

# FOREIGN Trade

OF THE DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA

- **New Street of Socialist Civilization Appears in DPRK**
- **Developing Foreign Trade in Multilateral and Diverse Way**
- **Musan Mining Complex**
- **Pyongyang CVD Tools Development Company**

JUCHE 112  
(2023)

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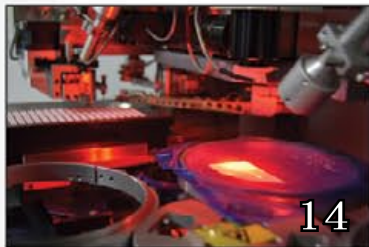
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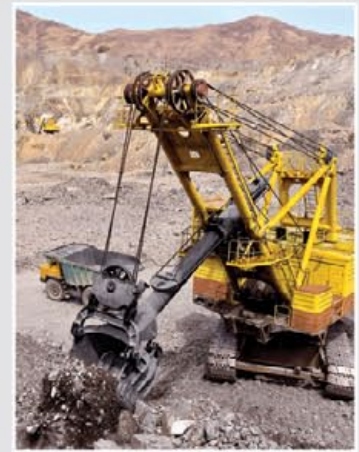
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Editors: Kim Yong Sik  
An Hyok Chol  
Kim Son Ok

Photo: Jon Son Il

Article: O Hae Yon  
Yun Hyok

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THE CHAMBER OF COMMERCE OF THE DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA

P.O.BOX 89

Add: Jungsong-dong, Central District, Pyongyang, DPR Korea

Tel: 850-2-381-5926

Fax: 850-2-381-4654/5827

E-mail: [kcc.ngo@star-co.net.kp](mailto:kcc.ngo@star-co.net.kp)



# New Street of Socialist Civilization Appears in DPRK

New speeds and legends of construction are recently being created in the Democratic People's Republic of Korea.

In April last year Songhwa Street and Pothong Riverside Terraced Houses District were wonderfully built in Pyongyang, followed by the completion of the first-stage 10 000 flats construction in the Hwasong

area last April in a short period of only one year, thus providing the ordinary people with new flats free of charge.

The new street, covering an area of over 150 hectares and divided into several sections, assume a dignified and imposing look with every architectural structure arranged without being parallel to roads,

creating three-dimensional effects with the harmony of the traditional architectural styles and modern ones and avoiding repetition in architectural formation. Therefore, it brings into relief a unique appearance different from that presented by Songhwa Street.

The street has skyscraping and high-rise apartment buildings,







educational institutions, public health facilities and service amenities, all of which ensure the artistic quality, convenience and cultural refinement of architecture, and slogans representing the people-first principle of the Workers' Party of Korea and its policies are seen.

All the architectural structures in the street are finished with orange-, brown- or light grey-coloured

tiles, thus giving soft and classic impressions.

Two 40-storey buildings, symbolic of Hwasong Street, 60-storey apartment building and all other buildings afford various architectural styles, while the fantastic nocturnal view of the brightly-lit street enjoyed on the top of the 60-storey building, the highest on the street, adds more to its charm.

Each apartment has a living room, children's room and couple's room along with a kitchen, washroom and storeroom.

The street is divided into six sections which have public catering, commercial and service facilities as well as nurseries, kindergartens, schools and clinics so that residents receive all kinds of services in their own neighbourhoods.

Hwasong Restaurant, a Korean-style structure, serves Pyongyang cold noodles, kimchi and other Korean dishes mainly and accommodates 1 000 persons at a time.

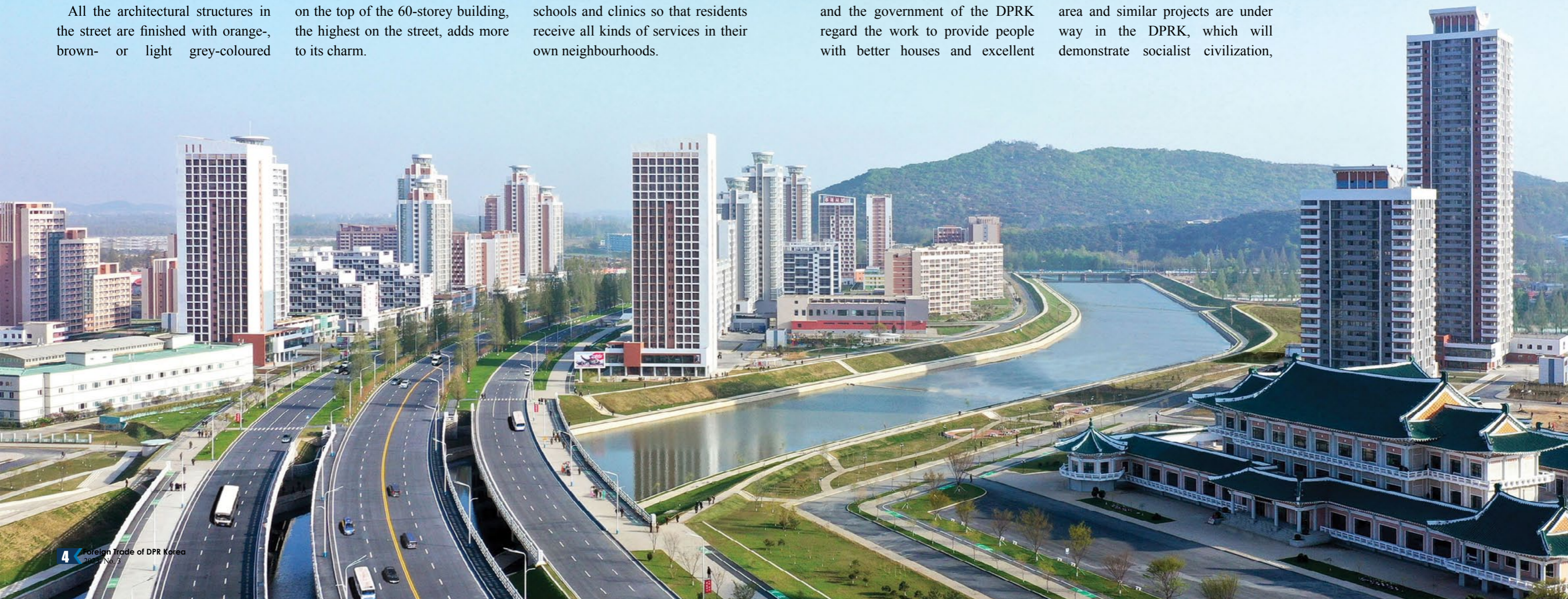
The streets built one after another in the DPRK are an eloquent proof that the Workers' Party of Korea and the government of the DPRK regard the work to provide people with better houses and excellent

environment for a cultured life as the most important state affairs and are pushing forward with it in the direction of encapsulating the socialist civilization in the newly-built streets.

At present the second-stage construction of flats in the Hwasong area and similar projects are under way in the DPRK, which will demonstrate socialist civilization,

Korean-style one, with their magnificent appearances and at the same time boast another level of development of the Korean-style architecture.

They are drawing attention of the whole world.





# New Dwelling Houses District in Taephyong Area



A modern apartment block has appeared in the Taephyong area of Pyongyang, the capital city of the DPRK.

The new architectural group in a distinctive style consists of multi-storeyed and high-rise apartment houses that are harmoniously arranged in various forms, schools, clinics and various service facilities so that the convenience of dwellers are met to the maximum. It is a clear demonstration of the intrinsic nature of the Workers' Party of Korea that makes selfless, devoted efforts for the good of the people.

The WPK and the government of the

DPRK set it as an invariable principle and constant mode of their activities to pay primary attention to the demand and interests of the people and strive to the utmost to realize them, however difficult the conditions and environment may be.

Thanks to a new revolution in construction taking place across the country according to the grand plan of the WPK, including the construction of dwelling houses in the capital city, the sacred and honourable undertaking to provide people with happy life and lead them to civilization is being promoted vigorously.





# Developing Foreign Trade in Multilateral and Diverse Way

The government of the Democratic People's Republic of Korea has consistently pursued a policy in foreign trade to make it multilateral and diverse and taken practical measures, thereby expanding trade relations with many countries of the world on the principles of independence, friendship, equality and mutual benefit.

The DPRK is endowed with abundant resources and has solid foundations of self-supporting national economy.

It is known worldwide to have a colossal amount of natural resources, such as magnesite, graphite, iron ore, lead, and zinc, and rare metal and earth minerals including titanium and molybdenum.

It is steadily increasing state investment in the software, space technology, bioengineering and other branches of cutting-edge science and technology as required by the era of the knowledge economy, thereby achieving a series of successes and developing new technical products.

At the same time, provinces, cities

and counties are striving to make effective use of physiographical advantages of localities, economic and technical peculiarities and traditional features so that they can sustain characteristics in building and developing economy while activating local economy.

Above-mentioned conditions serve the DPRK as material and technical guarantees for making foreign trade multilateral and diverse and also as objective conditions conducive to the development of world economy and international trade.

From this point of view, the country has adopted various measures to expand and develop trade with foreign countries.

It is now exporting to China, Vietnam, Singapore and other Asian countries and also European countries that are friendly to it magnesite clinkers, electric lead and zinc, graphite products, Kaesong Koryo insam, a Korean specialty, traditional medicines and cosmetics.

To make foreign trade multilateral and diverse, the government of

the DPRK is creating favourable conditions and environment for various sectors and units of the national economy to conduct trading activities.

Accordingly, many trading companies and joint venture businesses are set up in the capital city, provinces, cities and counties and export production bases are expanded to conduct energetic activities in the trade in technology, processing and services.

And spring and autumn goods exhibitions and similar events held in Pyongyang and local cities provide good opportunities for bilateral and multilateral trading activities.

The government is tightening up state guidance and supervision over every trading company to be considerate in concluding contracts in keeping with the actual conditions and carry them out to the letter.

The DPRK will make vigorous and strenuous efforts to make trade multilateral and diverse under the ideals of independence and friendship.



## Hungsan Mine

There is a mine in the Hungsan area of Chongdan County, South Hwanghae Province, which has a deposit of hundreds of millions of tons of high-grade flaky graphite.

As the deposit lies not so deep under the ground, mining conditions are good.

The mine is equipped with large-capacity pneumatic-flotation ore dressing process and others.

It is increasing the production by expanding the flotation system and maximizing the operation rate of equipment.

Its mineral concentrates are widely used in several sectors of the national economy including metal and electronic industries.

Foreign investors are eager to promote economic exchange with it.

### Korea Ferrous Metal Export and Import Company

Add: Pothonggang District,  
Pyongyang, DPR Korea  
Tel: 850-2-18111-381-8078  
E-mail: hsk@star-co.net.kp

## Korea Garment Industry Association

The Korea Garment Industry Association is a society of officials, scientists and technicians in the garment industry sector and is intended to develop the country's garment industry and improve the people's standard of living.

The association provides various opportunities to encourage and disseminate Korean-style clothing culture as well as share and

exchange technology and skills in the sector.

Especially, the women's clothes show-2022 and spring women's clothes show-2023 sponsored by the association contributed to the development of clothing culture as suited to the aesthetic tastes of the people and the garment industry.

It also frequently organizes short courses and seminars aimed at solving various scientific and

technical problems arising in the field and introduces research results into practice.

The association gives wide publicity to its members' activities and excellent sci-tech results through newspapers, TV, radio and other publications.

It is also conducting brisk exchanges with foreign countries for the introduction of advanced sci-tech hits and experiences.





# MUSAN Mining Complex

The Musan Mining Complex, which has a deposit of over billions of tons of iron ore, is located at the northern inland area of the DPRK. It has four main mining areas based

on opencast mining which requires not so much manpower and costs, and all the production processes are modernized. It has additionally installed cone crushers with large handling capacity and

magnetic separators so as to increase productivity and therefore satisfy the growing demand for concentrated ore. Magnetic concentrate and tailings are transported to major iron and steel works

in Chongjin, Kim Chaek, Songnim and other parts of the country by rail and road and through scores of kilometre-long pipelines laid between the complex and Chongjin.

The Musan Mining Complex conducts energetic technical exchange and economic cooperation with foreign countries through Cholsanbong Export and Import Company.

## Cholsanbong Export and Import Company

Add: Musan County, North Hamgyong Province, DPR Korea  
Tel: 850-2-18111-073-0503  
E-mail: cholsan@star-co.net.kp





# RYOMYONG Furniture Factory

Ryomyong General Trading Company

Add: Rangnang District, Pyongyang, DPR Korea

Tel: 0085-02-341-5942

E-mail: rymtech92@star-co.net.kp



The factory is the manufacturer and saler of various items of furniture as well as executes orders.

Its major products are made of natural wood.

Based on the satisfactory material and technical foundations laid for overall processes, ranging from designing, sawing, processing, grinding, assembling and painting, the factory is making furniture pieces that are of high utility and flawless in aesthetic beauty on a normal basis.

While constantly upgrading the production lines, it is actively applying various techniques in keeping with the worldwide trend towards the production of elegant and durable furniture items preserving natural wood grain

patterns.

The Ryomyong Building Materials Exhibition Hall on Songhwa Street receives orders for furniture, interior designs for flats and other buildings, and building execution.

The factory is achieving a sustainable development as befitting a material- and labour-saving enterprise by introducing innovative methods of business management and improving wood processing techniques, and at the same time is striving to bolster exchange and cooperation with foreign counterparts.





# SAMCHOLLI LIGHTING APPLIANCES FACTORY



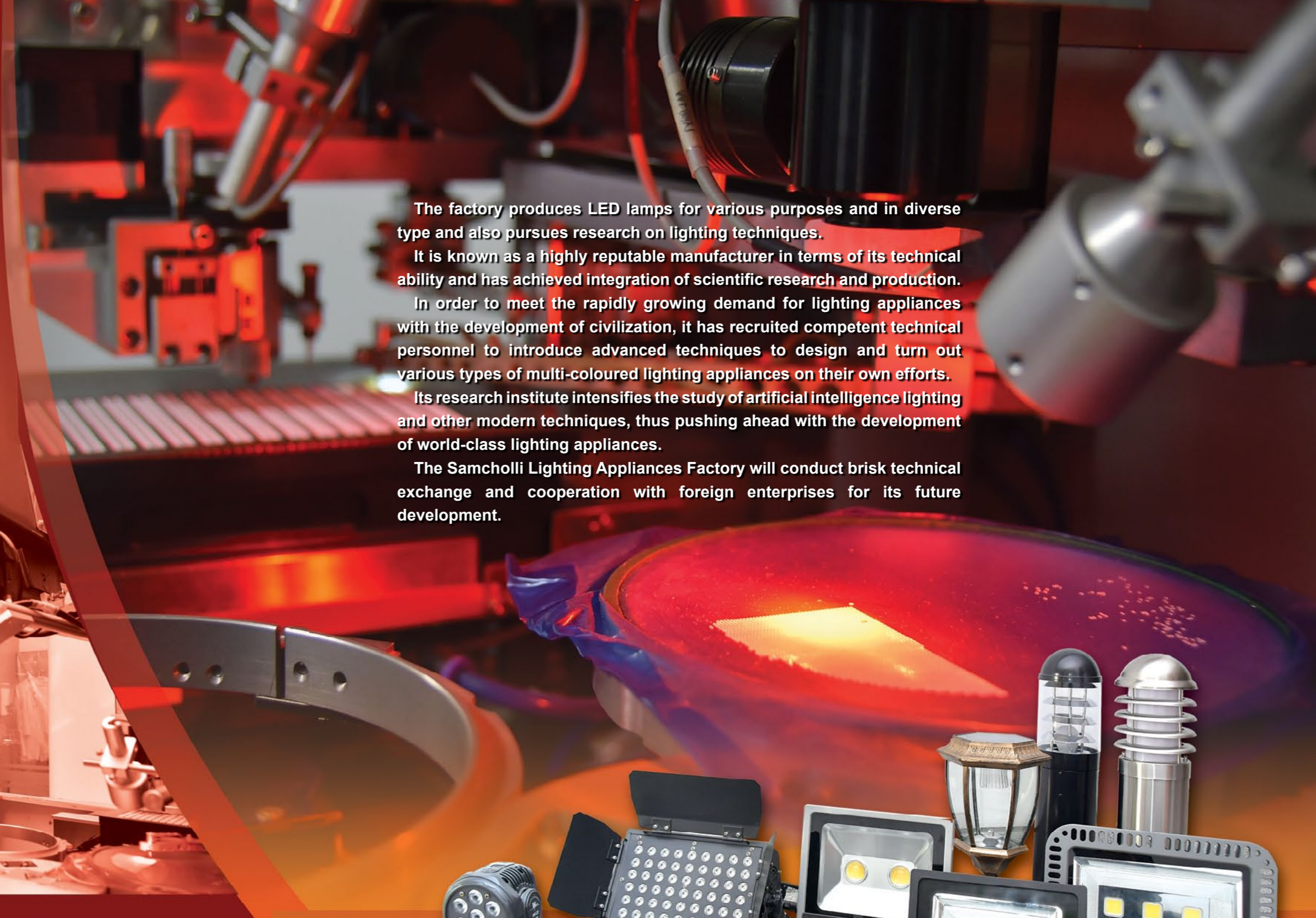
The factory produces LED lamps for various purposes and in diverse type and also pursues research on lighting techniques.

It is known as a highly reputable manufacturer in terms of its technical ability and has achieved integration of scientific research and production.

In order to meet the rapidly growing demand for lighting appliances with the development of civilization, it has recruited competent technical personnel to introduce advanced techniques to design and turn out various types of multi-coloured lighting appliances on their own efforts.

Its research institute intensifies the study of artificial intelligence lighting and other modern techniques, thus pushing ahead with the development of world-class lighting appliances.

The Samcholli Lighting Appliances Factory will conduct brisk technical exchange and cooperation with foreign enterprises for its future development.



**Samcholli Lighting Technology Trading Company**  
Add: Rangnang District, Pyongyang, DPR Korea  
Tel: 850-2-18111-341-8338/8393  
E-mail: [ssan@star-co.net.kp](mailto:ssan@star-co.net.kp)



# Sinuiju Reed Processing Factory

The Sinuiju Reed Processing Factory was inaugurated in February Juche 88 (1999).

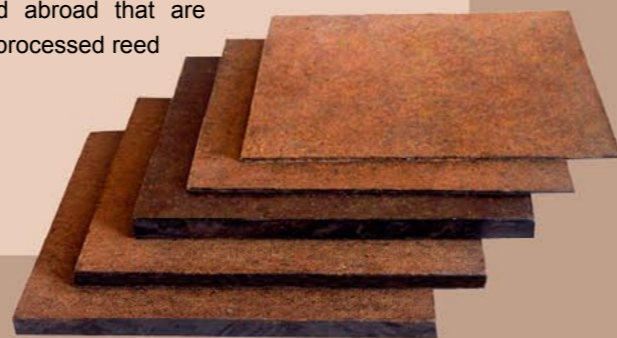
As a land-saving enterprise, it has made its production processes intensive and is conducting management and production activities on the principles of low investment, high efficiency and quality guarantee.

Its technical personnel have recently set up lines of producing without using reagents viscous reed fibre, plywood and furniture.

It is exerting considerable efforts to keep up with the global trend of employing reed fibre in the furniture-making and conducting business activities in a rational way to manufacture high-quality furniture.

The factory's furniture pieces are attractive in shape and colour, wear-resistant, durable and convenient to use, so they are increasing in sales volume year after year.

The factory is also promoting economic exchange and technical cooperation with relevant enterprises at home and abroad that are interested in processed reed products.



**Korea Amnokgang Trading Company**  
 Add: Sinuiju, North Phyongan Province, DPR Korea  
 Tel: 850-2-18111-381-0502  
 Fax: 850-2-381-4410/4416

# Abundant Natural Cure Resources in DPRK

Along with the growing desire to live a long life in good health, people are paying greater attention to the treatment that is free from medication but relies on natural agents in the new century.

Korea, which has long been known as a land of golden tapestry with beautiful mountains and limpid water, abounds in various natural agents with medicinal values including hot springs, mineral waters and mud.

There are a hundred and scores of springs like Paektu, Yangdok, Talchon, Kyongsong, and Ryonggang hot springs and Kangso, Okryu, Myohyangsan, Sogwangsa and Yodok mineral water.

They all have bicarbonates as main component, of which hot springs have sodium bicarbonate as main component and mineral water has calcium bicarbonate as main component.

There is a spring of famous mineral water in Kangso District, Nampho, which has long been favoured by the Korean people for its content of scores of efficacious trace elements.

It is a natural carbonated water, which is neither polluted nor artificially produced, and is designated as a natural monument of the DPRK.

Kangso mineral water, also known worldwide as a clear and pure natural drinking water, is a product of beautiful nature of Korea and wins popularity with mankind who wishes to live a long and healthy life, enjoying the nature and breathing in its fresh scent.

Sulfuric mud found in several parts along the east and west coasts of Korea has remarkable therapeutic effects.

As a natural resource, it is widely used as a main ingredient in pharmaceutical and skincare products and applied to seed treatment and nutritive fertilization for cultivating crops, vegetables, fruits and flowers.

Lake Sijung in Thongchon County of Kangwon Province is a famous scenic spot in the East Sea of Korea, and mud in the lake with high medicinal efficacy adds to the fame of the lake.

There are many places in Korea with the name *onchon*, which means they have springs of hot water gushing from under the ground. As is clear from those geographical names, Korea abounds with spa resources with wonderful therapeutic effects.

Since the natural therapeutic effects of the hot springs had been known, various treatment methods based on them have been created in Korea.

In the course of using hot springs for a long time the Korean people carried out in-depth study of their formation, characteristics and compositions, and correlation with human body, and consequently employed the bathing in hot springs in the treatment of digestive troubles, arthritis, neuralgia, circulatory and respiratory diseases, women's diseases, skin diseases and others.

Ryonggang Hot Spring in the township of Onchon County, Nampho is known to be the first in the total content of the minerals.

Water gushing out from Ryonggang Hot Spring is very efficacious in the treatment of rheumatoid arthritis and other joint diseases, postoperative pains, obesity, diabetes, chronic eczema, neurodermatitis, hives, psoriasis, itching and so on.

The Ryonggang Spa House is provided with various facilities and conditions for the treatment based on the hot spring.

Visitors to the DPRK will experience wonderful therapeutic effects of such natural cure resources widely distributed in the country.

Many treatment centres and resorts established based on them make a tangible contribution to the health promotion of the people and their cultural and leisure activities.



# Ryonggang Spa House

There is Ryonggang Hot Spring in the township of Onchon County, Nampho.

As a chloride spring rich in dissolved minerals, Ryonggang Hot Spring has been known over 500 years ago for its wonderful treatment effects.

The spa house built for therapeutic purposes in the county has a swimming pool of hot spring water and rooms for functional recovery, physiotherapy, massage and other medical treatment for hypertension, arthritis, neuralgia, women's disease, skin troubles and

so on.

The hot spring's therapeutic effects are good, so are service environment and conditions of the spa house.

Cosy and modern buildings are nestled in the thickly-wooded forests, and their rooms are also provided conveniently for bathing in hot spring water.

There are also such facilities as tennis court, table tennis and billiard halls, and banqueting hall for cultural and leisure activities of the bathers.

As the spa house neighbours the West Sea of Korea,

it is possible for the people to taste local specialties like shellfish casserole and boiled rice served in shellfish, and they can even prepare by themselves delicious dishes with carp and gray mullet caught at the angling sites.

Another charm of the Ryonggang Spa House is fresh air, thickly wooded forest, beautiful and distinctive natural environment as well as kind services of the attendants.

The Pyongyang Golf Course, port city of Nampho and West Sea Barrage are noted tourist attractions on the way to the Ryonggang Spa House.





# Pyongyang CVD Tools Development Company



Director Han Myong Jin



The Pyongyang CVD Tools Development Company conducts trading activities based on its scheelite mine, super fine-grained hard alloy materials branch factory, and CVD tools factory.

Its tools factory provided with pressing, treating and evaporating lines with the capacity of several tens or hundreds of tons turns out mining and cutting tools coated with monolayer and multilayer films.

Products of the company with high hardness and bending strength won the prize of the World Intellectual Property Organization (WIPO) in Juche 93 (2004).

As the cycle of upgrading CVD tools gets shorter, the company is concentrating its investment on developing technically perfect tools by relying on its own research and development forces and intensifying technical cooperation with domestic and foreign enterprises.

**Korea General Machinery Corporation**  
 Add: Tongdaewon District, Pyongyang, DPR Korea  
 Tel: 850-2-18111-381-8102  
 Fax: 850-2-381-4495  
 E-mail: kigye@star-co.net.kp





# Jinsong Joint Venture Company

Add: Rangnang District, Pyongyang, DPR Korea  
Tel: 850-2-18111-381-8018  
E-mail: sincerity@star-co.net.kp

The Jinsong Joint Venture Company, with its legal address in Rangnang District of Pyongyang, engages in the production of garments and their sale.

The company's production bases established in Pyongyang and other provinces have great material and technical potentials and are furnished with modern facilities and staffed with skilled workers.

The company is making strenuous efforts to maximize their production capacities.

A variety of seasonal garments of the company are enjoying good reputation at home and abroad.

Based on its solid material and technical foundations, the company is continuously expanding the scope of business to commercial service, program development and so on. It has set up several branches in foreign countries.

Director Song Yong Ran makes sure that her company will hold fast to its business principles of quality guarantee and credit-worthiness and also expand and diversify its trading activities with an innovative insight and enterprising attitude.





# Minsong New Technology Development and Exchange Company

Add: Rangnang District, Pyongyang, DPR Korea  
Tel: 850-2-18111-381-8105  
E-mail: mskch@star-co.net.kp



Director Kim Yong Chol



The Minsong New Technology Development and Exchange Company develops technical products for electric power system.

In less than two years after its establishment the company has grown into a promising enterprise in the development and manufacture of electronic devices and electric appliances for power system.

It has staffed its research team with young and competent technical personnel and closely collaborated with scientific research institutes on the development of high-tech products and introduction of manufacturing processes based on cutting-edge technology.

The major products are high- or low-voltage power distribution boxes, power and lighting feeder boxes of various sizes, operation boxes, automatic

switches and other electrical appliances.

It satisfies the demands for technical designs, construction of power systems and products on order.

Guaranteeing quality of products and maintaining credit-worthiness are cardinal management principles of the company, and it ensures quality inspection and guarantee of all products at a high level.

The products of the company are well received for their technical stability.

The Minsong New Technology Development and Exchange Company hopes to actively introduce advanced technology with innovative and enterprising insight and seek cooperation and exchange with foreign enterprises for the development of new products.





# Korea Mihyang Shipping Company



General Manager  
Ryu Kyong Sik



The Korea Mihyang Shipping Company, with its legal address at Pyongyang, engages in the transport of trade cargoes and other goods by water.

It has grown into a successful shipping company over a decade after its establishment; it has many merchant vessels and several hundred navigational experts, technicians and business people, as well as crewmen who are well versed in international maritime regulations and proficient at navigation and has a wealth of experience.

It has cargo ships of 7 000 and 5 000 tons of displacement, tanker with a deadweight of 3 000 tons and other container ships, and has concluded time charter contracts with many countries around the world.

It has harbours for the company's vessels and foreign ones as well as hotels for the crew in several trading ports along the east and west coasts of Korea.

Korea Mihyang Shipping Company will give priority to the maintenance of credit-worthiness and delivery date and boost exchange and cooperation with foreign shipping companies for joint development.







**Korea Mihyang Shipping Company**  
 Add: Phyongchon District, Pyongyang, DPR Korea  
 Tel: 850-2-18111-341-8282  
 Fax: 850-2-381-4627  
 E-mail: kyc@star-co.net.kp



# Korea Sinam Trading Company

Add: Chongjin City, North Hamgyong  
Province, DPR Korea  
Tel: 850-2-18111-073-23-0512  
E-mail: sinam@star-co.net.kp

The Korea Sinam Trading Company is a producer and marketer of processed marine products.

It has its own fishing base, which is provided with scores of hectares of offshore ground for farming sea cucumber, sea urchin, shellfish, and kelp, and breeding and processing grounds.

It has reaped considerable profits by establishing close commercial ties with domestic enterprises for prompt sale of its products and conducting trade activities on the credit-first principle.

At present it is placing an emphasis on the rational operation of breeding and offshore farming grounds and concentrating investment on the expansion project of facilities so as to increase fresh seafood production.

The company is strengthening economic cooperation and technical exchange with businesses at home and abroad.



## Agglutinated Blood Cell Separation Chip



The chip is used to purify blood in human body by means of far infrared rays.

It improves microvascular circulation, activates metabolism of internal organs, promotes excretion of waste materials, produces special effects in the treatment of circulatory diseases.

It also helps to reduce harmful effects from electromagnetic waves when using computers and watching TVs.

**Mirae Science and Technology Institute**

Add: Central District, Pyongyang, DPR Korea

Fax: 850-2-381-4410/4416

E-mail: kut@star-co.net.kp

## Manpho Economic Development Zone

The aim of the zone is to develop advanced agriculture, tourism and recreation, and processing trade.

The zone covers some of Manpho City, Jagang Province, opposite to Jian City, Jilin Province of China across the Amnok River.

It is flanked by Pyongyang-Manpho and Pyongyang-Manpho-Hyesan railways and has land routes to Wiwon and Junggang border bridges.

The zone's electric power is supplied by the Jangjagang, Manpho Yonha and Munak power stations. It is also provided with communications system and has rich water resources as it has the Amnok River.

Having only a few objects for removal and relocation in its development area covering 3.9 km<sup>2</sup>, the zone has little difficulty in carrying out the development project.

It is planned to develop tourism and economic trade including bonded processing and logistics in the Mitha-

ri area, and build bases of light industry, agriculture introduced with production cycle and agricultural produce processing in the Phosang-ri area.

There are such tourist attractions as Segom Pavilion, one of the eight scenic spots in the northwestern part of Korea, picturesque scenery along the Amnok River, and Mitha mineral water that is effective in the treatment of chronic gastritis, chronic hepatitis, obesity and arteriosclerosis, so tourism based on sightseeing as well as medical treatment will be organized.

It is also planning to develop the processing of wild fruits and edible herbs abundant in the forests in the zone.

The zone will be extended according to its booming scale.

The mode of development is a joint venture between enterprises of the DPRK and foreign investors, or wholly foreign-owned enterprises.

**Korea Economic Development Association**

Add: Taedonggang District, Pyongyang, DPR Korea

Tel: 850-2-18111-381-5912

Fax: 850-2-381-5889

E-mail: sgbed@star-co.net.kp



# Labour Law of Democratic People's Republic of Korea for Foreign-invested Enterprises (1)

Adopted by Decree No.3053 of the Presidium of the Supreme People's Assembly on January 21, 2009  
Amended by Decree No.2047 of the Presidium of the Supreme People's Assembly on December 21, 2011  
and by Decree No.651 of the Presidium of the Supreme People's Assembly on August 26, 2015

## Chapter 1 Fundamentals

### Article 1 (Objective)

This Law is enacted to provide strict guidelines for the employment of labour, their work and recreation, payment of remuneration, labour protection, social insurance and social security, and dismissal of employees, thereby ensuring business activities of the enterprises and protecting the rights and interests of the employees thereof.

### Article 2 (Principle of labour employment)

A foreign-invested enterprise shall mainly employ the labour of the DPRK. Managerial personnel or technicians and skilled workers for special jobs may, in case of need, shall be employed from abroad.

Minors under 16 years of age shall not be employed.

### Article 3 (Principle of provision of working conditions)

A foreign-invested enterprise shall provide employees with safe, cultured and hygienic working conditions and protect their lives and health.

### Article 4 (Principle of providing remuneration)

A foreign-invested enterprise shall pay employees the remuneration due to them and increase the amount systematically.

Employees shall be paid equal amount of remuneration for equal work without any distinction as to their sex and age.

### Article 5 (Principle of social insurance and social security)

A foreign-invested enterprise shall ensure that the citizens of the DPRK under its employment benefit from social insurance and social security.

### Article 6 (Prohibition on mobilization for irrelevant work)

The labour of a foreign-invested enterprise shall not be mobilized for purposes irrelevant to the production and management of the enterprise except in such unavoidable circumstances as natural calamities.

### Article 7 (Guidance institution)

Labour management of a foreign-invested enterprise shall be placed under the unified control and guidance of the central labour administration guidance institution.

### Article 8 (Applicability)

This Law shall be applicable to such foreign-invested enterprises as joint venture and contractual joint venture enterprises, and foreign-invested banks and wholly foreign-owned enterprises.

## Chapter 2 Employment of Labour and Conclusion of Labour Contract

### Article 9 (Labour exchange agency)

Labour of a foreign-invested enterprise shall be provided by the labour administration institution in the seat of operation of the enterprise.

Institutions, enterprises and organizations other than the labour administration institution in the seat of operation of a foreign-invested enterprise shall not be entitled to provide labour.

### Article 10 (Application for provision of labour)

A foreign-invested enterprise shall file an application for provision of labour with the labour administration institution in the seat of its operation.

The application shall specify the required number of employees, their sex, age, type of jobs, technical skill, term of employment and amount of remuneration.

### Article 11 (Recruitment and provision of labour)

The labour administration institution shall, upon receipt of the application for labour from a foreign-invested enterprise, provide the requested labour within 30 days of receipt of the application.

Where the required labour is to be recruited from other area, agreement shall be sought from the labour administration institution in the area concerned.

### Article 12 (Employment of labour)

A foreign-invested enterprise shall employ the labour provided by the labour administration institution concerned. It may, nevertheless, refuse to employ such persons that fail to satisfy the prescribed criteria.

### Article 13 (Employment of foreigners)

Where a foreign-invested enterprise wishes to employ foreigners, application to that effect shall be filed with the investment management institution.

The application shall contain their name, sex, age, nationality, place of residence, education, technical qualification and occupation.

### Article 14 (Conclusion and implementation of labour contract)

A foreign-invested enterprise shall enter into a labour contract with a trade union of the enterprise and implement it.

The labour contract shall specify such matters as working day, relaxation, provision of working and living conditions, labour protection, payment of remuneration, reward and

punishment.

### Article 15 (Validity of labour contract)

A foreign-invested enterprise shall submit to the labour administration institution in the seat of its operation a labour contract concluded with the trade union.

The labour contract shall be valid from the date of its conclusion.

### Article 16 (Alteration of labour contract)

Labour contract may be altered subject to the agreement of the parties concerned. In this case, particulars of the change shall be notified to the labour administration institution in the seat of operation of the enterprise.

## Chapter 3 Work and Relaxation

### Article 17 (Working day)

The working day shall be 8 hours a day, 48 hours a week.

A foreign-invested enterprise may set the working day shorter in consideration of the level of intensity and special conditions for work.

In the sectors influenced by seasonal limitations, the working day may be set flexible within the range of the total working hours of the year.

### Article 18 (Observance of working day)

A foreign-invested enterprise shall work its employees within the limit of prescribed working day.

Where the working day is to be lengthened for unavoidable reasons, agreement thereon shall have reached with the trade union.

Employees shall strictly observe working day.

### Article 19 (Sundays and legal holidays)

A foreign-invested enterprise shall give its employees rest on legal holidays and Sundays.

Where employees are made to work on a legal holiday or a Sunday under unavoidable circumstances, they shall be given a compensatory day off during the following week.

### Article 20 (Regular and additional holidays)

A foreign-invested enterprise shall give its employees 14 days of regular holidays, and 7-21 days of additional leave to those doing heavy or harmful work

### Article 21 (Maternity leave)

A foreign-invested enterprise shall give pregnant employees a maternity leave of 60 days before and 180 days after delivery in addition to their regular and additional holidays.

## Chapter 4 Remuneration

### Article 22 (Categories of remuneration)

A foreign-invested enterprise shall pay its employees their remuneration accurately according to the standard rate.

Remuneration shall include wage, standard allowance, bounty and bonus.

### Article 23 (Fixing of minimum monthly wages)

The minimum monthly wage of an employee working for a foreign-invested enterprise shall be fixed by the central

labour administration guidance institution or investment management institution.

The minimum monthly wage shall be set on the principle of compensating for the physical and mental strength of employees used up in the course of their labour and guaranteeing their livelihood.

### Article 24 (Increase of wage)

A foreign-invested enterprise shall gradually increase the rate of wage in line with the growth of production and in consideration of the improved technical qualifications of its employees and labour productivity.

### Article 25 (Calculation and payment of holiday allowances)

A foreign-invested enterprise shall pay holiday allowances to its employees on regular, additional or maternity leave on the basis of the number of days of leave.

Holiday allowances shall be calculated by multiplying the average daily remuneration for actual working days during the three months immediately before the leave by the number of days of leave.

The amount of holiday allowances for maternity leave and its payment method shall be fixed by the central labour administration institution on approval of the Cabinet.

### Article 26 (Subsidy)

A foreign-invested enterprise shall pay its employees subsidy equivalent to at least 60 percent of daily or hourly wage for the days or hours when they were off work due to mismanagement of the enterprise or their training.

### Article 27 (Allowances for work on holidays)

Where a foreign-invested enterprise has worked its employees on Sundays or legal holidays for unavoidable reasons but failed to give a compensatory day off, allowances equivalent to 100 percent of their daily or hourly wage for the days or hours of their extra work shall be paid to them.

### Article 28 (Allowances for overtime or night work)

Where a foreign-invested enterprise has worked its employees overtime during the day or worked them on night shifts, allowances equivalent to 50 percent of their daily or hourly wage for the days or hours of their extra work shall be paid to them.

Where a foreign-invested enterprise has worked its employees overtime at night, allowances equivalent to 100 percent of their daily or hourly wage shall be paid to them.

### Article 29 (Bonus)

A foreign-invested enterprise shall create a bonus fund out of its net profits and pay bonus to model employees.

### Article 30 (Payment of remuneration)

A foreign-invested enterprise shall pay its employees a full amount of their wages in cash on the prescribed day.

Where an employee resigns or is dismissed before the payday, he or she shall be paid the remuneration after due procedures are over.

(To be continued)





Sageyeol-brand leather shoes of the company are light and diverse in shape and colour.

**Korea Light Industry Trading Company**  
 Add: Rangnang District, Pyongyang, DPR Korea  
 Tel: 850-2-18111-341-8140  
 Fax: 850-2-383-6485  
 E-mail: lifat@star-co.net.kp

## Mangyongdae Leather Shoes Company



## Products of Kanghung Technology Trading Company

### Scroll Compressor

**Technical specifications:**

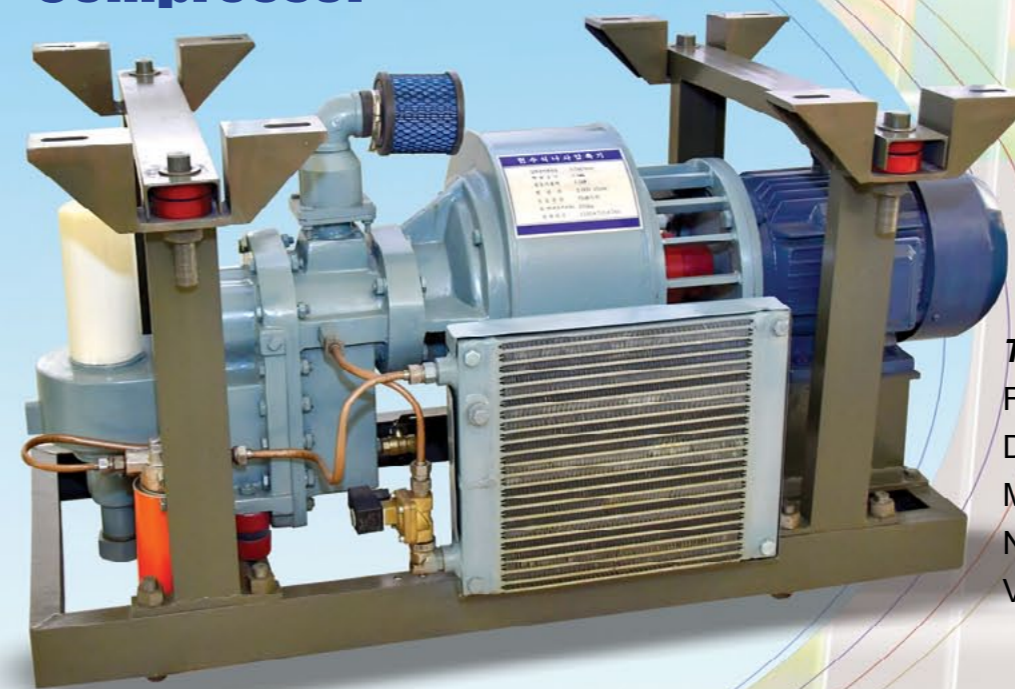
- Flow quantity: 1m<sup>3</sup>/min
- Motor output: 7.5kW
- Discharge pressure: 0.5MPa
- Suction pressure: 0.1MPa
- Noise level: 65dB
- Exhausted air temperature: 70°C



### Kanghung Technology Trading Company

Add: Sosong District, Pyongyang, DPR Korea  
 Tel: 850-2-18111-341-8544  
 Fax: 850-2-381-4410/4416  
 E-mail: arirangip@star-co.net.kp

### Suspension Screw Compressor



**Technical specifications:**

- Flow quantity: 0.5m<sup>3</sup>/min
- Discharge pressure: 0.9MPa
- Motor output: 7.5kW
- Noise level: below 75dB
- Volumetric efficiency: 80%



# NC Grinder for Puncture Needle

It is a numerically controlled machine for the primary and secondary grinding operation of inclined planes of puncture needles in various sizes.

## **Technical specifications:**

Productivity: 6 000 needles per hour

Feeding accuracy of grindstone:  $\pm 0.01\text{mm}$

Processing amount: 250-500 needles per round

Processing time: 2-4.5 minutes per round

Diameter of workpiece: 0.8mm-2mm

Length of workpiece: 40mm-200mm



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E-mail: arirangip@star-co.net.kp

