

W o r k p l a c e P a n e l S u r v e y

Workplace Panel Survey 2005

Overview





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Survey Objective

The Korea Labor Institute has conducted a workplace panel survey bi-yearly to systematically assess labor demand, employment structure, corporate human resources management system and industrial relations of Korea and used survey results as a basis for developing labor policies.

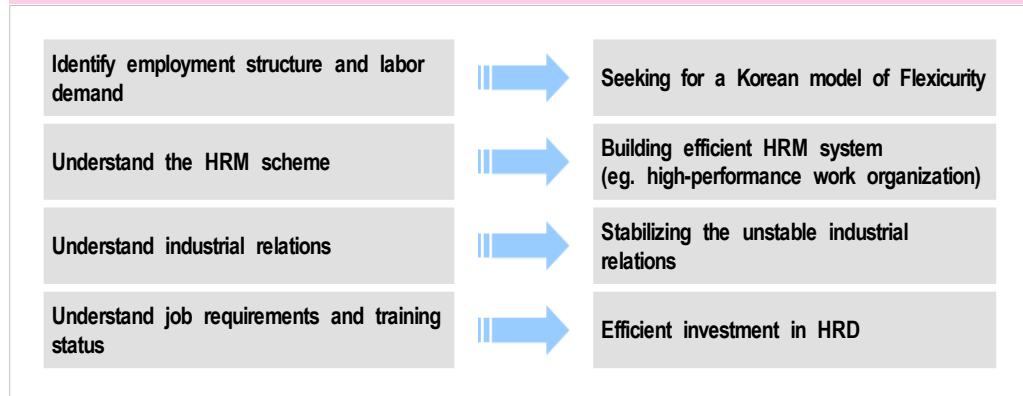
The purpose of the workplace panel survey is to examine whether the corporate demand for labor and human resources management in Korea are in line with the post crisis economic environment and the global industrial structure by conducting an in-depth survey on representative workplaces in Korea on a regular basis. The survey also aims at enhancing the effectiveness of employment and human resources development policies of the government.

Objectives of the workplace panel survey are as follows:

- 1) To assess employment structure and labor demand at a workplace level - To identify corporate strategies for flexible employment and their characteristics by studying the post-crisis structure of corporate demand for labor and status of irregular workers (e.g. temporary workers and subcontractors)
- 2) To analyze the trend and change of human resources management and industrial relations
- To examine the overall structure and features of a human resources management system (wage scheme, evaluation, compensation, etc.) and industrial relations specific to Korea based on findings
- 3) To assess corporate human resources development programs - To find out how much companies are investing in human resources development through education and training.
- 4) To establish a reference database of comparable workplaces overseas through cooperation with foreign workplace surveyors - To accomplish broader analysis and research through

inter-national and inter-disciplinary studies

[Figure 1] Purpose of Workplace Panel Survey and Expected Effects

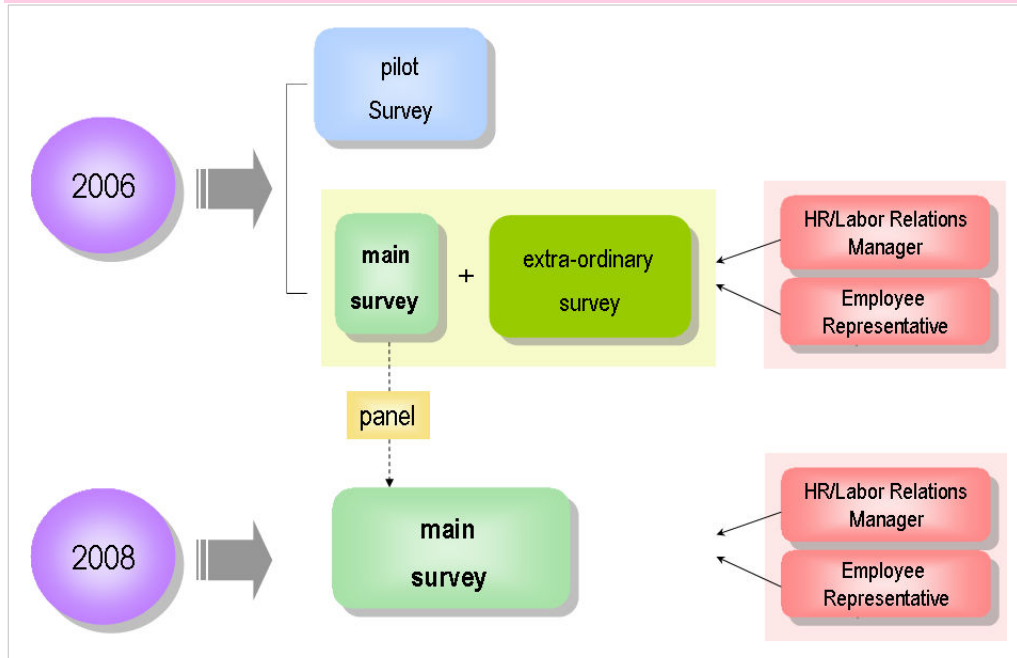


Framework

Workplace Panel Survey 2002(WPS 2002) and Workplace Panel Survey 2003(WPS 2003) were conducted in 2002 and 2003 respectively. Workplace Panel Survey 2005(WPS 2005) was newly sampled in 2005 and is to be used for the subsequent biyearly surveys(Main Survey). The main survey is divided into a questionnaire for human resources(HR) manager, a questionnaire for labor relations manager (or for those in charge of labor-management councils) and a questionnaire for representatives of unions (or for worker representatives of labor-management councils)(See [Figure 2]). In 2006, 1,615 workplaces in the private sector and 100 workplaces in the public sector were the targets of the survey. In addition, an extra-ordinary survey¹⁾ was conducted on 190 public workplaces. In 2008, 1,615 private workplaces and 100 public workplaces are scheduled to be surveyed.

1) With an extra-ordinary survey, most of the public workplaces were covered.

[Figure 2] Structure of Workplace Panel Survey



Sample Design

The WPS 2005 is a sample survey based on a workplace unit.¹⁾ Of the private workplaces listed on the 『Census on Basic Characteristics of Establishments(whole country)』 issued by the National Statistical Office in Korea, those with 30 or more employees were sampled. Workplaces in agricultural, forestry, fishery and mining industries were excluded. Considering the industry, size and region of the workplaces on the 『Census on Basic Characteristics of Establishments』, a total of 3,916 workplaces were selected. Additionally, 359 workplaces in the public sector²⁾ including 308 public institutions and 51 local state-owned enterprises, provided by the Ministry of Planning and Budget, were selected as sample workplaces for the survey.

1) The public sector, financial & insurance industry, and electricity, gas, water services were surveyed based on a company unit.

2) Those with more than 20 employees were surveyed.

<Table 1> Sample sizes and sampling fractions for the WPS 2005 sampling strata

		30~99	100~299	300~499	500+	Total
Manufacturing	Light	207 (5.4)	119 (15.3)	95 (84.8)	59 (95.2)	480 (10.0)
	Chemical	140 (5.7)	98 (18.0)	74 (88.1)	56 (86.2)	368 (11.7)
	Metal/Motor Vehicle/ Transport equipment	214 (4.6)	116 (13.1)	75 (74.3)	99 (85.3)	504 (8.7)
	Electricity/Electron/ Precision	147 (6.3)	100 (15.5)	80 (89.9)	98 (85.2)	425 (13.3)
	Construction	170 (11.7)	97 (48.3)	13 (68.4)	15 (71.4)	295 (17.4)
Wholesale and Retail Trade/ Hotels and Restaurant		181 (6.5)	94 (18.5)	57 (96.6)	41 (91.1)	373 (10.9)
Transport		106 (5.4)	85 (8.3)	49 (61.3)	33 (71.7)	273 (8.7)
Post and Telecommunications		35 (39.3)	23 (100.0)	9 (75.0)	10 (100.0)	77 (57.5)
Financial Institute and Insurance		57 (29.7)	23 (45.1)	19 (55.9)	26 (59.1)	125 (38.9)
Other Business service		200 (5.8)	102 (11.5)	93 (53.8)	111 (82.8)	506 (10.9)
Social service		182 (4.1)	94 (12.8)	79 (81.4)	112 (73.7)	467 (8.6)
Electricity, Gas and Water Supply		13 (48.1)	10 (83.3)	-	-	23 (59.0)
Total		1,652 (6.0)	961 (15.3)	643 (74.8)	660 (81.5)	3,916 (11.0)

<Table 1> shows the number of sampled workplaces in the private sector workplaces and a sample extraction rate in a percentage point by industry and size. The sample extraction rate is a percentage of sampled workplaces to the workplaces collected. The number of collected workplaces with 30 or more employees was 36,066. When we excluded the public sector, the number came down to 35,707. Since the number of workplaces with 500 or more employees was small, the extraction rate of this group was 82%. The extraction rate for those with 300-500 employees was 75%.

The WPS 2005 included 308 public institutions out of 314 institutions selected by the Ministry of Planning and Budget (six institutions sampled for the preliminary survey was excluded³⁾) and 51 local state-owned enterprises(SOEs) (See <Table 2>).

3) Korea Trade-Investment Promotion Agency, Korea Gas Corporation, Science and Technology Policy Institute, Human Resources Development Service of Korea, Government Employee Pension Corporation, National Health Insurance Corporation

The Ministry of Planning and Budget selected 314 public institutions, "in compliance with the classification criteria to the extent possible for public institutions specified in the Act on Management of Government Affiliated Agencies(Article 3), but reducing the scope of exceptions." The public institutions include government invested institutions (where the government is the largest stakeholder); government funded institutions (where government funding is based on law); government assisted commission institutions (where government subsidy accounts for over 50% of total revenues); those subsidiaries (where government-invested, -funded, and -assisted institutions own the largest stake); government re-funded institutions (institutions attached to government funded institutions); and other institutions designated by the Committee for Government Affiliated Agencies.

<Table 2> Public Workplaces Sampled for WPS 2005

		Examples	No. of Samples
Institutions Selected by Ministry of Planning and Budget ¹⁾	Gov Invested	Korea Agricultural & Rural Infrastructure Corporation, Korea Electric Power Corporation	29
	Gov Funded	Traffic Safety Authority, Korea Credit Guarantee Fund	112
	Gov Assisted	Korea Sports Council, Korea Deposit Insurance Corporation	94
	Subsidiaries	Korea Hydro & Nuclear Power Co., Railroad Ads Co.	58
	Gov Re-funded	Korea Polar Research Institute, Korea Polytechnic College	10
	Business Innovation	Seoul Arts Center, Korea Press Foundation	6
Local SOEs	Seoul	Mapo Development Corporation, Seoul Medical Center	7
	Incheon, Gyeonggi	Gyeonggi Tourism Organization, Bucheon Installations Management Corporation	19
	Gangwon, Chungbuk	Gangwon-do Development Corporation, Daejeon Development Authority	7
	Jeolla, Jeju	Gwangju Metropolitan City Corporation, Jeju Island Development Corporation	5
	Yeongnam	Gyeongsangbuk-do Development Corporation, Daegu Medical Center	13
Total			359

Note : 1) Classification of the Ministry of Planning and Budget as of early 2006 was followed for sampling .

Survey Approach

1

Survey Contents

The WPS 2005 has the following contents (see [Figure 3]):

The survey for HR Manager includes questions on general characteristics of the concerned workplace (corporate characteristics and organizational change, workplace characteristics and environment, innovation/technology/information, subcontracting relations, performance variables); employment status and management (recruitment and job separation management, workplace flexibility, irregular workers); compensation and evaluation (performance rating, wage scheme, annual wage system, performance distribution, wage level and raise, corporate welfare); HR management and work organization (overall HR management and matters related to the HR department, work organization, working hours, communication/information sharing/individual complaint handling, fair treatment, harmony of work and home life); and HR development (education and training, career development).

The survey for labor relations manager contains questions on the labor relations department, the labor union, wage and collective bargaining, labor disputes, participation in management and the labor-management council. The questions are answered by the workplaces with a union in place. The survey for those representing labor-management councils include questions on the labor department, industrial relations, status and operation of the labor-management council and participation in management. The questions are answered by the workplaces without a labor union but have a labor-management council.

The survey for representatives of unions contain questions on the labor union status, election and decision making process at the labor union, daily activities, bargaining structure and process,

and history of the labor union. If there is no labor union on the workplaces, the questions are given to employee representative of labor-management council. The survey for worker representatives of labor-management councils are questioned on decision making structure on the workers' side, operation of the labor-management council and participation in management.

[Figure 3] Survey Contents

HR Manager	Labor Relations Manager	Employee Representatives
A. Workplace characteristics 0. Basic Information 1. Enterprise Characteristics and Organizational Change 2. Workplace Characteristics and Environment 3. Performance Variables B. Employment status and employment management 1. Employment management 2. Workplace Flexibility 3. Non-regular workers C. Compensation and assessment 1. Performance appraisal and merit rating 2. Wage system 3. Performance sharing 4. Wage levels and wage increases D. Human resources management and work organization 1. Overall personnel management 2. Work organization 3. Working hours 4. Communication and information sharing 5. Equitable treatment and maternity protection E. Human resources development 1. Training 2. Career development	M. Industrial relations (union workplace) 0. Basic Information 1. Labor management department status 2. Labor union status 3. Wage negotiations and collective bargaining 4. Labor disputes 5. Participation in management 6. Labor-management council and grievance procedures 7. Enterprise welfare and industrial accidents N. Industrial relations (non-union workplace) 0. Basic Information 1. Labor management department status 2. General status of industrial relations 3. Labor-management council status 4. Labor-management council operation 5. Participation in management 6. Grievance procedures 7. Enterprise welfare and industrial accidents	P. Industrial relations (union workplace) 0. Basic Information 1. Labor union status 2. Union elections and decision-making structures 3. Everyday union activities and the status of industrial relations 4. Structure and process of negotiations 5. History of union Q. Industrial relations (non-union workplace) 0. Basic Information 1. Worker-side decision-making structure 2. Operation of labor-management council 3. Participation in management

2 Survey Process and Method



The WPS 2005 was conducted in the order of in-advance contact, sending a mail package, developing survey tables for financial and employment status, and workplace visit for interviews.

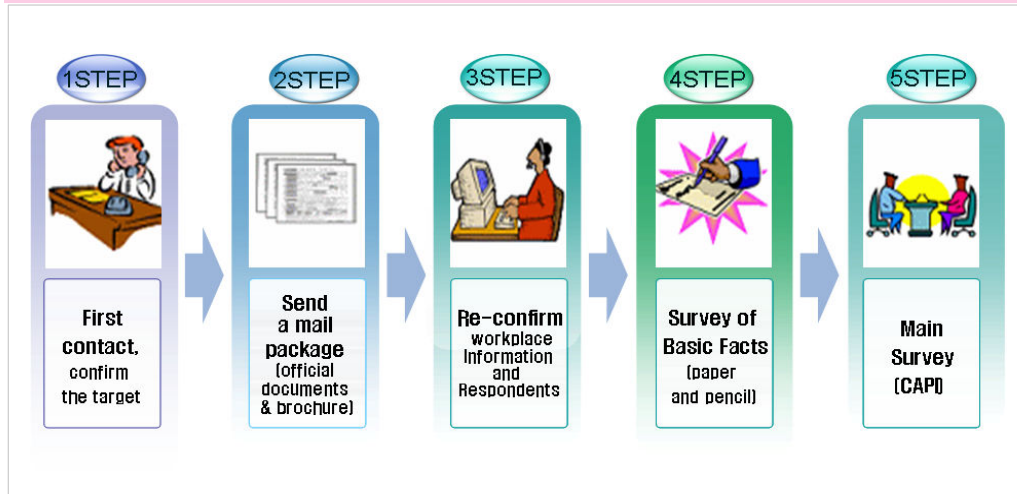
In-advance contact was conducted by trained researchers who called sampled workplaces and checked basic information such as name, industry and address, and to locate a person responsible for receiving mails as well as survey tables and responding to personal interviews. The number of employees was also confirmed with the in-advance contact. Those workplaces with less than 30 employees at the time of contact (end of December 2005) were excluded from the survey.

Then, a mail package was sent to responsible persons who had been identified from the in-advance contact. The package included a brochure introducing the workplace panel survey, official documents asking for cooperation, and survey tables on financial and employment status. The brochure on the workplace panel survey contained survey purpose, method, structure, contents, meaning of participation and result report. It was made brief and visual for easy access by respondents. In addition, official documents asking for cooperation were made respectively by the Korea Labor Institute, the Ministry of Labor and the Korea Employers Federation. In the package sent to public workplaces, an official document drawn up by the Ministry of Planning and Budget was also included in the package.

Respondents were asked to complete and return the survey tables on financial and employment status before personal interviews. The survey tables filled out by respondents in writing were returned via fax or collected by interviewers.

Once respondents were confirmed with the in-advance contact and the survey tables were completed, interviewers visited sample workplaces for interviews. Interviews were conducted using the Blaise system-based Computer Assisted Personal Interviewing (CAPI). The CAPI which was developed by the statistical office of the Netherlands allows respondents to answer questions using the laptop computer taken by interviewers. The interviewers have to enter into the CAPI-enabled laptop computer responses to the financial and employment status before they visit workplaces to conduct CAPI. The questions of CAPI are designed different for HR manager, labor relations manager and employee representatives (see [Figure 4]).

[Figure 4] Process of WPS 2005



3 Pilot Survey

Before conducting a survey, a series of expert meetings and a pilot survey were carried out to review survey contents and processes.

The expert meeting consisted of academic experts from the areas of economics, business management, sociology, etc. They modified and upgraded the structure and contents of the survey through several meetings. These meetings significantly contributed to transforming the previous survey design into a more systemic and objective one.

In particular, some experts pointed that the amount of questions to be asked during CAPI were too much, which would likely distract the respondent and drive down the reliability of survey results or make the respondent bored and stop in the middle of the interview. Thus, a decision to shorten the list of CAPI questions was made before conducting a pilot survey.

The pilot survey for the WPS 2005 was carried out for nine days from June 5 to June 16, 2006. Training for researchers and interviewers was provided for two days from May 28 to May 29. The pilot survey was completed on June 19. The survey focused on confirming whether the planned survey processes were properly designed and reviewing the CAPI system. In order to select the most appropriate respondent to the subsequent CAPI survey at a multiple-workplace, a process of analyzing responses from a worker representative of the workplace and two representatives of the main union was included.

The initial number of samples for the pilot survey was 107. With the in-advance contact, 18 samples were excluded. A total of 89 samples were enrolled for the pilot survey. As seen in <Table 3>, the survey was not completed in 56 workplaces (39 workplaces refused the survey) and completed in 33 workplaces. In other words, 33 workplaces, or 37.1% of valid samples, completed the survey table on financial and employment status as well as HR manager CAPI, labor relations manager CAPI, employee representative CAPI and union representative CAPI (in case of a multiple-workplace).

<Table 3> Sample for Pilot WPS 2005

		No.	%
Out of Scope	Samples not included (overlapping)	6	5.6
	Workplace unconfirmed	2	1.9
	Number not in service	2	1.9
	Less than 30 employees	8	7.5
	Total	18	16.8
Unproductive Cases	Refusal	31	29.0
	Busy line	1	0.9
	Requested to contact later	1	0.9
	Available after June 19	3	2.8
	Available after July	5	4.7
	Delay	3	2.8
	Discontinuance	12	11.2
	Total	56	52.3
Productive Cases		33	30.8
Total		107	100.0

Given the time required for CAPI and reaction of respondents during the preliminary survey, CAPI questions in three areas were considered well-distributed. However, the survey for labor relations manager at workplaces without a labor union required a few supplementary questions. In addition, some respondents said that it was difficult to calculate to get the answer for some questions on the financial status table. Thus, the questions concerned were summarized before moving on to the CAPI for HR manager.

Main Survey

The WPS 2005 was conducted for five months from July to November 2006. The survey began from the Seoul region. Training was provided from July 10 to 11 for persons for contact and interviewers. In-advance contact started from July 13. After conducting the survey in the Seoul region for a month, other regions were covered gradually. Based on the survey progress in the Seoul region, the most efficient number of researchers and interviewers considering the number of samples and the required survey period was determined for other regions. Training for persons for contact and interviewers in the Yeongnam region was offered August 7-8, and interviewers in Jeolla and Jeju regions were trained on August 29. Persons for contact for the Seoul region took charge of in-advance contact in Jeolla and Jeju regions. In Gyeonggi, Incheon, Chungcheong and Gangwon regions, persons for contact and interviewers of the Seoul region did both in-advance contact and interviews. <Table 4> illustrates the training program offered to persons for contact and interviewers in Seoul and Yeongnam regions. The number of trained researchers was 10 for Seoul and 10 for Yeongnam. The number of interviewers was 35 for Seoul, 20 for Yeongnam and 10 for Jeolla and Jeju.

<Table 4> Training Program for WPS 2005				
	Time	Training	Description	Target
D A Y 1	10:00 ~ 10:10	Training introduction	Introduction to training schedule & contents	Person for Contact
	10:10 ~ 10:50	WPS 2005 introduction	Concept, meaning & application of WPS 2005	
	10:50 ~ 11:00	Break		
	11:00 ~ 11:40	Contact training	Explanation on in-advance contact, matters to be attended to (review all questions)	
	11:40 ~ 12:30	Contact Test		
	12:30 ~ 14:00	Lunch		
	14:00 ~ 14:10	Training Introduction	Introduction to training schedule & contents	Interviewer
	14:10 ~ 14:50	WPS 2005 introduction	Concept, meaning & application of WPS 2005	
	14:50 ~ 15:00	Break		
	15:00 ~ 15:50	Interview training	What to prepare for interview, Responses to various situations, matters to be attended to	
	15:50 ~ 16:00	Break		
	16:00 ~ 16:50	CAPI training	Explanation on CAPI system, difference in methodology, things to note before exercise	
	16:50 ~ 17:00	Training wrap-up		
D A Y 2	10:00 ~ 10:50	About response tool	How to use laptop in real situation	Interviewer with laptop
	10:50 ~ 11:00	Break		
	11:00 ~ 12:00	CAPI exercise	Review of questions and use of CAPI	
	12:00 ~ 13:30	Lunch		
	13:30 ~ 14:30	CAPI exercise	Review of questions and use of CAPI	
	14:30 ~ 14:40	Break		
	14:40 ~ 15:40	CAPI exercise	Review of questions and use of CAPI	
	15:40 ~ 15:50	Break		
	15:50 ~ 17:30	CAPI Test	Roll Play	

<Table 5> shows the number of workplaces that successfully completed the survey. Among 4,275 samples including the public sector, the survey was completed in 1,905 sample workplaces, 16% of which were completed in July; 56%, between August and September; and the rest, after October. The result indicates that the success rate increased after the initial stage of in-advance contact. In the later stage of the survey, workplaces that had postponed or discontinued the survey were re-visited, which lowered the failure rate.

<Table 5> Date of last visit by interviewer to establishment			
Time of Survey	Productive cases	Rate(%)	Cumulative Rate(%)
June	312	16.4	16.4
August	639	33.5	49.9
September	427	22.4	72.3
October	284	14.9	87.2
November	233	12.2	99.5
December	2	0.1	99.6
Unknown	8	0.4	100.0
Total	1,905	100.0	-

<Table 6> and <Table 7> summarize the time required for the CAPI survey. Those workplaces that did not provide time-related data were excluded from the analysis.

<Table 6> demonstrates the time required for the CAPI survey with HR personnel and industrial relations personnel. In 76% of the sampled workplaces, the two surveys were answered by the same respondent. Thus, the time spent for the surveys was added for analysis. The time required to complete the CAPI survey for HR and labor relations manager was 45-49 minutes in 35.5% and 30-44 minutes in 25.0% of the sampled workplaces. In general, large-sized workplaces required longer time. This may be attributed to the fact that large workplaces are more likely to have institutions and processes being asked in the survey, which means respondents have more sub-questions to answer. The public sector was found to spend 65 minutes for the CAPI survey, longer than the average of 56 minutes in other workplaces.

Since the question list for worker representatives of labor-management councils and labor union representatives differed, the response time was analyzed separately for each category as summarized in <Table 7>. The average response time for labor union representatives was 26 minutes. The public sector and large-sized workplaces required longer time than the average. In addition, the average response time for worker representatives of labor-management councils was 10 minutes, shorter than that of labor union representatives.

<Table 6> Length of interviews by size of establishment – HR & IR manager

	All		Private Sector										Public Sector	
			Total		30～99		100～299		300～499		500+			
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
0～29 min	43	2.6	41	3.0	24	4.9	11	3.1	5	1.6	1	0.4	2	0.8
30～44 min	411	25.0	375	27.1	164	33.7	109	30.4	67	22.0	35	14.8	36	14.0
45～49 min	584	35.5	496	35.8	174	35.8	128	35.7	115	37.7	79	33.5	88	34.2
60～74 min	315	19.2	259	18.7	76	15.6	64	17.8	66	21.6	53	22.5	56	21.8
75～89 min	172	10.5	130	9.4	36	7.4	28	7.8	28	9.2	38	16.1	42	16.3
Over 90 min	118	7.2	85	6.1	12	2.5	19	5.3	24	7.9	30	12.7	33	12.8
Total	1,643	100.0	1,386	100.0	486	100.0	359	100.0	305	100.0	236	100.0	257	100.0
Avg(min)	58		56		52		55		58		65		65	
Median(min)	53		52		48		51		54		60		60	

<Table 7> Length of interviews by size of establishment – Employee Representative

		All	Private Sector					Public Sector
			Total	30 ~99	100 ~299	300 ~499	500+	
union	No.	736	561	85	144	177	155	175
	Avg(min)	26	26	24	25	26	28	28
	Median(min)	24	23	20	22	23	26	26
labor management commission	No.	714	653	286	186	112	69	61
	Avg(min)	10	10	10	10	10	10	11
	Median(min)	9	9	9	9	9	9	9

Survey Results

The WPS 2005 was conducted for five months from July to November 2006 with sampling of 4,275 workplaces consisted of 359 public workplaces and 3,916 non-public workplaces. Of the samples, the survey was completed in 1,905 workplaces including 1,715 workplaces (1,615 in the private sector and 100 in the public sector) and 190 public workplaces that responded to an extra-ordinary survey.

The survey completion status of the 4,275 sampled workplaces is summarized in <Table 8>. A total of 723 workplaces were excluded for such reasons as less than 30 employees or establishment in the year 2005. Of the remaining 3,552 samples, the survey was not completed in 1,647 workplaces for reasons such as refusal. The survey succeeded in 1,905 workplaces.

Of all the samples, 692 non-public workplaces were excluded. Of the valid 3,224 samples, the survey was not completed in 1,609 and completed in 1,615 workplaces. In case of the public sector, 31 workplaces were excluded from the survey. Of the valid 328 samples, 38 refused the survey and 290 completed it.

<Table 8> WPS 2005 – overall response

			Total		Private Sector		Public Sector	
			No.	%	No.	%	No.	%
Out of Scope	Workplace with less than 30 employees ¹⁾		393	9.2	368	9.4	25	7.0
	Not available (established in 2006, etc.)		23	0.5	20	0.5	3	0.8
	Shutdown/closed/merged		63	1.5	62	1.6	1	0.3
	Number not in service		64	1.5	64	1.6		
	Wrong number		98	2.3	97	2.5	1	0.3
	Local SOEs		30	0.7	30	0.8		
	Overlapped lists		14	0.3	14	0.4		
	Different workplace/ workplace name		31	0.7	30	0.8	1	0.3
	Others		7	0.2	7	0.2		
	Total		723	16.9	692	17.7	31	8.6
Unproductive cases	Refusal		1,283	30.0	1,245	31.8	38	10.6
	No contact	Re-contact	50	1.2	50	1.3		
		Respondent not available	45	1.1	45	1.1		
	Others	In internal approval process	9	0.2	9	0.2		
		Reservation	192	4.5	192	4.9		
		Discontinuance	68	1.6	68	1.7		
	Total		1,647	38.5	1,609	41.1	38	10.6
Productive cases		1,905	44.6	1,615	41.2	290	80.8	
Total		4,275	100.0	3,916	100.0	359	100.0	

Note : 1) Less than 20 employees in case of public workplaces

<Table 9> indicates the sample exclusion and response rates of workplaces by size. The sample exclusion rate was expressed in a percentage of excluded samples to all the workplaces sampled. The response rate was expressed in a percentage of successfully surveyed samples to all the workplaces valid.

The sample exclusion rate in the non-public sector was 17.7%, with the rate particularly higher in small-sized workplaces with less than 100 employees. This is attributable to the downsizing of workplaces to less than 30 employees at the time of survey or to frequent closing and shutdown of small businesses. On the other hand, the sample exclusion rate in the public sector was low at 8.6% as public workplaces tended not to change as rapidly as the private workplaces and provided accurate contact information such as telephone number. The response rate was 50.1% in the non-public sector and 88.4% in the public sector. One of the reasons for the gap was intensive contact attempts. Since there was only a small sample of public workplaces, the survey was conducted in a way to increase the response rate to 100%.

<Table 9> Response by Size of establishment

	All	Private Sector					Public Sector ¹⁾
		Total	30~99	100~299	300~499	500+	
Base : all issued(A)	4,275	3,916	1,652	961	643	660	359
Out of Scope(B)	723	692	444	103	71	74	31
Unproductive(C)	1,647	1,609	586	450	248	325	38
Productive(D)	1,905	1,615	622	408	324	261	290
$\frac{B \times 100}{A}$	16.9	17.7	26.9	10.7	11.0	11.2	8.6
$\frac{D \times 100}{C+D}$	53.6	50.1	51.5	47.6	56.6	44.5	88.4

Note : 1) Size-related data on public workplaces was not available at the time of sampling.

<Table 10> demonstrates the sample exclusion and response rates in private sector workplaces by industry. Since data related to the industry of public workplaces was not available at the time of sampling, public workplaces were excluded from the analysis. The overall sample exclusion and response rates in the public sector are summarized in <Table 9>.

In private workplaces, the sample exclusion rate was highest in the construction industry at 25.8% and lowest in electricity, gas and water services at 0%. This is attributable to industrial characteristics. The construction industry is most vulnerable to external conditions while the electricity, gas and water services are relatively less vulnerable. The response rate was highest in the electricity, gas and water services at 87.0%, followed by transportation (62.1%) and communications (60.0%) industries. The rest showed a rate between 46% and 52%. One of the reasons for the markedly high rate of electricity, gas and water services was intensive contact attempts since there was only a small number of samples in this category.

In addition, the sample exclusion and response rates in private workplaces were analyzed by region (<Table 11>). Again, public workplaces were not included since their region-related data was not available at the time of sampling.

<Table 10> Response of Private Sector Workplaces by KSIC

	All	Manufacturing				Electricity, Gas, Water	Constr uction	Personal services	Trans portati on	Com munic ations	Finance, Insurance	Business service, others	Social service
		Light	Chemical	Metal, Motor Vehicle, transport equipment	Electric, Electron, Precision								
Base : all issued(A)	3,916	480	368	504	425	23	295	373	273	77	125	506	467
Out of Scope(B)	692	100	44	69	73	0	76	69	49	22	14	123	53
Unproductive(C)	1,609	195	173	226	191	3	112	152	85	22	53	198	199
Productive(D)	1,615	185	151	209	161	20	107	152	139	33	58	185	215
$\frac{B \times 100}{A}$	17.7	20.8	12.0	13.7	17.2	0	25.8	18.5	17.9	28.6	11.2	24.3	11.3
$\frac{D \times 100}{C + D}$	50.1	48.7	46.6	48.0	45.7	87.0	48.9	50.0	62.1	60.0	52.3	48.3	51.9

Note : 1) KSIC : Korean Standard Industrial Classification

<Table 11> Response of Private Sector Workplaces by Region

	All	Seoul	Incheon/ Gyeonggi	Gangwon/ Chungbuk	Jeolla/Jeju	Yeongnam
Base : all issued(A)	3,916	1,248	964	392	270	1,042
Out of Scope(B)	692	218	179	73	46	176
Unproductive(C)	1,609	512	388	136	110	463
Productive(D)	1,615	518	397	183	114	403
$\frac{B \times 100}{A}$	17.7	17.5	18.6	18.6	17.0	16.9
$\frac{D \times 100}{C + D}$	50.1	50.3	50.6	57.4	50.9	46.5

<Table 12> illustrates the size of 1,615 non-public workplaces successfully surveyed, compared with the size at the time of sampling. About 82.0%, or 1,325 workplaces did not change in size, but 9.1%, or 147 workplaces were classified into a group smaller than the size they belonged to at the time of sampling, and 8.9%, or 143 workplaces were classified into a larger group. These changes resulted from the fact that the workplace demographics survey which sampling based on had been conducted at the end of December 2004 while the actual survey was carried out at the end of December 2005. The workplaces in the financial & insurance industries and electricity, gas and water services had size data on the workplace level during sampling. At the time of actual survey, however, they responded with size-data on the company level⁴⁾. If the 78 workplaces under the categories of finance & insurance, electricity, gas

4) As mentioned earlier, the public sector, financial and insurance industry, and electricity, gas and water services in the 「Workplace Panel Survey 2005」 was conducted based on the company level, not the workplace level.

& water are excluded, the ratio of those whose size remained unchanged to total samples increased slightly from 82.0% to 82.9%.

<Table 12> Size of Private Sector Workplaces at Time of Interview

Actual survey	Sample	30~99	100~299	300~499	500+	Total
	30~99	575	42	5	1	623
	100~299	39	331	64	16	450
	300~499	6	25	194	19	244
	500+	2	10	61	225	298
	Total	622	408	324	261	1,615

The WPS 2005 was successfully conducted in 1,905 workplaces. Considering the size, industry, region, presence of union, etc., weights were given so that the workplaces successfully surveyed could properly represent all the 36,066 workplaces (excluding agricultural, forestry, fishery and mining industries) with 30 or more employees (20 or more in case of the public sector) in Korea. The distribution of weighted workplaces by size and industry line is as follows:

<Table 13> shows the distribution of 1,905 successfully surveyed workplaces and weighted workplaces by size. Based on the weighted workplaces, the percentage of those with less than 100 employees was about 74%; 100-299 employees, about 20%; and over 300 employees, only about 6%.

<Table 13> Distribution of Workplaces by Size

	Productive		Weighted	
	Freq.	%	Freq.	%
30~99 ¹⁾	706	37.0	26,621	73.9
100~299	538	28.2	7,157	19.8
300~499	280	14.7	1,170	3.2
500+	381	20.0	1,118	3.1
Total	1,905	100.0	36,066	100.0

Note : 1) Twelve public workplaces with 20 ~ 29 employees were included (!5 when weighted).

<Table 14> demonstrates the distribution of the same data by industry. About 48% of the workplaces were in the manufacturing industry while business services accounted for about 12%. On the other hand, electricity, gas & water, communications, real estate and leasing, public administration, defense & social security administration respectively took less than 1%.

<Table 14> Distribution of Workplaces by KSIC

	Productive		Weighted	
	Freq.	%	Freq.	%
Manufacturing	722	37.9	17,367	48.2
Electricity, Gas and Water Supply	37	1.9	224	0.6
Construction	92	4.8	1,394	3.9
Wholesale and Retail Trade	114	6.0	2,389	6.6
Hotels and Restaurants	32	1.7	575	1.6
Transport	139	7.3	2,832	7.9
Post and Telecommunications	41	2.2	243	0.7
Financial Institutions and Insurance	82	4.3	442	1.2
Real Estate and Renting and Leasing	11	0.6	209	0.6
Business Activities	255	13.4	4,350	12.1
Public Administration and Defence ; Compulsory	82	4.3	199	0.6
Social Security	111	5.8	2,625	7.3
Education	108	5.7	1,747	4.8
Health and Social Work	31	1.6	369	1.0
Recreational, Cultural and Sporting Activities	48	2.5	1,099	3.0
Total	1,905	100.0	36,066	100.0

Note : 1) KSIC : Korean Standard Industrial Classification

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