

ID Number	A1-2007-0088-Eng
Title	Survey on the Employment of Women in Gyeonggi-do : Corporations

Personnel Manager	Respondent Name		Sex	① Female ② Male	Phone Number (Optional)	
	Company Name				Department/ Position	/
	Year of Company Foundation	_____ Year				
	Company Location	① Suwon ⑥ Pyeongtaek ⑪ Goyang	② Seongnam ⑦ Siheung ⑫ Uijeongbu	③ Bucheon ⑧ Gwangju ⑬ Paju	④ Ansan ⑨ Hwaseong ⑭ Gapyeong	⑤ Yongin ⑩ Yeosu
	Company Industry	① Mining · Manufacturing ② Construction ③ Wholesale · Retail Trade ④ Accommodation ⑤ Transportations, Telecommunications, Finance, Electricity·Water Supply ⑥ Real Estate · Renting ⑦ Public administration, Education, Health, Social work ⑧ Amusement, Culture, Sports ⑨ Personal Service, Other()				
	Number of Employees	① 1-9 ⑥ 300-499	② 10-29 ⑦ 500-999	③ 30-49 ⑧ 1,000 or over	④ 50-99	⑤ 100-299
	Sex of Company CEO	① Female ② Male				
	Labor Union	① Established ② Not established				

I . Employment Status and Personnel Management

1. We would like to ask you about the status of employment in your company as of 2007. Please write down the number of employees in each box.

Category	Total	Male	Female
		Persons	Persons
1) Regular employees	_____ Persons	_____ Persons	_____ Persons
2) Temporary employees	_____ Persons	_____ Persons	_____ Persons
3) Daily employees	_____ Persons	_____ Persons	_____ Persons
4) Unpaid family workers	_____ Persons	_____ Persons	_____ Persons
5) Other(Subcontracting, outsourcing, etc.)	_____ Persons	_____ Persons	_____ Persons

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).

Category	Total	Female
1) Assistant manager, Chief manager(or equivalent)	_____ Persons	_____ Persons
2) Chief manager, Team leader, deputy head of department(or equivalent)	_____ Persons	_____ Persons
3) Head or chief department(or equivalent)	_____ Persons	_____ Persons
4) Executives(or equivalent) or above	_____ Persons	_____ Persons

3. Has your company hired new personnel since January 2006?

- ① Yes (→ Go to Q3-1)
 ② No (→ Go to Q4)

- 3-1. If hired new personnel, write down the number of employees by type of occupation

Category	Total	Male	Female
		Persons	Persons
1) Regular employees	_____ Persons	_____ Persons	_____ Persons
2) Irregular employees	_____ Persons	_____ Persons	_____ Persons
3) Other (Subcontracting, outsourcing, etc.)	_____ Persons	_____ Persons	_____ Persons

4. How does your company usually hire new personnel? Tell us two most important methods of hiring in the order of priority.

First: _____ Second: _____

- ① Announcement on company board or website
 ② Internet (portal sites)
 ③ Mass media such as newspapers, radio, advertisement posters, or TV
 ④ Personal acquaintances
 ⑤ Requests to schools or private educational institutions

- ⑥ Private job agencies such as headhunters
- ⑦ Job fairs
- ⑧ Public job training institutions
- ⑨ Employment security offices such as national employment security agency
- ⑩ Other ()

5. Does your company have plans for recruiting new personnel in the next three years(September 2007 - August 2009)?

- ① Yes (→ Go to Q5-1)
- ② No (→ Go to Q6)

5-1. If the company has new recruiting plans, write down the expected number of employees in each box.

Category	Total	Male	Female	Irrelevant
		Persons	Persons	Persons
1) Regular employees	_____ Persons	_____ Persons	_____ Persons	_____ Persons
2) Irregular employees	_____ Persons	_____ Persons	_____ Persons	_____ Persons
3) Other(Subcontracting, outsourcing, etc.)	_____ Persons	_____ Persons	_____ Persons	_____ Persons

5-2. (Recruiting irregular or other employees) Please tell us the most important reason.

- ① To save labor cost
- ② Convenience of labor contract
- ③ Temporary substitution of regular employees
- ④ Job characteristics (temporary project, seasonal work, etc.)
- ⑤ Substitutes for jobs that are avoided by most people
- ⑥ Difficulty of recruiting
- ⑦ Labor-industrial relations
- ⑧ Other ()

6. Does your company have plans for recruiting new female personnel in the next three years(September 2007 - August 2009)?

- ① Yes (→ Go to Q6-1)
- ② No (→ Go to Q6-2)
- ③ Don't know (→ Go to Q7)

6-1. Check all of the positions that you have plans for recruiting new female personnel. Also write down your preferences for each position including education, age, marital status, wage, work hour, and work status using the example shown below.

Recruiting Position	6-1-1. Recruiting Plans		6-2-2. Preferences					
	Yes	No	1) Education	2) Age	3) Marital status	4) Monthly Wage	5) Work hour	6) Work status
1) Administrative								
2) Clerical(planning/publicity/general affairs, etc.)								

3) Accountant/bookkeeping								
4) Clerical(reception, secretary, etc.)								
5) Marketing/Sales								
6) Sales engineer								
7) Service								
8) Research and development/professional								
9) Technical(design/manufacturing/programming, etc.)								
10) Field supervision/operation manager								
11) Plant and machine operation/assembling								
12) Skilled and related workers								
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc.								
14) Other								

Example	1) Education	2) Age	3) Marital Status	4) Monthly wage	5) Work hour	6) Work status
	① College or beyond	① 20s	① Single	① 100 Man won and below	① Part-time	① Regular
	② High school	② 30s	② Married	② 100-149 Man won	② Full-time	② Irregular
	③ Middle school	③ 40s	③ Other	③ 150-199 Man won		③ Other
	④ Irrelevant	④ 50s or more	④ Irrelevant	④ 200-249 Man won		
		⑤ Irrelevant		⑤ 250-299 Man won		
				⑥ 300 Man won and above		

6-2. Please tell us why your company is not planning to hire new female personnel. Choose the most important reason from below.

- ① Compared to men, they tend to be lower in work focus
- ② They have higher turnover rate
- ③ Their work ability is lower than men
- ④ We get no female applicants
- ⑤ In terms of job characteristics, the work is not suitable for women
- ⑥ High welfare cost such as childbirth grant
- ⑦ We have enough female personnel
- ⑧ Other ()

7. (If the company recruits female workers) Tell us the most important qualification you take into consideration.

- ① Work ethic
- ② Possibility of long service
- ③ Professional knowledge or skill
- ④ Wage
- ⑤ Marital status
- ⑥ Children under age six
- ⑦ Appearance
- ⑧ Other ()

8. Do you expect to face difficulties when your company tries to recruit female personnel?

- ① Yes (→ Go to Q8-1)
- ② No (→ Go to Q9)

8-1. If difficulties are expected, tell us the reason. Choose all that apply.

- ① Difficulty of finding skilled women
- ② The work is too hard for women to handle
- ③ It requires night shifts
- ④ It is a male-centered workplace, and women tend to avoid
- ⑤ Other ()

9. Has the number of employees decrease since January 2006 until now?(including voluntary leave, restructuring, retirement, etc.)

- ① Yes (→ Go to Q9-1)
- ② No (→ Go to Q10)

9-1. If decreased, how many reduction has there been?

Category	Total		
		Male	Female
1) Regular employees	_____ Persons	_____ Persons	_____ Persons
2) Irregular employees	_____ Persons	_____ Persons	_____ Persons
3) Other(Subcontracting, outsourcing, etc.)	_____ Persons	_____ Persons	_____ Persons

9-2. What is the most important reason for the decline? Choose only one.

- ① Difficulty of company management
- ② About to close-down company (affiliate merger or split-up)
- ③ Inability to recruit new personnel after the leave of previous personnel
- ④ Clearing-out before the implementation of irregular workers's bills
- ⑤ Other ()

10. Does your company have plans for downsizing in the next year(September 2007 - August 2008)?

- ① Yes (→ Go to Q10-1)
- ② No (→ Go to Q11)

10-1. How many persons are you planning to reduce?

_____Persons

10-2. When downsizing, what kind of method is your company planning to use? Choose all that apply.

- ① Voluntary retirement/ Early retirement
- ② Layoff
- ③ Advice to resign

- ④ Transfer to affiliate or subcontracting companies
- ⑤ Reduction of irregular workers(short-term contract/ part-time workers)
- ⑥ Company split-up
- ⑦ Outsourcing
- ⑧ Other ()

10-3. Is there a priority when your company considers downsizing? Please choose one from below

- ① Female regular worker
- ② Male regular worker
- ③ Female irregular worker
- ④ Male irregular worker
- ⑤ High wage worker
- ⑥ Worker with low performance
- ⑦ Other ()

11. What was the total capital and sales in your company last year(2006)?

Capital	About	Hundred million	Ten million	Sales	About	Hundred million	Ten million

II. Education and Training

12. What kind of education and training method offered at your company is most helpful for enhancing workers' job ability? Please choose one.

- ① New recruitment orientation
- ② Company job-training
- ③ Domestic or overseas training
- ④ Taking courses at private educational institute
- ⑤ Informal field training
- ⑥ School education prior to company entrance
- ⑦ Company offer of leave or funds for personal capacity development
- ⑧ Other ()

13. Has your company offered or supported any education and training programs for enhancing workers' job ability since January 2006 up to now(August 2007)?

- ① Yes (→ Go to Q13-1)
- ② No (→ Go to Q13-4)

13-1. Choose all that apply.

- ① Online education and training(remote learning, etc.)
- ② Supporting internal job-related study groups
- ③ Skill guidance or workers training for consigned or subcontracting companies
- ④ Skill guidance or workers training from mother company or contracted companies
- ⑤ Paid or unpaid education and training leave

- ⑥ Support of fees for taking courses at private educational institutes
- ⑦ Support of educational fees(college, etc.) or loan
- ⑧ Other ()

13-2. Select all education and training programs offered at your company by training target.

- ① Administrative and managerial personnel training
- ② Professionals and technicians(including research and development) training
- ③ Clerical workers training
- ④ Sales and service workers training
- ⑤ Field supervisors training
- ⑥ Production workers training
- ⑦ New recruitment training
- ⑧ Other ()

13-3. Select all education and training programs offered at your company by training contents.

- ① New recruitment training or orientation
- ② Management and supervision training(leadership, decision-making, etc.)
- ③ Quality control training
- ④ Marketing and sales-related training
- ⑤ Industrial safety and health training
- ⑥ Industrial-labor relations training
- ⑦ Computer-related training
- ⑧ Foreign-language training
- ⑨ General education
- ⑩ Other ()

13-4. What is the most important reason that your company does not offer or support any education and training program for enhancing workers' job ability?

- ① No need for education and training programs (→ Go to Q13-5)
- ② No energy for education and training programs
- ③ Lack of management interest and understanding
- ④ Lack of appropriate programs
- ⑤ Lack of workers' interest and understanding
- ⑥ Other ()

13-5. If there is no need, what is the most important reason for that? Please select one.

- ① No need for training because of simple and repeated work
- ② Enough with knowledge or ability learned at school
- ③ Education and training outcome is so low that it is not helpful for the company
- ④ No need for training due to high employee turnover rate
- ⑤ Other ()

14. Does your company operate programs such as below for securing quality work force?

Program	Yes	No
1) Tailored human resource training		
2) Internship		
3) Other ()		

III. Work-Family Balance Support

15. Please check if any of the following programs is implemented at your company. Tick all that apply.

		15-1. Currently implemented	15-2. To be implemented within a year
Financial Support	1) Subsidy for meal expense		
	2) Subsidy for children's educational expenses		
	3) Support for housing-purchase(loan, etc.)		
	4) Support for family events		
	5) Support for holiday expenses		
	6) Support for childcare expenses		
	7) Support for workers' purchase/acquisition of treasury stock		
	8) Support for personal pension insurance		
	9) Support for life insurance		
	10) Support for personal medical insurance/accident insurance		
Childcare Support	1) Provision of information and counseling service on childcare		
	2) Provision of connection service to childcare for sick child or during business trip or night shift		
	3) Support for afterschool childcare or private educational institution fees		
Workers Support	1) Newsletter publication on family issues, Family invitation events, Weekend family farm operation		
	2) Counseling on family problems and stress		
	3) Support for self-development and continuing education		
	4) Life-cycle education program(health, parenting, finance management, retirement planning)		
	5) Education program for the families of employees		
	6) Online community and mentoring(workers' distress, activation of communication)		
	7) Internship opportunities for the children of employees		
Family Support	1) Elderly care placement service		
	2) Commissioned nursing service for sick family members		
	3) Care service for family members with disability		
Maternity Protection	1) Restriction of night duties between 10pm-6am for pregnant women		
	2) Restriction of holiday work for pregnant women		
	3) Restriction of more than 2-hours of over-time for pregnant women		
	4) Allowance of shift to lighter duties upon requests by pregnant women		
	5) 90-days of maternity leave before or after child-birth		
	6) Parental leave for workers with a child of under 12 months old		
	7) Operation of workplace childcare facility(direct, or commissioned)		
	8) Paid breast-feeding time of at least 30 minutes twice a day		
	9) Maternity leave for miscarriage		
	10) Paid menstrual leave		
	11) Paid sick leave		
	12) Maternity care leave for male workers		
Flexible Work	1) Core hours (work concentration in 3~4 days during the week)		
	2) Staggered office hour(selection of beginning and ending hours)		
	3) Remote working/ working from home		
	4) Shorter working hours and corresponding wage reduction		
	5) Temporary change of duties for workers with family problems		

16. Is your company currently implementing any of the flexible work systems described above?

- ① Yes (→ Go to Q16-1)
- ② No (→ Go to Q16-2)

16-1. If implementing, what is the main reason? Tick all that apply.

- ① Easiness for securing quality manpower
- ② Reduction of turnover
- ③ Company promotion and improvement of company image
- ④ Increase of workers' productivity
- ⑤ Improvement of workplace satisfaction and work committment
- ⑥ Reduction of absence
- ⑦ Because other companies in similar field are doing it
- ⑧ High demand from workers
- ⑨ High interest in the management
- ⑩ Other ()

16-1. If not implementing, what is the main reason? Tick all that apply.

- ① Lack of information
- ② Not seem to be helpful for increasing productivity
- ③ Difficulty of management
- ④ The issues are not company responsibility
- ⑤ Potential abuse (e.g., absence)
- ⑥ Not realistic given the characteristics of the industry
- ⑦ Difficult to provide equal opportunity to all workers
- ⑧ Strong opposition from workers for whom the policies do not apply
- ⑨ Other ()

17. Do you think that the maternity protection policy introduced at your company will make women's employment worse?

- ① Yes (→ Go to Q17-1)
- ② No (→ Go to Q18)
- ③ We have not introduced any (→ Go to Q18)

17-1. If so, what would be the reason? Tick all that apply.

- ① Increase of cost
- ② Problems of fairness among workers
- ③ Not much effect considering the investment cost
- ④ Lack of government support
- ⑤ Opposition from workers for whom the policies do not apply
- ⑥ Other ()

IV. Female Workforce

18. What is the proportion of female workforce compared to men?

- ① Female workforce is bigger (→ Go to Q18-1)
- ② Female workforce is smaller (→ Go to Q18-2)
- ③ Similar (→ Go to Q19)

18-1. (If female workforce is bigger) What is the most important reason for employing more female workers? Select only one.

- ① Because there is a lot of simple, repetitive tasks
- ② Due to the characteristics of the industry
- ③ Recruiting policy based on ability irrespective of gender
- ④ Cheaper labor cost for women
- ⑤ Difficulty of finding male workers
- ⑥ Decision of the CEO
- ⑦ Improvement of company image
- ⑧ Other ()

18-2. (If female workforce is smaller) What is the most important reason for employing less female workers? Select only one.

- ① Due to the characteristics of the industry
- ② Difficulty of finding male workers
- ③ Burden of maternity protection cost(maternity leave, etc.)
- ④ Low job commitment after marriage due to housework or childcare responsibilities
- ⑤ Low return of educational investment cost due to early retirement
- ⑥ The CEO's unwillingness
- ⑦ Other ()

19. Choose appropriate descriptions with respect to female employees working at your company.

19-1. Merits of Female Employees	19-2. Demerits of Female Employees
① Lack of absence or early leave	① High rate of absence or early leave
② Hardworking	② Not hardworking
③ Efforts of changing company atmosphere	③ Spoiling company atmosphere
④ Consideration of others	④ Lack of consideration of others
⑤ Strong sense of responsibility	⑤ Weak sense of responsibility
⑥ Thoroughness at work	⑥ Carelessness at work
⑦ Smooth interpersonal relationship	⑦ Lack of smoothness in interpersonal relationship
⑧ None	⑧ None
⑨ Other ()	⑨ Other ()

20. Since January 2005 until present(August 2007), what kind of steps has your company taken to develop work abilities of female employees? Select all that apply.

- ① Job allocation in positions which used to be occupied by men only
- ② Expansion of women's promotion opportunity to managerial positions
- ③ Expansion of educational opportunity
- ④ Provision of office machinery suitable for female body
- ⑤ None
- ⑥ Other ()

21. Since January 2005 until now(August 2007), has your company experienced any of the following? Please answer each question.

	Yes	No
1) Has any of the female employees got married?	①	②
2) Has any of the female employees left the company before or after marriage?	①	②
3) Has any of the female employees given birth to a child?	①	②
4) Has any of the female employees left the company before or after childbirth?	①	②
5) Has any of the female employees requested for a maternity leave?	①	②
6) Has any of the female employees left the company due to childcare duties?	①	②

22. In your opinion, what are the two most important reasons that female workers leave company with marriage or childbirth?

First: _____ Second: _____

- ① Due to company policy or on company's demand
- ② Due to low possibility of promotion
- ③ Due to low work ethic
- ④ Due to the demand of husband or the family
- ⑤ Due to childcare and child-rearing duties
- ⑥ We haven't had such a case
- ⑦ Other ()

23. Please tick the number which best describes the situation at your company.

	Not at all true	Somewhat not true	So so	Somewhat true	Very much true
1) Job capacities being equal, we would hire men rather than women	①	②	③	④	⑤
2) Men have an advantage in terms of personnel management such as promotion, placement, and education & training.	①	②	③	④	⑤
3) There is a tendency that women get laid first than men during layoff or restructuring	①	②	③	④	⑤
4) Women have lower sense of belonging or work ethic compared to men	①	②	③	④	⑤
5) Women are not very good at commanding subordinates and are not suitable for high-rank positions	①	②	③	④	⑤

V. Policy Support Needs

24. Are you aware of the following women's employment support policies? Please answer each question.

Employment Support Policy	Not aware	Somewhat aware	Very much aware
1) Female re-hiring grant	①	②	③
2) Maternity leave(replacement) grant	①	②	③
3) Support for consulting cost for promoting female employment	①	②	③
4) Financing support for improving women's work environment	①	②	③
5) Workplace childcare service grant	①	②	③
6) Grant for continuous employment of women after childbirth	①	②	③
7) Grant for promoting new employment of women after childbirth	①	②	③
8) Grant for promoting new employment of unemployed female household head	①	②	③

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.

Employment Support Policy	24-1. Used the Policy		24-1-2. Degree of helpfulness				
	Yes	No	Not at all helpful	Not Helpful	So so	Helpful	Very helpful
1) Female re-hiring grant			①	②	③	④	⑤
2) Maternity leave(replacement) grant			①	②	③	④	⑤
3) Support for consulting cost for promoting female employment			①	②	③	④	⑤
4) Financing support for improving women's work environment			①	②	③	④	⑤
5) Workplace childcare service grant			①	②	③	④	⑤
6) Grant for continuous employment of women after childbirth			①	②	③	④	⑤
7) Grant for promoting new employment of women after childbirth			①	②	③	④	⑤
8) Grant for promoting new employment of unemployed female household head			①	②	③	④	⑤

VI. Company Backgrounds

25. What is the type of your company? Choose the number which best describes your company.

- ① Single (1 company 1 workplace)
- ② Headoffice (with multiple branch companies)
- ③ Branch (belonging to mother company)
- ④ Other ()

26. How competitive is the main product or service of your company in the global market?

- ① Very competitive
- ② Somewhat competitive
- ③ Average
- ④ Somewhat not competitive
- ⑤ Not at all competitive

27. How much competitive power does the main product or service of your company have compared to rival companies?

- ① Very strong
- ② Somewhat strong
- ③ Average
- ④ Somewhat weak
- ⑤ Very weak

28. How is the market demand of the main product or service of your company?

- ① Market demand is rapidly increasing
- ② Market demand is somewhat increasing
- ③ Neither increasing nor decreasing
- ④ Market demand is somewhat decreasing
- ⑤ Market demand is rapidly decreasing

29. Please check which type of industry best describes your company.

Industry	
1) Agriculture, forestry, fishing	
2) Mining	
3) Manufacture of food, beverages	
4) Manufacture of textiles	
5) Manufacture of wearing apparel, fur articles	
6) Manufacture of leather, luggage, harnessry, footwear	
7) Publishing, printing and reproduction of recorded media	
8) Manufacture of office machinery and equipment	
9) Manufacture of video, audio and communications equipment	
10) Electricity, gas, and steam supply	
11) Water supply	

12) Construction	
13) Sale and maintenance of motor vehicles, retail of fuel	
14) Wholesale trade and commission trade	
15) Retail trade and maintenance of goods (except motor vehicles)	
16) Accommodation	
17) Food service activities	
18) Land/Water/Air Transport	
19) Travel and transport related service activities	
20) Telecommunications	
21) Financial intermediation	
22) Insurance and pension funding	
23) Activities auxiliary to insurance and pension funding	
24) Real estate activities	
25) Information and other computer related service activities	
26) Research and development	
27) Other business support service activities	
28) Public administration and defence, compulsory social security	
29) Primary/secondary/higher education	
30) Other education (home-study materials, etc.)	
31) Health/Veterinary/Social work activities	
32) Amusement, culture, sports related services	
33) Other services	
34) Service activities for private households	
35) Other()	