	Cause of Leave	Type of Leave	Payment of Wages
Vaccination	Employees get	Vaccination Leave	Vaccination leave
	vaccinated on		starts from the day of
	their own.		vaccination to 24:00
			of the next day. The
			leave can be unpaid,
			but employers shall
			not treat this type of
			leave as absenteeism
			or force employees
			to apply for personal
			leave or other types
			of leave. Nor shall
			employers deduct
			full-attendance
			bonuses, dismiss
			employees, or issue
			adverse penalties.
	Employers ask	Official Leave	Employers shall pay
	employees to get		the wages
	vaccinated.		accordingly.
Employees must	Employees need	Family Leave	Family leave is
personally take	to take care of		counted as personal
care of their	their family		leave and is limited
amily members	members in		to seven (7) days per
who have	person.		year. Family leave
received			can be unpaid, but
vaccination, are			employers shall
seriously ill, or			neither treat this type
re involved in			of leave as
a serious			absenteeism that may
ncident.			affect full-attendance

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			bonuses or
			performance
			evaluation nor issue
			adverse penalties .
Self-health	Employees	Employees can	Wages are paid
management	choose to be in	choose to take	according to types of
	home quarantine	sick leave,	leave.
	on their own for	personal leave, or	
	self-health	annual leave.	
	management.		
	Employers ask	Employer delays the acc	eptance of labor and
	employees to stay	services. The employees	do not have to take
	at home in	leave, and wages shall be	e paid accordingly.
	quarantine.		
Employees who	Employees have	Occupational Sick	Employers shall still
have contracted	contracted	Leave	pay the original
COVID-19 due	COVID-19 due to		wages as
to their	their performance		compensation in
performance of	of work duties.		accordance with
work duties,			Article 59 of the
and are under			Labor Standards Act.
medical			
treatment.			
Self-quarantine	Employees are	Quarantine or	Wages shall be paid
or self-isolation	required to stay in	Isolation Leave	accordingly.
at home	quarantine or		
	isolation at home		
	due to their		
	performance of		
	work duties.		
	Employees'	Quarantine or	Leave can be unpaid,
	quarantine or	Isolation Leave	but employers shall
	isolation is not		not treat this type of

	due to the		leave as absenteeism
	performance of		or force employees
	work duties.		to apply for personal
			leave or other types
			of leave. Nor shall
			employers deduct
			full-attendance
			bonuses, dismiss
			employees, or issue
			adverse penalties.
Testing for	If employees have	Employees can	Wages are paid
COVID-19	symptoms such as	choose to take	according to the type
	fever or	sick leave,	of leave.
	respiratory tract	personal leave, or	
	infection and the	annual leave.	
	medical		
	institution deems		
	a test necessary		
	after assessment,		
	they will be		
	absent from work		
	while awaiting		
	test results.		
	Employees whose	It is suggested	The cause of leave is
	activities have	that the employers	attributable to
	overlapped with	should mark this	neither employees
	those of the	type of leave as	nor employers. Thus,
	COVID-19	"Quarantine or	employers shall not
	confirmed cases,	Isolation Leave."	treat this type of
	take a test at the		leave as absenteeism
	testing site.		or force employees
			to apply for personal
			leave or other types

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			of leave, nor shall
			they force employees
			to make up for
			missed work, deduct
			full-attendance
			bonuses, dismiss
			employees, or issue
			adverse penalties.
			The payment of
			wages shall be
			determined through
			labor-management
			negotiation.
	Employees whose	Official Leave	Wages shall be paid
	activities have		accordingly.
	overlapped with		
	those of the		
	COVID-19		
	confirmed cases,		
	are required by		
	employers to take		
	a test at the		
	testing site.		
Employees must	Employees must	Quarantine or	Leave can be unpaid,
take leave to	personally take	Isolation Leave	but employers shall
take care of	care of their		not treat this type of
family members	family members		leave as absenteeism
who are in	who are in		or force employees
quarantine or	quarantine or		to apply for personal
isolation and are	isolation and are		leave or other types
unable to handle	unable to handle		of leave. Nor shall
their own daily	their own daily		employers deduct
routines.	routines.		full-attendance

			bonuses, dismiss
			employees, or issue
			adverse penalties.
Employees need	Employees need	Family Care	Leave can be unpaid,
to take care of	to take care of the	Leave	but employers shall
their family	following family		not treat this type of
members for the	members:		leave as absenteeism
following	1. Primary school		or force employees
reasons: The	students under the		to apply for personal
reopening of	age of 12;		leave or other types
high schools	2. Senior or junior		of leave. Nor shall
and primary	high school		employers deduct
schools is	students that hold		full-attendance
postponed;	mental or		bonuses, dismiss
school classes	physical disability		employees, or issue
are suspended	certificate;		adverse penalties.
in accordance	3. Children who		
with the school-	cannot attend		
closure	public or private		
requirements in	kindergartens,		
response to	short-term cram		
"Severe Special	schools, or		
Infectious	childcare service		
Pneumonia";	centers as they are		
and child care	closed;		
centers, home	4. Family		
childcare	members in the		
services,	community long-		
community	term care		
care-giving	institutions; or		
institutions, and	5. Children that		
daytime care	are usually in		
services to the	home child care.		

mentally or			
physically			
challenged are			
suspended.			
Businesses	Employees who	No leave needs to	Leave can be unpaid,
compelled to	are unable to	be taken.	but employers shall
close due to	provide labor or		not treat this type of
notice issued by	services due to		leave as absenteeism
the government.	the notice of		or force employees
	closure of		to apply for personal
	businesses by the		leave or other types
	government.		of leave. Nor shall
			employers deduct
			full-attendance
			bonuses, dismiss
			employees, or issue
			adverse penalties.
Employers	Employees who	No leave needs to	1. This case is when
choose to close	are unable to	be taken.	the employers
down	provide labor or		choose not to accept
businesses in	services due to		labor or services,
response to the	employers' own		thus, wages shall still
pandemic	decision to close		be paid accordingly.
situation.	down businesses.		2. Employers may
			reduce work hours to
			the extent as agreed
			by employees. Wages
			for full-time
			employees who have
			received monthly
			wages shall be no
			less than the basic
			wage.

Close of	Employees work	No leave needs to	Due to reasons
business by	for the employer	be taken.	attributable to the
employer due to	whose business is		employer, wages
government	closed down due		shall still be paid
order for the	to government		accordingly.
reason that the	order since such		Employers shall
employer fails	employer fails to		neither treat this type
to follow	follow the		of leave as
epidemic	epidemic		absenteeism that may
prevention	prevention		affect full-attendance
measures.	measures.		bonuses or the
			performance
			evaluation nor issue
			adverse penalties.