



Abstract

A Feasibility Study on the Establishment of Labor Inspection Authority of Local Government for Small Business Sites

This study aims to examine whether the authority to inspect working conditions can be granted to local governments. Currently, the quantity and quality of the work inspection service is being reduced due to insufficient labor inspection, and the monopolization of the central government of the labor inspection, coupled with the problem of manpower shortage, is undermining the credibility of the labor inspection. Although it will not be easy for local governments to exercise their authority to inspect working conditions as autonomous affairs at the moment, it is possible to exercise the authority as a delegated affairs under the legislations even considering the ILO conventions and local autonomy act. Local governments are bright on pending regional issues, enabling comprehensive administration, which enables effective labor inspection. In the event that local governments exercise the authority to inspect working conditions, they need to consider starting at small workplaces with fewer than 20 employees subject to self-improvement program of working conditions. In addition, it is appropriate to carry out the labor inspection based on the work hours, minimum wage, written work contract, and money and other items that are being inspected in the self-improvement program of working conditions. To address blind spots in labor rights and strengthen labor rights, the transition from a labor inspection system monopolized by the central government to a "cooperative competition model" of central and local governments is necessary.

Keyword

Labor inspection authority, self-improvement of working conditions, cooperative competition model, Korean type of labor inspection