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The 4th Master Plan for Immigration Policy

2023
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2027



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Overview

- I. Significance of the Master Plan for Immigration Policy
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I Significance of the Master Plan for Immigration Policy

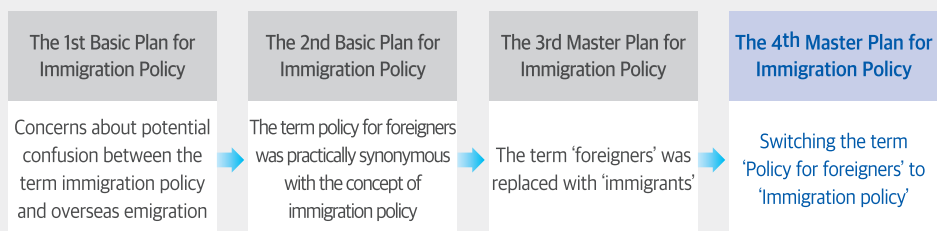
01 Meaning of the Master Plan for Immigration Policy

- The policy for foreigners refers to immigration policy encompassing border and immigration control, naturalization, and social integration.
 - It is a comprehensive policy on establishing infrastructure and an environment for foreign residents. For example, it is about granting foreigners and their dependents temporary or permanent visa status who wish to migrate to the Republic of Korea.

✕ Relationship between the terms 'policy for foreigners' and 'immigration policy'

- At the time of establishing the first Basic Plan for Immigration Policy, concerns were raised about potential public confusion between the terms 'immigration' and 'overseas emigration.' In response, the government agreed to use the term 'Policy for Foreigners (Immigration Policy)' instead of 'Emigration Policy.'
- The Policy for Foreigners directly targeted foreigners, but it was not exclusively aimed at them. Considering its impact on all members of the country and society as a whole, there were limitations to continuing the use of the term 'Policy for Foreigners' with its specialized focus on the target group.
- In an effort to establish a policy identity covering both the target group and diverse areas, the policy name is changed to the globally recognized term 'Immigration Policy,' moving away from the name specialized for the target.
 - ⇒ In response to changes in the global competition for attracting talents, demographic shifts, and other transformations in domestic and international environments, there is a necessity for comprehensive government-wide efforts to actively outline the nation's future direction.

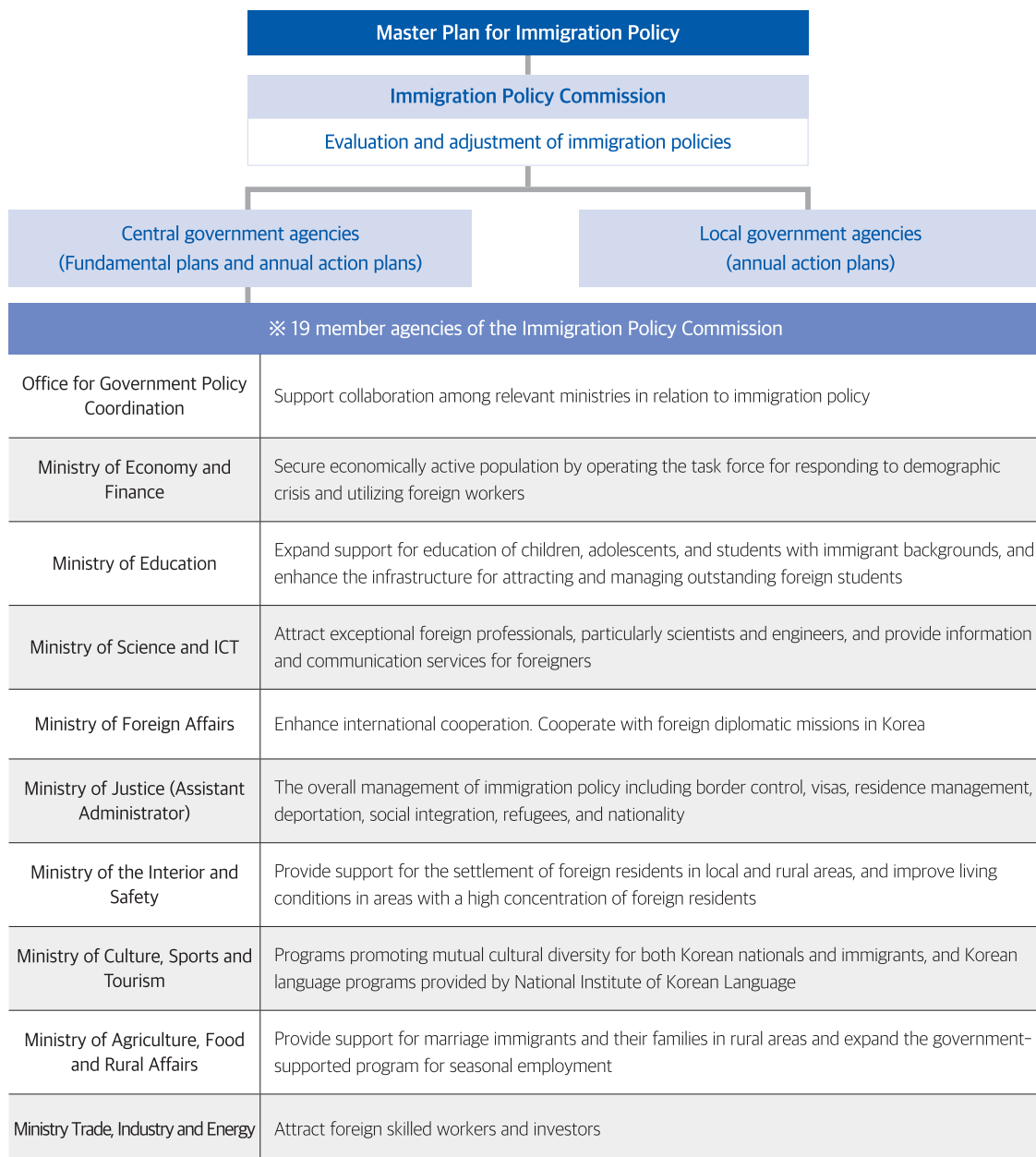
< A changing concept of the government-wide term 'Immigration Policy' >



02 Significance of the Master Plan for Immigration Policy

Level of Priority

- **[A top-level plan across the government]** The Master Plan for Immigration Policy is a top-level plan that applies to government agencies at both the central and local levels in the field of foreigners and immigration. It outlines the fundamental principles and direction of immigration policy



Ministry of Health and Welfare	Improve welfare for multicultural families and foreign workers, and provide childcare support, social insurance and public assistance for children from multicultural families
Ministry of Employment and Labor	Manage the recruitment of foreign workers in companies, and provide support for foreign workers regarding employment permits, workplace and social adaptation
Ministry of Gender Equality and Family	Facilitate the settlement of marriage immigrants and multicultural families, and provide support for children and adolescents with immigrant backgrounds
Ministry of Land, Infrastructure and Transport	Enhance border control facilities at airports and ports. Manage the employment of foreign workers in the construction industry and foreign ownership of real estate
Ministry of Oceans and Fisheries	Advance border management at ports. Ensure the management and human rights protection of foreign workers in the fisheries industry
Ministry of SMEs and Startups	Attract foreign professionals, manage policies for entrepreneurship and investment and provide support for the employment of foreign workers in small and medium-sized enterprises
Korea Communications Commission	Improve broadcasting and communication services for foreigners. Support the production of broadcasting programs that promote cultural diversity
Statistics Korea	Conduct surveys and statistical analysis on the status of foreign residents
Korean National Police Agency	Enhance the management of crimes committed by foreigners and strengthen security activities. Carry out police and security activities of foreign affairs including compliance education

※ Besides the commission ministries, relevant central agencies such as the National Tax Service and the Korea Coast Guard also participate

Characteristic and Function

- **【Pursue the policy in a comprehensive and systematic manner】** As immigration policy involves many related fields, it is necessary to pursue the policy in a comprehensive and systematic manner, rather than having each government agency implement its own separate policies
- **【Ensure consistency and stability】** Immigration policy will be pursued through a long-term plan for the next five years, which takes a comprehensive and forward-looking perspective, to ensure consistency and stability in its implementation, while avoiding short-sighted and narrow views
- **【National Policy Message on Immigration】** Immigration policy is a national policy that targets not only immigrants but also the entire Korean nationals. The Master Plan places an emphasis on public participation and engagement in the policy-making process

Legal grounds and scope of establishment

- **【Grounds】** It is a statutory plan under the Framework Act on Treatment of Foreigners residing in the Republic of Korea

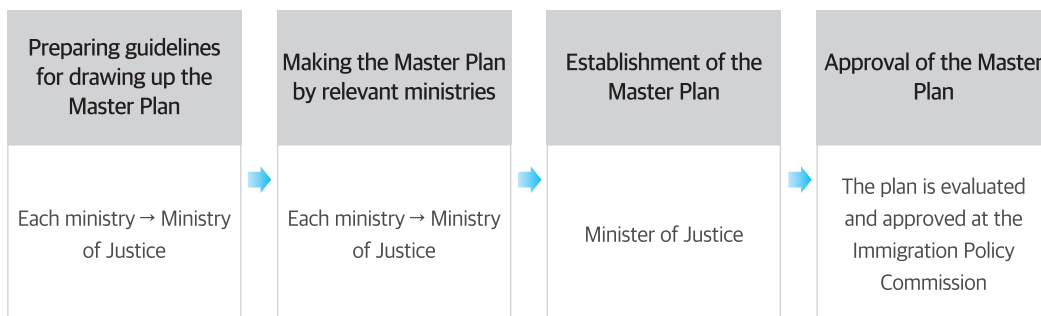
Article 5 (Basic Plans for Policies on Foreigners)

- ① The Minister of Justice shall develop a basic plan for policies on foreigners (hereinafter referred to as "basic plan") every five years in consultation with the heads of relevant central administrative agencies.
-
- ② Basic plans shall contain the following matters:
 1. Basic objectives and direction of implementation of policies on foreigners;
 2. Tasks, methods and periods for prospective policies on foreigners;
 3. Scale of necessary funds and financing plans;
 4. Other matters deemed necessary to establish policies on foreigners.

- **【Scope】** The 4th Master Plan covers a period of five years, from 2023 to 2027, and includes tasks and projects that are scheduled to be completed within this timeframe or continue for more than five years

Establishment procedures

- The Master Plan for Immigration Policy is established by the Minister of Justice in collaboration with relevant central administrative agencies, and it is then approved through deliberation by the Immigration Policy Commission, chaired by the Prime Minister



The Act on the Treatment of the Foreigners in Korea was enacted on July 18, 2007

- The policy direction and framework for the Master Plan were prescribed in the Act. The Immigration Policy Commission was launched

The 1st Basic Plan for Immigration Policy from 2008 to 2012 was established and implemented

- The plan was evaluated and approved at the 4th Immigration Policy Commission on December 17, 2008

The 2nd Basic Plan for Immigration Policy from 2013 to 2017 was established and implemented

- The plan was evaluated and approved at the 12th Immigration Policy Commission on November 28, 2012

The 3rd Master Plan for Immigration Policy from 2018 to 2022 was established and implemented

- The plan was evaluated and approved at the 21st Immigration Policy Commission on November 12, 2018

Progress on establishing the 4th Master Plan for Immigration Policy

Date	Main content
2021. 6.	A forum was held to discuss the direction of the fourth Master Plan
2022. 1.	The research service for establishing the fourth Master Plan was completed
2022. 5.	Regional workshops were held to gather opinions from local governments ※ A total of four regional workshops were held (Gyeonggi-Gangwon province, Gyeongsang province, Jeolla province, Chungcheon province)
2022. 6.	An expert forum was held to discuss the redesign of immigration policy
2022. 8.	An online forum attended by the Citizen Participation Group was held to gather the opinions from policy beneficiaries

2022.10.	An offline forum attended by the Citizen Participation Group was held to gather the opinions from policy beneficiaries
2022.11.	Central and local governments were informed about the guidelines for drafting the Master Plan
2022.11.	Four sessions of the Foreign Policy Sub-committee, involving the participation of relevant ministries, were held
2022.11.	The meeting of the Immigration Policy Committee, an advisory committee under the Minister of Justice, was arranged to gather expert opinions
2022.12.	A public hearing was held to gather opinions from the public and experts on the proposed Master Plan
2023. 2.	Feedback was gathered from ministries on the proposed Master Plan
2023.12.	Additional opinions on the draft of the Master Plan were collected from other ministries
2023.12.	The 4 th Master Plan for Immigration Policy was proposed, evaluated and approved by the Immigration Policy Commission (chaired by Prime Minister) and the Immigration Policy Working Group





History and evaluation of the Master Plans

	1st	2nd	3rd	4th
Period	2008~2012	2013~2017	2018~2022	2023~2027
Vision	World class Korea where foreigners live in harmony with Koreans	Vibrant Korea growing with immigrants	Warmhearted people, respect for diversity, human rights and the rule of law are treasured Korean values	A future-oriented global nation where both Korean nationals and immigrants move forward together
Policy goals	① Enhancing national competitiveness with a proactive openness policy	① [Openness] Support economic stimulus and attract human resources from overseas	① [Openness] Orderly openness with public consent	① [Economy] Boost economic growth and promote local development through immigration
	② Pursuing quality social integration	② [Social integration] Promote social integration that respects shared Korean values	② [Integration] An integrated society with independent and active immigrants	② [Safety] Achieve a safe and orderly society for immigration
	③ Enforcing immigration laws	③ [Human rights] Prevent discrimination and respect cultural diversity	③ [Safety] A safe society where Koreans and immigrants go together	③ [Integration] Promote a cohesive society with both Korean nationals and immigrants
	④ Protecting human rights of foreigners	④ [Public safety] Ensure a safe society for Koreans and non-Koreans alike	④ [Human rights] A just society where human rights and diversity are respected	④ [Human rights] Create an environment where the human rights and dignity of immigrants are respected
		⑤ [Cooperation] Promote co-prosperity with the international community	⑤ [Cooperation] Future-oriented governance based on cooperation	⑤ [Cooperation/Infrastructure] Build a foundation for immigration administration that meets global standards
*Proportion of tasks in implementation plans by year and policy goals				1st - 3rd average
Distribution by goals				
Indicators	The number of tasks in the Master Plan was 169 Achievement rate of implementation plans was 83.0%	The number of tasks in the Master Plan was 147 Achievement rate of implementation plans was 80.2%	The number of tasks in the Master Plan was 166 Achievement rate of implementation plans was 72.7%	Tasks were focused on the area of integration Achievement rate of implementation plans was 78.6%
Characteristics	The number of foreign residents in 2012 : 1,445,103 • The 1st Basic Plan for Immigration Policy was established with a focus on the Integration tasks (72%) • The Refugee Act was enacted in February 2012 and enforced in July 2013	The number of foreign residents in 2017 : 2,180,498 • Compared to that of the first Basic Plan, the number of tasks in the implementation plan was annually increased by 306 on average • The area of Cooperation was added into the policy goals (1st 4 areas → 2nd 5 areas) • The proportion of tasks in the area of Human rights was significantly increased from 4.1% in the 1st Basic Plan to 28.0% in the 2nd Basic Plan	The number of foreign residents in 2022 : 2,199,460 • Maintaining the framework of five policy goals • The safety area is prioritized over the area of human rights • Refugees from Yemen entered Korea and the Afghans who were designated as persons of special merit entered Korea in 2021 • The achievement rate of the Master Plan declined due to the Covid-19 pandemic	 • Main task: the Integration area • Budget concentration: the Openness area • Insufficient: the Safety area has the least tasks and smallest budget • Policy priorities change in response to environmental conditions • Expanding the subcommittee of the Immigration Policy Commission

01 Major tasks of the Master Plans (from 1st to 3rd)

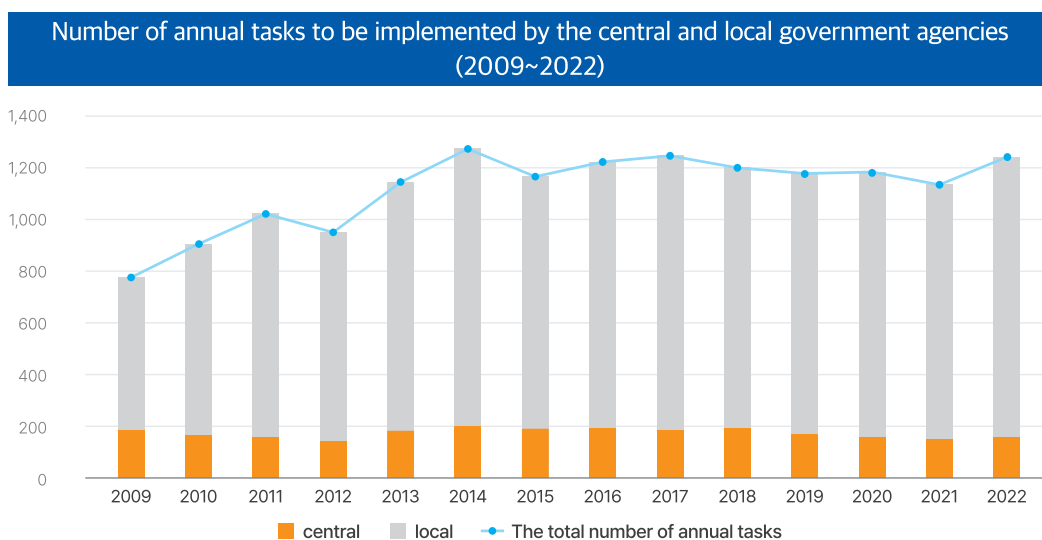
Goals	Major Tasks
Openness	<p data-bbox="315 325 922 350">Secure foreign talents and ensure the supply of foreign workers</p> <ul style="list-style-type: none"> <li data-bbox="315 388 1282 442">▲ Allow certain foreign talents to have dual nationality, and ease general naturalization requirements (1st - Ministry of Justice) <li data-bbox="315 456 1290 511">▲ Expand the applicable regions for the investment immigration programs, and introduce a diverse range of investment options (2nd - Ministry of Justice, Ministry of Knowledge Economy) <li data-bbox="315 525 1250 580">▲ Initiate global scholarship programs. Designate and foster dedicated institutions to attract excellent international students (2nd - Ministry of Education, Science and Technology) <li data-bbox="315 593 1268 648">▲ Promote MICE-linked tourism. Foster medical and wellness tourism (3rd - Ministry of Culture, Sports and Tourism) <li data-bbox="315 662 1276 717">▲ Boost the entrepreneur immigration stream, and extend the benefits for investors contributing to job creation (3rd - Ministry of Justice)
Integration	<p data-bbox="315 752 1172 778">Promote social integration with the participation of both Korean nationals and immigrants</p> <ul style="list-style-type: none"> <li data-bbox="315 815 1282 870">▲ Encourage the development and adoption of self-reliance models for marriage migrants, and facilitate their employment through support programs (1st - Ministry of Labor, Ministry of Health and Welfare) <li data-bbox="315 883 1276 938">▲ Expand the institutions operating the Korea Immigration & Integration Program (KIIP), and strengthen their roles and functions (2nd - Ministry of Justice) <li data-bbox="315 952 1236 1007">▲ Provide Korean language programs to children with immigrant backgrounds and support for their adaptation to Korean society (2nd - Ministry of Culture, Sports and Tourism) <li data-bbox="315 1021 1259 1076">▲ Establish a high-standard infrastructure for residency management, and enhance Hi-Korea services (3rd - Ministry of Justice) <li data-bbox="315 1089 1228 1144">▲ Implement emergency welfare support for foreigners, and improve accommodations for foreign workers (3rd - Ministry of Health and Welfare, Ministry of Employment and Labor)
Safety	<p data-bbox="315 1179 965 1205">Advance the systems for border control and residency management</p> <ul style="list-style-type: none"> <li data-bbox="315 1242 1282 1297">▲ Introduce the Smart Entry Service. Collect and utilize foreigner's fingerprint information (1st - Ministry of Justice) <li data-bbox="315 1311 1253 1366">▲ Share information on basic order violations with relevant institutions, and strengthen measures to manage foreign residents with outstanding debts and their residency (2nd - Ministry of the Interior and Safety) <li data-bbox="315 1379 1282 1434">▲ Tighten penalties for employers who illegally hire foreign workers, and eradicate illegal job placements (2nd - Ministry of Employment and Labor, Ministry of the Interior and Safety) <li data-bbox="315 1448 1222 1503">▲ Introduce K-ETA (Korea Electronic Travel Authorization), and operate I-PreChecking (IPC) (3rd - Ministry of Justice) <li data-bbox="315 1517 1259 1571">▲ Upgrade the ship information system, and ensure a secure management of maritime borders (3rd - Ministry of Oceans and Fisheries, Korea Coast Guard)

	A society where human rights and diversity are respected
Human rights	<ul style="list-style-type: none"> ▲ Provide protection and support to foreign women who are victims of domestic violence, and offer assistance to foreign residents experiencing human rights violations (1st - Ministry of Gender Equality and Family) ▲ Provide medical services to foreigners in need on humanitarian grounds, and offer appropriate support to homeless foreigners (2nd - Ministry of Health and Welfare) ▲ Increase the number of education programs to cover the theme of cultural diversity, and promote a better understanding of it (2nd - Ministry of Culture, Sports and Tourism) ▲ Strengthen the implementation of international human rights standards. Enhance the functions of the Council for the Protection and Promotion of Human Rights of Foreign Nationals (3rd - Ministry of Foreign Affairs) ▲ Enhance public understanding and education about refugees, and expand the infrastructure for refugee screening (3rd - Ministry of Justice)
	Promote international cooperation and coordination among central governments, local governments and civil society
Cooperation	<ul style="list-style-type: none"> ▲ Examine the possibility for expanding the dispatch of immigration liaison officers, and conduct education programs for immigration officers in developing countries (1st - Ministry of Justice) ▲ Enhance the responsibilities of sending countries for the return of foreign workers whose E-9 visas (EPS, Employment Permit System) have expired (2nd - Ministry of Employment and Labor, Ministry of Justice) ▲ Provide training and education support for exceptional talents from developing countries (2nd - Ministry of Foreign Affairs, Ministry of Education) ▲ Strengthen coordination with international organizations, and engage in multilateral international cooperation frameworks (3rd - Ministry of Justice) ▲ Establish a consultation body between central and local governments, and expand the roles and infrastructure of local governments (3rd - Ministry of Justice)

Overview of Evaluation

- The objectives of the Basic Plan were categorized into five areas [Openness], [Integration], [Safety], [Human Rights], and [Cooperation], in an attempt to create balanced immigration policies
 - The second Basic Plan added the area of [Cooperation], which was not included in the first Basic Plan. The second and third Basic Plans on Immigration Policy were categorized into five areas

- **(Focused areas)** The Korean government has worked to promote the social adaptation and economic development of immigrants by focusing policy and budget on the [Integration] and [Openness] areas
- **(Developed areas)** While the [Human Rights] area had the fewest tasks and the smallest budget in the first Basic Plan, it saw a significant increase in the second Basic Plan, following the enforcement of the Refugee Act in 2013
- **(Unsatisfied areas)** Despite its importance, the [Safety] area has the lowest number of tasks and budget allocated in the first to third Basic Plans
⇒ There is a need to identify immigration policy tasks to strengthen the [Safety] and [Cooperation] areas
- **(Number of tasks)** An increase in the number of annual implementation tasks from the first to third Basic Plan demonstrates the expansion of immigration policy



- **(Achievement rate of tasks)** The rate combining central and local government agencies gradually decreased from 83.0% in the first Basic Plan, to 80.2% in the second Basic Plan, to 72% (*due to COVID-19) in the third Master Plan
⇒ In the fourth Master Plan for Immigration Policy, efforts are needed to improve the achievement rate by implementing a structured performance management system and other measures to make evaluations more substantive

Number of tasks and budget allocated for policy objectives in annual plans

(Unit: %)

1 st - 3 rd Average	Openness	Integration	Safety	Human Rights	Cooperation
Task	13.8	60.5	4.0	18.5	3.2
Budget	44.8	32.7	3.0	7.0	12.6
Achievement rate	75.7	75.6	83.2	76.9	81.3

- **(Efficiency)** Despite the policy objectives focusing on the [integration] and [openness] areas, such as securing foreign talents and attracting investment, the achievement rates of these two areas were lower compared to other areas
 - ⇒ To achieve the policy objectives, it is necessary to set appropriate tasks and operate budgets efficiently
 - ⇒ To secure foreign talents and attract investment, government-wide cooperation is required to create a conducive environment that supports these efforts

03 Major achievements and challenges for the past 15 years (1st Basic Plan to 3rd Master Plan)

Major Achievements

- 1 Address labor shortages resulting from changes in the industrial structure
 - The Korean government has introduced and expanded programs to address the labor shortages in small and mid-size enterprises (SMEs) and in the agriculture and fisheries sectors due to the declining working-age population and the shift towards a service industry-oriented industrial structure
 - **(Employment Permit System, EPS)** The EPS allows small and medium-sized enterprises, struggling to find Korean employees, to acquire government-issued employment permits and legally hire low-skilled foreign workers
 - Since its introduction in 2004, the government has consistently made improvements to the EPS, including enhancements to the scale of foreign worker intake and decision-making methods
 - The EPS aims to strengthen the management of foreign workers by verifying the impact on job opportunities for domestic workers and controlling long-term residency

Number of businesses employing foreign workers by industry (2022)

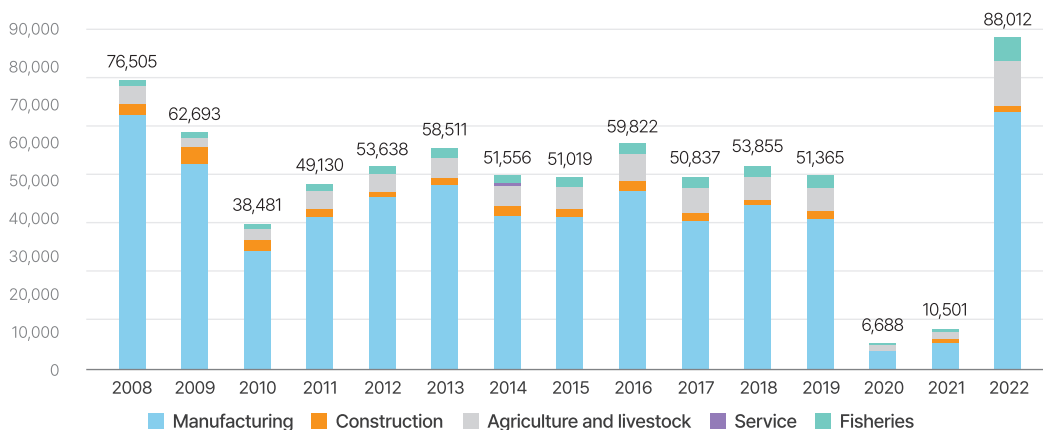
(Unit: number of businesses)

Classification	Manufacturing	Construction	Agriculture	Service	Fisheries	Mining	Total
General(E-9)	34,493	450	8,297	108	5,193	0	48,541
Exceptional(H-2)	2,440	141	27	7,114	10	2	9,734
Both(E-9)+(H-2)	2,452	22	28	3	5	0	2,510
Total	39,385	613	8,352	7,225	5,208	2	60,785

*Source: KOSIS, Ministry of Employment and Labor, EPS Employment Trends, Q4. 2022

Employment of foreign workers (E-9 visa holders) by industry (2008~2022)

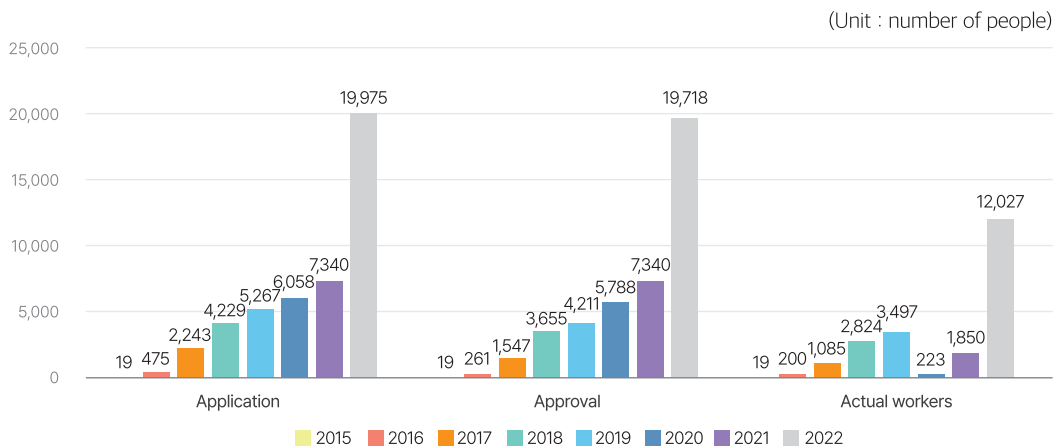
(Unit : number of people)



*Source: KOSIS, Ministry of Employment and Labor, EPS Employment Trends, 2008-2022

- **(Seasonal workers)** Local government agencies have directly applied for allocation of foreign workers to meet the labor demand in local farms and fisheries, contributing to the alleviation of labor shortages in rural areas (This program was officially implemented in 2017)
 - In agricultural sectors with seasonal labor requirements, such as planting and harvesting seasons, farms and fisheries have been allowed to hire foreign workers on a short-term and intensive basis for a period of up to eight months (The program has expanded to include the participation of 104 local government agencies, compared to 21 agencies in 2017)
 - ※ In 2022, the Ministry of Agriculture, Food and Rural Affairs launched a public pilot program to support the dispatch of short-term seasonal labor, allowing for periods of less than one month

Scale of seasonal worker intake by year (2015~2022)



*Source: Korea Immigration Service, Ministry of Justice

2 Enhance border control and the convenience of immigration inspection

- **(Smart Entry Service, SES)** The SES was introduced to enhance the convenience of immigration inspections for passengers visiting the Republic of Korea (implemented in 2008)
 - To facilitate the entry of Korean nationals into other countries, the Korean government has signed agreements with foreign governments to allow them to utilize the automated immigration inspection service (implemented in 2012)

※ Agreements are concluded with the United States, Hong Kong, Macau, Taiwan and Germany

Status of Smart Entry Service (SES) Usage

(Unit: 1,000)

Classification	2012	2014	2016	2018	2020	2022
Proportion of SES use	11.4%	14.4%	21.6%	34.3%	37.1%	51.5%
Number of SES users	5,735	8,848	17,269	30,467	5,460	9,992
Total number of arrivals and departures	50,322	61,652	79,988	88,908	14,702	19,414

*Source: Korea Immigration Service, Ministry of Justice

- **(i-PreChecking)** During the process of checking in at an airport, the eligibility of passengers for boarding is verified. i-PreChecking is designed to prevent the ineligible from boarding a flight at the departure airport, contributing to national security (implemented in 2017)

Number of ineligible individuals whose boarding was prevented

Year	2017	2018	2019	2020	2021	2022
Number of Cases	13,226	19,055	21,554	46,256	32,335	116,443

*Source: Korea Immigration Service, Ministry of Justice

- **(Korea Electronic Travel Authorization)** K-ETA grants pre-travel permission to nationals of visa-waiver countries based on the information that they provided. This system promotes convenience while enhancing border security (implemented in 2021)
 - People who have received approval are eligible for expedited immigration inspection services, which include the benefits of not having to submit the 'arrival card' upon entry
 - Through the process of analysis and screening, K-ETA identifies and prevents the entry of individuals considered harmful to national interests, such as those under entry restrictions or high-risk individuals for illegal immigration

Number of K-ETA applications in 2022

Month	Feb	Apr	Jun	Aug	Oct	Dec
Number of cases	8,961	110,948	173,904	190,710	329,356	310,864

*Source: Korea Immigration Service, Ministry of Justice

- **(Immigration Priority Card)** Fast-track lanes for expedited immigration processing are provided for Immigration Priority Card holders. The card is issued to individuals who have contributed to the country and society, or have mobility impairments
 - The Ministry of Justice conducts an eligibility evaluation for the issuance of Immigration Priority Card, which can be applied for through recommending agencies such as the Ministry of Employment and Labor and the Ministry of Science and ICT

※ The card issuance status: As of December 2022, a total of 43,918 cards have been issued

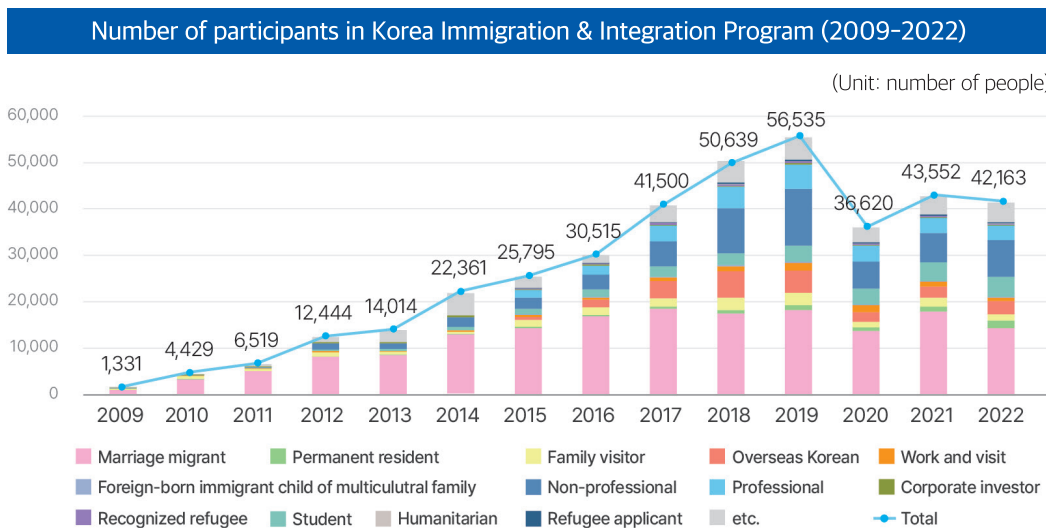
3 Promote social adaptation and integration for immigrants

- The Korea Immigration & Integration Program (KIIP), covering the subjects of Korean language, culture, and social understanding, was introduced in 2009 to provide immigrants opportunities to develop essential skills, helping them adapt to Korean society and live self-reliant as a member of society

※ (benefits for participants) Those who have completed the program will be exempt from the naturalization test or gain extra points when applying for a visa, permanent residency and naturalization

Structure of Korea Immigration & Integration Program

Classification	Korean Language and Culture					Understanding Korean Society	
	0	1	2	3	4	5	
Level	Basic	Elementary 1	Elementary 2	Intermediate 1	Intermediate 2	Basic	Advanced
Study Hours	15hrs	100hrs	100hrs	100hrs	100hrs	70hrs	30hrs



*Source: Korea Immigration Service, Ministry of Justice

- (Initial Adjustment Support Program (IASP)) Fully implemented in 2015, the program facilitates the early integration of immigrants planning long-term residency in Korea by providing information on the country's basic laws, institutions, and social adaptation in 18 languages

Number of participants in the Initial Adjustment Support Program

(Unit: number of people, operation)

Classification	2015	2016	2017	2018	2019	2020	2021	2022
participants	47,845	60,358	91,938	79,656	51,354	6,620	7,241	29,521
operations	1,840	2,245	2,735	2,736	2,116	638	802	1,745

*Source: Korea Immigration Service, Ministry of Justice

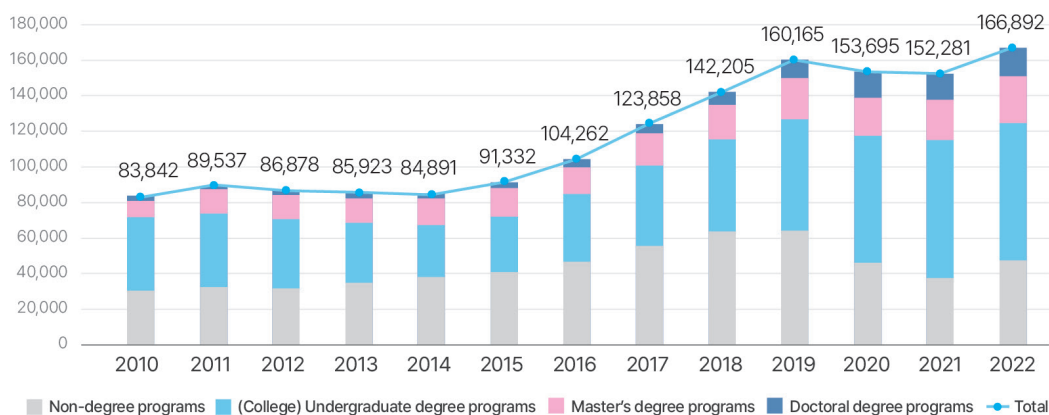
4 Increase the number of international students

- The number of international students enrolled in college degree and undergraduate degree programs (excluding non-degree programs) in Korea has experienced a significant increase, nearly doubling from 60,000 in 2010 to 124,000 in 2022. This increase has been consistent, even during the period of the COVID-19 pandemic, stimulating local economy and enhancing the global competitiveness of universities

※ In 2022, the nationalities of international students were China with 40.4% (67,439 students), Vietnam with 22.7% (37,940 students), Uzbekistan with 5.2% (8,608 students), Mongolia with 4.4% (7,348 students), and Japan with 3.4% (5,733 students)

Increase in the number of international students (2010-2022)

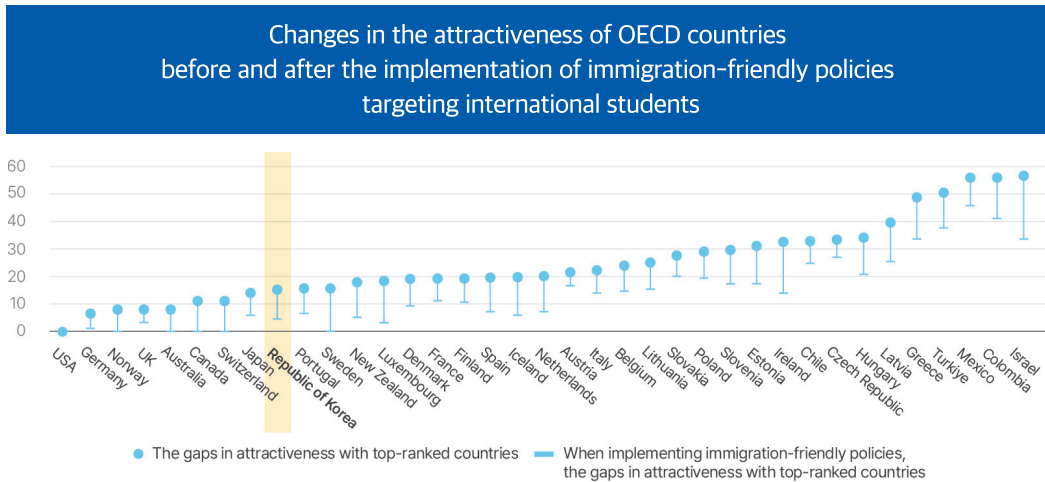
(Unit: people)



*Source: Ministry of Education, Statistics of Education

- (Employment linkage)** The Ministry of Justice has encouraged international students, who meet specific qualifications, to land a job in Korea by granting them a job-search period of 1 year for undergraduates and 2 years for master's and doctoral students
 - The Korean government has implemented employment linkage programs that connect foreign graduates with verified skills and competencies in root industries to employment, in order to address chronic labor shortages in businesses and enable international students to settle down more stably

- **(Attractiveness to international students)** In the 2023 OECD report, the Republic of Korea ranked 9th out of 37 countries in terms of attractiveness to foreign students
 - If the Republic of Korea adopts immigration policies favorable to international students such as affordable tuition fees, part-time employment opportunities and post-graduation employment requirements, it may see its attractiveness to foreign students rise to one of the highest levels



*Source: OECD, Indicators of Talent Attractiveness, 2023

5 Enhance international cooperation to address refugee crises and other issues

- **(Enactment of the Refugee Act)** The Republic of Korea became the first country in Asia in 2013 when its Refugee Act came into force. Since then, refugee policies have been remained a major task in the Basic Plans for Immigration Policy
- **(Expanding screening infrastructure)** The Korean government has set up a dedicated division and increased the number of personnel specifically for refugee screening during the period of the second Basic Plan for Immigration policy
 - For the third Master Plan for Immigration Policy in 2018, measures were taken to strengthen the expertise and fairness of the screening process by securing trained personnel conducting research on refugee-producing countries and providing training programs
- **(Fulfilling international obligations)** At the first Global Refugee Forum in 2019, the Korean government made commitments to increase humanitarian assistance for refugees and continued its efforts to carry out these commitments

- **(Resettlement refugees)** Since 2015, the Korean government has been implementing a pilot refugee resettlement program. This program accepts refugees for resettlement through its screening procedures available to those who temporarily reside in refugee camps abroad and seek resettlement in Korea
 - In order to contribute to resolving refugee issues as a member of the international community and fulfill a role befitting Korea's national status, the Korean government has diversified methods of accepting refugees
 - ※ The refugee resettlement program has several advantages in that it allows the government to determine the size and composition of refugees for admission, which facilitates the resettlement process and promotes social integration
- **(Expanding humanitarian assistance)** Special immigration measures were implemented for the nationals of Afghanistan (persons of special merit) and Ukraine in 2021-2022

⑥ The number of foreign residents who wish to continuously stay in Korea has been increasing

- **(Hoping to continuously stay)** According to the 2022 Survey on the Residency and Employment Status of Immigrants, the percentage of foreigners, who are not permanent residents but wish to continue to reside in Korea after their visas expire, increased from **84.3%** in 2012, to **86.1%** in 2017 and **88.6%** in 2022
 - As of 2022, the most preferred methods for continued stay are as follows: an extension of the sojourn period (52.3%), acquisition of permanent residency (17.3%), and acquisition of Korean nationality (10.6%)
 - (Skilled workers and international students) In 2012, the proportion of skilled workers and international students who wished to continue their stay was relatively lower compared to that of other types of visa holders. However, there has been a gradual increase in the proportion of them hoping to continue their stay by obtaining permanent residency

Proportion of foreigners who wish to continue their stay by visa status

(Unit: %)

	Marriage Migrant	Overseas Korean	Work and Visit	Non-Professional	Professional	Student	etc.
2012	97.6	88.0	92.3	79.2	68.3	63.7	76.1
2017	98.1	94.5	95.1	76.7	79.0	61.2	84.0
2022	97.1	93.9	93.4	80.8	85.9	77.7	88.5

Proportion of skilled workers and international students who wish to continue their stay

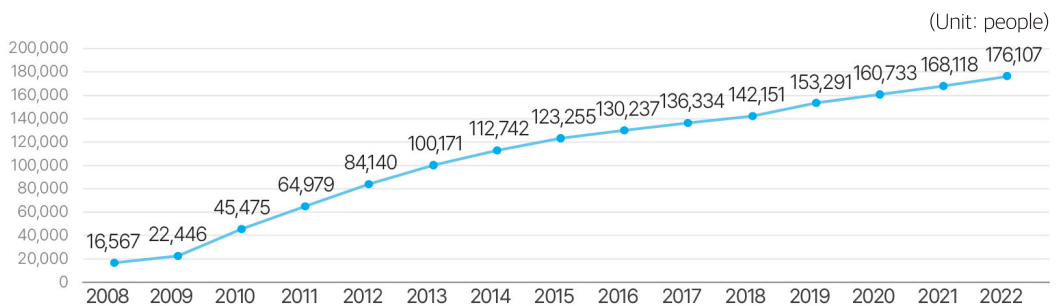
(Unit: %)

	Year	hope to remain	way to extend status					hope Not to remain
			extend period	change visa	acquire PR	acquire nationality	etc.	
Professional	2012	68.3	59.0	2.1	5.9	1.1	0.2	31.7
	2017	79.0	57.9	7.0	11.7	2.1	0.3	21.3
	2022	85.9	63.5	7.4	13.7	1.0	-	14.1
Student	2012	63.7	48.0	10.7	3.9	0.8	0.3	36.3
	2017	61.2	40.2	13.5	5.0	1.6	0.8	38.8
	2022	77.7	53.0	15.4	7.1	2.3	0.0	22.3

*Source: The 2022 Survey on the Residency and Employment Status of Immigrants(Statistics Korea, Ministry of Justice)

- **(Significant increase in permanent residents)** The number of permanent residents has seen a steady rise, increasing by tenfold to reach 176,107 in 2022 over a period of 15 years. This number stood at 16,567 in 2008 when the first Basic Plan for Immigration Policy was established

Number of permanent residents (2008~2022)



*Source: Korea Immigration Service, Ministry of Justice

Limitations and issues required to be improved

1 Need to encourage skilled foreign workers to settle down in Korea

- **Limitation (Focused on short-term and unskilled workers)** Employment immigration policies were primarily focused on the recruitment of short-term and unskilled workers, while the growth in skilled workers remained stagnant

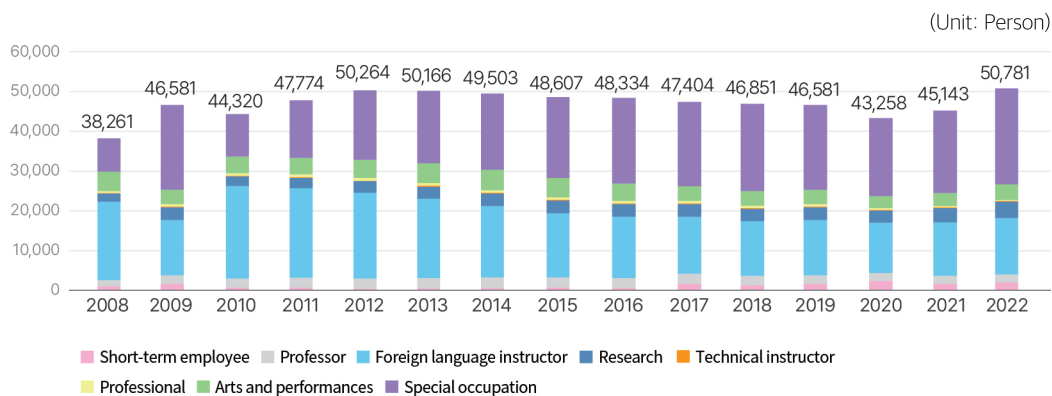
※ In 2022, among the employment-based immigrant workers, 398,621 workers (88.7%) were classified as unskilled workers, while 50,781 workers (11.3%) were categorized as skilled workers

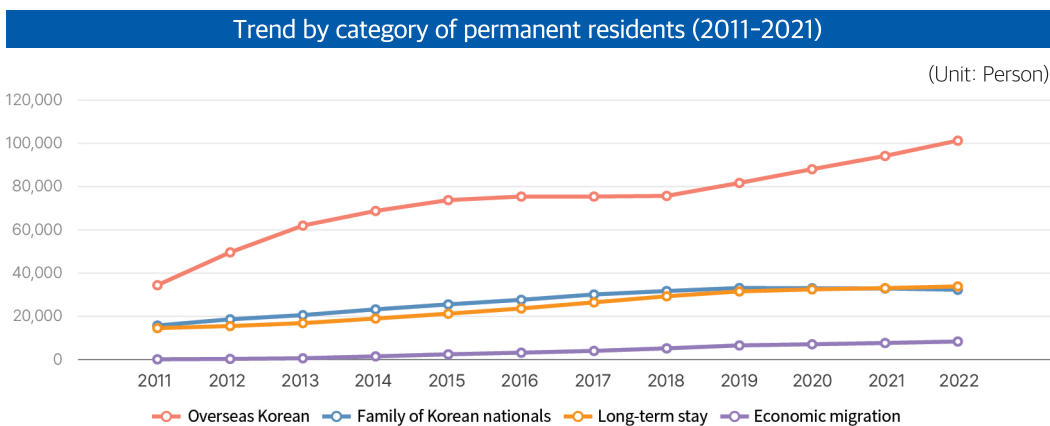
➡ **Improvement required** The Korean government should make efforts to reduce the percentage of international students returning to their home countries, as they currently display the lowest rate of intention to continue their stay. Additionally, the government should strive to encourage their transition into skilled workers

➡ **Improvement required** The government should expand pathways that allow foreign workers, who have transitioned from unskilled workers to skilled workers, to settle down and establish long-term residency in Korea

※ Short-term workers have a higher tendency to minimize domestic spending and send remittances back to their home countries. However, skilled workers can be utilized as domestic resources, and their potential for family reunification can contribute to promoting domestic consumption, which are positive impacts

Changes in the number of skilled workers (2008-2022)





*Source: Korea Immigration Service, Ministry of Justice

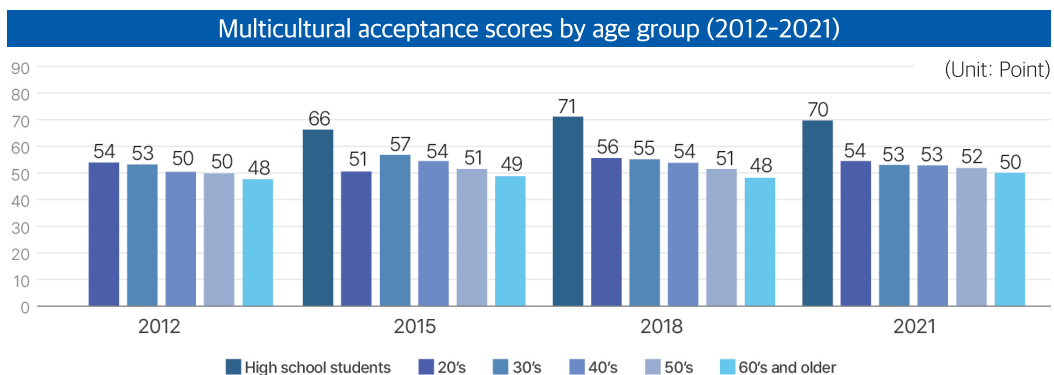
- **Limitation (Pathways to permanent residency)** There is a significantly low number of immigrants obtaining permanent residency through economic immigration pathways

※ Among the total number of permanent residents in 2021, 56% obtained their permanent residency through ethnic Korean pathways (the F-4 visa), while only 4% of foreigners acquired permanent residency through economic immigration routes such as investment, outstanding talent, and employment

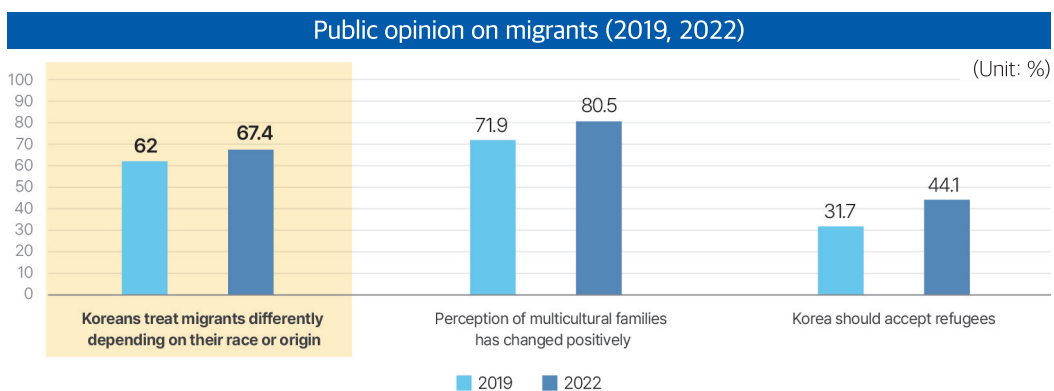
- ➔ **Improvement required** The Korean government should reform the pathways for changing visa status and obtaining permanent residency to facilitate the transition of international students and skilled workers into permanent residency

2 Need to improve mutual cultural understanding

- **Limitation (Integration policies focused on education)** Most integration tasks made an emphasis on providing immigrants with integration programs. Only a few tasks highlighted fostering communication between Korean nationals and immigrants
- **Limitation (Multicultural acceptance)** Although the Basic Plans for Immigration Policy have been primarily carried out with a focus on [Integration], there is still a lack of public understanding and multicultural acceptance regarding immigration policies
 - While the multicultural acceptance among teenagers is consistently on the rise, it has slightly declined among adults since 2015, following an initial increase
- **Limitation (Prejudice against race and nationality)** A significant majority, 67.4%, has the view that foreigners are subject to differential treatment in Korean society based on their race or nationality. This prevailing prejudice appears to influence the level of acceptance towards foreigners based on their visa status, such as overseas Koreans, foreign workers, and refugees

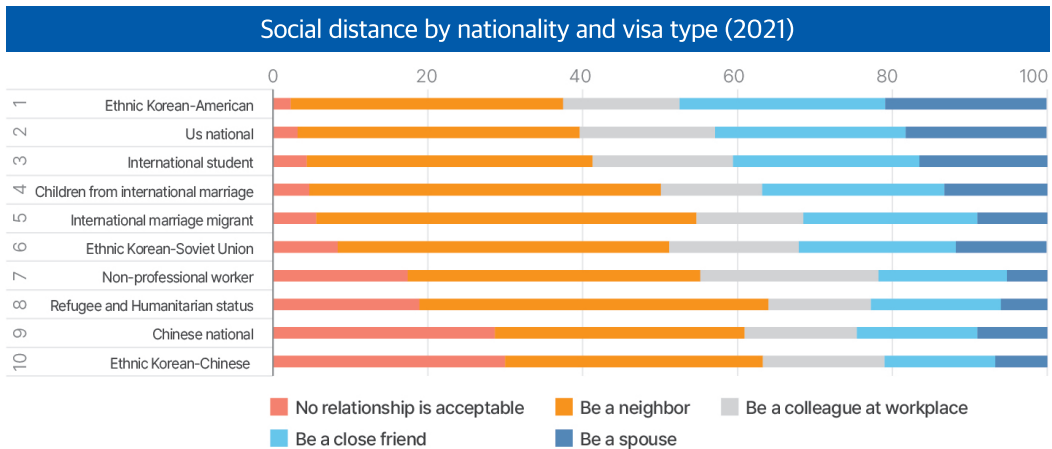


*Source: Ministry of Gender Equality and Family, National Multiculture Acceptability Survey, 2021



*Source: Ministry of Culture, Sports and Tourism, Survey on Korean Attitudes and Values, 2022

- ➔ **Improvement required** The government should introduce immigration policies that foster mutual interaction and enhance social connections between Korean nationals and immigrants, rather than adopting a one-way approach to immigrant adaptation and integration into Korean society
- ➔ **Improvement required** The government should utilize the internet and mass media to create content that captures the attention of the public, and take proactive measures to monitor and improve any content that portrays immigrants in a negative or biased manner, or promotes prejudice



*Source: Korea Immigration Service, Ministry of Justice, Public opinion survey on migration policy, 2021

3 Need to enhance cooperation between central and local government agencies

- Limitation **(Centralized)** Central government-led immigration policy initiatives have been insufficient in addressing regional differences in immigration needs. Local governments have lacked the necessary infrastructure, including dedicated departments and relevant research, to establish immigration policies tailored to their specific regions

➔ Improvement required In order to accurately understand and promptly integrate regional immigration demands into policies, it is imperative to create collaborative channels between central and local governments and establish a specialized department for immigration policies at the local government level

- Limitation **(Implementation framework)** The Immigration Policy Commission, overseeing the coordination of immigration policies at the government-wide level, was operated formally but insufficient in fully facilitating policy adjustments among government agencies

- It has been pointed out* that the segmented and isolated approach of various government agencies to policies on immigration, multicultural families, and foreign workforce causes redundancy, inefficiency, and budgetary waste

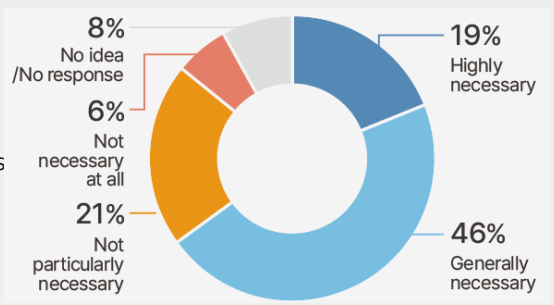
* Δ According to an article published in the Segye Times in May, 2022, government agencies handling foreigners affairs have implemented policies in a disorganized manner, resulting in redundancy and blind spots

Δ Fragmentation of immigration policy and selective integration : a study focusing on South Korea's policies for foreign workers (Harim Seok, Minhee Ko, 2022)

➔ Improvement required An increasing need for a dedicated government agency to responsibly address the fast-changing environment and provide the direction for national immigration policy with a long-term perspective

Survey result on the need for establishing an immigration authority

- Opinions on establishing a dedicated immigration agency
 - "Necessary" 65%
 - "Not necessary" 27%
- A relatively high number of respondents consider it necessary



*Source: National Barometer Survey (NBS), 2022.12.



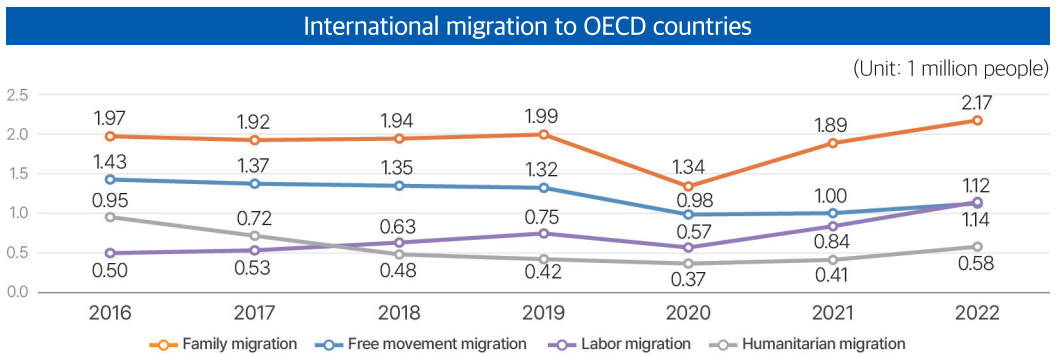


Policy environment analysis and implications

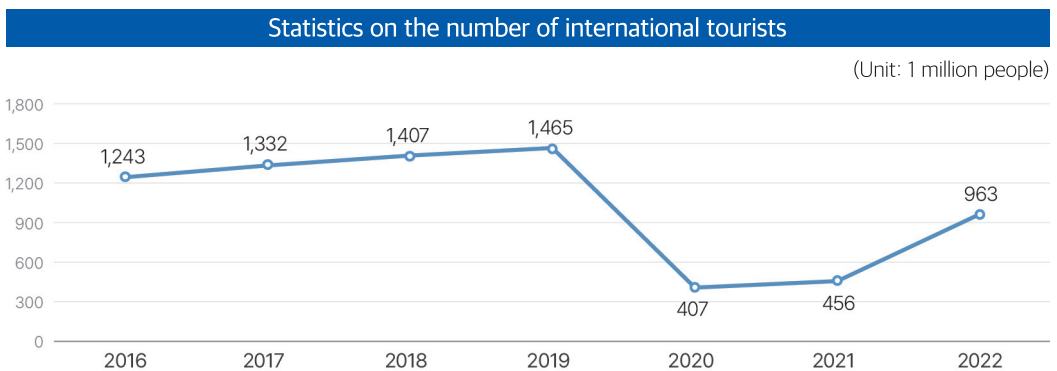
01 Global immigration environment

1 Recovery from the Covid-19 pandemic

- (Rebound of international mobility) Exchanges of human and material resources have swiftly recovered to pre-pandemic levels, leading to facilitating international mobility with an increasing number of travelers and incoming immigrants
 - Countries around the world have been adjusting their immigration policies to focus on economic recovery, attracting tourists and international students and allowing employment immigration

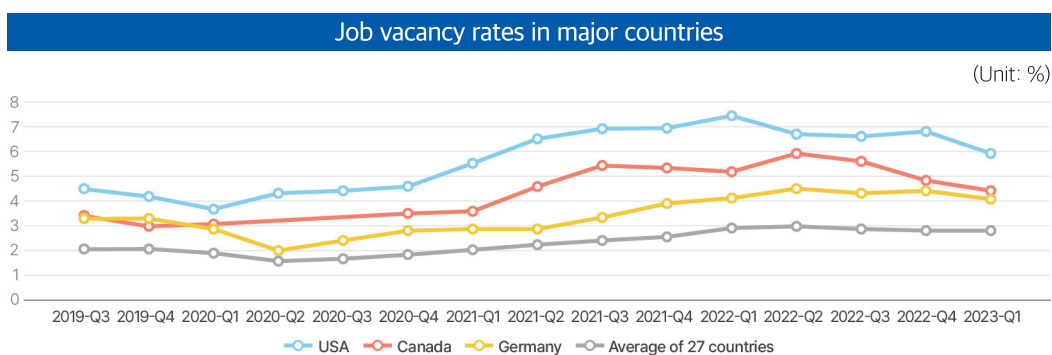


*Source: OECD International Migration Outlook, 2023

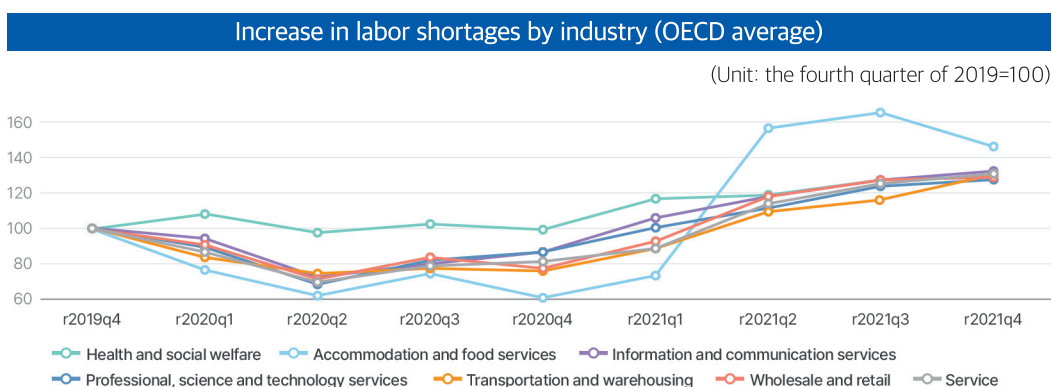


*Source: Korea Culture and Tourism Institute (Tourism Knowledge & Information System), 2023

- **(Efforts to secure essential workers)** The global labor shortages were worsened by the Covid-19 pandemic, along with the persistent issues of declining working-age population and labor shortages resulting from demographic changes
 - The employment visa scheme was reformed for sectors experiencing severe labor shortages, such as manufacturing, agriculture and healthcare. Various measures were implemented to encourage immigrant settlement by improving access to permanent residency



*Source: Eurostat, Job vacancy statistics from each country's Statistics Office, 2023



*Source: OECD, Labor shortages after the Covid-19 pandemic, 2022

2 Green/Digital transition and international competition in advanced technology

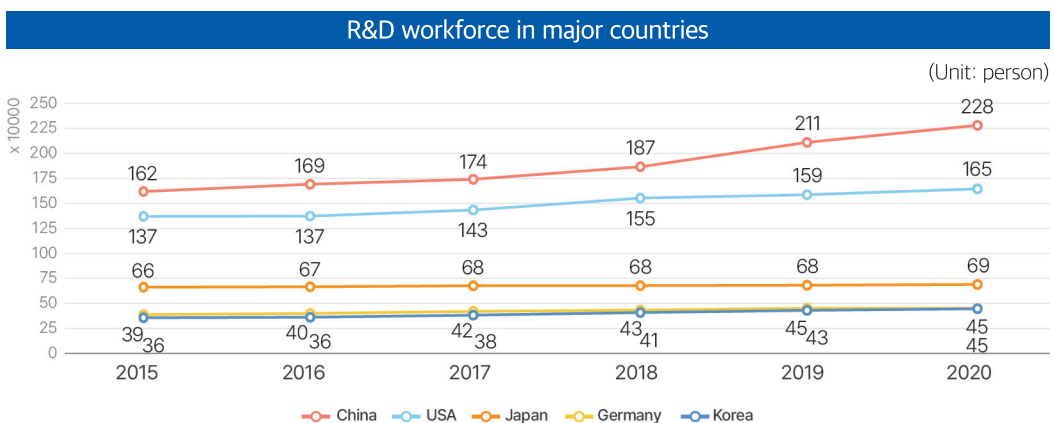
- **(Digitalized immigration system)** The EU aims to fully digitalize visa procedures by 2025, while Canada has declared its transition to 100% online applications for permanent immigration programs, reflecting a growing trend of expanding the use of digital systems in immigration administration

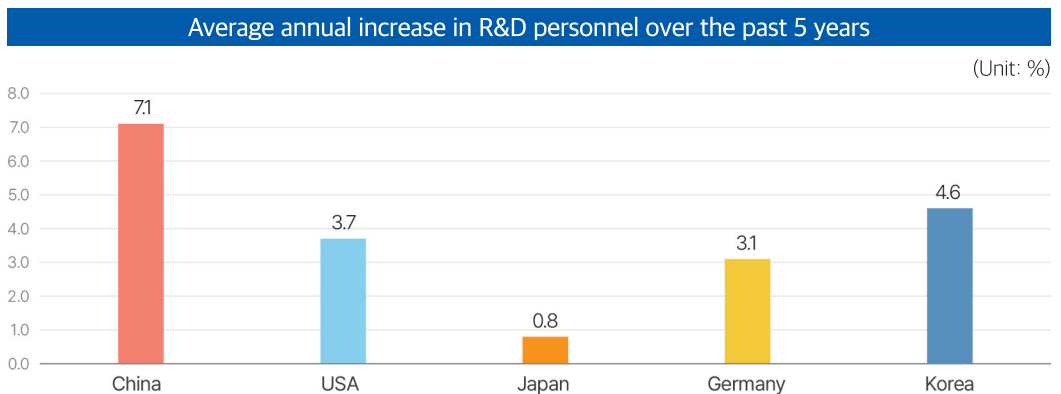
Examples of utilizing digital and AI systems

Pre-arrival	Entry	Stay
<ul style="list-style-type: none"> • E-visa application platform • An AI powered automated system receives the application for initial review and triage • Application is automatically approved and issued based on the criteria 	<ul style="list-style-type: none"> • Using drones for patrol in border areas • Automated kiosk (e-gate) confirms identity • Security screening 	<ul style="list-style-type: none"> • A chatbot for providing immigration legal advice • Allocation of housing for refugees • Job placement • Using an identity system for humanitarian assistance

*Source: European Migration Network (EMN)-OECD, The use of digitalisation and artificial intelligence in migration management, 2022

- **(Industry and employment restructuring)** The industry structure has been changing with a focus on state-of-the-art technology, high-tech manufacturing, and service industries. This transformation is accompanied by diversified employment and work styles, including an increase in freelancing and remote working. 25 countries have introduced the Digital Nomad visa to attract digital talents
 - Countries around the world have a fierce competition to protect and recruit top talents for securing cutting-edge and innovative technologies such as artificial intelligence, eco-friendly and renewable energy, and space exploration



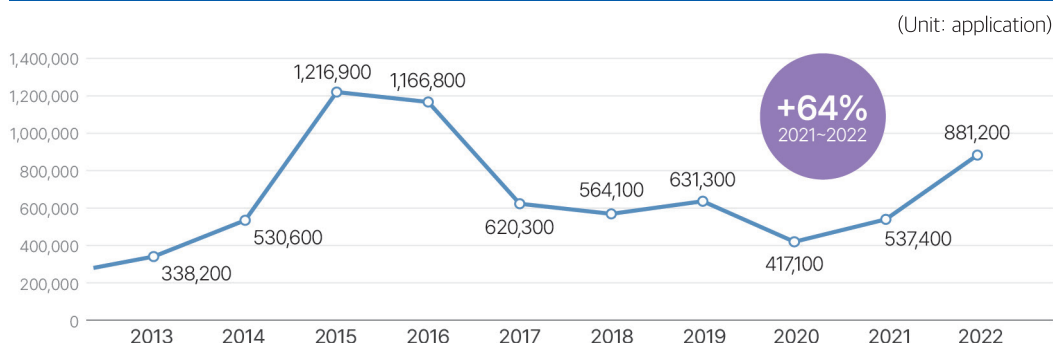


*Source: Korea Economic Research Institute, competition for technological hegemony and implications for science & technology workforce, OECD, 2022

3 Repetitive social conflicts over immigration and its politicization

- **(Recurring social conflicts)** Economic inequality and social exclusion experienced by immigrants, along with issues of discrimination stemming from cultural clashes, gave rise to conflicts between nationals and immigrants
 - Despite efforts to enhance social integration and immigration management through various measures, social conflicts and social divides have been persistent and recurrent
 - ※ The Banlieue riots in France (2005), and riots sparked by the death of second-generation immigrant teenager (Nael) in a police shooting (2023)
- **(Politicization of immigration)** In Europe, where there has been widespread acceptance of refugees and immigrants, immigration policies have become politicized, with right-wing parties pushing anti-immigration agendas gaining prominence
 - A recent sharp increase in refugees and immigrants, driven by climate change, the Russian invasion of Ukraine, and the Syrian civil war, alongside a growing backlash against them, has become major factors in the politicization of immigration
 - ※ The number of forced migrants reached 108 million in 2022, doubling from 51 million in 2013

Number of refugee applications between 2013 and 2022 within the Europe



*2015-2016: Syria, 2022: refugee applicants from Ukraine and Afghanistan

*Source: European Statistical Office (Eurostat)

Approval ratings for anti-immigration parties in Europe

Finland	2023	Party F	20.1%(2nd)
Italy	2022	Party F	26.0%(1st)
Sweden	2022	Party S	20.5%(2nd)
France	2022	Party N	17.3%(3rd)
Germany	2021	Party A	10.3%(5th)
Switzerland	2019	Party S	25.6%(1st)
Spain	2019	Party V	15.1%(3rd)

- **(Immigration and refugee response)** The European Union tentatively agreed on the New Pact on Migration and Asylum* in December 2023. France amended its immigration law in December 2023 to primarily reduce welfare benefits for immigrants and introduce an immigration quota system

* The New Pact consists of five regulations aimed at managing immigration at the EU level from a long-term perspective and establishing a common approach to migration and asylum based on solidarity, responsibility and other values. The regulations include Δ Asylum and Migration Management, Δ Asylum Procedures, Δ Screening, Δ Biometric Authentication Database, and Δ Emergency Situations and Irresistible Forces

4 Facilitating immigration within Asia

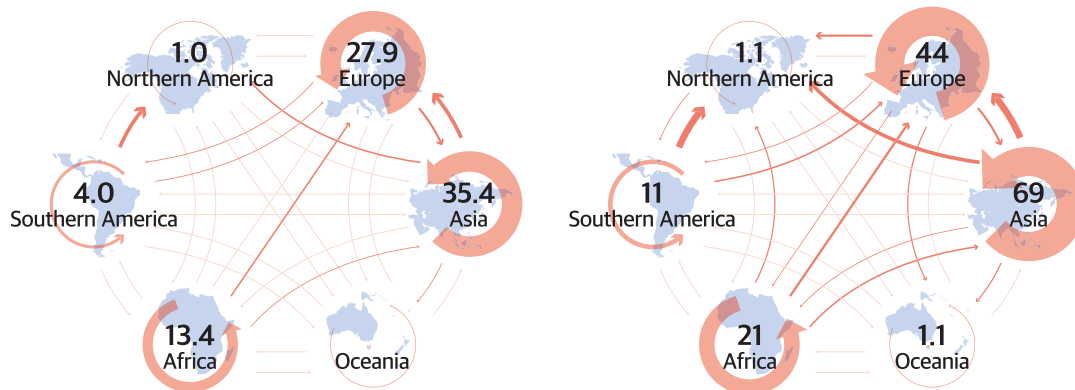
- **(Promote intra-regional exchanges)** In 2020, 41% of immigrants around the world were from Asia, and 60% among them emigrated to countries within Asia

※ The number of emigrants from the Asian region has increased from 56.96 million people in 1990 to 114.91 million people in 2020

- In Asia, the region that hosts the highest number of immigrants is Southeast Asia, accounting for 25%, followed by East Asia with 21%, the Pacific with 21%, South Asia with 18%, and West Asia (the Middle East) with 15% (IOM, 2022)

Migration within the region (continent) in 1990 and 2020

(Unit: million people)



*Source: IOM, World Migration Report, 2022; The New York Times, Migrants are on the rise around the world, 2018.6.20.

- **(Competition in immigration policies among Korea, China, and Japan)** Korea, China and Japan, being economic powers in Asia, have experienced rapid aging populations and changes in population structure. These demographic changes have become factors that attract immigrants to these three countries
 - China, Taiwan, and Japan have systematically responded to population decline and labor shortages by establishing and improving their immigration authorities to attract excellent talents and essential workers

Japan	China	Taiwan
Immigration Services Agency of Japan, Ministry of Justice (newly established in 2019)	National Immigration Administration, Ministry of Public Security (newly established in 2018)	National Immigration Agency, Ministry of the Interior (established in 2007, and reorganized in 2015)
'Specified Skilled Worker' visas were introduced in 2019: Employment restrictions on low-skilled jobs were abolished. A route from low-skilled to a middle-skilled job was established (with the option for family accompaniment and eligibility for permanent residency).	The Foreigner's Work Permit system in China was implemented in 2017, as a strategy that focuses on talent development priorities. It encourages the development and promotion of talents, manages the general workforce, and restricts low-skilled individuals.	The New Economic Immigration Bill was enacted in 2018 with an aim to attract middle-skilled and skilled foreigners and promote investment immigration. A route from low-skilled to a middle-skilled job was established, allowing for the option to apply for permanent residency(2022).

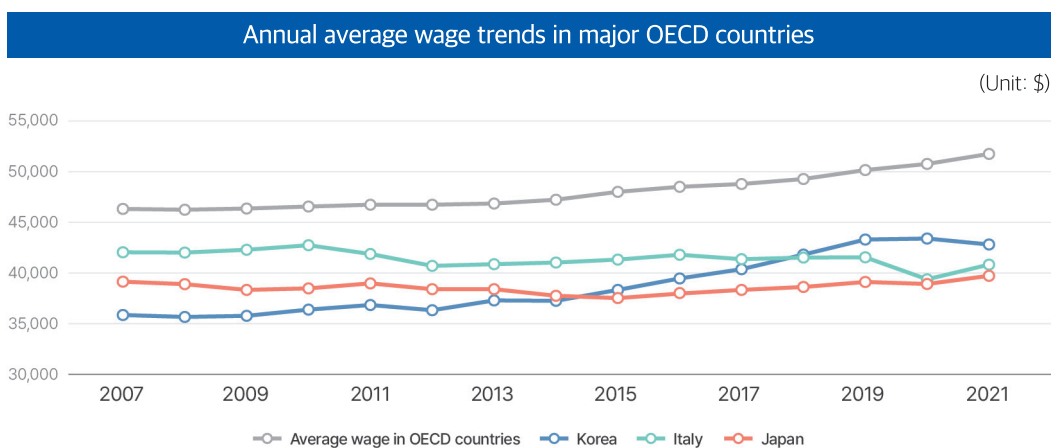
5 Rise of the Republic of Korea

- **(Economic position)** In July 2021, the Republic of Korea became the first country to be reclassified as an advanced country from a developing country by the United Nations Conference on Trade and Development (UNCTAD)
 - In 2022, both export and trade volumes reached recorded highs, ranking sixth globally. Wages soared to their highest level in Asia, leading to expectations of increased economic immigration

GDP and exports by country

Ranking	GDP		Exports	
	2020	2021	2021	2022
1	USA	USA	China	China
2	China	China	USA	USA
3	Japan	Japan	Germany	Germany
4	Germany	Germany	Netherlands	Netherlands
5	UK	India	Japan	Japan
6	India	UK	Hong Kong	Korea
7	France	France	Korea	Italy
8	Italy	Italy	Italy	Belgium
9	Canada	Canada	France	France
10	Korea	Russia	Belgium	Hong Kong
11	Russia	Korea	Canada	Canada

*Source: World Bank, IMF, In terms of GDP, Korea ranked at 13th in 2022



*Source: OECD. Purchasing Power Parities reflecting the price levels in each country

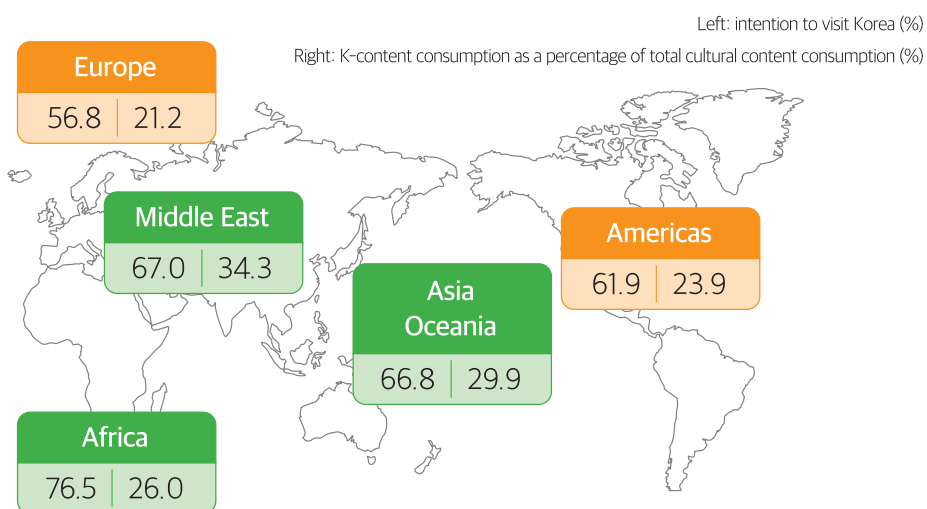
- **(Cultural influence)** The global spread of the Korean popular culture (Korean Wave, Hallyu) contributed to Korea's reputation as a cultural powerhouse as it ranked 8th in global attractiveness, 10th in national branding, and 12th in soft power in 2022
 - In 2022, the export volume of Korean culture content significantly surpassed that of major export items such as home appliances and batteries, with an increase of over 5.5 times over the past 15 years (from 3.1 trillion won in 2008 to 17.2 trillion won in 2022)

Global Attractiveness Index (2022, 2019)

Rank	Global Attractiveness		Country Brand	
	2022	Score	2022	Value (1 Billion USD)
1	Germany	100	USA	26,472
2	USA	99.9	China	21,528
3	Hong Kong	87.6	Germany	4,504
4	UK	85.2	Japan	4,284
5	Japan	85.1	UK	4,115
6	Singapore	85.0	France	3,152
7	China	83.1	India	2,595
8	ROK	79.2	Canada	2,238
9	Australia	75.2	Italy	2,155
10	Canada	73.8	ROK	1,911

*Source: The European House-Ambrosetti, GAI ranking

Korean wave trends (2022)



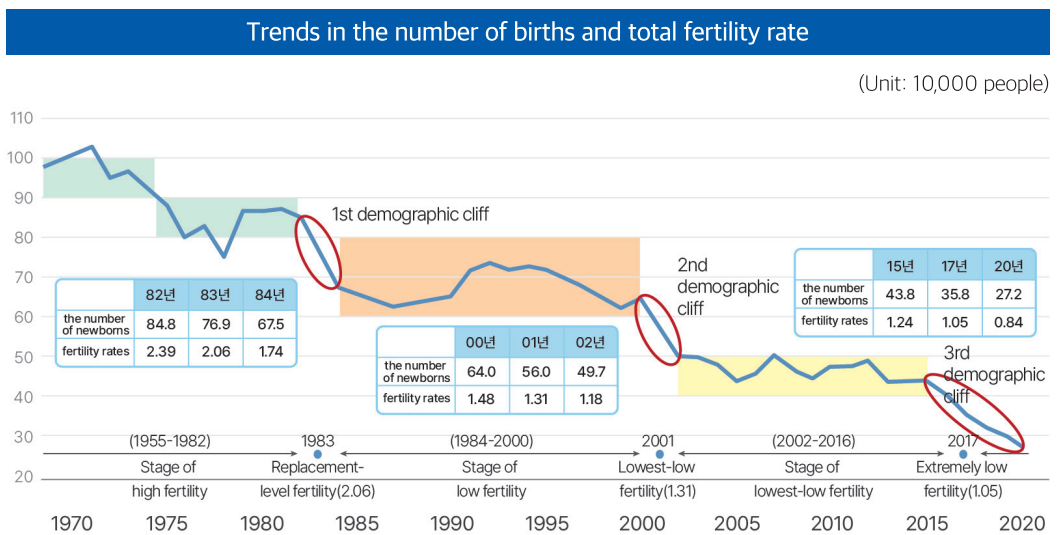
*Source: Korean Foundation for International Cultural Exchange, Global Hallyu Trend, 2022

02 Domestic Immigration Environment

1 Risk of population decline and local extinction

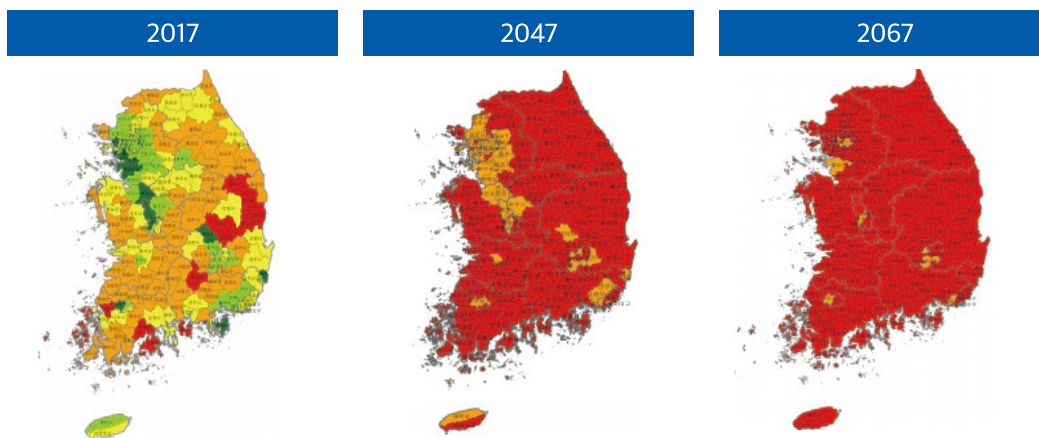
- **(Population crisis)** Korea faces the world's sharpest decline in population. The occurrence of Korea's first death cross population in 2020 (305,000 death > 275,000 births) has led to a forecast of a rapid decline in the working-age population

*The working-age population (aged 15 to 64) was 37.83 million in 2020 and is projected to decline by 3.57 million to 33.81 million in 2030 and by 8.86 million to 25.82 million in 2040 (Statistics, 2022)



*Source: Committee on Low Birth Rates and Aging Society, 2023

- **(Risk of local extinction)** In 2021, a total of 108 cities(Si), counties(Gun), and districts(Gu) out of 229 were identified as being at risk of local extinction, accounting for 47.2% of the total. Furthermore, it is projected that by 2047, every city, county, and district in the country will face the risk of local extinction (The National Assembly Research Service, the Board of Audit and Inspection of Korea, 2021)



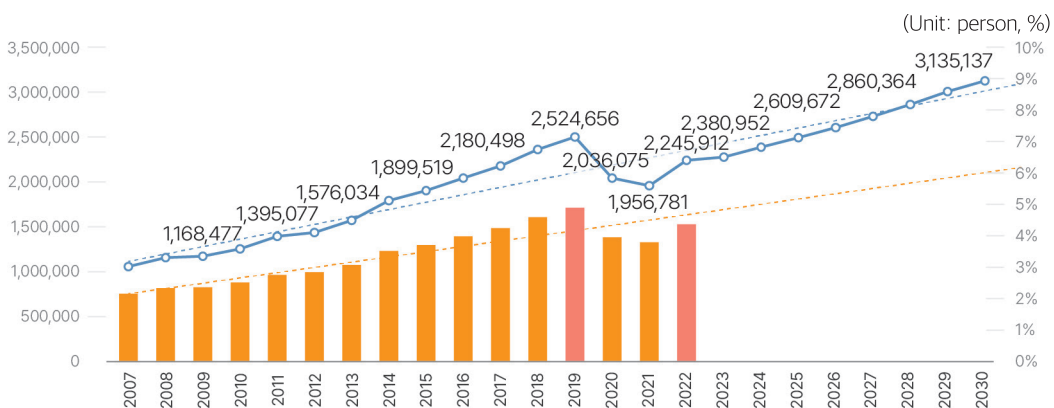
*Source: The Board of Audit and Inspection of Korea, an audit report, Regions with the potential risk of local extinction, classified by cities and district (si, gun, gu), Response to population structure changes 1 (region), 2021

2 Growing number of immigrants and greater immigrant diversity

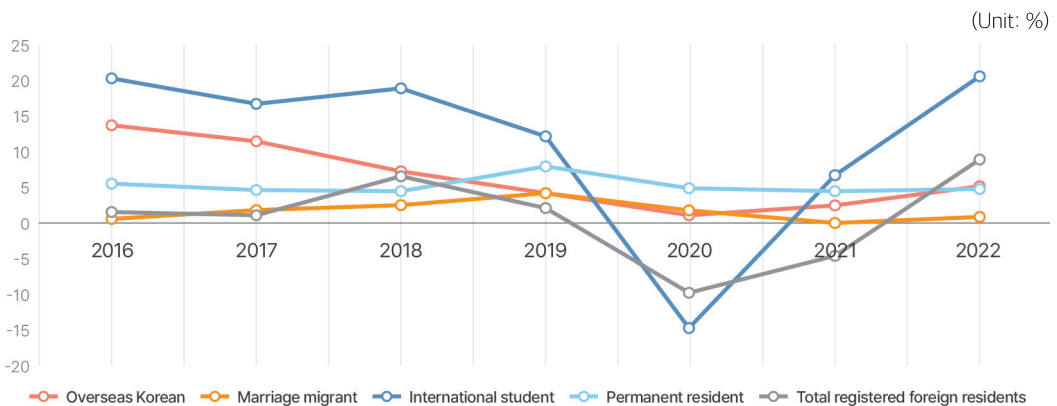
- **(Surge in immigrants)** The number of immigrants in Korea, which stood at 1.16 million in 2008 (2.3% of the total population), peaked at 2.52 million in 2019 (4.9% of the total population). It is expected to exceed 3 million by 2030 (as of the end of 2022, it was 2.24 million)
 - Over the past 10 years, Korea has experienced a remarkably rapid increase in the number of immigrants compared to other OECD countries
- **(Greater diversity)** Although ethnic Koreans and marriage immigrants have represented a considerable share of foreign residents, their increase rates are gradually declining. On the other hand, there is a growing trend toward a more diverse immigrant composition, including an increase in international students and permanent residents

※ The nationalities of long-term foreign residents became more diverse, increasing from 176 in 2008 to 192 in 2022

Trends and anticipated changes in the number and ratio of immigrants



Changes in the number of long-term foreign residents

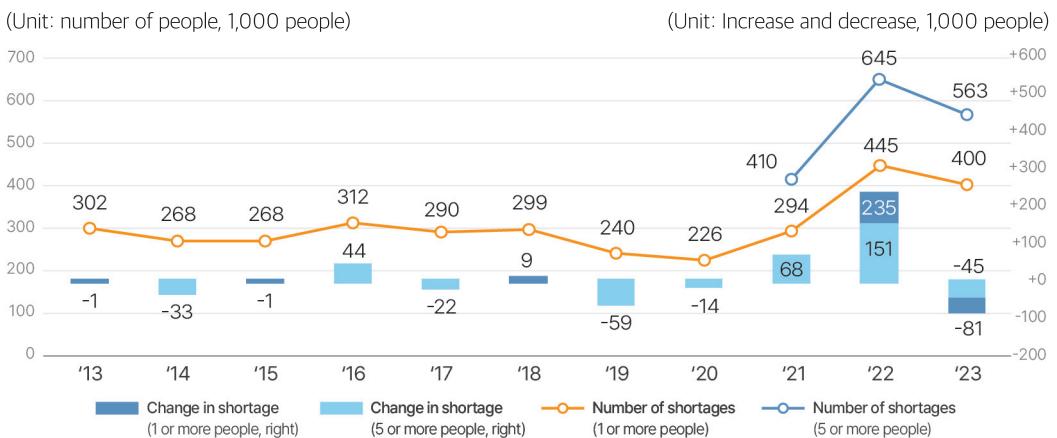


*Source: Annual statistical reports of Korea Immigration Service, Ministry of Justice

3 Worsening labor shortages

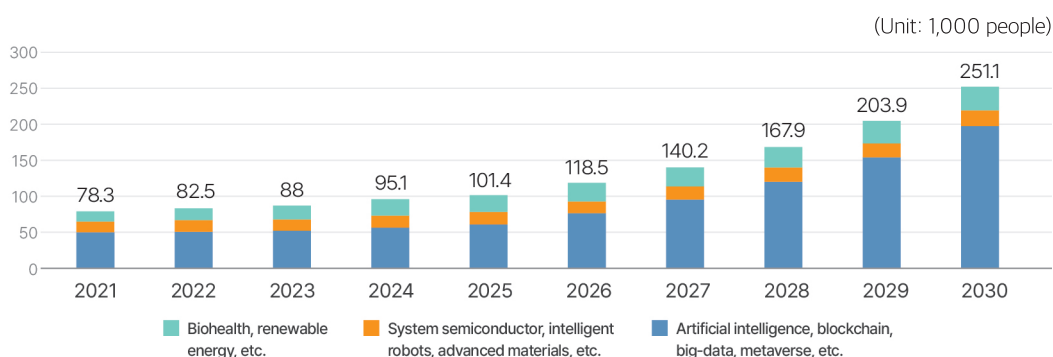
- **(Intensifying labor shortages in industries)** Labor shortages are worsening across various industries and income levels due to a decline in the working-age population caused by demographic changes
 - Job vacancies increased from 303,000 in 2012 to 563,000 in 2023 (Ministry of Employment and Labor, 2022)
 - The most commonly cited reason (90.6%) for employing foreign workers was ‘difficulty in hiring domestic workers,’ while only 3.2% mentioned ‘reducing labor costs.’ (Korea Federation of SMEs, 2023)

Personnel shortages by year



*Source: Ministry of Employment and Labor, Results of the occupation-based workforce survey for the second half of 2023

Supply and demand gap for workforce in major emerging technology sectors



*Source: The Board of Audit and Inspection of Korea, Response to population structure change (Increasing the workforce), 2022

※ (Personnel shortages by industry) Manufacturing (135,000 persons), wholesale and retail (67,000 persons), health and social welfare services (60,000 persons)

※ (Personnel shortages by occupation) Driving and transportation (6.4%), manufacturing and simple labor jobs (5.2%), beauty and event services (4.9%), metal, material installation, maintenance, and production (4.8%), food processing and production (4.7%) were the most lacking (Ministry of Employment and Labor, 2023)

Efforts to address labor shortages (Multiple responses)

(Unit: the number of workplaces, %)

Efforts to solve labor shortages	The number of responses		
Increase hiring expenses, or diversify recruitment methods	1,169,531	[58.9]	(37.1)
Utilize foreign workers	115,083	[5.8]	(3.7)
Employ dispatched and contract workers	191,140	[9.6]	(6.1)
Improve working conditions, including wage increase	706,554	[35.6]	(22.4)
Extend working hours for existing workers (overtime and holiday work)	315,208	[15.9]	(10.0)
Provide vocational training to improve lacking skills	115,951	[5.8]	(3.7)
Promote automation of production facilities or office tasks	48,139	[2.4]	(1.5)
Employ workers seeking to balance work and household tasks	396,772	[20.0]	(12.6)
Others	93,996	[4.7]	(3.0)

Ref 1) []: The ratio compared to the total number of responding companies [(the number of responses/total responding companies)×100]

2) (): The ratio compared to the total number of multiple responses [(the number of responses/the total number of multiple responses)×100]

*Source: Ministry of Employment and Labor, Results of the occupation-based workforce survey for the second half of 2023

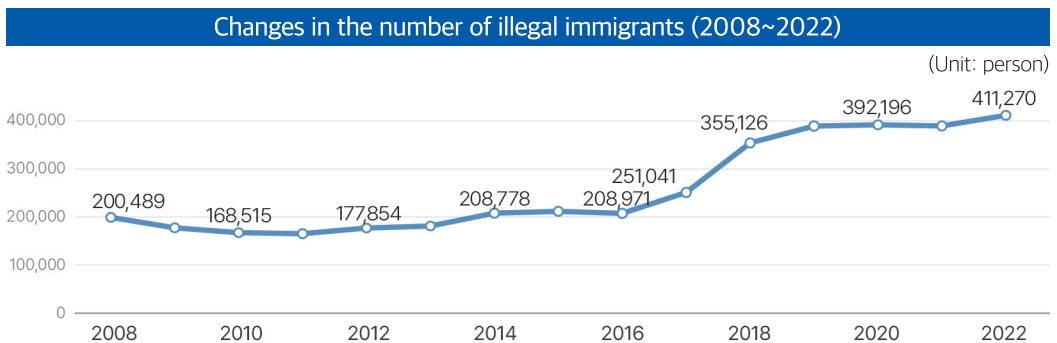
※ Businesses hoping to employ foreign workers as a solution to labor shortages are relatively few (3.7%). However, it appears that some businesses are inevitably hiring foreign workers due to the challenges in hiring domestic workers

- **(Increasing demand for skilled workers in new industries and technology)** The demand for skilled workers in specialized fields is rising due to shifts in industrial structure, characterized by the growth of new industries, technological advancement, and digital transformation
 - The demand for new technology is expected to rise at all sectors from 2021 to 2030, exceeding the number of university graduates (supply) and leading to about 1,327,000 job vacancies (An audit report issued by Board of Audit and Inspection, 2022)

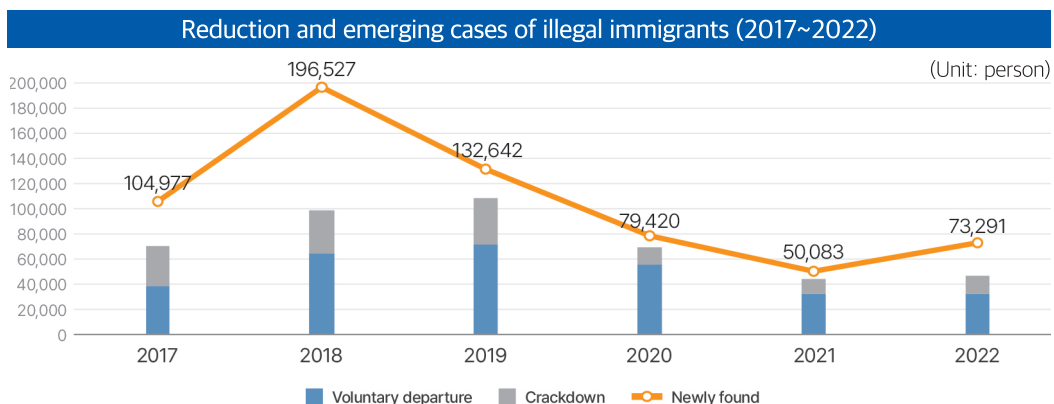
4 Growing demand for tightening management of foreign residents

- **(Increase in the number of illegal immigrants)** The number of illegal immigrants reached about 410,000 (20% of foreign residents) in December 2022, as the government failed to adequately address illegal immigration due to limited enforcement measures and shortages of immigration officers to crack down on illegal immigrants

※ The number of illegal immigrants was kept at 200,000 from 2008 to 2016, exceeded 250,000 from 2017 to 2022 and is expected to increase to 410,000 in 2022



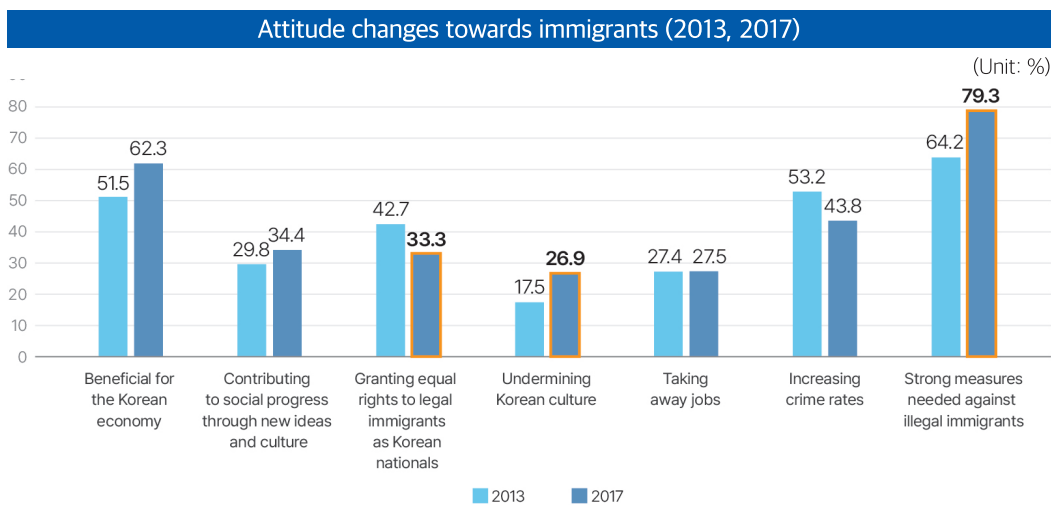
*Source: Korea Immigration Service, Ministry of Justice



*Source: Korea Immigration Service, Ministry of Justice

※ The increase in the number of new illegal immigrants was associated with broadening entry access aimed at attracting tourists and stimulating economic activity, as well as wage gaps between countries

- **(Request to tighten immigration control)** Anti-immigrant sentiments began to rise and the public have requested that the government take tough and strict measures to reduce illegal immigrants



*Source: Korea Immigration Service, Ministry of Justice, Survey on public perception of immigration policies, 2021

5 Changing public perception of immigration policies

- **(Impact of immigration)** There has been a higher positive recognition of immigration and immigrants as drivers of opportunity in our society, but there has also been a strengthening of exclusive perceptions towards immigrants

- While there is a growing recognition that immigrants are beneficial to Korea's economy, there is also an increasing concern about granting rights to immigrants and the issue of illegal immigration (Ministry of Justice, 2021)

* According to the Korea Economic Research Institute, as reported by the Maeil Business Newspaper on May 10, 2023, foreign workers made a significant contribution of 175.3 trillion won to the Korean economy in 2022 alone

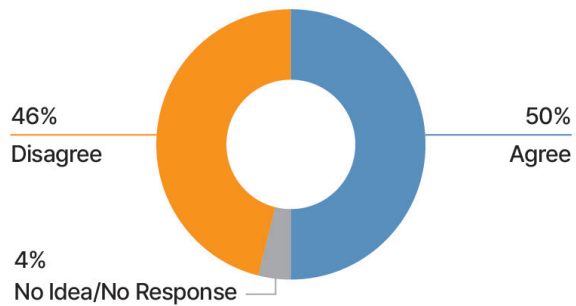
Public Perception regarding the Inflow of Immigrants (Maeil Business Newspaper, May 10, 2023)

Inflow of immigrants	Highly positive (5.2%), Generally positive (34.4%) Generally negative (13.7%), Highly negative (4.3%)
Recent changes in perception of immigrants over the past 5 years	Change towards positivity (40.0%), Change towards negativity (22.7%)
Impact of incoming immigrants on the economy and society	Positive (49.9%), Negative (32.5%) ※ 56% of Korean nationals agree with promoting immigration
Contribution of immigrant workers to businesses	Highly contributory (9.9%), Generally contributory (61.3%)

- **(Accepting immigrants)** Public opinions seem to be divided on immigration
 - The perspective that accepting immigrants and promoting immigration are necessary for addressing the issues of low birth rates and an aging population continues to change
 - ※ (Jun 2022) 43 in agreement : 50 in disagreement → (Dec 2022) 50 in agreement : 46 in disagreement (the National Barometer Survey, NBS)
 - There has been a shift in perception towards accepting foreign workers from Asian countries with 57.2% of respondents agreeing and recognizing the inevitability of foreign labor (Hankook Research, 2022)

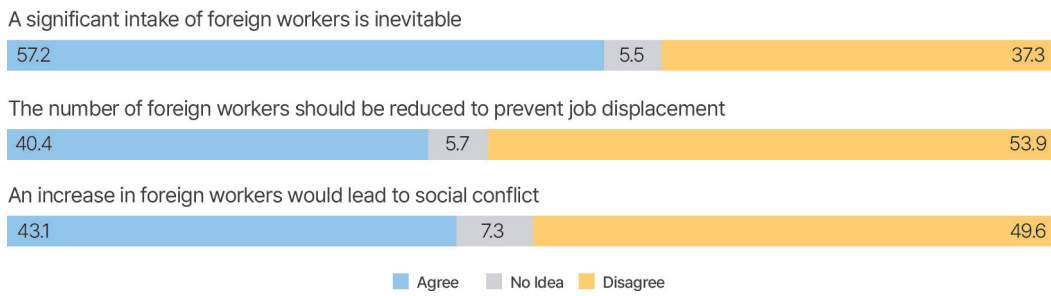
Perceptions of promoting immigration (2022)

To tackle the challenges of low birth rates and an aging population in Korea, it is necessary to promote immigration.



*Source: National Barometer Survey (NBS), 5th Week of December, 2022

Perceptions of foreign workers from Asian countries (2022)



*Source: JoongAng Ilbo·Hankook Research·Seoul National University Asia Center, 2022.12.



03 Implications

1 Need to utilize immigration policy as an engine for national growth

- As the Republic of Korea is expected to see a sharp decline in population in the next 20 years, it is advisable to utilize the 4th Master Plan for Immigration Policy as a **supplementary measure to delay population decline and local extinction and mitigate the impact of these trends**
 - (Aimed at benefiting all members of society) Immigration policy is recognized as a future-oriented national policy that encompasses not only foreigners but also all members of society residing in Korea, taking into account the national interests
 - (Transition to regional-based policies) Local governments will strengthen capacity building and cooperation with central governments in order to implement region-led policies that would reflect regional characteristics

2 Need to reorganize the system of immigrant inflow and management

- From the early stage of immigration, the Korean government would comprehensively consider **the potential for migrants to settle permanently and integrate into Korean society, as well as labor demand**. Based on these factors, it would determine the number and qualifications of migrants to take in and **establish the system for the predictable inflow and management of immigrants**
 - (Enhancing competitiveness in talent attraction) Develop structured strategies to address industrial restructuring and compete for skills and technical talents with neighboring countries. Create an environment conducive to nurturing and attracting talents in fields such as culture, arts, and other diverse areas
 - (Flexible management of essential workers) Explore ways to utilize immigrants who are residing in Korea and have adapted to Korean society, rather than bringing in new immigrants. Ensure a stable workforce by establishing pathways to settlement and expanding settlement opportunities

3 Need to create an orderly residency environment

- **Raise the priority of the [safety/security] area which was unsatisfied in the 1st to 3rd Basic Plans for Immigration Policy, considering public concerns about illegal immigration. Create an orderly and sophisticated system for managing residency**

- (Secure border control) A border control policy that balances openness and security is necessary, considering the need to actively attract tourists for economic growth and the potential for emergencies such as a pandemic resurgence
- (Control the environment which may promote illegal immigration) Establish the system that central and local governments take joint responsibility for residency management with an aim to prevent factors in advance breaking public order and build a strict sojourn order
- ※ (Germany) Monitor, detect and prevent illegal employment of foreigners in cooperation with government agencies such as Federal Office for Migration and Refugees, Zoll (Central Customs Authority), Federal Police, Border Guard, Federal Employment Agency (BA)

4 Enhance the importance of integration

- Promote a two-way integration policy that enables **Korean nationals and immigrants to meet and interact with each other**, moving beyond implementing a one-way integration policy that requires immigrants to adapt to Korean society
 - (Mitigate anti-immigration sentiments) Respond actively to fake news and misinformation that spreads xenophobia and discrimination against immigrants, while promoting the positive impacts and contributions of immigrants through familiar media channels
 - (Prevent social exclusion) Embrace immigrants as equal members of society, addressing policy discrepancies and welfare blind spots during disaster crises such as the COVID-19 pandemic

5 Promote improvement to the immigration infrastructure

- Challenges facing Korean society, such as declining working-age population, a crisis of local extinction, discrimination against immigrants and xenophobia, **require the Korean government to have government-wide cooperation and take the initiative to address the challenges with responsibility**
 - (Establish a dedicated organization) Establish a dedicated government agency responsible for national immigration policy and maximize cooperation among relevant ministries involved in immigration issues
 - (Digitalized immigration administration) Adopt and expand the use of IT technologies and systems to immigration administration to facilitate data-based policy design and enhance user convenience

IV Vision and policy goals

Vision A future-oriented global nation where both Korean nationals and immigrants move forward together

Policy goals **Action Plans**

Economy
Boost economic growth and promote local development through immigration

- ① Create a well-structured system to manage immigration that contributes to national interests
- ② Attract and foster immigrants who can contribute to Korea's economy
- ③ Establish a regional-based immigration policy framework
- ④ Promote economic growth by connecting immigration policies with the national brand

Safety
Achieve a safe and orderly society for immigration

- ① Establish a system to respond to violations of immigration regulations
- ② Create a harmonious environment to reside in that respects social order
- ③ Ensure a secure border management trusted by the public

Integration
Promote a cohesive society with both Korean nationals and immigrants

- ① Establish a comprehensive framework for integration policies by using objective indicators
- ② Promote mutual understanding and communication between Korean nationals and immigrants
- ③ Foster the capacities of immigrants to become a member of society
- ④ Promote mutual growth based on the solidarity between Korean nationals and ethnic Koreans

Human rights
Create an environment where the human rights and dignity of immigrants are respected

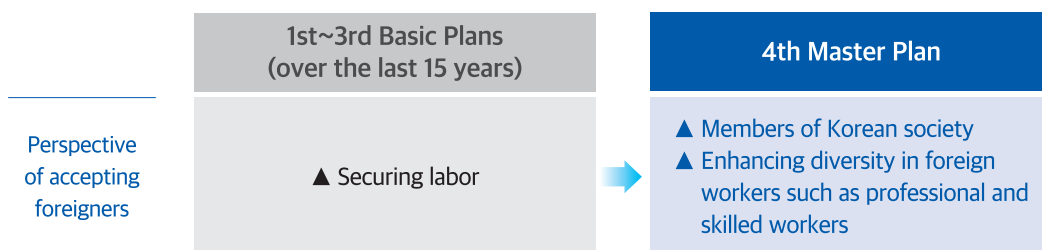
- ① Enhance the protection of human rights for immigrants to achieve universal values
- ② Prevent social exclusion for vulnerable immigrants, including women and children
- ③ Fulfill humanitarian obligations that align with Korea's international status

Cooperation/Infrastructure
Build a foundation for immigration administration that meets global standards

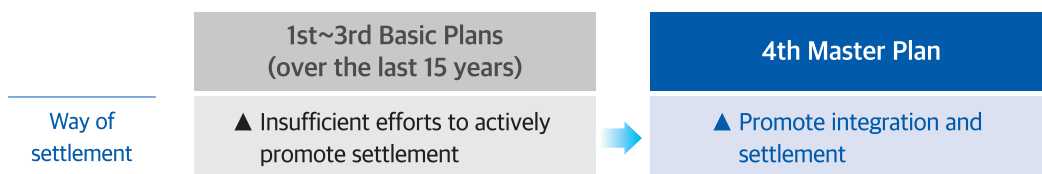
- ① Establish a framework for implementing immigration policies as part of a national centennial plan
- ② Enhance expertise in immigration administration and expand the research foundation
- ③ Improve immigration administration procedures through technological innovation
- ④ Strengthen collaboration on immigration for mutual development within the international community

V Distinctive features of the 4th Master Plan for Immigration Policy

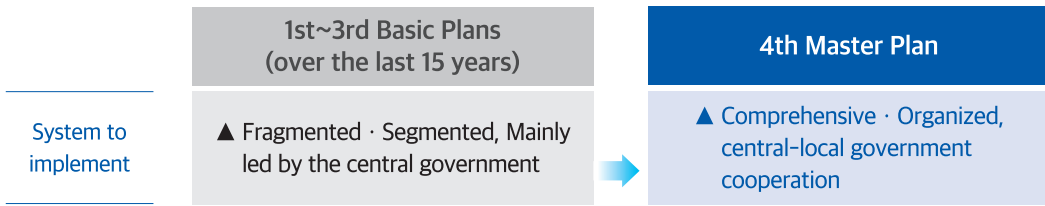
▲ The first Citizen Participation Group (290 members) was organized to gather public opinions and incorporate them into action plans



- **(Organized system to manage inflow and immigration)** By introducing a Pre-Announcement System for the Total Employment Visa Quota, the government will comprehensively analyze the impact of immigration inflow to determine the fields and scale of introduction, considering aspects such as immigration management, integration, settlement, and residency as members of Korean society
- **(Utilizing immigration policies)** Attract and foster foreigners who can be contributory to national interests, such as professionals, skilled workers and international students, to drive economic growth




- **(Integration)** Create a social environment where both Korean nationals and immigrants understand and harmoniously live together
- **(Establishing the order of residence)** To minimize harm to Korean nationals resulting from immigrant inflow, the government will conduct inspections and crackdowns as part of strict law enforcement measures



- (Framework to implement) Introduce organized and comprehensive immigration policies as part of a national centennial plan and establish a dedicated government agency to implement these policies

Citizen Participation Group

- The fourth Master Plan for Immigration Policy aims to develop a plan that incorporates the perspectives of both Korean nationals and immigrants. In order to facilitate policy discussion, a Citizen Participation Group was established and operated



We are recruiting citizens to join the Citizen Participation Group for establishing the 4th Master Plan for Immigration Policy!

We welcome the citizens who wish to deliberate on and contribute to immigration policies.

Overview

- Public opinions were incorporated into the process of establishing the fourth Master Plan for Immigration Policy
 - ※ In the previous first to third Basic Plans, the focus was mainly on the opinions of experts, such as professors, scholars, and other government officials

Organization

- Recruitment: A notice was posted on the website of the Ministry of Justice and Gwanghwamoon 1st Street from June 1st, 2022 to June 10th, 2022
- Eligibility: Korean nationals and foreigners interested in immigration policy and capable of participating in online and offline activities
- Selection: A total of 290 individuals (165 males, 125 females)
 - ※ It was initially planned to select 50 individuals, but all applicants were selected to ensure diverse and extensive collection of opinions

✕ Operation

- Activity period: June 2022 to December 2022
 - ※ In addition to online meetings and face-to-face discussions, opinions were collected through phone calls and emails on an ongoing basis
- Online meetings (Aug 18th, 2022): Discussion topics were selected based on 296 proposals and surveys
 - ※ Attended by 20 representatives of the Citizen Participation Group (conducted via video conference)
- Face-to-face discussions (Oct 14th, 2022): The Citizen Participation Group presented topics and conducted discussions
 - ※ Attended by 20 representatives of the Citizen Participation Group (location: the international conference room at Government Complex-Gwacheon)

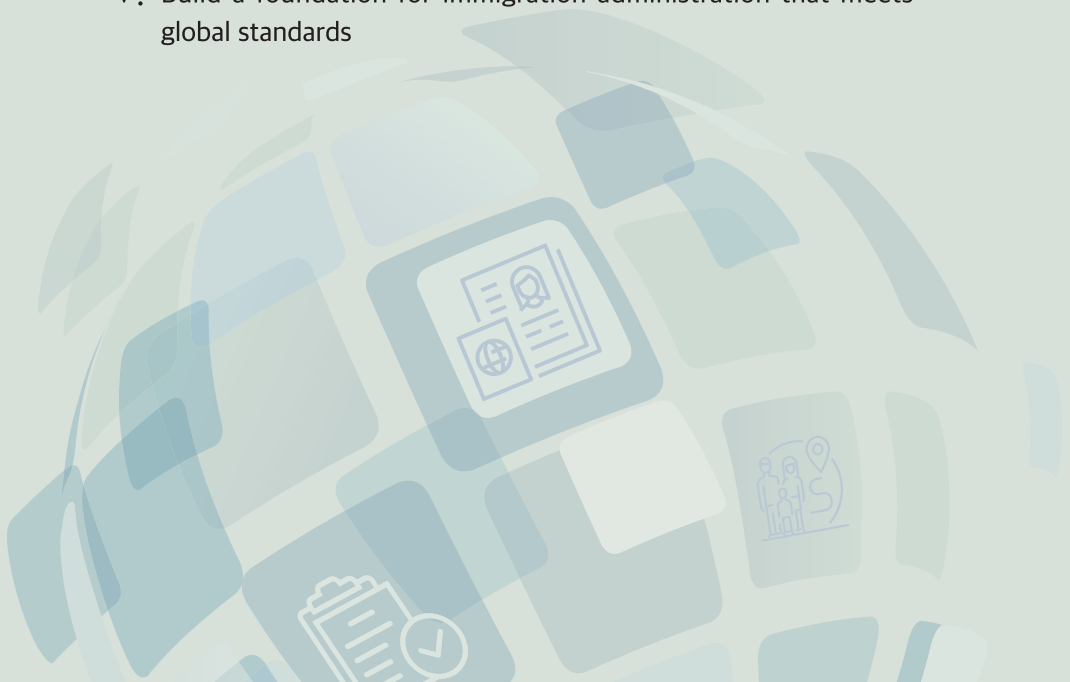
✕ **Tasks reflecting the opinions of the Citizen Participation Group in the fourth Master Plan for Immigration Policy**

- Carry out a targeted plan to reduce illegal immigration, and establish a phased response system to illegal immigration
- Organize the process of collecting information on illegal immigrants, and enhance the capacity of immigration special investigations units to detect immigration brokers
- Make it mandatory to complete an integration program, and expand benefits
- Foster intercultural exchange and communication among diverse cultures

Part
02

Action plans

- I. Boost economic growth and promote local development through immigration
- II. Achieve a safe and orderly society for immigration
- III. Promote a cohesive society with both Korean nationals and immigrants
- IV. Create an environment where the human rights and dignity of immigrants are respected
- V. Build a foundation for immigration administration that meets global standards



I Boost economic growth and promote local development through immigration

Major Tasks

I-1

Create a well-structured system to manage immigration that contributes to national interests

- 1 Modernize the system for managing immigrants and immigration inflow
- 2 Strengthen immigration management with enhanced capability verification
- 3 Establish a visa scheme for high skills

I-2

Attract and foster immigrants who can contribute to Korea's economy

- 1 Expand measures to attract and foster outstanding talents and skilled workforce
- 2 Address industry labor shortages by expanding the supply of skilled workforce
- 3 Contribute to economic growth through a stable and reliable supply of foreign workers by sector
- 4 Diversify the methods of attracting international students and support their development
- 5 Boost economic growth through expansion of startups and investment immigration

I-3

Establish a regional-based immigration policy framework

- 1 Promote immigration policy reflecting local demand
- 2 Create a foundation for local government units to engage in immigration policy
- 3 Strengthen community engagement in immigration policies and improve infrastructure

I-4

Promote economic growth by connecting immigration policies with the national brand

- 1 Increase policy support to improve tourism attractiveness
- 2 Stimulate economic activities by creating tourism demand

Create a well-structured system to manage immigration that contributes to national interests

① Modernize the system for managing immigrants and immigration inflow

① Introduce a Pre-Announcement System for the Total Employment Visa Quota (Ministry of Justice, Ministry of Employment and Labor)

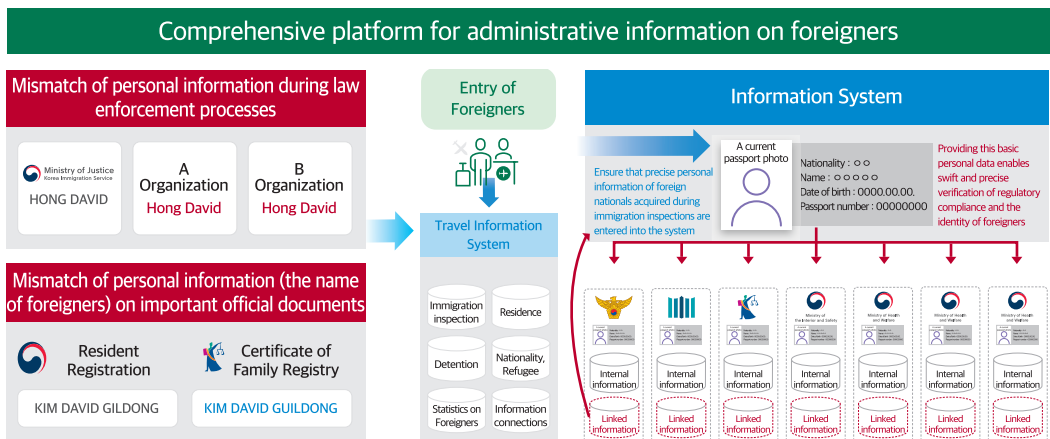
- Establish and announce the mid- and long-term plan (a three-year plan) with a comprehensive analysis of various elements such as changes in demographic and industrial structure, the economic and social impacts of immigration, and the necessity of introducing foreign workers, outlining the number of workers to be introduced by sectors (occupation groups)
 - Develop a policy feedback system that reduces the visa quotas and strengthens visa requirements to tackle the side effects of introduced foreign workers, such as illegal immigration and crimes
 - Establish a statutory advisory body, comprised of experts from academia and relevant fields, benchmarking leading examples from advanced countries to conduct objective surveys, research and analysis on a regular basis
- ※ The Migration Advisory Committee (MAC) in the United Kingdom, comprised of economists and experts in migration, provides policy recommendations to the Home Office (Immigration Minister) regarding migration issues, including sectors with labor shortages

② Reform the visa scheme to better meet the demands (Ministry of Justice)

- The existing visa categories (A~H visa) will be reorganized into easily understood classifications for both Korean nationals and immigrants, such as temporary/permanent residency and economic/non-economic migration
- ※ The current visa scheme has been shaped over time by continuously adding categories to meet the growing demand for immigrants, resulting in an accumulated structure without prior planning

③ Build a comprehensive platform for administrative information on foreigners (Ministry of Justice)

- Establish an integrated and interconnected system for the transfer and reception of necessary administrative information related to foreigners among government agencies
- Create a system for analyzing various administrative information on foreigners and arrange an open framework for sharing analysis results, both internally and externally



④ Standardize basic personal information on foreigners across government agencies (Ministry of Justice)

- In order to meet international standards, the government would standardize basic personal information on foreigners such as name and date of birth that may differ among government agencies, based on the passport information provided by foreigners at port of entry

② Strengthen immigration management with enhanced capability

① Enhance consular expertise in visa screening by expanding visa application centers (Ministry of Justice, Ministry of Foreign Affairs)

- Consistently work toward expanding visa application centers* by evaluating the demand from desired diplomatic missions, considering the workload associated with visa tasks at overseas missions

* Visa application centers were expanded from 12 (7 countries) in 2022 to 19 (11 countries) in 2023

- Entrust simple tasks to visa application centers such as receiving visa applications and handing over issued visas. Consular officials will enhance and focus on visa screening to find fraudulent invitations and the involvement of illegal immigration brokers

② Strengthen training and management in sending countries to enhance capability of employment-based immigrants (Ministry of Employment and Labor, Ministry of SMEs and Startups)

- Organize training programs on Korean language, welding and other specialized tasks and recommend trainees who have completed the programs in sending countries to domestic companies in Korea

- Expand the method of introducing* skilled workers trained in sending countries who meet a certain level of qualifications, by using small business associations and industry-specific groups

* The method of introduction: identify and assess labor demand for job categories that require skilled labor
 → train potential candidates in sending countries (Human Resources Development Services of Korea, KOTRA, and industry-specific groups) → select candidates → assign the candidates to businesses based on their respective job categories

- Enhance the fairness of competency verification in sending countries by assessing the plans, quotas, items, and the verification process, and reviewing suggestions for improvement

③ Establish a visa scheme for high skills

① Create a visa track for foreign talents in technology (Ministry of Justice)

- Establish a pathway that assesses the qualifications, career and academic background of immigration applicants through the point-based system, with the goal of attracting highly skilled talents in key industries such as IT, artificial intelligence, semiconductors, and others essential for the industrial sector

② Create a visa track for international students studying in Korea (Ministry of Justice)

- Introduce a comprehensive pathway that links study abroad, job search, employment, and residence visas to enable international students to secure employment in industries facing labor shortages and facilitate their settlement after graduation

③ Create a visa track for skilled workers (Ministry of Justice)

- Evaluate the income, career, education, age, and Korean language proficiency of foreigners who have worked at simple and low-skilled jobs for a long time, and selectively allow them to change their visa status to the E-7-4 visa, facilitating long-term employment. The annual quota for the E-7-4 visa is aligned with the demands of industrial sectors

Attract and foster immigrants who can contribute to Korea's economy

① Expand measures to attract and foster outstanding talents and skilled workforce

① Facilitate the fast-track scheme of permanent residency and naturalization for exceptional talents residing in Korea (Ministry of Justice)

- Provide customized settlement and support services to encourage outstanding talents to continuously contribute to the Korean society and arrange measures to facilitate their path to permanent residency and naturalization
- If graduates with master's or doctoral degrees from specialized institutions in science and engineering receive a recommendation from the president, they will be granted residency without employment conditions. Those who meet specific criteria on the point-based system and have outstanding research achievements will be eligible for permanent residency and Korean nationality

※ Additional points will be given to those who reside or work in rural areas in order to address population decline and promote balanced regional development

② Attract excellent foreign researchers (Ministry of Science and ICT, Ministry of Justice)

- Bring in outstanding foreign researchers in semiconductors, artificial intelligence, and other strategic technology fields as a way of enhancing national research competitiveness and global network
- Attract researchers with a doctoral-level degree (BrainPool*, short-term 3 to 12 months/long-term 3 years), and top-level researchers majoring in new industries for the long term (BrainPool+, up to 10 years)

* This program is to attract outstanding scientists across the world. It is designed to produce outstanding research outcomes, internationalize the domestic research environment, secure new sources of growth, nurture young researchers, and establish a global network

- Promote a strategic approach to attract exceptional foreign talents by issuing the Science Card* to outstanding foreign scientists and expanding preferential measures

* A type of reference issued by the Minister of Science and ICT in order to facilitate the employment of outstanding foreign scientists and engineers within the country

※ When the Science Card is issued, it comes with benefits such as granting a long-term period of residence, and relaxing requirements for family visas and permanent residency

③ **[Global top talents]** Secure foreign talents for cutting-edge sectors (Ministry of Justice, Ministry of Trade, Industry and Energy, Ministry of SMEs and Startups, Ministry of Science and ICT)

- Streamline visa requirements to the minimum standards, especially for those in the Top-Tier category across various sectors (industry, venture, startup, and research), with an aim of facilitating their employment, starting a business, and studying in Korea
- Improvements will be made to allow online application for foreigner registration without the need to visit an immigration office
- Expand the eligibility criteria for the Immigration Priority Card to include outstanding talents in advanced industries (including international students), and grant visas that allow accompanying family members to work

④ **[Global talents]** Revise a visa scheme regarding advanced technology fields (Ministry of Justice)

- High-income earners and prospective workers in advanced technology sectors* will be allowed to seek employment without restrictions, except for specific occupations, such as low-skilled jobs
- Introduce internship visas in advanced technology sectors, targeting students from excellent universities abroad

* In accordance with Article 5 of the Industry Development Act, the specified advanced technologies include semiconductor, biotechnology, display, and renewable energy

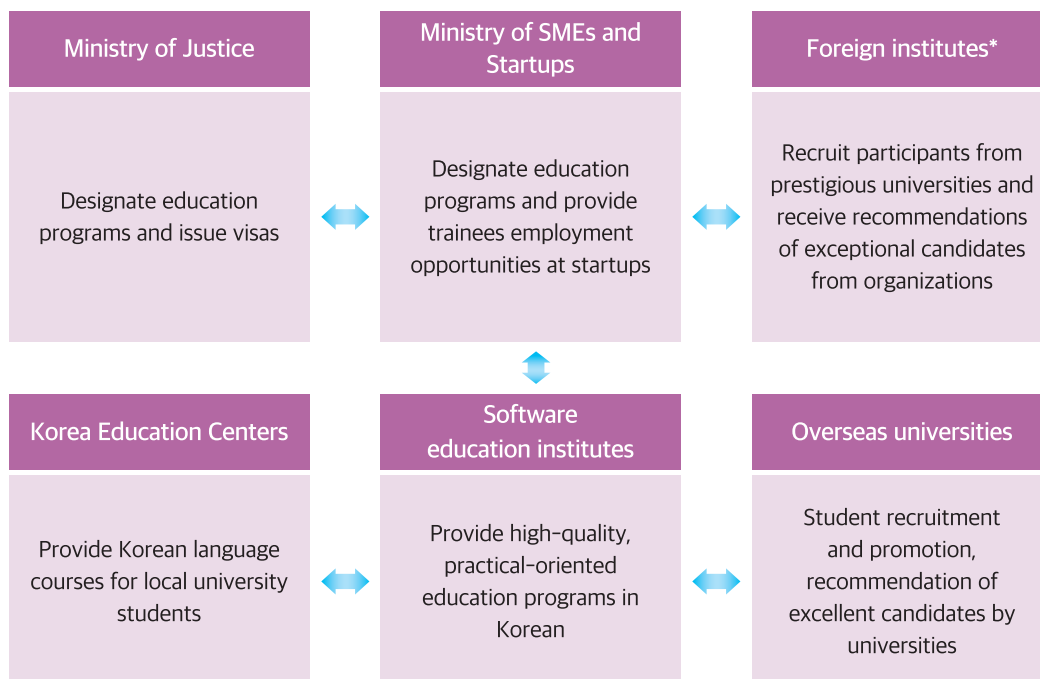
⑤ **Facilitate employment connections between domestic startups and foreign software professionals (Ministry of SMEs and Startups, Ministry of Justice, Ministry of Education)**

- Offer software education courses to students and graduates from universities in developing countries*, with subsequent efforts to facilitate employment connections with domestic startups

* Target countries for the pilot project will be chosen considering factors such as the distribution of exceptional talents and the prevalence of illegal immigration

Proposed framework for implementation

Train and supply personnel in the software sector for domestic startups



* e.g. : Vietnam's Ministry of Science and Technology, National Agency for Technology Entrepreneurship and Commercialization Development (NATEC)

※ According to survey findings from the Ministry of SMEs and Startups in July 2023, 75.4% of small and medium-sized enterprises (SMEs) are experiencing challenges in recruiting and retaining software professionals, and 54.5% of these businesses have expressed their intention to hire foreign software talents in the future

② Address industry labor shortages by expanding the supply of skilled workforce

① Expand the skilled workforce through innovative approaches and improve institutions (Ministry of Justice)

- Expand the quota for skilled foreign workers (with the E-7-4 visa) to ensure a stable supply of skilled labor

※ The annual quota: 600 in 2028, 1,000 in 2020, 2,000 in 2022, and 35,000 in 2023

- Enhance the system by accepting recommendations not only from central government agencies but also from local governments and private companies, streamlining the scoring criteria with the focus on practical requirements, and making it mandatory to work at existing workplaces for a specified period after the transition

② Improve the system for supplying skilled foreign labor (Ministry of Justice, Ministry of Trade, Industry and Energy, Ministry of Agriculture, Food and Rural Affairs, Ministry of Employment and Labor, Ministry of Land, Infrastructure and Transport, Ministry of Oceans and Fisheries)

- Establish industry-specific quotas* for skilled foreign workers (with the E-7-4 visas) and gradually increase the quotas to provide stable support for industries facing severe labor shortages

* The existing quotas are only applicable to the manufacturing, root industry, construction, agriculture and fisheries, and shipbuilding sectors

- Considering the characteristics of industries, such as shipbuilding, a visa transition program to E-7 will be introduced for trainees (D-4-6 visa holders) from excellent educational institutions. Domestic university graduates who have completed a certain period of on-site training, with employment in shipbuilding companies as a condition, will be eligible to change their visa status to an employment (E-7) visa

③ Enhance employment connections for international students after graduation (Ministry of Justice)

- Extend the job-seeking period for international students after graduation (from 2 years to 3 years), providing employment or internship opportunities and expanding employment connections to facilitate the transition into skilled workforce

④ Expand and attract universities specializing in training skilled labor in the root industry (Ministry of Trade, Industry and Energy, Ministry of Justice)

- Designate additional universities to nurture foreign talents in the root industry, increase quotas for graduates from these universities by allowing the transition from the D-2 visa to the E-7 visa, and expand the enrollment quota for universities specializing in the root industry

※ The number of the designated universities specializing in training skilled labor in the root industry: 3 in 2014 → 8 in 2017 → 9 in 2022

③ Contribute to economic growth through a stable and reliable supply of foreign workers by sector

① Work toward introducing foreign workers in the caregiving sector (Ministry of Justice, Ministry of Health and Welfare, Ministry of Employment and Labor)

- As our society ages, the demand for caregiving workers in areas such as elderly care and household services is on the rise. Recognizing the limited supply, there is a proposal to expand eligibility for foreigners seeking employment in the caregiving sector
- Efforts will be made to reform policies to grant the F-4 (Overseas Korean) visa to ethnic Koreans holding care worker qualifications and help foreign graduates (D-10 visa holders) obtain such qualifications and land a job in Korea
- Explore ways to utilize foreign domestic workers suitable for our society in order to address low fertility and prevent career interruption of women

② Create a pathway to long-term residence for foreign workers in the agriculture and fishery industries (Ministry of Justice, Ministry of Agriculture, Food and Rural Affairs, Ministry of Oceans and Fisheries)

- Explore ways to allow seasonal workers (E-8 visa holders), who have worked in the agriculture and fishery industries for a certain period, to change their visa status into that of skilled workers

③ Broaden the scope for foreign workers in the low-skilled sectors (Ministry of Employment and Labor, Ministry of Agriculture, Food and Rural Affairs, Ministry of Justice)

- Allow ethnic Koreans (F-4 visa holders) to work as kitchen assistants and restaurant servers
- Grant permission for low-skilled workers (E-9 visa holders) to be employed in sectors facing severe labor shortages, such as restaurants (kitchen assistants), forestry and mining industries

④ Reorganize the system for introducing foreign workers in essential industries (Ministry of Justice, Ministry of Employment and Labor)

- Increase domestic selections by utilizing foreign students and trainees, enhance the implementation of a points-based system that consider factors such as age, education, and skills for overseas selections, provide younger foreign workers with technical expertise to suitable workplaces

⑤ **Respond promptly and flexibly to the workforce demand in industrial fields (Ministry of Employment and Labor, Ministry of Justice)**

- Conduct on-site assessments and collaborate with relevant ministries to explore effective measures for employing foreign workers in industries and occupations facing challenges in recruiting domestic workers
- Inform employers about the expected arrival date of foreign workers (E-9 visa holders) through collaboration and information-sharing between ministries

4 Diversify the methods of attracting international students and support their development

① **Establish an overseas promotion platform for studying in Korea (Ministry of Education)**

- (Integrate online and offline exhibitions) Operate online exhibitions through utilizing Study in Korea, a comprehensive system for studying in Korea, offline exhibitions led by foreign missions, and various themes of exhibitions specialized in local governments and colleges
- Develop the next generation of a comprehensive system for studying in Korea reflecting opinions from workers of universities, local governments and foreign missions who deal with international student affairs

② **Support the exchange of corporate information to help the employment of international students (Ministry of Justice, Ministry of Trade, Industry and Energy, Ministry of Education)**

- Hold an 'International Student Job Fair' to facilitate the employment of foreign students in domestic companies by identifying the demand for recruiting foreign skilled workers from domestic companies, and provide valuable information on employment visas
- Offer information on the HiKorea website (www.hikorea.go.kr) about employment support programs for international students provided by central government agencies and public institutions

③ **Attract more international students and ensure the quality management of education (Ministry of Education, Ministry of Justice)**

- Introduce an 'Education International Special Zone for Foreign Talents' and align it with regional development strategies. Develop and implement strategies for attracting, educating, and guiding the career paths of foreign talents

- Operate dedicated teams for international students in fields with regional demand for foreign labor, connecting with the Regional Innovation System & Education (RISE). Enhance the attraction of excellent international students and ensure the quality management of education for foreign students in university through the implementation of the International Education Quality Assurance System (IEQAS) and conducting comprehensive evaluations

④ Operate the Global Korea Scholarship (GKS) program (Ministry of Education)

- Increase contributions to international society by operating a government-sponsored scholarship program for international students. Promote mutual understanding between nations, and build a favorable network for Korea
- Foster stronger cultural and academic connections among domestic and international students by expanding collaborations and exchanges among higher education institutions in major partner countries in Asia

⑤ Enhance education support for international students (Ministry of Education)

- Enhance academic support by placing a greater emphasis on Korean language education and cultural understanding. This includes operating regional Korean language centers*, distributing educational content, providing bilingual education at the beginning of the academic year after entering school, and offering exchange programs with domestic students

* Korean language education facilities within universities, organizations operating integration programs, and lifelong learning institutes in local communities

- Improve satisfaction and adaptability of international students to life in Korea by operating counseling centers that offer diverse information on employment, settlement, and various aspects of life in Korea

⑤ Boost economic growth through expansion of startups and investment immigration

① Promote inbound entrepreneurship and provide support for employment (Ministry of SMEs and Startups, Ministry of Justice)

- Establish a database about foreign startup founders and create a new admission process for international students in the K-Startup Challenge in order to discover promising overseas startups, focusing on strategic countries such as the United States, Europe, and Southeast Asia, analyze effects of support policies for foreign entrepreneurship, and streamline these policies

※ The process of discovering and supporting entrepreneurship: discover teams of foreign entrepreneurship → select 60 target teams eligible for entry into Korea → accelerate the process → Demo Day → provide follow-up support

- Foster foreign startup talents through the Overall Assistance for Start-up Immigration System (OASIS). Grant the E-7 (skilled worker) visa to foreigners in sectors in high demand for personnel of startup companies. Consider granting the startup visa to those who possess technological and business capabilities

* OASIS(Overall Assistance for Startup Immigration System) is a program designed to support foreigners in obtaining the Startup visa. The program is implemented by the Global Start-up Immigration Center, jointly designated by the Ministry of SMEs and Startups and the Ministry of Justice

② Make the investment immigration policy more rational through adjustments (Ministry of Justice)

- Rename the 'Real Estate Investment Immigration System' as the 'Tourism and Leisure Facility Investment Immigration System.' Increase the investment threshold and enhance the requirements for the Investment Immigration Permanent Residency System

※ The Investment Immigration System are being implemented in Jeju, Incheon (Songdo, Yeongjong, Cheongna), Busan (Haeundae, Dongbusan), Pyeongchang (Alpensia), and Yeosu (Gyeongdo).

- Foster a stable business environment and attract investment by extending the period of stay from 1 year to 2 years for foreign entrepreneurs (D-8-4 visa holders)



I-3 Establish a regional-based immigration policy framework

① Promote immigration policy reflecting local demand

① Convert a regional specialized visa program into a regular program (Ministry of Justice)

- Analyze the performance of the pilot program for a regional specialized visa, and convert it to a regular program after gathering opinions from relevant agencies and experts
- Select pilot regions for the program in areas experiencing population decline, aiming to stimulate local economy and enhance competitiveness of universities in rural areas
- Implement settlement support programs to grant a special residency for talents and ethnic Koreans, holding a foreign nationality, who reside in depopulated regions as a way of facilitating their settlement and integration into local communities

✕ The regional specialized visa program

- Considering local characteristics and industrial demand, local governments recommend industries requiring foreign workers, quotas, and outstanding talents in their areas to the Ministry of Justice. The Ministry of Justice grants the recommended foreigners the F-2 (Long-term Residency) or F-4 (Overseas Korean) visa. (It has been implemented as a pilot program since Oct, 2022)
 - ※ The 28 regions participating in the program: 3 in Busan, 1 in Daegu, 2 in Gyeonggi, 2 in Chungcheongbuk-do, 2 in Chungcheongnam-do, 6 in Jeollabuk-do, 6 in Jeollanam-do, 5 in Gyeongsanbuk-do, 1 in Gyeongsangnam-do

② Establish a competent organization designed to support local governments in implementing region-based immigration policies (Ministry of Justice)

- Support local governments in the recruitment and management of seasonal workers through measures such as signing of Memorandum of Understanding (MOUs) and provide assistance in the selection of regional specialized visas and in analyzing demand in fields with labor shortages

③ Expand the government-supported program for seasonal employment (Ministry of Agriculture, Food and Rural Affairs, Ministry of Justice)

- The government-supported program for seasonal employment* will be expanded in a phased manner (5 sites in 2022, 19 sites in 2023, 70 sites in 2024) to help farms maintain a stable workforce

* The National Agricultural Cooperative Federation recruits and manages seasonal workers, who are attracted by local governments, and supplies them to farms that need temporary labor

- Strengthen support for the residence of foreign workers in agriculture through the specialized agency for agricultural employment (starting in 2024)

④ Reflect the status of foreign residents when establishing an administrative institution (Ministry of the Interior and Safety)

- In consideration of factors such as population recognition criteria and the impact on local autonomous entities under the Local Autonomy Act, foreigners will be included in the population count when applying the criteria for establishing an organization, as specified in the regulations on the fixed number of officers for the organization

※ In June 2023, an amendment was made to the 'Regulations on the Administrative Structure and Quota Standards of Local Government Institutions,' which includes the foreign population in the criteria for establishing administrative bodies in local governments

② Create a foundation for local government units to engage in immigration policy

① Lay the groundwork for establishing a competent division in local governments to handle immigration policy (Ministry of Justice)

- Set a legal framework for establishing a competent division in local governments of areas where a certain number of immigrants reside. This would help to ensure the effective implementation of immigration policy at the local level and facilitate cooperation with local immigration offices

Examples of establishing dedicated departments to support foreigners

<p>Cities · Provinces</p>	<p>Gyeonggi Province(Bureau of Labor, Foreign Policy Division), Province of Gyeongsangbuk-do(Bureau of Local Governance Policy, Foreign Community Division), South Jeolla Province(Population and Youth Policy Officers, Foreigner Support Team), Gwangju(Bureau of Women and Family, Foreign Resident Division)</p>
<p>Si · Gun · Gu</p>	<p>Ansan-si, Gyeonggi-do(Foreign Resident Support Headquarters), Suwon-si, Gyeonggi-do(Multicultural Policy Division), Siheung-si, Gyeonggi-do(Bureau of Welfare, Foreign Resident Division), Gwangsan-gu, Gwangju-si(Bureau of Inclusive Welfare, Foreign Resident Division)</p>

② Promote the participation of local governments in the Immigration Policy Commission (Ministry of Justice)

- When holding the Central-Local Cooperation Subcommittee Meeting under the Foreigner Policy Committee, efforts will be made to increase the participation of local governments in the meeting. Local governments will have more opportunities to identify agenda items and present opinions for the subcommittee meetings

③ Promote exchange between central and local government officials responsible for immigration policy (Ministry of Justice)

- Identify ways to improve policies by holding a meeting among government workers responsible for specific tasks (such as seasonal work and integration) and encouraging officials of local governments to share their case studies
- ※ Hold workshops on a quarterly and regional basis for public officers responsible for immigration policies of central and local governments

④ Develop a platform for managing seasonal workers that can be used by both central and local governments (Ministry of Justice)

- Provide comprehensive information about seasonal employment to facilitate the efficient operation of the seasonal work system. Manage administrative tasks and share information among relevant ministries

③ Strengthen community engagement in immigration policies and improve infrastructure

① Expand the participation of foreign residents in local community policies (Ministry of the Interior and Safety)

- Strengthen the functioning of foreign resident support committees, encourage foreign residents to be part of voluntary security patrols as a way of ensuring foreign residents to have opportunities of participating in community activities

② Provide immigration statistics and big data tailored for local governments (Ministry of Justice)

- Analyze population by region, distribution of foreigners and school-age children, schools and majors of international students, foreign employment by industry, and inter-regional mobility. Visualize these information using maps and graphs

③ Expand the functions of integration support centers for immigrants in local immigration offices (Ministry of Justice)

- Integrate immigration counseling services of external agencies related to integration education and policy into the integration support centers for immigrants. Create a solid and consistent foundation for implementing integration policies for immigrants at the local level

④ Improve the capabilities of local government officials (Ministry of the Interior and Safety, Ministry of Justice)

- Improve the capabilities of public officers responsible for integration tasks in local communities by providing training programs about immigration policy and multicultural awareness at the Local Government Officials Development Institute and local government training institutes, establishing and running specialized training programs
- Produce and distribute the 'guidebook for handling tasks related to foreigners*,' containing step-by-step plans, successful cases and achievements to assist local government officers in establishing and implementing immigration policies

* The guidebook is intended to enhance the expertise of local government officers, primary service providers for foreigners, and provide more practical support for foreign residents in local areas



I-4 Promote economic growth by connecting immigration policies with the national brand

① Increase policy support to improve tourism attractiveness

① Develop tourism programs that integrate K-culture (Ministry of Culture, Sports and Tourism)

- Increase K-culture content by linking events and hubs associated with the Korean wave, attract fans of K-culture content as inbound tourists, and foster collaboration among Korean wave-related organizations, local governments and the private sector to attract people who are interested in the Korean wave

② Promote cruise tourism (Ministry of Culture, Sports and Tourism, Ministry of Oceans and Fisheries)

- Improve cruise tourism programs to attract more cruise tourists and carry out marketing strategies to promote Korea as a cruise destination. Develop and promote cruise tour packages
- Continue port sales* activities, pursue market diversification, conduct service trial groups that participate in cruise tour packages, and carry out continued promotion efforts through broadcasting

* Marketing activities to encourage shipping companies and shippers to use the harbor facilities

③ Improve the Korea Electronic Travel Authorization (K-ETA) system (Ministry of Justice)

- Enhance user convenience by introducing multilingual services, extending the validity from 2 to 3 years, excluding minors (aged 17 and below) and seniors (aged 65 and above) from applying, and increasing the number of applicants for group tours

④ Expand the electronic visa program for groups (Ministry of Justice)

- Expand targets of the electronic visa program for groups from school excursion groups in Southeast Asian countries to general tourists as a way of attracting overseas visitors

⑤ Establish and operate a dedicated team to enhance efforts in attracting inbound tourists (Ministry of Justice, Ministry of Culture, Sports and Tourism)

- Expand and establish additional online centers for residency and visa, aiming for a swift response to the growing demand for e-visas by reducing the processing time in issuing e-visas

- The 'Tourism Export Strategy Task Force,' a dedicated task force, will be operated as a temporary team for two years, with an aim of boosting K-tourism exports. It will promote the 'Visit Korea Year 2023-2024,' make the Blue House (Cheon Wa Dae) a landmark, and develop regional tourism content

② Stimulate economic activities by creating tourism demand

① Create a K-culture visa (Ministry of Justice)

- Introduce the 'K-Culture Visa (a tentative name)' to cater to foreign teenagers interested in K-contents training. The aim is to provide them with training opportunities to experience Korean pop culture and support the growth of cultural and arts industries

② Introduce a Workcation* (Digital Nomad**) visa (Ministry of Justice)

- The introduction of the Workcation visa aims to boost the domestic tourism industry by enabling foreign workers, who work remotely, to enjoy travelling and staying for the long-term in Korea

* A combination of the words 'work' and 'vacation.' It describes the concept of working remotely while vacationing and visiting tourist destinations

** A combination of the words 'digital' and 'nomad.' It refers to someone who uses technology, especially a laptop, a smartphone and a wireless network, to perform their occupation while working remotely from anywhere in the world

③ Work to attract foreign patients (Ministry of Health and Welfare, Ministry of Justice, Ministry of Culture, Sports and Tourism)

- The medical tourism scheme will be improved to attract more foreign patients, such as increasing the number of medical institutions designated by the Ministry of Justice with benefits for e-visa applications and extending the sojourn period for medical tourists
- Enhance the quality management of attracting institutions and improve competitiveness by providing foreign patients pre-operative consultations and post-operative care. Strengthen the reputation of medical tourism through the promotion of the 'Medical Korea,' providing charity care and implementing professional training programs for healthcare workers
- Establish a combined wellness and medical tourism cluster to enable foreign patients and their family members to enjoy travelling while receiving medical treatment

※ According to the Glasgow Research & Consulting Report published in August, 2022, the global medical tourism industry is expected to see an average annual growth of 9.7%, reaching 240 trillion won (192 billion dollars) by 2025

II

Achieve a safe and orderly society for immigration

Major Tasks

II-1

Establish a system to respond to violations of immigration regulations

- 1 Improve the system for managing illegal immigration
- 2 Strengthen the differentiated responsibility within each department's respective fields
- 3 Improve capabilities to crack down on illegal immigration and revise relevant policies and systems

II-2

Create a harmonious environment to reside in that respects social order

- 1 Realize an orderly environment to reside in
- 2 Carry out prevention measures against violations of immigration regulations

II-3

Ensure a secure border management trusted by the public

- 1 Establish a response system for border security
- 2 Reinforce border management at ports



II-1 Establish a system to respond to violations of immigration regulations

① Improve the system for managing illegal immigration

① Advance a plan to reduce illegal immigrants through targeted measures (All Ministries)

- Implement measures to reduce illegal immigrants by half (from 410,000 to the 200,000s over a five-year period from 2023 to 2027), maintain a continuous system for government-led joint inspections starting in 2023, carry out intensive crackdown periods, and strengthen cooperation through the establishment of a joint committee of relevant government agencies

② Build a phased system to address illegal immigration (Ministry of Justice, Ministry of Foreign Affairs, Ministry of Employment and Labor, National Tax Service)

- Each ministry will respond to immigration violations, such as percentage of illegal immigrants by country, using a four-level response plan of 'normal, attention, caution, and alert.'
- ※ **Normal** create a preventive environment, disclose the status of illegal immigration
- Attention** strengthen cooperation with foreign missions in Korea, carry out joint crackdowns
- Caution** negotiate the suspension of the visa-waiver agreement with foreign missions, enhance promotion of the voluntary departure program
- Alert** suspend the visa-waiver agreement, consider factors when assigning new workers under the Employment Permit System

② Strengthen the differentiated responsibility within each department's respective fields

① Enhance responses to countries with high levels of illegal immigration (Ministry of Justice, Ministry of Foreign Affairs)

- Hold meetings with foreign missions in Korea and expand the deployment of immigration officers to overseas immigration offices in order to reduce illegal immigrants (prevent new entries, encourage voluntary departure)

② Reinforce labor supervision and provide employer guidance (Ministry of Employment and Labor)

- Enhance labor supervision and inspection activities to identify violations of labor contracts and the Minimum Wage Act. Promote the sharing of information on businesses hiring illegal immigrants between ministries

③ Conduct a tax audit and information sharing about businesses engaging in illegal employment (National Tax Service)

- In order to prevent employers from gaining unfair advantages by employing foreign workers illegally, employers will be required to share their identification documents submitted to tax offices when reporting wages and other compensation paid to foreign workers, with immigration offices (Work on legislative amendments to ensure legal grounds)

※ Enhance tax audit to address violations related to unreported withholding tax for illegally employed foreigners

④ Strengthen management of neighborhoods with high numbers of foreign residents (Korea National Police Agency)

- Identify and resolve public safety risks through dedicated personnel in neighborhoods with high numbers of foreign residents, strengthen special security activities in the neighborhoods to prevent crimes committed by foreigners, and establish a collaborative system between civil, government and police sectors through the promotion of the Foreign Affairs and Security Cooperation Committee

⑤ Provide support to reduce illegal immigration at construction sites (Ministry of Land, Infrastructure and Transport)

- Construction associations will hold nationwide briefings for their members on regulations and procedures for employing foreign workers

⑥ Enhance crackdown measures in areas threatening public livelihoods and national security (Ministry of Justice, Korean National Police Agency)

- Strengthen joint efforts to crack down on crimes committed by foreign residents that pose a threat to public safety and livelihoods. This includes activities in adult entertainment venues, massage parlors, delivery services, as well as concerns related to terrorism, illegal taxi operation, and vehicles with a discrepancy between registered owners and users

③ Improve capabilities to crack down on illegal immigration and revise relevant policies and systems

① Establish an organized system for collecting information on illegal employment of foreigners (Ministry of Justice)

- Strengthen specialized investigation* to manage the promotion of illegal employment, information sharing and brokering activities widely carried out on social media

* Enhance the Immigration Special Investigations Unit's capabilities in cybercrime investigation to thoroughly examine the entire process, including the promotion of illegal employment, information sharing, and brokering activities

② Strengthen capabilities for immigration special investigations to detect brokers (Ministry of Justice)

- Upgrade the digital forensic system and secure personnel for investigation and dispatch, and develop training programs to enhance the capacity of immigration officers on special judicial police procedures

③ Establish the authority to conduct workplace inspections (Ministry of Justice)

- Lay the legal grounds for immigration officers to have access to businesses and investigate them employing foreign workers, so as to preserve the order and system of residence through strict law enforcement

④ Improve infrastructure for better post-management of immigration offenders (Ministry of Justice)

- Enhance infrastructure to reduce the number of illegal migrants, ensure adequate staffing levels at detention centers, and improve the execution of deportation

II-2 Create a harmonious environment to reside in that respects social order

① Realize an orderly environment to reside in

① Revise the permanent resident system to meet global standards (Ministry of Justice)

- Improve the existing system that allows foreigners to maintain Korean permanent residency without having to continuously residing in Korea, aligning it with international standards

② Organize a standing consultative body and arrange a system to prevent foreigners from committing tax delinquency (National Tax Service)

- To prevent tax delinquency resulting from the departure of foreign nationals, the Ministry of Justice will establish a standing coordinated body to develop a system for requesting and handling departure bans imposed on foreign nationals who have unpaid taxes

③ Strengthen eligibility requirements for dependents of foreign subscribers to national health insurance (Ministry of Health and Welfare)

- Prevent foreign dependents from entering Korea with medical purposes by introducing a mandatory residency period for the application of national health insurance to foreign dependents (legal revisions are required)

※ Spouses and minor children are allowed to acquire eligibility immediately upon entry, following the current procedure

④ Improve the naturalization interview process (Ministry of Justice)

- Continuously develop interview questions that reflect changing environment and values of global citizens, and improve supplementary training programs to enhance the capabilities of naturalization interviewers

⑤ Ensure improvement of the Nationality Act and promote awareness of nationality policies (Ministry of Justice)

- Ensure improvement of the Nationality Act to enhance understanding about policy beneficiaries, including Korean nationals and overseas Koreans. Revise guidelines for nationality-related tasks at overseas diplomatic missions, and hold informative briefing sessions on nationality matters at those missions

② Carry out prevention measures against violations of immigration regulations

① Conduct investigations on real estate speculation by foreigners (Ministry of Land, Infrastructure and Transport)

- Carry out monitoring activities and additional investigations on real estate speculation by foreigners, while also conducting trend analysis and special investigations on abnormal transactions involving land and non-residential property
- When foreign buyers don't have a domicile in Korea, they will be required to appoint and report their custodian. If they plan to reside in the country for an extended period, they will be asked to provide a certificate of foreign resident registration or a certificate of domestic residence report

② Carry out police and security activities of foreign affairs including compliance education (Korean National Police Agency)

- Cooperate with relevant agencies to expand crime prevention education for foreign residents, and promote operation of cooperative groups such as voluntary crime prevention groups and voluntary neighborhood guards of foreigners

II-3 **Ensure a secure border management trusted by the public**

1 Establish a response system for border security

① Intensify screening measures to establish a robust border management system (Ministry of Justice)

- Selectively identify individuals for a more thorough screening process by utilizing post-entry analysis of various immigration-related data
- Introduce an E-arrival card to ensure the efficiency of border inspection and information utilization while strengthening the analysis of information about incoming individuals

② Advance the Korea Electronic Travel Authorization (K-ETA) system to establish a secure border management system (Ministry of Justice)

- Advance the system to proactively prevent the entry of foreigners who may pose a threat to national interests, such as those subject to entry restrictions or at a high risk of illegal immigration, and enhance user convenience through infrastructure improvements

③ Enhance entry restrictions for foreigners who pose a security threat (Ministry of Justice)

- Strengthen entry restrictions by extending entry prohibition periods for specific crimes with high rates of recidivism and significant social impact, such as drug-related offenses and sexual violence

④ Strengthen cooperation between immigration inspection and quarantine procedures (Korea Disease Control and Prevention Agency, Ministry of Justice)

- The procedures of immigration inspection and quarantine will be coordinated in an integrated manner in the outbreak of infectious diseases such as COVID-19 to enhance the efficiency of border management at ports of entry

2 Reinforce border management at ports

① Enhance port security by expanding the subjects of boarding inspection (Ministry of Justice)

- Expand on-site immigration inspections carried out by immigration officers at ports, secure specialized personnel for boarding search and port security, and promote the design and construction of a government surveillance vessel

② Modernize border management at ports (Ministry of Oceans and Fisheries, Korea Coast Guard)

- Strengthen the criteria to install and operate security systems such as intrusion detection equipment (post-detection and response → pre-detection and prevention), and convert the management system of the entry and exit at ports to a smartphone-based (QR codes) system to prevent smuggling
- Operate a dedicated investigation team to enhance crime control and intelligence gathering, including prevention of smuggling at ports, improve the capabilities to respond to terrorist attacks on international passenger ships and ferries, and carry out training to improve cooperation with relevant agencies





Promote a cohesive society with both Korean nationals and immigrants

Major Tasks

III-1

Establish a comprehensive framework for integration policies by using objective indicators

- 1 Develop an index for the integration of immigrants and establish a feedback system
- 2 Create an organized framework for an integration program that connects the inflow of immigrants with integration

III-2

Promote mutual understanding and communication between Korean nationals and immigrants

- 1 Increase and diversify the opportunities to communicate between Korean nationals and immigrants
- 2 Create an environment to facilitate cultural diversity awareness

III-3

Foster the capacities of immigrants to become a member of society

- 1 Strengthen the foundation for immigrant self-sufficiency and growth
- 2 Support immigrants to adapt to the basics of daily life
- 3 Provide support for the growth and development of adolescents and children with migration backgrounds

III-4

Promote mutual growth based on the solidarity between Korean nationals and ethnic Koreans

- 1 Improve the residency system for overseas Koreans to promote their economic self-sufficiency and contribution
- 2 Improve social adaptation of overseas Koreans and promote solidarity among Korean nationals
- 3 Foster the next generation of overseas Koreans to secure future talents

III-1 Establish a comprehensive framework for integration policies by using objective indicators

① Develop an index for the integration of immigrants and establish a feedback system

① Measure the medium- to long-term effects of integration policies (Ministry of Justice)

- Utilize quantitative indicators that can evaluate the impact of integration policies. Establish guidelines that can evaluate policies from the perspective of national interests and social integration, thereby improving policy coherence and budget efficiency

※ (Legislative examples in Korea) Calculation, disclosure and exchange of relevant indicators are stipulated in several laws in Korea, such as Framework Act on Gender Equality and Act on the Promotion of Mutually Beneficial Cooperation between Large Enterprises and Small and Medium Enterprises

② Provide consulting services utilizing an index for integration of immigrants* (Ministry of Justice)

- Assess the integration levels of immigrants in local communities, utilizing the results to evaluate the effectiveness of local government integration policies, and provide recommendations for improvement

* The index that measures the integration level of foreign residents into the Korean society

② Create an organized framework for an integration program that connects the inflow of immigrants with integration

① Make the completion of the Korea Immigration & Integration Program (KIIP) mandatory and expand the benefits of completion (Ministry of Justice)

- The eligibility for mandatory completion of the KIIP will be expanded to include long-term residents who are highly likely to settle. Those who have completed a certain level of the program will be granted the benefits of changing their visa status to either residency or permanent residency

※ Introduce a 'fast-track' system that greatly relaxed the requirements for long-term or permanent residency for those who have completed the KIIP

② Securing responsibility in learning the KIIP (Ministry of Justice)

- Promote a phased approach to introducing fees for the KIIP based on visa status and education level, increase motivation to learn, and improve education effectiveness. Enhance accountability in learning by implementing the beneficiary pays principle. The fees will be used to fund the program, leading to a qualitative improvement in the program

③ Enhance accessibility to the KIIP and raise public awareness (Ministry of Justice)

- Enhance accessibility to the KIIP for foreigners hoping to settle in Korea through a combined online/offline approach, and create positive public awareness of the program through active promotion activities

④ Extend the reach of the Initial Adjustment Support Program (IASP) (Ministry of Justice)

- Expand the reach and duration of the IASP for various groups, such as seasonal workers and resettled refugees. Implement phased measures, including mandatory completion or increased benefits, to encourage the participation of foreign-born immigrant children of multicultural families or international students
- Customize the IASP for foreign workers in industrial sectors including shipbuilding. Professional instructors will directly reach out to them for tailored support

Promote mutual understanding and communication between Korean nationals and immigrants

① Increase and diversify the opportunities to communicate between Korean nationals and immigrants

① Enhance education programs to promote mutual understanding of different cultures (Ministry of Justice, Ministry of Gender Equality and Family)

- Enhance the immigration policy capabilities of public officers delivering civic administration services. Implement programs to promote mutual cultural understanding. Develop communication-focused programs tailored for the targets, such as employers and relevant stakeholders, fostering collaboration
- Provide education programs on multicultural understanding that are customized for different age groups and specific targets, both online and offline. Promote the spread of educational content on multicultural understanding to relevant educational institutions

Standards for education on intercultural understanding (European Commission)

Area	Main Content
Language support	① Language competency evaluation, ② Language education, ③ Continuous language assistance ④ Training teachers to teach the host country's language as a second language, ⑤ Acknowledgement of the importance of native languages
Academic support	① Comprehensive support system, ② Evaluation and assessment of student development, ③ Preventive programs, ④ Reintegration programs
Involvement of parents and the community	① Support for immigrant parents, ② Provide information to immigrant parents, ③ Volunteer activities and empowerment of immigrant parents, ④ Utilizing the resources of immigrant communities, ⑤ Collaboration and sharing experiences
Intercultural education	① Fostering a supportive learning environment, ② Providing diversity training programs for teachers, ③ Hiring instructors with immigrant backgrounds

② Increase opportunities for interaction between Korean nationals and immigrants (Ministry of Justice)

- Organize cultural events that showcase the distinct features of each regions, encouraging participation from Korean nationals and immigrants. Promote communication and interaction between them by identifying collaborative programs with local governments on 'Together Day' and during 'Together Week'

③ Encourage immigrants to participate in society (Ministry of Justice)

- Encourage active participation of immigrants in society through volunteering and skill donation, fostering a sense of intimacy and sharing positive experiences between Korean nationals and immigrants. Develop programs to improve public perception of immigrants and promote community initiatives that involve immigrants

② Create an environment to facilitate cultural diversity awareness

① Establish a policy foundation for promoting cultural diversity through a survey on cultural diversity (Ministry of Culture, Sports, and Tourism)

- Examine the policy environment by means of legal surveys*, including a survey on changes in perception and attitudes toward cultural diversity in Korea, and utilize the findings as a policy foundation to promote cultural diversity

* (Article 8 of the Enforcement Decree of the Act on Protection and Promotion of Cultural Diversity) Matters regarding social awareness of cultural diversity, diversity in cultural enjoyment and creative activities, facilities, resources, and personnel for the protection and promotion of cultural diversity, and the current status of policies and regulations

② Organize the week of cultural diversity to promote cultural acceptance (Ministry of Culture, Sports and Tourism)

- Plan and operate various programs to enhance public awareness of cultural diversity, including a special lecture for the Cultural Diversity Week, exhibitions showcasing cultural contents such as books, music and films, as well as citizen-participatory campaigns

③ Develop education programs on cultural diversity that are tailored to specific target groups (Ministry of Culture, Sports and Tourism)

- Operate cultural diversity education programs for different life stages, such as children, adolescents, and adults. Conduct training sessions for teachers from elementary to high school levels. Develop and distribute teaching materials, and promote training programs for professionals such as broadcasters and cultural institution employees

④ Promote a more inclusive attitude towards multiculturalism among school members (Ministry of Education)

- Conduct multicultural awareness education in schools to encourage school members to respect and live in harmony with differences

Foster the capacities of immigrants to become a member of society

① Strengthen the foundation for immigrant self-sufficiency and growth

① Enhance vocational training for immigrants (Ministry of Employment and Labor)

- Issue the National Tomorrow Learning Card to those marriage migrants who require vocational training for employment or starting a business. Provide financial assistance for training fees, ranging from 45% to 85% of the total cost, as well as training incentive allowances. Make efforts to introduce new vocational training courses

② Strengthen support for the settlement of marriage migrants (Ministry of Gender Equality and Family, Ministry of Agriculture, Food and Rural Affairs)

- Enhance tailored support for marriage migrants at various stages of settlement, including their initial adaptation to Korean society, keeping family life stable, and providing support for independence
- Implement programs that include agricultural career experience, counseling, and engaging with rural residents. Provide education programs on basics of agriculture and practical training for female marriage migrants in rural areas who aspire to work in agriculture

③ Establish a Korean language education framework that considers the diverse purposes of residency (Ministry of Culture, Sports and Tourism, Ministry of Justice)

- Develop customized Korean language education programs (including textbooks and learning content) that cater to the characteristics of foreign workers to facilitate the settlement and integration of the increasing number of foreign workers into Korean society. These programs can be utilized as part of the KIIP

② Support immigrants to adapt to the basics of daily life

① Improve counseling services to assist immigrants with adjusting to their workplace environment (Ministry of Employment and Labor)

- Enhance counseling services through the Foreign Worker Counseling Center in response to the growing number of incoming foreign workers with E-9 (Non-professional Employment) visa

② Enhance the user experience of broadcasting and communication services for foreigners (Korea Communications Commission)

- Produce and distribute educational materials on disaster and emergency response, in addition to enhancing education on the use of communication services and preventing damages for foreigners

③ Produce radio programs tailored to foreign residents and visitors (Korea Communications Commission)

- Improve the production of broadcasting content for foreigners, particularly in areas with a high population of foreign residents. Strengthen the emergency broadcasting system to ensure safety and use the system as guidelines for disaster response

※ Jeju, designated as a Free International City, will serve as the center for producing the radio program, with a foreign resident ratio of 4.8% of the population

④ Develop welfare standards based on the type of residency (Ministry of Justice, Ministry of Health and Welfare)

- Due to unclear welfare standards for permanent residents and the ageing foreign population in Korea, it is required to establish welfare standards and support measures based on their visa type

※ The number of foreign residents aged 60 and above increased by 160,000 people from 7.31% of the total foreign population in 2012 to 11.08% in 2022

③ Provide support for the growth and development of adolescents and children with migration backgrounds

① Offer tailored education support for preschoolers with an immigrant background (Ministry of Education)

- Provide support for language and basic learning skills that considers the developmental stages of preschoolers with an immigrant background

② Enhance support for the adjustment of school life for foreign-born immigrant children of multicultural families (Ministry of Education, Ministry of Justice)

- Foreign-born immigrant children of multicultural families and children born to foreign parents will receive intensive education on Korean language and culture, with the aim of supporting their early adaptation to public education and school life
- Provide information on foreign-born immigrant children of multicultural families to encourage their enrollment into public education

③ **Strengthen capabilities in academics, career paths, and bilingual skills, with providing mentoring support to university students (Ministry of Gender Equality and Family, Ministry of Education)**

- Enhance tailored support for children and adolescents with an immigrant background at various stages of development, such as promoting language development in early childhood, supporting basic learning skills before and after entering school, providing counseling during adolescence, assisting with career planning, and strengthening bilingual skills
- In response to the growing number of multicultural families with school-aged children, support will be provided for career counseling, Korean language and basic learning skills, career advising and counseling about further education, with the assistance of university students



Promote mutual growth based on the solidarity between Korean nationals and ethnic Koreans

① Improve the residency system for overseas Koreans to promote their economic self-sufficiency and contribution

① Push for gradual integration of visa types for overseas Koreans (Ministry of Justice)

- To ensure equity among overseas Koreans, promote the integration of visa types for them by expanding the eligibility for the F-4 (Overseas Korean) visa, targeting ethnic Koreans among Chinese and Koryo-saram

② Reasonably expand the scope of employment activities for overseas Koreans (Ministry of Justice)

- Gradually expand the scope of employment activities for H-2 and F-4 visa holders to address labor shortages resulting from population decline
- Establish measures to safeguard jobs for the common people in the response to the expansion of employment opportunities
- ※ Introduce a permit system for low-skilled work, establish funds through the imposition of cost-sharing contributions, and others

③ Expand residence programs for overseas Koreans that are connected to local communities to promote a more balanced national development (Ministry of Justice)

- Expand the scope of employment activities for ethnic Koreans and their spouses to support settlement when moving from the densely populated metropolitan region to areas experiencing a decline in population

② Improve social adaptation of overseas Koreans and promote solidarity among Korean nationals

① Increase Support Centers for Overseas Koreans and support their communities (Ministry of Justice)

- Provide legal grounds for the establishment and operation of Support Centers for Overseas Koreans. Designate additional places as such centers. Discover examples of successful settlement among ethnic Koreans

※ The number of centers designated as the Support Center for Overseas Koreans: from 7 to 11 in 2021 → 16 in 2023

② Enhance the provision of integrated guidelines for residence targeting overseas Koreans (Ministry of Justice)

- Produce integrated guidebooks for immigration services that reflect the unique characteristics of ethnic Koreans in different regions, including the Americas, Oceania, Europe, Japan and Asia

③ Raise awareness and understanding of ethnic Koreans residing in Korea (Ministry of Justice, Overseas Koreans Agency)

- Enhance awareness and understanding of overseas Koreans. Carry out promotional activities and media response to contribute to the understanding of the policies on ethnic Koreans. Expand 'Outreach Programs for Overseas Koreans' to elementary, middle, and high schools as well as universities by visiting these places for the educational programs

③ Foster the next generation of overseas Koreans to secure future talents

① Strengthen Korean language proficiency for the fourth generation of overseas Koreans (Ministry of Justice)

- Encourage the learning of the Korean language by integrating it with the process of granting, changing and extending visa status for overseas Koreans

※ The expansion of eligibility to include all overseas Koreans has led to a rise in challenges for those with insufficient proficiency in the Korean language, making it difficult for them to settle in Korea

② Enhance residence support for the next generation of overseas Koreans (Ministry of Justice)

- Grant F-4 visa status to young overseas Koreans under a certain age, offer incentives such as easing permanent residency requirements for ethnic Korean students, and streamline documentation for the second generation of adopted Korean descendants

③ Expand the program to improve ethnic identity among overseas Korean teens and youth (Ministry of Justice)

- Provide Korean language classes and interactive programs that promote a stronger sense of ethnic identity among the third- and fourth- generation of overseas Korean teens and youth. Increase accessibility to Korean culture and create positive images in order to encourage their growth as talents who can settle in Korea

IV

Create an environment where the human rights and dignity of immigrants are respected

Major Tasks

IV-1

Enhance the protection of human rights for immigrants to achieve universal values

- 1 Ensure the basic rights of immigrants
- 2 Expand the infrastructure to enforce laws with a humanitarian approach

IV-2

Prevent social exclusion of vulnerable immigrants, including women and children

- 1 Guarantee children with immigration backgrounds a stable residence and access to education
- 2 Prevent blind spots in protecting the humanitarian rights of immigrants including violence and human trafficking

IV-3

Fulfill humanitarian obligations that align with Korea's international status

- 1 Promote a more balanced refugee policy
- 2 Establish foundations for social integration of refugees
- 3 Enhance exchange and cooperation to address global refugee issues



Enhance the protection of human rights for immigrants to achieve universal values

① Ensure the basic rights of immigrants

① Inspect working conditions for immigrants (Ministry of Employment and Labor)

- Intensify supervision and inspection for businesses employing foreign workers with E-9 and H-2 visas, focusing on accommodation conditions, minimum wages, industrial safety, and compliance with labor laws

* If illegal employment is found during the supervision and inspection of workplaces employing foreign workers, such violation will be reported to the immigration office

② Ensure non-discriminatory wages and retirement benefits (Ministry of Employment and Labor)

- Process claims for unpaid wages, without discrimination based on nationality or visa status. Establish a dedicated insurance system for foreign workers under the Employment Permit System (E-9 visa holders), and continue to campaign to locate unclaimed or dormant insurance benefits

③ Provide universal assistance for disasters (Ministry of the Interior and Safety)

- Operate the English version of the National Disaster Safety Portal website (safekorea.go.kr), provide shelter information through the Emergency Ready Application, and send disaster notifications in English and Chinese

④ Enhance the broadcast deliberation function to prevent prejudice and discrimination (Korea Communications Commission)

- Encourage the proactive enhancement of broadcasting companies' self-regulatory functions by sharing discriminatory deliberation regulations and major violation cases through meetings of responsible personnel

② Expand the infrastructure to enforce laws with a humanitarian approach

① Establish a departure waiting room outside ports of entry and departure (Ministry of Justice)

- In order to enhance the humanitarian treatment of foreigners who are facing prolonged waiting periods at the airport due to legal disputes or other circumstances, dedicated departure waiting facilities will be provided

② Improve detention facilities to promote human rights protection (Ministry of Justice)

- Based on the outcomes of the trial operation of an open detention facility and overseas cases*, improve the existing detention facilities

* (Sweden) Detained foreigners have unrestricted access to public spaces, (France) Within the facilities, outdoor areas are freely accessible during the day or for the entire day

③ Overhaul the Acts and subordinate statutes to ensure compliance with due process (Ministry of Justice)

- Push for amendments to the Immigration Act to set a limit on the detention period and promote the development of reasonable assessment methods for screening including objections and extensions of detention periods

IV-2 Prevent social exclusion of vulnerable immigrants, including women and children

① Guarantee children with immigration backgrounds a stable residence and access to education

① Introduce a universal system for birth registration (Ministry of Justice)

- Make it mandatory to report the births of children who are born to foreign parents in Korea and assign them birth registration numbers, with an aim at establishing an infrastructure allowing all foreign children, regardless of their immigration status, to apply for birth registration

② Enhance prevention and support measures for school violence (Korean National Police Agency, Ministry of Gender Equality and Family)

- In addressing problems such as school violence, efforts will be made to enhance multicultural sensitivity. To ensure opportunities for statements from students with multicultural backgrounds, family centers will encourage the participation of multicultural counselors and interpreters
- In collaboration with family centers, the police offices in areas with a high number of multicultural students will designate and operate School Violence Special Police Officers to prevent school violence and provide support for the recovery of victims among multicultural students

③ Strengthen Global Citizenship Education (Ministry of Education)

- Promote awareness and the continuous spread of Global Citizenship Education to nurture responsible citizens who have a comprehensive understanding and actively engage in promoting universal values such as global peace, human rights, and cultural diversity

※ Following the hosting of the 2015 World Education Forum, Korea proposed the concept of Global Citizenship Education, which was adopted as a UNESCO education development goal and included in the United Nations Sustainable Development goals targeted for global achievement by 2030

② Prevent blind spots in protecting the human rights of immigrants including violence and human trafficking

① Protect and provide support for the victims of domestic violence among female immigrants (Ministry of Gender Equality and Family)

- Offer emergency counseling and shelter services and facilitate connections to shelters through the Danuri Call Center for Multicultural Families. Provide various forms of support including medical care, legal assistance, housing, and vocational training for female immigrants and their children

② Strengthen the use of the Index on Identification of Human Trafficking Victims (Ministry of Justice)

- Enhance the use of the Index on Identification of Human Trafficking Victims*, and actively engage in preventing human trafficking and protecting victims by submitting performance reports, providing personnel training, and managing statistics

* The Index was developed by the Ministry of Gender Equality and Family according to international standards, aimed at swiftly and accurately identifying victims of human trafficking and similar crimes

Fulfill humanitarian obligations that align with Korea's international status

① Promote a more balanced refugee policy

① Strengthen fairness and expertise in the screening process for refugee recognition (Ministry of Justice)

- Expand the pool of qualified interpreters by implementing a certification system for refugee-specialized interpreters. Develop training programs and conduct a regular assessment to enhance the capabilities of immigration officers and interpreters dedicated to refugee affairs

② Enhance refugee screening procedures at ports of entry and departure and expand infrastructure (Ministry of Justice)

- Develop training programs tailored for immigration officers responsible for refugee screening at ports of entry and departure. Designate base authorities for refugee screening at ports. Establish waiting areas for refugee applicants

③ Ensure fairness and expertise in the refugee appeals process (Ministry of Justice)

- Enhance the protection of procedural rights for refugee applicants by improving the progress inquiry and notification system for appeals, expanding opportunities for applicants to voice their opinions, and collaborating with the United Nations High Commissioner for Refugees (UNHCR) on joint education initiatives

④ Advance the system for collecting and managing Country of Origin Information (COI) on a global scale (Ministry of Justice)

- To better respond to changes in international political situations, such as instability in neighboring countries, develop an infrastructure* that enables the collection and analysis of country of origin information quickly

* Undertake projects for translating reports on overseas country of origin information and implementing capacity-building programs for managing country of origin information

② Establish foundations for social integration of refugees

① Promote evidence-based refugee policy through research on actual circumstances (Ministry of Justice)

- Carry out regular surveys on recognized refugees and humanitarian status holders to develop integration policies that consider the unique circumstances of refugees. Identify policies to raise awareness about refugees based on survey results on public perception

② Improve the treatment of refugees (Ministry of Justice)

- Reform the residency type for humanitarian status holders. Facilitate settlement by implementing measures, such as mentoring programs, psychological treatments, and cooperation with relevant ministries, local governments and civic organizations. Grant early work permits to refugee applicants protected based on humanitarian grounds
- Organize and operate educational programs to raise awareness about refugees among government officers from relevant ministries, local government and the general public

③ Enhance exchange and cooperation to address global refugee issues

① Diversify approaches to refugee protection (Ministry of Justice)

- Establish the refugee resettlement program as a regular initiative. Diversify the quota and composition to admit resettlement refugees. Conduct monitoring on a regular basis to assess the living conditions of resettled refugees

* Resettlement refugees from the Asia-Pacific region and international conflict zones requiring humanitarian protection are accepted. The specific details are annually determined by the Minister of Justice

- Introduce a pilot program for providing higher education to refugee students through cooperation between public and private sectors. Form a consultative body consisting of relevant agencies and private organizations to ensure a stable settlement and support for refugee students

② Engage in the international cooperation frameworks on refugees (Ministry of Justice, Ministry of Foreign Affairs)

- Engage in international conferences on refugee issues, including the executive committee of the United Nations High Commissioner for Refugees (UNHCR), the Global Refugee Forum (GRF), and the Annual Tripartite Consultations on Resettlement

- Identify and fulfill commitments for practical implementation of the Global Compact on Refugees*

* The Global Compact on Refugees (GCR): the key objectives include reducing the burden on refugee-hosting countries to address refugee issues in a sustainable way, promoting the economic self-sufficiency of refugees, and expanding access to resettlement in third countries

V Build a foundation for immigration administration that meets global standards

Major Tasks

V-1

Establish a framework for implementing immigration policies as part of a national centennial plan

- 1 Reorganize the system for implementing immigration policies
- 2 Strengthen cooperation between ministries

V-2

Enhance expertise in immigration administration and expand the research foundation

- 1 Train and foster immigration experts
- 2 Strengthen public-private partnerships in the field of immigration policy

V-3

Improve immigration administration procedures through technological innovation

- 1 Enhance convenience for foreigners by utilizing cutting-edge technology
- 2 Drive immigration administration through digital and data-based approaches

V-4

Strengthen collaboration on immigration for mutual development within the international community

- 1 Expand international cooperation in immigration-related issues
- 2 Utilize international development cooperation in the field of immigration policy

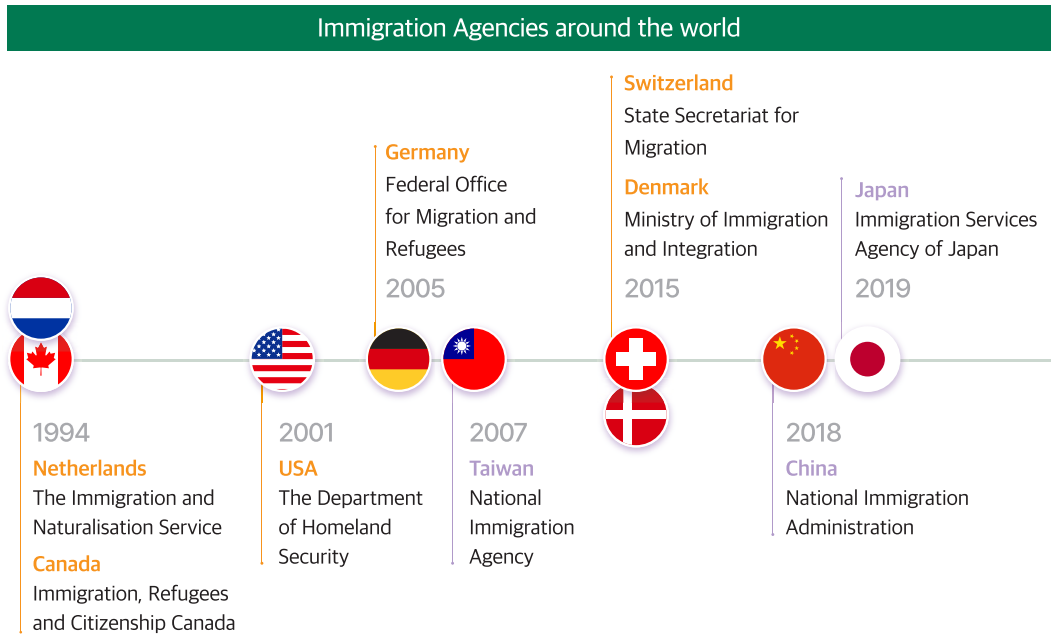


V-1 Establish a framework for implementing immigration policies as part of a national centennial plan

① Reorganize the system for implementing immigration policies

① Establish a dedicated agency for immigration policies (Ministry of Justice)

- Establish a new government agency: “Korea Border and Immigration Agency (tentatively named),” to address changes such as a shrinking working-age population and regional decline, and to design a unified immigration policy across the whole government from the perspective of national interests
- ※ Gathering public opinions and organizing expert seminars to address public concerns about immigration, such as illegal migration and crimes, and to foster consensus on policy directions



② Reform legal framework and regulations to fulfill the role of a control tower (Ministry of Justice)

- The Framework Act on Treatment of Foreigners Residing in the Republic of Korea is to undergo a comprehensive amendment, tentatively named the ‘Framework Act on Immigration Policy,’ to lay the legal groundwork for the establishment of immigration policies tailored to the Korean context
- Enhance cooperation among committees and commissions, regarding immigration policies and operated by each ministry, and explore ways to integrate committee operation to establish an effective system for policy adjustments

2 Strengthen cooperation between ministries

① Facilitate the operation of the Foreigners' Policy Committee and its (associated) working groups (Ministry of Justice)

- Facilitate discussion on short- and long-term measures for managing the visas, residence, quotas, and labor supply. Enhance communication and cooperation through working groups involving both central and local governments

② Promote government-wide cooperation to improve seasonal worker policy (Ministry of Justice, Ministry of Agriculture, Food and Rural Affairs, Ministry of Oceans and Fisheries, Ministry of Employment and Labor)

- Expand the sectors in which seasonal workers are allowed to work in consultation with relevant agencies. Collaborate with relevant agencies to conduct joint inspections at businesses, monitor their working conditions, and identify improved solutions

V-2

Enhance expertise in immigration administration and expand the research foundation

1 Train and foster immigration experts

① Enhance the competence of professionals in social integration (Ministry of Justice)

- To improve the skills and expertise of professionals* in social integration, practical training subjects will be expanded through job training and occupational supplementary programs that are tailored to professionals in social integration

* Early adaptation program instructors, social integration program instructors, oral exam proctors, citizenship education instructors, experts in multicultural society, and groups of immigrants mentors

- Promote cooperation in hiring social integration experts, when hiring personnel responsible for integration-related tasks in central and local governments

② Train and foster interpreters for minority languages (Ministry of Justice)

- Foster interpreters for special and minority languages to protect the rights of foreigners and ensure fair trials and due process for foreigners, and improve their expertise through training programs

- The participation rates in certification exams for minority languages is quite low. To encourage foreign interpreters of minority languages to participate in education programs, incentives including residency benefits will be provided

③ Reorganize examination subjects for public officers in immigration and border control (Ministry of Justice)

- To enhance the competence of immigration officers, the examination subjects with low relevance to job duties will be changed to include ‘the Immigration Law (Immigration studies),’ covering laws and regulations related to immigration policies, such as the Immigration Act, the Nationality Act, and the Refugee Act, etc.

② Strengthen public-private partnerships in the field of immigration policy

① Build a governance framework for regional immigration cooperation (Ministry of Justice)

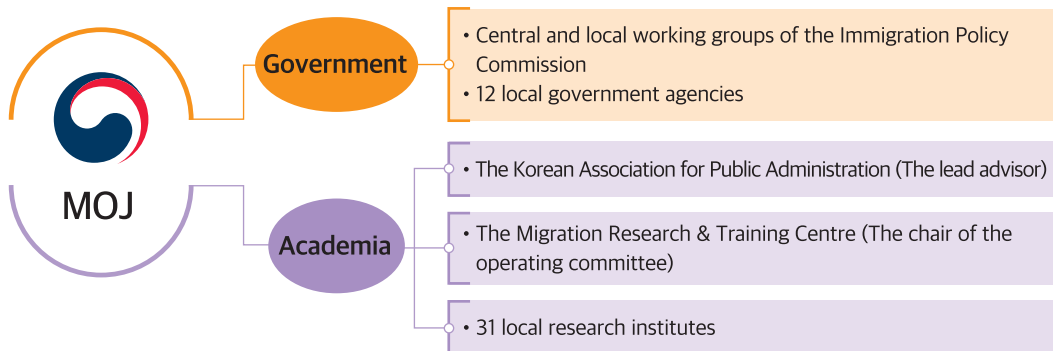
- Create a Regional Immigration Resident Committee (a tentative name) through cooperation with local immigration offices. Identify immigration policy demands in regions and promote national consensus

② Establish a collaborative research foundation involving the public, private, and academic sectors (Ministry of Justice)

- Organize forums and meetings where activists, regional research institutions, local universities, local immigration offices and integration program operators will cooperate and gather to discuss immigration policies
- To promote immigration policies tailored to regional characteristics, establish a collaborative platform known as the ‘Regional Immigration Policy Research Network.’ This platform will involve the central government, local authorities, academia, and research institutions. Additionally, provide support for implementing policies based on research outcomes from the network

Establishment of regional immigration policy research network

Layout of regional immigration policy research network



Purpose

Expand the research infrastructure for regional immigration policies and strengthen central-local cooperation

Composition

A total of 46 institutions participate in the network, such as 12 local governments, 31 regional research centers, Migration Research & Training Centre, Korea Association for Public Administration (including Korea Association for Immigration Policy & Administration, and Ministry of Justice)

Local governments

- Gangwon-do, Gyeonggi-do, Gyeongsangnam-do, Gwangju, Gyeongsangbuk-do, Busan, Seoul, Incheon, Jeollanam-do, Jeollabuk-do, Chungcheongnam-do, Chungcheongbuk-do

Regional research centers

Region	Regional research centers
Seoul, Gyeonggi, Incheon	Gyeonggi Institute of Research and Policy Development for Migrants' Human Rights, Gyeonggi Research Institute, Gyeonggido Women & Family Foundation, Goyang Research Institute, Seoul Foundation of Women & Family, Seoul Institute, Suwon Research Institute, Yongin Research Institute, Incheon Foundation for Women & Family, Incheon Institute, Korea Research Institute for Local Administration
Daejeon, Chungcheong	Daejeon Seojog Research Institute, Chungcheongnam-do Women & Family, Youth Public Agency for Social Service, ChungNam Institute, Chungbuk Research Institute
Gwangju, Jeolla	Gwangju Foundation for Women & Family, GwangJu Institute, Jeonnam Research Institute, Jeonbuk Institute
Daegu, Gyeongbuk	Gyeongbuk Women's Policy Development Institute, Gyeongbuk Development Institute, Gyeongsangbuk-do Healthy Family Center, Daegu Policy Institute, Daegu Metropolitan City Public Agency for Social Service
Busan, Ulsan, Gyeongnam	Gyeongnam Institute, Busan Gender Equality and Family, Lifelong Education Institute, Ulsan Public Agency for Welfare Family Promotion Social Service, Changwon Research Institute
Gangwon	Gangwon Institute
Jeju	Jeju Women & Family Research Institute, Jeju Research Institute

③ Strengthen the functions of Migration Policy Research & Training (Ministry of Justice)

- Establish a new Statistics and Data Analytics center to enhance capabilities in immigration policy development and foster a stable research environment. The center is designed to support evidence-based research on immigration policies and education centers with a focus on immigration policies and integration for both Korean nationals and foreigners
- Provide support for the operation of research networks, both domestically and globally to explore future-oriented immigration policies
- ※ The Framework Act on Treatment of Foreigners Residing in the Republic of Korea established legal grounds for the operation and support of the Migration Research and Training Centre (MRTC) in July 2023

④ Facilitate the operation of the Immigration Policy Committee (Ministry of Justice)

- Promote the activities of the Immigration Policy Committee, comprising scholars, legal professionals, and social activists, and other external experts with extensive knowledge and experience in immigration policy. The committee aims to offer advice and gather policy recommendations regarding the visions, directions and initiatives of immigration policy

V-3

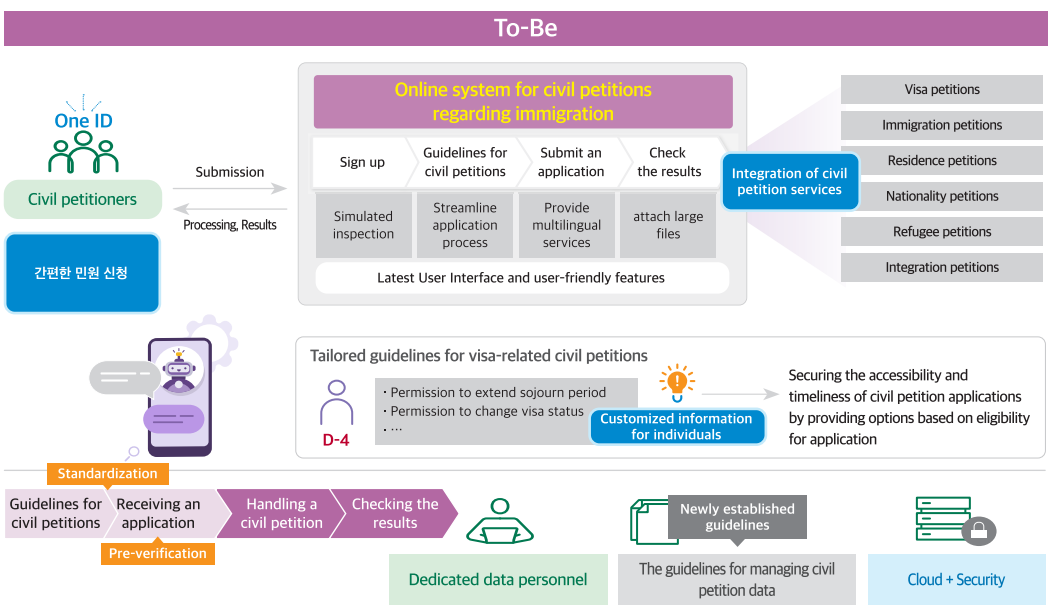
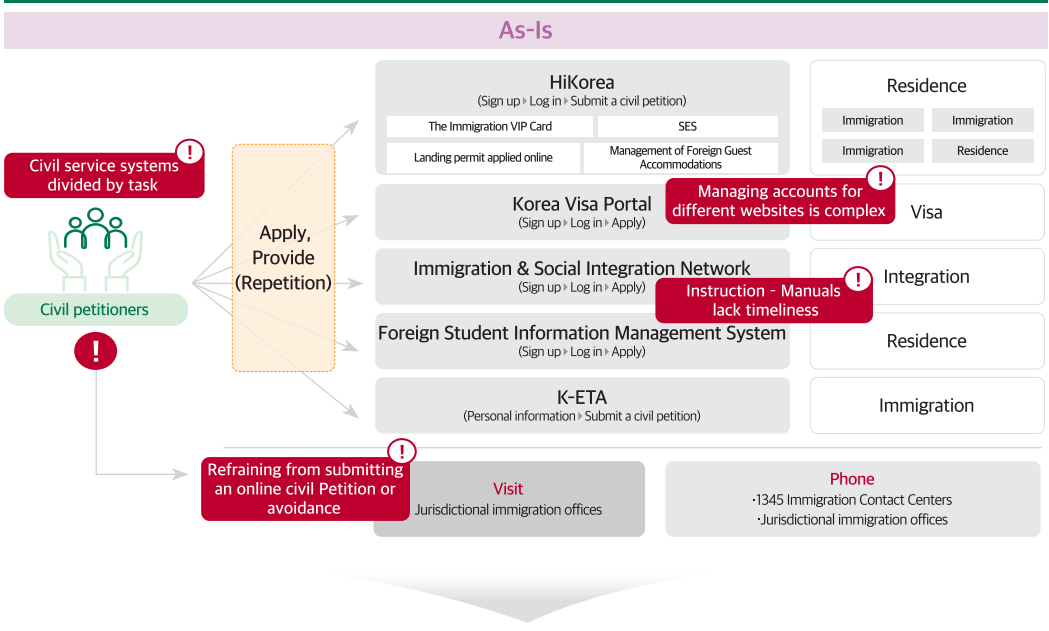
Improve immigration administration procedures through technological innovation

① Enhance convenience for foreigners by utilizing cutting-edge technology

① Establish the E-petition system for immigration administration (Ministry of Justice)

- Transform the existing in-person service system, including visa applications, immigration management, residence services, and integration, into an online platform to strengthen identity verification, facilitate system access, and enhance the efficiency of information management
- Provide foreigners with personalized information services by expanding multilingual support, automating document verification, and establishing an online E-manual for quick reference

E-petition system for immigration administration



② Create a comprehensive platform for integration education (Ministry of Justice)

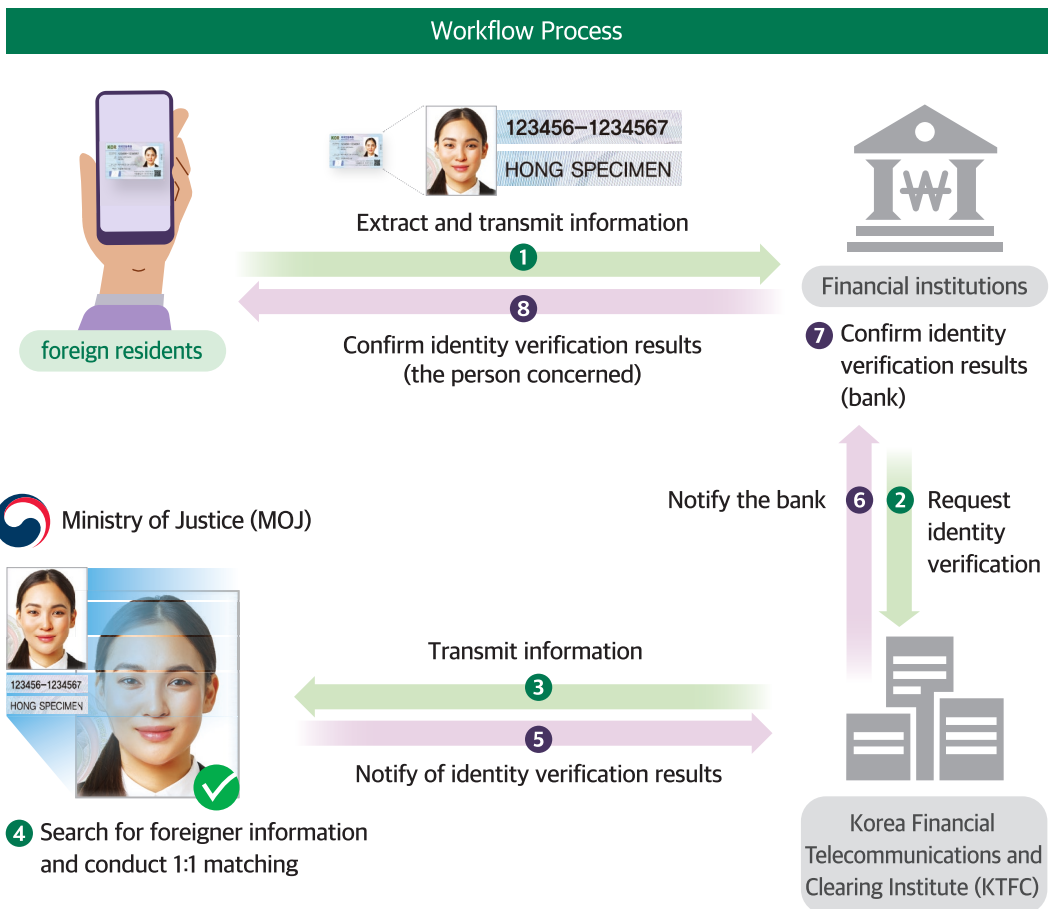
- Build a comprehensive platform that incorporates new features such as online video education, blended online/offline education, E-learning, and online assessment systems
- Improve the accessibility of the platform by developing a mobile website and applications that enable users to sign up and take courses anytime and anywhere

③ Issue a mobile residence card to foreigners (Ministry of Justice)

- Improve the security of physical identification cards by introducing a digital-based residence card system for foreigners, and empower individuals in making decisions regarding the protection of their personal information
- Establish the groundwork for providing E-public services, including foreigners, through the implementation of a national mobile identification policy. This aims to prevent digital inequality and social exclusion, and promote the use of online self-verification

④ Initiate a service for verifying the authenticity of mobile residence cards (Ministry of Justice)

- To address the inconvenience of in-person visits to financial institutions for tasks, such as opening bank accounts requiring identification verification, a planned service will enable foreign residents to conduct various financial transactions remotely



② Drive immigration administration through digital and data-based approaches

① Analyze the details of foreign tourist visits by region (Ministry of Justice)

- Enhance strategies to attract foreign tourists and boost the local economy by providing analytical data on the nationality, age, gender, and visiting patterns of foreign tourists to local governments and businesses in the tourism industry
- ※ The introduction of the Korea Electronic Travel Authorization (K-ETA) system in 2021 has enabled the digitalization of documents, including the purposes of visit and places of stay. After the adoption of the E-Arrival Card, the scope of data analysis is expected to include all incoming foreigners

② Improve the accuracy and applicability of immigration policy statistics (Statistics Korea, Ministry of Justice)

- To provide timely policy support, the cycle for estimating the population of Koreans and foreign nationals will be shortened. The survey outcome on the status of residency and employment among immigrants will be improved. Moreover, the survey will incorporate items that reflect policy demands
 - Provide data annually on the statistics and demographic characteristics of foreign residents who have resided in Korea for over three months by using the registration census*
- * A new method of conducting population, household and housing surveys utilizing administrative data such as resident registration without the need for direct visits to households

Strengthen collaboration on immigration for mutual development within the international community

① Expand international cooperation in immigration-related issues

① Secure voluntary compliance monitoring for the Global Compact for Safe, Orderly and Regular Migration (GCM) (Ministry of Justice)

- Engage in discussion with relevant ministries, such as the Ministry of the Interior and Safety, the Ministry of Foreign Affairs, the Ministry of Employment and Labor, as well as civic organizations, to ensure that important progress in implementing the Global Compact for Safe, Orderly and Regular Migration is not missed. Attend meetings for preparing and reviewing the reports on the implementation of the Global Compact for Safe, Orderly and Regular Migration (GCM)

※ The Global Compact for Safe, Orderly and Regular Migration(GCM) is a non-legally binding cooperative framework and the first intergovernmental agreement created by the international communities to adequately address migration and protect migrants

② Engage actively in the activities of the OECD Working Party on Migration (Ministry of Justice)

- Promote the sharing of research on international migration, exchange information on each country's immigration policies and maintain engagement with cooperation frameworks by participating in meetings of the Working Part on Migration under the OECD Employment, Labour and Social Affairs Committee (ELSAC)

③ Cooperate with the United Nations Office of Counter-Terrorism (Ministry of Justice)

- Exchange information and intelligence with the United Nations Office of Counter-Terrorism (UNOCT) to preemptively prevent the entry of individuals who may pose a terrorist threat and enhance the capability and readiness for counter-terrorism operation. Share best practices in border management particularly during international events such as expos and the Olympics

④ Maintain engagement with multilateral international cooperation frameworks (Ministry of Justice, Ministry of Foreign Affairs)

- Establish a cooperative system between immigration authorities by participating in international conferences on immigration, in order to jointly respond to global challenges and strengthen human networks

② Utilize international development cooperation in the field of immigration policy

① Shape policies on migration and development (Ministry of Justice, Ministry of Foreign Affairs)

- Implement Official Development Assistance (ODA) initiatives through circular migration (training talents in a host country → facilitating migration → supporting the return to the home country) to contribute to the development and growth of both Korea and the sending countries (governments and stakeholders)

Concept of the program

Classification	Recipient/sending countries		ROK(a host country)
	Stakeholders	Government	
Circular migration	<pre> graph LR A[Training talents] --> B[Migration (Employment linkages)] B --> C[Return] C --> A </pre>		
Triple Win	<ol style="list-style-type: none"> 1. Personal skill development 2. Expanding job selection opportunities 3. Wage increase 	<ol style="list-style-type: none"> 1. Increasing remittance 2. Expanding skilled workforce 	<ol style="list-style-type: none"> 1. Resolving labor shortage issues 2. Addressing issues of regional imbalance 3. Attracting talents

※ At the ‘Online Forum for Gathering Public Opinion on the Establishment of the 4th Master Plan for Immigration Policy,’ held on August 18, 2022, the Citizen Participation Group suggested attracting foreigners with a focus on cooperation with Official Development Assistance (ODA) partner countries

② Strengthen ODA cooperation by utilizing advanced immigration administration practices (Ministry of Justice, Ministry of Foreign Affairs)

- Offer development cooperation programs targeting developing countries, including initiatives like immigration administration (Hi-Korea), in collaboration with local airport authorities and immigration agencies

Part
03

Appendix

1. Task assignments to ministries
2. Investment amount



1.

**Task
assignments to
ministries**

I Boost economic growth and promote local development through immigration

Tasks	Responsible ministry	Supporting ministry	Implementation period
I-1. Create a well-structured system to manage immigration that contributes to national interests			
1 Modernize the system for managing immigrants and immigration inflow			
① Introduce a Pre-Announcement System for the Total Employment Visa Quota	MOJ	MOEL	'23~'25
② Reform the visa scheme to better meet the demands	MOJ		'23~'27
③ Build a comprehensive platform for administrative information on foreigners	MOJ		'23~'25
④ Standardize basic personal information on foreigners across government agencies	MOJ		'24~'27
2 Strengthen immigration management with enhanced capability verification			
① Enhance consular expertise in visa screening by expanding visa application centers	MOJ	MOFA	'23~'27
② Strengthen training and management in sending countries to enhance capabilities of employment-based immigrants	MOEL	MSS	Every year
3 Establish a visa scheme for high skills			
① Create a visa track for foreign talents in technology	MOJ		'24
② Create a visa track for international students studying in Korea	MOJ		'24~'27
③ Create a visa track for skilled workers	MOJ		'23~'27
I-2. Attract and foster immigrants who can contribute to Korea's economy			
1 Expand measures to attract and foster outstanding talents and skilled workforce			
① Facilitate the fast-track scheme of permanent residency and naturalization for exceptional talents residing in Korea	MOJ		'23~'27
② Attract excellent foreign researchers	MSIT	MOJ	'23~'27
③ Secure foreign talents for cutting-edge sectors	MOJ	MOTIE MSIT MSS	'24
④ Revise a visa scheme regarding advanced technology fields	MOJ		'23~'24
⑤ Facilitate employment connections between domestic startups and foreign software professionals	MSS	MOJ MOE	'24~'27

Tasks	Responsible ministry	Supporting ministry	Implementation period
② Address industry labor shortages by expanding the supply of skilled workforce			
① Expand the skilled workforce through innovative approaches and improve institutions	MOJ		'23
② Improve the system for supplying skilled foreign labor	MOJ	MOTIE,MOEL MAFRA MOLIT,MOF	'23~'27
③ Enhance employment connections for international students after graduation	MOJ		'24~'27
④ Expand and attract universities specializing in training skilled labor in the root industry	MOTIE	MOJ	'23~'27
③ Contribute to economic growth through a stable and reliable supply of foreign workers by sector			
① Work toward introducing foreign workers in the caregiving sector	MOJ	MOHW MOEL	'23~'27
② Create a pathway to long-term residence for foreign workers in the agriculture and fishery industries	MOJ	MAFRA MOF	'24
③ Broaden the scope for foreign workers in the low-skilled sectors	MOEL	MAFRA MOJ	Every year
④ Reorganize the system for introducing foreign workers in essential industries	MOJ	MOEL	'23~'27
⑤ Respond promptly and flexibly to the workforce demand in industrial fields	MOEL	MOJ	Every year
④ Diversify the methods of attracting international students and support their development			
① Establish an overseas promotion platform for studying in Korea	MOE		'24
② Support the exchange of corporate information to help the employment of international students	MOJ	MOTIE MOE	'24~'27
③ Attract more international students and ensure the quality management of education	MOE	MOJ	'24
④ Operate the Global Korea Scholarship (GKS) program	MOE		Every year
⑤ Enhance education support for international students	MOE		Every year
⑤ Boost economic growth through expansion of startups and investment immigration			
① Promote inbound entrepreneurship and provide support for employment	MSS	MOJ	'24~ongoing
② Make the investment immigration policy more rational through adjustments	MOJ		'24
I-3. Establish a regional-based immigration policy framework			
① Promote immigration policy reflecting local demand			
① Convert a regional specialized visa program into a regular program	MOJ		Every year

Tasks	Responsible ministry	Supporting ministry	Implementation period
② Establish a competent organization designed to support local governments in implementing region-based immigration policies	MOJ		'24
③ Expand the government-supported program for seasonal employment	MAFRA	MOJ	Every year
④ Reflect the status of foreign residents when establishing an administrative institution	행안부		'23

② Create a foundation for local government units to engage in immigration policy

① Lay the groundwork for establishing a competent division in local governments to handle immigration policy	MOJ		'23~'27
② Promote the participation of local governments in the Immigration Policy Commission	MOJ		Every year
③ Promote exchange between central and local government officials responsible for immigration policy	MOJ		Every year
④ Develop a platform for managing seasonal workers that can be used by both central and local governments	MOJ		'25

③ Strengthen community engagement in immigration policies and improve infrastructure

① Expand the participation of foreign residents in local community policies	MOIS		'23~'27
② Provide immigration statistics and big data tailored for local governments	MOJ		'23~'27
③ Expand the functions of integration support centers for immigrants in local immigration offices	MOJ		'24~'27
④ Improve the capabilities of local government officials	MOJ	MOIS	'24

I-4. Promote economic growth by connecting immigration policies with the national brand

① Increase policy support to improve tourism attractiveness

① Develop tourism programs that integrate K-culture	MCST		Every year
② Promote cruise tourism	MCST	MOF	Every year
③ Improve the Korean Electronic Travel Authorization (K-ETA) system	MOJ		'23~'27
④ Expand the electronic visa program for groups	MOJ		'23
⑤ Establish and operate a dedicated team to enhance efforts in attracting inbound tourists	MOJ	MCST	'24~'25

② Stimulate economic activities by creating tourism demand

① Create a K-culture visa	MOJ		'24
② Introduce a Workcation (Digital Nomad) visa	MOJ		'24
③ Work to attract foreign patients	MOHW	MOJ MCST	Every year

II Achieve a safe and orderly society for immigration

Tasks	Responsible ministry	Supporting ministry	Implementation period
II-1. Establish a system to respond to violations of immigration regulations			
① Improve the system for managing illegal immigration			
① Advance a plan to reduce illegal immigrants through targeted measures	All ministries		'23~'27
② Build a phased system to address illegal immigration	MOJ	MOFA MOEL NTS	Every year
② Strengthen the differentiated responsibility within each department's respective fields			
① Enhance responses to countries with high levels of illegal immigration	MOJ	MOFA	'23~'27
② Reinforce labor supervision and provide employer guidance	MOEL		Every year
③ Conduct a tax audit and information sharing about businesses engaging in illegal employment	NTS		'24~'27
④ Strengthen management of neighborhoods with high numbers of foreign residents	KNPA		Every year
⑤ Provide support to reduce illegal immigration at construction sites	MOLIT		'23~'25
⑥ Enhance crackdown measures in areas threatening public livelihoods and national security	MOJ	KNPA	'23~'27
③ Improve capabilities to crack down on illegal immigration and revise relevant policies and systems			
① Establish an organized system for collecting information on illegal employment of foreigners	MOJ		'23~'27
② Strengthen capabilities for immigration special investigations to detect brokers	MOJ		'23~'27
③ Establish the authority to conduct workplace inspections	MOJ		'25~'27
④ Improve infrastructure for better post-management of immigration offenders	MOJ		'23~'27

Tasks	Responsible ministry	Supporting ministry	Implementation period
II-2. Create a harmonious environment to reside in that respects social order			
① Realize an orderly environment to reside in			
① Revise the permanent resident system to meet global standards	MOJ		'24
② Organize a standing consultative body and arrange a system to prevent foreigners from committing tax delinquency	NTS		'24
③ Strengthen eligibility requirements for dependents of foreign subscribers to national health insurance	MOHW		'24
④ Improve the naturalization interview process	MOJ		'23~'27
⑤ Ensure improvement of the National Act and promote awareness of nationality policies	MOJ		'23~'27
② Carry out prevention measures against violations of immigration regulations			
① Conduct investigations on real estate speculation by foreigners	MOLIT		'23~ongoing
② Carry out police and security activities of foreign affairs including compliance education	KNPA		Every year
II-3. Ensure a secure border management trusted by the public			
① Establish a response system for border security			
① Intensify screening measures to establish a robust border management system	MOJ		'23~'27
② Advance the Korea Electronic Travel Authorization (K-ETA) system to establish a secure border management system	MOJ		'24
③ Enhance entry restrictions for foreigners who pose a security threat	MOJ		'24
④ Strengthen cooperation between immigration inspection and quarantine procedures	KDCA	MOJ	Every year
② Reinforce border management at ports			
① Enhance port security by expanding the subjects of boarding inspection	MOJ		'23~'27
② Modernize border management at ports	MOF	KCG	Every year

III Promote a cohesive society with both Korean nationals and immigrants

Tasks	Responsible ministry	Supporting ministry	Implementation period
III-1. Establish a comprehensive framework for integration policies by using objective indicators			
① Develop an index for the integration of immigrants and establish a feedback system			
① Measure the medium- to long-term effects of integration policies	MOJ		'24~'27
② Provide consulting services utilizing an index for integration of immigrants	MOJ		'23~'27
② Create an organized framework for an integration program that connects the inflow of immigrants with integration			
① Make the completion of the Korea Immigration & Integration Program (KIIP) mandatory and expand the benefits of completion	MOJ		'24~'27
② Securing responsibility in learning the KIIP	MOJ		'23~'27
③ Enhance accessibility to the KIIP and raise public awareness	MOJ		'23~'27
④ Extend the reach of the Initial Adjustment Support Program	MOJ		'24~'27
III-2. Promote mutual understanding and communication between Korean nationals and immigrants			
① Increase and diversify the opportunities to communicate between Korean nationals and immigrants			
① Enhance education programs to promote mutual understanding of different cultures	MOJ	MOGEF	'24~'27
② Increase opportunities for interaction between Korean nationals and immigrants	MOJ		Every year
③ Encourage immigrants to participate in society	MOJ		'23~'27
② Create an environment to facilitate cultural diversity awareness			
① Establish a policy foundation for promoting cultural diversity through a survey on cultural diversity	MCST		'24~ 매 2년
② Organize the week of cultural diversity to promote cultural acceptance	MCST		Every year
③ Develop education programs on cultural diversity that are tailored to specific target groups	MCST		Every year
④ Promote a more inclusive attitude towards multiculturalism among school members	MOE		Every year
III-3. Foster the capacities of immigrants to become a member of society			
① Strengthen the foundation for immigrant self-sufficiency and growth			

Tasks	Responsible ministry	Supporting ministry	Implementation period
① Enhance vocational training for immigrants	MOEL		Every year
② Strengthen support for the settlement of marriage migrants	MOGEF	MAFRA	Every year
③ Establish a Korean language education framework that considers the diverse purposes of residency	MCST	MOJ	'24~'27
② Support immigrants to adapt to the basics of daily life			
① Improve counseling services to assist immigrants with adjusting to their workplace environment	MOEL		Every year
② Enhance the user experience of broadcasting and communication services for foreigners	KCC		Every year
③ Produce radio programs tailored to foreign residents and visitors	KCC		Every year
④ Develop welfare standards based on the type of residency	MOJ	MOHW	'24~'27
③ Provide support for the growth and development of adolescents and children with migration backgrounds			
① Offer tailored education support for preschoolers with an immigrant background	MOE		Every year
② Enhance support for the adjustment of school life for foreign-born immigrant children of multicultural families	MOE	MOJ	Every year
③ Strengthen capabilities in academics, career paths, and bilingual skills, with providing mentoring support to university students	MOGEF	MOE	Every year
III-4. Promote mutual growth based on the solidarity between Korean nationals and ethnic Koreans			
① Improve the residency system for overseas Koreans to promote their economic self-sufficiency and contribution			
① Push for gradual integration of visa types for overseas Koreans	MOJ		'23~'27
② Reasonably expand the scope of employment activities for overseas Koreans	MOJ		Every year
③ Expand residence programs for overseas Koreans that are connected to local communities to promote a more balanced national development	MOJ		'23
② Improve social adaptation of overseas Koreans and promote solidarity among Korean nationals			
① Increase Support Centers for Overseas Koreans and support their communities	MOJ		'23
② Enhance the provision of integrated guidelines for residence targeting overseas Koreans	MOJ		'23
③ Raise awareness and understanding of ethnic Koreans residing in Korea	MOJ	OKA	Every year
③ Foster the next generation of overseas Koreans to secure future talents			
① Strengthen Korean language proficiency for the fourth generation of overseas Koreans	MOJ		'24
② Enhance residence support for the next generation of overseas Koreans	MOJ		'24
③ Expand the program to improve ethnic identity among overseas Korean teens and youth	MOJ		'23~'27

IV Create an environment where the human rights and dignity of immigrants are respected

Tasks	Responsible ministry	Supporting ministry	Implementation period
IV-1. Enhance the protection of human rights for immigrants to achieve universal values			
① Ensure the basic rights of immigrants			
① Inspect working conditions for immigrants	MOEL		Every year
② Ensure non-discriminatory wages and retirement benefits	MOEL		Every year
③ Provide universal assistance for disasters	MOIS		'23~'27
④ Enhance the broadcast deliberation function to prevent prejudice and discrimination	KCC		Every year
② Expand the infrastructure to enforce laws with a humanitarian approach			
① Establish a departure waiting room outside ports of entry and departure	MOJ		'23~'27
② Improve detention facilities to promote human rights protection	MOJ		'23~'27
③ Overhaul the Acts and subordinate statutes to ensure compliance with due process	MOJ		'25
IV-2. Prevent social exclusion of vulnerable immigrants, including women and children			
① Guarantee children with immigration backgrounds a stable residence and access to education			
① Introduce a universal system for birth registration	MOJ		'24~'27
② Enhance prevention and support measures for school violence	KNPA	MOGEF	Every year
③ Strengthen Global Citizenship Education	MOE		Every year
② Prevent blind spots in protecting the humanitarian rights of immigrants including violence and human trafficking			
① Protect and provide support for the victims of domestic violence among female immigrants	MOGEF		Every year
② Strengthen the use of the Index on Identification of Human Trafficking Victims	MOJ		Every year
IV-3. Fulfill humanitarian obligations that align with Korea's international status			
① Promote a more balanced refugee policy			
① Strengthen fairness and expertise in the screening process for refugee recognition	MOJ		Every year
② Enhance refugee screening procedures at ports of entry and departure and expand infrastructure	MOJ		'24~'25

Tasks	Responsible ministry	Supporting ministry	Implementation period
③ Ensure fairness and expertise in the refugee appeals process	MOJ		'23~'27
④ Advance the system for collecting and managing Country of Origin Information (COI) on a global scale	MOJ		'23~'27
② Establish foundations for social integration of refugees			
① Promote evidence-based refugee policy through research on actual circumstances	MOJ		'24~'25
② Improve the treatment of refugees	MOJ		Every year
③ Enhance exchange and cooperation to address global refugee issues			
① Diversify approaches to refugee protection	MOJ		Every year
② Engage in the international cooperation frameworks on refugees	MOJ	MOFA	Every year

V Build a foundation for immigration administration that meets global standards

Tasks	Responsible ministry	Supporting ministry	Implementation period
V-1. Establish a framework for implementing immigration policies as part of a national centennial plan			
① Reorganize the system for implementing immigration policies			
① Establish a dedicated agency for immigration policies	MOJ		'23~'25
② Reform legal framework and regulations to fulfill the role of a control tower	MOJ		'24~'25
② Strengthen cooperation between ministries			
① Facilitate the operation of the Foreigners' Policy Committee and its (associated) working groups	MOJ		Every year
② Promote government-wide cooperation to improve seasonal worker policy	MOJ	MAFRA MOF MOEL	Every year
V-2. Enhance expertise in immigration administration and expand the research foundation			
① Train and foster immigration experts			
① Enhance the competence of professionals in social integration	MOJ		'23~'27
② Train and foster interpreters for minority languages	MOJ		'24~'27
③ Reorganize examination subjects for public officers in immigration and border control	MOJ		'23~'27
② Strengthen public-private partnerships in the field of immigration policy			
① Build a governance framework for regional immigration cooperation	MOJ		'23~'27
② Establish a collaborative research foundation involving the public, private, and academic sectors	MOJ		'23~'27
③ Strengthen the functions of Migration Policy Research & Training	MOJ		Every year
④ Facilitate the operation of the Immigration Policy Committee	MOJ		Every year
V-3. Improve immigration administration procedures through technological innovation			
① Enhance convenience for foreigners by utilizing cutting-edge technology			
① Establish the E-petition system for immigration administration	MOJ		'26~'27
② Create a comprehensive platform for integration education	MOJ		'27

Tasks	Responsible ministry	Supporting ministry	Implementation period
③ Issue a mobile residence card to foreigners	MOJ		'24
④ Initiate a service for verifying the authenticity of mobile residence cards	MOJ		'23
② Drive immigration administration through digital and data-based approaches			
① Analyze the details of foreign tourist visits by region	MOJ		'23~'27
② Improve the accuracy and applicability of immigration policy statistics	KOSTAT	MOJ	Every year
V-4. Strengthen collaboration on immigration for mutual development within the international community			
① Expand international cooperation in immigration-related issues			
① Secure voluntary compliance monitoring for the Global Compact for Safe, Orderly and Regular Migration (GCM)	MOJ		'23~'27
② Engage actively in the activities of the OECD Working Party on Migration	MOJ		Every year
③ Cooperate with the United Nations Office of Counter-Terrorism	MOJ		Every year
④ Maintain engagement with multilateral international cooperation frameworks	MOJ	MOFA	Every year
② Utilize international development cooperation in the field of immigration policy			
① Shape policies on migration and development	MOJ	MOFA	'24~'27
② Strengthen ODA cooperation by utilizing advanced immigration administration practices	MOJ	MOFA	'23~'27

2.

**Investment
amount**

Investment amount

Total investment from 2023 to 2027 is estimated at 2,370.1 billion won

- 「Boost economic growth and promote local development through immigration」 1,118.3 billion won (47.2%)
- 「Achieve a safe and orderly society for immigration」 7.5 billion won (0.3%)
- 「Promote a cohesive society with both Korean nationals and immigrants」 1,099.2 billion won (46.4%)
- 「Create an environment where the human rights and dignity of immigrants are respected」 112.4 billion won (4.7%)
- 「Build a foundation for immigration administration that meets global standards」 32.6 billion won (1.4%)

Investment plans by year

(Unit : 100 million won)

Classification \ Year		Total	2023	2024	2025	2026	2027
Total		23,701.88	3,233.17	4,323.4	4,910.59	5,410.41	5,824.31
National Expenditures	General account	11,856.84	1,683.92	2,043.67	2,422.13	2,724.38	2,982.74
	Special account	386.84	19.53	71.97	80.93	104.28	110.13
	Fund	10,070.54	1,322.86	1,912.56	2,112.33	2,286.55	2,436.24
	Subtotal	22,314.22	3,026.31	4,028.2	4,615.39	5,115.21	5,529.11
Local expenditures		1,387.66	206.86	295.20	295.20	295.20	295.20
Others (Private investment)		-	-	-	-	-	-

Areas	Economy	11,183.99	1,616.47	1,881.31	2,288.72	2,581.43	2,816.06
	Safety	75.03	2.32	23.25	4.82	22.32	22.32
	Integration	10,992.04	1,386.67	2,128.67	2,328.84	2,497.65	2,650.21
	Human rights	1,124.38	179.70	192.44	232.24	248.78	271.22
	Cooperation	326.44	48.01	97.73	55.97	60.23	64.50

* The investment amount may change based on fiscal conditions, budget allocation, and the national financial management plan

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