



PERKS: South Korea

In South Korea, the recognition of people as a key factor in enhancing corporate competitiveness is spreading fast. In order to increase employees' motivation and work satisfaction, companies are offering 'Work & Life Benefits' to provide care as well as physical and emotional support.

The cornerstone of any benefit plan remains the same—medical, retirement, and paid-leave. Beyond this however, employers are turning to an ever-expanding range of lifestyle-related perks to help motivate and engage their staff. The most common perks include:

- **Childcare** – This usually comes as an allowance for a percentage of the care. For married employees, only good companies provide day care centers for their employees' children.
- **Flexible work arrangements** – Employees can work regardless of time and place.
- **Personal Life Assistance** – Helps employees further their education and enjoy some leisure time.

The details are as follows:

Subsidized day care centers – Companies not only provide financial support for this purpose, but also, they provide comprehensive support that integrates daycare and health facilities even in the company. Generally speaking, large-scale enterprises with good funding, and a large number of female employees, often provide much more comprehensive support. For example, childcare facilities onsite, or renting books or toys for children during holidays and vacation seasons.

Flexible Time – This includes telecommuting, job sharing, compressed work weeks (typically four 10-hour days), and part-time work for those returning from maternity leave.

Onsite Wellness Initiatives – There are a variety of initiatives that can be offered including massages, mindfulness classes, fitness, and cooking demonstrations.

Subsidized Gym Memberships – Although some large employers may have gym facilities onsite, most companies partner with a local gym or offer discounted memberships through a 3rd party benefits vendor.



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