

Research Title

Policy Tasks for Ensuring the Right to Rest for Female Workers in Vulnerable Employment

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Measures for Creating Safe and Healthy Working Environments for Female Workers*

Abstract

- ▶ The Occupational Safety and Health Act, first enacted in 1982, was amended to stipulate in Article 128-2 the mandatory installation of 'rest facilities' accessible to workers during rest breaks (amended August 17, 2021; enforced August 18, 2022). Since the mandatory installation requirement came into effect in August 2022, the legal guarantee of workers' access to rest spaces at the workplace has been formally established.
- ▶ Utilizing the 'rest breaks during work' data from Statistics Korea's Time Use Survey and the item "I can take a break when I want to rest" from the Ministry of Employment and Labor's (Occupational Safety and Health Research Institute) Korean Working Conditions Survey, this study analyzed the status of break-taking among wage workers. Furthermore, the study conducted a survey on workplace rest-facility utilization targeting: (1) female workers employed in occupations subject to mandatory rest-facility installation requirements but working at establishments not covered by the installation mandate (those with 10 to fewer than 20 full-time employees), and (2) female workers employed in 13 male-dominated industries at establishments with 20 or more employees, where installation of mandatory rest facilities is required.
 - Findings from the Time Use Survey indicated that taking rest breaks during working hours reduced fatigue among wage workers and improved their life satisfaction. Such benefits also enhanced satisfaction with the company and served as an important factor in supporting worker retention over the long term.
 - According to the Korean Working Conditions Survey analysis, the proportion of 'rest-takers,' defined as those who reported being able to rest whenever they chose, was lower among women than men. Rest-takers experienced lower levels of job burnout and reported higher organizational self-efficacy compared to non-rest-takers.
 - Among female workers employed at workplaces subject to mandatory rest facility installation, 71.6% were aware of the policy. Awareness was lowest among female delivery workers (30.8%). Overall, 83.7% of respondents reported that rest facilities were available at their workplaces, with the proportion being significantly lower among female delivery workers (53.8%).

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- ▶ To enhance and institutionalize the mandatory rest facility requirement, this study proposes: incorporating support for rest facility improvements for subcontractors and small-scale workplaces into the Social (S) category of K-ESG evaluation indicators; explicitly including support for 'rest facility' improvements in the Ministry of Gender Equality and Family's Saeil Center workplace environment programs; reflecting support for rest facility installation for small-scale workplaces in the Ministry of Employment and Labor's Employment Stability Incentive; expanding best-practice dissemination; refining detailed standards for rest facility operation; and including survey items on 'rest facilities' and 'rest breaks during work' in assessments led by the Ministry of Employment and Labor.

Definition of Female Workers in Vulnerable Employment



- Female workers in occupations subject to mandatory rest facility installation: ① Call center workers; ② Care service workers; ③ Delivery workers; ④ Cleaners and sanitation workers
- Female workers in male-dominated industries: Within manufacturing (classified by mid-level industry categories: industrial machinery and equipment repair; coke, briquettes, and refined petroleum products manufacturing; other transportation equipment manufacturing; primary metal manufacturing; other machinery and equipment manufacturing; non-metallic mineral products manufacturing; furniture manufacturing; motor vehicle and trailer manufacturing; fabricated metal products manufacturing [excluding machinery and furniture]; wood and wood products manufacturing [excluding furniture]; electrical equipment manufacturing; and chemicals and chemical products manufacturing), as well as the transportation and storage sector.

1 Background and Issues

- **Increasing attention is being paid to health equity in the workplace as it relates to worker health.**
 - ▶ Health equity refers to the provision of fair and just opportunities for all employees to achieve good health (McKinsey, 2021). Workplaces that fail to ensure health equity may experience higher rates of employee absenteeism and reduced productivity (Nundy et al., 2023; McKinsey, 2021).
 - ▶ According to Article 3(C) of ILO Convention No. 155 on Occupational Safety and Health and the Working Environment, health is 'not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.' Korea ratified ILO Convention No. 155 in February 2008 (Kim, 2010).

- ▶ In June 2022, the ILO declared a ‘safe and healthy working environment’ as a fundamental labor right (Kyunghyang Newspaper, 2022).
- **In response, the Korean government has implemented a mandatory workplace rest facility system since August 2022 to protect workers’ rights to health in the workplace.**
- ▶ Since the enactment of the 「Labor Standards Act」 in 1953, Article 54 has guaranteed the right of workers to take breaks during working hours. ‘Rest break’ generally refers to periods in which workers are completely free from the employer’s direction or control and can use the time at their discretion (Kim, 2019).
- ▶ With the mandatory installation of workplace ‘rest facilities’ enforced from August 2022, the provision of spaces for employees’ rest is now explicitly guaranteed by law.

Installation of Rest Facilities (Occupational Safety and Health Act, Chapter 8: Worker Health Management, Section 1: Improvement of Working Environment, Article 128-2)

- ① Employers must provide rest facilities that workers (including employees of related contractors) can use during rest breaks to relieve physical fatigue and mental stress.
 - ② For employers of workplaces meeting criteria specified by Presidential Decree — such as the type of business and the number of regular employees — the rest facilities provided under paragraph 1 must comply with installation and management standards set by the Ministry of Employment and Labor, including size, location, temperature, and lighting (Amended August 17, 2021; effective August 18, 2022).
- Workplaces with 20 or more regular employees (or construction sites with total project value of 2 billion KRW or more) and workplaces employing 10 or more workers including at least two in seven designated vulnerable occupations are subject to fines if rest facilities are not installed. The law specifies standards for the size, location, temperature, humidity, lighting, and environment of rest facilities.

Scope of Employers Subject to Fines for Failure to Install Rest Facilities (Enforcement Decree of the Occupational Safety and Health Act, Article 96-2)

- Workplaces with 20 or more regular employees (or construction sites with a total project value of 2 billion KRW or more)
- Workplaces with 10 or more regular employees employing at least two workers in seven types of vulnerable occupations
 - ※ Vulnerable occupations: ① Call center workers, ② Care service workers, ③ Telemarketers, ④ Delivery workers, ⑤ Cleaners and sanitation workers, ⑥ Apartment security guards, ⑦ Building security guards

Standards for Installation and Management of Rest Facilities (Enforcement Rules of the Occupational Safety and Health Act, Article 194-2)

- (Size and Location) Minimum floor space of 6m², ceiling height of at least 2.1 m. Considering worker rest cycles, gender, and simultaneous usage, the minimum area can be adjusted through consultation with worker representatives, provided it meets or exceeds 6m².
- Location must be convenient and accessible, while avoiding areas with fire or explosion hazards, dust, noise, or exposure to harmful substances.
- (Temperature, Humidity, Lighting, and Environment) Temperature must be maintained between 18-28°C with heating and cooling equipment; humidity between 50-55%; lighting at 100-200 lux; and ventilation must be available.
- (Furnishings and Equipment) Provision of chairs and potable water (or equivalent facilities); use of the rest facility for purposes other than rest, including storage of unrelated items, is prohibited.
 - ※ Rest facilities may be shared among two or more workplaces.

- **Amid growing attention to worker health, this study assessed the current status of rest breaks among female workers and proposed policy measures ensuring their right to rest in the workplace.**
- ▶ Specifically, the study analyzed the job characteristics of female workers who are able to take rest breaks during work, and examined the effects of rest breaks on female workers’ health, job satisfaction, and overall well-being. In addition, through an empirical survey of the utilization and current status of rest facilities and rest breaks among female workers in vulnerable employment, the study proposed policy measures to guarantee workplace rest for women in vulnerable employment.

- The analysis of rest during work draws on the 'rest breaks during work' data from Statistics Korea's Time Use Survey and the item "I can take a break when I want to rest" from the Ministry of Employment and Labor's (Occupational Safety and Health Research Institute) Korean Working Conditions Survey.
- The survey of vulnerable employment focused on: (1) female workers in four of the seven occupations subject to mandatory rest facility installation but employed at workplaces not covered by the installation mandate (those with 10 to fewer than 20 full-time employees), and (2) female workers employed in 13 male-dominated industries at establishments with 20 or more employees, where installation of rest facilities is required.

2 Rest Breaks During Work

A. Analysis of the Effects of Rest Breaks During Work

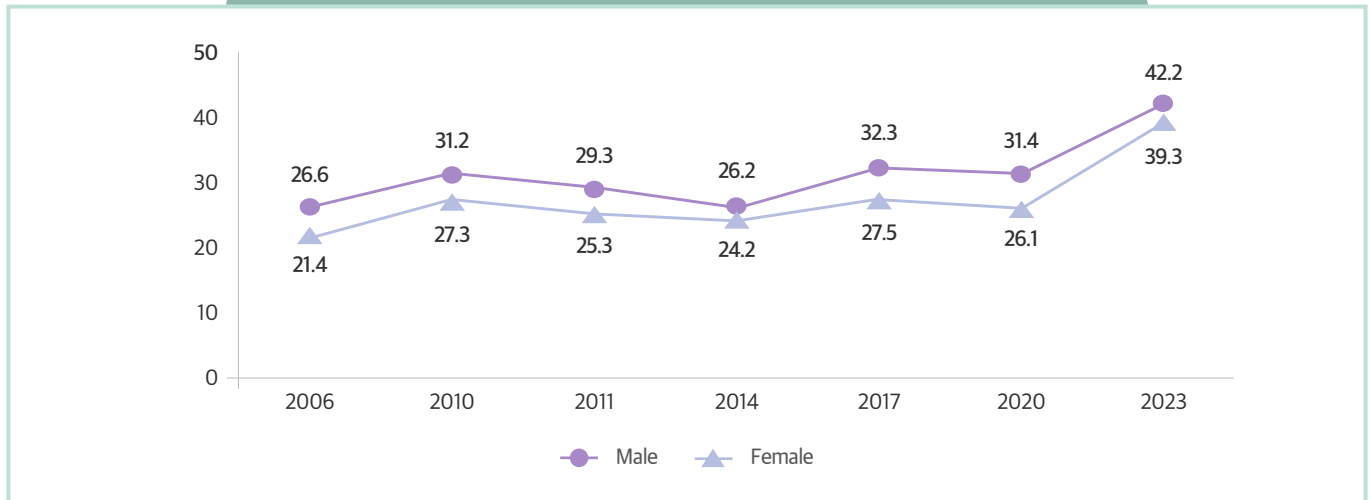
- **For wage workers, the use of time during working hours is relatively constrained, and opportunities for taking breaks can sometimes be limited.**
 - ▶ These constraints can negatively affect workers' work-related emotions, increase fatigue, and potentially reduce overall life satisfaction. To examine these possibilities, this study utilized the nationally approved Time Use Survey (2019), which investigates perceptions of time scarcity and fatigue. The survey was used to analyze the relationship between rest breaks during work and subjective factors, including perceived time scarcity, fatigue, and life satisfaction, among wage workers aged 20 to 69.
- **The analysis indicates that rest breaks during work have a substantial positive effect on wage workers.**
 - ▶ After controlling for other factors, longer rest breaks were associated with lower levels of perceived time scarcity and fatigue. Similarly, wage workers' life satisfaction was higher when they were able to take longer breaks during work.
 - ▶ Overall, these findings suggest that rest breaks during work provide significant benefits for wage workers. Reducing fatigue and enhancing life satisfaction can also increase job satisfaction and serve as an important factor for long-term employee retention. Therefore, appropriately designed rest breaks can effectively enhance both worker satisfaction and work efficiency. Accordingly, careful consideration and proper institutional design of rest breaks are necessary to support workers' well-being while simultaneously benefiting the organization.

B. Analysis of the Effects of Rest Behavior During Work

- **Proportion of Rest-Takers During Work**
 - ▶ Respondents who answered positively to the item "I can take a break when I want to rest" in the Korean Working Conditions Survey were defined as rest-takers. Between 2006 and 2023, the proportion of rest-takers was lower among women than men.

Proportion of Rest-Takers During Work by Year and Gender (Korean Working Conditions Survey)

(Unit: %)



Note: Rest-takers are defined as respondents who answered "yes" or "strongly yes" to the statement "I can take a break when I want to rest."
Source: Occupational Safety and Health Research Institute, Korean Working Conditions Survey Raw Data, 2006-2023

Job Burnout and Rest

- Job burnout negatively affects organizational performance. Workers experiencing high levels of burnout were more likely to take sick leave, extended leave, or resign from their positions. For the items "I feel physically exhausted by the time I leave work" and "I feel drained because of my job," both female and male non-rest-takers reported higher agreement than rest-takers. Among rest-takers, women reported lower levels of job burnout than men. In contrast, among non-rest-takers, women's reported levels of burnout were equal to or higher than those of men. This suggests that engaging in rest behavior during work has a stronger impact on reducing job burnout for women than for men.

<Table 1> Differences in Job Burnout by Rest Behavior × Gender

(Unit: number of persons, points)

Category	I feel physically exhausted by the time I leave work					I feel drained because of my job				
	Overall	Rest-taker		Non-rest-taker		Overall	Rest-taker		Non-rest-taker	
		Male	Female	Male	Female		Male	Female	Male	Female
Overall mean (points)	3.01	2.96	2.91	3.06	3.06	3.13	3.06	3.03	3.17	3.19
Respondents (persons)	27,034	6,445	4,618	8,825	7,147	27,034	6,445	4,618	8,825	7,147
<i>F</i>		42.417***				52.452***				

Note: 1. $p^* < 0.05$, $p^{**} < 0.01$, $p^{***} < 0.001$. 2. ⊖ = Strongly Disagree ~ ⊕ = Strongly Agree.
Source: Occupational Safety and Health Research Institute, Korean Working Conditions Survey Raw Data, 2023.

Organizational Self-Efficacy and Rest

- Self-efficacy refers to an individual's perceived capability to perform appropriate actions within an organization. For the items "I have enough time to complete my work" and "I feel that I have done my work well," rest-takers — both female and male — reported higher agreement than non-rest-takers. This indicates that rest during work positively affects organizational self-efficacy.
- Among female rest-takers, the mean agreement score for "I have enough time to complete my work" was 3.84, the highest among all groups of rest-takers and non-rest-takers. For "I feel that I have done my work well," the mean score of female rest-takers was 0.04 points lower than that of male rest-takers.

<Table 2> Differences in Organizational Self-Efficacy by Rest Behavior × Gender

(Unit: number of persons, points)

Category	I have enough time to complete my work					I feel that I have done my work well				
	Overall	Rest-taker		Non-rest-taker		Overall	Rest-taker		Non-rest-taker	
		Male	Female	Male	Female		Male	Female	Male	Female
Overall mean (points)	3.48	3.81	3.84	3.23	3.25	3.56	3.85	3.81	3.38	3.37
Respondents (persons)	27,022	6,443	4,619	8,823	7,138	27,032	6,444	4,618	8,825	7,144
<i>F</i>		1139.929***					705.110***			

Note: 1. $p^* < 0.05$, $p^{**} < 0.01$, $p^{***} < 0.001$. 2. ⊕ = Strongly Disagree ~ ⊕ = Strongly Agree.

Source: Occupational Safety and Health Research Institute, Korean Working Conditions Survey Raw Data, 2023.

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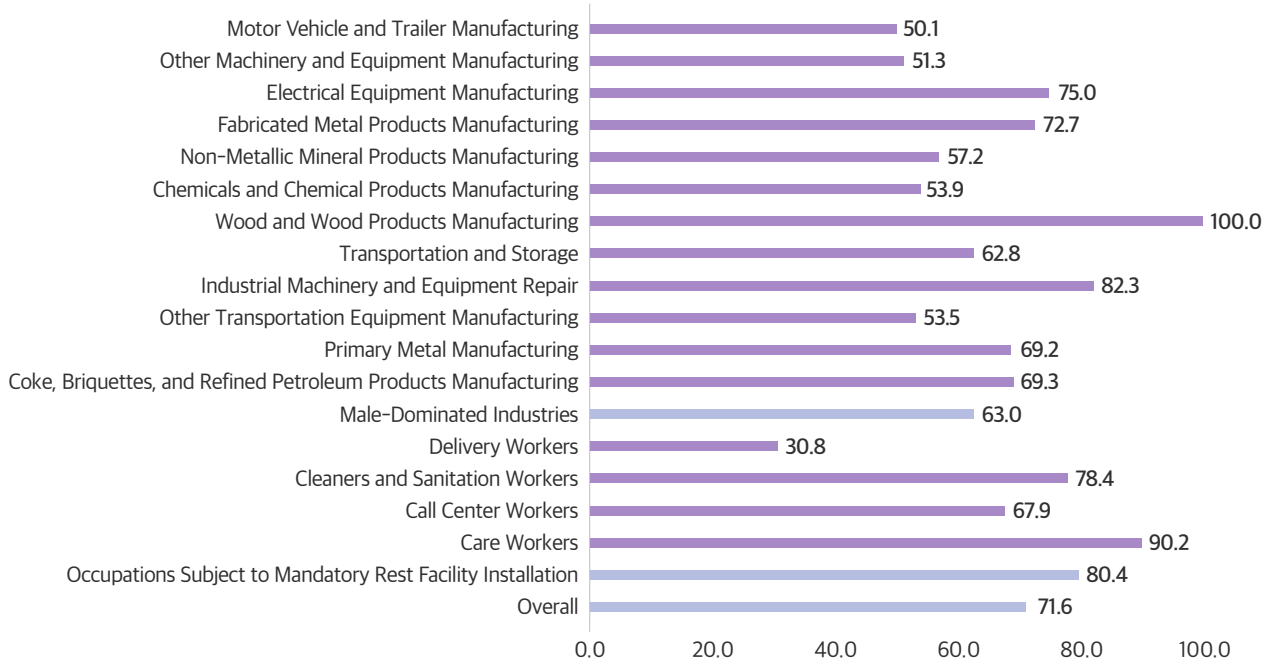
Survey on Rest Facility Utilization Among Female Workers in Vulnerable Employment Subject to Mandatory Installation of Rest Facilities

○ Awareness of the Mandatory Rest Facility System

- ▶ Among female workers at workplaces with mandatory rest facility installation, 71.6% were aware of the system, while 28.4% were unaware. Awareness was higher among female workers in occupations covered by the rest facility mandate (80.4%) than among those in male-dominated industries (63%). Awareness was lowest among female delivery workers, at 30.8%.

Awareness of the Mandatory Rest Facility System

Awareness of Mandatory Rest Facility Installation (Female Workers in Workplaces Subject to Mandatory Installation)



Notes: 1. Awareness is calculated as the sum of respondents who answered "I'm well aware of it," "I'm somewhat aware of it," or "I have heard of it," excluding those who answered "I'm unaware of it."

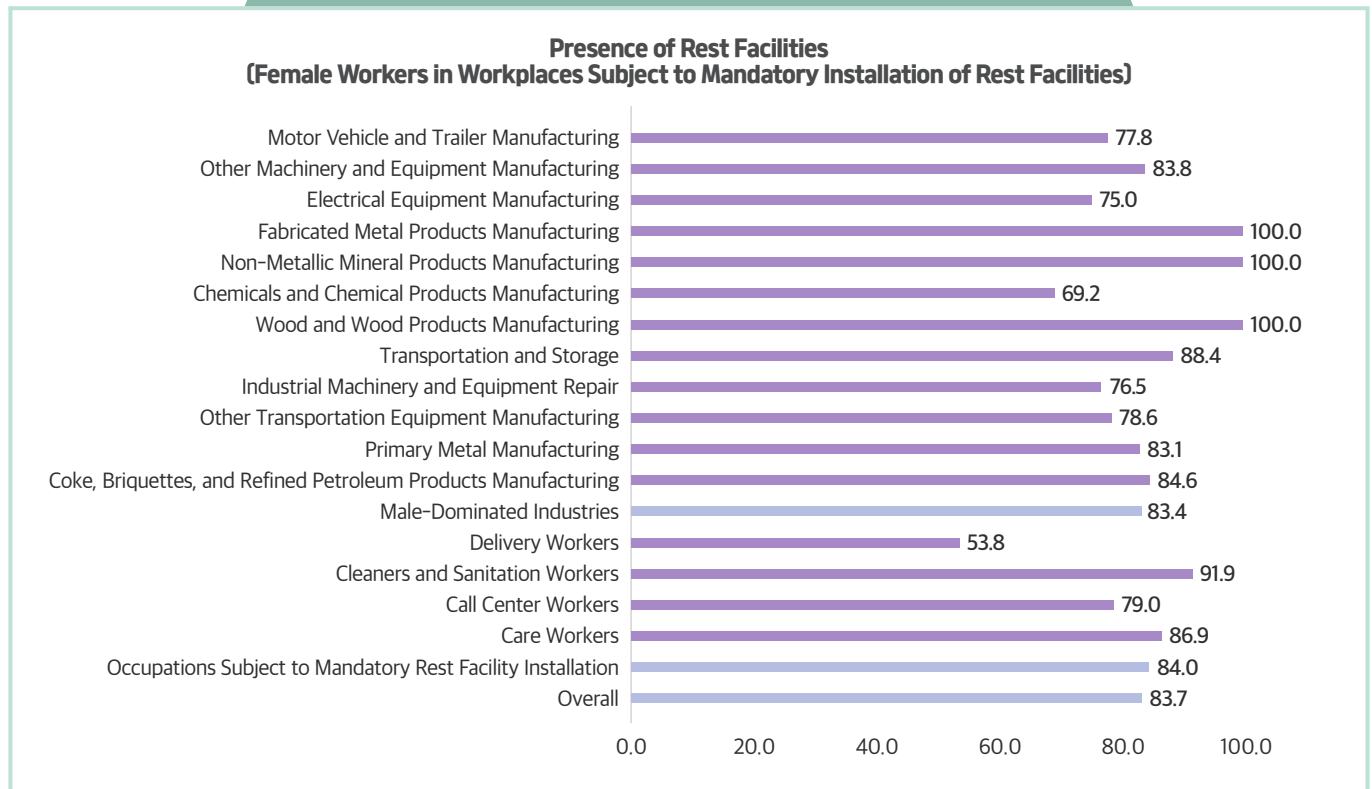
2. Numbers in parentheses indicate the number of respondents.

3. Among 308 female workers in male-dominated industries, one respondent worked in furniture manufacturing; for this individual, awareness was 100%.

Availability of Rest Facilities

- Among female workers employed at workplaces subject to the mandatory installation of rest facilities, 83.7% reported that such facilities were actually installed at their workplace. The installation rate was 84% for occupations covered by the mandate and 83.4% in male-dominated industries, with the former showing a slightly higher rate by 0.6 percentage points. Female delivery workers reported the lowest level of availability of rest facilities, at 53.8%.

Presence of Rest Facilities



Notes: 1. Numbers in parentheses indicate the number of respondents.

2. Among 308 female workers in male-dominated industries, one respondent employed in the furniture manufacturing sector was included and reported the presence of rest facilities.

Exclusive Use of Rest Facilities

- Employees working in establishments with rest facilities reported that 73% of these facilities were used exclusively for rest, while 27% were also used for other purposes. The proportion of exclusive-use rest facilities was higher in male-dominated industries (81.3%) than in occupations subject to the mandatory rest facility installation requirement (64.6%). Among non-exclusive rest facilities, combined use as changing rooms was most common (68.3%). In occupations subject to the mandatory installation requirement, 69.2% of workers reported that rest facilities and changing rooms were integrated into a single space.

<Table 3> Exclusive Use of Rest Facilities

Category	Total (persons)	Exclusive use of rest facilities (%)	If not exclusive use: Alternative uses of rest facilities (%)					
			Overall	Meeting room	Changing room	Cafeteria	Storage	Other
Total	514	73.0	139	23.7	68.3	7.2	4.3	8.6
Occupations with mandatory rest facility installation requirement	257	64.6	91	23.1	69.2	4.4	3.3	6.6
Male-dominated industries	257	81.3	48	25.0	66.7	12.5	6.3	12.5

Note: Respondents include only those who reported the presence of rest facilities in the workplace.

Facilities and Management of Rest Areas

- ▶ At least 80% of respondents reported the presence of chairs, windows, and heating/air conditioning systems within rest areas, whereas installation rates were lower for signage identifying the rest facility (79.0%), drinking water dispensers (65.8%), ventilation systems (68.1%), and humidity control devices (51.9%).
- ▶ As for management, 67.5% of respondents indicated that a designated person was responsible for overseeing the rest area, while 71.6% reported the presence of a staff member in charge of day-to-day maintenance tasks such as cleaning and organization.

Facilities and Management of Rest Areas



Note: Respondents include only those who reported the presence of rest facilities in the workplace.

◉ Autonomy and Sufficiency of Rest During Work

- ▶ Regarding the statement “I can take breaks at my own discretion during work,” respondents gave an average score of 3.36 on a 5-point scale, equivalent to 59.12 on a 100-point scale. Among workers in male-dominated industries, the average (3.4) was slightly higher than among those in occupations with mandatory rest facility installation requirement (3.33). For the statement “The amount of rest break during work is sufficient,” the average score was 3.41 on a 5-point scale, equivalent to 60.34 on a 100-point scale.
- ▶ Female workers at workplaces with rest facilities rated both the autonomy and sufficiency of rest higher than those at workplaces without such facilities.

<Table 4> Evaluation of Rest During Work

Category	Total (persons)	I can take breaks at my own discretion during work (score)		The amount of rest break during work is sufficient (score)	
Total	614	3.36	59.12	3.24	74.71
Occupations with mandatory rest facility installation requirement	306	3.33	58.25	3.35	78.34
Male-dominated industries	308	3.40	59.98	3.13	71.08
Rest facilities	Available	514	3.43	60.80	60.34
	Not available	100	3.02	50.50	59.97

Note: Higher scores (closer to 5) indicate stronger agreement.

◉ Desired Policies Regarding Rest Facilities

- ▶ Respondents rated the importance of four proposed government policy measures regarding rest facilities on a five-point scale. All items received scores above 3, indicating they were considered at least moderately important. The highest-rated item was ‘Expansion of government support for the installation of rest facilities in small-scale workplaces’, with an average score of 3.91. Across all items, female workers at workplaces without rest facilities consistently rated the importance of these policies higher than those at workplaces with rest facilities.

<Table 5> Desired Policies for the Mandatory Rest Facility System
(5-point Likert scale; 100-point equivalent)

Category	Total (persons)	Promotion of mandatory rest facility installation to employers		Promotion of mandatory rest facility installation to employees		Strengthening government supervision to ensure proper operation of rest facilities		Expansion of government support for installation of rest facilities in small-scale workplaces		
Total	614	3.50	62.62	3.57	64.13	3.46	61.40	3.91	72.76	
Occupations with mandatory rest facility installation requirement	306	3.56	63.97	3.61	65.20	3.55	63.81	3.96	74.02	
Male-dominated industries	308	3.45	61.28	3.52	63.07	3.36	59.01	3.86	71.51	
Rest facilities	Available	514	3.43	60.65	3.48	62.01	3.37	59.19	3.87	71.69
	Not available	100	3.91	72.75	4.00	75.00	3.91	72.75	4.13	78.25

Note: Higher scores (closer to 5) indicate stronger agreement.

4 Policy Recommendations

Support for Rest Facilities in Small-scale Workplaces

- ▶ Support activities for rest facilities in partner companies (small-scale workplaces) should be encouraged within the Social (S) component of K-ESG assessments. The K-ESG guidelines should explicitly include rest facility support as an example under the 'Shared Growth' and 'Local Community' categories within the Social (S) domain, linking it to strategic social contribution initiatives.

<Table 6> Proposed Integration of Partner Company Rest Facility Support in K-ESG Guidelines (Social [S] Component)

Category	Diagnostic Items	
	Before Change	After Change
Shared Growth	<ul style="list-style-type: none"> • Partner Company ESG Management • Partner Company ESG Support • Partner Company ESG Agreements 	<ul style="list-style-type: none"> • Partner Company ESG Management • Partner Company ESG Support* <ul style="list-style-type: none"> * <u>Support for rest facilities in partner workplaces</u> • Partner Company ESG Agreements
Local Community	<ul style="list-style-type: none"> • Strategic Social Contribution • Employee Volunteer Participation 	<ul style="list-style-type: none"> • Strategic Social Contribution* <ul style="list-style-type: none"> * <u>Support for rest facilities in local small-scale workplaces</u> • Employee Volunteer Participation

- ▶ Support for rest facility installation should be explicitly specified in corporate environment improvement projects under the Ministry of Gender Equality and Family's Saeil Center.
 - The Saeil Center promotes corporate environment improvement initiatives as part of post-recruitment follow-up for hiring companies. Support for rest facility installation should be separated as an independent item within the scope of the Saeil Center's corporate environment improvement projects.

<Table 7> Explicit Inclusion of 'Rest Facility' Support in Saeil Center Corporate Environment Improvement Projects (Proposed)

Before Change	After Change
<ul style="list-style-type: none"> • Facility improvements <ul style="list-style-type: none"> - Women's restrooms, women's lounges (nursing rooms), etc. - Improvement of office and workspace areas <ul style="list-style-type: none"> ※ Limited purchase of equipment/items allowed only if necessary for the above facility improvements (support for purchasing items without facility improvements not permitted) • Storage cabinets, lockers, and water heaters for restrooms (including shower rooms) • Heating/cooling devices, air purifiers, breast pumps, beds, lockers/wardrobes, tables, chairs, sofas for lounges (changing rooms), nursing rooms, temporary playrooms • Chairs for workspaces 	<ul style="list-style-type: none"> • Facility improvements <ul style="list-style-type: none"> - Women's restrooms, women's lounges (nursing rooms), etc. - Improvement of office and workspace areas <ul style="list-style-type: none"> ※ Limited purchase of equipment/items allowed only if necessary for the above facility improvements (support for purchasing items without facility improvements not permitted) • Storage cabinets, lockers, and water heaters for restrooms (including shower rooms) • Heating/cooling devices, air purifiers, breast pumps, beds, lockers/wardrobes, tables, chairs, sofas for changing rooms, nursing rooms, temporary playrooms • Chairs for workspaces • <u>Support for rest facility equipment</u> <ul style="list-style-type: none"> - Provision of equipment in rest facilities at workplaces, including windows, ventilation systems, heating/cooling devices, water purifiers, chairs, etc.

○ Integration of ‘Rest Facilities’ Installation Support into the Ministry of Employment and Labor’s Employment Stability Incentive for Small-scale Workplaces

- Support is targeted exclusively at small-scale workplaces lacking rest facilities or requiring renovation of existing facilities.

<Table 8> Addition of ‘Workplace Environment Improvement (Rest Facilities Installation)’ to Regulations on Application and Payment of Employment Creation Incentive and Employment Stability Incentive

Before Change	After Change
a. Employment Stability Incentive for Parental Leave Period	a. Employment Stability Incentive for Parental Leave Period
b. Support for Conversion to Regular Employment	b. Support for Conversion to Regular Employment
c. Work-Life Balance Job Incentive	c. Work-Life Balance Job Incentive
d. Support for Work-Family Balance Condition Improvement	d. Support for Work-Family Balance Condition Improvement
	e. Working Conditions Improvement (Rest Facility Installation) Support

Note: Reorganized by the author based on Article 2(2) of the Regulations on Application and Payment of Employment Creation Incentive and Employment Stability Incentive
 Source: The Korean Law Information Center, Regulations on Application and Payment of Employment Creation Incentive and Employment Stability Incentive, Article 2(2), <https://www.law.go.kr/LSW//admRulLsInfoP.do?admRulId=55575&efYd=0>(Accessed: December 26, 2024)

○ Dissemination of Best Practices for Rest Facilities

- ▶ The Ministry of Gender Equality and Family’s ‘Family-Friendly Certification’ Program and the Ministry of Employment and Labor’s ‘Work-Life Balance Excellence Awards’ should incorporate evaluation of rest facilities. Assessment criteria should include gender-segregated rest facilities and compliance with established standards.
- ▶ Identify and document exemplary practices in the operation of rest facilities by occupation and industry. Publish and distribute casebooks showcasing these best practices.

○ Measures for Early Adoption and Stabilization of Rest Facilities

- ▶ Conduct regular promotion and monitoring of rest facility installation for small-scale workplaces.
- ▶ Support the establishment of shared rest areas for female workers in industrial complexes.
 - Priority should be given to national industrial complexes where the proportion of female workers is lower compared with general, urban high-tech, or agro-industrial complexes.
- ▶ Revise and distribute on-site workplace rest facility operation guidelines.
 - Update the 2022 guide published by the Ministry of Employment and Labor, which explains key rest facility regulations. Incorporate the experiences of employers in small-scale workplaces employing workers in occupations subject to mandatory rest facilities.
- ▶ Improve detailed standards for rest facility operation.
 - Establish standards reflecting the characteristics of occupations subject to mandatory rest facility installation requirement.
 - Provide criteria for the equipment and conditions of rest facilities in workplaces with a high concentration of female or male workers.

- Set practical and effective standards for rest facility equipment. For example, chairs should have backrests, and the number of chairs should meet specified requirements. Standards should also address equipment necessary for resting or sleeping in rest facilities.
- Promote the installation of dedicated rest spaces for employees. The survey found cases where rest facilities were used concurrently as changing rooms or meeting rooms. Standards should explicitly specify that rest facilities are intended primarily for employee rest.
- ▶ Strengthen supervision and enforcement of rest facility installation compliance and violations.
 - Assign additional personnel temporarily to manage rest facilities and support early institutional adoption.
- ▶ Provide education on the rest facility system for employers and employees.
 - Integrate the rest facility system into the Employer Training on Establishing Safety and Health Management Systems.
 - Include the rest facility system in the mandatory Occupational Safety and Health Training for Employees.
- ▶ Reflect 'rest facilities' and 'rest breaks during work' items in Ministry of Employment and Labor surveys.
 - Add survey items on the existence and number of rest facilities for workplaces in surveys such as the Work-Family Balance Survey and Supplementary Surveys of the Establishment Labor Force Survey.
 - Include survey items on the existence and number of rest facilities and rest breaks for employees in surveys such as the Korean Working Conditions Survey.

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Supervising ministries Occupational Safety and Health Policy Division, Occupational Health Promotion Team, Women's Employment Policy Division, Ministry of Employment and Labor

Related ministries Division for Career-Interrupted Women, Ministry of Gender Equality and Family