

2018년 7월 3일 키워드 스피킹 방송 / 주제: 주 52시간 근무제



<광고>



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일상회화 편 2 출간

총 6권 완간(完刊)

전체	영어만
	

Summary

Effective July 1st, 2018, employees at companies that have a workforce of more than 300 are not allowed to work longer than 52 hours per week. The current limit of working hours is 68 a week. An employer who violates the law is subject to a maximum of two years in prison time or up to a 10 million won fine.

To give companies enough time to avoid confusion and come up with solutions for the change, the government **has put in place a six-month grace period before it begins its crackdown on violators.** Also, five industry sectors that need flexible work hours such as the transportation industry and the medical field are exempt from the rule. But the change is expected to **have a far-reaching impact** on Korea's workplaces.

With the notoriety of working the longest hours, the labor community in Korea has long argued that a law is needed to reduce working hours. That's why the decision is welcomed by the labor community in general. However, there are also those who say that **the government is ignorant of the detailed issues the curtailment of work hours may cause.** For example, it is not clear **whether the transit hours for overseas business trips or after-hour meetings with business partners are also included in the 52 hours.** Only five industries are exempt from the 52-hour rule, but many say that there are more industries that demand flexibility. They also say that the government's decision to introduce the grace period of six months is proof that the new rule was poorly prepared.

But there are also those who say that **even though a few complications will initially be inevitable, the government's decision is a step in the right direction, and the problems can be worked out in due course.**

Despite the difference of opinions, both the management and the employees are supposed to aim towards the same goal. The goal is to **shake the bad reputation of Koreans working the longest hours. Koreans need to work smarter, not harder.**

해석

1. Effective July 1st, 2018, employees at companies that have a workforce of more than 300 2018년 7월 1

- 일부 300이상 사업장의 근로자는
2. An employer who violates the law is subject to a maximum of two years in prison time or up to a 10 million won fine. 법을 위반한 고용주는 2년 이하의 징역이나 1천만원 이하의 벌금형에 처한다
 3. has put in place a six-month grace period before it begins its crackdown on violators 위반 사례를 적발하기 전에 6개월간의 유예 기간을 둔다
 4. have a far-reaching impact 광범위한 영향을 미치다
 5. With the notoriety of working the longest hours 최장시간 노동의 불명예를 지니고
 6. the government is ignorant of the detailed issues the curtailment of work hours may cause 정부는 노동시간 단축이 가져올 세세한 문제들을 모른다
 7. whether the transit hours for overseas business trips or after-hour meetings with business partners are also included in the 52 hours 해외 출장을 위한 이동 시간이나 근무 시간 후 거래처와의 만남 등도 52시간에 포함되는지
 8. even though a few complications will initially be inevitable, the government's decision is a step in the right direction 초기에 약간의 혼선은 불가피하지만 정부 정책의 방향은 옳다
 9. the problems can be worked out in due course 문제점은 합당한 절차를 거쳐 해결될 수 있다
 10. shake the bad reputation of Koreans working the longest hours 한국인이 가장 오랜 시간 노동을 한다는 오명을 떨치다
 11. Koreans need to work smarter, not harder 한국인들은 열심히 일하는 게 아니라 효율적으로 일할 필요가 있다

Keywords / Key Sentences

1. 주중 연장근무와 주말근무를 포함해 1주일에 52시간을 초과해 일할 수 없도록 하는 것이 이 제도의 골자다. The basic principle of the new rule is employees are not allowed to work longer than 52 hours including overtime and weekend work hours. / Ultimately, the rule is to reduce working hours from 68 to 52. This includes overtime during a seven-day period. / The law states that employees cannot work more than 52 hours per week.
2. 일과 삶 간에 균형을 찾고 충분히 쉬 기회를 보장해 업무에 더욱 집중하고 생산성 향상을 도모하는 것이 목표다. What the 52-work hour rule is looking to achieve is a good work-life balance. Employees should need more time to rest, which will help them concentrate more on work. More concentration will lead to higher productivity. / The new law aims to improve the quality of life for Korean citizens. The theory is that when workers have a good work-life balance, they will be able to do their jobs better compared to employees who are overworked. / The goal for the 52-hour work week is to allow the employee to get enough rest and time at home in order to improve their mental state. In theory, this will help productivity.
3. 노동 현장의 현실을 무시한 탁상행정이다. 정부가 단속을 6개월 유예한 것은 준비 부족을 자인한 것이나 마찬가지다. The government's decision looks good on paper but lacks understanding of the real situations in the workplace. Giving the grace period of six months is a proof that the decision was poorly prepared. / The government has failed to understand the complexity of the private sector by not passing a detailed law and instating a six-month grace period for companies that have to follow the new rule. /

The reality of the situation is much different than the utopian ideals from the government. If the law is so great, then why is there a six-month grace period? / A lack of detail and a six-month grace period mean there are holes in the new law. The law sounds appealing but its foundation is very weak.

4. 주 52시간 근무제는 올바른 정책이다. 시행 초기에 약간의 혼란이 있을 수 있으나 그렇다고 실시를 무한정 미룰 수는 없다. The government's decision to implement the 52-hour rule is a step in the right direction. There can be some confusions in the initial stage of its implementation, but they shouldn't deter companies from reducing work hours. / The 52-hour work week is a positive move for the Korean society. It will be a bumpy road at first, but companies should not protest the improvement of working conditions. / No one is denying improving the working lives for Korean citizens. Change is not always easy, so companies need to be flexible and adapt to change.
5. 가장 중요한 것은 노동시간을 단축하고 생산성은 향상시키겠다는 노사 모두의 의지다. What's most important is employers' and employees' strong will to reduce work hours and increase productivity. / Regardless of what side you are on, being productive is much better than doing nothing and working late for show. / The ultimate goal is to work smarter, not harder.