

ID Number	A1-1995-0001-Eng
Title	Survey on the Inequality and Justice of Korean Society, 2nd wave

1. Gender

- 1) Male
- 2) Female

2. What is your age?

\_\_\_\_\_

3. Where did you primarily grow up?

3.1. Administrative District: City/Province

- 1) Seoul
- 2) Incheon, Gyeonggi-do
- 3) Gangwon-do
- 4) Chungcheongbuk-do
- 5) Daejeon, Chungcheongnam-do
- 6) Jeollabuk-do
- 7) Gwangju, Jeollanam-do
- 8) Daegu, Gyeongsangbuk-do
- 9) Busan, Gyeongsangnam-do
- 10) Jeju
- 11) North Korea
- 12) In another country

3.2 Size of Community

- 1) Large city (Seoul, Metropolitan)
- 2) Small and medium sized city
- 3) Eup
- 4) Myeon or smaller
- 5) Other (Please specify: \_\_\_\_\_ )

4. Which of the following best describes your marital status?

- 1) Never married
- 2) Married
- 3) Divorced
- 4) Widowed
- 5) Other (Please specify: \_\_\_\_\_ )

5. How are you related to the head of household of your family?

- 1) Self (head of household)
- 2) Spouse of head
- 3) Son or daughter of head
- 4) Father or mother of head
- 5) Brother or sister of head
- 6) Relative of head
- 7) Other (Please specify: \_\_\_\_\_ )

6. How many persons are living in your household?

Number of persons: \_\_\_\_\_

7. What is your religious affiliation?

- 1) Do not have a religion
- 2) Protestant
- 3) Catholic
- 4) Buddhist
- 5) Other (Please specify: \_\_\_\_\_ )

8. Please tell me how equal or unequal you think the following aspects in our society are.

	Very equal	Somewhat equal	Neither equal nor unequal	Somewhat unequal	Very unequal	Don't know
8-1. Education opportunity	1	2	3	4	5	9
8-2. Employment opportunity	1	2	3	4	5	9
8-3. Law enforcement	1	2	3	4	5	9
8-4. Treatment of women	1	2	3	4	5	9
8-5. Income and wealth	1	2	3	4	5	9

9. How politically conservative or progressive do you think you are?

- 1) Very progressive
- 2) Somewhat progressive
- 3) Moderate
- 4) Somewhat conservative
- 5) Very conservative
- 9) Don't know

10. Please tell me how much you agree or disagree with the following statements.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know
10-1. Anyone can get what he/she wants, if he/she works hard	1	2	3	4	5	9
10-2. Men are more suitable for positions important in society than women are	1	2	3	4	5	9
10-3. People who are behind others should blame themselves, not social systems	1	2	3	4	5	9
10-4. It is not a problem if some people have more opportunities to become successful than others do	1	2	3	4	5	9

11. Next, I am going to ask your opinion about several important issues of our society. Between the two opposing opinions about each of the following issues, please choose one that is closer to your thought. If you think neither of the two represents your opinion, please answer "Neither." If you agree both of the two, or if it is hard to choose one over the other, please say "Hard to tell."

11-1. Is the reason why some people become poor because they don't work hard enough? Or is it because of the wealthy and powerful people?

- 1) They don't work hard enough
- 2) The wealthy and powerful people
- 3) Neither
- 4) Hard to tell

11-2. Does the key to success in life depend upon one's ability? Or does it depend upon one's luck?

- 1) Upon ability
- 2) Upon luck
- 3) Neither
- 4) Hard to tell

11-3. Should workers get paid as much as they need to make a living? Or should they get paid as much as they work?

- 1) As much as they need to make a living
- 2) As much as they work
- 3) Neither
- 4) Hard to tell

11-4. Do business firms or rich people pay taxes as much as they should? Or do they pay less than they should?

- 1) Pay as much as the amount they should pay
- 2) Pay less than the amount they should pay
- 3) Neither
- 4) Hard to tell

11-5. Under a fair economic system, would most people earn about the same amount of money? Or would people with more abilities earn more than others do?

- 1) Most people would earn about the same amount of money
- 2) People with more abilities would earn more than others do
- 3) Neither
- 4) Hard to tell

11-6. Do workers get paid the amount they deserve? Or do they get paid less than the amount they deserve?

- 1) Get paid the amount they deserve
- 2) Get paid less than the amount they deserve
- 3) Neither
- 4) Hard to tell

12. Among the following goals that our country needs to achieve over the next 10 years, please choose the two most important goals in order.

	12-1. First -----	12-2. Second -----
1) Economic stabilization	1	1
2) Making a less heartless society	2	2
3) Increasing ordinary citizens' political participation	3	3
4) Maintaining social orders	4	4

13. Please tell me how much you agree or disagree with the following statements about systems or government agencies of our country.

	Strongly agree -----	Somewhat agree -----	Neither agree nor disagree -----	Somewhat disagree -----	Strongly disagree -----	Don't know -----
13-1. The political system does not properly reflect public opinion	1	2	3	4	5	9
13-2. The court guarantees fair trials for everyone	1	2	3	4	5	9
13-3. The political system does not ensure the basic civil rights of all citizens	1	2	3	4	5	9
13-4. The election system guarantees fair competition for all candidates	1	2	3	4	5	9
13-5. The police fairly enforce laws	1	2	3	4	5	9

14. Next, I am going to ask you questions regarding your opinion about the government.

14-1. How much do you believe that the government is doing the right things?

- 1) I generally believe so
- 2) I sometimes believe so
- 3) I hardly believe so
- 9) Don't know

14-2. Do you think the government acts for the interest of the privileged few or for the interest of the majority of citizens?

- 1) Interest of the privileged few
- 2) Interest of the majority of citizens
- 9) Don't know

14-3. About how many people in the government do you think are honest?

- 1) Most of them
- 2) Some of them
- 3) Few of them
- 9) Don't know

15. Next, more specifically, I am going to ask your opinion about the current government's policies on price and employment.

15-1. How much do you benefit from these policies?

- 1) A lot
- 2) A little
- 3) Almost none
- 9) Don't know

15-2. Do you think that the amount of benefits you have received from these policies is about what you deserve, more than you deserve, or less than you deserve?

- 1) More than I deserve
- 2) About what I deserve
- 3) Less than I deserve
- 9) Don't know

15-3. How fairly do you think these policies were made?

- 1) Very fairly
- 2) Somewhat fairly
- 3) Almost unfairly
- 9) Don't know

16. First, the following questions are about guaranteeing equal rights to men and women.

16-1. How important do you think this issue is?

- 1) Not important at all
- 2) Not very important
- 3) Moderately important
- 4) Important
- 5) Very important
- 9) Don't know

16-2. How responsible do you think the government is for this issue?

- 1) Not responsible at all
- 2) Not very responsible
- 3) Moderately responsible
- 4) Responsible
- 5) Very responsible
- 9) Don't know

16-3. How well do you think the government has handled this issue?

- 1) Very poorly
- 2) Somewhat poorly
- 3) Neither poorly nor well
- 4) Somewhat well
- 5) Very well
- 9) Don't know

17. Next are questions about reducing economic disparities among citizens.

17-1. How important do you think this issue is?

- 1) Not important at all
- 2) Not very important
- 3) Moderately important
- 4) Important
- 5) Very important
- 9) Don't know

17-2. How responsible do you think the government is for this issue?

- 1) Not responsible at all
- 2) Not very responsible
- 3) Moderately responsible
- 4) Responsible
- 5) Very responsible
- 9) Don't know

17-3. How well do you think the government has handled this issue?

- 1) Very poorly
- 2) Somewhat Poorly
- 3) Neither poorly nor well
- 4) Somewhat well
- 5) Very well
- 9) Don't know

18. Which political party do you support?

- 1) Democratic Liberal Party
- 2) National Congress for New Politics
- 3) United Liberal Democrats
- 4) Democratic Party
- 5) Other (Please specify: \_\_\_\_\_ )
- 6) None
- 9) Don't know

19. First, please tell me how important you think each of the following issues is.

	Not important at all	Not very important	Moderately important	Important	Very important	Don't know
19-1. Maintaining public security	1	2	3	4	5	9
19-2. Stabilizing consumer prices	1	2	3	4	5	9
19-3. Fairness in law enforcement	1	2	3	4	5	9
19-4. Medical services and benefits	1	2	3	4	5	9
19-5. Environmental protection	1	2	3	4	5	9

20. How satisfied are you with the government's efforts on each of the following issues?

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied	Don't know
20-1. Maintaining public security	1	2	3	4	5	9
20-2. Stabilizing consumer prices	1	2	3	4	5	9
20-3. Fairness in law enforcement	1	2	3	4	5	9
20-4. Medical services and benefits	1	2	3	4	5	9
20-5. Environmental protection	1	2	3	4	5	9

21. How true do you think each of the following statements is about the process of the government's important policy-making?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
21-1. An opinion of everyone who will be affected by the decision is reflected	1	2	3	4	5	9
21-2. All necessary information is collected sufficiently	1	2	3	4	5	9
21-3. A decision is made in favor of specific regions or a particular group of people	1	2	3	4	5	9

21-4. Decision makers' biases and personal preferences play an important role	1	2	3	4	5	9
21-5. It is influenced by external pressures or "pull strings"	1	2	3	4	5	9
21-6. It is allowed to present opposing opinions against the decision already made	1	2	3	4	5	9

22. Compared to the following groups of people, how fairly do you think you are treated by the government?

	Very unfairly	Somewhat unfairly	Neither unfairly nor fairly	Somewhat fairly	Very fairly	Don't know
22-1. People living in other areas	1	2	3	4	5	9
22-2. People who are in a higher social class than you are	1	2	3	4	5	9
22-3. People who are in a lower social class than you are	1	2	3	4	5	9
22-4. Citizens of advanced countries	1	2	3	4	5	9

23. When you were treated unfairly by the government, how often did you do the following?

	Never	Rarely	Sometimes	Often	Very often	Don't know
23-1. Just endured it	1	2	3	4	5	9
23-2. Personally sought a resolution by filing complaints to relevant government agency	1	2	3	4	5	9
23-3. Sought a resolution by asking civil organizations for help	1	2	3	4	5	9
23-4. Neglected duties that I was supposed to observe as a citizen	1	2	3	4	5	9
23-5. Thought about emigration to another country	1	2	3	4	5	9
23-6. Worked even harder to get treated better	1	2	3	4	5	9



24. How true do you think each of the following statements is about what happens after the government has made an important policy?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
24-1. Let the details of the decision be known to citizens	1	2	3	4	5	9
24-2. Let the process of the decision making be known to citizens	1	2	3	4	5	9
24-3. Explain how the decision would affect citizen's citizens' lives	1	2	3	4	5	9

25. How true are the following statements about your feelings toward the government to you?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
25-1. I am satisfied with the role I take as a citizen of this country	1	2	3	4	5	9
25-2. If I were born again, I would still like to be Korean	1	2	3	4	5	9
25-3. I am proud of our government	1	2	3	4	5	9
25-4. For the sake of my country's prosperity, I would do more than just fulfilling duties required by the government	1	2	3	4	5	9

26. How important do you think each of the following types of family relationships is?

	Not important at all	Not very important	Moderately important	Important	Very important	Don't know
26-1. Between husbands and wives	1	2	3	4	5	9
26-2. Between parents and children	1	2	3	4	5	9
26-3. Between siblings	1	2	3	4	5	9
26-4. Between grandparents and grandchildren	1	2	3	4	5	9
26-5. Between relatives	1	2	3	4	5	9

27. How satisfied are you with each type of family relationship?

	Not applicable	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied	Don't know
27-1. Between husbands and wives	0	1	2	3	4	5	9
27-2. Between parents and children	0	1	2	3	4	5	9
27-3. Between siblings	0	1	2	3	4	5	9
27-4. Between grandparents and grandchildren	0	1	2	3	4	5	9
27-5. Between relatives	0	1	2	3	4	5	9

28. How true do you think each of the following statements is about the process of important decision-making in your family?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
28-1. An opinion of every member of the family who will be affected by the decision is reflected	1	2	3	4	5	9
28-2. All necessary information is collected sufficiently	1	2	3	4	5	9
28-3. A decision is made in favor of a particular member of the family	1	2	3	4	5	9
28-4. Primary decision maker's bias and personal preferences play an important role	1	2	3	4	5	9
28-5. It is allowed to present opposing opinions against the decision already made	1	2	3	4	5	9

29. Considering the following commitments or sacrifices you have made, how fairly or unfairly do you think you are treated by your family?

	Very unfairly	Somewhat unfairly	Neither unfairly nor fairly	Somewhat fairly	Very fairly	Don't know
29-1. Family responsibilities	1	2	3	4	5	9
29-2. Time spent for the family	1	2	3	4	5	9
29-3. Contribution I have made for the family	1	2	3	4	5	9
29-4. Stress due to the role I take part in the family	1	2	3	4	5	9

30. When you were treated unfairly by members of your family, how often did you do the following?

	Never	Rarely	Sometimes	Often	Very often	Don't know
30-1. Just endured it	1	2	3	4	5	9
30-2. Asked the family to treat you as you deserved	1	2	3	4	5	9
30-3. Performed my chores at home half-heartedly	1	2	3	4	5	9
30-4. Went home later than usual with a plausible excuse	1	2	3	4	5	9
30-5. Thought about running away from home	1	2	3	4	5	9
30-6. Worked even harder to get treated better	1	2	3	4	5	9

31. How true do you think each of the following statements is about what happens after your family has made an important decision?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
31-1. Let the details of the decision be known to the family	1	2	3	4	5	9
31-2. Let the process of the decision making be known to the family	1	2	3	4	5	9
31-3. Explain how the decision would affect the family	1	2	3	4	5	9

32. How true are the following statements about your feelings toward the family to you?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
32-1. I am satisfied with the role I take part in my family	1	2	3	4	5	9
32-2. If I were born again, I would still like to live with this family	1	2	3	4	5	9
32-3. I proudly tell others about my family	1	2	3	4	5	9
32-4. My family and I have many shared values	1	2	3	4	5	9
32-5. I often think of responsibilities I have for my family even when I am outside home	1	2	3	4	5	9

33-1. How was your family's economic situation when you grew up?

- 1) Very affluent
- 2) Somewhat affluent
- 3) About the middle
- 4) Somewhat poor
- 5) Very poor

33-2. How do you think you were affected by your family's economic situation when you grew up?

- 1) I benefited greatly from it
- 2) I benefited somewhat from it
- 3) Neither benefited nor experienced difficulties
- 4) I experienced some difficulties from it
- 5) I experienced great difficulties from it

34-1. Have you received any personal property or real estate, either as inheritance or as gift, from your parent(s) or relative(s), even small amounts?

- 1) Yes
- 2) No

34-2. How do you think you were affected by receiving such inheritance or gift?

- 1) I benefited greatly from it
- 2) I benefited somewhat from it
- 3) Neither
- 4) I experienced some difficulty from it
- 5) I experienced great difficulty from it

35. What was the highest level of school that your parents attended? And (if currently married), what about your wife (or husband)? (\*Include "drop-out" in the relevant school category)

	Father	Mother	Spouse
	-----	-----	-----
0) Not applicable (Never married, divorced, or widowed)			0
1) No schooling	1	1	1
2) Elementary school (including drop-out)	2	2	2
3) Middle school	3	3	3
4) High school	4	4	4
5) Two-year college/Junior college	5	5	5
6) Four-year college/University	6	6	6
7) Graduate school or above	7	7	7

36. What was the highest level of school that you attended?

36-1. Highest level of school 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

36-2. Did you graduate from the school you listed above?

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

37. When you grew up, what was your father's (if passed away, head of household's) job (occupation and position title) and what kind of business (industry) was this? Please describe the industry and occupation in detail.

0) Not applicable (Unemployed, missing) ⇒ Go to question 38

37-1. Industry: \_\_\_\_\_

37-2. Occupation: \_\_\_\_\_

37-3. What was the status in employment of this job?

- 1) Employer
- 2) Self-employed
- 3) Unpaid family worker
- 4) Regular employee (Employment contract period is one month or longer)
- 5) On-call employee (Employment contract period is less than one month)
- 9) Don't know

38. Does your spouse have a job? (If employed) What is his/her job (occupation and position title) and what kind of business (industry) is this?

0) Not applicable (Unemployed, missing) ⇒ Go to question 39

38-1. Industry: \_\_\_\_\_

38-2. Occupation: \_\_\_\_\_

38-3. What was the status in employment of this job?

- 1) Employer
- 2) Self-employed
- 3) Unpaid family worker
- 4) Regular employee (Employment contract period is one month or longer)
- 5) On-call employee (Employment contract period is less than one month)
- 9) Don't know

39. What was your first job (occupation and position title) and what kind of business (industry) was this? Please describe them in detail.

0) Not applicable (Unemployed, missing) ⇒ Go to question 40

39-1. Industry: \_\_\_\_\_

39-2. Occupation: \_\_\_\_\_

39-3. What was the status in employment of this job?

- 1) Employer
- 2) Self-employed
- 3) Unpaid family worker
- 4) Regular employee (Employment contract period is one month or longer)
- 5) On-call employee (Employment contract period is less than one month)
- 9) Don't know

39-4. Approximately, how many employees were there in this workplace?

- 0) Not applicable (Public servant, military personnel, self-employed, unpaid family worker, on-call employee)
- 1) Less than 5 employees
- 2) 5-9
- 3) 10-19
- 4) 20-49
- 5) 50-99
- 6) 100-299
- 7) 300-499
- 8) 500-999
- 9) 1000 employees or more

39-5. How old were you when you started working in the first job?

Age \_\_\_\_\_ (in years)

40. Currently, what is your job (occupation and position title) and what kind of business (industry) is this?

40-1. Industry: \_\_\_\_\_

40-2. Occupation: \_\_\_\_\_

40-3. What was the status in employment of this job?

- 1) Employer
- 2) Self-employed
- 3) Unpaid family worker
- 4) Regular employee (Employment contract period is one month or longer)
- 5) On-call employee (Employment contract period is less than one month)
- 9) Don't know

- 40-4. Approximately, how many employees were there in this workplace?
- 0) Not applicable (Public servant, military personnel, self-employed, unpaid family worker, on-call employee)
  - 1) Less than 5 employees
  - 2) 5-9
  - 3) 10-19
  - 4) 20-49
  - 5) 50-99
  - 6) 100-299
  - 7) 300-499
  - 8) 500-999
  - 9) 1000 employees or more

- 40-5. How old were you when you started working in the current job?

Age \_\_\_\_\_ (in years)

- 40-6. In your current workplace, how many hours do you work each week on average?

\_\_\_\_\_ hours per week

- 40-7. Are you satisfied with your current job?

- 1) Very satisfied
- 2) Somewhat satisfied
- 3) Neither
- 4) Somewhat dissatisfied
- 5) Very dissatisfied

41. What is the average amount of total monthly income (including bonus, income from capital and property, public assistance payment, etc.) of your household? Please tell me about your income, your spouse's income, and other income separately.

- |              |       |                  |
|--------------|-------|------------------|
| 41-1. Self   | _____ | ten thousand won |
| 41-2. Spouse | _____ | ten thousand won |
| 41-3. Other  | _____ | ten thousand won |
| 41-4. Total  | _____ | ten thousand won |

42. Compared to the average, how do you feel about your total household income?

- 1) Very high
- 2) Somewhat higher than the average
- 3) Average level
- 4) Somewhat lower than the average
- 5) Very low

43. How satisfied are you with the current standard of living of your household?
- 1) Very satisfied
  - 2) Somewhat satisfied
  - 3) Neither satisfied nor dissatisfied
  - 4) Somewhat dissatisfied
  - 5) Very dissatisfied
44. How much of your household's average total monthly income would make you feel affluent?  
How much would make you feel poor?
- 44-1. "Poor" if it is at or below \_\_\_\_\_ ten thousand won
- 44-2. "Affluent" if it is at or above \_\_\_\_\_ ten thousand won
45. Is the house you are currently living in owned or rented?
- 1) Own house
  - 2) Deposit-only lease (*Jeonse*)
  - 3) Monthly rent (*Wolse*)
  - 4) Other (Please specify: \_\_\_\_\_ )
46. What are the values of your household's personal property and real estate, respectively?
- 46-1. Real estate \_\_\_\_\_ ten thousand won
- 46-2. Personal property \_\_\_\_\_ ten thousand won
- 46-3. Total \_\_\_\_\_ ten thousand won
47. Among the following household goods, please mark all that you have in your household.
- 1) Washing machine
  - 2) Vacuum cleaner
  - 3) VCR
  - 4) Air conditioner
  - 5) Piano
  - 6) Automobile
  - 7) Vacation home membership
  - 8) Fitness club membership
  - 9) Antique/Painting
48. At this point, how successful do you think you are socioeconomically?
- 1) Very successful
  - 2) Somewhat successful
  - 3) Neither successful nor unsuccessful
  - 4) Somewhat unsuccessful
  - 5) Very unsuccessful



49. Which of the following do you think most influences your success or failure?

- 1) Intelligence
- 2) Skills
- 3) Efforts
- 4) Educational attainment
- 5) Family background
- 6) Connections
- 7) Luck

50. If we assign the number 7 to the highest class in our society and the number 1 to the lowest, where do you feel you belong? Please circle the number.

Lowest class				Middle class				Highest class
1	2	3	4	5	6	7		

51. If we say that our society consists of four major social classes — the capitalist/landowner class, the middle class, the working class, and farmers, which do you think you belong to?

- 1) Capitalist/landowner class
- 2) Middle class
- 3) Working class
- 4) Farmers
- 9) Don't know

### <Supplementary Survey of Wage and Salary Workers>

※ This supplementary survey is to be asked of individuals who are employed at a workplace with five or more employees. Your cooperation will be greatly appreciated. Thank you for your patience.

52. How important do you think the following issues are at a workplace?

	Not important at all	Not very important	Moderately important	Important	Very important	Don't know
52-1. Wages	1	2	3	4	5	9
52-2. Internal promotion or advancement	1	2	3	4	5	9
52-3. Workers' compensation and welfare	1	2	3	4	5	9
52-4. Employment security	1	2	3	4	5	9
52-5. Relationship with colleagues	1	2	3	4	5	9
52-6. Relationship with supervisors	1	2	3	4	5	9
52-7. Relationship with subordinates	1	2	3	4	5	9
52-8. Having opportunities for training and education	1	2	3	4	5	9

53. How often do you usually compare your wages with wages of the following types of people?

	Never	Rarely	Sometimes	Often	Very often
53-1. Colleagues in the same workplace whose education, job tenure, and positions are similar to mine	1	2	3	4	5
53-2. People doing similar work as I do, working for other companies in the same type of business or industry	1	2	3	4	5
53-3. People working at nearby workplaces or businesses	1	2	3	4	5
53-4. People having the same educational attainment as I have, regardless of type of business or industry	1	2	3	4	5
53-5. People about my age, regardless of type of business or industry	1	2	3	4	5
53-6. People holding the same position as I do at work , regardless of type of business or industry	1	2	3	4	5
53-7. Friends	1	2	3	4	5
53-8. Upper class people	1	2	3	4	5

54. How much do you agree or disagree with each of the following conditions that justifies why some people may get paid more than others even if they are doing the same work at the same workplace?

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know
54-1. Longer work years	1	2	3	4	5	9
54-2. Higher level of education	1	2	3	4	5	9
54-3. Getting licensed	1	2	3	4	5	9
54-4. Being men rather than women	1	2	3	4	5	9
54-5. Older age	1	2	3	4	5	9
54-6. Better performance	1	2	3	4	5	9

55. Considering your intelligence, skills, efforts, education, job performances, responsibilities, level of work-related stress, how sufficient or insufficient do you feel your current wage is?

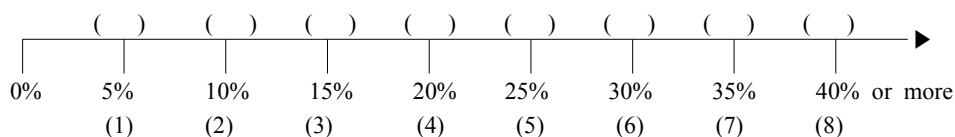
	Very insufficient	Somewhat insufficient	About right	Somewhat sufficient	Very sufficient	Don't know
55-1. Intelligence	1	2	3	4	5	9
55-2. Skills	1	2	3	4	5	9
55-3. Efforts	1	2	3	4	5	9
55-4. Educational attainment	1	2	3	4	5	9
55-5. Experience	1	2	3	4	5	9
55-6. Job performances	1	2	3	4	5	9
55-7. Responsibilities	1	2	3	4	5	9
55-8. Level of work-related stress	1	2	3	4	5	9

56-1. If your colleague does the same work you do but receives more pay, what percent more in pay would make you feel it is unfair beyond what you can accept?

“My colleague receives \_\_\_ percent more than I do”

0) Not applicable

9) Don't know

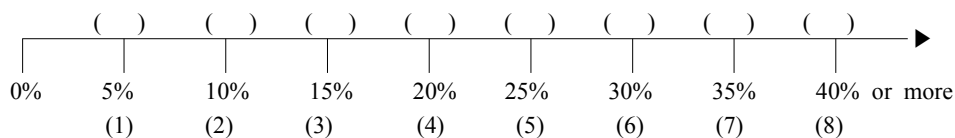


56-2. This time, let's think about the opposite situation. If you do the same work your colleague does but receive more pay than he/she does, what percent more in pay would make you feel it is unfair beyond what you can accept (too much)?

“I receive \_\_\_ percent more than my colleague does”

0) Not applicable

9) Don't know



57-1. In reality, have you experienced receiving a wage too less than your colleague doing the same work as you and felt it was unfair beyond what you could accept?

1) Yes ⇒ Go to question 57-2.

2) No ⇒ Go to question 57-3.

57-2. (If Yes) When you felt it was unfair, which of the following did you mainly do?

57-3. (Even if NO) If you encounter this kind of situation in the future, what do you think you would do?

	57-2.	57-3.
1) Just endure it	1	1
2) File an official complaint	2	2
3) Raise the issue of unfairness through the labor union or similar associations	3	3
4) Work half-heartedly	4	4
5) Missed work for the day with a plausible excuse	5	5
6) Try to transfer to another department or section in the same workplace	6	6
7) Try to find another employment	7	7
8) Work even harder to get paid better	8	8

58-1. Have you experienced receiving a wage much more than your colleague doing the same work as you and felt it was too much?

- 1) Yes      ⇒ Go to question 58-2.
- 2) No        ⇒ Go to question 58-3.

58-2. (If Yes) When you felt it was too much, which of the following did you mainly do?

58-3. (Even if NO) If you encounter this kind of situation in the future, what do you think you would do?

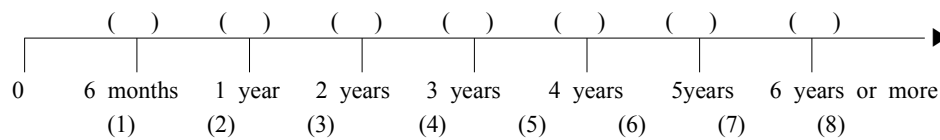
	58-2.	58-3.
1) Just pretend I don't know about it	1	1
2) Do some personal favor for the colleague because I get paid more	2	2
3) Ask the company to raise the colleague's wage	3	3
4) Take it as a reward for my hard work and ability	4	4
5) Work hard for the money I received more	5	5
6) Try not to violate any instructions from the company	6	6

59. I'd like to ask you about how much difference in the pace of internal promotion or advancement would make you feel it is unfair beyond what you can accept, between you and your colleague who does the same work you do. Please tick (✓) in the appropriate parenthesis ( ).

59-1. If your colleague does the same work you do but is promoted or advanced faster than you are, how much faster would his/her promotion or advancement pace make you feel it is unfair beyond what you can accept?

“My colleague is promoted or advanced faster than me by...”

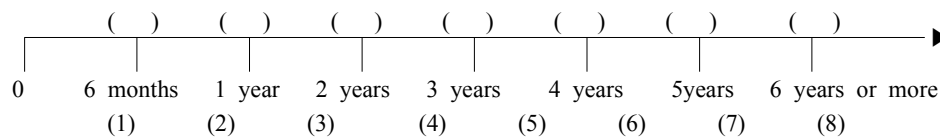
- 0) Not applicable
- 9) Don't know



59-2. This time, let's think about the opposite situation. If you do the same work your colleague does but are promoted or advanced faster than he/she is, how much faster would your promotion or advancement pace make you feel it is unfair (or too fast) beyond what you can accept?

“I am promoted or advanced faster than my colleague by...”

- 0) Not applicable
- 9) Don't know



60. Considering your intelligence, skills, efforts, education, job performances, responsibilities, level of work-related stress, how fairly or unfairly do you think you are treated by your employer?

	Very unfairly	Somewhat unfairly	Neither unfairly nor fairly	Somewhat fairly	Very fairly	Don't know
60-1. Intelligence	1	2	3	4	5	9
60-2. Skills	1	2	3	4	5	9
60-3. Efforts	1	2	3	4	5	9
60-4. Educational attainment	1	2	3	4	5	9
60-5. Experience	1	2	3	4	5	9
60-6. Job performances	1	2	3	4	5	9
60-7. Responsibilities	1	2	3	4	5	9
60-8. Level of work-related stress	1	2	3	4	5	9

61. When you experienced unfair treatment compared to how other employees were treated at the workplace, how often did you do the following?

	Never	Rarely	Sometimes	Often	Very often	Don't know
61-1. Just endure it	1	2	3	4	5	9
61-2. File an official complaint	1	2	3	4	5	9
61-3. Raise the issue of unfairness through the labor union or similar associations	1	2	3	4	5	9
61-4. Work half-heartedly	1	2	3	4	5	9
61-5. Missed work for the day with a plausible excuse	1	2	3	4	5	9
61-6. Try to transfer to another department or section in the same workplace	1	2	3	4	5	9
61-7. Tried to find other employment	1	2	3	4	5	9
61-8. Work even harder to get better paid	1	2	3	4	5	9

62. How fairly or unfairly do you think the following personnel policy issues are handled in your workplace?

	Very unfairly	Somewhat unfairly	Neither unfairly nor fairly	Somewhat fairly	Very fairly	Don't know
62-1. Wages	1	2	3	4	5	9
62-2. Internal promotion or advancement	1	2	3	4	5	9
62-3. Inter-department transfer	1	2	3	4	5	9
62-4. Employee evaluation	1	2	3	4	5	9
62-5. Division of job tasks	1	2	3	4	5	9
62-6. Various personnel regulations	1	2	3	4	5	9
62-7. Providing opportunities for training and education	1	2	3	4	5	9

63. How true do you think each of the following statements is about the process of important personnel policy making in your workplace?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
63-1. An opinion of everyone who will be affected by the decision is reflected	1	2	3	4	5	9
63-2. All necessary information is collected sufficiently	1	2	3	4	5	9
63-3. Connections, such as family, hometown, and alumni, play an important role	1	2	3	4	5	9
63-4. Decision makers' biases and personal preferences play an important role	1	2	3	4	5	9
63-5. Standards and procedures change so frequently	1	2	3	4	5	9
63-6. It is influenced by external pressures or "pull strings"	1	2	3	4	5	9
63-7. It considers efforts, performances, abilities, skills, etc.	1	2	3	4	5	9
63-8. It discriminates against women	1	2	3	4	5	9
63-9. It considers differences in education	1	2	3	4	5	9

64. How true do you think each of the following statements is about what happens after your employer has made an important personnel policy decision?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
64-1. Let the details of the decision be known to employees	1	2	3	4	5	9
64-2. Let the process of the decision making be known to employees	1	2	3	4	5	9
64-3. Explain how the decision would affect employees	1	2	3	4	5	9

65. How satisfied are you with the following issues in your workplace?

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied	Don't know
65-1. Wage	1	2	3	4	5	9
65-2. Internal promotion or advancement	1	2	3	4	5	9
65-3. Workers' compensation and welfare	1	2	3	4	5	9
65-4. Employment security	1	2	3	4	5	9
65-5. Relationship with colleagues	1	2	3	4	5	9
65-6. Relationship with supervisors	1	2	3	4	5	9
65-7. Relationship with subordinates	1	2	3	4	5	9
65-8. Having opportunities for professional and personal development	1	2	3	4	5	9
65-9. Prosperity of the company	1	2	3	4	5	9

66. How true are the following statements about your feelings toward the workplace to you?

	Not true at all	Not very true	Moderately true	True	Very true	Don't know
66-1. I am satisfied with the job I am doing at this workplace	1	2	3	4	5	9
66-2. If I were given another choice, I would still like to be doing this job	1	2	3	4	5	9
66-3. I often think about my work even during off-work hours	1	2	3	4	5	9
66-4. I proudly tell others about my workplace	1	2	3	4	5	9
66-5. My coworkers and I have many shared values	1	2	3	4	5	9
66-6. If I find somewhere else to work, I will move there immediately	1	2	3	4	5	9
66-7. For the sake of my company's prosperity, I would do more than just fulfill duties I was asked to do by the employer	1	2	3	4	5	9



67. What type of job are you currently doing?

- 1) Manufacturing, technology related job
- 2) Managerial and administrative job
- 3) Sales
- 4) Independent contract or miscellaneous class job
- 5) Government employee (including police officers and military personnel)
- 6) Professional job such as teaching occupation
- 7) Other (Please specify: \_\_\_\_\_ )

68. What is your current position title?

- 01) No position (general employee)
- 02) Site supervisor, foreman, line/team leader, etc.
- 03) Subsection chief, team leader, assistant department manager, etc.
- 04) Branch manager, franchise manager
- 05) Mid-level manager (Department manager or assistant department director level)
- 06) High-level manager (Bureau chief or department director level)
- 07) Chief executive (at or above senior level directors), minister or deputy minister of the government
- 08) Senior researcher, chief engineer, editor in chief, section chief, etc.
- 09) Principal, director of a research center, director or executive president of a hospital
- 10) Other (Please specify: \_\_\_\_\_ )

69-1. Is there a labor union in your workplace?

- 1) Yes      ⇒ Go to question 69-2.
- 2) No

69-2. Are you a union member?

- 1) Yes
- 2) No
- 3) Not applicable (manager, executive, etc.)