



Employee Data Privacy – South Korea

Security Requirements

What security obligations are imposed on data controllers and data processors?

Security requirements may not always be included in the data protection law, but are key to guaranteeing lawful processing of personal data. The entity processing the data must take all useful precautions with respect to the nature of the data and the risk presented by the processing, to preserve the security of the data and, prevent alteration, corruption or access by unauthorized third parties.



Appropriate technical and organizational measures should be implemented to ensure a level of security appropriate to the risk. Employers in South Korea should take technical, managerial and physical measures to protect

personal data, including (Enforcement Decree of the Personal Information Act):

- implementing internal management plans for safe processing;
- restricting who can access personal information;
- keeping log-in records so employers can respond to data breach incidents and take measures to prevent the forgery/falsification of those records;
- installing/upgrading security programs;
- taking physical measures, such as locked storage areas.

In addition, resident registration numbers must be protected through encryption.



HR Best Practices:

Take all the steps above in order to decrease risks in processing personal employee information. Regularly assess potential security risks and review opportunities to upgrade technical security measures. Ensure employees and contractors are informed and trained on security policies and procedures.

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