rescind the contract on worker dispatch on grounds of gender, religion, social status of a dispatched worker or his/her justifiable involvement in activities of a trade union.

(2) A sending employer may suspend the worker dispatch or rescind the contract on worker dispatch in the case where, with regard to dispatch works, a using employer violates this Act or the orders under this Act, the Labor Standards Act or the orders under the Labor standards Act, the Industrial Safety and Health Act or the orders under the Industrial Safety and Health Act.

## SECTION 2

### Measures to be Sought by Sending Employer

#### **Article 23 (Welfare Enhancement of Dispatched Workers)**

A sending employer shall exert efforts in enhancing the welfare of dispatched workers by seeking measures required in placing a dispatched worker to a position suitable for his/her desire and ability, securing education and training opportunity, improving working conditions, and promoting employment stability.

#### **Article 24 (Duty of Notice for Dispatched Workers)**

(1) In case where a sending employer is to employ a worker as a dispatched worker, he/she shall have the concerned worker be informed in advance of the intent.

(2) In case where a dispatching employer intends to target a person to be dispatched among the workers who were not hired as a dispatched worker, he/she shall notify the intent in advance, and acquire an approval of the concerned worker.

#### **Article 25 (Prohibition on Employment Restriction for Dispatched Workers)**

(1) A sending employer shall not, without a justifiable reason, conclude a contract with a dispatched worker or a person who desires to be hired as a dispatched worker containing such contents which prohibit such worker from being hired by a using employer after termination of the employment relationship with the concerned sending employer.

(2) A sending employer shall not, without a justifiable reason, conclude a contract on worker dispatch containing the contents which prohibit a using employer from hiring the concerned dispatched worker after termination of the employment relationship with the concerned dispatched worker.

#### **Article 26 (Notification of Placement Conditions)**

When a sending employer intends to dispatch a worker, he/she shall, in advance, notify the matters provided by each Subparagraph of Article 20 and other matters determined by the Ordinance of the Ministry of Labor to the concerned worker.

#### **Article 27 (Notice for Using Employer)**

In case where a sending employer dispatches a worker, he/she shall give a notice of the name of a dispatched worker and other matters determined by the Ordinance of the Ministry of Labor to the concerned using employer.

**Article 28 (Person in charge of Management of Dispatch Undertakings)**

(1) For the purpose of proper employment management for dispatched workers, a sending employer shall select a person in charge of the management of dispatch undertakings among those who do not fall under the reasons for disqualification as stipulated in Subparagraphs 1 through 5 of Article 8.

(2) Matters necessary for duties, etc., of a person in charge of the management of dispatch undertakings shall be determined by the Ordinance of the Ministry of Labor.

**Article 29 (Ledger for Management of Dispatch Undertakings)**

(1) A sending employer shall prepare and preserve a ledger for management of dispatch undertakings.

(2) The matters to be recorded on a ledger for management of dispatch undertakings, and the duration of preservice under Paragraph (1) shall be determined by the Ordinance of the Ministry of Labor.

### SECTION 3

#### Measures to be Sought by Using Employer

**Article 30 (Measures for Contract on Worker Dispatch)**

A using employer shall seek measures required not to violate the contract on worker dispatch under Article 20.

**Article 31 (Security on Proper Dispatch Work)**

(1) In case where a dispatched worker files a grievance on dispatch work, a using employer shall notify the contents of the grievance to a sending employer, and take care of such grievance promptly and properly.

(2) Besides taking care of the grievance as stipulated in Paragraph (1), a using employer shall seek measures required for dispatch work to be properly implemented.

**Article 32 (Person in charge of Management of Using Dispatched Workers)**

(1) For the purpose of proper dispatch work of a dispatched worker, a using employer shall select a person in charge of the management of using dispatched workers.

(2) Matters necessary for duties, etc., of a person in charge of the management of using dispatched workers shall be determined by the Ordinance of the Ministry of Labor.

**Article 33 (Ledger for Management of Using Dispatched Workers)**

(1) A using employer shall prepare and preserve a ledger for management of using dispatched workers.

(2) The matters to be recorded on a ledger for management of using dispatched workers, and the duration of preservice under Paragraph (1) shall be determined by the Ordinance of the Ministry of Labor.

**SECTION 4**

**Special Cases Relating to the Application of the Labor Standards Act, etc.**

**Article 34 (Special Cases Relating to the Application of the Labor Standards Act)**

(1) With regard to dispatch work of a dispatched worker under dispatch period, a sending employer and a using employer shall be deemed to be an employer as stipulated in Article 15 of the Labor Standards Act, and the same Act shall apply. Provided that a sending employer shall be deemed to be an employer in applying the provisions of Articles 22 through 36, 38, 40 through 47, 55, 59, 62, 64 through 66, 74 and 81 through 95 of the Labor Standards Act, and a using employer to be an employer in applying the provisions of Articles 49 through 54, 56 through 58, 60, 61, 67 through 73 and 75 of the Labor Standards Act.

(2) In case where a sending employer has not been able to pay the wages of a dispatched worker due to using employer's liability defined by the Presidential Decree, a using employer shall be jointly liable with the concerned sending employer. In such a case, a sending employer and a using employer, in applying the provisions of Articles 42 and 66 of the Labor Standards Act, shall be deemed to be an employer as stipulated in Article 15 and the Labor Standards Act shall apply.

(3) In case where a using employer offers paid-holidays or paid-leaves under Articles 54, 57, 71 and 72 (1) of the Labor Standards Act, the wages during such holidays or leaves shall be paid by a sending employer.

(4) In case where a sending employer and a using employer conclude a contract on worker dispatch, which contains the contents violating the Labor Standards Act, and violate the same Act by having a dispatched worker work in accordance

with the contract, the concerned penal provisions shall apply in viewing that all parties to the contract are employers as stipulated in Article 15 of the Labor Standards Act.

**Article 35 (Special Cases Relating to the Application of the Industrial Safety and Health Act)**

(1) With regard to dispatch work of a dispatched worker under dispatch period, a using employer shall be deemed to be an employer as stipulated in Subparagraph 3 of Article 2 of the Industrial Safety and Health Act, and the same Act shall apply. In such a case, "when hiring a worker" shall, in applying Article 31 (2) of the Industrial Safety and Health Act, be regraded to be "when the labor service of worker dispatch being offered" in the same Paragraph.

(2) Notwithstanding the provisions of Paragraph (1), a sending employer and a using employer shall, in applying Articles 5, 43 (5)(restricted to the cases of change in work place, shift in works and reduction of work hours), the proviso of Article 43 (6) and Article 52 (2) of the Industrial Safety and Health Act, be deemed to be an employer as stipulated in Subparagraph 3 of Article 2 of the same Act.

(3) When a using employer has conducted the medical examination for a worker under dispatch period as provided by the Article 43 of the Industrial Safety and Health Act, he/she shall explain the result of such medical examination as stipulated in Article 43 (6) of the same Act, and send the result to a sending employer without delay.

(4) Notwithstanding the provisions of Paragraphs (1) and (3), a sending employer shall be deemed to be an employer with respect to such medical examination under Subparagraph 3 of Article 2 of the Industrial Safety and Health Act, among medical examination an employer has to conduct regularly as stipulated in Article 43 (1) of the same Act, as designated by the Ordinance of the Ministry of Labor and as implemented when recruiting a worker.

(5) When a sending employer conducted the medical examination as provided by Paragraph (4), he/she shall explain the result of health diagnosis as stipulated in Article 43 (6) of the Industrial Safety and Health Act, and send the result to a using employer without delay.

(6) In the case where a sending employer and a using employer conclude a contract on worker dispatch, which contains the contents violating the Industrial Safety and Health Act, and

violate the same Act by having a dispatched worker work in accordance with the contract, the concerned penal provisions shall apply in view of that all parties to the contract are employers as stipulated in Subparagraph 3 of Article 2 of the same Act.

## *CHAPTER IV*

### **Supplementary Provisions**

#### **Article 36 (Instruction and Advice, etc.)**

With regard to a sending employer and a using employer, the Minister of Labor may, if deemed to be necessary for enforcement of this Act, offer instruction and advice required in operating the worker dispatch undertakings and securing the dispatch work properly.

#### **Article 37 (Improvement Order)**

With regard to a sending employer, the Minister of Labor may, if deemed to be necessary for securing the proper dispatch work, order such employer to improve the operation of worker dispatch undertakings and the employment management for dispatched workers.

#### **Article 38 (Report and Inspection)**

(1) The Minister of Labor may, if deemed to be necessary for enforcement of this Act, order a sending employer and a using employer to report the required matters as defined by the Ordinance of the Ministry of Labor.

(2) The Minister of Labor may, if deemed to be necessary, have a related public official inspect the workplace and other facilities of a sending employer and a using employer in order to inspect accounting books, documents and other objects or have such public official ask questions to a related person.

(3) The relevant public official who performs inspection as stipulated in Paragraph (2) shall present a voucher showing the authority to a related person.

#### **Article 39 (Request for Materials)**

(1) The Minister of Labor may request a related administrative organization and other public bodies, etc., for materials required in enforcement of this Act.

(2) A person who is asked to submit the materials as stipulated

in Paragraph (1) shall comply with the request as long as there is no justifiable reason.

**Article 40 (Fees)**

A person who wants to acquire permission as stipulated in Articles 7 and 10 shall pay the fees as defined by the Ordinance of Ministry of Labor.

**Article 41 (Delegation of Authority)**

The parts of authority of the Minister of Labor may be delegated to heads of local labor offices as defined by the Presidential Decree.

## CHAPTER V

### Penal Provisions

**Article 42 (Penal Provisions)**

(1) A person who dispatches a worker for the purpose of placing him/her to a harmful position in relation with public health or public moral shall be punished by imprisonment for less than five years or by a fine not exceeding 30 million won.

(2) An attempted criminal as referred in Paragraph (1) shall be punished.

**Article 43 (Penal Provisions)**

A person who falls under any one of the following Subparagraphs shall be punished by imprisonment for less than three years or by a fine not exceeding 20 million won:

1. A person who runs worker dispatch undertakings in violation of the provisions of Article 5 (4), Article 6 (1) and (2) or Article 7 (1);
2. A person who acquired permission as provided by Article 7 (1) or the renewal permission by Article 10 (2) in a false or fraudulent manner; and
3. A person who violates the provisions of Article 15 or Article 34 (2).

**Article 44 (Penal Provisions)**

A person who falls under any one of the following Subparagraphs shall be punished by imprisonment for less than one year or by a fine not exceeding 10 million won:

1. A person who is offered with the labor service of worker

- dispatch in violation of the provisions of Article 5 (4) or Article 6 (1) and (2);
2. A person who continues the worker dispatch undertakings in violation of the order of business stoppage as stipulated in the provisions of Article 12 (1); and
  3. A person who violates the provisions of Article 16 or 26.

**Article 45 (Joint Penal Provisions)**

If a representative of a juristic person, or an agent, user or other employees of a juristic person or an individual commits an offence in violation of Articles 42 through 44 in connection with the juristic person's or an individual's affairs, the penalty of a fine as prescribed in the said Articles shall be imposed on such juristic person or individual, in addition to punishment of the offender.

**Article 46 (Fine for Negligence)**

(1) A person who falls under any one of the following Subparagraphs shall be punished by a fine for negligence not exceeding three million won:

1. A person who fails to report or submit a false report as prescribed in Article 11 (1);
2. A person who fails to report or submit a false report as prescribed in Article 18 or 38 (1);
3. A person who violates the provisions of Articles 27, 29 or 33;
4. A person who fails to send the concerned medical examination result in violation of Article 35 (3) or (5);
5. A person who violates the order of improvement as prescribed in Article 37; and
6. A person who refuses, interferes with, or evades the inspection as prescribed in Article 38 (2) without a justifiable reason.

(2) The fine for negligence under Paragraph (1) shall be notified and collected by the Minister of Labor as prescribed by the Presidential Decree.

(3) Any person who is dissatisfied with the order of a fine for negligence under Paragraph (2) may raise an objection against the Minister of Labor within 30 days after he/she is informed of the order.

(4) If a person who is subject to the order of a fine for negligence as referred to in Paragraph (2) raises an objection under Paragraph (3), the Minister of Labor shall, without delay, notify such a complaint to the competent court. And the court shall, in turn, adjudicate on the case of fine for negligence in

accordance with the Non-Contentious Case Procedure Act.

(5) If no objection is made or no fine for negligence is paid in the period as referred to in Paragraph (3), the fine shall be collected according to the precedents of the disposition of the national taxes in arrears.

### **Addenda**

**(1) (Enforcement Date)**

This Act shall enter into force on July 1, 1998.

**(2) (Revision of Other Laws)**

The Employment Security Act shall be revised as follows:

A proviso shall be newly established in Subparagraph 7 of Article 4 as follows:

Provided that the worker dispatch undertakings as prescribed in Subparagraph 2 of Article 2 of the Act relating to Protection, etc., for Dispatched Workers shall be excluded.