



Survey on the Characteristics of Domestic
Manufacturing Companies Hiring Foreign
Workers

CODE BOOK

Korea Social Science Data Archive

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SURVEY ON THE CHARACTERISTICS OF DOMESTIC MANUFACTURING
COMPANIES HIRING FOREIGN WORKERS CODE BOOK

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Study Description

<i>Study Title:</i>	Survey on the Characteristics of Domestic Manufacturing Companies Hiring Foreign Workers
<i>Fieldwork Dates:</i>	July 1997 ~ August 1998
<i>Principal Investigator:</i>	Seok, Hyunho
<i>Producers:</i>	Survey Research Center at Sungkyunkwan University
<i>Sample Type:</i>	Multistage area cluster sampling
<i>Fieldwork Institute:</i>	Survey Research Center at Sungkyunkwan University
<i>Fieldwork Methods:</i>	Self administered
<i>Number of Cases:</i>	189 (valid)
<i>Geographic Coverage:</i>	Seoul, Incheon, Gyeonggi
<i>Universe:</i>	Employer hiring foreign worker
<i>Distributor:</i>	Korea Social Science Data Archive (KOSSDA)

Please note

In the codebook, each frequency table consists of a variable name, question, and frequency table. The first column, RESPONSE, indicates response categories and the second column, PUNCH, is a value for each response category. The third and fourth columns, FREQ and PERCENT, show the number of individuals and percentage of individuals belonging to a specific response category. The last column VALID % is the percentage of individuals who are assigned to a specific response category without missing data, such as DK (Don't know), NA (No answer), and NAP (Not applicable).

AREA Survey area

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Wonsi-dong, Ansan-si	1	40	21.2	21.2
Mongnae-dong, Ansan-si	2	42	22.2	22.2
Woncheon-dong, Suwon-si	3	4	2.1	2.1
Jeongwang-dong, Siheung-si	4	29	15.3	15.3
Wonmi-dong, Bucheon-si	5	5	2.6	2.6
Samjeong-dong, Bucheon-si	6	4	2.1	2.1
Taeon-eup, Hwaseong-si	7	21	11.1	11.1
Sinheung 2-dong, Seongnam-si	8	1	0.5	0.5
Chowol-myeon, Gwangju-gun	9	5	2.6	2.6
Jinjeon-eup, Namyangju-si	10	1	0.5	0.5
Junae-myeon, Yangju-gun	11	2	1.1	1.1
Gwangjeok-myeon, Yangju-gun	12	26	13.8	13.8
Wollong-myeon, Paju-si	13	2	1.1	1.1
Gwangtan-myeon, Paju-si	14	1	0.5	0.5
Junggok-dong, Seoul	15	2	1.1	1.1
Seongsu-dong, Seoul	16	4	2.1	2.1
Total		189	100.0	100.0

V1_1_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:

[China: Korean-Chinese] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	134	70.9	70.9
1	1	12	6.3	6.3
2	2	15	7.9	7.9
3	3	8	4.2	4.2
4	4	10	5.3	5.3
5	5	5	2.6	2.6
6	6	4	2.1	2.1
7	7	1	0.5	0.5
Total		189	100.0	100.0

V1_1_2

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 (please write all numbers in the order of usage):
[China: Korean-Chinese] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	40	21.2	81.6
Industrial trainees recommended by companies operating overseas	2	2	1.1	4.1
Referrals from other companies	3	1	0.5	2.0
Referrals from foreign staffing agents	5	1	0.5	2.0
Referrals from foreign workers currently working at your company	6	1	0.5	2.0
In-person visits made by foreign job seekers	7	2	1.1	4.1
Other	8	2	1.1	4.1
NA	9	6	3.2	
NAP	0	134	70.9	
Total		189	100.0	100.0

V1_2_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:
[China: Han-Chinese] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	163	86.2	86.2
1	1	3	1.6	1.6
2	2	7	3.7	3.7
3	3	2	1.1	1.1
4	4	5	2.6	2.6
5	5	2	1.1	1.1
6	6	1	0.5	0.5
7	7	1	0.5	0.5
8	8	1	0.5	0.5
9	9	1	0.5	0.5
14	14	1	0.5	0.5
20	20	1	0.5	0.5
25	25	1	0.5	0.5
Total		189	100.0	100.0

V1_2_2

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 (please write all numbers in the order of usage):

[China: Han-Chinese] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	19	10.1	82.6
Industrial trainees recommended by companies operating overseas	2	4	2.1	17.4
NA	9	3	1.6	
NAP	0	163	86.2	
Total		189	100.0	100.0

V1_3_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:

[Indonesia] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	129	68.3	68.3
1	1	9	4.8	4.8
2	2	10	5.3	5.3
3	3	10	5.3	5.3
4	4	5	2.6	2.6
5	5	10	5.3	5.3
6	6	2	1.1	1.1
7	7	4	2.1	2.1
10	10	4	2.1	2.1
11	11	1	0.5	0.5
12	12	1	0.5	0.5
13	13	2	1.1	1.1
17	17	1	0.5	0.5
30	30	1	0.5	0.5
Total		189	100.0	100.0

V1_3_2

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 (please write all numbers in the order of usage):

[Indonesia] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	53	28.0	98.1
Industrial trainees recommended by companies operating overseas	2	1	0.5	1.9
NA	9	6	3.2	
NAP	0	129	68.3	
Total		189	100.0	100.0

V1_4_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:

[The Philippines] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	138	73.0	73.0
1	1	12	6.3	6.3
2	2	14	7.4	7.4
3	3	5	2.6	2.6
4	4	6	3.2	3.2
5	5	2	1.1	1.1
6	6	4	2.1	2.1
8	8	4	2.1	2.1
9	9	1	0.5	0.5
11	11	2	1.1	1.1
12	12	1	0.5	0.5
Total		189	100.0	100.0

V1_4_2

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 (please write all numbers in the order of usage):
[The Philippines] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	28	14.8	68.3
Referrals from other companies	3	2	1.1	4.9
Referrals from foreign staffing agents	5	1	0.5	2.4
Referrals from foreign workers currently working at your company	6	4	2.1	9.8
In-person visits made by foreign job seekers	7	6	3.2	14.6
NA	9	10	5.3	
NAP	0	138	73.0	
Total		189	100.0	100.0

V1_5_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:
[Vietnam] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	142	75.1	75.1
1	1	9	4.8	4.8
2	2	14	7.4	7.4
3	3	8	4.2	4.2
4	4	3	1.6	1.6
5	5	3	1.6	1.6
6	6	2	1.1	1.1
8	8	1	0.5	0.5
9	9	1	0.5	0.5
10	10	2	1.1	1.1
12	12	2	1.1	1.1
16	16	1	0.5	0.5
22	22	1	0.5	0.5
Total		189	100.0	100.0

V1_5_2

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 (please write all numbers in the order of usage):

[Vietnam] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	38	20.1	90.5
Referrals from other companies	3	1	0.5	2.4
In-person visits made by foreign job seekers	7	3	1.6	7.1
NA	9	5	2.6	
NAP	0	142	75.1	
Total		189	100.0	100.0

V1_6_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:

[Bangladesh] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	175	92.6	92.6
1	1	3	1.6	1.6
2	2	2	1.1	1.1
4	4	3	1.6	1.6
5	5	1	0.5	0.5
6	6	3	1.6	1.6
7	7	1	0.5	0.5
8	8	1	0.5	0.5
Total		189	100.0	100.0

V1_6_2

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 (please write all numbers in the order of usage):

[Bangladesh] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	7	3.7	70.0
Referrals from foreign staffing agents	5	1	0.5	10.0
Referrals from foreign workers currently working at your company	6	2	1.1	20.0
NA	9	4	2.1	
NAP	0	175	92.6	
Total		189	100.0	100.0

V1_7_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:

Number of Workers: Thailand

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	186	98.4	98.4
1	1	1	0.5	0.5
3	3	1	0.5	0.5
7	7	1	0.5	0.5
Total		189	100.0	100.0

V1_7_2

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 (please write all numbers in the order of usage):

[Thailand] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	2	1.1	100.0
NA	9	1	0.5	
NAP	0	186	98.4	
Total		189	100.0	100.0

V1_8_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:

[Nepal] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	187	98.9	98.9
2	2	1	0.5	0.5
5	5	1	0.5	0.5
Total		189	100.0	100.0

V1_8_2

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 (please write all numbers in the order of usage):

[Nepal] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	2	1.1	100.0
NAP	0	187	98.9	
Total		189	100.0	100.0

V1_9_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:

[Other] Number of Workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	175	92.6	92.6
1	1	3	1.6	1.6
2	2	2	1.1	1.1
3	3	2	1.1	1.1
4	4	2	1.1	1.1
5	5	3	1.6	1.6
6	6	1	0.5	0.5
7	7	1	0.5	0.5
Total		189	100.0	100.0

V1_9_2

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 (please write all numbers in the order of usage):

[Other] Recruitment Channel

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial trainees recommended by the Korea Federation of Small and Medium Business	1	9	4.8	75.0
Referrals from foreign workers currently working at your company	6	1	0.5	8.3
In-person visits made by foreign job seekers	7	2	1.1	16.7
NA	9	2	1.1	
NAP	0	175	92.6	
Total		189	100.0	100.0

V1_10

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: Total number of workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1	1	16	8.5	8.5
2	2	36	19.0	19.0
3	3	26	13.8	13.8
4	4	16	8.5	8.5

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
5	5	18	9.5	9.5
6	6	17	9.0	9.0
7	7	11	5.8	5.8
8	8	5	2.6	2.6
9	9	8	4.2	4.2
10	10	11	5.8	5.8
11	11	2	1.1	1.1
12	12	6	3.2	3.2
13	13	4	2.1	2.1
14	14	1	0.5	0.5
15	15	3	1.6	1.6
16	16	1	0.5	0.5
17	17	1	0.5	0.5
19	19	1	0.5	0.5
20	20	2	1.1	1.1
22	22	1	0.5	0.5
25	25	2	1.1	1.1
30	30	1	0.5	0.5
Total		189	100.0	100.0

V2 What is the most important reason why your company hires foreign workers?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
It is difficult to recruit native Korean workers	1	86	45.5	45.7
Cheaper wages	2	77	40.7	41.0
We can have foreign workers work longer hours	3	9	4.8	4.8
They work obediently as instructed	5	6	3.2	3.2
They work diligently	6	4	2.1	2.1
Other	7	6	3.2	3.2
NA	9	1	0.5	
Total		189	100.0	100.0

V3_1

What do foreign workers in your company mainly do? Please write the number of workers by type of work: Simple manual labor (cleaning, material moving, etc.)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	176	93.1	93.1
1	1	4	2.1	2.1
2	2	3	1.6	1.6
3	3	2	1.1	1.1
4	4	1	0.5	0.5
6	6	2	1.1	1.1
8	8	1	0.5	0.5
Total		189	100.0	100.0

V3_2

What do foreign workers in your company mainly do? Please write the number of workers by type of work: Unskilled production work (performing routine production tasks without specific skills)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	51	27.0	27.0
1	1	19	10.1	10.1
2	2	30	15.9	15.9
3	3	18	9.5	9.5
4	4	7	3.7	3.7
5	5	16	8.5	8.5
6	6	9	4.8	4.8
7	7	11	5.8	5.8
8	8	4	2.1	2.1
9	9	5	2.6	2.6
10	10	4	2.1	2.1
11	11	1	0.5	0.5
12	12	4	2.1	2.1
13	13	1	0.5	0.5
14	14	1	0.5	0.5
15	15	1	0.5	0.5
19	19	1	0.5	0.5
20	20	2	1.1	1.1
22	22	1	0.5	0.5
25	25	2	1.1	1.1
99	99	1	0.5	0.5
Total		189	100.0	100.0

V3_3

What do foreign workers in your company mainly do? Please write the number of workers by type of work: Semi-skilled production work (performing production tasks that require some skills)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	120	63.5	63.5
1	1	7	3.7	3.7
2	2	22	11.6	11.6
3	3	10	5.3	5.3
4	4	9	4.8	4.8
5	5	7	3.7	3.7
6	6	5	2.6	2.6
7	7	3	1.6	1.6
8	8	1	0.5	0.5
9	9	2	1.1	1.1
10	10	2	1.1	1.1
11	11	1	0.5	0.5
Total		189	100.0	100.0

V3_4

What do foreign workers in your company mainly do? Please write the number of workers by type of work: Skilled production work (performing production tasks that require higher level of training and education)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	170	89.9	89.9
1	1	5	2.6	2.6
2	2	4	2.1	2.1
3	3	1	0.5	0.5
4	4	2	1.1	1.1
5	5	2	1.1	1.1
7	7	3	1.6	1.6
8	8	1	0.5	0.5
15	15	1	0.5	0.5
Total		189	100.0	100.0

V3_5 What do foreign workers in your company mainly do? Please write the number of workers by type of work: Other

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	186	98.4	98.4
3	3	1	0.5	0.5
4	4	2	1.1	1.1
Total		189	100.0	100.0

V4 How helpful is it to employ foreign workers for your company?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very helpful	1	70	37.0	37.2
Somewhat helpful	2	88	46.6	46.8
Neither helpful nor unhelpful	3	25	13.2	13.3
Somewhat unhelpful	4	5	2.6	2.7
NA	9	1	0.5	
Total		189	100.0	100.0

V5_1 Compared to native workers doing similar work, how do you feel about the amount of your foreign workers' work hours, wages, and workload, respectively: Work hours

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
A lot more	1	13	6.9	7.1
More	2	37	19.6	20.3
About the same	3	127	67.2	69.8
Less	4	5	2.6	2.7
NA	9	7	3.7	
Total		189	100.0	100.0

V5_2 Compared to native workers doing similar work, how do you feel about the amount of your foreign workers' work hours, wages, and workload, respectively: Wages

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
A lot more	1	1	0.5	0.6
More	2	10	5.3	5.5
About the same	3	27	14.3	14.9

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Less	4	118	62.4	65.2
A lot less	5	25	13.2	13.8
NA	9	8	4.2	
Total		189	100.0	100.0

V5_3

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
A lot more	1	6	3.2	3.3
More	2	26	13.8	14.4
About the same	3	116	61.4	64.1
Less	4	32	16.9	17.7
A lot less	5	1	0.5	0.6
NA	9	8	4.2	
Total		189	100.0	100.0

V6

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Foreign workers' productivity is much higher	1	4	2.1	2.1
Foreign workers' productivity is higher	2	12	6.3	6.4
About the same	3	70	37.0	37.4
Foreign workers' productivity is lower	4	79	41.8	42.2
Foreign workers' productivity is much lower	5	22	11.6	11.8
NA	9	2	1.1	
Total		189	100.0	100.0

V7_1

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: Problems related to verbal communication

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	21	11.1	11.1
Somewhat serious	2	53	28.0	28.0

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not very serious	3	83	43.9	43.9
Not serious at all	4	32	16.9	16.9
Total		189	100.0	100.0

V7_2

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: Problems related to cultural differences

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	6	3.2	3.2
Somewhat serious	2	50	26.5	26.5
Not very serious	3	102	54.0	54.0
Not serious at all	4	31	16.4	16.4
Total		189	100.0	100.0

V7_3

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: Problems related to work ethics

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	6	3.2	3.2
Somewhat serious	2	52	27.5	27.5
Not very serious	3	80	42.3	42.3
Not serious at all	4	51	27.0	27.0
Total		189	100.0	100.0

V7_4

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: Problems related to demand for wage increases

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	4	2.1	2.1
Somewhat serious	2	22	11.6	11.6
Not very serious	3	99	52.4	52.4
Not serious at all	4	64	33.9	33.9
Total		189	100.0	100.0

- V7_5** 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: Problems related to guaranteeing the period of employment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Somewhat serious	2	11	5.8	5.8
Not very serious	3	78	41.3	41.3
Not serious at all	4	100	52.9	52.9
Total		189	100.0	100.0

- V7_6** 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: Problems related to long work hours

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	2	1.1	1.1
Somewhat serious	2	10	5.3	5.3
Not very serious	3	82	43.4	43.4
Not serious at all	4	95	50.3	50.3
Total		189	100.0	100.0

- V7_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: Problems related to work environment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	1	0.5	0.5
Somewhat serious	2	5	2.6	2.6
Not very serious	3	83	43.9	43.9
Not serious at all	4	100	52.9	52.9
Total		189	100.0	100.0

- V7_8** 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: Problems related to workload

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Somewhat serious	2	7	3.7	3.7
Not very serious	3	88	46.6	46.6
Not serious at all	4	94	49.7	49.7
Total		189	100.0	100.0

- V7_9** 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: Problems related to workers' compensation and welfare

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Somewhat serious	2	10	5.3	5.3
Not very serious	3	80	42.3	42.6
Not serious at all	4	98	51.9	52.1
NA	9	1	0.5	
Total		189	100.0	100.0

- V7_10** 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: Problems related to workers' desertion from the workplace

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	15	7.9	7.9
Somewhat serious	2	65	34.4	34.4
Not very serious	3	46	24.3	24.3
Not serious at all	4	63	33.3	33.3
Total		189	100.0	100.0

- V7_11** 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: Problems related to collective action

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	4	2.1	2.1
Somewhat serious	2	25	13.2	13.2
Not very serious	3	61	32.3	32.3
Not serious at all	4	99	52.4	52.4
Total		189	100.0	100.0

- V7_12** 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: Problems related to conflict with native workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very serious	1	5	2.6	2.6
Somewhat serious	2	21	11.1	11.1
Not very serious	3	90	47.6	47.6
Not serious at all	4	73	38.6	38.6
Total		189	100.0	100.0

V8_1 Does your company provide industrial accident compensation insurance and medical insurance to your foreign workers: Providing industrial accident compensation insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	138	73.0	74.2
No	2	48	25.4	25.8
NA	9	3	1.6	
Total		189	100.0	100.0

V8_2 Does your company provide industrial accident compensation insurance and medical insurance to your foreign workers: Providing medical insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	119	63.0	64.3
No	2	66	34.9	35.7
NA	9	4	2.1	
Total		189	100.0	100.0

V9_0 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Nothing

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	22	11.6	11.6
No	2	167	88.4	88.4
Total		189	100.0	100.0

V9_1 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Get-together

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	149	78.8	78.8
No	2	40	21.2	21.2
Total		189	100.0	100.0

V9_2 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Sightseeing

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	54	28.6	28.6
No	2	135	71.4	71.4
Total		189	100.0	100.0

V9_3 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Recreation such as talent show

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	19	10.1	10.1
No	2	170	89.9	89.9
Total		189	100.0	100.0

V9_4 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Sports day

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	42	22.2	22.2
No	2	147	77.8	77.8
Total		189	100.0	100.0

V9_5 What does your company do to boost morale of your foreign workers? Please mark all that apply:
Other

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	26	13.8	13.8
No	2	163	86.2	86.2
Total		189	100.0	100.0

V10 Does your company provide housing to your foreign workers?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	189	100.0	100.0

V11_1 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[(China) Korean-Chinese] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	149	78.8	78.8
1	1	11	5.8	5.8
2	2	13	6.9	6.9
3	3	1	0.5	0.5
4	4	4	2.1	2.1

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
5	5	7	3.7	3.7
7	7	1	0.5	0.5
8	8	2	1.1	1.1
9	9	1	0.5	0.5
Total		189	100.0	100.0

V11_2

Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
 [(China) Han-Chinese] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	175	92.6	92.6
1	1	1	0.5	0.5
2	2	2	1.1	1.1
3	3	4	2.1	2.1
4	4	1	0.5	0.5
5	5	3	1.6	1.6
6	6	1	0.5	0.5
7	7	1	0.5	0.5
8	8	1	0.5	0.5
Total		189	100.0	100.0

V11_3

Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
 [Indonesia] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	174	92.1	92.1
1	1	6	3.2	3.2
2	2	3	1.6	1.6
3	3	1	0.5	0.5
4	4	1	0.5	0.5
5	5	2	1.1	1.1
8	8	2	1.1	1.1
Total		189	100.0	100.0

V11_4 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[The Philippines] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	155	82.0	82.0
1	1	11	5.8	5.8
2	2	12	6.3	6.3
3	3	1	0.5	0.5
4	4	7	3.7	3.7
5	5	1	0.5	0.5
8	8	2	1.1	1.1
Total		189	100.0	100.0

V11_5 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Vietnam] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	164	86.8	86.8
1	1	6	3.2	3.2
2	2	7	3.7	3.7
3	3	7	3.7	3.7
4	4	2	1.1	1.1
6	6	3	1.6	1.6
Total		189	100.0	100.0

V11_6 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Bangladesh] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	174	92.1	92.1
1	1	1	0.5	0.5
2	2	7	3.7	3.7
3	3	4	2.1	2.1
5	5	1	0.5	0.5
6	6	1	0.5	0.5
7	7	1	0.5	0.5
Total		189	100.0	100.0

V11_7 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Thailand] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	187	98.9	98.9
1	1	1	0.5	0.5
3	3	1	0.5	0.5
Total		189	100.0	100.0

V11_8 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Myanmar] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	188	99.5	99.5
1	1	1	0.5	0.5
Total		189	100.0	100.0

V11_9 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Mongolia] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	189	100.0	100.0

V11_10 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
[Other] _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	182	96.3	96.3
2	2	4	2.1	2.1
4	4	2	1.1	1.1
6	6	1	0.5	0.5
Total		189	100.0	100.0

V11_11 Have any of foreign workers employed at your company deserted from the workplace without notice? (If there was any deserter) Please write the number of those workers by nationality:
Total number of workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	70	37.0	37.0
1	1	21	11.1	11.1
2	2	28	14.8	14.8
3	3	20	10.6	10.6
4	4	19	10.1	10.1
5	5	8	4.2	4.2
6	6	7	3.7	3.7
7	7	3	1.6	1.6
8	8	4	2.1	2.1
9	9	3	1.6	1.6
10	10	2	1.1	1.1
14	14	2	1.1	1.1
19	19	1	0.5	0.5
20	20	1	0.5	0.5
Total		189	100.0	100.0

V12 Is there a labor union at your company?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	22	11.6	11.6
No	2	167	88.4	88.4
Total		189	100.0	100.0

V13 Did any collective protest take place by foreign workers at your company?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	168	88.9	88.9
Yes	1	21	11.1	11.1
Total		189	100.0	100.0

V13_2 How did you resolve this issue?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
DK	1	21	11.1	100.0
NAP	0	168	88.9	
Total		189	100.0	100.0

V14 Has the labor union or a native employee in your company raised an objection to hiring foreign workers?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	160	84.7	84.7
Yes	1	29	15.3	15.3
Total		189	100.0	100.0

V15 How helpful or damaging was the government's foreign labor importation policies enacted so far to your company?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very helpful	1	48	25.4	25.4
Somewhat helpful	2	101	53.4	53.4
Neither helpful nor unhelpful	3	35	18.5	18.5
Somewhat unhelpful	4	3	1.6	1.6
Very unhelpful	5	2	1.1	1.1
Total		189	100.0	100.0

V16_1 Please indicate how beneficial or costly it is to employ foreign workers for each of the following by marking the appropriate blank below: To native workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very beneficial	1	6	3.2	3.2
Somewhat beneficial	2	40	21.2	21.3
Neither beneficial nor costly	3	95	50.3	50.5
Somewhat costly	4	41	21.7	21.8
Very costly	5	6	3.2	3.2
NA	9	1	0.5	
Total		189	100.0	100.0

V16_2 Please indicate how beneficial or costly it is to employ foreign workers for each of the following by marking the appropriate blank below: To Korean economy

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very beneficial	1	20	10.6	10.7
Somewhat beneficial	2	84	44.4	44.9
Neither beneficial nor costly	3	46	24.3	24.6
Somewhat costly	4	27	14.3	14.4
Very costly	5	10	5.3	5.3
NA	9	2	1.1	
Total		189	100.0	100.0

V16_3 Please indicate how beneficial or costly it is to employ foreign workers for each of the following by marking the appropriate blank below: To foreign workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very beneficial	1	101	53.4	54.0
Somewhat beneficial	2	69	36.5	36.9
Neither beneficial nor costly	3	16	8.5	8.6
Somewhat costly	4	1	0.5	0.5
NA	9	2	1.1	
Total		189	100.0	100.0

V16_4 Please indicate how beneficial or costly it is to employ foreign workers for each of the following by marking the appropriate blank below: To the economy of foreign workers' home country

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very beneficial	1	86	45.5	46.2
Somewhat beneficial	2	78	41.3	41.9
Neither beneficial nor costly	3	21	11.1	11.3
Somewhat costly	4	1	0.5	0.5
NA	9	3	1.6	
Total		189	100.0	100.0

V17_1 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: Employment after industrial training program

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	52	27.5	28.0
Agree	2	61	32.3	32.8
Neither agree nor disagree	3	38	20.1	20.4
Disagree	4	26	13.8	14.0
Strongly disagree	5	9	4.8	4.8
NA	9	3	1.6	
Total		189	100.0	100.0

V17_2 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: Employment permit system

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	24	12.7	13.0
Agree	2	48	25.4	25.9
Neither agree nor disagree	3	51	27.0	27.6
Disagree	4	30	15.9	16.2
Strongly disagree	5	32	16.9	17.3
NA	9	4	2.1	
Total		189	100.0	100.0

V17_3 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: Substitution policy (aiming to substitute native workers for foreign workers)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	29	15.3	15.6
Agree	2	67	35.4	36.0
Neither agree nor disagree	3	49	25.9	26.3
Disagree	4	23	12.2	12.4
Strongly disagree	5	18	9.5	9.7
NA	9	3	1.6	
Total		189	100.0	100.0

V17_4 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: Amnesty for illegally employed workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	32	16.9	17.4
Agree	2	50	26.5	27.2
Neither agree nor disagree	3	22	11.6	12.0
Disagree	4	29	15.3	15.8
Strongly disagree	5	51	27.0	27.7
NA	9	5	2.6	
Total		189	100.0	100.0

V17_5 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: Constrain policy (aiming to constrain the import of foreign workforce)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	16	8.5	8.7
Agree	2	49	25.9	26.6
Neither agree nor disagree	3	43	22.8	23.4
Disagree	4	50	26.5	27.2
Strongly disagree	5	26	13.8	14.1
NA	9	5	2.6	
Total		189	100.0	100.0

V17_6 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: Guaranteeing basic labor rights

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	36	19.0	19.6
Agree	2	69	36.5	37.5
Neither agree nor disagree	3	39	20.6	21.2
Disagree	4	26	13.8	14.1
Strongly disagree	5	14	7.4	7.6
NA	9	5	2.6	
Total		189	100.0	100.0

V17_7 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: Enforcement policy on illegally employed workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	71	37.6	38.2
Agree	2	43	22.8	23.1
Neither agree nor disagree	3	34	18.0	18.3
Disagree	4	29	15.3	15.6
Strongly disagree	5	9	4.8	4.8
NA	9	3	1.6	
Total		189	100.0	100.0

V17_8 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: Policy ensuring equal wages for foreign and native workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	2	1.1	1.1
Agree	2	17	9.0	9.1
Neither agree nor disagree	3	28	14.8	15.1
Disagree	4	75	39.7	40.3
Strongly disagree	5	64	33.9	34.4
NA	9	3	1.6	
Total		189	100.0	100.0

V17_9 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: Transferring responsibilities for recruiting trainees to government agencies

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Strongly agree	1	20	10.6	10.9
Agree	2	25	13.2	13.7
Neither agree nor disagree	3	78	41.3	42.6
Disagree	4	32	16.9	17.5
Strongly disagree	5	28	14.8	15.3
NA	9	6	3.2	
Total		189	100.0	100.0

V18 Since the recent economic downturn, has your company's profit increased or decreased?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Much increased	1	3	1.6	1.6
Somewhat increased	2	17	9.0	9.0
Neither increased nor decreased	3	19	10.1	10.1
Somewhat decreased	4	62	32.8	32.8
Much decreased	5	88	46.6	46.6
Total		189	100.0	100.0

V19_1 How many native employees were laid off? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	139	73.5	73.9
1	1	3	1.6	1.6
2	2	8	4.2	4.3
3	3	8	4.2	4.3
4	4	3	1.6	1.6
5	5	7	3.7	3.7
6	6	3	1.6	1.6
7	7	2	1.1	1.1
9	9	1	0.5	0.5
10	10	7	3.7	3.7
12	12	1	0.5	0.5
15	15	1	0.5	0.5
16	16	1	0.5	0.5
17	17	1	0.5	0.5
20	20	1	0.5	0.5
40	40	2	1.1	1.1
NA	99	1	0.5	
Total		189	100.0	100.0

V19_2 How many foreign workers were laid off? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
0	0	158	83.6	84.0
1	1	2	1.1	1.1
2	2	14	7.4	7.4
3	3	5	2.6	2.7
4	4	2	1.1	1.1
5	5	3	1.6	1.6
6	6	1	0.5	0.5
10	10	1	0.5	0.5
15	15	2	1.1	1.1
NA	99	1	0.5	
Total		189	100.0	100.0

V20

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Increased	1	16	8.5	8.5
About the same	2	85	45.0	45.0
Decreased	3	88	46.6	46.6
Total		189	100.0	100.0

V20_1 On average, how many hours have they increased per week?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
3	3	1	0.5	6.7
4	4	2	1.1	13.3
5	5	1	0.5	6.7
8	8	2	1.1	13.3
9	9	1	0.5	6.7
10	10	5	2.6	33.3
15	15	1	0.5	6.7
18	18	1	0.5	6.7
25	25	1	0.5	6.7
NA	99	1	0.5	
NAP	0	173	91.5	
Total		189	100.0	100.0

V20_2 On average, how many hours have they decreased per week?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1	1	1	0.5	1.2
2	2	5	2.6	6.1
3	3	1	0.5	1.2
4	4	8	4.2	9.8
5	5	4	2.1	4.9
6	6	10	5.3	12.2
8	8	5	2.6	6.1
9	9	3	1.6	3.7
10	10	17	9.0	20.7
12	12	4	2.1	4.9
15	15	3	1.6	3.7
16	16	3	1.6	3.7
17	17	1	0.5	1.2
18	18	2	1.1	2.4
20	20	6	3.2	7.3
22	22	1	0.5	1.2
24	24	4	2.1	4.9
28	28	1	0.5	1.2
30	30	2	1.1	2.4
56	56	1	0.5	1.2
NA	99	6	3.2	
NAP	0	101	53.4	
Total		189	100.0	100.0

V21_1 How many native employees do you plan to lay off? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
None	0	171	90.5	93.4
1	1	1	0.5	0.5
2	2	2	1.1	1.1
3	3	1	0.5	0.5
4	4	1	0.5	0.5
5	5	5	2.6	2.7

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
6	6	1	0.5	0.5
20	20	1	0.5	0.5
NA	99	6	3.2	
Total		189	100.0	100.0

V21_2 How many foreign workers do you plan to lay off? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
None	0	168	88.9	91.3
1	1	5	2.6	2.7
2	2	4	2.1	2.2
3	3	2	1.1	1.1
4	4	2	1.1	1.1
5	5	1	0.5	0.5
8	8	1	0.5	0.5
10	10	1	0.5	0.5
NA	99	5	2.6	
Total		189	100.0	100.0

V22_1 How many native employees do you plan to employ? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
None	0	148	78.3	79.6
1	1	4	2.1	2.2
2	2	12	6.3	6.5
3	3	8	4.2	4.3
4	4	3	1.6	1.6
5	5	5	2.6	2.7
6	6	1	0.5	0.5
8	8	1	0.5	0.5
10	10	3	1.6	1.6
13	13	1	0.5	0.5
NA	99	3	1.6	
Total		189	100.0	100.0

V22_2 How many foreign workers do you plan to employ? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
None	0	164	86.8	88.2
1	1	1	0.5	0.5
2	2	10	5.3	5.4
3	3	3	1.6	1.6
4	4	1	0.5	0.5
5	5	3	1.6	1.6
8	8	1	0.5	0.5
10	10	3	1.6	1.6
NA	99	3	1.6	
Total		189	100.0	100.0

V23 What type of industry does your company belong to?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Textile	1	38	20.1	20.1
Apparel/Fur	2	2	1.1	1.1
Leather/Bags and Luggage/Shoes	3	5	2.6	2.6
Wood/Lumber	4	6	3.2	3.2
Furniture	5	2	1.1	1.1
Petroleum refining	6	1	0.5	0.5
Chemical/Allied product	7	24	12.7	12.7
Rubber/Plastic	8	26	13.8	13.8
Assembly metal product	9	29	15.3	15.3
Other machinery equipment	10	8	4.2	4.2
Office equipment	11	1	0.5	0.5
Electrical machinery/Transformer	12	8	4.2	4.2
Video/Audio/Communications equipment	13	4	2.1	2.1
Other industry	15	35	18.5	18.5
Total		189	100.0	100.0

V24 When was your company established? (Year) _____

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
59	59	2	1.1	1.1
66	66	1	0.5	0.5
67	67	2	1.1	1.1
68	68	1	0.5	0.5
69	69	2	1.1	1.1
70	70	4	2.1	2.1
71	71	1	0.5	0.5
72	72	6	3.2	3.2
73	73	7	3.7	3.7
74	74	6	3.2	3.2
75	75	4	2.1	2.1
76	76	7	3.7	3.7
77	77	5	2.6	2.6
78	78	8	4.2	4.2
79	79	11	5.8	5.8
80	80	6	3.2	3.2
81	81	11	5.8	5.8
82	82	5	2.6	2.6
83	83	9	4.8	4.8
84	84	5	2.6	2.6
85	85	7	3.7	3.7
86	86	14	7.4	7.4
87	87	8	4.2	4.2
88	88	16	8.5	8.5
89	89	7	3.7	3.7
90	90	5	2.6	2.6
91	91	6	3.2	3.2
92	92	3	1.6	1.6
93	93	3	1.6	1.6
94	94	4	2.1	2.1
95	95	4	2.1	2.1
96	96	4	2.1	2.1
97	97	4	2.1	2.1
98	98	1	0.5	0.5
Total		189	100.0	100.0

V25 How much is your company's capital asset? _____ ten thousand won

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
200	200	1	0.5	0.5
300	300	1	0.5	0.5
350	350	1	0.5	0.5
500	500	1	0.5	0.5
1000	1000	5	2.6	2.6
1500	1500	3	1.6	1.6
2000	2000	7	3.7	3.7
2800	2800	2	1.1	1.1
3000	3000	4	2.1	2.1
3500	3500	1	0.5	0.5
3700	3700	1	0.5	0.5
4000	4000	6	3.2	3.2
5000	5000	8	4.2	4.2
5900	5900	1	0.5	0.5
7000	7000	3	1.6	1.6
8000	8000	1	0.5	0.5
9000	9000	1	0.5	0.5
9245	9245	1	0.5	0.5
9300	9300	1	0.5	0.5
10000	10000	7	3.7	3.7
10200	10200	1	0.5	0.5
10260	10260	1	0.5	0.5
11000	11000	1	0.5	0.5
11500	11500	1	0.5	0.5
12000	12000	4	2.1	2.1
13000	13000	2	1.1	1.1
14000	14000	1	0.5	0.5
15000	15000	3	1.6	1.6
15685	15685	1	0.5	0.5
18000	18000	4	2.1	2.1
20000	20000	4	2.1	2.1
21000	21000	1	0.5	0.5
21929	21929	1	0.5	0.5
25000	25000	2	1.1	1.1
26000	26000	1	0.5	0.5
27000	27000	1	0.5	0.5

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
28000	28000	2	1.1	1.1
29800	29800	1	0.5	0.5
30000	30000	1	0.5	0.5
32000	32000	1	0.5	0.5
33000	33000	1	0.5	0.5
34078	34078	1	0.5	0.5
35000	35000	1	0.5	0.5
39260	39260	1	0.5	0.5
40650	40650	1	0.5	0.5
41450	41450	1	0.5	0.5
41690	41690	1	0.5	0.5
43060	43060	1	0.5	0.5
46000	46000	1	0.5	0.5
49000	49000	1	0.5	0.5
50000	50000	4	2.1	2.1
53832	53832	1	0.5	0.5
54000	54000	1	0.5	0.5
55000	55000	2	1.1	1.1
57000	57000	2	1.1	1.1
58000	58000	1	0.5	0.5
58400	58400	1	0.5	0.5
59141	59141	1	0.5	0.5
60000	60000	3	1.6	1.6
65000	65000	2	1.1	1.1
67000	67000	3	1.6	1.6
69000	69000	3	1.6	1.6
70000	70000	1	0.5	0.5
75000	75000	1	0.5	0.5
76000	76000	1	0.5	0.5
83000	83000	1	0.5	0.5
85000	85000	1	0.5	0.5
87000	87000	1	0.5	0.5
97782	97782	1	0.5	0.5
99998	99998	34	18.0	18.0
99999	99999	24	12.7	12.7
Total		189	100.0	100.0

V26 How much was your company's total revenue last year? _____ ten thousand won

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
150	150	1	0.5	0.5
600	600	2	1.1	1.1
1000	1000	1	0.5	0.5
1200	1200	1	0.5	0.5
1470	1470	1	0.5	0.5
1500	1500	1	0.5	0.5
1800	1800	1	0.5	0.5
2000	2000	3	1.6	1.6
2400	2400	1	0.5	0.5
3000	3000	1	0.5	0.5
3500	3500	1	0.5	0.5
3600	3600	1	0.5	0.5
3700	3700	1	0.5	0.5
4000	4000	2	1.1	1.1
4200	4200	1	0.5	0.5
4600	4600	1	0.5	0.5
4800	4800	1	0.5	0.5
5000	5000	4	2.1	2.1
5200	5200	2	1.1	1.1
6000	6000	1	0.5	0.5
6300	6300	1	0.5	0.5
6500	6500	1	0.5	0.5
7500	7500	2	1.1	1.1
8200	8200	1	0.5	0.5
9000	9000	2	1.1	1.1
9584	9584	1	0.5	0.5
10000	10000	3	1.6	1.6
10300	10300	1	0.5	0.5
10700	10700	1	0.5	0.5
12000	12000	5	2.6	2.6

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
12100	12100	1	0.5	0.5
12500	12500	1	0.5	0.5
12800	12800	1	0.5	0.5
13000	13000	3	1.6	1.6
13750	13750	1	0.5	0.5
16500	16500	1	0.5	0.5
17000	17000	1	0.5	0.5
17300	17300	1	0.5	0.5
18000	18000	1	0.5	0.5
18500	18500	1	0.5	0.5
19000	19000	1	0.5	0.5
19410	19410	1	0.5	0.5
20000	20000	4	2.1	2.1
22000	22000	1	0.5	0.5
23000	23000	1	0.5	0.5
25000	25000	4	2.1	2.1
27000	27000	1	0.5	0.5
28000	28000	2	1.1	1.1
29000	29000	1	0.5	0.5
30000	30000	5	2.6	2.6
32000	32000	1	0.5	0.5
34000	34000	2	1.1	1.1
34988	34988	1	0.5	0.5
36000	36000	1	0.5	0.5
36740	36740	1	0.5	0.5
42000	42000	1	0.5	0.5
43000	43000	1	0.5	0.5
44000	44000	1	0.5	0.5
45600	45600	1	0.5	0.5
45700	45700	1	0.5	0.5
46000	46000	1	0.5	0.5

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
46103	46103	1	0.5	0.5
48000	48000	1	0.5	0.5
50000	50000	7	3.7	3.7
52000	52000	1	0.5	0.5
53000	53000	1	0.5	0.5
54000	54000	1	0.5	0.5
57000	57000	1	0.5	0.5
57090	57090	1	0.5	0.5
57525	57525	1	0.5	0.5
60000	60000	4	2.1	2.1
62000	62000	1	0.5	0.5
64000	64000	1	0.5	0.5
67000	67000	1	0.5	0.5
68000	68000	1	0.5	0.5
70000	70000	1	0.5	0.5
72000	72000	1	0.5	0.5
74190	74190	1	0.5	0.5
76000	76000	1	0.5	0.5
80000	80000	2	1.1	1.1
83000	83000	1	0.5	0.5
89000	89000	2	1.1	1.1
90000	90000	3	1.6	1.6
93650	93650	1	0.5	0.5
94000	94000	1	0.5	0.5
98000	98000	1	0.5	0.5
99998	99998	48	25.4	25.4
99999	99999	12	6.3	6.3
Total		189	100.0	100.0

V27 What is the total number of native employees working in your company? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1	1	2	1.1	1.1
2	2	1	0.5	0.5
3	3	3	1.6	1.6
4	4	4	2.1	2.1
5	5	5	2.6	2.7
6	6	5	2.6	2.7
7	7	1	0.5	0.5
9	9	5	2.6	2.7
10	10	4	2.1	2.1
11	11	5	2.6	2.7
12	12	3	1.6	1.6
13	13	4	2.1	2.1
14	14	2	1.1	1.1
15	15	5	2.6	2.7
16	16	1	0.5	0.5
17	17	1	0.5	0.5
18	18	1	0.5	0.5
19	19	3	1.6	1.6
20	20	6	3.2	3.2
21	21	3	1.6	1.6
22	22	2	1.1	1.1
23	23	3	1.6	1.6
24	24	4	2.1	2.1
25	25	3	1.6	1.6
26	26	1	0.5	0.5
27	27	2	1.1	1.1
28	28	3	1.6	1.6
29	29	1	0.5	0.5
30	30	6	3.2	3.2
31	31	2	1.1	1.1

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
32	32	1	0.5	0.5
33	33	1	0.5	0.5
34	34	1	0.5	0.5
35	35	2	1.1	1.1
36	36	1	0.5	0.5
38	38	2	1.1	1.1
39	39	1	0.5	0.5
40	40	9	4.8	4.8
42	42	2	1.1	1.1
43	43	1	0.5	0.5
45	45	4	2.1	2.1
47	47	1	0.5	0.5
49	49	1	0.5	0.5
50	50	8	4.2	4.3
51	51	1	0.5	0.5
53	53	2	1.1	1.1
54	54	2	1.1	1.1
55	55	2	1.1	1.1
56	56	1	0.5	0.5
58	58	2	1.1	1.1
60	60	2	1.1	1.1
63	63	1	0.5	0.5
65	65	2	1.1	1.1
70	70	4	2.1	2.1
74	74	2	1.1	1.1
75	75	1	0.5	0.5
77	77	1	0.5	0.5
79	79	1	0.5	0.5
80	80	1	0.5	0.5
87	87	1	0.5	0.5
88	88	1	0.5	0.5

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
89	89	1	0.5	0.5
90	90	2	1.1	1.1
91	91	1	0.5	0.5
100	100	4	2.1	2.1
101	101	2	1.1	1.1
110	110	3	1.6	1.6
114	114	2	1.1	1.1
120	120	1	0.5	0.5
125	125	1	0.5	0.5
130	130	1	0.5	0.5
140	140	1	0.5	0.5
150	150	2	1.1	1.1
157	157	1	0.5	0.5
167	167	1	0.5	0.5
185	185	1	0.5	0.5
188	188	1	0.5	0.5
190	190	1	0.5	0.5
200	200	1	0.5	0.5
217	217	1	0.5	0.5
230	230	1	0.5	0.5
250	250	1	0.5	0.5
283	283	1	0.5	0.5
290	290	1	0.5	0.5
450	450	1	0.5	0.5
750	750	1	0.5	0.5
1200	1200	1	0.5	0.5
NA	9999	1	0.5	
Total		189	100.0	100.0

V28

What is the total number of native employees who are working in the same section or work site with foreign workers? _____ persons

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1	1	3	1.6	1.6
2	2	9	4.8	4.9
3	3	7	3.7	3.8
4	4	10	5.3	5.4
5	5	7	3.7	3.8
6	6	13	6.9	7.1
7	7	7	3.7	3.8
8	8	9	4.8	4.9
9	9	5	2.6	2.7
10	10	10	5.3	5.4
11	11	4	2.1	2.2
12	12	4	2.1	2.2
13	13	2	1.1	1.1
14	14	2	1.1	1.1
15	15	5	2.6	2.7
16	16	1	0.5	0.5
17	17	2	1.1	1.1
18	18	5	2.6	2.7
19	19	2	1.1	1.1
20	20	10	5.3	5.4
21	21	4	2.1	2.2
22	22	4	2.1	2.2
23	23	4	2.1	2.2
25	25	3	1.6	1.6
26	26	1	0.5	0.5
28	28	1	0.5	0.5
29	29	1	0.5	0.5
30	30	10	5.3	5.4
32	32	1	0.5	0.5
33	33	1	0.5	0.5
35	35	4	2.1	2.2
40	40	3	1.6	1.6
42	42	2	1.1	1.1

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
45	45	5	2.6	2.7
48	48	2	1.1	1.1
52	52	1	0.5	0.5
54	54	1	0.5	0.5
60	60	3	1.6	1.6
65	65	1	0.5	0.5
70	70	2	1.1	1.1
80	80	1	0.5	0.5
82	82	1	0.5	0.5
87	87	1	0.5	0.5
90	90	1	0.5	0.5
96	96	1	0.5	0.5
97	97	1	0.5	0.5
98	98	7	3.7	3.8
NA	99	5	2.6	
Total		189	100.0	100.0

V29 What is your sex?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Male	1	176	93.1	93.1
Female	2	13	6.9	6.9
Total		189	100.0	100.0

V30 What is your age? _____ years old (in years)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
22	22	1	0.5	0.5
24	24	1	0.5	0.5
26	26	1	0.5	0.5
27	27	6	3.2	3.2
28	28	1	0.5	0.5
29	29	2	1.1	1.1
30	30	7	3.7	3.7
31	31	11	5.8	5.9

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
32	32	8	4.2	4.3
33	33	4	2.1	2.1
34	34	7	3.7	3.7
35	35	13	6.9	6.9
36	36	12	6.3	6.4
37	37	4	2.1	2.1
38	38	4	2.1	2.1
39	39	12	6.3	6.4
40	40	15	7.9	8.0
41	41	11	5.8	5.9
42	42	12	6.3	6.4
43	43	9	4.8	4.8
44	44	6	3.2	3.2
45	45	6	3.2	3.2
46	46	3	1.6	1.6
47	47	4	2.1	2.1
48	48	1	0.5	0.5
49	49	1	0.5	0.5
50	50	3	1.6	1.6
51	51	3	1.6	1.6
52	52	3	1.6	1.6
53	53	5	2.6	2.7
54	54	2	1.1	1.1
55	55	2	1.1	1.1
56	56	1	0.5	0.5
57	57	1	0.5	0.5
58	58	2	1.1	1.1
59	59	1	0.5	0.5
61	61	1	0.5	0.5
63	63	1	0.5	0.5
70	70	1	0.5	0.5
NA	99	1	0.5	
Total		189	100.0	100.0

V31 What is your religious affiliation?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Do not have a religion	0	95	50.3	50.3
Protestant	1	34	18.0	18.0
Catholic	2	20	10.6	10.6
Buddhist	4	35	18.5	18.5
Confucianism	6	1	0.5	0.5
Other	7	4	2.1	2.1
Total		189	100.0	100.0

V32 What is the highest level of school you have attended?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Elementary school	2	2	1.1	1.1
Middle school	3	3	1.6	1.6
High school	4	67	35.4	35.6
Two-year college (Junior college)	5	30	15.9	16.0
Four-year college/University	6	76	40.2	40.4
Graduate school or above	7	10	5.3	5.3
NA	9	1	0.5	
Total		189	100.0	100.0

V33 Did you graduate from the school you listed in Q32, or did you drop out?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Graduated	1	182	96.3	96.3
Dropped out	2	7	3.7	3.7
Total		189	100.0	100.0

v34 What is your position (rank) at work?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
CEO or employer	1	23	12.2	12.2
Company executive or board member	2	19	10.1	10.1
Manager or director of a company department	3	85	45.0	45.0
Chief of a company department section or subsection	4	39	20.6	20.6
Other	5	23	12.2	12.2
Total		189	100.0	100.0