

ID Number	A1-1998-0008-Eng
Title	Survey on the Characteristics of Domestic Manufacturing Companies Hiring Foreign Workers

1. How many foreign workers are currently working at your company? Please write the number of foreign workers and their recruitment channels by nationality. For recruitment channels, please refer to the following.

<Response Options>

- (1) Industrial trainees recommended by the Korea Federation of Small and Medium Business
- (2) Industrial trainees recommended by companies operating overseas
- (3) Referrals from other companies
- (4) Referrals from domestic staffing agencies
- (5) Referrals from foreign staffing agents
- (6) Referrals from foreign workers currently working at your company
- (7) In-person visits made by foreign job seekers
- (8) Other (Please specify:_____)

Nationality	Number of Workers	Recruitment Channel (Please write all numbers that apply from the above list in the order of usage)
1-1. China: Korean-Chinese		
1-2. China: Han-Chinese		
1-3. Indonesia		
1-4. The Philippines		
1-5. Vietnam		
1-6. Bangladesh		
1-7. Thailand		
1-8. Nepal		
1-9. Other (specify: _____)		
1-10. Total number of workers: _____		

2. What is the most important reason why your company hires foreign workers?

- 1) It is difficult to recruit native Korean workers
- 2) Cheaper wages
- 3) We can have foreign workers work longer hours
- 4) We don't need to concern about labor disputes
- 5) They work obediently as instructed
- 6) They work diligently
- 7) Other (Please specify:_____)

3. What do foreign workers in your company mainly do? Please write the number of workers by type of work.

3-1. Simple manual labor (cleaning, material moving, etc.)

Number of workers: _____

3-2. Unskilled production work (performing routine production tasks without specific skills)

Number of workers: _____

3-3. Semi-skilled production work (performing production tasks that require some skills)

Number of workers: _____

3-4. Skilled production work (performing production tasks that require higher level of training and education)

Number of workers: _____

3-5. Other (Type of work: _____)

Number of workers: _____

4. How helpful is it to employ foreign workers for your company?

- 1) Very helpful
- 2) Somewhat helpful
- 3) Neither helpful nor unhelpful
- 4) Somewhat unhelpful
- 5) Very unhelpful

5. Compared to native workers doing similar work, how do you feel about the amount of your foreign workers' work hours, wages, and workload, respectively?

	A lot more	More	About the same	Less	A lot less
5-1. Work hours	1	2	3	4	5
5-2. Wages	1	2	3	4	5
5-3. Workload	1	2	3	4	5

6. Compared to native workers doing similar work, how would you evaluate the productivity of foreign workers at your company?

- 1) Foreign workers' productivity is much higher
- 2) Foreign workers' productivity is higher
- 3) About the same
- 4) Foreign workers' productivity is lower
- 5) Foreign workers' productivity is much lower

7. The following are possible problems that one may encounter when employing foreign workers. Please indicate how serious each of these problems was at your company by marking the appropriate blank below.

	Very serious	Somewhat serious	Not very serious	Not serious at all
7-1. Problems related to verbal communication	1	2	3	4
7-2. Problems related to cultural differences	1	2	3	4
7-3. Problems related to work ethics	1	2	3	4
7-4. Problems related to demand for wage increases	1	2	3	4
7-5. Problems related to guaranteeing the period of employment	1	2	3	4
7-6. Problems related to long work hours	1	2	3	4
7-7. Problems related to work environment	1	2	3	4
7-8. Problems related to workload	1	2	3	4
7-9. Problems related to workers' compensation and welfare	1	2	3	4
7-10. Problems related to workers' desertion from the workplace	1	2	3	4
7-11. Problems related to collective action	1	2	3	4
7-12. Problems related to conflict with native workers	1	2	3	4

8. Does your company provide industrial accident compensation insurance and medical insurance to your foreign workers?

- 8-1. Providing industrial accident compensation insurance:

- 1) Yes
- 2) No

- 8-2. Providing medical insurance

- 1) Yes
- 2) No

9. What does your company do to boost morale of your foreign workers? Please mark all that apply.

- 0) Nothing
- 1) Get-together
- 2) Sightseeing
- 3) Recreation such as talent show
- 4) Sports day
- 5) Other (Please specify: _____)

10. Does your company provide housing to your foreign workers?

- 1) Yes
- 2) No

11. Have any of foreign workers employed at your company deserted from the workplace without notice?

- 1) Yes
- 2) No (Skip to Question 12)

(If there was any deserter)

11-1. Please write the number of those workers by nationality.

Nationality	Number of Workers
11-1-1. China: Korean-Chinese	
11-1-2. China: Han-Chinese	
11-1-3. Indonesia	
11-1-4. The Philippines	
11-1-5. Vietnam	
11-1-6. Bangladesh	
11-1-7. Thailand	
11-1-8. Myanmar	
11-1-9. Mongolia	
11-1-10. Other (specify: _____)	
11-1-11. Total number of workers: _____	

12. Is there a labor union at your company?

- 1) Yes
- 2) No

13. Did any collective protest take place by foreign workers at your company?

- 1) Yes
- 2) No (Skip to Question 14)

(If there was any collective protest)

13-1. What was the main reason in the case of the strongest collective protest?

13-2. How did you resolve this issue?

14. Has the labor union or a native employee in your company raised an objection to hiring foreign workers?
- 1) Yes
 - 2) No (Skip to Question 15)

(If there was any objection)

14.1 Please specify the reasons for the objection:

15. How helpful or damaging was the government's foreign labor importation policies enacted so far to your company?
- 1) Very helpful
 - 2) Somewhat helpful
 - 3) Neither helpful nor damaging
 - 4) Somewhat damaging
 - 5) Very damaging

16. Please indicate how beneficial or costly it is to employ foreign workers for each of the following by marking the appropriate blank below.

	Very beneficial	Somewhat beneficial	Neither beneficial nor costly	Somewhat costly	Very costly
16-1. To native workers	1	2	3	4	5
16-2. To Korean economy	1	2	3	4	5
16-3. To foreign workers	1	2	3	4	5
16-4. To the economy of foreign workers' home country	1	2	3	4	5

17. The following are policies about importing foreign labor that are in controversy. Please indicate how much you agree or disagree with each of the following 9 policies by marking the appropriate number below.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
17-1. Employment after industrial training program	1	2	3	4	5
17-2. Employment permit system	1	2	3	4	5
17-3. Substitution policy (aiming to substitute native workers for foreign workers)	1	2	3	4	5
17-4. Amnesty for illegally employed workers	1	2	3	4	5
17-5. Constrain policy (aiming to constrain the import of foreign workforce)	1	2	3	4	5

17-6. Guaranteeing basic labor rights	1	2	3	4	5
17-7. Enforcement policy on illegally employed workers	1	2	3	4	5
17-8. Policy ensuring equal wages for foreign and native workers	1	2	3	4	5
17-9. Transferring responsibilities for recruiting trainees to government agencies	1	2	3	4	5

18. Since the recent economic downturn, has your company's profit increased or decreased?

- 1) Much increased
- 2) Somewhat increased
- 3) Neither increased nor decreased
- 4) Somewhat decreased
- 5) Much decreased

19. Since the recent economic downturn, has your company laid off either native employees or foreign workers?

- 1) Yes
- 2) No (Skip to Question 20)

(If there has been layoff)

19-1. How many native employees were laid off? Number of employees: _____

19-2. How many foreign workers were laid off? Number of workers: _____

20. Since the recent economic downturn in Korea, have the average work hours of employees in your company increased or decreased?

- 1) Increased
- 2) About the same
- 3) Decreased

(If the work hours have increased)

20-1. On average, how many hours have they increased per week?

Number of hours: _____

(If the work hours have decreased)

20-2. On average, how many hours have they decreased per week?

_____hours

21. Does your company plan to lay off either native employees or foreign workers in the future?

- 1) Yes
- 2) No (Skip to Question 22)

(If there is a plan for future layoff,)

21-1. How many native employees do you plan to lay off?

Number of employees: _____

21-2. How many foreign workers do you plan to lay off?

Number of workers: _____

22. Do you plan to employ more native employees or foreign workers in the future?

- 1) Yes
- 2) No (Skip to Question 23)

(If there is a plan for future employment,)

22-1. How many native employees do you plan to employ?

Number of employees: _____

22-2. How many foreign workers do you plan to employ?

Number of workers: _____

23. What type of industry does your company belong to?

- 1) Textile
- 2) Apparel/Fur
- 3) Leather/Bags and Luggage/Shoes
- 4) Wood/Lumber
- 5) Furniture
- 6) Petroleum refining
- 7) Chemical/Allied product
- 8) Rubber/Plastic
- 9) Assembly metal product
- 10) Other machinery equipment
- 11) Office equipment
- 12) Electrical machinery/Transformer
- 13) Video/Audio/Communications equipment
- 14) Medical/Precision/Optical instruments/Clocks
- 15) Other industry (Please specify:_____)

24. When was your company established?

Year: 19_____

25. How much is your company's capital asset?
_____ thousand won
26. How much was your company's total revenue last year?
_____ thousand won
27. What is the total number of native employees working in your company?
Number of employees: _____
28. What is the total number of native employees who are working in the same section or work site with foreign workers?
Number of employees: _____
29. What is your sex?
1) Male
2) Female
30. What is your age?
Age _____
Born in Year 19 _____
31. What is your religious affiliation?
1) Do not have a religion
2) Protestant
3) Catholic
4) Muslim
5) Buddhist
6) Hinduism
7) Confucianism
8) Other
32. What is the highest level of school you have attended?
1) No schooling
2) Elementary school
3) Middle school
4) High school
5) Two-year college (Junior college)
6) Four-year college/University
7) Graduate school or above

33. Did you graduate from the school you listed in Q32, or did you drop out?

- 1) Graduated
- 2) Dropped out
- 3) Currently attending

34. What is your position (rank) at work?

- 1) CEO or employer
- 2) Company executive or board member
- 3) Manager or director of a company department
- 4) Chief of a company department section or subsection
- 5) Other (Please specify:_____)