Survey on the Employment of Women in Gyeonggi-do : Corporations

CODE BOOK

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Study Description

Study Title:	Survey on the Employment of Women in Gyeonggi-do : Corporations
Fieldwork Dates:	20 August, 2007 ~ 16 November, 2007
Principal Investigator:	Park, Jae-Gyu
Producers:	Gyeonggido Family and Women's Development Institute
Sample Type:	Stratified quota sampling by company size, industry and area
Fieldwork Institute:	Metrix Corporation
Fieldwork Methods:	Fax ; Mail
Number of Cases:	1,297 (valid)
Geographic Coverage:	Gyeonggi
Universe:	Companies listed on the Gyeonggi-do business register
Distributor:	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).

sq1　　**Year of company foundation**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Year 1938	1938	1	0.1	0.1
Year 1948	1948	1	0.1	0.1
Year 1952	1952	1	0.1	0.1
Year 1954	1954	1	0.1	0.1
Year 1955	1955	1	0.1	0.1
Year 1957	1957	2	0.2	0.2
Year 1960	1960	1	0.1	0.1
Year 1962	1962	2	0.2	0.2
Year 1963	1963	2	0.2	0.2
Year 1964	1964	1	0.1	0.1
Year 1965	1965	2	0.2	0.2
Year 1968	1968	3	0.2	0.2
Year 1969	1969	6	0.5	0.5
Year 1970	1970	6	0.5	0.5
Year 1971	1971	3	0.2	0.2
Year 1972	1972	7	0.5	0.5
Year 1973	1973	5	0.4	0.4
Year 1974	1974	4	0.3	0.3
Year 1975	1975	6	0.5	0.5
Year 1976	1976	2	0.2	0.2
Year 1977	1977	3	0.2	0.2
Year 1978	1978	8	0.6	0.6
Year 1979	1979	5	0.4	0.4
Year 1980	1980	10	0.8	0.8
Year 1981	1981	10	0.8	0.8
Year 1982	1982	8	0.6	0.6
Year 1983	1983	6	0.5	0.5
Year 1984	1984	5	0.4	0.4
Year 1985	1985	9	0.7	0.7
Year 1986	1986	11	0.8	0.8
Year 1987	1987	15	1.2	1.2
Year 1988	1988	13	1.0	1.0
Year 1989	1989	21	1.6	1.6

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Year 1990	1990	17	1.3	1.3
Year 1991	1991	22	1.7	1.7
Year 1992	1992	37	2.9	2.9
Year 1993	1993	26	2.0	2.0
Year 1994	1994	36	2.8	2.8
Year 1995	1995	43	3.3	3.3
Year 1996	1996	29	2.2	2.2
Year 1997	1997	59	4.5	4.5
Year 1998	1998	61	4.7	4.7
Year 1999	1999	86	6.6	6.6
Year 2000	2000	109	8.4	8.4
Year 2001	2001	78	6.0	6.0
Year 2002	2002	90	6.9	6.9
Year 2003	2003	88	6.8	6.8
Year 2004	2004	78	6.0	6.0
Year 2005	2005	82	6.3	6.3
Year 2006	2006	82	6.3	6.3
Year 2007	2007	72	5.6	5.6
NA	9999	21	1.6	1.6
Total		1,297	100.0	100.0

sq2   **Company location**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Suwon	1	127	9.8	9.8
Seongnam	2	172	13.3	13.3
Bucheon	3	159	12.3	12.3
Ansan	4	182	14.0	14.0
Yongin	5	143	11.0	11.0
Pyeongtaek	6	42	3.2	3.2
Siheung	7	56	4.3	4.3
Gwangju	8	48	3.7	3.7
Hwaseong	9	72	5.6	5.6
Yeoju	10	34	2.6	2.6
Goyang	11	103	7.9	7.9
Uijeongbu	12	95	7.3	7.3
Paju	13	51	3.9	3.9

Gapyeong	14	13	1.0	1.0
Total		1,297	100.0	100.0

sq3   **Company industry**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Mining, Manufacturing	1	433	33.4	33.4
Construction	2	51	3.9	3.9
Wholesale, Retail Trade	3	259	20.0	20.0
Accommodation	4	95	7.3	7.3
Transportations, Telecommunications, Finance, Electricity, Water Supply	5	75	5.8	5.8
Real Estate, Renting	6	136	10.5	10.5
Public administration, Education, Health, Social work	7	102	7.9	7.9
Amusement, Culture, Sports	8	16	1.2	1.2
Personal Service, Other	9	130	10.0	10.0
Total		1,297	100.0	100.0

sq4   **Number of employees**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1~9 employees	1	643	49.6	49.6
10~29 employees	2	377	29.1	29.1
30~49 employees	3	108	8.3	8.3
50~99 employees	4	98	7.6	7.6
100~299 employees	5	60	4.6	4.6
300~499 employees	6	7	0.5	0.5
500~999 employees	7	1	0.1	0.1
1,000 employees or over	8	3	0.2	0.2
Total		1,297	100.0	100.0

sq5   **Sex of company CEO**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Female	1	214	16.5	16.5
Male	2	1,083	83.5	83.5
Total		1,297	100.0	100.0

sq6 **There is a labor union or not**

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Established	1	72	5.6	5.6
Not established	2	1,225	94.4	94.4
Total		1,297	100.0	100.0

q1_1_1 **Number of regular employees: Total**

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.
1) Regular employees : Total

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	825
Mean	23.39
Std. Deviation	50.893

q1_1_2 **Number of regular employees: Male**

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.
1) Regular employees : Male

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	410
Mean	15.99
Std. Deviation	36.376

q1_1_3   **Number of regular employees: Female**

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.
1) Regular employees : Female

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	511
Mean	7.4
Std. Deviation	21.042

q1_2_1   **Number of temporary employees: Total**

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.
2) Temporary employees : Total

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	973
Mean	2.3
Std. Deviation	28.42

q1_2_2   **Number of temporary employees: Male**

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.
2) Temporary employees : Male

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	840

	Value
Mean	1.44
Std. Deviation	24.298

q1_2_3 Number of temporary employees: Female

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.
2) Temporary employees : Female

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	133
Mean	0.86
Std. Deviation	5.068

q1_3_1 Number of daily employees: Total

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.
3) Daily employees : Total

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	205
Mean	0.89
Std. Deviation	7.061

q1_3_2 Number of daily employees: Male

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.
3) Daily employees : Male

==> **Please refer to raw data.**

	Value
Valid N	1297

	Value
Minimum	0
Maximum	200
Mean	0.56
Std. Deviation	6.577

q1_3_3   Number of daily employees: Female

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.
3) Daily employees : Female

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	30
Mean	0.33
Std. Deviation	1.714

q1_4_1   Number of unpaid family workers: Total

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.
4) Unpaid family workers : Total

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	5
Mean	0.1
Std. Deviation	0.381

q1_4_2   **Number of unpaid family workers: Male**

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.
4) Unpaid family workers : Male

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	3
Mean	0.03
Std. Deviation	0.198

q1_4_3   **Number of unpaid family workers: Female**

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.
4) Unpaid family workers : Female

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	3
Mean	0.07
Std. Deviation	0.279

q1_5_1   **Number of other workers: Total**

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.
5) Other(Subcontracting, outsourcing, etc) : Total

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	904

	Value
Mean	1.67
Std. Deviation	27.805

q1_5_2   Number of other workers: Male

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.
5) Other(Subcontracting, outsourcing, etc) : Male

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	359
Mean	0.54
Std. Deviation	10.221

q1_5_3   Number of other workers: Female

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.
5) Other(Subcontracting, outsourcing, etc) : Female

==> **Please refer to raw data.**

	Value
Valid N	1297
Minimum	0
Maximum	904
Mean	1.14
Std. Deviation	25.556

q2_1_1   Number of assistant manager/chief manager: Total

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
1) Assistant manager, Chief manager(or equivalent) : Total

==> **Please refer to raw data.**

	Value
Valid N	1288

	Value
Minimum	0
Maximum	178
Mean	3.59
Std. Deviation	10.329

q2_1_2   Number of assistant manager/chief manager: Female

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
1) Assistant manager, Chief manager(or equivalent) : Female

   ==> **Please refer to raw data.**

	Value
Valid N	1296
Minimum	0
Maximum	74
Mean	1.08
Std. Deviation	3.682

q2_2_1   Number of team leader/deputy head of department: Total

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
2) Chief manager, Team leader, deputy head of department(or equivalent) : Total

   ==> **Please refer to raw data.**

	Value
Valid N	1292
Minimum	0
Maximum	88
Mean	2.43
Std. Deviation	6.479

q2_2_2   Number of team leader/deputy head of department: Female

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
2) Chief manager, Team leader, deputy head of department(or equivalent) : Female

==> **Please refer to raw data.**

	Value
Valid N	1296
Minimum	0
Maximum	12
Mean	0.39
Std. Deviation	1.185

q2_3_1   Number of head/chief department: Total

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
3) Head or chief department(or equivalent) : Total

==> **Please refer to raw data.**

	Value
Valid N	1292
Minimum	0
Maximum	26
Mean	0.97
Std. Deviation	2.098

q2_3_2   Number of head/chief department: Female

2. Please write down the number of female employees among the administrative position above the level of assistant manager (Write '0' if not applicable).
3) Head or chief department(or equivalent) : Female

==> **Please refer to raw data.**

	Value
Valid N	1296
Minimum	0
Maximum	12

Mean	0.17
Std. Deviation	0.621

q2_4_1   Number of executives or above: Total

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

==> **Please refer to raw data.**

	Value
Valid N	1290
Minimum	0
Maximum	50
Mean	1.12
Std. Deviation	2.106

q2_4_2   Number of executives or above: Female

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

==> **Please refer to raw data.**

	Value
Valid N	1296
Minimum	0
Maximum	7
Mean	0.14
Std. Deviation	0.503

q3   R has hired new personnel since January 2006

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	851	65.6	65.6
No	2	446	34.4	34.4
Total		1,297	100.0	100.0

q3_1_1   **New personnel-Number of regular employees: Total**

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

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	200
Mean	6.27
Std. Deviation	12.39

q3_1_2   **New personnel-Number of regular employees: Male**

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

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	160
Mean	4.12
Std. Deviation	9.76

q3_1_3   **New personnel-Number of regular employees: Female**

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

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	46
Mean	2.15
Std. Deviation	4.689

q3_2_1   **New personnel-Number of irregular employees: Total**

3-1. If hired new personnel, write down the number of employees by type of occupation
2) Irregular employees : Total

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	150
Mean	1.67
Std. Deviation	7.295

q3_2_2   **New personnel-Number of irregular employees: Male**

3-1. If hired new personnel, write down the number of employees by type of occupation
2) Irregular employees : Male

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	54
Mean	0.72
Std. Deviation	3.714

q3_2_3   **New personnel-Number of irregular employees: Female**

3-1. If hired new personnel, write down the number of employees by type of occupation
2) Irregular employees : Female

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	96
Mean	0.95
Std. Deviation	4.677

q3_3_1   New personnel-Number of others: Total

3-1. If hired new personnel, write down the number of employees by type of occupation
3) Other(Subcontracting, outsourcing, etc) : Total

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	106
Mean	0.36
Std. Deviation	4.227

q3_3_2   New personnel-Number of others: Male

3-1. If hired new personnel, write down the number of employees by type of occupation
3) Other(Subcontracting, outsourcing, etc) : Male

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	88
Mean	0.2
Std. Deviation	3.184

q3_3_3   New personnel-Number of others: Female

3-1. If hired new personnel, write down the number of employees by type of occupation
3) Other(Subcontracting, outsourcing, etc) : Male

==> **Please refer to raw data.**

	Value
Valid N	832
Minimum	0
Maximum	106
Mean	0.36
Std. Deviation	4.227

q4_1   **Method of hiring new personnel: 1st**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Announcement on company board or website	1	149	11.5	11.5
Internet (portal sites)	2	493	38.0	38.0
Mass media such as newspapers, radio, advertisement posters, or TV	3	162	12.5	12.5
Personal acquaintances	4	284	21.9	21.9
Requests to schools or private educational institutions	5	30	2.3	2.3
Private job agencies such as headhunters	6	34	2.6	2.6
Job fairs	7	7	0.5	0.5
Public job training institutions	8	19	1.5	1.5
Employment security offices such as national employment security agency	9	78	6.0	6.0
Other	10	31	2.4	2.4
NA	99	10	0.8	0.8
Total		1,297	100.0	100.0

q4_2   **Method of hiring new personnel: 2nd**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Announcement on company board or website	1	111	8.6	9.7
Internet (portal sites)	2	212	16.3	18.5
Mass media such as newspapers, radio, advertisement posters, or TV	3	213	16.4	18.6
Personal acquaintances	4	291	22.4	25.4
Requests to schools or private educational institutions	5	67	5.2	5.8
Private job agencies such as headhunters	6	41	3.2	3.6
Job fairs	7	10	0.8	0.9
Public job training institutions	8	47	3.6	4.1
Employment security offices such as national employment security agency	9	100	7.7	8.7
Other	10	54	4.2	4.7

System missing		151	11.6
Total		1,297	100.0	100.0

q5   **Company will recruit new personnel in the next three years**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	645	49.7	49.7
No	2	650	50.1	50.1
NA	99	2	0.2	0.2
Total		1,297	100.0	100.0

q5_1_1   **New recruiting plan-Number of regular employees: Total**

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

   ==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	93
Mean	3.62
Std. Deviation	6.776

q5_1_2   **New recruiting plan-Number of regular employees: Male**

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

   ==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	75
Mean	1.49
Std. Deviation	4.17

q5_1_3   **New recruiting plan-Number of regular employees: Female**

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

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	50
Mean	0.92
Std. Deviation	2.846

q5_1_4   **New recruiting plan-Number of regular employees: Irrelevant**

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

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	60
Mean	1.2
Std. Deviation	4.033

q5_2_1   **New recruiting plan-Number of irregular employees: Total**

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

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	100

	Value
Mean	1.07
Std. Deviation	5.787

q5_2_2   New recruiting plan-Number of irregular employees: Male

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

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	90
Mean	0.28
Std. Deviation	3.726

q5_2_3   New recruiting plan-Number of irregular employees: Female

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

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	50
Mean	0.43
Std. Deviation	2.504

q5_2_4   New recruiting plan-Number of irregular employees: Irrelevant

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

==> **Please refer to raw data.**

	Value
Valid N	598

	Value
Minimum	0
Maximum	75
Mean	0.36
Std. Deviation	3.234

q5_3_1   New recruiting plan-Number of others: Total

5-1. If the company has new recruiting plans, write down the expected number of employees in each box.
3) Other(Subcontracting, outsourcing, etc) : Total

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	50
Mean	0.27
Std. Deviation	2.576

q5_3_2   New recruiting plan-Number of others: Male

5-1. If the company has new recruiting plans, write down the expected number of employees in each box.
3) Other(Subcontracting, outsourcing, etc) : Male

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	20
Mean	0.06
Std. Deviation	0.866

q5_3_3   **New recruiting plan-Number of others: Female**

5-1. If the company has new recruiting plans, write down the expected number of employees
in each box.
3) Other(Subcontracting, outsourcing, etc) : Female

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	30
Mean	0.1
Std. Deviation	1.36

q5_3_4   **New recruiting plan-Number of others: Irrelevant**

5-1. If the company has new recruiting plans, write down the expected number of employees
in each box.
3) Other(Subcontracting, outsourcing, etc) : Irrelevant

==> **Please refer to raw data.**

	Value
Valid N	598
Minimum	0
Maximum	20
Mean	0.11
Std. Deviation	1.202

q5_2   **Reason for recruiting irregular/other employees**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
To save labor cost	1	51	3.9	7.9
Convenience of labor contract	2	39	3.0	6.0
Temporary substitution of regular employees	3	12	0.9	1.9
Job characteristics (temporary project, seasonal work, etc)	4	28	2.2	4.3
Substitutes for jobs that are avoided by most people	5	2	0.2	0.3

Difficulty of recruiting	6	16	1.2	2.5
Labor-industrial relations	7	1	0.1	0.2
NA	99	496	38.2	76.9
System missing		652	50.3	
Total		1,297	100.0	100.0

q6   Company have plans for recruiting new female personnel

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	410	31.6	31.6
No	2	301	23.2	23.2
Don't know	3	583	44.9	44.9
NA	99	3	0.2	0.2
Total		1,297	100.0	100.0

q6_1_1   Recruiting new female personnel-Administrative

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.
1) Administrative

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	29	2.2	7.1
No	2	366	28.2	89.3
NA	99	15	1.2	3.7
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_1a   New female personnel-Administrative: Education preference

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.
1) Administrative - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	12	0.9	41.4
High school	2	7	0.5	24.1
Irrelevant	4	6	0.5	20.7

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
NA	99	4	0.3	13.8
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1b   **New female personnel-Administrative: Age preference**

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.
1) Administrative - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
30s	2	14	1.1	48.3
40s	3	8	0.6	27.6
Irrelevant	5	3	0.2	10.3
NA	99	4	0.3	13.8
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1c   **New female personnel-Administrative: Marital status preference**

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.
1) Administrative - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	1	0.1	3.4
Married	2	8	0.6	27.6
Irrelevant	4	16	1.2	55.2
NA	99	4	0.3	13.8
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1d   **New female personnel-Administrative: Monthly wage preference**

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.
1) Administrative - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	1	0.1	3.4
100-149 Man won	2	3	0.2	10.3

150-199 Man won	3	9	0.7	31.0
200-249 Man won	4	7	0.5	24.1
250-299 Man won	5	3	0.2	10.3
300 Man won and above	6	2	0.2	6.9
NA	99	4	0.3	13.8
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1e   **New female personnel-Administrative: Work hour preference**

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.
1) Administrative - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	3	0.2	10.3
Full-time	2	23	1.8	79.3
NA	99	3	0.2	10.3
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1f   **New female personnel-Administrative: Work status preference**

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.
1) Administrative - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	25	1.9	86.2
Irregular	2	1	0.1	3.4
NA	99	3	0.2	10.3
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_1_2   **Recruiting new female personnel-Clerical**

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.
2) Clerical(planning/publicity/general affairs, etc)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	62	4.8	15.1
No	2	333	25.7	81.2
NA	99	15	1.2	3.7
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_2a   **New female personnel-Clerical: Education preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	29	2.2	46.8
High school	2	24	1.9	38.7
Middle school	3	1	0.1	1.6
Irrelevant	4	7	0.5	11.3
NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_2b   **New female personnel-Clerical: Age preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	38	2.9	61.3
30s	2	14	1.1	22.6
40s	3	1	0.1	1.6
50s or more	4	1	0.1	1.6
Irrelevant	5	7	0.5	11.3

NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_2c **New female personnel-Clerical: Marital status preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	18	1.4	29.0
Married	2	4	0.3	6.5
Irrelevant	4	37	2.9	59.7
NA	99	3	0.2	4.8
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_2d **New female personnel-Clerical: Monthly wage preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	4	0.3	6.5
100-149 Man won	2	37	2.9	59.7
150-199 Man won	3	13	1.0	21.0
200-249 Man won	4	3	0.2	4.8
250-299 Man won	5	2	0.2	3.2
NA	99	3	0.2	4.8
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_2e **New female personnel-Clerical: Work hour preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	4	0.3	6.5
Full-time	2	57	4.4	91.9
NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_2f **New female personnel-Clerical: Work status preference**

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.
2) Clerical(planning/publicity/general affairs, etc) - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	58	4.5	93.5
Irregular	2	3	0.2	4.8
NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_1_3 **Recruiting new female personnel-Accountant**

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.
3) Accountant/bookkeeping

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	114	8.8	27.8
No	2	280	21.6	68.3
NA	99	16	1.2	3.9
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_3a   **New female personnel-Accountant: Education preference**

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.
3) Accountant/bookkeeping - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	22	1.7	19.3
High school	2	69	5.3	60.5
Irrelevant	4	16	1.2	14.0
NA	99	7	0.5	6.1
System missing		1,183	91.2	
Total		1,297	100.0	100.0

q6_3b   **New female personnel-Accountant: Age preference**

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.
3) Accountant/bookkeeping - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	76	5.9	66.7
30s	2	18	1.4	15.8
40s	3	1	0.1	0.9
Irrelevant	5	11	0.8	9.6
NA	99	8	0.6	7.0
System missing		1,183	91.2	
Total		1,297	100.0	100.0

q6_3c   **New female personnel-Accountant: Marital status preference**

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.
3) Accountant/bookkeeping - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	47	3.6	41.2
Married	2	9	0.7	7.9
Irrelevant	4	50	3.9	43.9
NA	99	8	0.6	7.0

System missing		1,183	91.2
Total		1,297	100.0	100.0

q6_3d   **New female personnel-Accountant: Monthly wage preference**

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.
3) Accountant/bookkeeping - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	13	1.0	11.4
100-149 Man won	2	68	5.2	59.6
150-199 Man won	3	19	1.5	16.7
200-249 Man won	4	2	0.2	1.8
250-299 Man won	5	1	0.1	0.9
300 Man won and above	6	1	0.1	0.9
NA	99	10	0.8	8.8
System missing		1,183	91.2	
Total		1,297	100.0	100.0

q6_3e   **New female personnel-Accountant: Work hour preference**

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.
3) Accountant/bookkeeping - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	8	0.6	7.0
Full-time	2	99	7.6	86.8
NA	99	7	0.5	6.1
System missing		1,183	91.2	
Total		1,297	100.0	100.0

q6_3f   **New female personnel-Accountant: Work status preference**

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.
3) Accountant/bookkeeping - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	98	7.6	86.0

	PUNCH	FREQ.	PERCENT	VALID %
Irregular	2	6	0.5	5.3
Other	3	1	0.1	0.9
NA	99	9	0.7	7.9
System missing		1,183	91.2	
Total		1,297	100.0	100.0

q6_1_4   **Recruiting new female personnel-Reception/Secretary**

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.
4) Clerical(reception, secretary, etc)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	41	3.2	10.0
No	2	352	27.1	85.9
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_4a   **New female personnel-Reception/Secretary: Education preference**

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.
4) Clerical(reception, secretary, etc) - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	9	0.7	22.0
High school	2	25	1.9	61.0
Irrelevant	4	7	0.5	17.1
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_4b   **New female personnel-Reception/Secretary: Age preference**

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.
4) Clerical(reception, secretary, etc) - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	36	2.8	87.8
30s	2	3	0.2	7.3

40s	3	1	0.1	2.4
Irrelevant	5	1	0.1	2.4
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_4c **New female personnel-Reception/Secretary: Marital status preference**

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.
4) Clerical(reception, secretary, etc) - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	23	1.8	56.1
Irrelevant	4	18	1.4	43.9
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_4d **New female personnel-Reception/Secretary: Monthly wage preference**

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.
4) Clerical(reception, secretary, etc) - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	8	0.6	19.5
100-149 Man won	2	30	2.3	73.2
150-199 Man won	3	3	0.2	7.3
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_4e **New female personnel-Reception/Secretary: Work hour preference**

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.
4) Clerical(reception, secretary, etc) - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	9	0.7	22.0
Full-time	2	32	2.5	78.0
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_4f **New female personnel-Reception/Secretary: Work status preference**

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.
4) Clerical(reception, secretary, etc) - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	30	2.3	73.2
Irregular	2	9	0.7	22.0
NA	99	2	0.2	4.9
System missing		1,256	96.8	
Total		1,297	100.0	100.0

q6_1_5 **Recruiting new female personnel-Marketing/Sales**

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.
5) Marketing/Sales

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	63	4.9	15.4
No	2	331	25.5	80.7
NA	99	16	1.2	3.9
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_5a **New female personnel-Marketing/Sales: Education preference**

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.
5) Marketing/Sales - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	16	1.2	25.4
High school	2	29	2.2	46.0
Middle school	3	1	0.1	1.6
Irrelevant	4	17	1.3	27.0
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_5b   New female personnel-Marketing/Sales: Age preference

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.
5) Marketing/Sales - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	23	1.8	36.5
30s	2	17	1.3	27.0
40s	3	7	0.5	11.1
50s or more	4	3	0.2	4.8
Irrelevant	5	12	0.9	19.0
NA	99	1	0.1	1.6
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_5c   New female personnel-Marketing/Sales: Marital status preference

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.
5) Marketing/Sales - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	13	1.0	20.6
Married	2	6	0.5	9.5
Irrelevant	4	42	3.2	66.7
NA	99	2	0.2	3.2
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_5d   New female personnel-Marketing/Sales: Monthly wage preference

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.
5) Marketing/Sales - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	8	0.6	12.7
100-149 Man won	2	30	2.3	47.6
150-199 Man won	3	18	1.4	28.6

200-249 Man won	4	5	0.4	7.9
NA	99	2	0.2	3.2
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_5e   New female personnel-Marketing/Sales: Work hour preference

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.
5) Marketing/Sales - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	10	0.8	15.9
Full-time	2	52	4.0	82.5
NA	99	1	0.1	1.6
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_5f   New female personnel-Marketing/Sales: Work status preference

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.
5) Marketing/Sales - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	47	3.6	74.6
Irregular	2	13	1.0	20.6
Other	3	1	0.1	1.6
NA	99	2	0.2	3.2
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q6_1_6   Recruiting new female personnel-Sales engineer

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.
6) Sales engineer

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	13	1.0	3.2
No	2	380	29.3	92.7

NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_6a   **New female personnel-Sales engineer: Education preference**

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.
6) Sales engineer - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	7	0.5	53.8
High school	2	1	0.1	7.7
Irrelevant	4	5	0.4	38.5
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_6b   **New female personnel-Sales engineer: Age preference**

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.
6) Sales engineer - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	4	0.3	30.8
30s	2	6	0.5	46.2
Irrelevant	5	3	0.2	23.1
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_6c   **New female personnel-Sales engineer: Marital status preference**

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.
6) Sales engineer - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	1	0.1	7.7
Irrelevant	4	12	0.9	92.3
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_6d   New female personnel-Sales engineer: Monthly wage preference

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.
6) Sales engineer - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100-149 Man won	2	3	0.2	23.1
150-199 Man won	3	3	0.2	23.1
200-249 Man won	4	4	0.3	30.8
300 Man won and above	6	2	0.2	15.4
NA	99	1	0.1	7.7
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_6e   New female personnel-Sales engineer: Work hour preference

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.
6) Sales engineer - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	1	0.1	7.7
Full-time	2	12	0.9	92.3
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_6f   New female personnel-Sales engineer: Work status preference

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.
6) Sales engineer - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	12	0.9	92.3
Other	3	1	0.1	7.7
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q6_1_7   **Recruiting new female personnel-Service**

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.
7) Service

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	62	4.8	15.1
No	2	331	25.5	80.7
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_7a   **New female personnel-Service: Education preference**

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.
7) Service - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	9	0.7	14.5
High school	2	24	1.9	38.7
Irrelevant	4	26	2.0	41.9
NA	99	3	0.2	4.8
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_7b   **New female personnel-Service: Age preference**

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.
7) Service - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	27	2.1	43.5
30s	2	8	0.6	12.9
40s	3	9	0.7	14.5
50s or more	4	2	0.2	3.2
Irrelevant	5	13	1.0	21.0
NA	99	3	0.2	4.8

System missing	1,235	95.2
Total	1,297	100.0	100.0

q6_7c   New female personnel-Service: Marital status preference

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.
7) Service - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	21	1.6	33.9
Married	2	4	0.3	6.5
Irrelevant	4	34	2.6	54.8
NA	99	3	0.2	4.8
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_7d   New female personnel-Service: Monthly wage preference

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.
7) Service - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	23	1.8	37.1
100-149 Man won	2	32	2.5	51.6
150-199 Man won	3	5	0.4	8.1
200-249 Man won	4	1	0.1	1.6
NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_7e   New female personnel-Service: Work hour preference

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.
7) Service - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	29	2.2	46.8
Full-time	2	32	2.5	51.6

NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_7f   New female personnel-Service: Work status preference

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.
7) Service - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	28	2.2	45.2
Irregular	2	32	2.5	51.6
Other	3	1	0.1	1.6
NA	99	1	0.1	1.6
System missing		1,235	95.2	
Total		1,297	100.0	100.0

q6_1_8   Recruiting new female personnel-Research and develpment

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.
8) Research and development/professional

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	39	3.0	9.5
No	2	354	27.3	86.3
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_8a   New female personnel-Research and develpment: Education preference

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.
8) Research and development/professional - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	30	2.3	76.9
Middle school	3	1	0.1	2.6
Irrelevant	4	6	0.5	15.4

	99	2	0.2	5.1
NA				
System missing		1,258	97.0	
Total		1,297	100.0	100.0

q6_8b   **New female personnel-Research and develpment: Age preference**

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.
8) Research and development/professional - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	13	1.0	33.3
30s	2	8	0.6	20.5
40s	3	2	0.2	5.1
50s or more	4	1	0.1	2.6
Irrelevant	5	13	1.0	33.3
NA	99	2	0.2	5.1
System missing		1,258	97.0	
Total		1,297	100.0	100.0

q6_8c   **New female personnel-Research and develpment: Marital status preference**

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.
8) Research and development/professional - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	2	0.2	5.1
Married	2	7	0.5	17.9
Irrelevant	4	27	2.1	69.2
NA	99	3	0.2	7.7
System missing		1,258	97.0	
Total		1,297	100.0	100.0

q6_8d   New female personnel-Research and develpment: Monthly wage preference

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.
8) Research and development/professional - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	2	0.2	5.1
100-149 Man won	2	8	0.6	20.5
150-199 Man won	3	11	0.8	28.2
200-249 Man won	4	6	0.5	15.4
250-299 Man won	5	4	0.3	10.3
300 Man won and above	6	3	0.2	7.7
NA	99	5	0.4	12.8
System missing		1,258	97.0	
Total		1,297	100.0	100.0

q6_8e   New female personnel-Research and develpment: Work hour preference

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.
8) Research and development/professional - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	3	0.2	7.7
Full-time	2	34	2.6	87.2
NA	99	2	0.2	5.1
System missing		1,258	97.0	
Total		1,297	100.0	100.0

q6_8f   New female personnel-Research and develpment: Work status preference

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.
8) Research and development/professional - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	36	2.8	92.3
Irregular	2	1	0.1	2.6
NA	99	2	0.2	5.1

System missing		1,258	97.0
Total		1,297	100.0	100.0

q6_1_9 Recruiting new female personnel-Technical

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.
9) Technical(design/manufacturing/programming, etc)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	46	3.5	11.2
No	2	348	26.8	84.9
NA	99	16	1.2	3.9
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_9a New female personnel-Technical: Education preference

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.
9) Technical(design/manufacturing/programming, etc) - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	25	1.9	54.3
High school	2	10	0.8	21.7
Middle school	3	1	0.1	2.2
Irrelevant	4	10	0.8	21.7
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_9b New female personnel-Technical: Age preference

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.
9) Technical(design/manufacturing/programming, etc) - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	16	1.2	34.8
30s	2	18	1.4	39.1
50s or more	4	1	0.1	2.2
Irrelevant	5	11	0.8	23.9

System missing		1,251	96.5	

Total		1,297	100.0	100.0

q6_9c   New female personnel-Technical: Marital status preference

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.
9) Technical(design/manufacturing/programming, etc) - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	4	0.3	8.7
Married	2	8	0.6	17.4
Irrelevant	4	32	2.5	69.6
NA	99	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_9d   New female personnel-Technical: Monthly wage preference

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.
9) Technical(design/manufacturing/programming, etc) - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	4	0.3	8.7
100-149 Man won	2	15	1.2	32.6
150-199 Man won	3	16	1.2	34.8
200-249 Man won	4	4	0.3	8.7
250-299 Man won	5	5	0.4	10.9
NA	99	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_9e   New female personnel-Technical: Work hour preference

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.
9) Technical(design/manufacturing/programming, etc) - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	6	0.5	13.0

Full-time	2	40	3.1	87.0
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_9f   New female personnel-Technical: Work status preference

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.
9) Technical(design/manufacturing/programming, etc) - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	40	3.1	87.0
Irregular	2	4	0.3	8.7
Other	3	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_1_10   Recruiting new female personnel-Field supervision

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.
10) Field supervision/operation manager

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	15	1.2	3.7
No	2	378	29.1	92.2
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_10a   New female personnel-Field supervision: Education preference

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.
10) Field supervision/operation manager - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	1	0.1	6.7
High school	2	10	0.8	66.7
Irrelevant	4	2	0.2	13.3
NA	99	2	0.2	13.3

System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_10b   **New female personnel-Field supervision: Age preference**

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.
10) Field supervision/operation manager - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
30s	2	7	0.5	46.7
40s	3	4	0.3	26.7
50s or more	4	3	0.2	20.0
NA	99	1	0.1	6.7
System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_10c   **New female personnel-Field supervision: Marital status preference**

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.
10) Field supervision/operation manager - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Married	2	1	0.1	6.7
Irrelevant	4	12	0.9	80.0
NA	99	2	0.2	13.3
System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_10d   **New female personnel-Field supervision: Monthly wage preference**

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.
10) Field supervision/operation manager - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100-149 Man won	2	7	0.5	46.7
150-199 Man won	3	5	0.4	33.3
200-249 Man won	4	1	0.1	6.7
250-299 Man won	5	1	0.1	6.7

RESPONSE		FREQ.	PERCENT	VALID %
NA	99	1	0.1	6.7
System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_10e   New female personnel-Field supervision: Work hour preference

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.
10) Field supervision/operation manager - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	2	0.2	13.3
Full-time	2	12	0.9	80.0
NA	99	1	0.1	6.7
System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_10f   New female personnel-Field supervision: Work status preference

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.
10) Field supervision/operation manager - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	13	1.0	86.7
Irregular	2	1	0.1	6.7
NA	99	1	0.1	6.7
System missing		1,282	98.8	
Total		1,297	100.0	100.0

q6_1_11   Recruiting new female personnel-Plant and machine operation

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.
11) Plant and machine operation/assembling

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	47	3.6	11.5

No	2	348	26.8	84.9
NA	99	15	1.2	3.7
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_11a   **New female personnel-Plant and machine operation: Education preference**

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.
11) Plant and machine operation/assembling - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	1	0.1	2.1
High school	2	25	1.9	53.2
Middle school	3	3	0.2	6.4
Irrelevant	4	17	1.3	36.2
NA	99	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_11b   **New female personnel-Plant and machine operation: Age preference**

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.
11) Plant and machine operation/assembling - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	10	0.8	21.3
30s	2	20	1.5	42.6
40s	3	6	0.5	12.8
50s or more	4	1	0.1	2.1
Irrelevant	5	9	0.7	19.1
NA	99	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_11c   **New female personnel-Plant and machine operation: Marital status preference**

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.
11) Plant and machine operation/assembling - Monthly status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	2	0.2	4.3
Married	2	6	0.5	12.8
Irrelevant	4	38	2.9	80.9
NA	99	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_11d   **New female personnel-Plant and machine operation: Monthly wage preference**

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.
11) Plant and machine operation/assembling - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	16	1.2	34.0
100-149 Man won	2	23	1.8	48.9
150-199 Man won	3	6	0.5	12.8
200-249 Man won	4	1	0.1	2.1
300 Man won and above	6	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_11e   **New female personnel-Plant and machine operation: Work hour preference**

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.
11) Plant and machine operation/assembling - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	10	0.8	21.3
Full-time	2	36	2.8	76.6

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
NA	99	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_11f   New female personnel-Plant and machine operation: Work status preference

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.
11) Plant and machine operation/assembling - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	38	2.9	80.9
Irregular	2	7	0.5	14.9
Other	3	1	0.1	2.1
NA	99	1	0.1	2.1
System missing		1,250	96.4	
Total		1,297	100.0	100.0

q6_1_12   Recruiting new female personnel-Skilled workers

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.
12) Skilled and related workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	46	3.5	11.2
No	2	347	26.8	84.6
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_12a   New female personnel-Skilled workers: Education preference

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.
12) Skilled and related workers - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	9	0.7	19.6
High school	2	18	1.4	39.1
Middle school	3	2	0.2	4.3

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Irrelevant	4	15	1.2	32.6
NA	99	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_12b   New female personnel-Skilled workers: Age preference

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.
12) Skilled and related workers - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	12	0.9	26.1
30s	2	15	1.2	32.6
40s	3	4	0.3	8.7
50s or more	4	3	0.2	6.5
Irrelevant	5	10	0.8	21.7
NA	99	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_12c   New female personnel-Skilled workers: Marital status preference

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.
12) Skilled and related workers - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	10	0.8	21.7
Married	2	9	0.7	19.6
Other	3	1	0.1	2.2
Irrelevant	4	23	1.8	50.0
NA	99	3	0.2	6.5
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_12d   **New female personnel-Skilled workers: Monthly wage preference**

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.
12) Skilled and related workers - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	9	0.7	19.6
100-149 Man won	2	28	2.2	60.9
150-199 Man won	3	6	0.5	13.0
300 Man won and above	6	1	0.1	2.2
NA	99	2	0.2	4.3
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_12e   **New female personnel-Skilled workers: Work hour preference**

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.
12) Skilled and related workers - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	9	0.7	19.6
Full-time	2	33	2.5	71.7
NA	99	4	0.3	8.7
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_12f   **New female personnel-Skilled workers: Work status preference**

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.
12) Skilled and related workers - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	33	2.5	71.7
Irregular	2	7	0.5	15.2
Other	3	1	0.1	2.2

	PUNCH	FREQ.	PERCENT	VALID %
NA	99	5	0.4	10.9
System missing		1,251	96.5	
Total		1,297	100.0	100.0

q6_1_13   Recruiting new female personnel-Driving/Guard

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc.

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	29	2.2	7.1
No	2	364	28.1	88.8
NA	99	17	1.3	4.1
System missing		887	68.4	
Total		1,297	100.0	100.0

q6_13a   New female personnel-Driving/Guard: Education preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Education preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
College or beyond	1	2	0.2	6.9
High school	2	2	0.2	6.9
Middle school	3	3	0.2	10.3
Irrelevant	4	22	1.7	75.9
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_13b   New female personnel-Driving/Guard: Age preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Age preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
20s	1	2	0.2	6.9
30s	2	2	0.2	6.9
40s	3	6	0.5	20.7

50s or more	4	2	0.2	6.9
Irrelevant	5	17	1.3	58.6
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_13c   New female personnel-Driving/Guard: Marital status preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Marital status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single	1	1	0.1	3.4
Married	2	4	0.3	13.8
Irrelevant	4	24	1.9	82.8
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_13d   New female personnel-Driving/Guard: Monthly wage preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Monthly wage preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
100 Man won and below	1	12	0.9	41.4
100-149 Man won	2	14	1.1	48.3
150-199 Man won	3	1	0.1	3.4
200-249 Man won	4	2	0.2	6.9
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_13e   New female personnel-Driving/Guard: Work hour preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Work hour preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Part-time	1	7	0.5	24.1
Full-time	2	21	1.6	72.4

	PUNCH	FREQ.	PERCENT	VALID %
NA	99	1	0.1	3.4
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_13f   New female personnel-Driving/Guard: Work status preference

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.
13) Driving/Guard/Janitor/Cleaning/Cafeteria, etc. - Work status preference

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Regular	1	17	1.3	58.6
Irregular	2	10	0.8	34.5
Other	3	2	0.2	6.9
System missing		1,268	97.8	
Total		1,297	100.0	100.0

q6_2   Reason for not planning to hire new female personnel

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Compared to men, they tend to be lower in work focus	1	7	0.5	2.3
They have higher turnover rate	2	18	1.4	6.0
Their work ability is lower than men	3	12	0.9	4.0
We get no female applicants	4	7	0.5	2.3
In terms of job characteristics, the work is not suitable for women	5	75	5.8	24.9
High welfare cost such as childbirth grant	6	4	0.3	1.3
We have enough female personnel	7	151	11.6	50.2
Other	8	17	1.3	5.6
NA	99	10	0.8	3.3
System missing		996	76.8	
Total		1,297	100.0	100.0

q7   **Qualification company considers when hiring female personnel**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Work ethic	1	437	33.7	33.7
Possibility of long service	2	479	36.9	36.9
Professional knowledge or skill	3	297	22.9	22.9
Wage	4	40	3.1	3.1
Marital status	5	14	1.1	1.1
Children under age six	6	6	0.5	0.5
Appearance	7	7	0.5	0.5
Other	8	10	0.8	0.8
NA	99	7	0.5	0.5
Total		1,297	100.0	100.0

q8   **R expects to face difficulties when hiring female personnel**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	357	27.5	27.5
No	2	936	72.2	72.2
NA	99	4	0.3	0.3
Total		1,297	100.0	100.0

q8_1   **Reason for facing difficulties when hiring female personnel(1)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Difficulty of finding skilled women	1	147	11.3	41.2
The work is too hard for women to handle	2	81	6.2	22.7
It requires night shifts	3	55	4.2	15.4
It is a male-centered workplace, and women tend to avoid	4	34	2.6	9.5
Other	5	39	3.0	10.9
NA	99	1	0.1	0.3

System missing		940	72.5	
Total		1,297	100.0	100.0

q8_2   **Reason for facing difficulties when hiring female personnel(2)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Difficulty of finding skilled women	1	1	0.1	1.8
The work is too hard for women to handle	2	14	1.1	24.6
It requires night shifts	3	21	1.6	36.8
It is a male-centered workplace, and women tend to avoid	4	21	1.6	36.8
System missing		1,240	95.6	
Total		1,297	100.0	100.0

q8_3   **Reason for facing difficulties when hiring female personnel(3)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
It requires night shifts	3	4	0.3	40.0
It is a male-centered workplace, and women tend to avoid	4	4	0.3	40.0
Other	5	2	0.2	20.0
System missing		1,287	99.2	
Total		1,297	100.0	100.0

q9   **Number of employees has decreased since January 2006**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	291	22.4	22.4
No	2	1,001	77.2	77.2
NA	99	5	0.4	0.4
Total		1,297	100.0	100.0

q9_1_1   Reduction-Regular employees: Total

9-1. If decreased, how many reduction has there been?
1) Regular employees - Total

==> **Please refer to raw data.**

	Value
Valid N	285
Minimum	0
Maximum	46
Mean	4.04
Std. Deviation	6.513

q9_1_2   Reduction-Regular employees: Male

9-1. If decreased, how many reduction has there been?
1) Regular employees - Male

==> **Please refer to raw data.**

	Value
Valid N	285
Minimum	0
Maximum	40
Mean	2.78
Std. Deviation	4.991

q9_1_3   Reduction-Regular employees: Female

9-1. If decreased, how many reduction has there been?
1) Regular employees - Female

==> **Please refer to raw data.**

	Value
Valid N	285
Minimum	0
Maximum	40
Mean	1.27
Std. Deviation	3.386

q9_1_4   Reduction-Iregular employees: Total

9-1. If decreased, how many reduction has there been?
2) Irregular employees - Total

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	70
Mean	1.25
Std. Deviation	6.305

q9_1_5   Reduction-Iregular employees: Male

9-1. If decreased, how many reduction has there been?
2) Irregular employees - Male

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	70
Mean	0.77
Std. Deviation	5.096

q9_1_6   Reduction-Iregular employees: Female

9-1. If decreased, how many reduction has there been?
2) Irregular employees - Female

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	30
Mean	0.47
Std. Deviation	2.154

q9_1_7   Reduction-Others: Total

9-1. If decreased, how many reduction has there been?
3) Other(Subcontracting, outsourcing, etc) - Total

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	9
Mean	0.12
Std. Deviation	0.826

q9_1_8   Reduction-Others: Male

9-1. If decreased, how many reduction has there been?
3) Other(Subcontracting, outsourcing, etc) - Male

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	3
Mean	0.02
Std. Deviation	0.216

q9_1_9   Reduction-Others: Female

9-1. If decreased, how many reduction has there been?
3) Other(Subcontracting, outsourcing, etc) - Female

==> **Please refer to raw data.**

	Value
Valid N	278
Minimum	0
Maximum	9
Mean	0.10
Std. Deviation	0.800

q9_2   **Reason for the decline of employees**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Difficulty of company management	1	136	10.5	46.7
About to close-down company (affiliate merger or split-up)	2	12	0.9	4.1
Inability to recruit new personnel after the leave of previous personnel	3	76	5.9	26.1
Clearing-out before the implementation of irregular workers's bills	4	3	0.2	1.0
Other	5	58	4.5	19.9
NA	99	6	0.5	2.1
System missing		1,006	77.6	
Total		1,297	100.0	100.0

q10   **Company will downsize in the next three years**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	61	4.7	4.7
No	2	1,232	95.0	95.0
NA	99	4	0.3	0.3
Total		1,297	100.0	100.0

q10_1   **How many persons will company reduce**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
1 person	1	19	1.5	31.1
2 persons	2	13	1.0	21.3
3 persons	3	7	0.5	11.5
4 persons	4	2	0.2	3.3
5 persons	5	5	0.4	8.2
6 persons	6	1	0.1	1.6
9 persons	9	1	0.1	1.6
10 persons	10	3	0.2	4.9
20 persons	20	2	0.2	3.3

NA	999999	8	0.6	13.1
System missing		1,236	95.3	
Total		1,297	100.0	100.0

q10_2_1 Method company will use when downsizing(1)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Voluntary retirement/ Early retirement	1	5	0.4	8.2
Layoff	2	14	1.1	23.0
Advice to resign	3	18	1.4	29.5
Transfer to affiliate or subcontracting companies	4	2	0.2	3.3
Reduction of irregular workers(short-term contract/part-time workers)	5	14	1.1	23.0
Company split-up	6	1	0.1	1.6
Outsourcing	7	2	0.2	3.3
Other	8	2	0.2	3.3
NA	99	3	0.2	4.9
System missing		1,236	95.3	
Total		1,297	100.0	100.0

q10_2_2 Method company will use when downsizing(2)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Advice to resign	3	3	0.2	37.5
Reduction of irregular workers(short-term contract/part-time workers)	5	3	0.2	37.5
Company split-up	6	1	0.1	12.5
Outsourcing	7	1	0.1	12.5
System missing		1,289	99.4	
Total		1,297	100.0	100.0

q10_2_3   **Method company will use when downsizing(3)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Outsourcing	7	1	0.1	100.0
System missing		1,296	99.9	
Total		1,297	100.0	100.0

q10_3   **Priority company will consider when downsizing**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Female regular worker	1	1	0.1	1.6
Male regular worker	2	8	0.6	13.1
Female irregular worker	3	4	0.3	6.6
Male irregular worker	4	2	0.2	3.3
High wage worker	5	12	0.9	19.7
Worker with low performance	6	24	1.9	39.3
Other	7	8	0.6	13.1
NA	99	2	0.2	3.3
System missing		1,236	95.3	
Total		1,297	100.0	100.0

q11_1   **Total capital in company last year**

11. What was the total capital and sales in your company last year(2006)?
1) Capital : _____ Hundred million won

==> **Please refer to raw data.**

	Value
Valid N	727
Minimum	0.1
Maximum	75556.0
Mean	111.70
Std. Deviation	2802.015

q11_2   **Total sales in company last year**

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

2) Sales : _____ Hundred million won

==> **Please refer to raw data.**

	Value
Valid N	77
Minimum	0.1
Maximum	5888.0
Mean	90.23
Std. Deviation	670.5267

q12   **Most helpful education/training programs for workers**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
New recruitment orientation	1	124	9.6	9.6
Company job-training	2	476	36.7	36.7
Domestic or overseas training	3	38	2.9	2.9
Taking courses at private educational institute	4	48	3.7	3.7
Informal field training	5	449	34.6	34.6
School education prior to company entrance	6	49	3.8	3.8
Company offer of leave or funds for personal capacity development	7	37	2.9	2.9
Other	8	63	4.9	4.9
NA	99	13	1.0	1.0
Total		1,297	100.0	100.0

q13   **Company has supported education/training programs for workers**

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)?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	549	42.3	42.3
No	2	747	57.6	57.6
NA	99	1	0.1	0.1
Total		1,297	100.0	100.0

q13_1_1   Support details company has offered(1)

13-1. Choose all that apply.
: First

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Online education and training(remote learning, etc)	1	172	13.3	31.3
Supporting internal job-related study groups	2	77	5.9	14.0
Skill guidance or workers training for consigned or subcontracting companies	3	79	6.1	14.4
Skill guidance or workers training from mother company or contracted companies	4	73	5.6	13.3
Paid or unpaid education and training leave	5	12	0.9	2.2
Support of fees for taking courses at private educational institutes	6	72	5.6	13.1
Support of educational fees(college, etc) or loan	7	12	0.9	2.2
Other	8	46	3.5	8.4
NA	99	6	0.5	1.1
System missing		748	57.7	
Total		1,297	100.0	100.0

q13_1_2   Support details company has offered(2)

13-1. Choose all that apply.
: Second

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Supporting internal job-related study groups	2	29	2.2	14.1
Skill guidance or workers training for consigned or subcontracting companies	3	54	4.2	26.2
Skill guidance or workers training from mother company or contracted companies	4	33	2.5	16.0
Paid or unpaid education and training leave	5	14	1.1	6.8
Support of fees for taking courses at private educational institutes	6	58	4.5	28.2
Support of educational fees(college, etc) or loan	7	11	0.8	5.3
Other	8	7	0.5	3.4
System missing		1,091	84.1	
Total		1,297	100.0	100.0

q13_1_3 **Support details company has offered(3)**

13-1. Choose all that apply.
: Third

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Skill guidance or workers training for consigned or subcontracting companies	3	13	1.0	15.1
Skill guidance or workers training from mother company or contracted companies	4	9	0.7	10.5
Paid or unpaid education and training leave	5	10	0.8	11.6
Support of fees for taking courses at private educational institutes	6	33	2.5	38.4
Support of educational fees(college, etc) or loan	7	18	1.4	20.9
Other	8	3	0.2	3.5
System missing		1,211	93.4	
Total		1,297	100.0	100.0

q13_1_4 **Support details company has offered(4)**

13-1. Choose all that apply.
: Fourth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Skill guidance or workers training from mother company or contracted companies	4	4	0.3	17.4
Paid or unpaid education and training leave	5	1	0.1	4.3
Support of fees for taking courses at private educational institutes	6	9	0.7	39.1
Support of educational fees(college, etc) or loan	7	9	0.7	39.1
System missing		1,274	98.2	
Total		1,297	100.0	100.0

q13_1_5 **Support details company has offered(5)**

13-1. Choose all that apply.
: Fifth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Paid or unpaid education and training leave	5	1	0.1	11.1
Support of educational fees(college, etc) or loan	7	8	0.6	88.9
System missing		1,288	99.3	
Total		1,297	100.0	100.0

q13_1_6   **Support details company has offered(6)**

13-1. Choose all that apply.
: Sixth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Support of fees for taking courses at private educational institutes	6	1	0.1	100.0
System missing		1,296	99.9	
Total		1,297	100.0	100.0

q13_2_1   **Education programs offered at company by training target(1)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Administrative and managerial personnel training	1	142	10.9	25.9
Professionals and technicians(including research and development) training	2	173	13.3	31.5
Clerical workers training	3	90	6.9	16.4
Sales and service workers training	4	40	3.1	7.3
Field supervisors training	5	28	2.2	5.1
Production workers training	6	20	1.5	3.6
New recruitment training	7	30	2.3	5.5
Other	8	15	1.2	2.7
NA	99	11	0.8	2.0
System missing		748	57.7	
Total		1,297	100.0	100.0

q13_2_2   **Education programs offered at company by training target(2)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Professionals and technicians(including research and development) training	2	68	5.2	20.5
Clerical workers training	3	91	7.0	27.4
Sales and service workers training	4	29	2.2	8.7
Field supervisors training	5	33	2.5	9.9
Production workers training	6	46	3.5	13.9

New recruitment training	7	61	4.7	18.4
Other	8	4	0.3	1.2
System missing		965	74.4	
Total		1,297	100.0	100.0

q13_2_3   Education programs offered at company by training target(3)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Clerical workers training	3	40	3.1	25.8
Sales and service workers training	4	22	1.7	14.2
Field supervisors training	5	27	2.1	17.4
Production workers training	6	23	1.8	14.8
New recruitment training	7	40	3.1	25.8
Other	8	3	0.2	1.9
System missing		1,142	88.0	
Total		1,297	100.0	100.0

q13_2_4   Education programs offered at company by training target(4)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Sales and service workers training	4	8	0.6	12.7
Field supervisors training	5	14	1.1	22.2
Production workers training	6	13	1.0	20.6
New recruitment training	7	28	2.2	44.4
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q13_2_5   Education programs offered at company by training target(5)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Field supervisors training	5	6	0.5	25.0
Production workers training	6	4	0.3	16.7

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
New recruitment training	7	12	0.9	50.0
Other	8	2	0.2	8.3
System missing		1,273	98.1	
Total		1,297	100.0	100.0

q13_2_6   Education programs offered at company by training target(6)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Production workers training	6	5	0.4	62.5
New recruitment training	7	3	0.2	37.5
System missing		1,289	99.4	
Total		1,297	100.0	100.0

q13_3_1   Education programs offered at company by training contents(1)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
New recruitment training or orientation	1	207	16.0	37.7
Management and supervision training(leadership,decision-making, etc)	2	83	6.4	15.1
Quality control training	3	103	7.9	18.8
Marketing and sales-related training	4	44	3.4	8.0
Industrial safety and health training	5	32	2.5	5.8
Industrial-labor relations training	6	4	0.3	0.7
Computer-related training	7	28	2.2	5.1
Foreign-language training	8	4	0.3	0.7
General education	9	8	0.6	1.5
Other	10	1	0.1	0.2
NA	99	35	2.7	6.4
System missing		748	57.7	
Total		1,297	100.0	100.0

q13_3_2   Education programs offered at company by training contents(2)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
New recruitment training or orientation	1	1	0.1	0.3
Management and supervision training(leadership,decision-making, etc)	2	60	4.6	16.1
Quality control training	3	83	6.4	22.3
Marketing and sales-related training	4	73	5.6	19.6
Industrial safety and health training	5	77	5.9	20.6
Industrial-labor relations training	6	10	0.8	2.7
Computer-related training	7	35	2.7	9.4
Foreign-language training	8	13	1.0	3.5
General education	9	20	1.5	5.4
Other	10	1	0.1	0.3
System missing		924	71.2	
Total		1,297	100.0	100.0

q13_3_3   Education programs offered at company by training contents(3)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Quality control training	3	23	1.8	10.4
Marketing and sales-related training	4	27	2.1	12.2
Industrial safety and health training	5	75	5.8	33.9
Industrial-labor relations training	6	14	1.1	6.3
Computer-related training	7	37	2.9	16.7
Foreign-language training	8	15	1.2	6.8
General education	9	30	2.3	13.6
System missing		1,076	83.0	
Total		1,297	100.0	100.0

q13_3_4   **Education programs offered at company by training contents(4)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Marketing and sales-related training	4	8	0.6	9.4
Industrial safety and health training	5	26	2.0	30.6
Industrial-labor relations training	6	13	1.0	15.3
Computer-related training	7	12	0.9	14.1
Foreign-language training	8	11	0.8	12.9
General education	9	15	1.2	17.6
System missing		1,212	93.4	
Total		1,297	100.0	100.0

q13_3_5   **Education programs offered at company by training contents(5)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial safety and health training	5	5	0.4	13.9
Industrial-labor relations training	6	14	1.1	38.9
Computer-related training	7	8	0.6	22.2
Foreign-language training	8	3	0.2	8.3
General education	9	6	0.5	16.7
System missing		1,261	97.2	
Total		1,297	100.0	100.0

q13_3_6   **Education programs offered at company by training contents(6)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Industrial-labor relations training	6	2	0.2	11.1
Computer-related training	7	9	0.7	50.0
Foreign-language training	8	3	0.2	16.7

General education	9	4	0.3	22.2
System missing		1,279	98.6	
Total		1,297	100.0	100.0

q13_3_7 Education programs offered at company by training contents(7)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Computer-related training	7	2	0.2	20.0
Foreign-language training	8	6	0.5	60.0
General education	9	2	0.2	20.0
System missing		1,287	99.2	
Total		1,297	100.0	100.0

q13_3_8 Education programs offered at company by training contents(8)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Foreign-language training	8	2	0.2	33.3
General education	9	4	0.3	66.7
System missing		1,291	99.5	
Total		1,297	100.0	100.0

q13_4 Reason for not offering education/training programs

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?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No need for education and training programs	1	365	28.1	48.9
No energy for education and training programs	2	152	11.7	20.3
Lack of management interest and understanding	3	41	3.2	5.5
Lack of appropriate programs	4	126	9.7	16.9
Lack of workers' interest and understanding	5	35	2.7	4.7
Other	6	23	1.8	3.1

NA	99	5	0.4	0.7
System missing		550	42.4	

Total		1,297	100.0	100.0

q13_5   **Reason why there is no need for education/training programs**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No need for training because of simple and repeated work	1	254	19.6	69.6
Enough with knowledge or ability learned at school	2	68	5.2	18.6
Education and training outcome is so low that it is not helpful for the company	3	14	1.1	3.8
No need for training due to high employee turnover rate	4	10	0.8	2.7
Other	5	11	0.8	3.0
NA	99	8	0.6	2.2
System missing		932	71.9	
Total		1,297	100.0	100.0

q14_1   **Company operates tailored human resource training**

14. Does your company operate programs such as below for securing quality work force?
1) Tailored human resource training

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	67	5.2	5.2
No	2	1,203	92.8	92.8
NA	99	27	2.1	2.1
Total		1,297	100.0	100.0

q14_2   **Company operates internship program**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	49	3.8	3.8
No	2	1,208	93.1	93.1
NA	99	40	3.1	3.1
Total		1,297	100.0	100.0

q15_1_1a **Currently implemented: Subsidy for meal expense**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-1) Currently implemented : Subsidy for meal expense

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	279	21.5	21.5
Yes	1	1,018	78.5	78.5
Total		1,297	100.0	100.0

q15_1_2a **Currently implemented: Subsidy for children's educational expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-2) Currently implemented : Subsidy for children's educational expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	669	51.6	51.6
Yes	1	628	48.4	48.4
Total		1,297	100.0	100.0

q15_1_3a **Currently implemented: Support for housing-purchase**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-3) Currently implemented : Support for housing-purchase(loan, etc)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	849	65.5	65.5
Yes	1	448	34.5	34.5
Total		1,297	100.0	100.0

q15_1_4a **Currently implemented: Support for family events**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-4) Currently implemented : Support for family events

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	923	71.2	71.2
Yes	1	374	28.8	28.8
Total		1,297	100.0	100.0

q15_1_5a   **Currently implemented: Support for holiday expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-5) Currently implemented : Support for holiday expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,090	84.0	84.0
Yes	1	207	16.0	16.0
Total		1,297	100.0	100.0

q15_1_6a   **Currently implemented: Support for childcare expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-6) Currently implemented : Support for childcare expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,228	94.7	94.7
Yes	1	69	5.3	5.3
Total		1,297	100.0	100.0

q15_1_7a   **Currently implemented: Support for workers' stock purchase**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-7) Currently implemented : Support for workers' purchase/acquisition of treasury stock

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,273	98.1	98.1
Yes	1	24	1.9	1.9
Total		1,297	100.0	100.0

q15_1_8a   **Currently implemented: Support for personal pension insurance**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-8) Currently implemented : Support for personal pension insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,247	96.1	96.1
Yes	1	50	3.9	3.9
Total		1,297	100.0	100.0

q15_1_9a   Currently implemented: Support for life insurance

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-9) Currently implemented : Support for life insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,289	99.4	99.4
Yes	1	8	0.6	0.6
Total		1,297	100.0	100.0

Q15_1_10a   Currently implemented: Support for personal medical/accident insurance

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-10) Currently implemented : Support for personal medical insurance/accident insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,249	96.3	96.3
Yes	1	48	3.7	3.7
Total		1,297	100.0	100.0

q15_2_1a   Currently implemented: Counseling service on childcare

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-1) Currently implemented : Provision of information and counseling service on childcare

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,249	96.3	96.3
Yes	1	48	3.7	3.7
Total		1,297	100.0	100.0

q15_2_2a   Currently implemented: Provision of connection service to childcare

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-2) Currently implemented : Provision of connection service to childcare for sick child or during business trip or night shift

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,289	99.4	99.4
Yes	1	8	0.6	0.6
Total		1,297	100.0	100.0

q15_2_3a **Currently implemented: Support for afterschool childcare**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-3) Currently implemented : Support for afterschool childcare or private educational institution fees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,295	99.8	99.8
Yes	1	2	0.2	0.2
Total		1,297	100.0	100.0

q15_3_1a **Currently implemented: Newsletter publication**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-1) Currently implemented : Newsletter publication on family issues, Family invitation events,
Weekend family farm operation

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,150	88.7	88.7
Yes	1	147	11.3	11.3
Total		1,297	100.0	100.0

q15_3_2a **Currently implemented: Counseling on family issues**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-2) Currently implemented : Counseling on family problems and stress

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,253	96.6	96.6
Yes	1	44	3.4	3.4
Total		1,297	100.0	100.0

q15_3_3a **Currently implemented: Support for self-development**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-3) Currently implemented : Support for self-development and continuing education

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,275	98.3	98.3
Yes	1	22	1.7	1.7
Total		1,297	100.0	100.0

q15_3_4a   Currently implemented: Life-cycle education program

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-4) Currently implemented : Life-cycle education program(health, parenting, finance management, retirement planning)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,291	99.5	99.5
Yes	1	6	0.5	0.5
Total		1,297	100.0	100.0

q15_3_5a   Currently implemented: Education program for employees' families

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-5) Currently implemented : Education program for the families of employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,294	99.8	99.8
Yes	1	3	0.2	0.2
Total		1,297	100.0	100.0

q15_3_6a   Currently implemented: Online community and mentoring

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-6) Currently implemented : Online community and mentoring(workers' distress, activation of communication)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,293	99.7	99.7
Yes	1	4	0.3	0.3
Total		1,297	100.0	100.0

q15_3_7a   Currently implemented: Internship opportunities for employees' children

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-7) Currently implemented : Internship opportunities for the children of employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,295	99.8	99.8
Yes	1	2	0.2	0.2
Total		1,297	100.0	100.0

q15_4_1a   Currently implemented: Elderly care placement service

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-1) Currently implemented : Elderly care placement service

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,291	99.5	99.5
Yes	1	6	0.5	0.5
Total		1,297	100.0	100.0

q15_4_2a   Currently implemented: Commissioned nursing service for families

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-2) Currently implemented : Commissioned nursing service for sick family members

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,296	99.9	99.9
Yes	1	1	0.1	0.1
Total		1,297	100.0	100.0

q15_4_3a   Currently implemented: Care service for families with disability

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-3) Currently implemented : Care service for family members with disability

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,297	100.0	100.0
Total		1,297	100.0	100.0

q15_5_1a   Currently implemented: Restriction of night duties for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-1) Currently implemented : Restriction of night duties between 10pm-6am for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	948	73.1	73.1
Yes	1	349	26.9	26.9
Total		1,297	100.0	100.0

q15_5_2a   Currently implemented: Restriction of holiday work for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-2) Currently implemented : Restriction of holiday work for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,048	80.8	80.8
Yes	1	249	19.2	19.2
Total		1,297	100.0	100.0

q15_5_3a   Currently implemented: Restriction of over-time for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-3) Currently implemented : Restriction of more than 2-hours of over-time for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,118	86.2	86.2
Yes	1	179	13.8	13.8
Total		1,297	100.0	100.0

q15_5_4a   Currently implemented: Allowance of shift to lighter duties

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-4) Currently implemented : Allowance of shift to lighter duties upon requests by pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,151	88.7	88.7
Yes	1	146	11.3	11.3
Total		1,297	100.0	100.0

q15_5_5a   Currently implemented: 90-days of maternity leave before/after child-birth

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-5) Currently implemented : 90-days of maternity leave before or after child-birth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,151	88.7	88.7
Yes	1	146	11.3	11.3
Total		1,297	100.0	100.0

q15_5_6a   Currently implemented: Parental leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-6) Currently implemented : Parental leave for workers with a child of under 12 months old

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,191	91.8	91.8
Yes	1	106	8.2	8.2
Total		1,297	100.0	100.0

q15_5_7a   Currently implemented: Operation of workplace childcare facility

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-7) Currently implemented : Operation of workplace childcare facility(direct, or commissioned)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,234	95.1	95.1
Yes	1	63	4.9	4.9
Total		1,297	100.0	100.0

q15_5_8a   Currently implemented: Paid breast-feeding time

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-8) Currently implemented : Paid breast-feeding time of at least 30 minutes twice a day

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,250	96.4	96.4
Yes	1	47	3.6	3.6
Total		1,297	100.0	100.0

q15_5_9a   Currently implemented: Maternity leave for miscarriage

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-9) Currently implemented : Maternity leave for miscarriage

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,272	98.1	98.1
Yes	1	25	1.9	1.9
Total		1,297	100.0	100.0

Q15_5_10a   Currently implemented: Paid menstrual leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-10) Currently implemented : Paid menstrual leave

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,273	98.1	98.1
Yes	1	24	1.9	1.9
Total		1,297	100.0	100.0

Q15_5_11a   Currently implemented: Paid sick leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-11) Currently implemented : Paid sick leave

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,288	99.3	99.3
Yes	1	9	0.7	0.7
Total		1,297	100.0	100.0

Q15_5_12a   Currently implemented: Maternity care leave for male workers

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-12) Currently implemented : Maternity care leave for male workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,286	99.2	99.2
Yes	1	11	0.8	0.8
Total		1,297	100.0	100.0

q15_6_1a   Currently implemented: Core hours

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-1) Currently implemented : Core hours (work concentration in 3~4 days during the week)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,151	88.7	88.7
Yes	1	146	11.3	11.3
Total		1,297	100.0	100.0

q15_6_2a   Currently implemented: Staggered office hour

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-2) Currently implemented : Staggered office hour(selection of beginning and ending hours)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,237	95.4	95.4
Yes	1	60	4.6	4.6
Total		1,297	100.0	100.0

q15_6_3a   Currently implemented: Remote working/Working from home

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-3) Currently implemented : Remote working/ working from home

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,292	99.6	99.6
Yes	1	5	0.4	0.4
Total		1,297	100.0	100.0

q15_6_4a   Currently implemented: Shorter working hours and corresponding wage reduction

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-4) Currently implemented : Shorter working hours and corresponding wage reduction

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,291	99.5	99.5
Yes	1	6	0.5	0.5
Total		1,297	100.0	100.0

q15_6_5a   Currently implemented: Temporary change of duties for workers

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-5) Currently implemented : Temporary change of duties for workers with family problems

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,292	99.6	99.6
Yes	1	5	0.4	0.4
Total		1,297	100.0	100.0

q15_1_1b   **To be implemented: Subsidy for meal expense**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-1) To be implemented within a year : Subsidy for meal expense

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,199	92.4	92.4
Yes	1	98	7.6	7.6
Total		1,297	100.0	100.0

q15_1_2b   **To be implemented: Subsidy for children's educational expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-2) To be implemented within a year : Subsidy for children's educational expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,254	96.7	96.7
Yes	1	43	3.3	3.3
Total		1,297	100.0	100.0

q15_1_3b   **To be implemented: Support for housing-purchase**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-3) To be implemented within a year : Support for housing-purchase(loan, etc)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,266	97.6	97.6
Yes	1	31	2.4	2.4
Total		1,297	100.0	100.0

q15_1_4b   **To be implemented: Support for family events**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-4) To be implemented within a year : Support for family events

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,273	98.1	98.1
Yes	1	24	1.9	1.9
Total		1,297	100.0	100.0

q15_1_5b   **To be implemented: Support for holiday expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-5) To be implemented within a year : Support for holiday expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,277	98.5	98.5
Yes	1	20	1.5	1.5
Total		1,297	100.0	100.0

q15_1_6b   **To be implemented: Support for childcare expenses**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-6) To be implemented within a year : Support for childcare expenses

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,287	99.2	99.2
Yes	1	10	0.8	0.8
Total		1,297	100.0	100.0

q15_1_7b   **To be implemented: Support for workers' stock purchase**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-7) To be implemented within a year : Support for workers' purchase/acquisition of treasury stock

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,290	99.5	99.5
Yes	1	7	0.5	0.5
Total		1,297	100.0	100.0

q15_1_8b   **To be implemented: Support for personal pension insurance**

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-8) To be implemented within a year : Support for personal pension insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,294	99.8	99.8
Yes	1	3	0.2	0.2
Total		1,297	100.0	100.0

q15_1_9b   To be implemented: Support for life insurance

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-9) To be implemented within a year : Support for life insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,296	99.9	99.9
Yes	1	1	0.1	0.1
Total		1,297	100.0	100.0

Q15_1_10b   To be implemented: Support for personal medical/accident insurance

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
1-10) To be implemented within a year : Support for personal medical insurance/accident insurance

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,294	99.8	99.8
Yes	1	3	0.2	0.2
Total		1,297	100.0	100.0

q15_2_1b   To be implemented: Counseling service on childcare

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-1) To be implemented within a year : Provision of information and counseling service on childcare

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,266	97.6	97.6
Yes	1	31	2.4	2.4
Total		1,297	100.0	100.0

q15_2_2b   To be implemented: Provision of connection service to childcare

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-2) To be implemented within a year : Provision of connection service to childcare for sick child or during business trip or night shift

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,279	98.6	98.6
Yes	1	18	1.4	1.4
Total		1,297	100.0	100.0

q15_2_3b   To be implemented: Support for afterschool childcare

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
2-3) To be implemented within a year : Support for afterschool childcare or private educational
institution fees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,286	99.2	99.2
Yes	1	11	0.8	0.8
Total		1,297	100.0	100.0

q15_3_1b   To be implemented: Newsletter publication

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-1) To be implemented within a year : Newsletter publication on family issues, Family invitation
events, Weekend family farm operation

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,230	94.8	94.8
Yes	1	67	5.2	5.2
Total		1,297	100.0	100.0

q15_3_2b   To be implemented: Counseling on family issues

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-2) To be implemented within a year : Counseling on family problems and stress

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,269	97.8	97.8
Yes	1	28	2.2	2.2
Total		1,297	100.0	100.0

q15_3_3b   To be implemented: Support for self-development

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-3) To be implemented within a year : Support for self-development and continuing education

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,277	98.5	98.5
Yes	1	20	1.5	1.5
Total		1,297	100.0	100.0

q15_3_4b   To be implemented: Life-cycle education program

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-4) To be implemented within a year : Life-cycle education program(health, parenting, finance management, retirement planning)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,280	98.7	98.7
Yes	1	17	1.3	1.3
Total		1,297	100.0	100.0

q15_3_5b   To be implemented: Education program for employees' families

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-5) To be implemented within a year : Education program for the families of employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,283	98.9	98.9
Yes	1	14	1.1	1.1
Total		1,297	100.0	100.0

q15_3_6b   To be implemented: Online community and mentoring

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-6) To be implemented within a year : Online community and mentoring(workers' distress, activation of communication)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,283	98.9	98.9
Yes	1	14	1.1	1.1
Total		1,297	100.0	100.0

q15_3_7b   To be implemented: Internship opportunities for employees' children

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
3-7) To be implemented within a year : Internship opportunities for the children of employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,286	99.2	99.2
Yes	1	11	0.8	0.8
Total		1,297	100.0	100.0

q15_4_1b   To be implemented: Elderly care placement service

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-1) To be implemented within a year : Elderly care placement service

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,276	98.4	98.4
Yes	1	21	1.6	1.6
Total		1,297	100.0	100.0

q15_4_2b   To be implemented: Commissioned nursing service for families

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-2) To be implemented within a year : Commissioned nursing service for sick family members

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,282	98.8	98.8
Yes	1	15	1.2	1.2
Total		1,297	100.0	100.0

q15_4_3b   To be implemented: Care service for families with disability

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
4-3) To be implemented within a year : Care service for family members with disability

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,284	99.0	99.0
Yes	1	13	1.0	1.0
Total		1,297	100.0	100.0

q15_5_1b   To be implemented: Restriction of night duties for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-1) To be implemented within a year : Restriction of night duties between 10pm-6am for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,233	95.1	95.1
Yes	1	64	4.9	4.9
Total		1,297	100.0	100.0

q15_5_2b   To be implemented: Restriction of holiday work for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-2) To be implemented within a year : Restriction of holiday work for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,254	96.7	96.7
Yes	1	43	3.3	3.3
Total		1,297	100.0	100.0

q15_5_3b   To be implemented: Restriction of over-time for pregnant women

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-3) To be implemented within a year : Restriction of more than 2-hours of over-time for pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,267	97.7	97.7
Yes	1	30	2.3	2.3
Total		1,297	100.0	100.0

q15_5_4b   To be implemented: Allowance of shift to lighter duties

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-4) To be implemented within a year : Allowance of shift to lighter duties upon requests by pregnant women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,270	97.9	97.9
Yes	1	27	2.1	2.1
Total		1,297	100.0	100.0

q15_5_5b   To be implemented: 90-days of maternity leave before/after child-birth

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-5) To be implemented within a year : 90-days of maternity leave before or after child-birth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,275	98.3	98.3
Yes	1	22	1.7	1.7
Total		1,297	100.0	100.0

q15_5_6b   To be implemented: Parental leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-6) To be implemented within a year : Parental leave for workers with a child of under 12 months old

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,283	98.9	98.9
Yes	1	14	1.1	1.1
Total		1,297	100.0	100.0

q15_5_7b   To be implemented: Operation of workplace childcare facility

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-7) To be implemented within a year : Operation of workplace childcare facility(direct, or commissioned)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,286	99.2	99.2
Yes	1	11	0.8	0.8
Total		1,297	100.0	100.0

q15_5_8b   To be implemented: Paid breast-feeding time

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-8) To be implemented within a year : Paid breast-feeding time of at least 30 minutes twice a day

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,290	99.5	99.5
Yes	1	7	0.5	0.5
Total		1,297	100.0	100.0

q15_5_9b   To be implemented: Maternity leave for miscarriage

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-9) To be implemented within a year : Maternity leave for miscarriage

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,290	99.5	99.5
Yes	1	7	0.5	0.5
Total		1,297	100.0	100.0

Q15_5_10b To be implemented: Paid menstrual leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-10) To be implemented within a year : Paid menstrual leave

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,292	99.6	99.6
Yes	1	5	0.4	0.4
Total		1,297	100.0	100.0

Q15_5_11b To be implemented: Paid sick leave

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-11) To be implemented within a year : Paid sick leave

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,293	99.7	99.7
Yes	1	4	0.3	0.3
Total		1,297	100.0	100.0

Q15_5_12b To be implemented: Maternity care leave for male workers

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
5-12) To be implemented within a year : Maternity care leave for male workers

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,295	99.8	99.8
Yes	1	2	0.2	0.2
Total		1,297	100.0	100.0

q15_6_1b To be implemented: Core hours

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-1) To be implemented within a year : Core hours (work concentration in 3~4 days during the week)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,244	95.9	95.9
Yes	1	53	4.1	4.1
Total		1,297	100.0	100.0

q15_6_2b   To be implemented: Staggered office hour

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-2) To be implemented within a year : Staggered office hour(selection of beginning and ending hours)

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,274	98.2	98.2
Yes	1	23	1.8	1.8
Total		1,297	100.0	100.0

q15_6_3b   To be implemented: Remote working/Working from home

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-3) To be implemented within a year : Remote working/ working from home

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,286	99.2	99.2
Yes	1	11	0.8	0.8
Total		1,297	100.0	100.0

q15_6_4b   To be implemented: Shorter working hours and corresponding wage reduction

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-4) To be implemented within a year : Shorter working hours and corresponding wage reduction

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,281	98.8	98.8
Yes	1	16	1.2	1.2
Total		1,297	100.0	100.0

q15_6_5b   To be implemented: Temporary change of duties for workers

15. Please check if any of the following programs is implemented at your company. Tick all that apply.
6-5) To be implemented within a year : Temporary change of duties for workers with family problems

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
No	0	1,290	99.5	99.5
Yes	1	7	0.5	0.5
Total		1,297	100.0	100.0

q16   **Company is implementing flexible work systems**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	200	15.4	15.4
No	2	1,091	84.1	84.1
NA	99	6	0.5	0.5
Total		1,297	100.0	100.0

q16_1_1   **Reason for implementing flexible work systems(1)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Easiness for securing quality manpower	1	27	2.1	13.5
Reduction of turnover	2	27	2.1	13.5
Company promotion and improvement of company image	3	4	0.3	2.0
Increase of workers' productivity	4	68	5.2	34.0
Improvement of workplace satisfaction and work committment	5	37	2.9	18.5
Reduction of absence	6	15	1.2	7.5
Because other companies in similar field are doing it	7	9	0.7	4.5
High interest in the management	9	1	0.1	0.5
NA	99	12	0.9	6.0
System missing		1,097	84.6	
Total		1,297	100.0	100.0

q16_1_2   **Reason for implementing flexible work systems(2)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Reduction of turnover	2	10	0.8	9.9
Company promotion and improvement of company image	3	3	0.2	3.0
Increase of workers' productivity	4	20	1.5	19.8

Improvement of workplace satisfaction and work committment	5	35	2.7	34.7
Reduction of absence	6	9	0.7	8.9
Because other companies in similar field are doing it	7	11	0.8	10.9
High demand from workers	8	7	0.5	6.9
High interest in the management	9	6	0.5	5.9
System missing		1,196	92.2	
Total		1,297	100.0	100.0

q16_1_3   Reason for implementing flexible work systems(3)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Company promotion and improvement of company image	3	1	0.1	3.0
Increase of workers' productivity	4	9	0.7	27.3
Improvement of workplace satisfaction and work committment	5	9	0.7	27.3
Reduction of absence	6	5	0.4	15.2
Because other companies in similar field are doing it	7	4	0.3	12.1
High demand from workers	8	1	0.1	3.0
High interest in the management	9	4	0.3	12.1
System missing		1,264	97.5	
Total		1,297	100.0	100.0

q16_1_4   Reason for implementing flexible work systems(4)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Increase of workers' productivity	4	1	0.1	7.7
Improvement of workplace satisfaction and work committment	5	9	0.7	69.2
Reduction of absence	6	1	0.1	7.7
High demand from workers	8	1	0.1	7.7
High interest in the management	9	1	0.1	7.7
System missing		1,284	99.0	
Total		1,297	100.0	100.0

q16_1_5   Reason for implementing flexible work systems(5)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Reduction of absence	6	4	0.3	66.7
Because other companies in similar field are doing it	7	1	0.1	16.7
High interest in the management	9	1	0.1	16.7
System missing		1,291	99.5	
Total		1,297	100.0	100.0

q16_1_6   Reason for implementing flexible work systems(6)

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
High demand from workers	8	1	0.1	100.0
System missing		1,296	99.9	
Total		1,297	100.0	100.0

q16_2_1   Reason for not implementing flexible work systems(1)

16-2. If not implementing, what is the main reason? Tick all that apply.
: First

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Lack of information	1	204	15.7	18.7
Not seem to be helpful for increasing productivity	2	106	8.2	9.7
Difficulty of management	3	183	14.1	16.8
The issues are not company responsibility	4	40	3.1	3.7
Potential abuse (e.g., absence)	5	23	1.8	2.1
Not realistic given the characteristics of the industry	6	414	31.9	37.9
Difficult to provide equal opportunity to all workers	7	42	3.2	3.8
Strong opposition from workers for whom the policies do not apply	8	5	0.4	0.5
Other	9	45	3.5	4.1
NA	99	29	2.2	2.7

System missing		206	15.9	
Total		1,297	100.0	100.0

q16_2_2 Reason for not implementing flexible work systems(2)

16-2. If not implementing, what is the main reason? Tick all that apply.
: Second

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not seem to be helpful for increasing productivity	2	15	1.2	6.3
Difficulty of management	3	79	6.1	32.9
The issues are not company responsibility	4	6	0.5	2.5
Potential abuse (e.g., absence)	5	21	1.6	8.8
Not realistic given the characteristics of the industry	6	80	6.2	33.3
Difficult to provide equal opportunity to all workers	7	26	2.0	10.8
Strong opposition from workers for whom the policies do not apply	8	3	0.2	1.3
Other	9	10	0.8	4.2
System missing		1,057	81.5	
Total		1,297	100.0	100.0

q16_2_3 Reason for not implementing flexible work systems(3)

16-2. If not implementing, what is the main reason? Tick all that apply.
: Third

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Difficulty of management	3	10	0.8	11.8
The issues are not company responsibility	4	2	0.2	2.4
Potential abuse (e.g., absence)	5	17	1.3	20.0
Not realistic given the characteristics of the industry	6	31	2.4	36.5
Difficult to provide equal opportunity to all workers	7	19	1.5	22.4
Strong opposition from workers for whom the policies do not apply	8	6	0.5	7.1
System missing		1,212	93.4	
Total		1,297	100.0	100.0

q16_2_4   **Reason for not implementing flexible work systems(4)**

16-2. If not implementing, what is the main reason? Tick all that apply.
: Fourth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
The issues are not company responsibility	4	3	0.2	13.0
Potential abuse (e.g., absence)	5	4	0.3	17.4
Not realistic given the characteristics of the industry	6	7	0.5	30.4
Difficult to provide equal opportunity to all workers	7	9	0.7	39.1
System missing		1,274	98.2	
Total		1,297	100.0	100.0

q16_2_5   **Reason for not implementing flexible work systems(5)**

16-2. If not implementing, what is the main reason? Tick all that apply.
: Fifth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Potential abuse (e.g., absence)	5	3	0.2	30.0
Not realistic given the characteristics of the industry	6	2	0.2	20.0
Difficult to provide equal opportunity to all workers	7	4	0.3	40.0
Strong opposition from workers for whom the policies do not apply	8	1	0.1	10.0
System missing		1,287	99.2	
Total		1,297	100.0	100.0

q16_2_6   **Reason for not implementing flexible work systems(6)**

16-2. If not implementing, what is the main reason? Tick all that apply.
: Sixth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not realistic given the characteristics of the industry	6	3	0.2	50.0
Strong opposition from workers for whom the policies do not apply	8	3	0.2	50.0
System missing		1,291	99.5	
Total		1,297	100.0	100.0

q16_2_7   **Reason for not implementing flexible work systems(7)**

16-2. If not implementing, what is the main reason? Tick all that apply.
: Seventh

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Difficult to provide equal opportunity to all workers	7	3	0.2	100.0
System missing		1,294	99.8	
Total		1,297	100.0	100.0

q17   **Maternity protection policy will make women's employment worse**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	106	8.2	8.2
No	2	374	28.8	28.8
We have not introduced any	3	813	62.7	62.7
NA	99	4	0.3	0.3
Total		1,297	100.0	100.0

q17_1   **Why maternity protection policy make women's employment worse(1)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Increase of cost	1	65	5.0	61.3
Problems of fairness among workers	2	22	1.7	20.8
Not much effect considering the investment cost	3	6	0.5	5.7
Lack of government support	4	3	0.2	2.8
Opposition from workers for whom the policies do not apply	5	4	0.3	3.8
Other	6	5	0.4	4.7
NA	99	1	0.1	0.9
System missing		1,191	91.8	
Total		1,297	100.0	100.0

q17_2   **Why maternity protection policy make women's employment worse(2)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Problems of fairness among workers	2	26	2.0	48.1
Not much effect considering the investment cost	3	13	1.0	24.1
Lack of government support	4	13	1.0	24.1
Opposition from workers for whom the policies do not apply	5	1	0.1	1.9
Other	6	1	0.1	1.9
System missing		1,243	95.8	
Total		1,297	100.0	100.0

q17_3   **Why maternity protection policy make women's employment worse(3)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not much effect considering the investment cost	3	9	0.7	45.0
Lack of government support	4	7	0.5	35.0
Opposition from workers for whom the policies do not apply	5	3	0.2	15.0
Other	6	1	0.1	5.0
System missing		1,277	98.5	
Total		1,297	100.0	100.0

q17_4   **Why maternity protection policy make women's employment worse(4)**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Lack of government support	4	5	0.4	83.3
Opposition from workers for whom the policies do not apply	5	1	0.1	16.7
System missing		1,291	99.5	
Total		1,297	100.0	100.0

q18   **Proportion of female workforce compared to men**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Female workforce is bigger	1	367	28.3	28.3
Female workforce is smaller	2	694	53.5	53.5
Similar	3	229	17.7	17.7
NA	99	7	0.5	0.5
Total		1,297	100.0	100.0

q18_1   **Reason for employing more female workers**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Because there is a lot of simple, repetitive tasks	1	90	6.9	24.5
Due to the characteristics of the industry	2	229	17.7	62.4
Recruiting policy based on ability irrespective of gender	3	30	2.3	8.2
Cheaper labor cost for women	4	5	0.4	1.4
Difficulty of finding male workers	5	2	0.2	0.5
Decision of the CEO	6	2	0.2	0.5
Other	8	3	0.2	0.8
NA	99	6	0.5	1.6
System missing		930	71.7	
Total		1,297	100.0	100.0

q18_2   **Reason for employing less female workers**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Due to the characteristics of the industry	1	570	43.9	82.1
Difficulty of finding male workers	2	35	2.7	5.0
Burden of maternity protection cost(maternity leave, etc)	3	11	0.8	1.6
Low job commitment after marriage due to housework or childcare responsibilities	4	43	3.3	6.2

Low return of educational investment cost due to early retirement	5	11	0.8	1.6
The CEO's unwillingness	6	2	0.2	0.3
Other	7	17	1.3	2.4
NA	99	5	0.4	0.7
System missing		603	46.5	
Total		1,297	100.0	100.0

q19　　Merits of female employees

19. Choose appropriate descriptions with respect to female employees working at your company.
1) Merits of Female Employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Lack of absence or early leave	1	39	3.0	3.0
Hardworking	2	685	52.8	52.8
Efforts of changing company atmosphere	3	136	10.5	10.5
Consideration of others	4	48	3.7	3.7
Strong sense of responsibility	5	64	4.9	4.9
Thoroughness at work	6	125	9.6	9.6
Smooth interpersonal relationship	7	90	6.9	6.9
None	8	83	6.4	6.4
Other	9	17	1.3	1.3
NA	99	10	0.8	0.8
Total		1,297	100.0	100.0

q19_1　　Demerits of female employees

19. Choose appropriate descriptions with respect to female employees working at your company.
2) Demerits of Female Employees

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
High rate of absence or early leave	1	202	15.6	15.6
Not hardworking	2	14	1.1	1.1
Spoiling company atmosphere	3	14	1.1	1.1
Lack of consideration of others	4	38	2.9	2.9
Weak sense of responsibility	5	210	16.2	16.2
Carelessness at work	6	50	3.9	3.9
Lack of smoothness in interpersonal relationship	7	57	4.4	4.4
None	8	661	51.0	51.0

Other	9	34	2.6	2.6
NA	99	17	1.3	1.3
Total		1,297	100.0	100.0

q20_1   What company has taken to develop female workers' abilities(1)

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.
: First

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Job allocation in positions which used to be occupied by men only	1	117	9.0	9.0
Expansion of women's promotion opportunity to managerial positions	2	141	10.9	10.9
Expansion of educational opportunity	3	101	7.8	7.8
Provision of office machinery suitable for female body	4	64	4.9	4.9
None	5	802	61.8	61.8
Other	6	39	3.0	3.0
NA	99	33	2.5	2.5
Total		1,297	100.0	100.0

q20_2   What company has taken to develop female workers' abilities(2)

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.
: Second

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Expansion of women's promotion opportunity to managerial positions	2	41	3.2	44.1
Expansion of educational opportunity	3	38	2.9	40.9
Provision of office machinery suitable for female body	4	11	0.8	11.8
None	5	1	0.1	1.1
Other	6	2	0.2	2.2
System missing		1,204	92.8	
Total		1,297	100.0	100.0

q20_3   **What company has taken to develop female workers' abilities(3)**

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.
: Third

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Expansion of educational opportunity	3	14	1.1	73.7
Provision of office machinery suitable for female body	4	4	0.3	21.1
Other	6	1	0.1	5.3
System missing		1,278	98.5	
Total		1,297	100.0	100.0

q20_4   **What company has taken to develop female workers' abilities(4)**

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.
: Fourth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Provision of office machinery suitable for female body	4	1	0.1	100.0
System missing		1,296	99.9	
Total		1,297	100.0	100.0

q21_1   **There are female workers who have got married**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	510	39.3	39.3
No	2	773	59.6	59.6
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q21_2   **There are female workers who have left company before/after marriage**

21. Since January 2005 until now(August 2007), has your company experienced any of the following?
Please answer each question.
2) Has any of the female employees left the company before or after marriage?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	294	22.7	22.7
No	2	986	76.0	76.0
NA	99	17	1.3	1.3
Total		1,297	100.0	100.0

q21_3   **There are female workers who have given birth to a child**

21. Since January 2005 until now(August 2007), has your company experienced any of the following?
Please answer each question.
3) Has any of the female employees given birth to a child?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	341	26.3	26.3
No	2	942	72.6	72.6
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q21_4   **There are female workers who have left company before/after childbirth**

21. Since January 2005 until now(August 2007), has your company experienced any of the following?
Please answer each question.
4) Has any of the female employees left the company before or after childbirth?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	209	16.1	16.1
No	2	1,069	82.4	82.4
NA	99	19	1.5	1.5
Total		1,297	100.0	100.0

q21_5   **There are female workers who have requested for maternity leave**

21. Since January 2005 until now(August 2007), has your company experienced any of the following?
Please answer each question.
5) Has any of the female employees requested for a maternity leave?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	195	15.0	15.0

No	2	1,082	83.4	83.4
NA	99	20	1.5	1.5
Total		1,297	100.0	100.0

q21_6 **There are female workers who have left company due to childcare**

21. Since January 2005 until now(August 2007), has your company experienced any of the following? Please answer each question.
6) Has any of the female employees left the company due to childcare duties?

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	215	16.6	16.6
No	2	1,060	81.7	81.7
NA	99	22	1.7	1.7
Total		1,297	100.0	100.0

q22_1 **Reason why female workers leave company with marriage/childbirth: 1st**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Due to company policy or on company's demand	1	76	5.9	5.9
Due to low possibility of promotion	2	26	2.0	2.0
Due to low work ethic	3	74	5.7	5.7
Due to the demand of husband or the family	4	177	13.6	13.6
Due to childcare and child-rearing duties	5	792	61.1	61.1
We haven't had such a case	6	102	7.9	7.9
Other	7	8	0.6	0.6
NA	99	42	3.2	3.2
Total		1,297	100.0	100.0

q22_2 **Reason why female workers leave company with marriage/childbirth: 2nd**

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Due to company policy or on company's demand	1	87	6.7	8.6
Due to low possibility of promotion	2	48	3.7	4.8
Due to low work ethic	3	79	6.1	7.8

Due to the demand of husband or the family	4	416	32.1	41.3
Due to childcare and child-rearing duties	5	260	20.0	25.8
We haven't had such a case	6	93	7.2	9.2
Other	7	24	1.9	2.4
System missing		290	22.4	
Total		1,297	100.0	100.0

q23_1   Job capacities being equal, company will hire men rather than women

23. Please tick the number which best describes the situation at your company.
1) Job capacities being equal, we would hire men rather than women

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all true	1	245	18.9	18.9
Somewhat not true	2	392	30.2	30.2
So so	3	360	27.8	27.8
Somewhat true	4	242	18.7	18.7
Very much true	5	47	3.6	3.6
NA	99	11	0.8	0.8
Total		1,297	100.0	100.0

q23_2   Men have advantages in terms of promotion and placement

23. Please tick the number which best describes the situation at your company.
2) Men have an advantage in terms of personnel management such as promotion, placement, and education & training

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all true	1	223	17.2	17.2
Somewhat not true	2	342	26.4	26.4
So so	3	371	28.6	28.6
Somewhat true	4	294	22.7	22.7
Very much true	5	56	4.3	4.3
NA	99	11	0.8	0.8
Total		1,297	100.0	100.0

q23_3   **Women tends to get laid first than men during layoff**

23. Please tick the number which best describes the situation at your company.
3) There is a tendency that women get laid first than men during layoff or restructuring

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all true	1	407	31.4	31.4
Somewhat not true	2	394	30.4	30.4
So so	3	346	26.7	26.7
Somewhat true	4	126	9.7	9.7
Very much true	5	10	0.8	0.8
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q23_4   **Women have lower sense of belonging or compared to men**

23. Please tick the number which best describes the situation at your company.
4) Women have lower sense of belonging or work ethic compared to men

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all true	1	268	20.7	20.7
Somewhat not true	2	391	30.1	30.1
So so	3	412	31.8	31.8
Somewhat true	4	187	14.4	14.4
Very much true	5	27	2.1	2.1
NA	99	12	0.9	0.9
Total		1,297	100.0	100.0

q23_5   **Women are not suitable for high-rank positions**

23. Please tick the number which best describes the situation at your company.
5) Women are not very good at commanding subordinates and are not suitable for high-rank positions

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all true	1	273	21.0	21.0
Somewhat not true	2	475	36.6	36.6
So so	3	411	31.7	31.7
Somewhat true	4	115	8.9	8.9

Very much true	5	12	0.9	0.9
NA	99	11	0.8	0.8
Total		1,297	100.0	100.0

q24_1 R knows female re-hiring grant

24. Are you aware of the following women's employment support policies? Please answer each question.
1) Female re-hiring grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	982	75.7	75.7
Somewhat aware	2	289	22.3	22.3
Very much aware	3	14	1.1	1.1
NA	99	12	0.9	0.9
Total		1,297	100.0	100.0

q24_2 R knows maternity leave(replacement) grant

24. Are you aware of the following women's employment support policies? Please answer each question.
2) Maternity leave(replacement) grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	740	57.1	57.1
Somewhat aware	2	506	39.0	39.0
Very much aware	3	37	2.9	2.9
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_3 R knows support for consulting cost for female employment

24. Are you aware of the following women's employment support policies? Please answer each question.
3) Support for consulting cost for promoting female employment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	1,144	88.2	88.2
Somewhat aware	2	128	9.9	9.9
Very much aware	3	10	0.8	0.8
NA	99	15	1.2	1.2
Total		1,297	100.0	100.0

q24_4   **R knows financing support for women's work environment**

24. Are you aware of the following women's employment support policies? Please answer each question.
4) Financing support for improving women's work environment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	1,128	87.0	87.0
Somewhat aware	2	142	10.9	10.9
Very much aware	3	11	0.8	0.8
NA	99	16	1.2	1.2
Total		1,297	100.0	100.0

q24_5   **R knows workplace childcare service grant**

24. Are you aware of the following women's employment support policies? Please answer each question.
5) Workplace childcare service grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	953	73.5	73.5
Somewhat aware	2	312	24.1	24.1
Very much aware	3	15	1.2	1.2
NA	99	17	1.3	1.3
Total		1,297	100.0	100.0

q24_6   **R knows grant for continuous employment of women after childbirth**

24. Are you aware of the following women's employment support policies? Please answer each question.
6) Grant for continuous employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	928	71.5	71.5
Somewhat aware	2	332	25.6	25.6
Very much aware	3	21	1.6	1.6
NA	99	16	1.2	1.2
Total		1,297	100.0	100.0

q24_7   **R knows grant for employment of women after childbirth**

24. Are you aware of the following women's employment support policies? Please answer each question.
7) Grant for promoting new employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	1,061	81.8	81.8
Somewhat aware	2	199	15.3	15.3
Very much aware	3	19	1.5	1.5
NA	99	18	1.4	1.4
Total		1,297	100.0	100.0

q24_8   **R knows grant for employment of unemployed female household head**

24. Are you aware of the following women's employment support policies? Please answer each question.
8) Grant for promoting new employment of unemployed female household head

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not aware	1	1,046	80.6	80.6
Somewhat aware	2	214	16.5	16.5
Very much aware	3	20	1.5	1.5
NA	99	17	1.3	1.3
Total		1,297	100.0	100.0

q24_1_1   **Company used female re-hiring grant**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
1) Used the Policy : Female re-hiring grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	84	6.5	6.5
No	2	1,199	92.4	92.4
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_1_2 **How helpful is female re-hiring grant**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
1) Degree of helpfulness : Female re-hiring grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	13	1.0	15.5
Not Helpful	2	27	2.1	32.1
So so	3	29	2.2	34.5
Helpful	4	8	0.6	9.5
Very helpful	5	6	0.5	7.1
NA	99	1	0.1	1.2
System missing		1,213	93.5	
Total		1,297	100.0	100.0

q24_2_1 **Company used maternity leave(replacement) grant**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
2) Used the Policy : Maternity leave(replacement) grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	109	8.4	8.4
No	2	1,174	90.5	90.5
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_2_2 **How helpful is maternity leave(replacement) grant**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
2) Degree of helpfulness : Maternity leave(replacement) grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	10	0.8	9.2
Not Helpful	2	20	1.5	18.3
So so	3	39	3.0	35.8
Helpful	4	26	2.0	23.9
Very helpful	5	12	0.9	11.0

NA	99	2	0.2	1.8
System missing		1,188	91.6	

Total		1,297	100.0	100.0

q24_3_1 Company used support for consulting cost for female employment

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
3) Used the Policy : Support for consulting cost for promoting female employment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	53	4.1	4.1
No	2	1,230	94.8	94.8
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_3_2 How helpful is support for consulting cost for female employment

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
3) Degree of helpfulness : Support for consulting cost for promoting female employment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	11	0.8	20.8
Not Helpful	2	15	1.2	28.3
So so	3	20	1.5	37.7
Helpful	4	2	0.2	3.8
Very helpful	5	4	0.3	7.5
NA	99	1	0.1	1.9
System missing		1,244	95.9	
Total		1,297	100.0	100.0

q24_4_1 Company used financing support for women's work environment

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
4) Used the Policy : Financing support for improving women's work environment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	52	4.0	4.0
No	2	1,231	94.9	94.9
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_4_2   How helpful is financing support for women's work environment

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
4) Degree of helpfulness : Financing support for improving women's work environment

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	11	0.8	21.2
Not Helpful	2	12	0.9	23.1
So so	3	21	1.6	40.4
Helpful	4	3	0.2	5.8
Very helpful	5	4	0.3	7.7
NA	99	1	0.1	1.9
System missing		1,245	96.0	
Total		1,297	100.0	100.0

q24_5_1   Company used workplace childcare service grant

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
5) Used the Policy : Workplace childcare service grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	63	4.9	4.9
No	2	1,220	94.1	94.1
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_5_2   How helpful is workplace childcare service grant

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
5) Degree of helpfulness : Workplace childcare service grant

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	10	0.8	15.9
Not Helpful	2	14	1.1	22.2
So so	3	27	2.1	42.9
Helpful	4	7	0.5	11.1
Very helpful	5	4	0.3	6.3

NA	99	1	0.1	1.6
System missing		1,234	95.1	
Total		1,297	100.0	100.0

q24_6_1 Company used grant for continuous employment of women after childbirth

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
6) Used the Policy : Grant for continuous employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	75	5.8	5.8
No	2	1,207	93.1	93.1
NA	99	15	1.2	1.2
Total		1,297	100.0	100.0

q24_6_2 How helpful is grant for continuous employment of women after childbirth

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
6) Degree of helpfulness : Grant for continuous employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	11	0.8	14.7
Not Helpful	2	10	0.8	13.3
So so	3	32	2.5	42.7
Helpful	4	14	1.1	18.7
Very helpful	5	7	0.5	9.3
NA	99	1	0.1	1.3
System missing		1,222	94.2	
Total		1,297	100.0	100.0

q24_7_1 Company used grant for employment of women after childbirth

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
7) Used the Policy : Grant for promoting new employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	56	4.3	4.3
No	2	1,227	94.6	94.6
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_7_2   **How helpful is grant for employment of women after childbirth**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
7) Degree of helpfulness : Grant for promoting new employment of women after childbirth

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	11	0.8	19.6
Not Helpful	2	10	0.8	17.9
So so	3	28	2.2	50.0
Helpful	4	2	0.2	3.6
Very helpful	5	4	0.3	7.1
NA	99	1	0.1	1.8
System missing		1,241	95.7	
Total		1,297	100.0	100.0

q24_8_1   **Company used grant for employment of unemployed female household head**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
8) Used the Policy : Grant for promoting new employment of unemployed female household head

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Yes	1	59	4.5	4.5
No	2	1,224	94.4	94.4
NA	99	14	1.1	1.1
Total		1,297	100.0	100.0

q24_8_2   **How helpful is grant for employment of unemployed female household head**

24-1. Has your company used any of the policies described above? If so, tell us the degree which each policy was helpful.
8) Degree of helpfulness : Grant for promoting new employment of unemployed female household head

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Not at all helpful	1	12	0.9	20.3
Not Helpful	2	12	0.9	20.3
So so	3	23	1.8	39.0
Helpful	4	6	0.5	10.2
Very helpful	5	4	0.3	6.8
NA	99	2	0.2	3.4

System missing	1,238	95.5	
Total	1,297	100.0	100.0

q25   Type of company

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Single (1 company 1 workplace)	1	1,025	79.0	79.0
Headoffice (with multiple branch companies)	2	140	10.8	10.8
Branch (belonging to mother company)	3	94	7.2	7.2
Other	4	22	1.7	1.7
NA	99	16	1.2	1.2
Total		1,297	100.0	100.0

q26   How competitive is product/service of company

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very competitive	1	338	26.1	26.1
Somewhat competitive	2	603	46.5	46.5
Average	3	256	19.7	19.7
Somewhat not competitive	4	64	4.9	4.9
Not at all competitive	5	19	1.5	1.5
NA	99	17	1.3	1.3
Total		1,297	100.0	100.0

q27   How much competitive power company has compared to rivals

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Very strong	1	101	7.8	7.8
Somewhat strong	2	699	53.9	53.9
Average	3	427	32.9	32.9

Somewhat weak	4	41	3.2	3.2
Very weak	5	11	0.8	0.8
NA	99	18	1.4	1.4
Total		1,297	100.0	100.0

q28   Market demand of product/service of company

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Market demand is rapidly increasing	1	71	5.5	5.5
Market demand is somewhat increasing	2	496	38.2	38.2
Neither increasing nor decreasing	3	409	31.5	31.5
Market demand is somewhat decreasing	4	263	20.3	20.3
Market demand is rapidly decreasing	5	32	2.5	2.5
NA	99	26	2.0	2.0
Total		1,297	100.0	100.0

q29   Type of industry

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

RESPONSE	PUNCH	FREQ.	PERCENT	VALID %
Agriculture, forestry, fishing	1	3	0.2	0.2
Mining	2	30	2.3	2.3
Manufacture of food, beverages	3	24	1.9	1.9
Manufacture of textiles	4	42	3.2	3.2
Manufacture of wearing apparel, fur articles	5	2	0.2	0.2
Manufacture of leather, luggage, harnessry, footwear	6	12	0.9	0.9
Publishing, printing and reproduction of recorded media	7	40	3.1	3.1
Manufacture of office machinery and equipment	8	25	1.9	1.9
Manufacture of video, audio and communications equipment	9	54	4.2	4.2
Electricity, gas, and steam supply	10	28	2.2	2.2
Water supply	11	3	0.2	0.2
Construction	12	51	3.9	3.9
Sale and maintenance of motor vehicles, retail of fuel	13	30	2.3	2.3
Wholesale trade and commission trade	14	81	6.2	6.2

Retail trade and maintenance of goods (except motor vehicles)	15	74	5.7	5.7
Accommodation	16	9	0.7	0.7
Food service activities	17	81	6.2	6.2
Land/Water/Air Transport	18	12	0.9	0.9
Travel and transport related service activities	19	12	0.9	0.9
Telecommunications	20	32	2.5	2.5
Financial intermediation	21	19	1.5	1.5
Insurance and pension funding	22	4	0.3	0.3
Activities auxiliary to insurance and pension funding	23	16	1.2	1.2
Real estate activities	24	44	3.4	3.4
Information and other computer related service activities	25	17	1.3	1.3
Research and development	26	13	1.0	1.0
Other business support service activities	27	37	2.9	2.9
Public administration and defence, compulsory social security	28	6	0.5	0.5
Primary/secondary/higher education	29	13	1.0	1.0
Other education (home-study materials, etc)	30	8	0.6	0.6
Health/Veterinary/Social work activities	31	72	5.6	5.6
Amusement, culture, sports related services	32	21	1.6	1.6
Other services	33	105	8.1	8.1
Service activities for private households	34	5	0.4	0.4
Other	35	234	18.0	18.0
NA	99	38	2.9	2.9
Total		1,297	100.0	100.0