

RIETI International Workshop

Openness and the Share of Nonstandard Workers

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Purpose of Study

- ☞ Firms, facing with more severe competition in the process of globalization, try to maximize their profits by utilizing more nonstandard workers.
- ☞ Firms use nonstandard workers in order to reduce labor costs because they are paid less and are not fully covered by the social insurance system and, under the stringent employment protection legislation, to optimize employment by easing layoff them.
- 📞 **Is such argument right? There is few empirical evidence that globalization induces more utilization of nonstandard workers**
- ☞ This study examines whether the degree of globalization and the share of nonstandard employment have a SIGNIFICANT relationship at the industry level,
- ☞ Estimating a panel model by using the data from the monthly Economically Active Population Survey (EAPS) (August Supplement) over 2002~2010 and
- ☞ Testing the null hypothesis that globalization measures have no additional significant effect on the share of nonstandard workers after
- ☞ Examining the definition of nonstandard employment and the its recent trends by their various types, industries, and firm sizes.

📞 **Important: it is DIFFICULT to define the measure of globalization**

Definition of Nonstandard Workers

Work Status at a job

To the respondent who is identified as “worker” by the questionnaires Q7~Q9, the questionnaire Q30 is applied to classify workers into 1 of 6 categories.

Q30. What was your work status at the job?

the employed

1. permanent worker

2. temporary worker

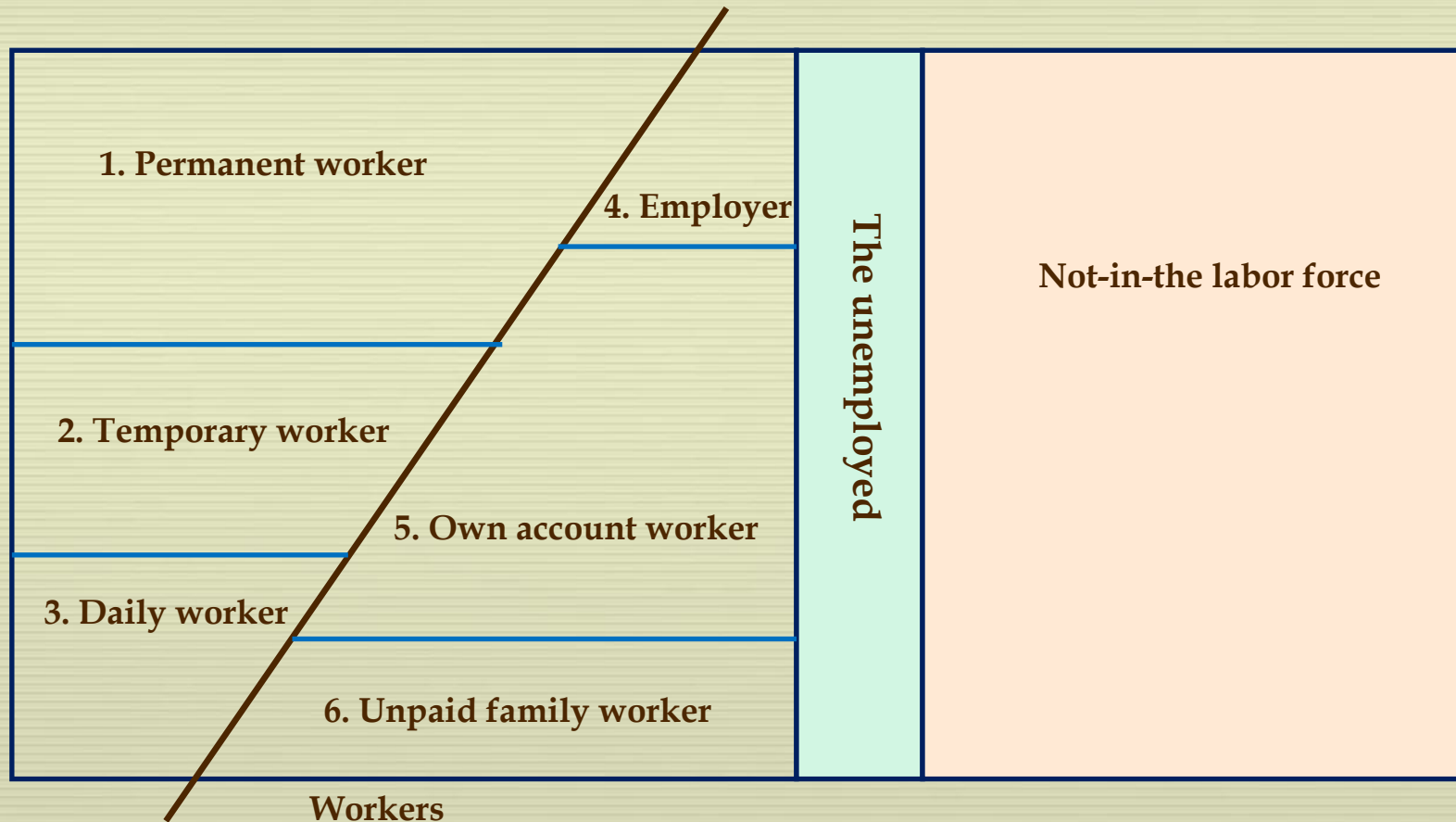
3. daily worker

the self-employed

4. employer

5. own account worker

6. unpaid family worker



Definition of Nonstandard Employment

The Employed = Standard Employment
+ NonStandard Employment

which is NOT nonstandard employment

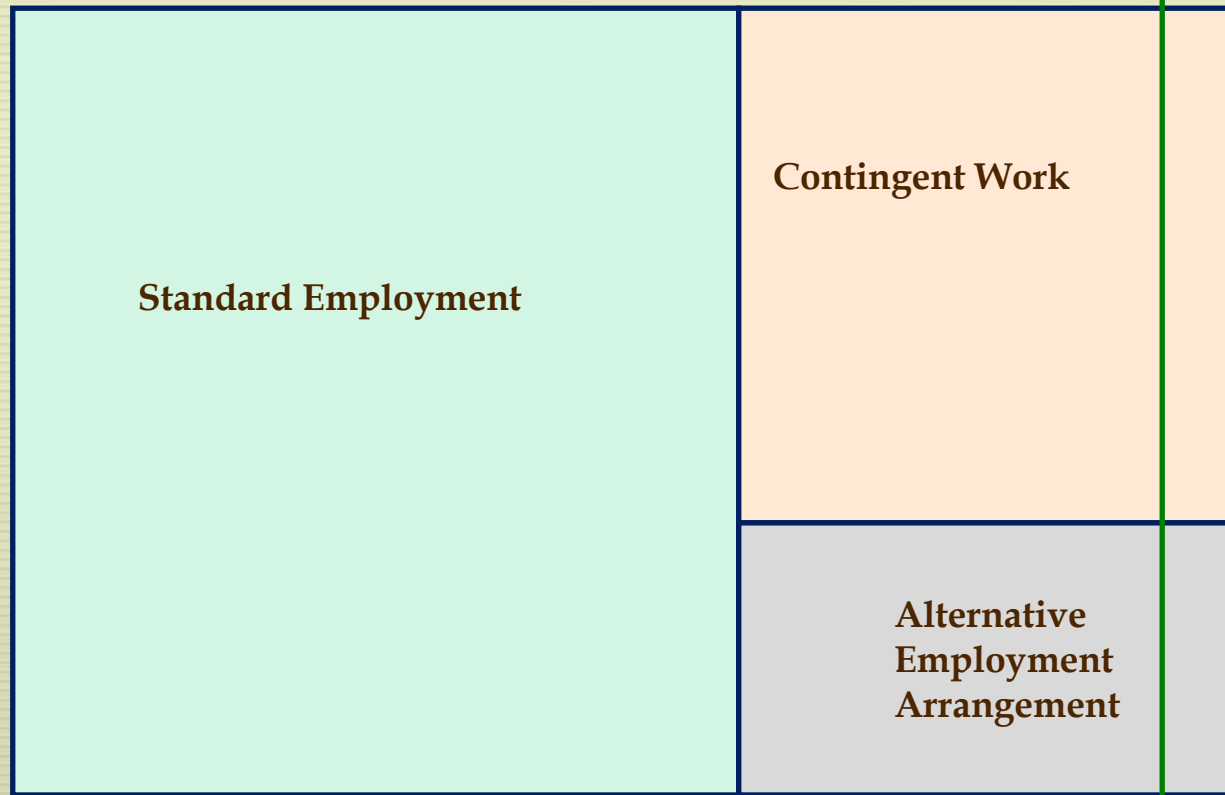
Nonstandard Employment = Contingent Work
+ Part-time Work
+ Alternative Employment Arrangements

The employed

NonStandard Employment

Full-time

Part-time



Definition of Nonstandard Employment

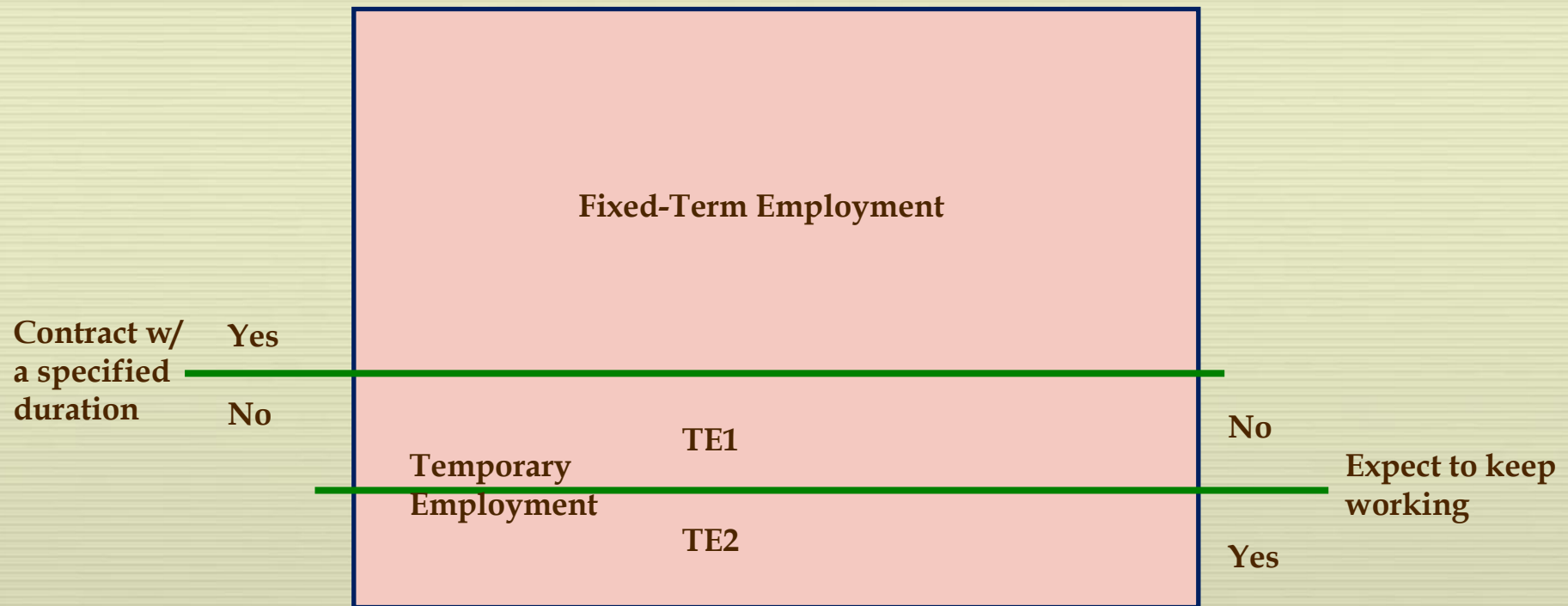
Contingent Work

Fixed-term work: the employment contract (implicit or explicit, document or oral) with a specified duration ('Yes' to the Questionnaire 32)

Q32. Did you set a duration of work at the current job at the outset?

Temporary Employment Those who work without a contract with a specified duration and 'No' to Q43 and 1~6 to Q45 (TE1)
 OR 'Yes' to Q43 and 2 to Q43.1 (TE2)

Because the contract is kept on by its repetition or renewal



Definition of Nonstandard Employment

Contingent Work

Q43. Is it possible for you to continue working at this job as far as you want UNLESS you make a serious mistake OR your company faces with closing or restructuring due to a serious difficulty in business?

Q43-1. What is the reason why you say 'Yes', i.e., that you can continue to work?

1. Because the contract does NOT specified its duration.
2. Because the contract is kept on by its repetition or renewal.
3. Because there is a implicit practice of continuing the contract.

Q45. Why do you think so? Choose the main reason.

1. The contract expires.
2. The contract would be terminated implicitly or explicitly.
3. This job started under the condition that it expires by employer's discretion
4. The current project will end
5. This job is a temporary substitution
6. The job is for seasonal work
7. I am going to search another job due to aptitude, working condition, or ability
8. I will be old enough to retire by the general practice or provisions in the workplace
9. There will be an issue related to schooling, family affairs, or health
10. Managerial difficulties in my workplace
11. Other (_____)

Definition of Nonstandard Employment

Alternative Employment Arrangement

- (1) Dispatched Work: "2. the company for dispatched work" to Q47
- (2) Indirect Employment: "3. the company for worker service" to Q47
Q47. Is your wages or salaries paid by...?
- (3) Independent Contract Work: "Yes" to Q49
Q49. For your current work/job, do you seek for or receive customers to provide them with products or services and are you paid for according to performance ?
(e.g. insurance planner, private tutor for extra education, quick-delivery person, caddy)
- (4) Short-term work: "Yes" to Q42
Q42. (If there was no contract with a specified duration), is the current job a type of work for a couple of days or weeks when there is work to do?
(e.g. daily work in a construction site, help for family work, simple nursing)
- (5) Telework: "1. at your home" to Q50
Q50. Where do you work mainly for your current job/work?
(e.g. daily work in a construction site, help for family work, simple nursing)

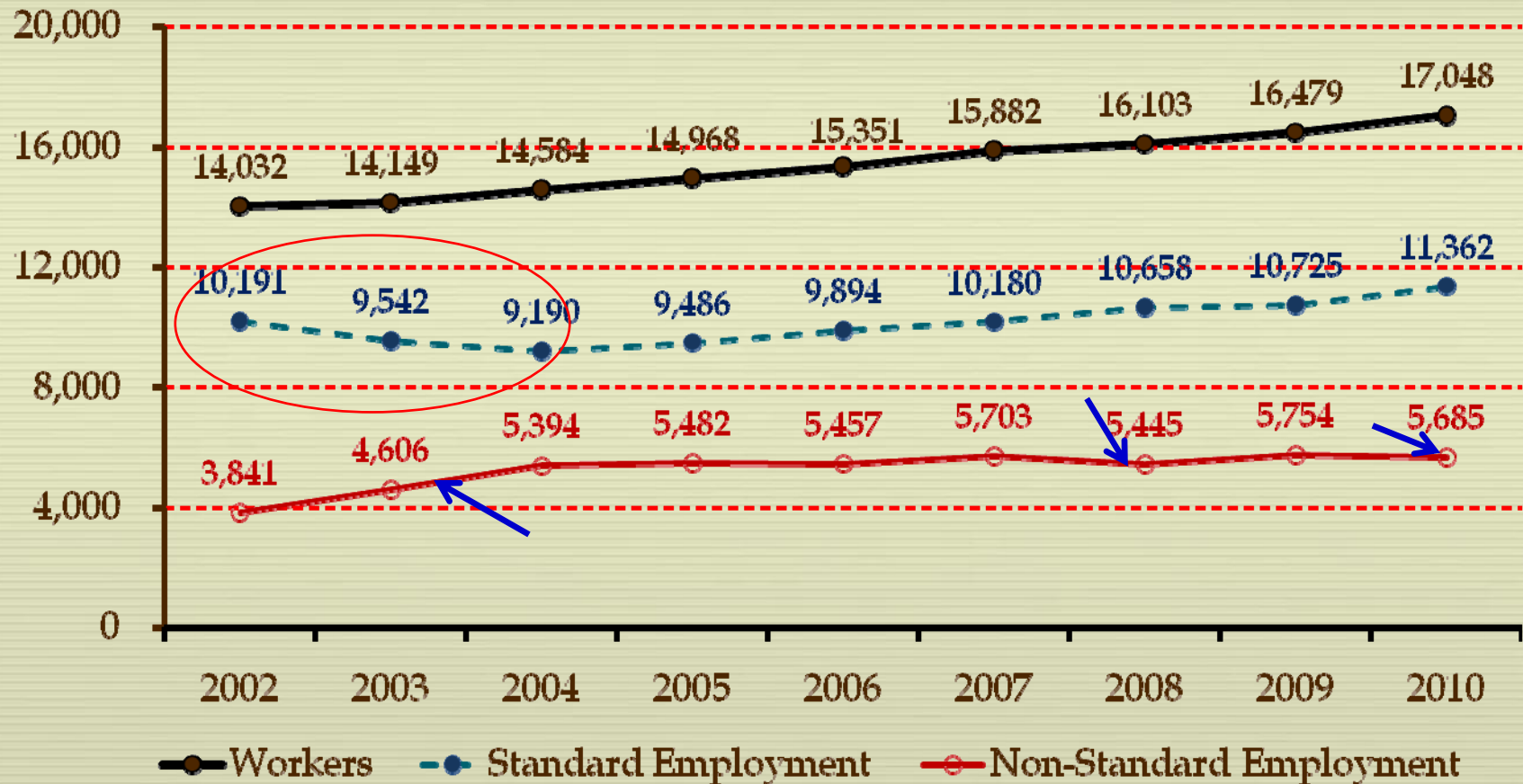
(1)	(2)	(3)	(4)	(5)
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The Recent Trend of Nonstandard Employment

The number of workers(employed) has been increased from 14.0 millions at 2002 to 17.0 millions at 2008, by 377 thousands annually or at the annual rate of 2.5%

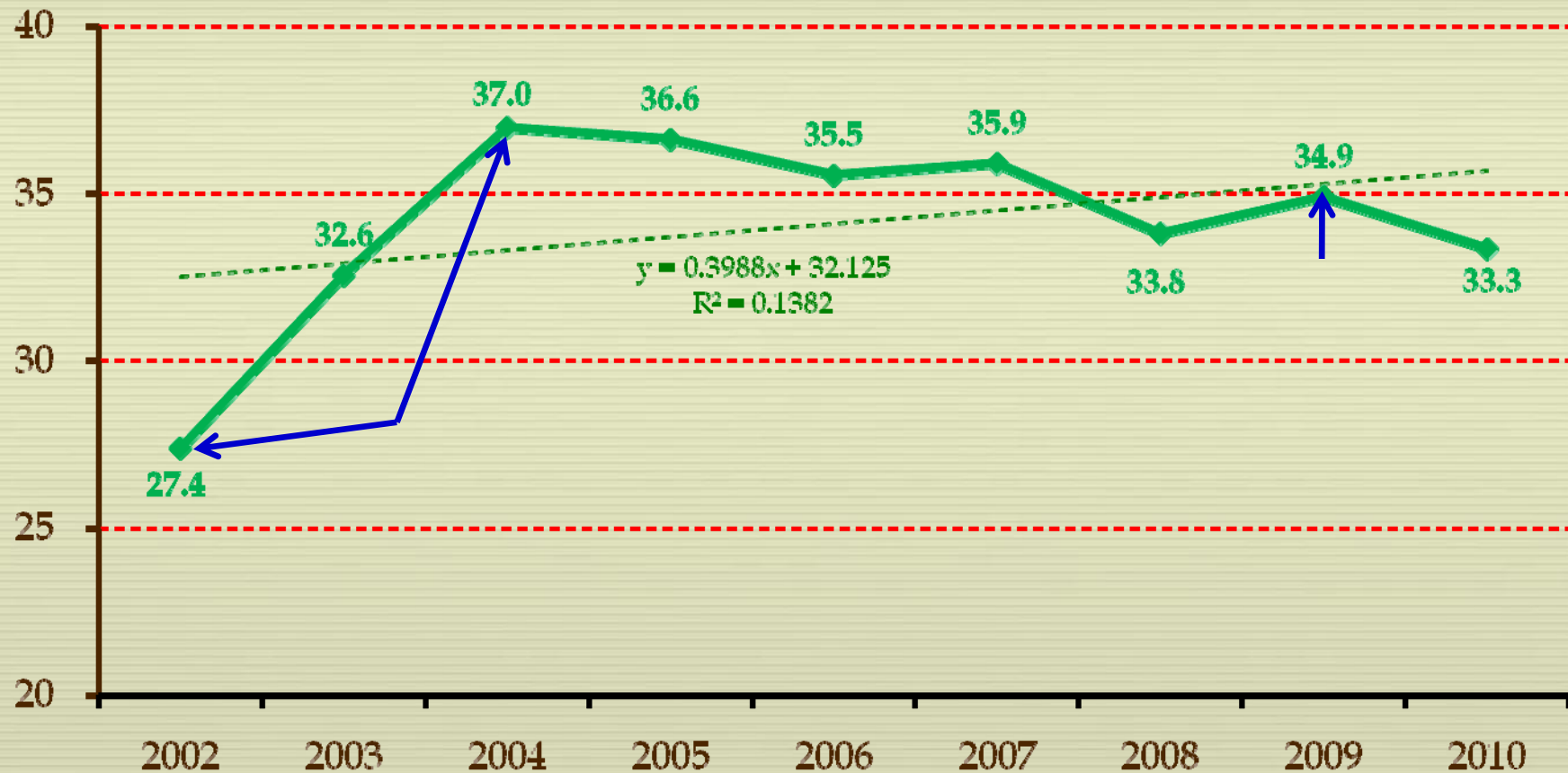
The number of **standard employment** 10.2 → 11.4 mil. 144 T per year 1.4% p.a.
 The number of **nonstandard employment** 3.8 → 5.7 231 5.0

	2002~2010	2002~2004	2004~2010
Standard employment	1.2 million	-1.0	2.2
Nonstandard	1.8	1.6	0.2



The Recent Trend of Nonstandard Work: its share

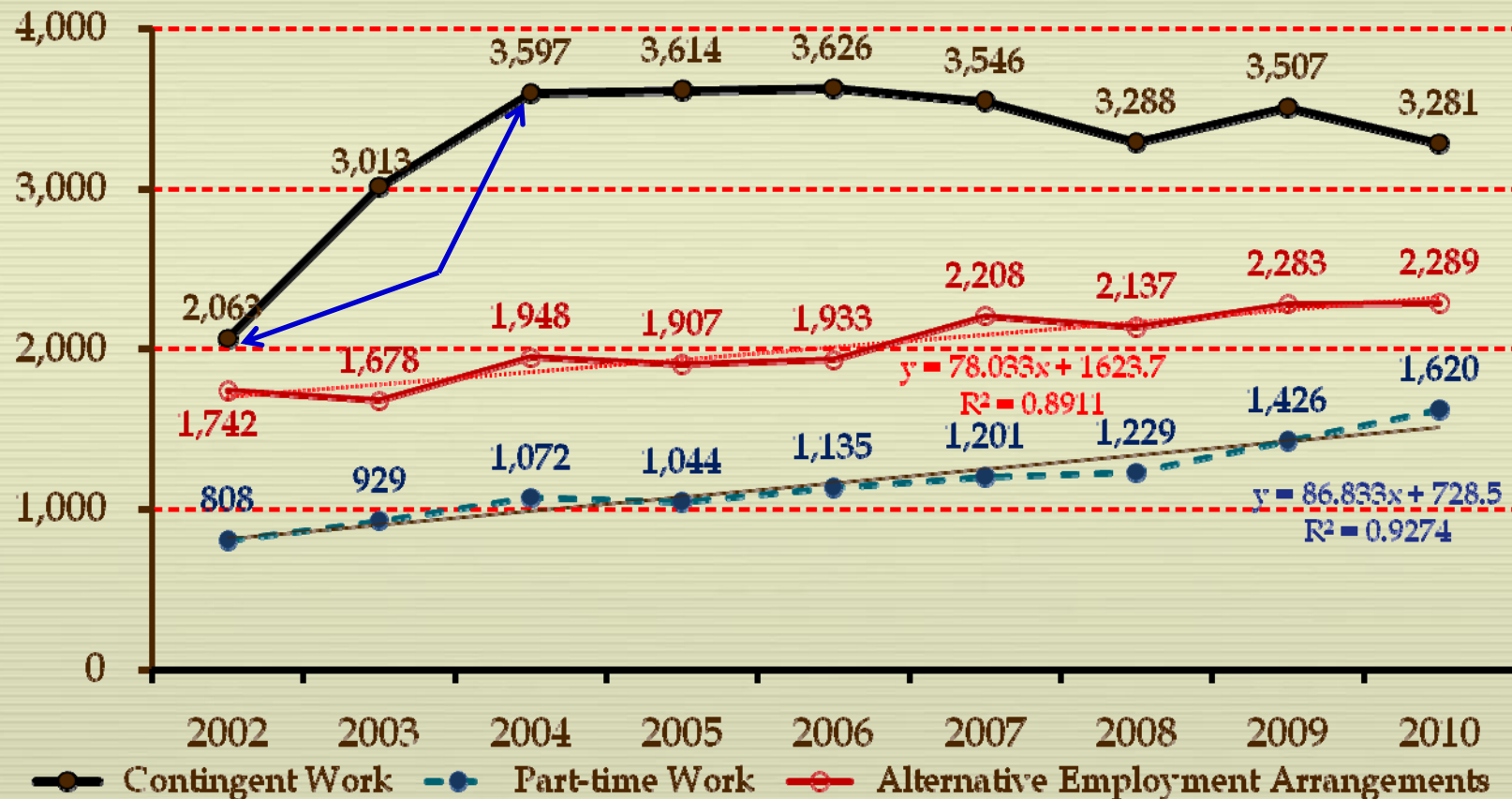
The share of nonstandard employment has been increased from 27.4% in 2002 to 33.3% in 2008. The ratio soared from 27.4% to 37.0% between 2002 and 2004. It has shown a decreasing trend since then even though there was slight increase in 2009.



The Recent Trend of Nonstandard Work: 3 types

	2002~2010	2002~2004	2004~2010	per year
Contingent work	1,534	-316	1,218	152 (6.0%)
Part-time work	264	548	812	102 (9.1%)
Alternative employment arrangement	206	341	547	68 (3.5%)

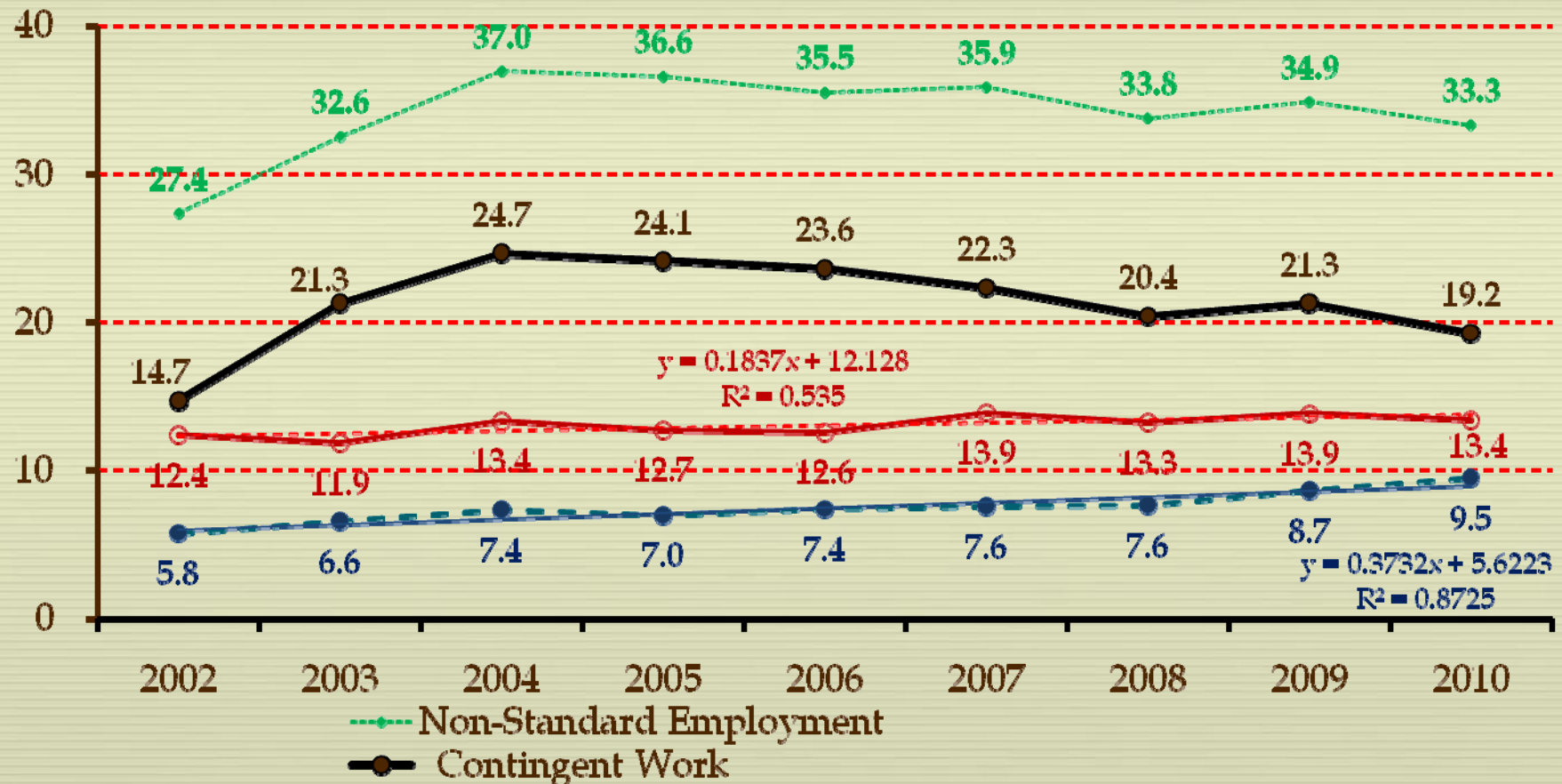
It is remarkable that (1) contingent work soared between 2002 and 2004 while it has shown a decreasing trend since then, (2) part-time work was "Doubled up" from 808 thousands to 1.62 millions, and (3) there has been steady increase in alternative employment arrangements.



The Recent Trend of Nonstandard Work: the shares of 3 types

The share of contingent work out of workers abruptly rose from 14.7% (2002) to 24.7% (2004) and since then it has shown a downward trend, which is a similar pattern as that of nonstandard work. The share of alternative employment arrangements has shown a relatively steady trend around 12~14%. The share of part-time work has shown a steadily increasing trend from 5.8%(2002) to 9.5%(2010)

The trend of the share of nonstandard work generally follows that of contingent work.



The Recent Trend of Contingent Work

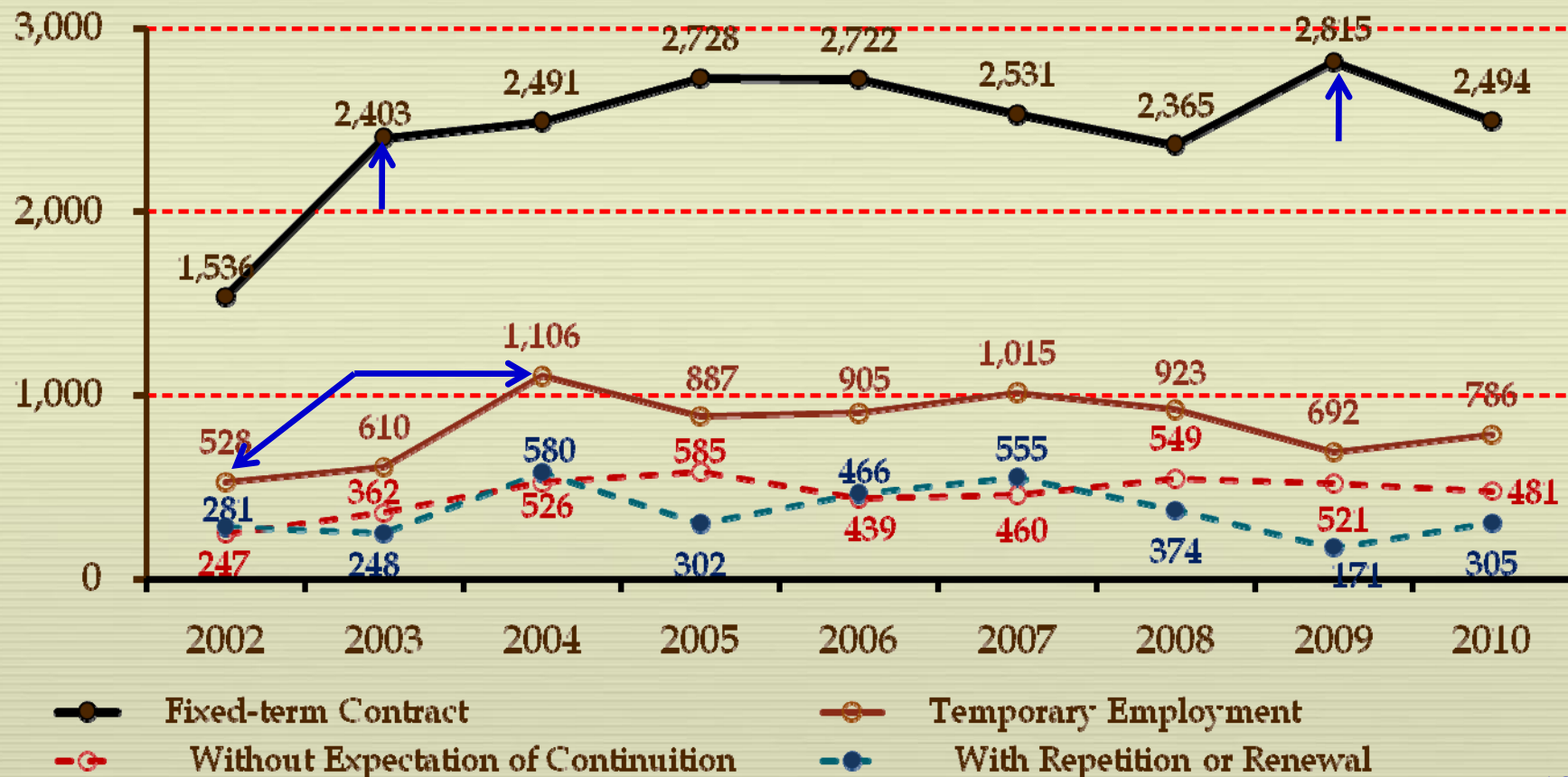
The number of workers with fixed-term contract abruptly rose by 867 thousands between 2002~2003 (?), rose again until 2005, and showed a decreasing trend, though recently gained 450 thousands in 2009. Annual increase by 152 thousands (6.25%)

The number of temporary employment doubled up from 528T to 1,106T between 2002~2004. and has shown a downward trend (692 T in 2009).

The similar pattern for the number of workers without expectation of continuing work

More volatile for workers without contract but with the renewal of employment relation

(?) Change of the whole sample; Change in questionnaires



The Recent Trend of Contingent Work: its share

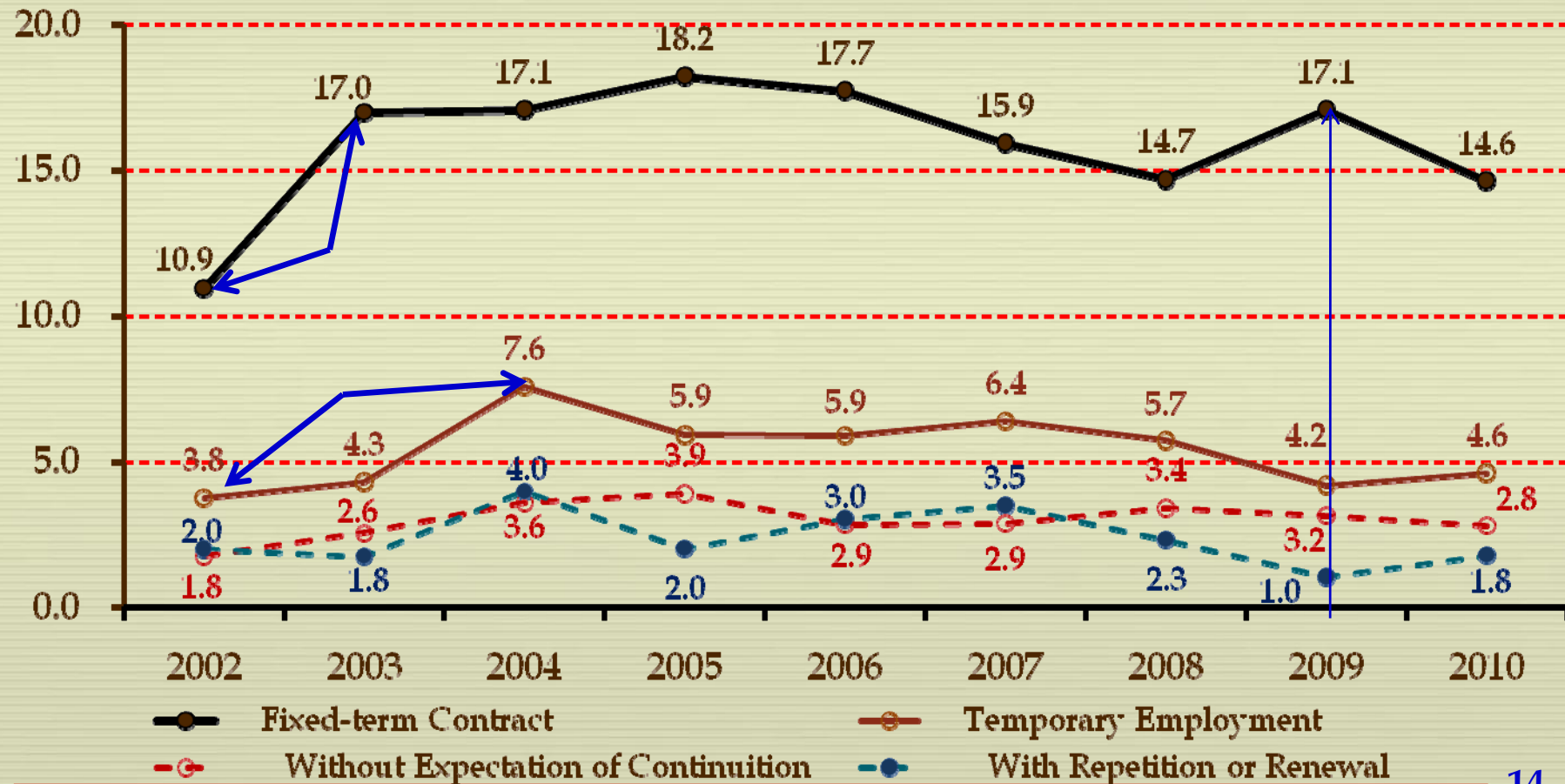
The share of workers with fixed-term contract

abruptly rose from 11% to 17% between 2002~2003, and to 18.2% in 2005, and showed a decreasing trend (lower than 15%) though there was a jump in 2009.

The share of temporary employment (without fixed-term contract) doubled up from 3.8% to 7.6% between 2002~2004, and has shown a downward trend (4.2% in 2009).

The similar pattern for the number of workers without expectation of continuing work

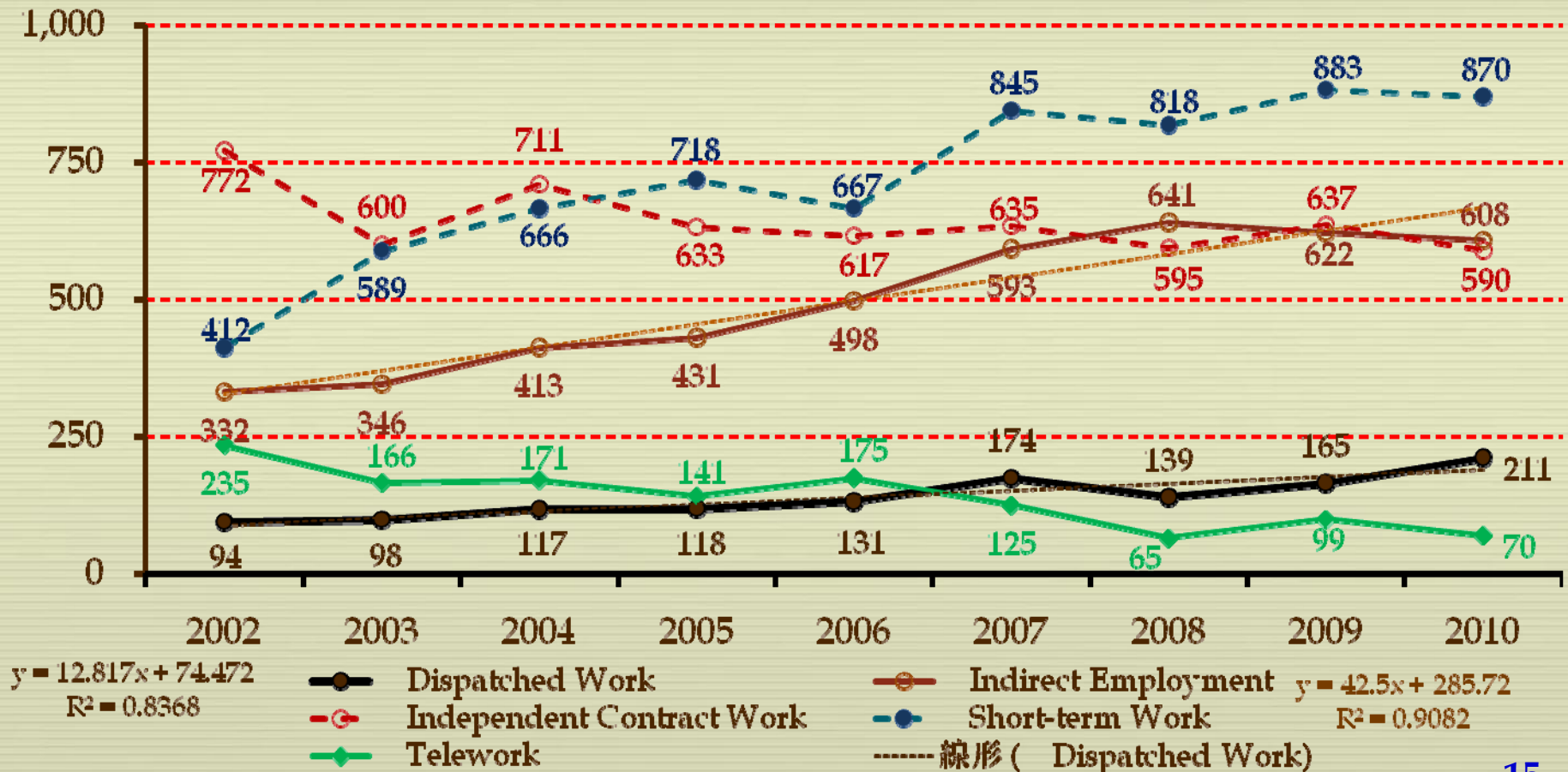
More volatile for workers without contract but with the renewal of employment relation (1~4%)



The Recent Trend of Alternative Employment Arrangements

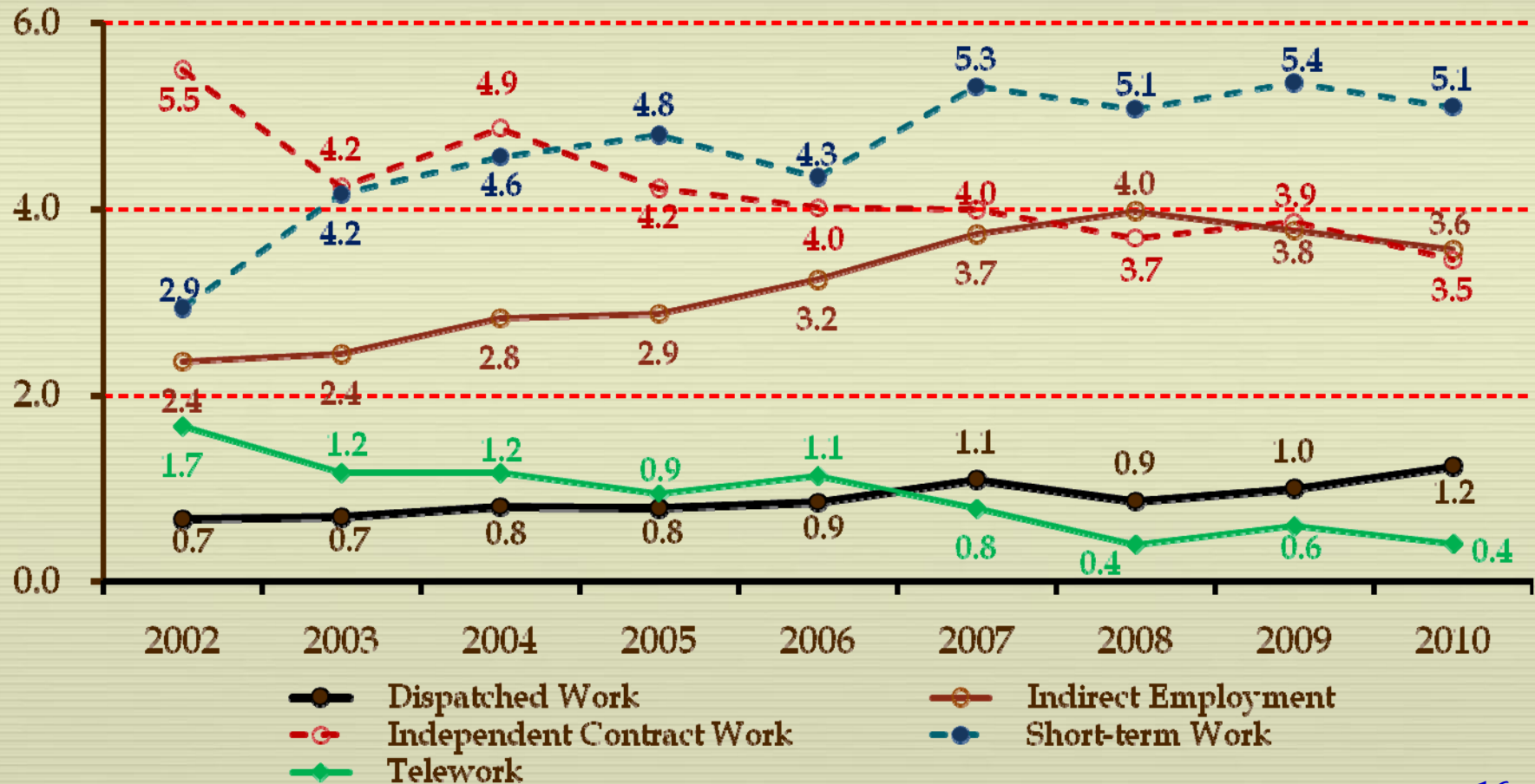
Dispatched Work	Steady increase & doubled up	94T → 211T	(15 T or 10.6% per year)
Indirect Employment	Steady increase	332T → 647T → 608T	(35 T or 7.9% per year)
Independent Contract Work	Downward trend	772T → 590T	(-23T or -3.3% per year)
Short-term Work	Steady increase & doubled up	412T → 870T	(57T or 9.8% per year)
Telework	Downward trend	235T → 70T	(-21T or -14% per year)

Drop in 2008 and slight jump in 2009 except for I.E.



The Recent Trend of Alternative Employment Arrangements

Dispatched Work	Steady increase	0.7% → 1.2%	
Indirect Employment	Steady increase	2.4% → 4.0% → 3.6%	
Independent Contract Work	Downward trend	5.5% → 3.5%	sharp drop in 2003
Short-term Work	Steady increase	2.9% → 5.1%	5.4% in 2009
Telework	Downward trend	1.7% → 0.4%	



The Recent Trend of Standard Employment: 3 types

Permanent Work
Temporary Work
Daily Work

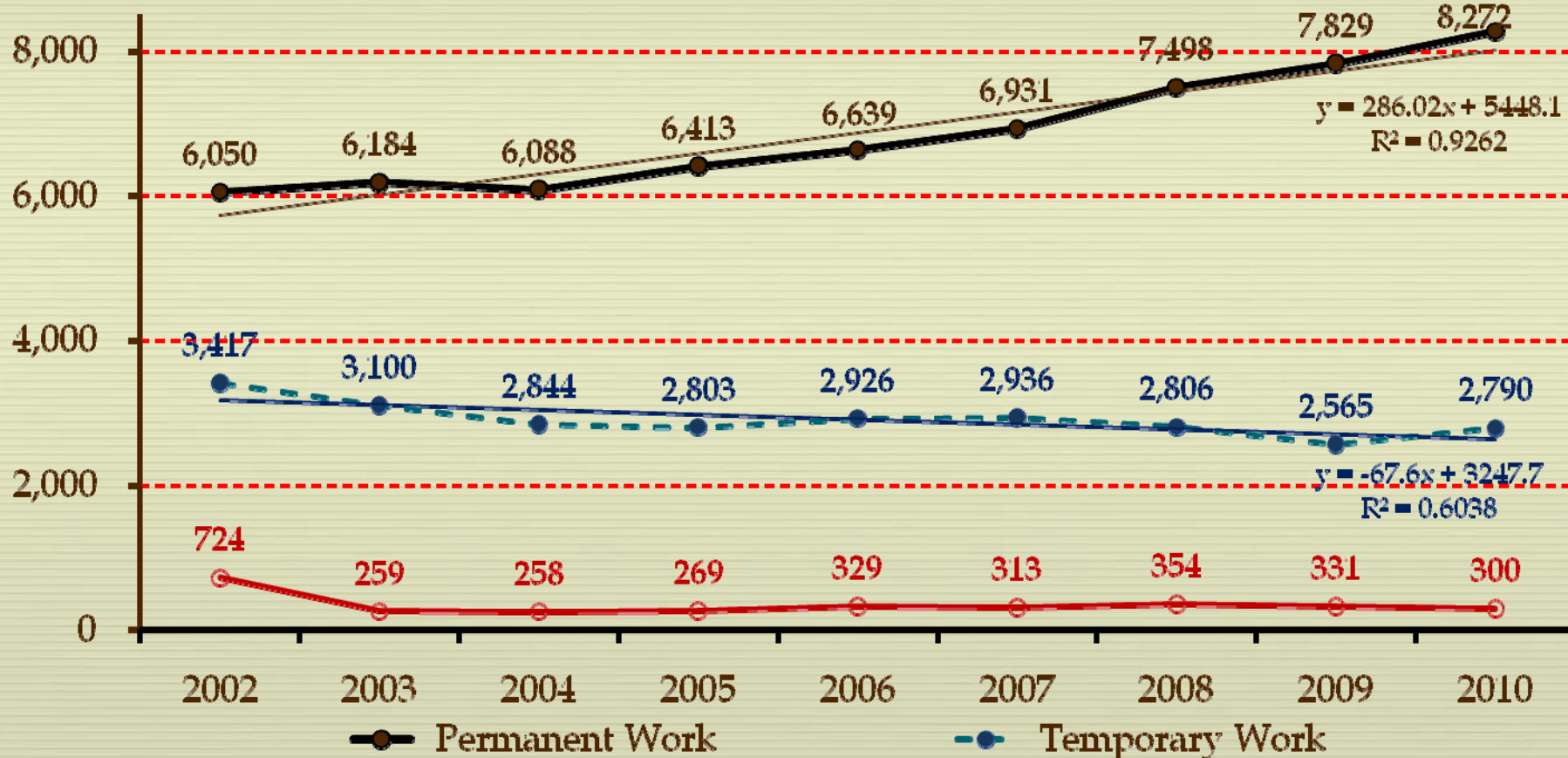
Steady increase 278T or 4.0% per year
Downward trend -78T or -2.5% per year
Abrupt drop in 2003 724T → 259T
slight upward trend 259T → 354T (2008)
slight drop since then → 300T (2010)

常用僱
臨時僱
日僱

“Misclassification”

Is temporary or daily work “standard work”?
“they should be nonstandard work ← they could work for a period less than 1 year”
“long-term precarious workers”

從事上地位

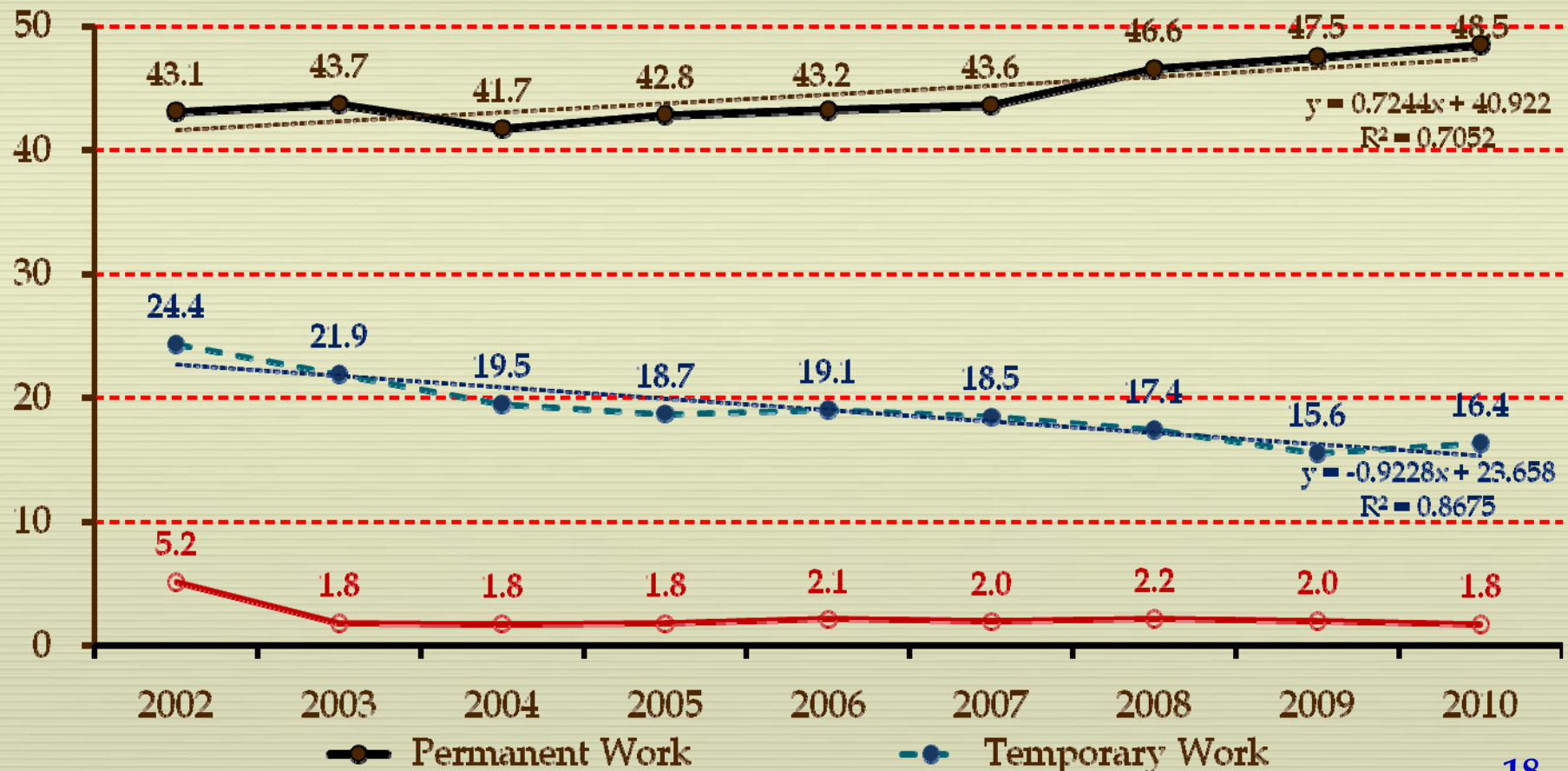


The Recent Trend of Standard Employment: the shares of 3 types

Permanent Work	Steady increase	43.1% → 48.5%
Temporary Work	Downward trend	24.4% → 16.4%
Daily Work	Abrupt drop in 2003	5.2% → 1.8%
	steady share around	2%



more decent work?

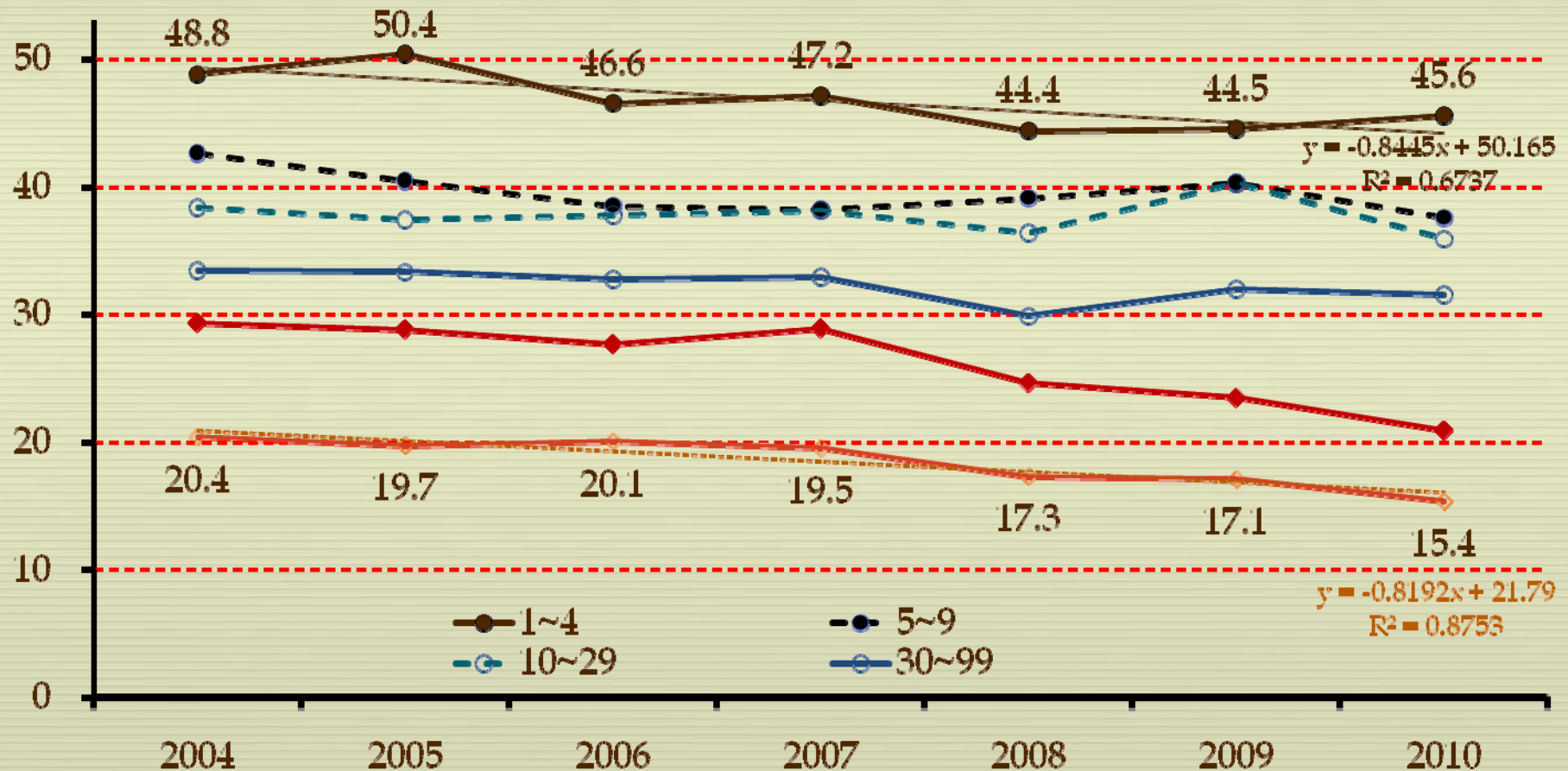


The Trend of Nonstandard Employment: Firm sizes

NonStandard Employment

A negative relationship between the share of nonstandard work and firm size
 i.e. higher share for small-sized firm than for large-sized firm
 44.4~50.4% for firms with workers less than 5
 15.4~20.4% more than 300

Generally downward trend for all firm sizes since 2004



The Trend of Contingent Work: Firm Sizes

No explicit relationship between the share of nonstandard work and firm size

Exception: Lowest share of contingent work in firms with workers more than 300

Generally decreasing trend

Firms w/ 1~4 workers

5~9

10~29 & 30~99

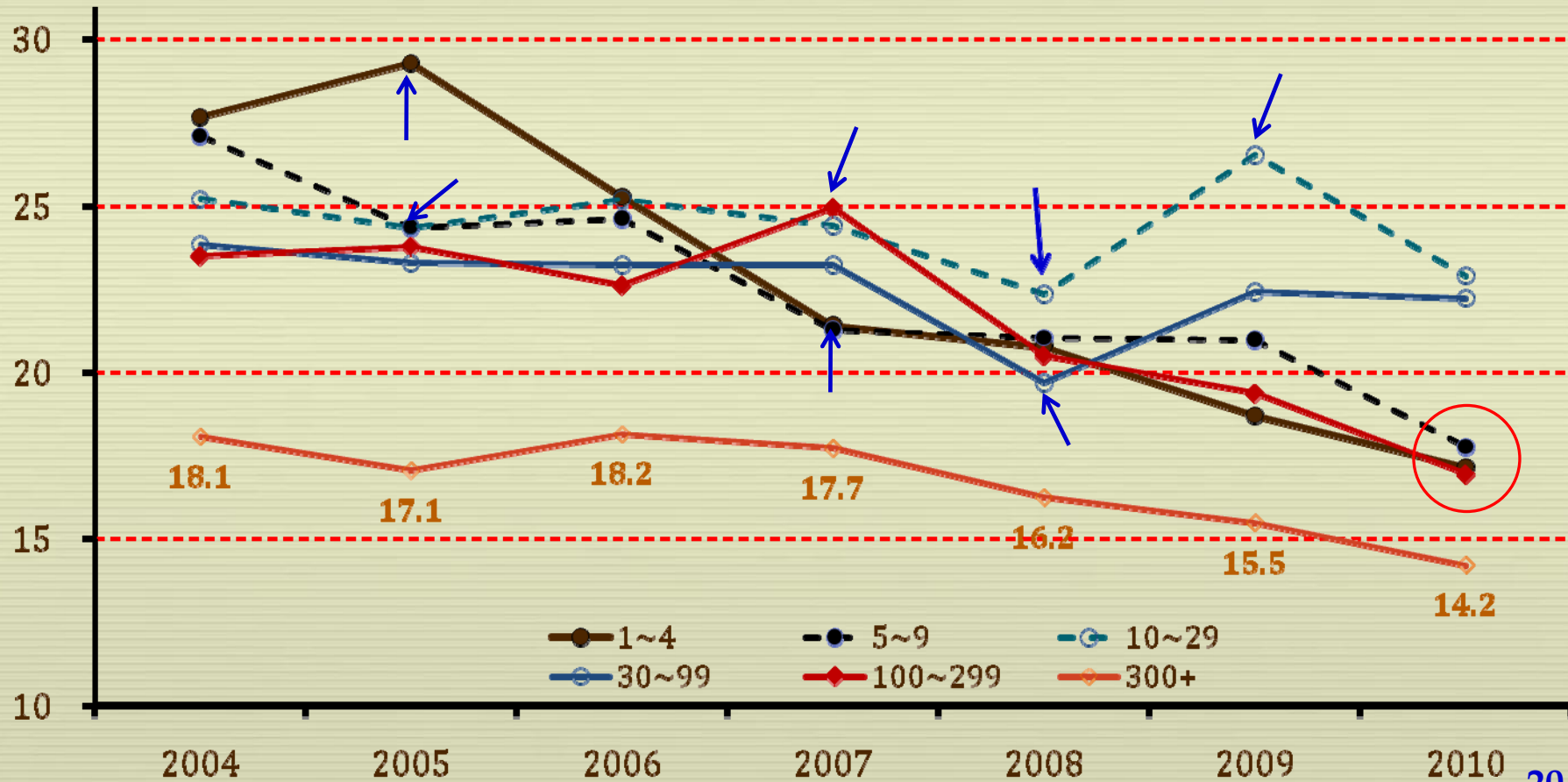
100~299

slight jump in 2005 (27.7% → 29.3%)

huge drop in 2005 (27.1→24.4%), 2007 (24.6→21.3%) and 2010 (21.0→17.8%)

slight jump in 2009 (22.3→26.5% and 19.7→22.4%)

slight jump in 2007 (22.6→25.0%) and huge drop in 2008 (→20.5%)



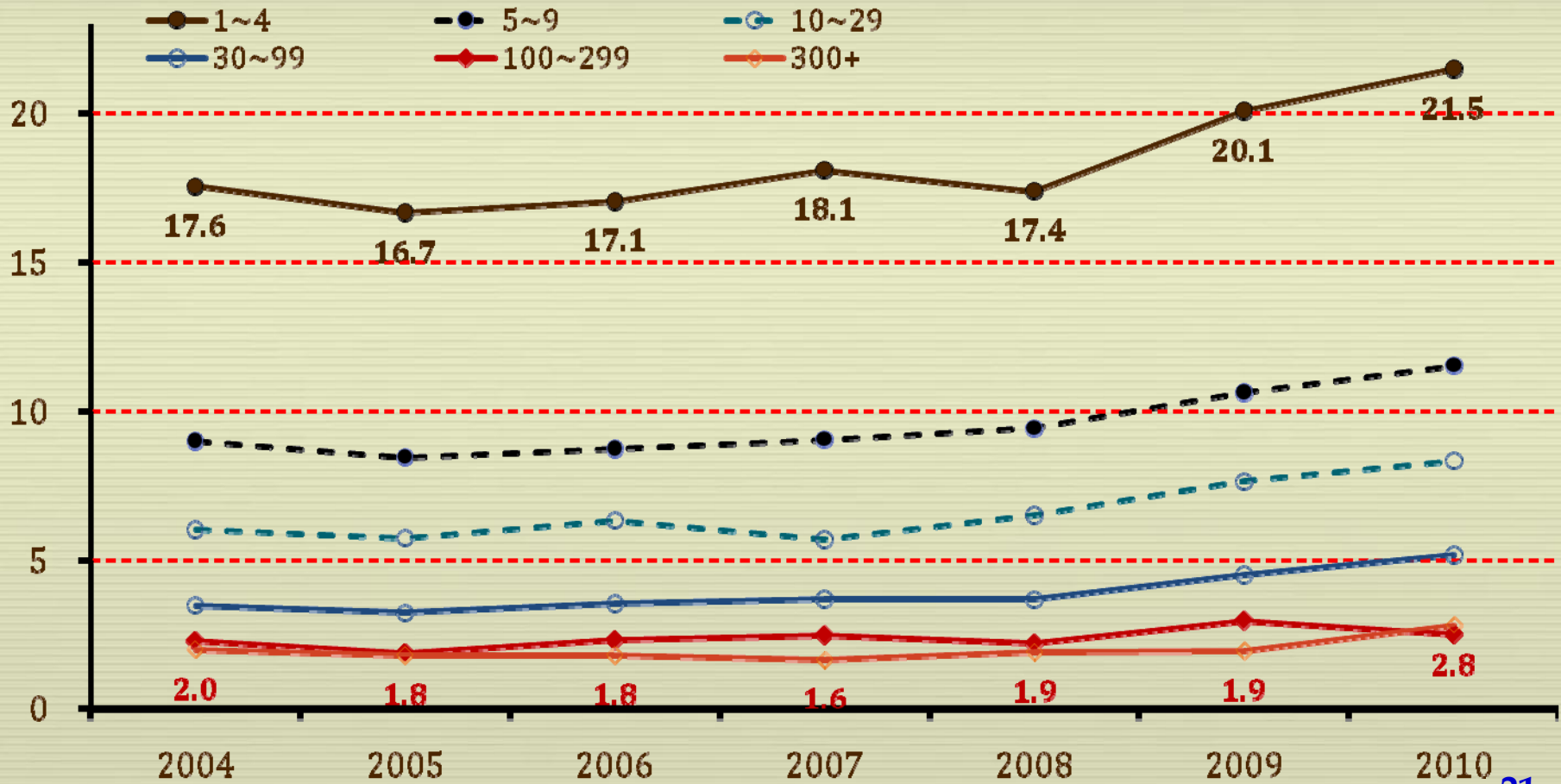
The Trend of Part-time Work: Firm Sizes

Negative relationship between the share of nonstandard work and firm size
 i.e. more part-time work in smaller-sized firms than larger-sized firms

Generally increasing trend

Hike in 2009 and 2010

Firms w/1~4 workers	(17.4 → 21.5%)	5~9	(9.4 → 11.5%)
10~29	(6.5 → 8.3%)	30-99	(3.7 → 5.2%)
300+	(1.9 → 2.8%)		



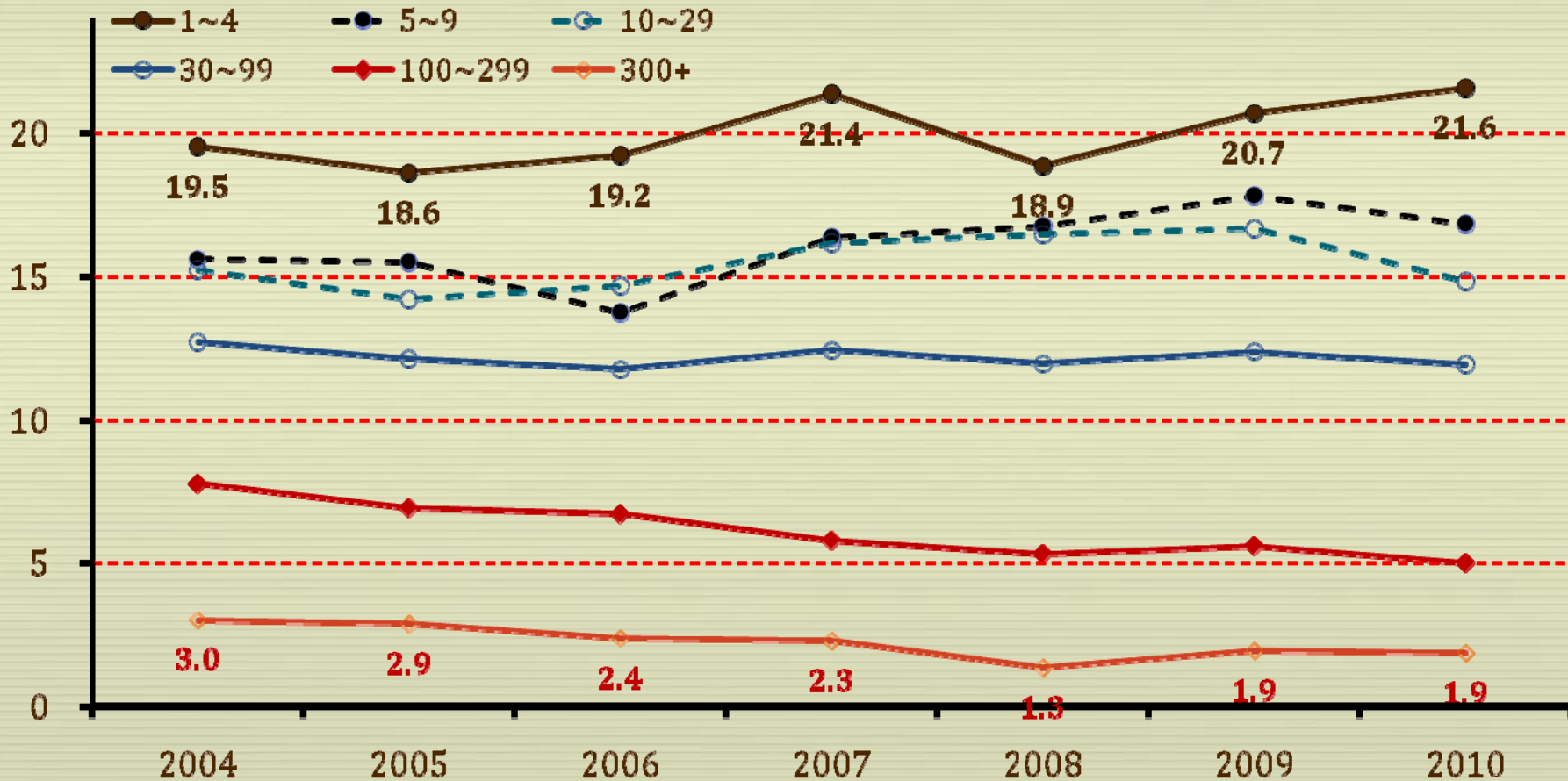
The Trend of Alternative Employment Arrangement: Firm Sizes

Negative relationship between the share of nonstandard work and firm size
 i.e. more alternative employment arrangements in small-sized firms

Slight increasing trend for firms w/ workers 1~4 (19.5→18.6 → 21.4 →18.9 →21.6%)
 & 5~9 (15.6→13.7 →16.8%)

Almost no change for firms w/ workers 10~29 (15.2 → 14.2 → 16.7 → 14.8%)
 & 30~99 (12.7→11.8 → 12.4 → 11.9%)

Slight decreasing trend for firms w/ workers 100~299 (7.8 → 5.0%)
 300+ (3.0→ 1.3→1.9%)



Nonstandard Employment by Industries

Most prevalence of nonstandard employment

Business support (78~82%), Agriculture (67~78%), and Construction (52~63%)

Higher prevalence

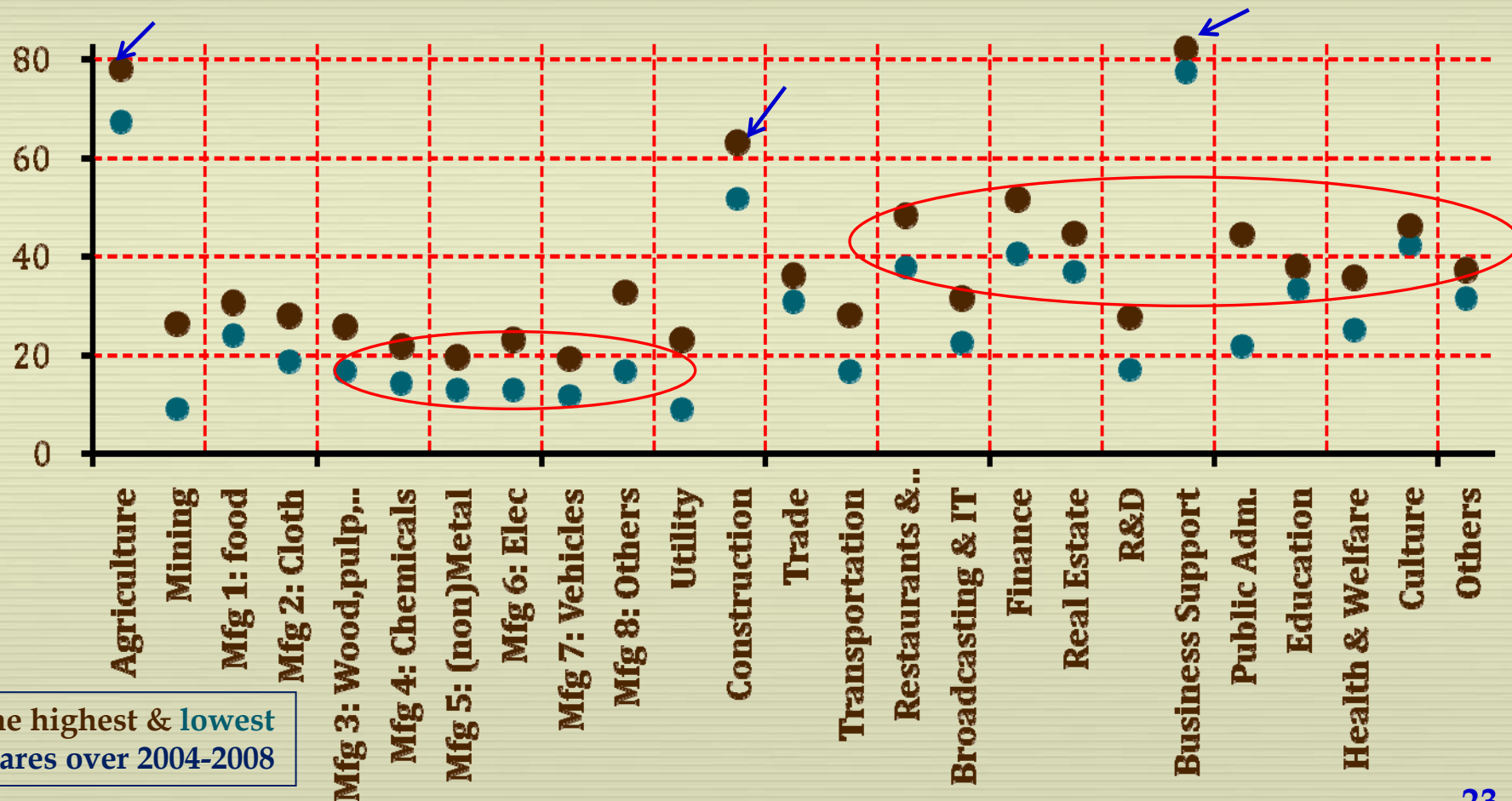
Finance (41~52%), Restaurants & Hotels(38~48%), Culture (42~46%),
Real estates (37~45), Public administration (22~45%),

Largest Change

Public administration, Other manufacturing (17~33%), Utility(9~23%)

Almost no changes

Culture, Education (34~38%), Business support, Trade (31~36%), Others(32~37%)



The highest & lowest shares over 2004-2008

Contingent Work by Industries

Most prevalence of contingent work

Business support (44~55%), Agriculture (22~46%), and Public Adm. (18~43%)

Higher prevalence

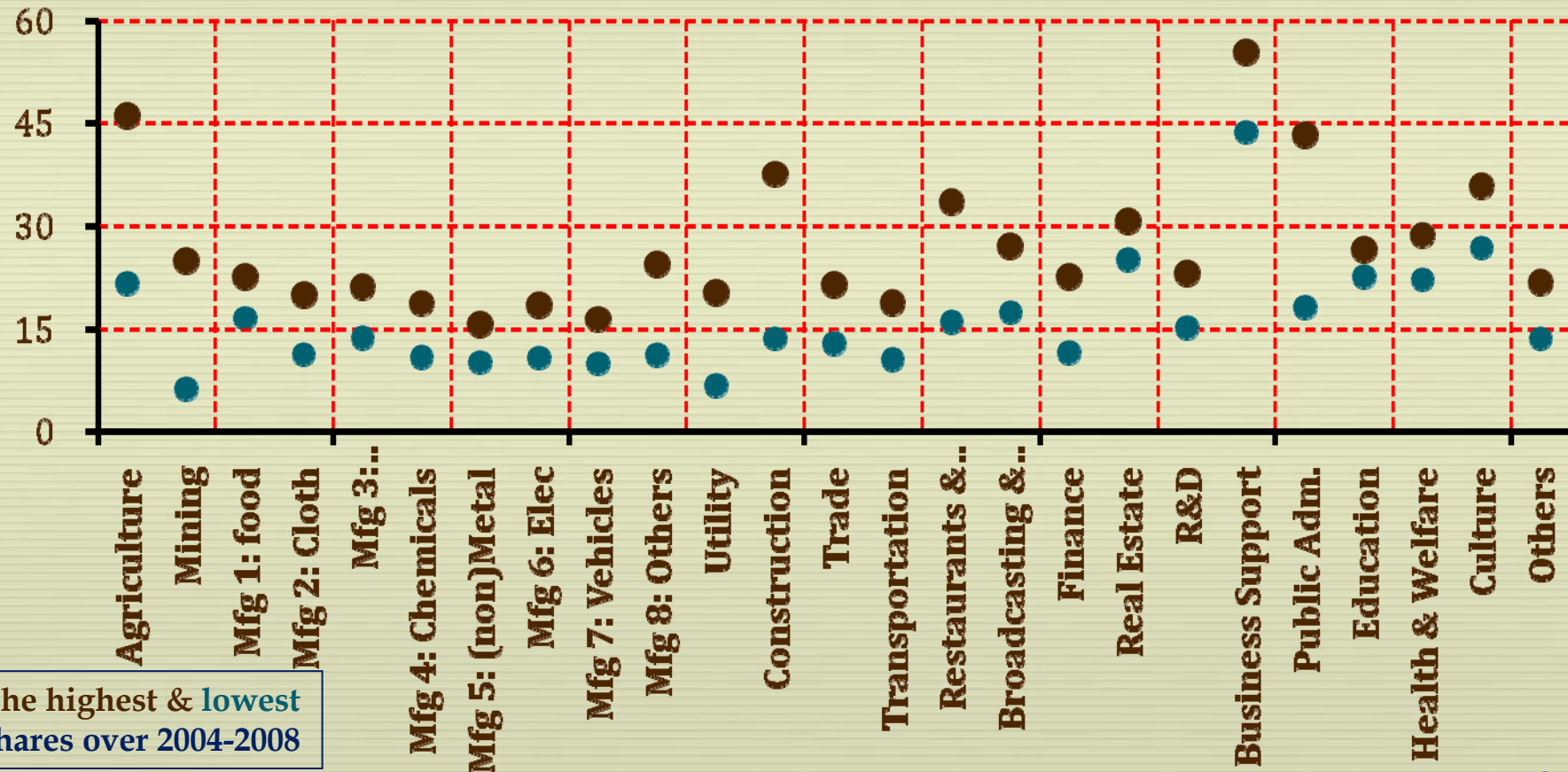
Agriculture (22~46%), Construction (14~38%), Culture (27~36%), Restaurants & Hotels(16~34%), Real estates (25~31%)

Largest Change

Public administration(25%p), Agriculture (15%p), Construction (24%p), Restaurants & Hotels(18%p)

Almost no changes

Education (4%p), Real Estate, Mfg. (non)Metal, Mfg. Vehicles, Mfg. Food (6%p)



The highest & lowest shares over 2004-2008

Part-time Work by Industries

Most prevalence of Part-time Work

Restaurants & Hotels(17~22%), Agriculture (13~22%), Culture (12~18%), Education (13~18%), Public Adm. (7~16%), Health & Welfare (3~16%)

Higher prevalence

Others (11~15%) Trade(9~13%), Mfg. Others (5~12%)

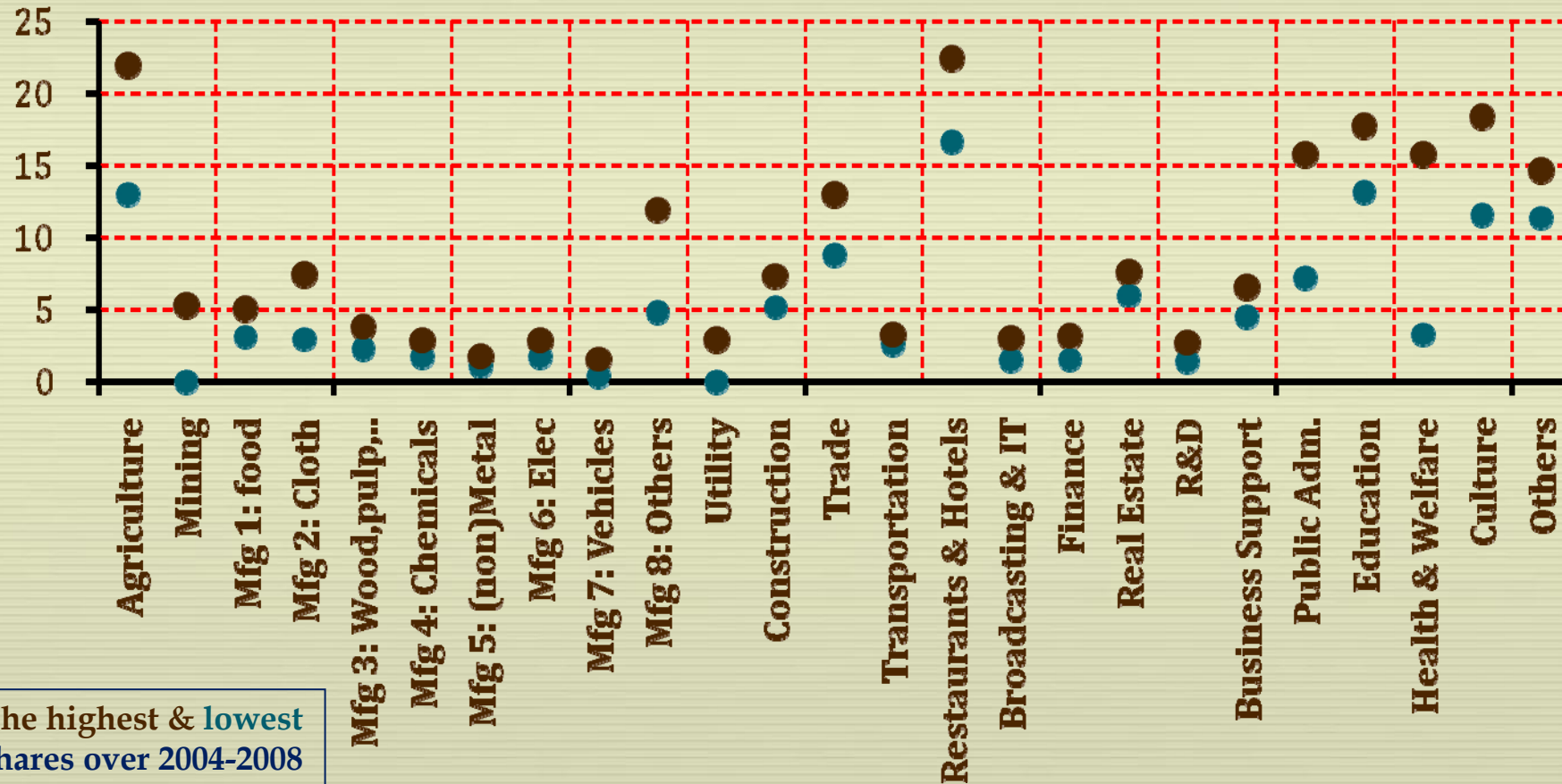
Largest Change

Health & Welfare (13%*op*), Public Adm. , Agr. (9%*op*), Mfg. Others, Culture (7%*op*)

Almost no changes

Mfg. (non)Metal (1.1~1.7%), Transportation (2.6~3.2%), R&D (1.4~2.7%)

Mfg. Elec. , Chemicals (1.7~2.8%), Mfg. Vehicle (0.4~1.5%)



The highest & lowest shares over 2004-2008

Alternative Employment Arrangements by Industries

Most prevalence of alternative employment arrangements

Business support , Agriculture, Construction and Finance

Higher prevalence

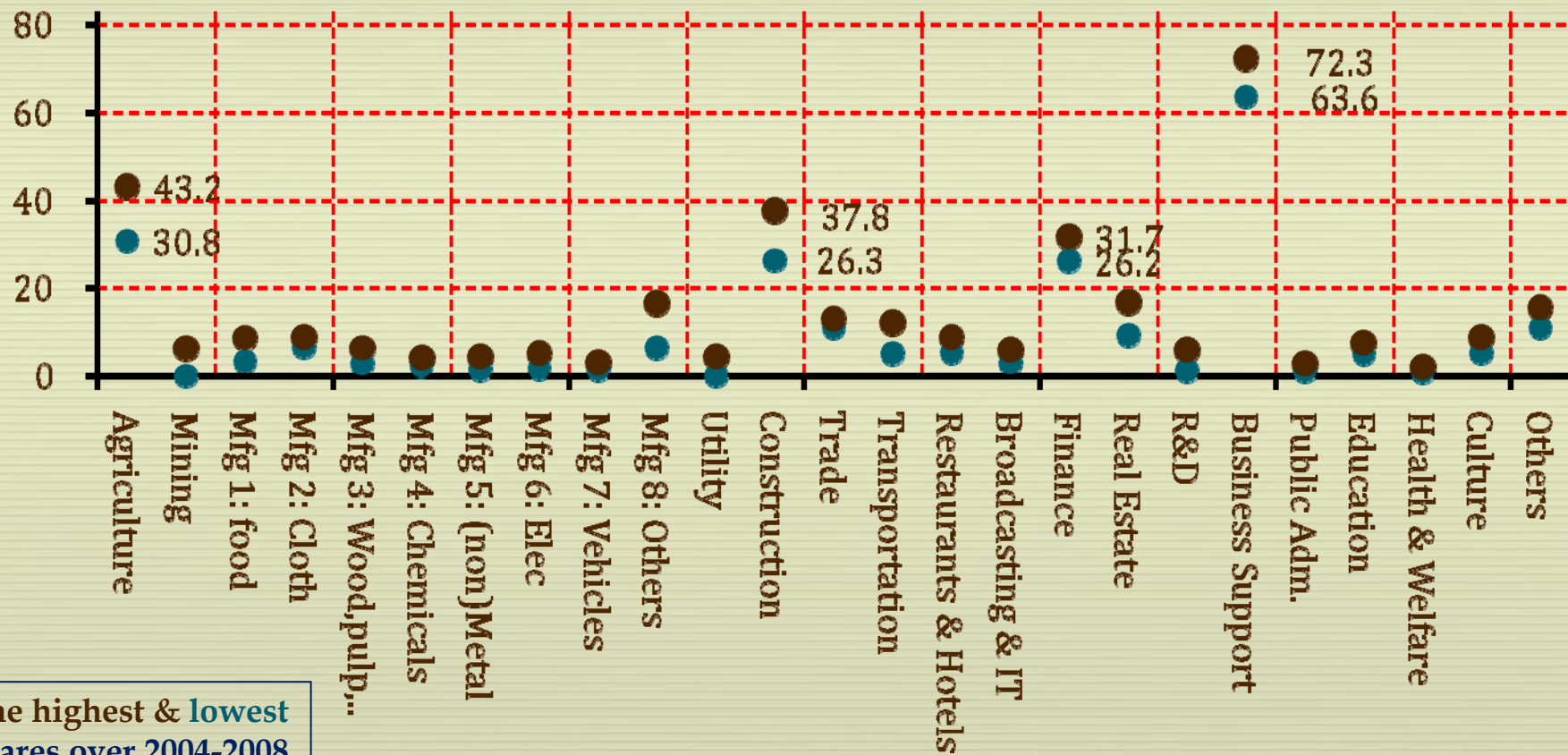
Real Estate (9~17%), Mfg. Others (6~17%), Others (11~16%)

Largest Change

Agriculture(12%p), Construction(11%p), Mfg. Others (10%p), Bus. Support (9%p)

Almost no changes

Health & Welfare(0.9~2.0%), Vehicles (1.5~3.1), Chemicals (2.2~4.0), Public Adm. (1.0~2.8%), Education (5.1~7.4%), Textile(6.6~8.7), Trade (10.9~13.0%)



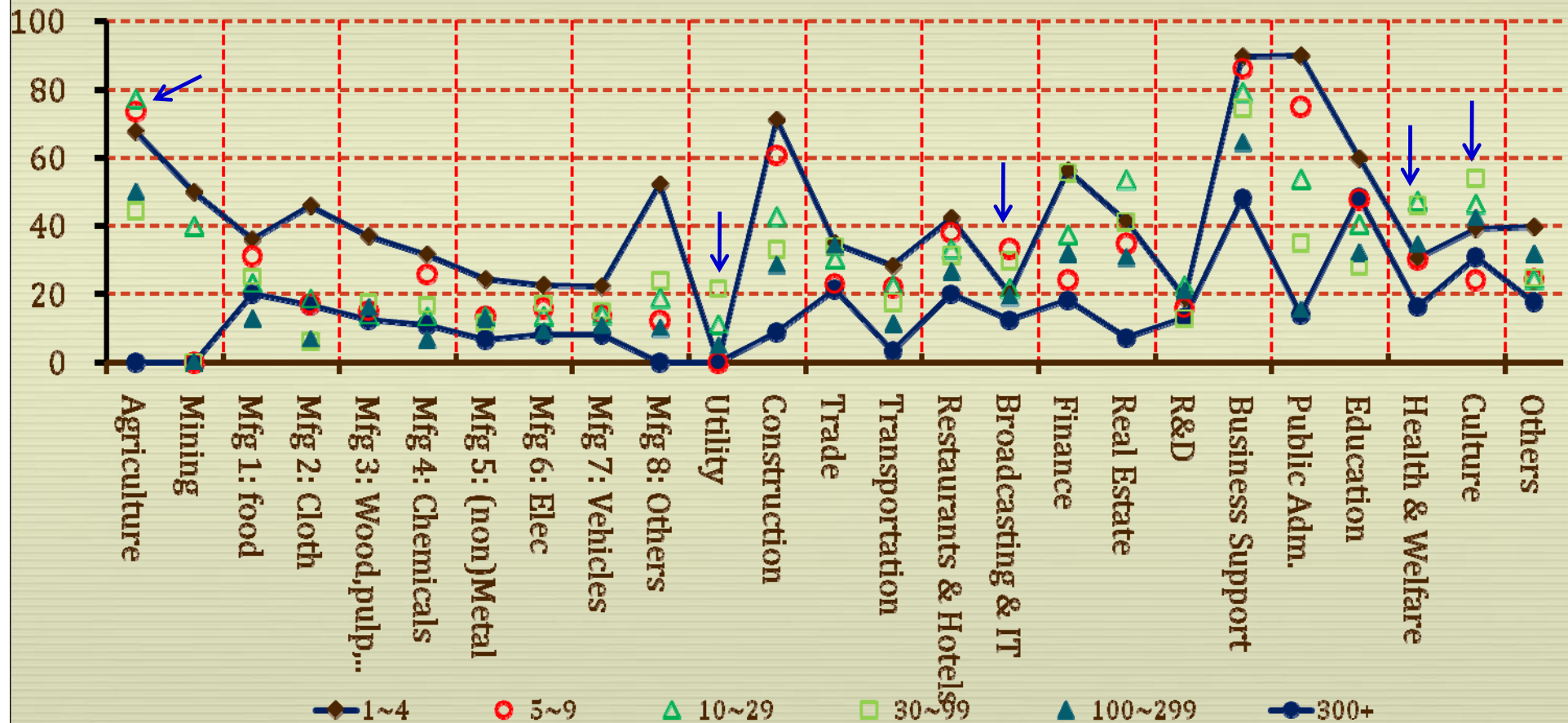
The highest & lowest shares over 2004-2008

Nonstandard Employment by Industries & Firm Sizes (2010)

Generally **most prevalent** in smaller-sized firms and **least** in large-sized firms
 except for agriculture, utility, broadcasting & IT, culture, health & welfare, etc

Largest difference public administration(14~76%), construction(9~72%), real estate (7~54%),
 mfg. others(0~52%), textile (6~46%), business support (48~90)

Slight difference R&D (13~23%), trade (21~35%), vehicles (8~22), mfg. elec. (8~23%)

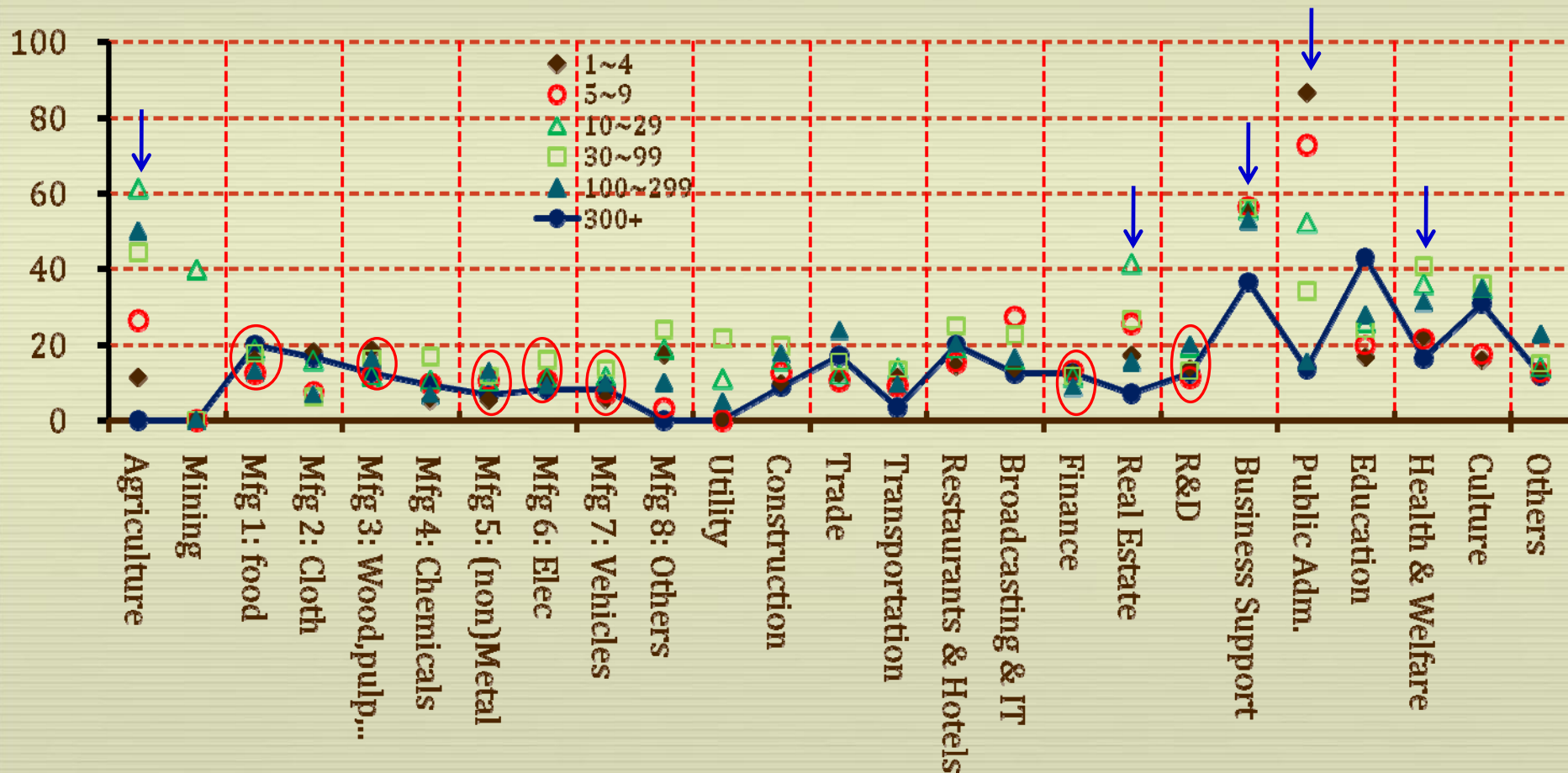


Contingent Work by Industries & Firm Sizes (2010)

No general relationship between its share and firm size

Largest difference public adm. (14~87%), Agriculture(11~61%), real estate (7~42%), education(17~43%), health & welfare(16~41%), mfg. others(0~24%)

Slight difference finance(9~13%), wood & (12~19%), food(13~20%), (non)metal (5~13%), mfg. elec (8~16%), vehicles (6~14%), R&D (11~20%)



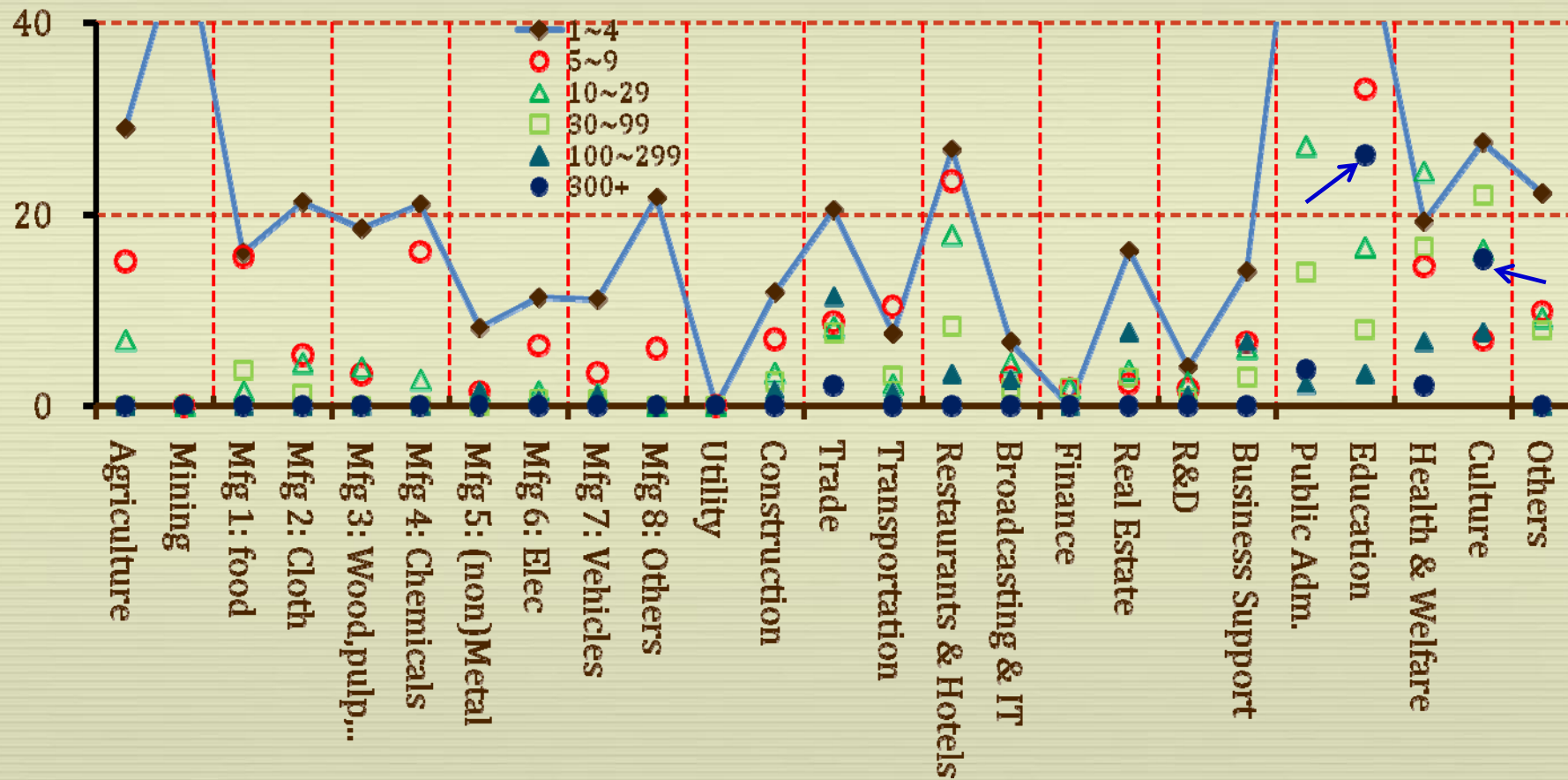
Part-time Work by Industries & Firm Sizes (2010)

Generally **most prevalent** in smaller-sized firms

esp. public adm.(67%), mining(50%), education(50%), agriculture(29%), culture (28%), restaurants & hotels(27%), health & welfare(24%), mfg. others (22%) textile(21%), chemicals (21%), trade (20%),

almost **no part-time work** in largest-sized firms

exception: education(27%), culture(15%)



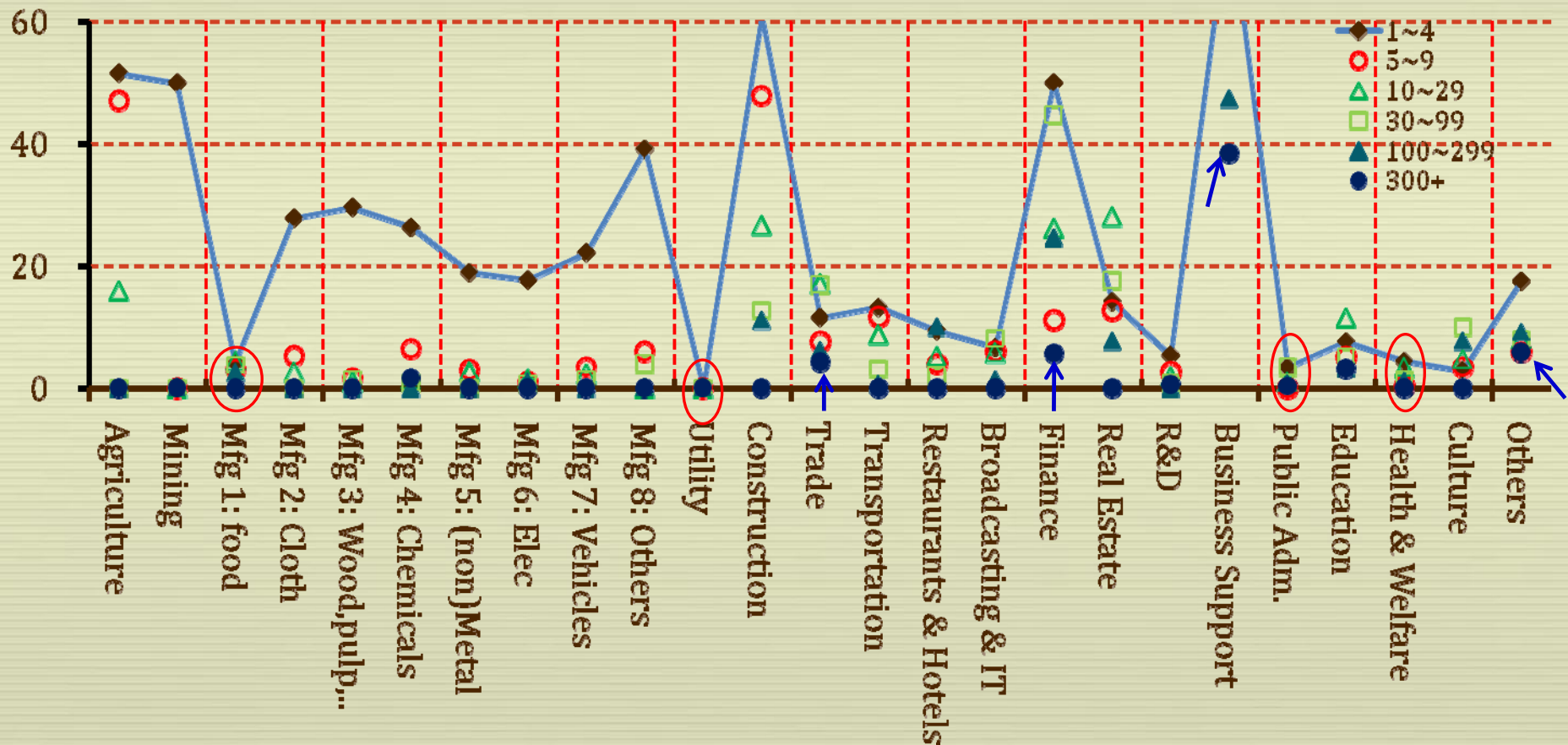
Alternative Employment Arrangements by Industries & Firm Sizes (2010)

Generally **most prevalent** in smallest-sized firms

esp. business support(79%), construction(61%), finance(50%), agriculture(50%), mfg. others (39%), wood...(30%), textile(28%), real estate(28%), chemicals(26%), vehicles(22%),

Almost **no part-time work** in largest-sized firms

exception: business support(39%), trade(4%), finance(6%), education(3%), others(6%)



Changes in the Share of Nonstandard Employment: by Industries

The share of nonstandard employment decreased most industries except for 4

- business support (78→79%)
- public adm. (23→34%)
- education (37→38%)
- health & welfare (27→36%)

H-axis: its share in 2004

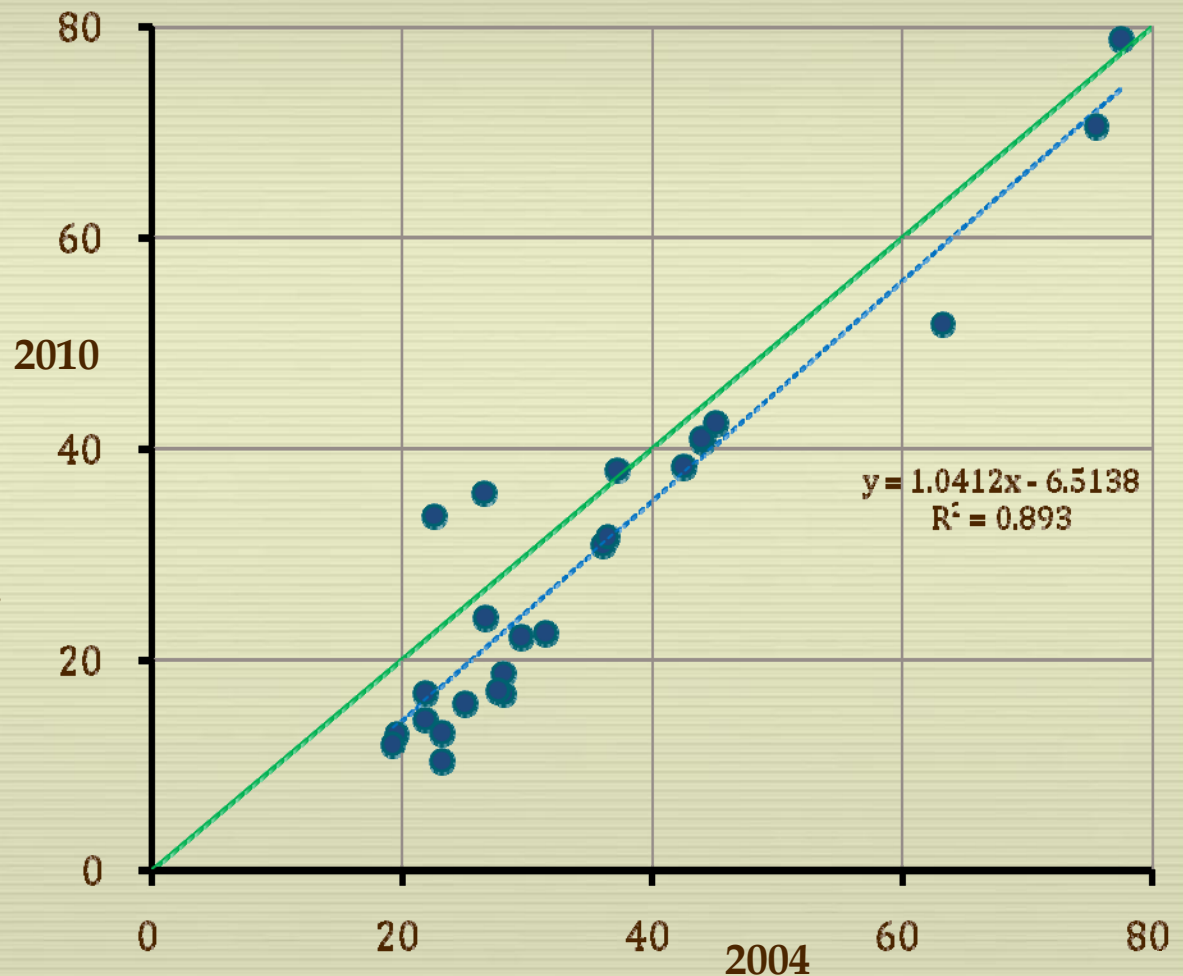
V-axis: its share in 2010

Upper the diagonal:

its share has risen over 2004~2010.

Lower the diagonal:

its share has dropped over 2004~2010.



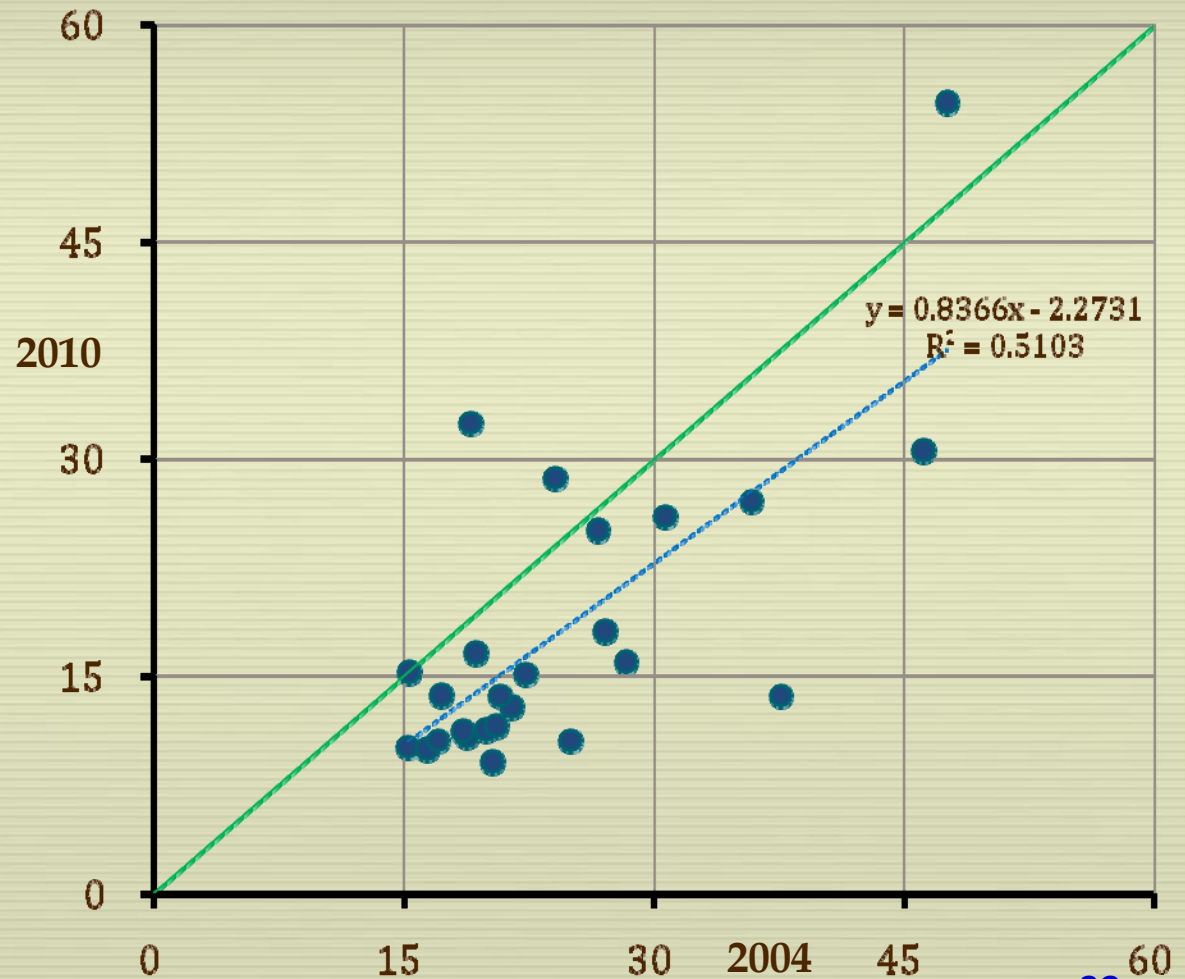
Changes in the Share of Contingent Work: by Industries

The share of contingent work decreased most industries except for 3

business support (47→55%)

public adm. (19→33%)

health & welfare (24→29%)



Changes in the Share of Part-time Work by Industries

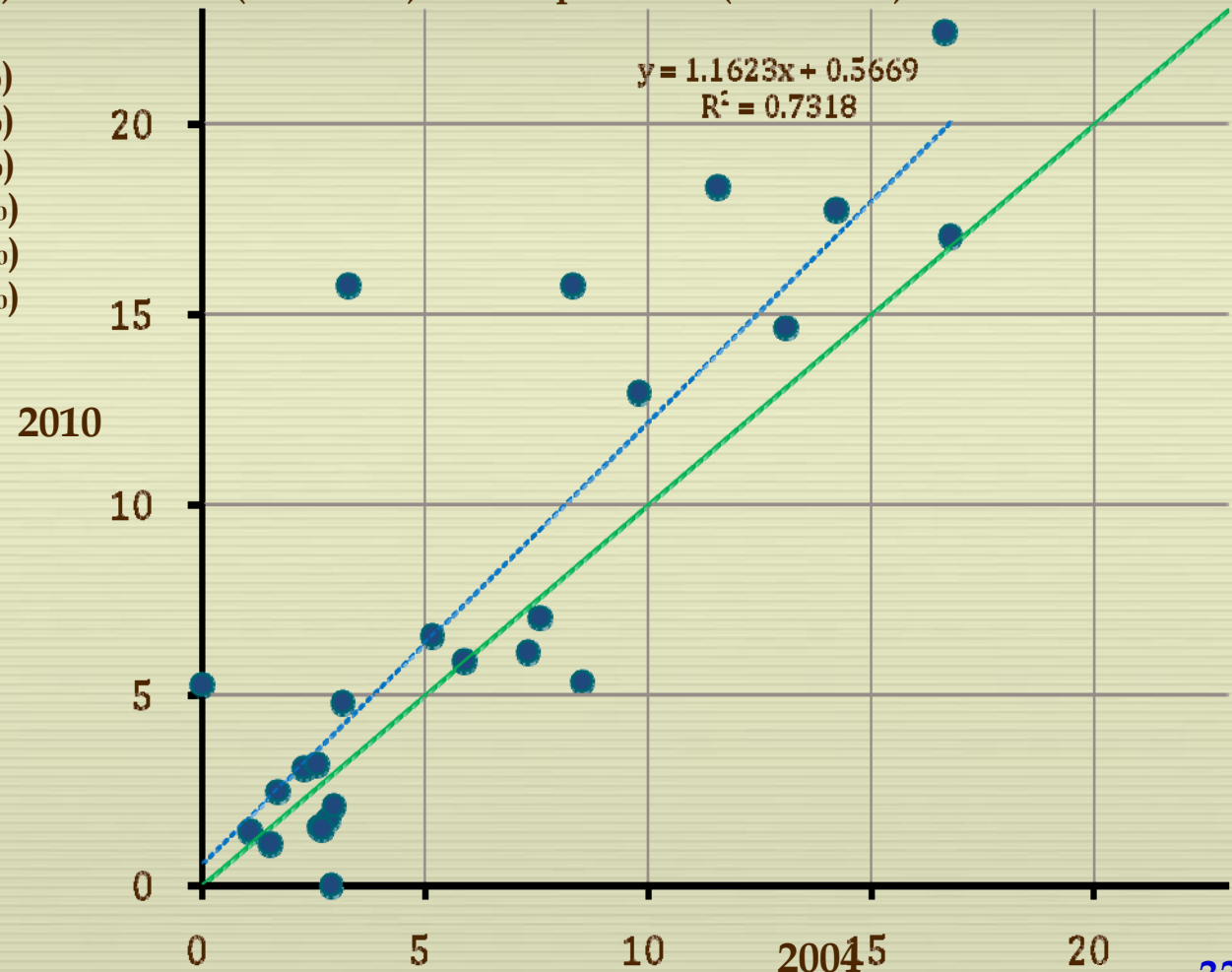
The share of part-time work increased 15 out of 25 industries such as

public adm.	(8→16%)	trade	(9→13%)	health & welfare	(3→16%)
education	(14→18%)	culture	(12→18%)	restaurant & hotels	(17→22%)

Slight change

agriculture	(16.8→17.1%)	textile	(5.9→5.9%)	real estate	(7.6→7.0%)
Broadcasting	(3.0→2.1%)	wood...	(2.3→3.1%)	transportation	(2.6→3.2%)

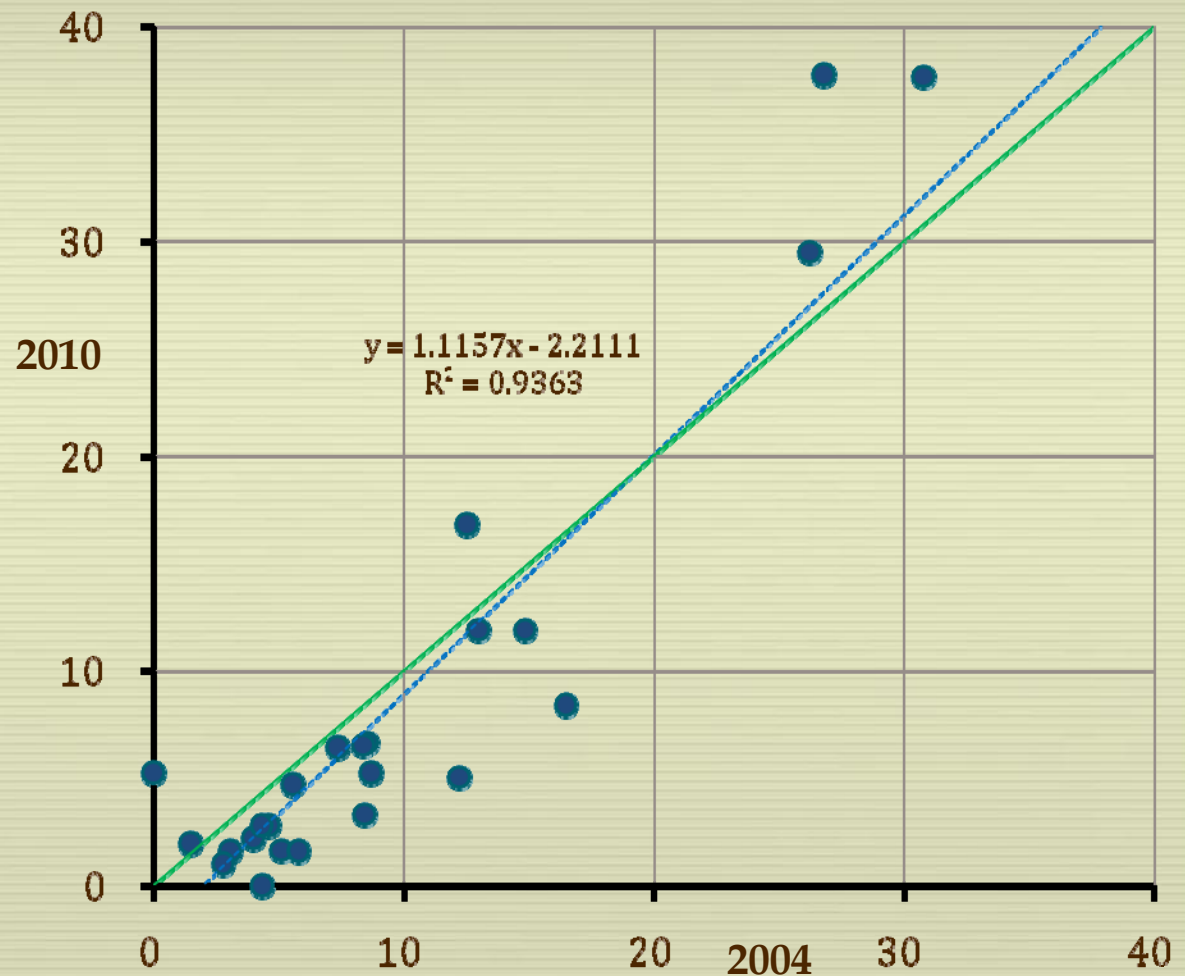
vehicles	(1.5→1.1%)
(non)metal	(1.1→1.4%)
chemicals	(1.7→2.5%)
mfg. elec	(2.8→1.7%)
finance	(2.6→1.5%)
R&D	(2.7→1.5%)



Changes in the Share of Alternative Employment Arrangement: Industries

The share of alternative employment arrangements decreased most industries except for 6

business support	(66→68%)
agriculture	(31→38%)
construction	(27→38%)
Finance	(26→30%)
Real estate	(13→17%)
mining	(0→5.3%)



Changes in the Share of Nonstandard Employment: Industries & Firm Sizes



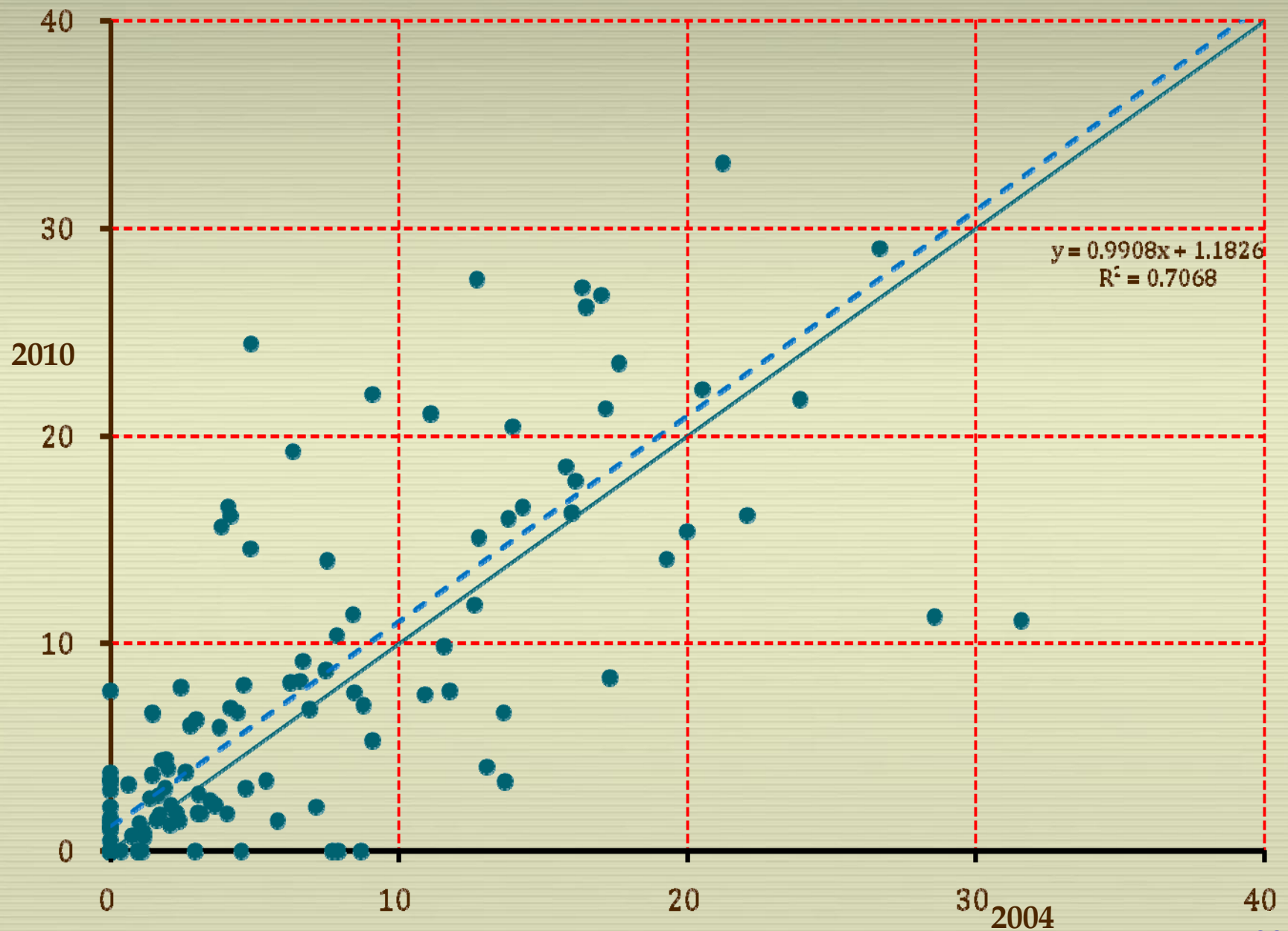
Changes in the Share of Contingent Work: Industries & Firm Sizes



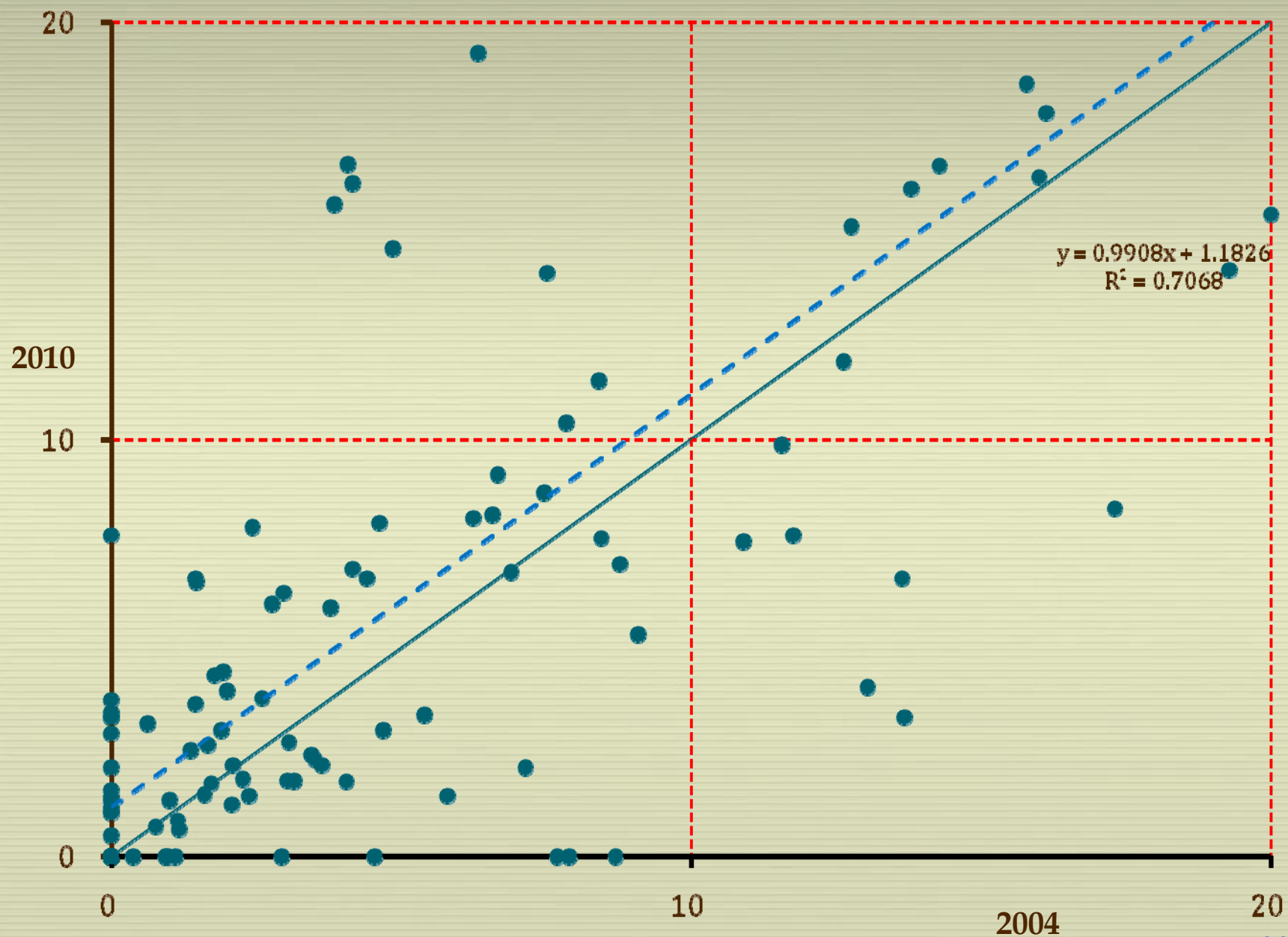
Changes in the Share of Contingent Work: Industries & Firm Sizes



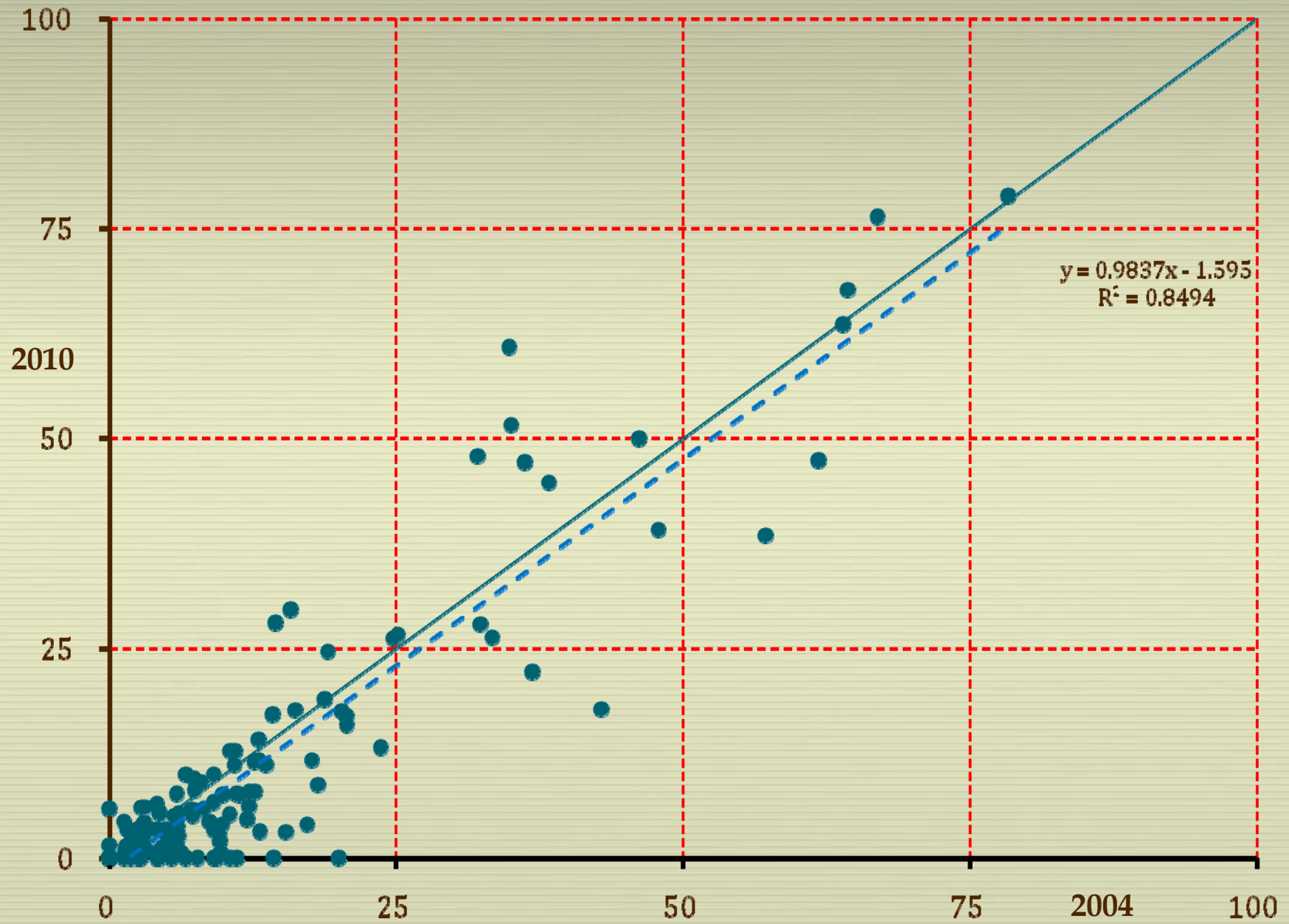
Changes in the Share of Part-time Work by Industries & Firm Sizes



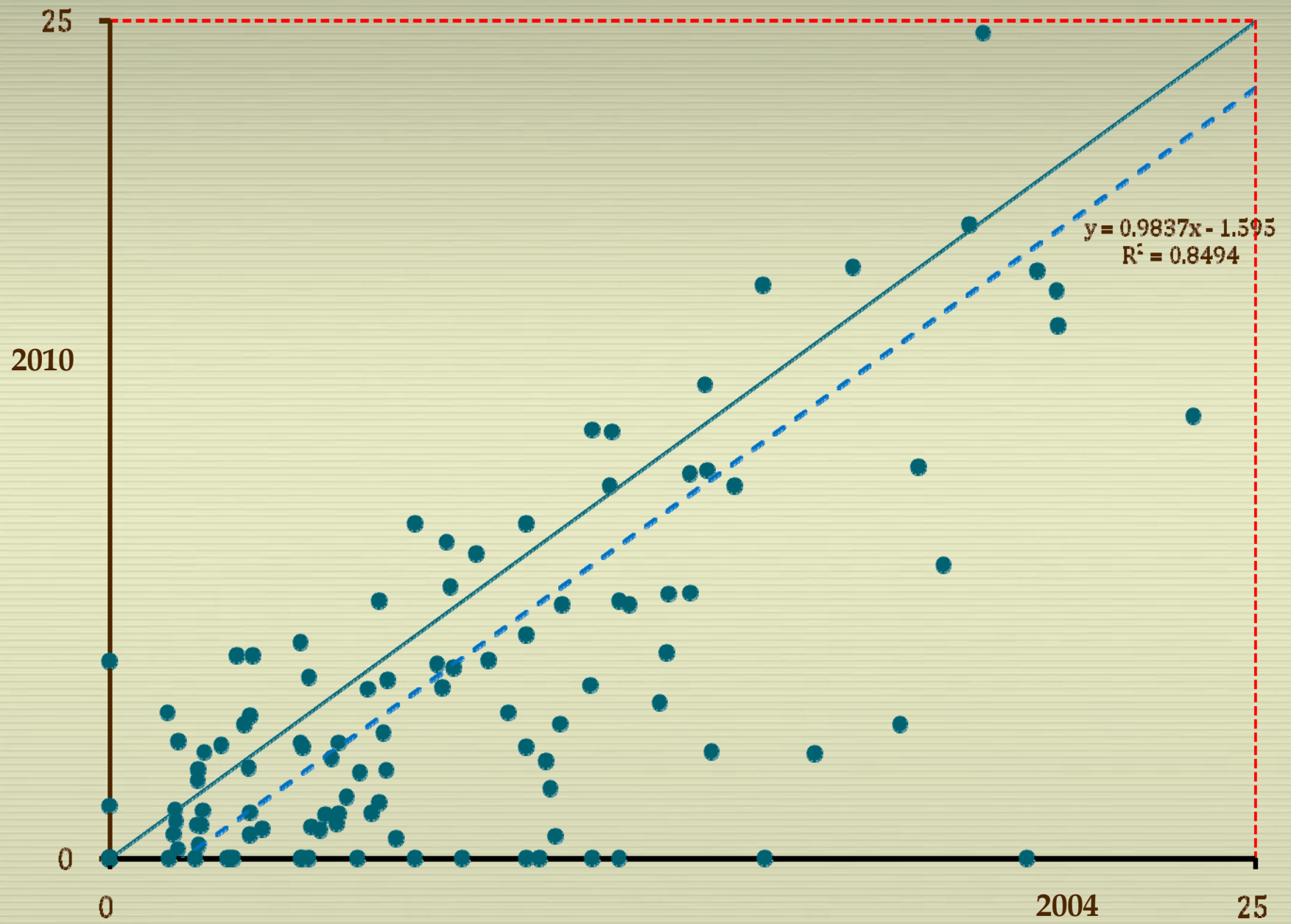
Changes in the Share of Part-time Work by Industries & Firm Sizes



Changes in Alternative Employment Arrangements by Industries & Firm Sizes



Changes in Alternative Employment Arrangements by Industries & Firm Sizes



Openness and Nonstandard Work

Openness means more competition

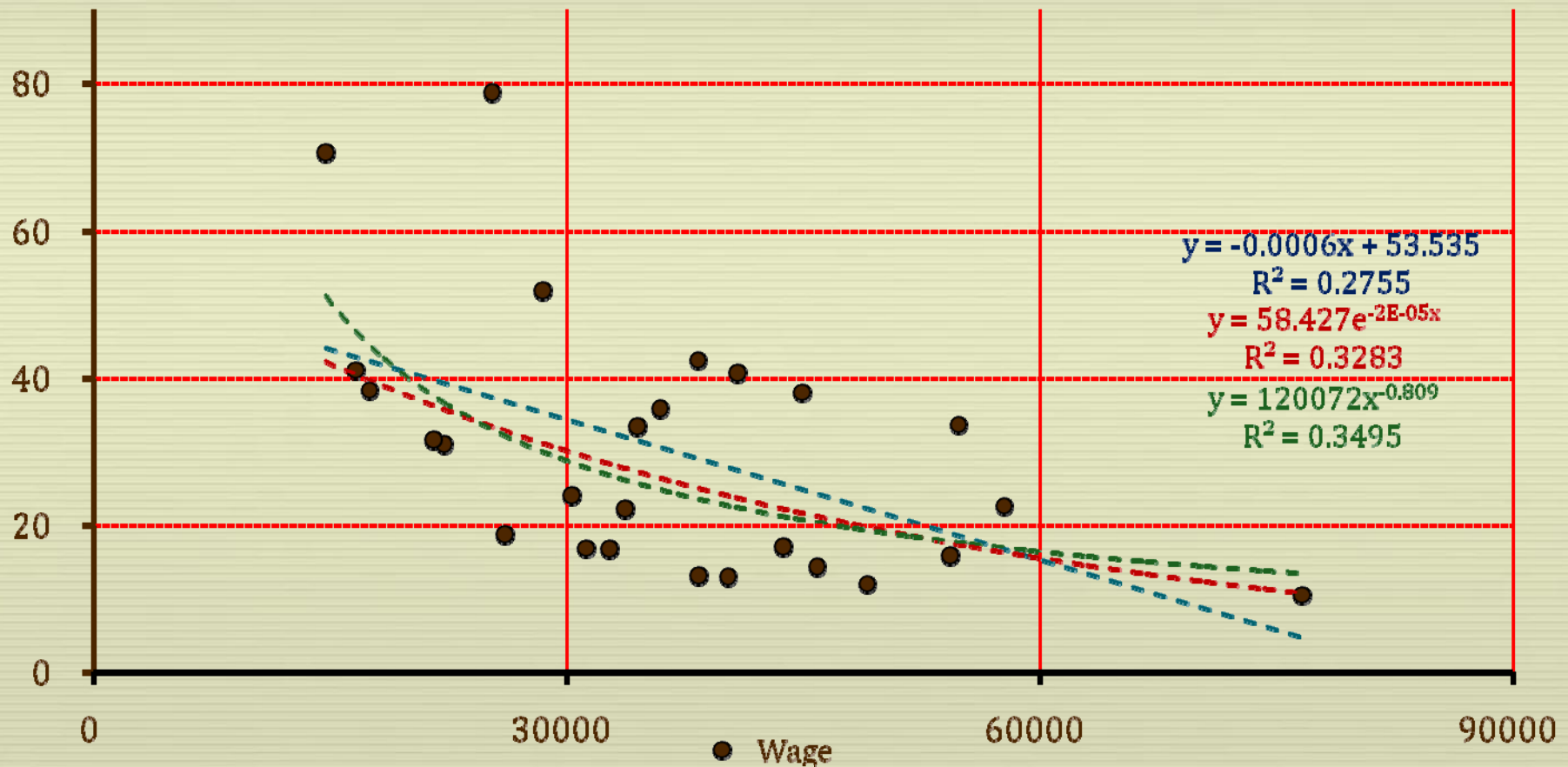
**To survive in an environment with more severe competition,
firms should become more competitive.**

**To be more competitive,
firms utilize more nonstandard workers
because firms would get more profits
by paying less to them and
not providing fringe benefits incl. social insurance and
because firms would optimize employment according to its demand
by easily laying off them during rainy season
and recruiting them during sunny days.**

Hypothesis: Openness leads to a higher share of nonstandard employment

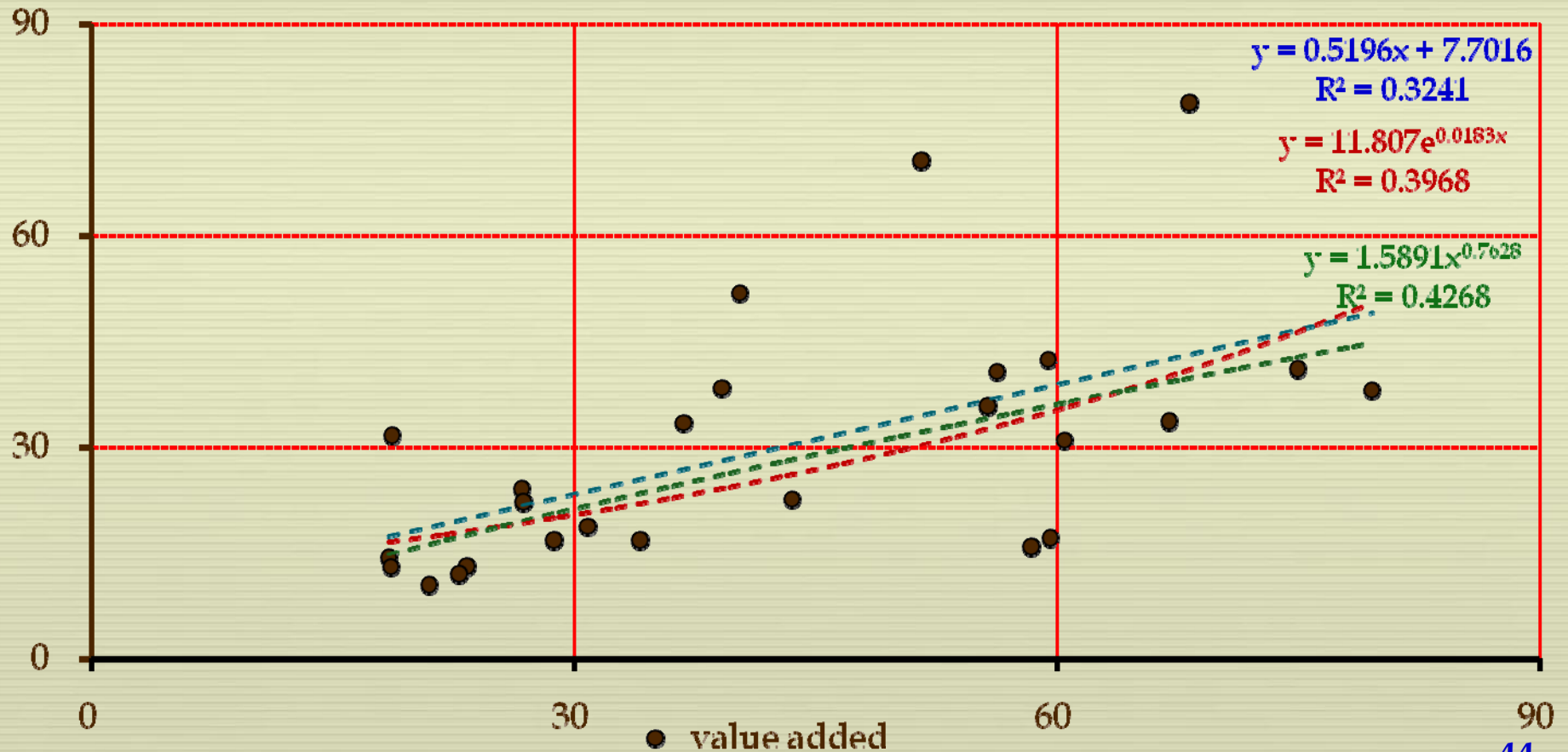
The Share of Nonstandard Employment and the Wage Level

The share of nonstandard employment is
NEGATIVELY related with the ratio of workers' compensation to the total input .



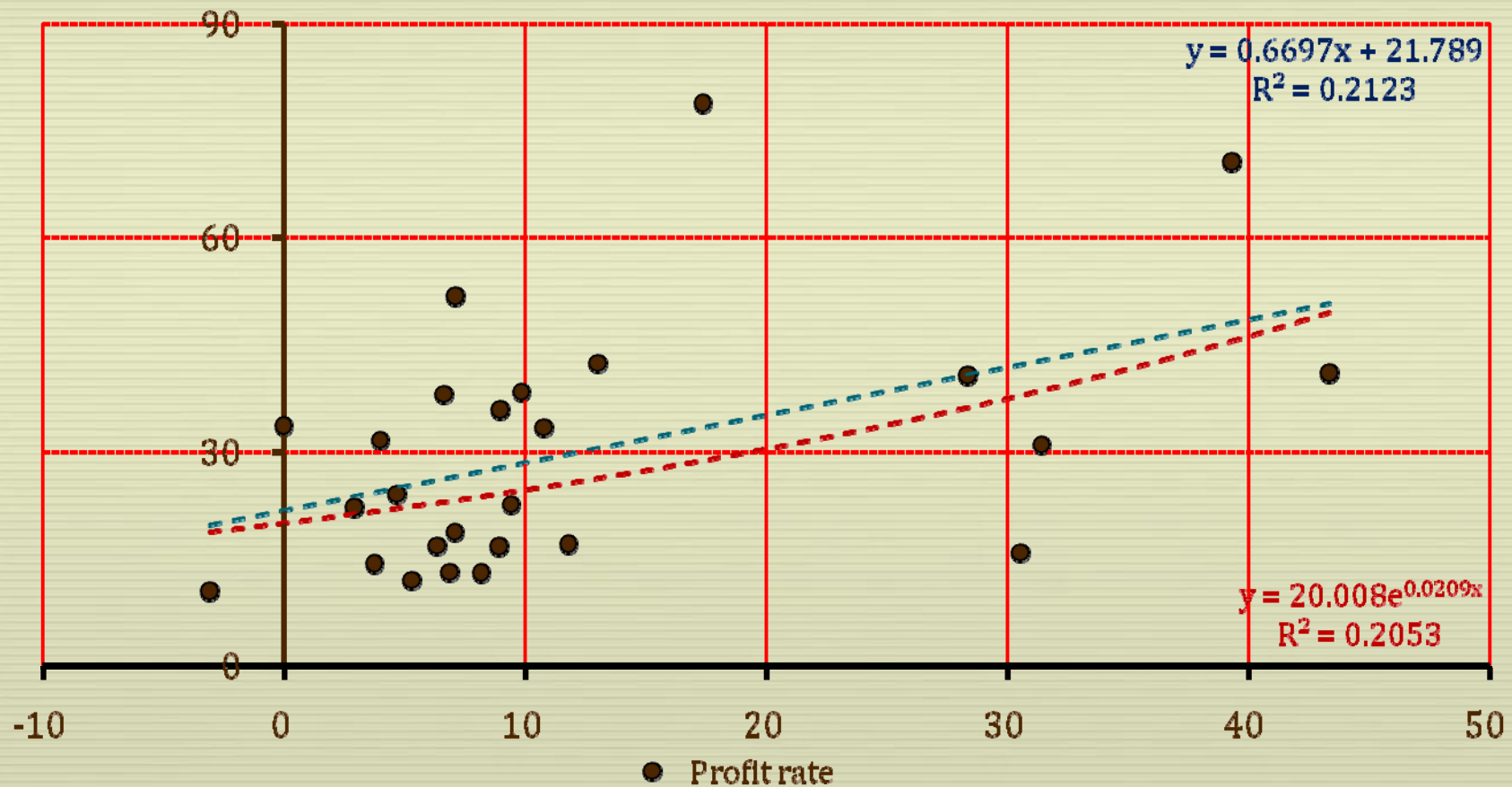
The Share of Nonstandard Employment and the Ratio of Value Added

The share of nonstandard employment is
POSITIVELY related with the ratio of the value-added to the total input .



The Share of Nonstandard Employment and the Profit Rate

The share of nonstandard employment is
POSITIVELY related with the ratio of the profit to the total input .



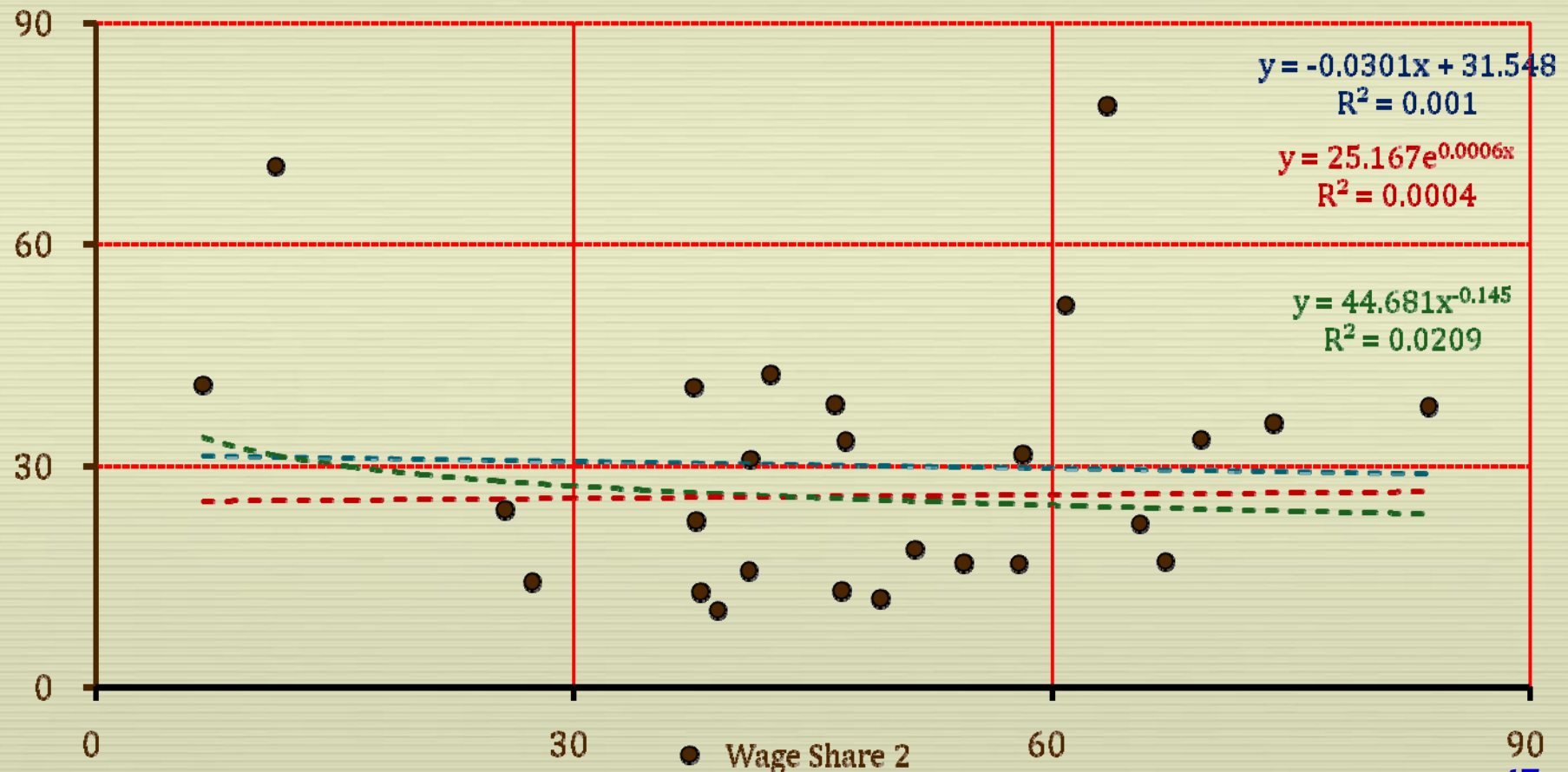
The Share of Nonstandard Employment and Self-employment

The share of nonstandard employment is
POSITIVELY related with the ratio of the self-employed to whole workers.



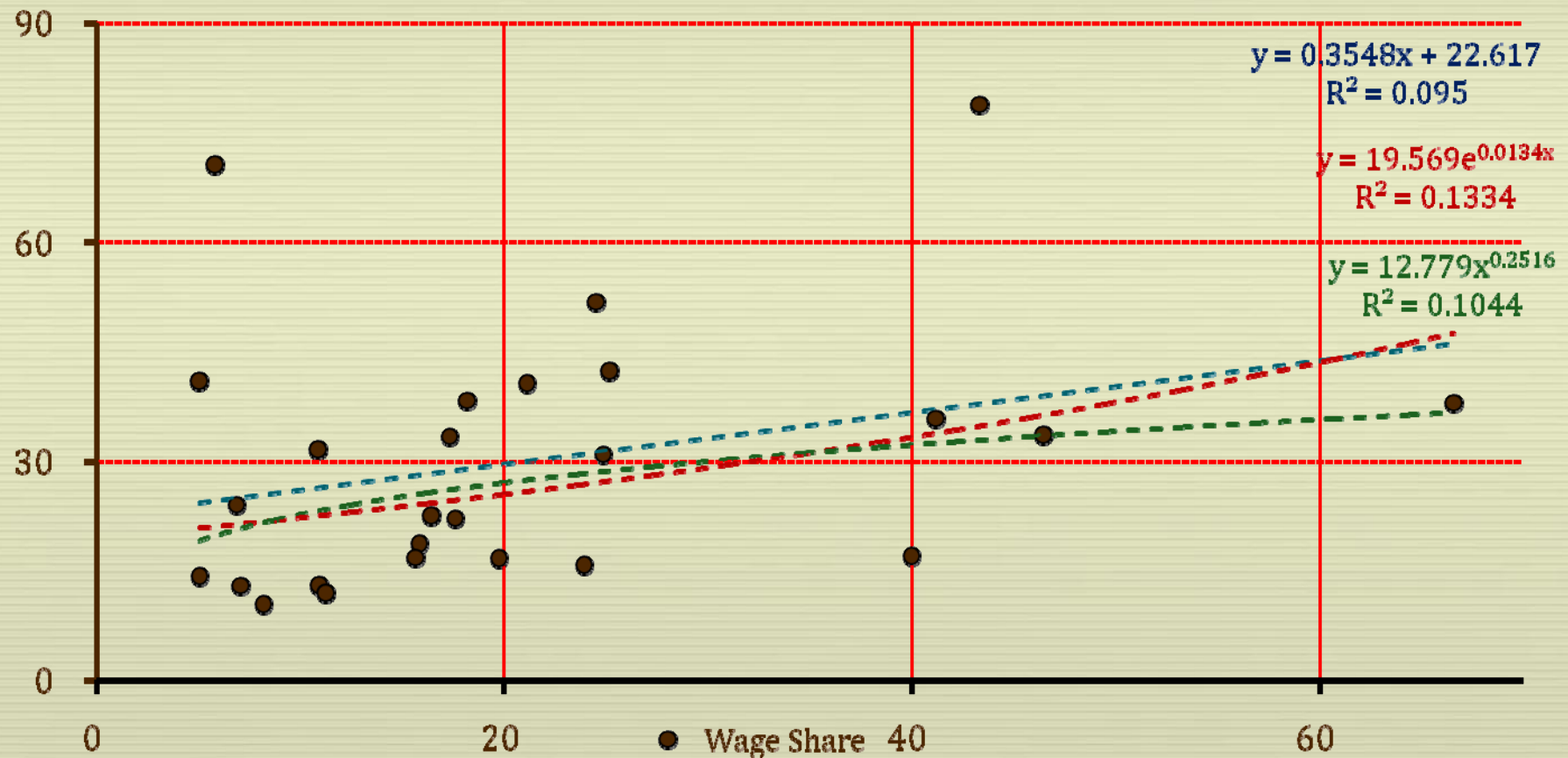
The Share of Nonstandard Employment and the wage share

The share of nonstandard employment is NOT significantly related with the ratio of workers' compensation to the total input .



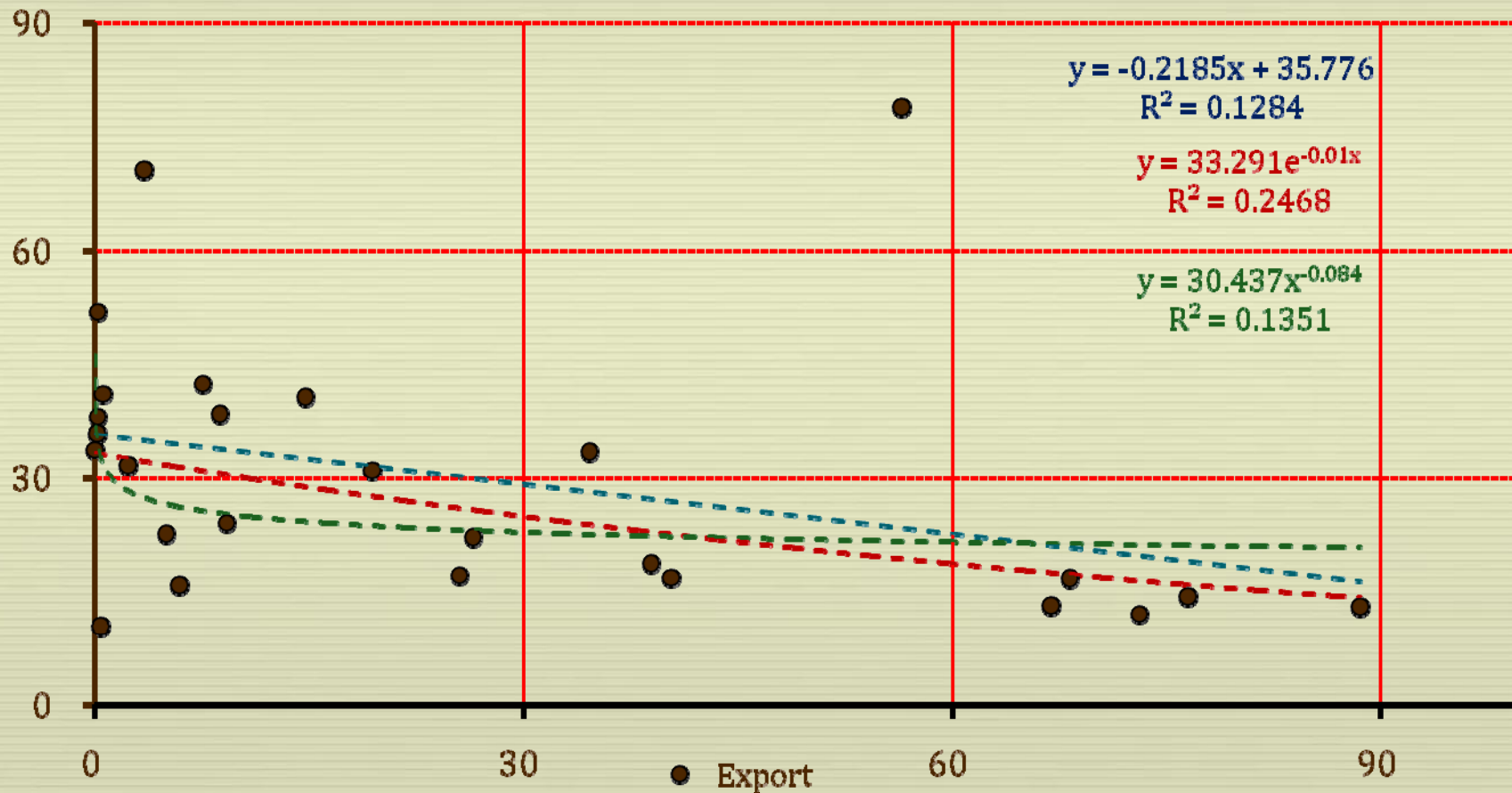
The Share of Nonstandard Employment and the Wage Share

The share of nonstandard employment is **POSITIVELY** related with the ratio of workers' compensation to the value-added.



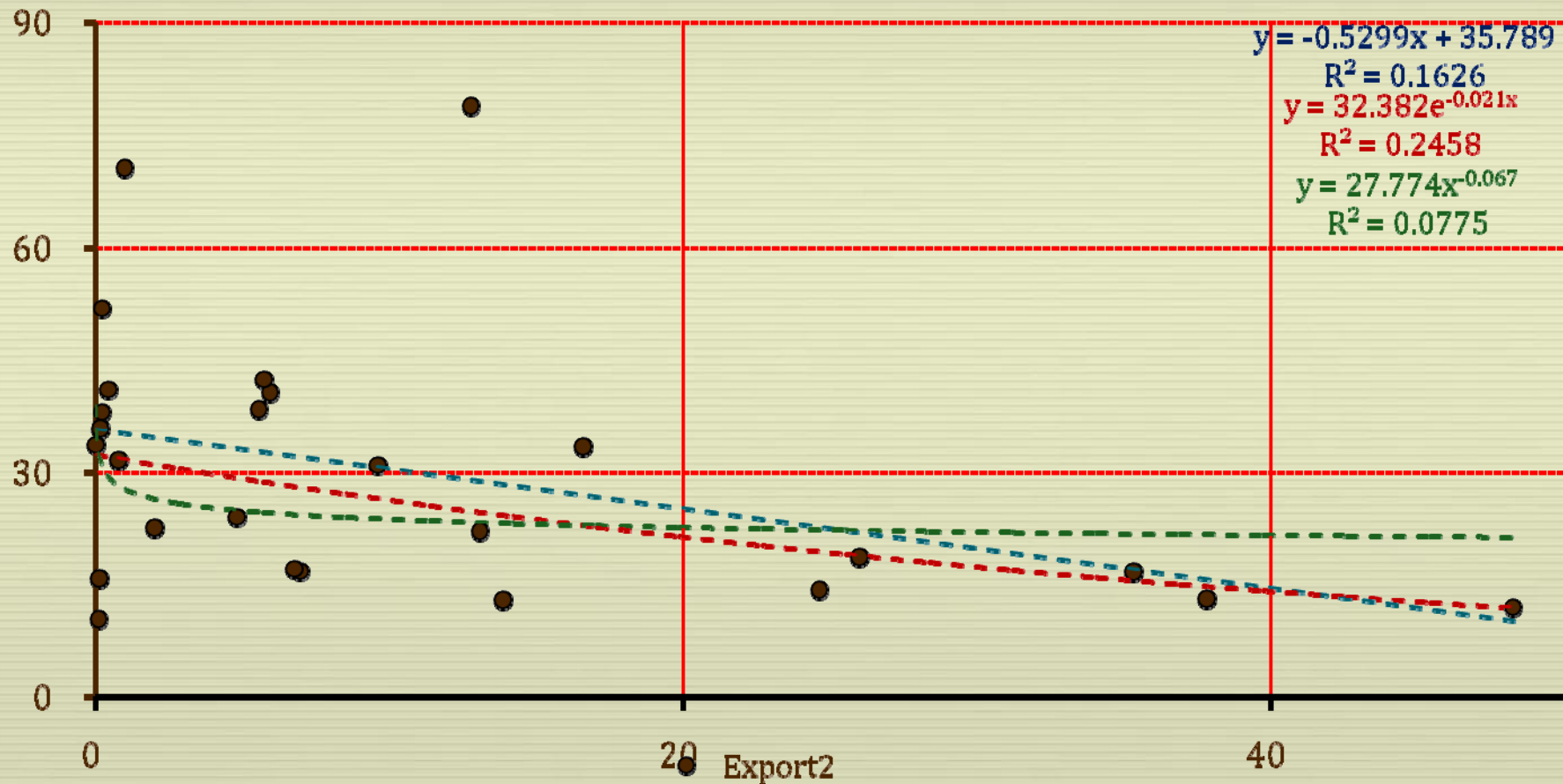
The Share of Nonstandard Employment and the Export Rate

The share of nonstandard employment is
NEGATIVELY related with the ratio of exports to the final demand.



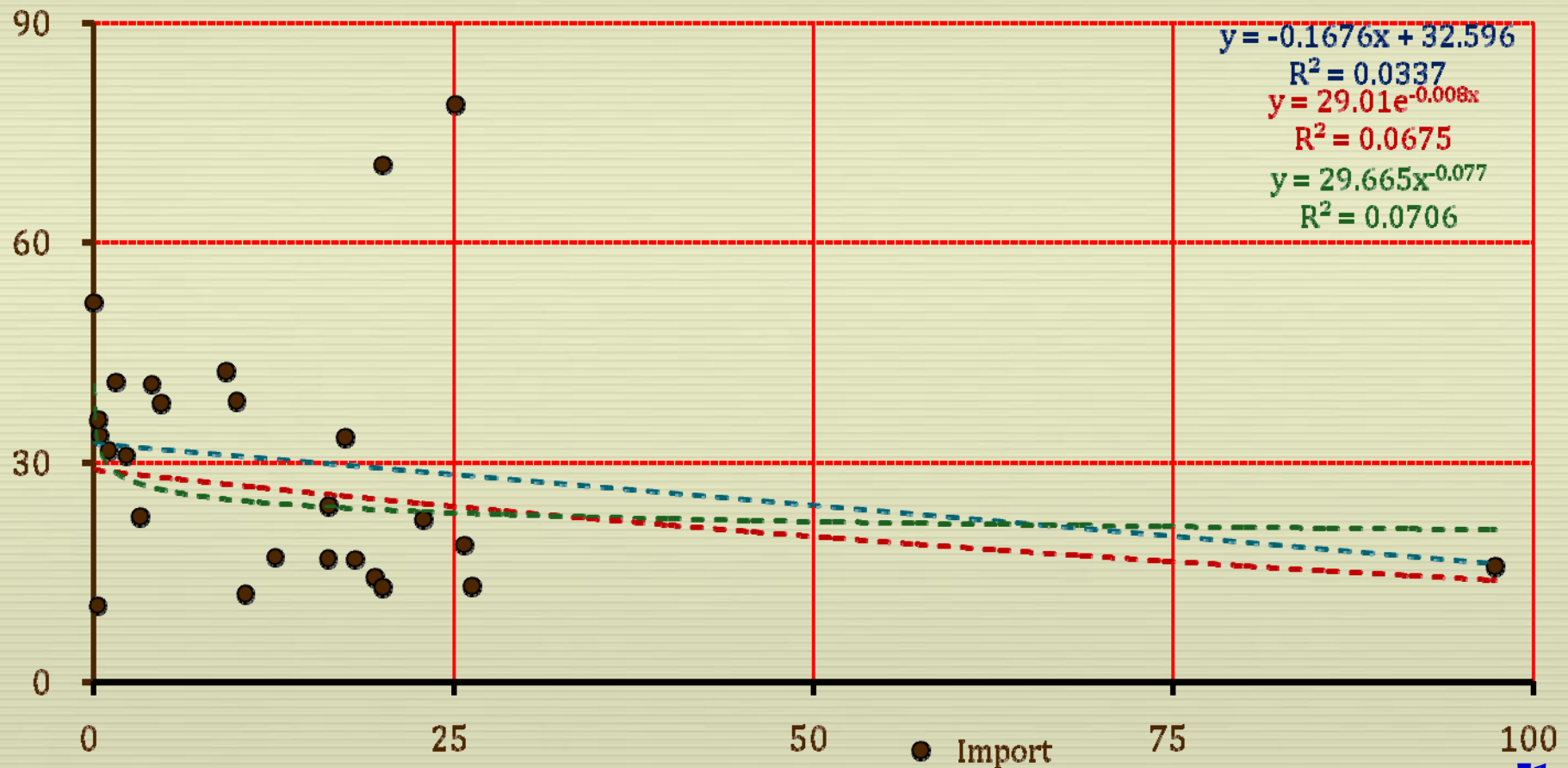
The Share of Nonstandard Employment and the Export Rate

The share of nonstandard employment is
NEGATIVELY related with the ratio of export to the total (domestic) output.



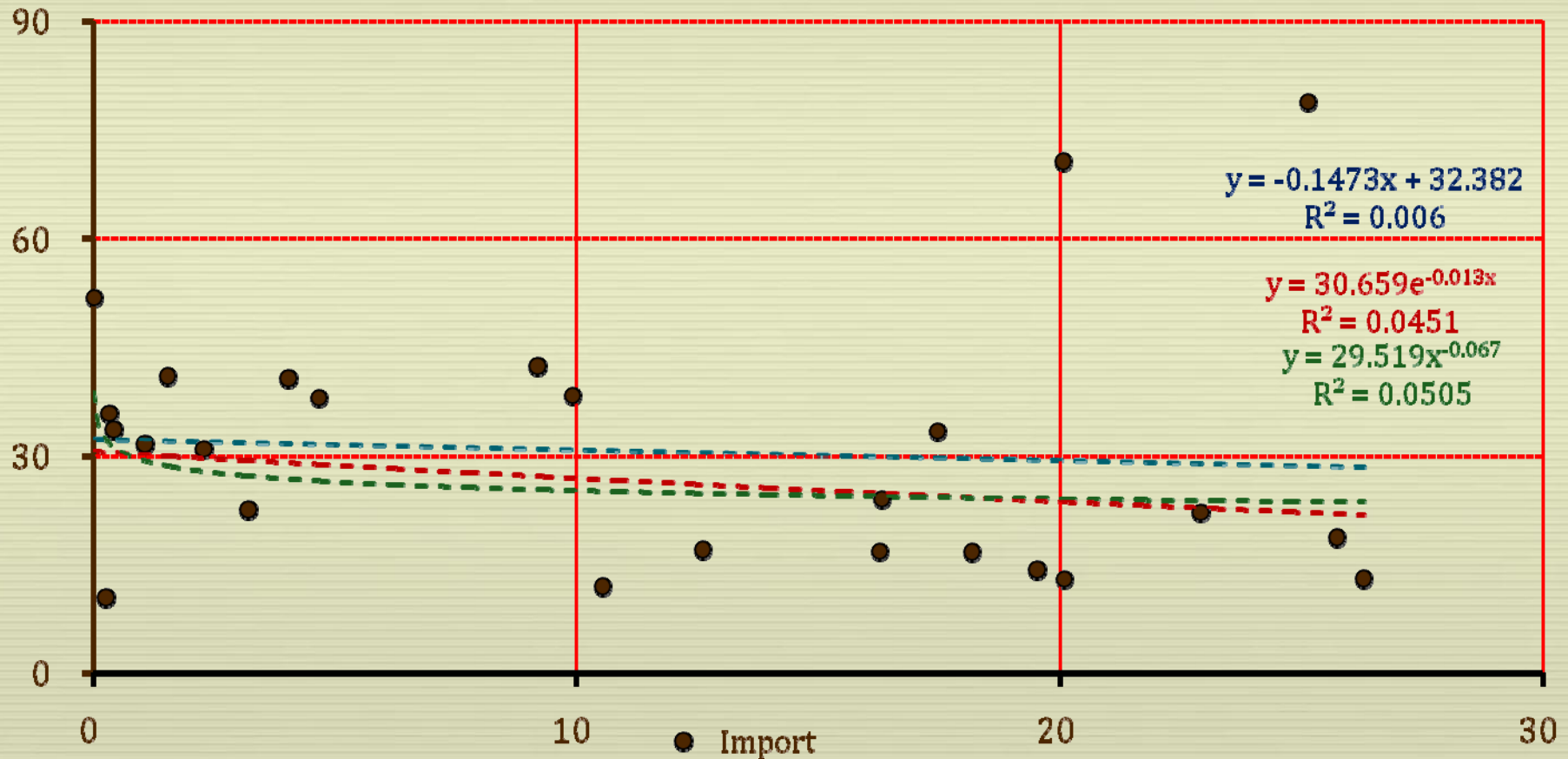
The Share of Nonstandard Employment and the Import Rate

The share of nonstandard employment is **NEGATIVELY** but not significantly related with the ratio of imports to the total supply.



The Share of Nonstandard Employment and the Import Rate

The share of nonstandard employment is
NEGATIVELY but not significantly related with the ratio of imports to the total supply.



The Effect of Global Competition

Model $y_{it} = X_{it} \beta + u_{it}$ $i=1, \dots, N, t=1, \dots, T$
 (1) $u_{it} = a_i + b_t + e_{it}$ $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 (2) $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 $i = 25$ industries
 $t: 2004 \sim 2010$

Market Factors Business Cycle (composite index), Economic growth, Unemployment Rate...

Industry-specific factors

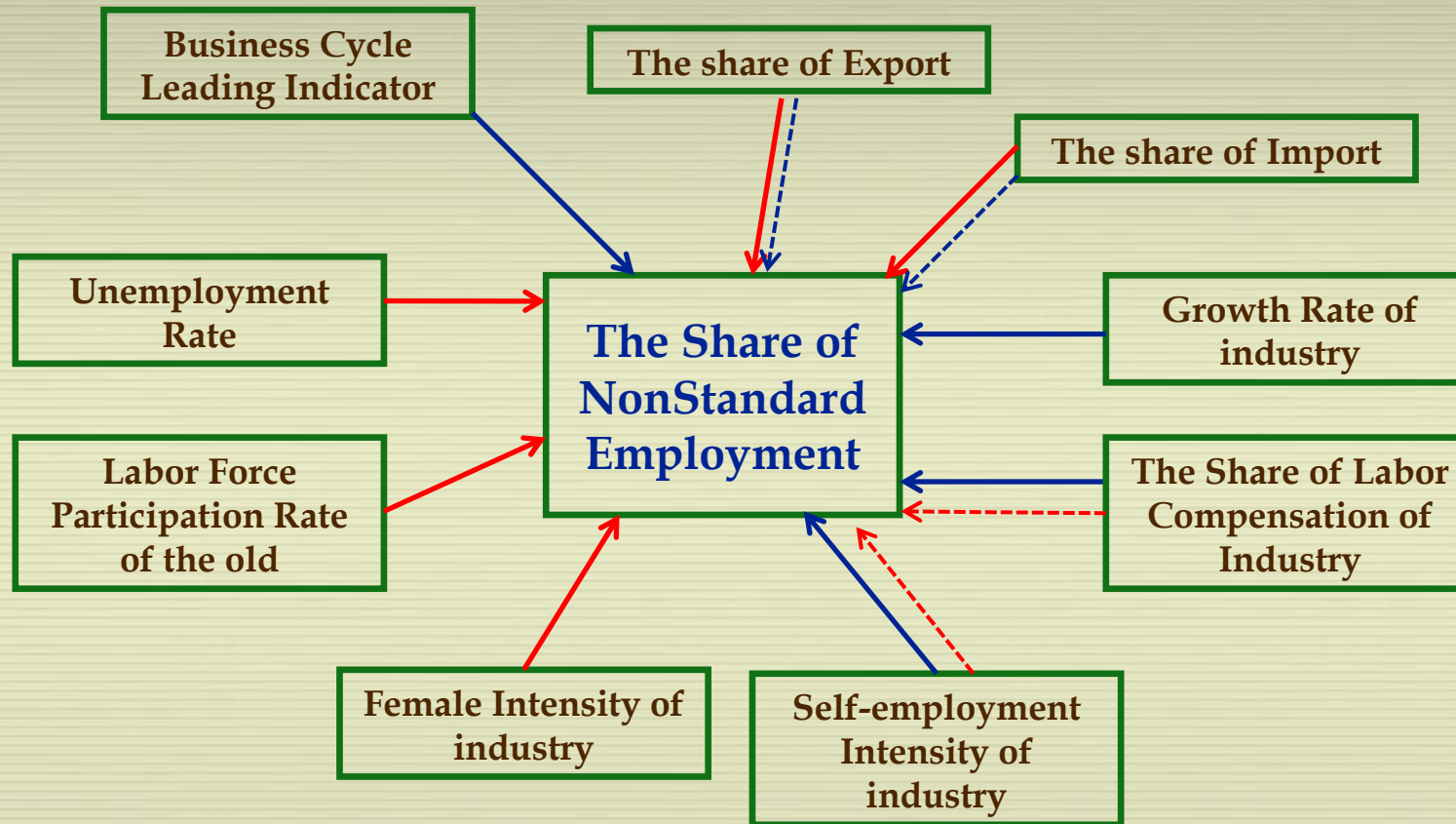
Demand Factors The Growth Rate of industries
 The ratio of value added/business profits to the total input
 the ratio of labor compensation to the value added

Supply Factors Ageing factors
 Female-intensive
 self-employment-intensive

Globalization the share of export in the domestic output
 the share of import in the total output



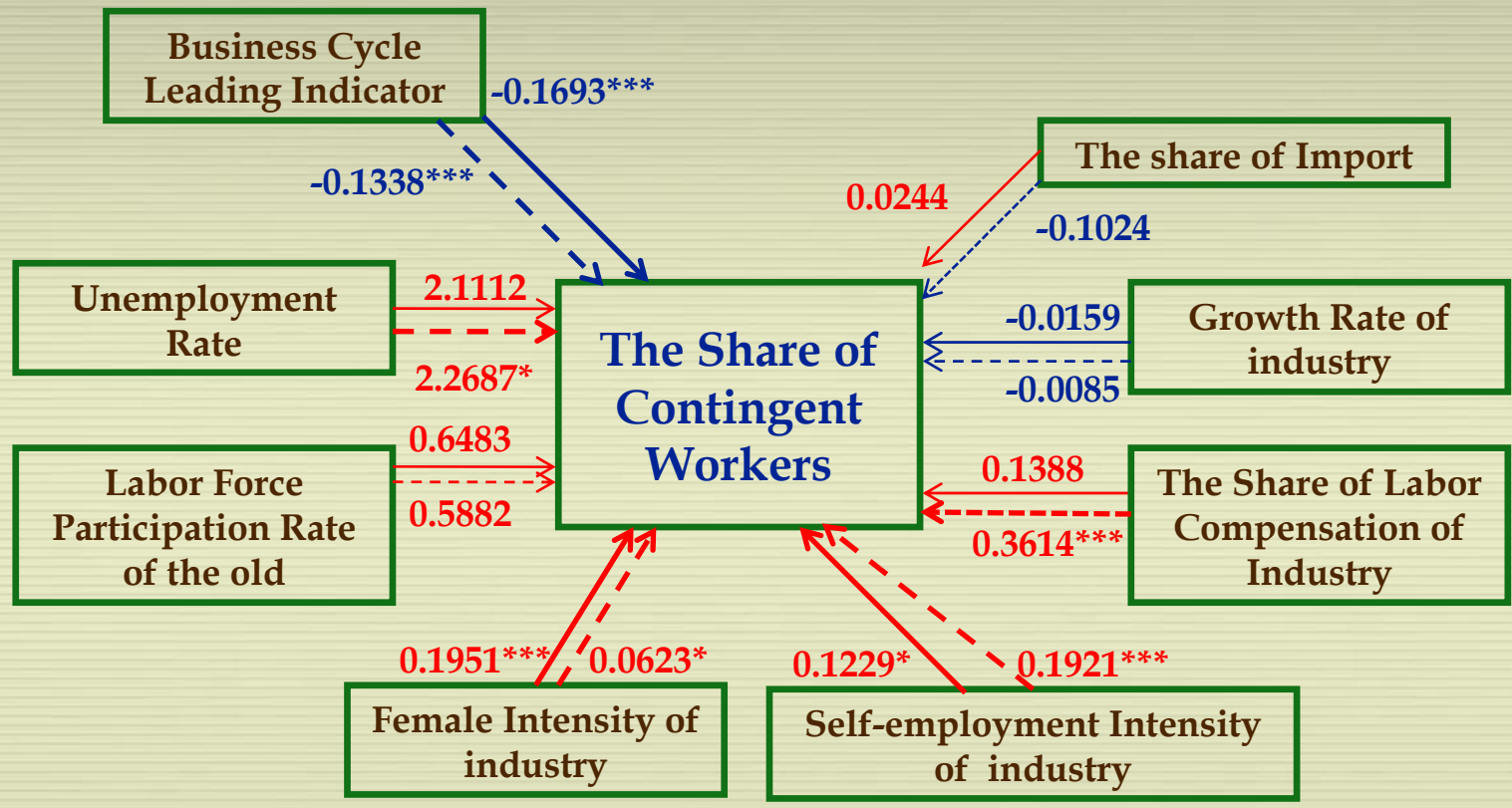
The Effect of Openness



$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 → Positive Effect
 → Negative Effect

$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 - - → Positive Effect
 - - → Negative Effect

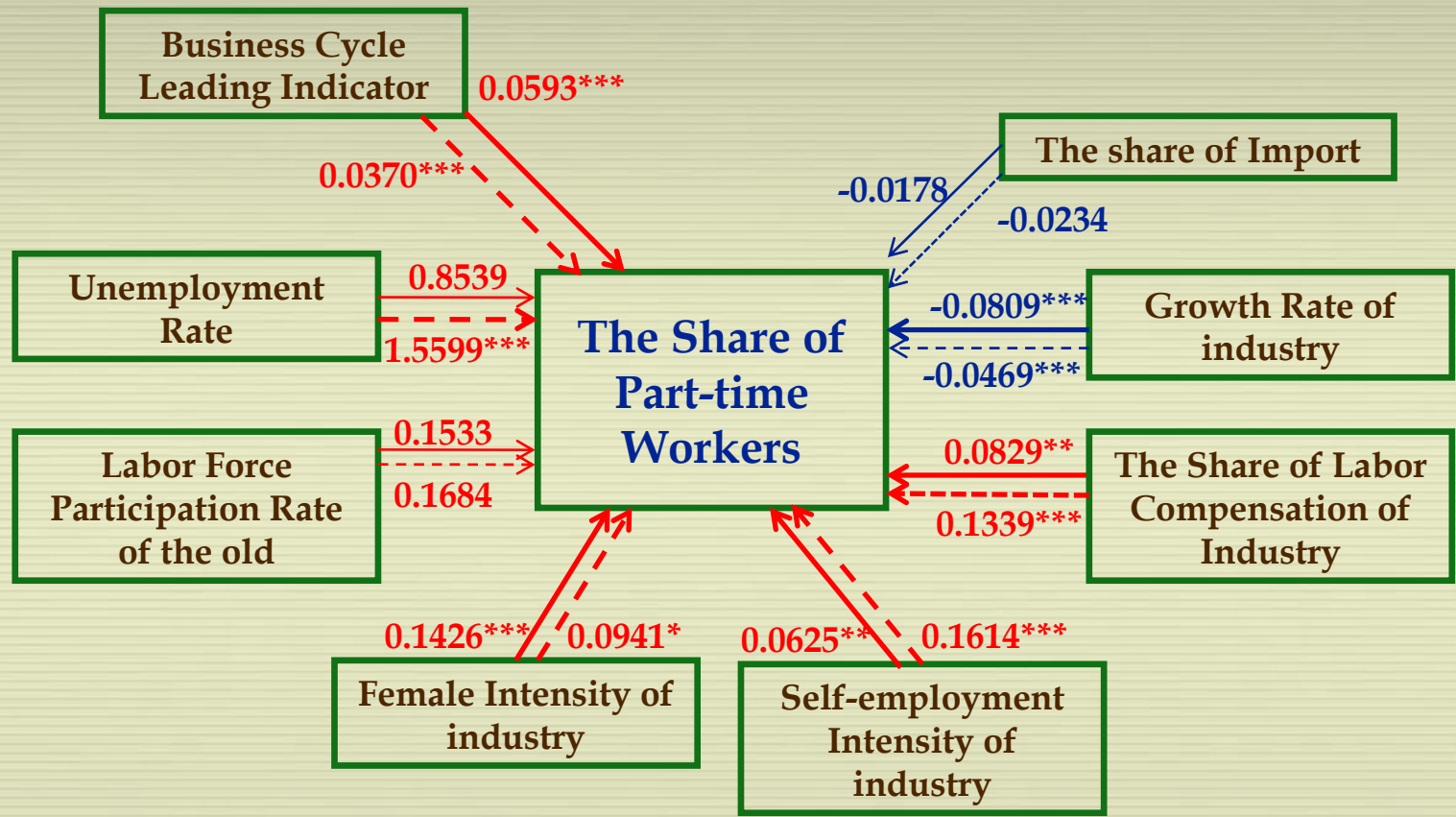
The Effect of Openness: Contingent Workers



$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 → Positive Effect
 → Negative Effect

$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 - → Positive Effect
 - → Negative Effect

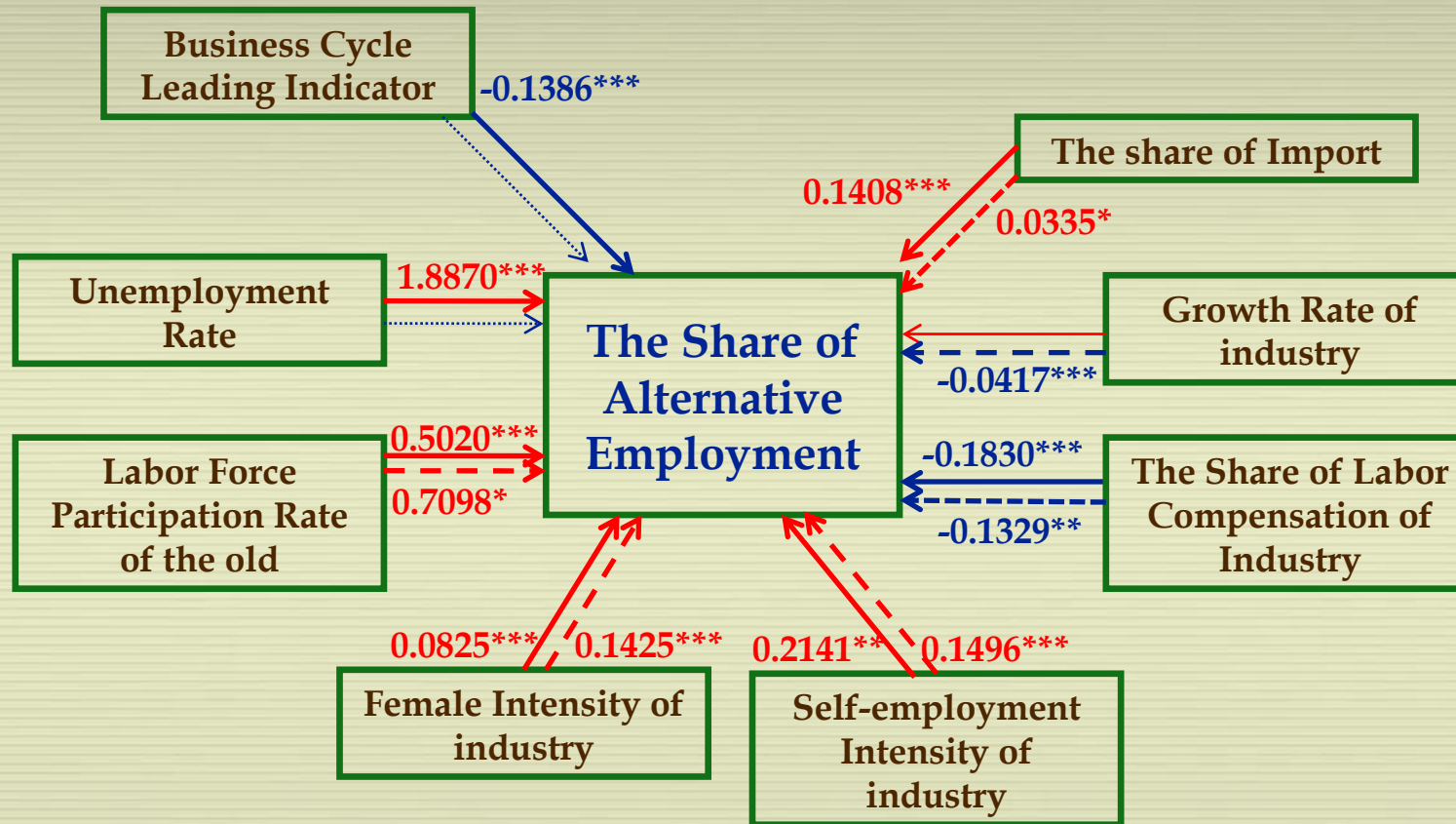
The Effect of Openness: Part-time Work



$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 → Positive Effect
 → Negative Effect

$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 - → Positive Effect
 - → Negative Effect

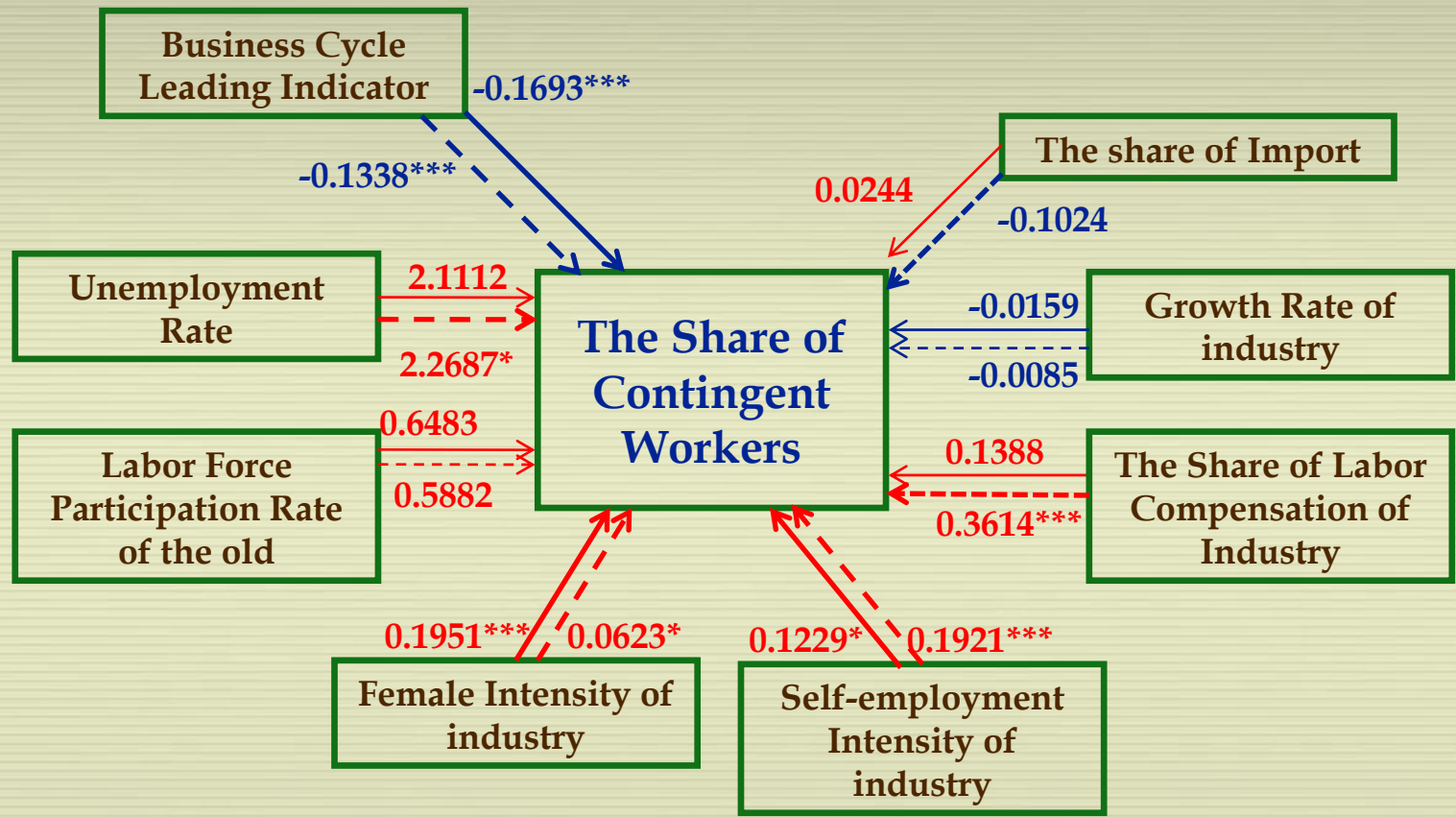
The Effect of Openness: Alternative Employment



$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 → Positive Effect
 → Negative Effect

$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 - → Positive Effect
 - → Negative Effect

The Effect of Openness



$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \alpha_0 \varepsilon_{it} + \alpha_1 \varepsilon_{t-1}$
 → Positive Effect
 → Negative Effect

$u_{it} = a_i + b_t + e_{it}$, $e_{it} = \rho_i \varepsilon_{it} + \varepsilon_{t-1}$
 - → Positive Effect
 - → Negative Effect

Thanks for all!

Economically Active Population Survey

Q1. The sequence of household member

Q2. The relationship to the household head

1. head 2. spouse 3. son/daughter (unmarried) 4. son/daughter (married) 5. grandson/daughter
6. parent(-in-law) 7. grandparent 8. unmarried brother/sister 9. other

Q3. Gender 1. male 2. female

Q4. Date of birth year _____ month ____ day ____ 1. solar calendar 2. lunar calendar

Q5. Education

- Education level 0. no education 1. elementary school 2. middle school 3. high school
4. community college 5. college 6. graduate school (MA) 7. graduate school (Ph.D)

Major High school 1. humanity 2. arts/P.E 3. vocational school (agriculture, commerce, industry)

Tertiary 1. humanity/social science 2. arts/athletics 3. education

4. natural science 5. engineering 6. medical science/pharmaceutics

Complete 1. graduated (Year _____) 2. in school 3. dropout 4. leave of absence

Q6. the marital status 1. never married 2. married with spouse present 3. widowed 4. divorced

Q7. What is your main activity during last week?

1. working (→ go to **Q12**) 2. temporary leave 3. job search 4. waiting for appointment
5. childcare 6. housekeeping 7. schooling 8. institute for college
9. institute for employment 10. preparation for job 11. prepare for college 12. old
13. handicapped 14. prepare for military 15. prepare for wedding 16. just rested
17. other ()

Q8. Have you ever worked for income at least ONE HOUR during last week?

Or, have you ever worked at your family business for nothing?

1. Yes (→ go to **Q12**) 2. Family business work (→ go to **Q12**) 3. No

Q9. Did you have a job/work even though you did not work during last week?

Yes **Q9.** Why did not you work during last week?

11. temporary sickness/accident 12. vacation 13. educational leave
14. Childcare/family affairs 15. industrial strife 16. business slowdown/shutdown
(→ go to **Q14**)

17. other () (→ go to **Q10**)

20. No

Questionnaires: EAPS

Q10. Have you ever searched for a job DURING LAST WEEK?

1. Yes (→ go to [Q18](#)) 2. No

Q11. Have you ever searched for a job DURING LAST FOUR WEEKS?

1. Yes (→ go to [Q18](#)) 2. No (→ go to [Q22](#))

For Workers

Q12. Did you have a second job?

1. Yes 2. No

Q13. How many hours did you work during last week?

At the main job _____ hours

At the second job _____ hours

At all jobs _____ hours

1. Unpaid family work less than 18 hours (→ go to [Q10](#))

2. 1~35 hours

3. 36 hours and more (→ go to [Q28](#))

Q14. Do you usually work LESS THAN 36 HOURS per week? Why?

Usually 11. regular hours less than 36 12. health problem 13. childcare 14. housekeeping

15. schooling 16. personal request 17. lack of work 18. other ()

Only last week 21. temporary sickness/accident 22. weather 23. vocation

24. educational leave 25. childcare 26. family affairs 27. industrial strife

28. temporary lack of work 29. business slowdown/shutdown 30. other ()

Q15. Do you want to work more?

1. more working hours at the current job 2. another job in addition 3. move to another job with more work

4. keep current working hours (→ go to [Q28](#))

Q16. Was it possible to do more work or change jobs?

1. Yes, it was during last week

No. But it would be possible 2. within 1 week 3. within 1 month 4. after 1 month 5. not sure

Q17. Have you ever done on-the-job search during last 4 weeks?

1. Yes 2. No (→ go to [Q28](#))

Questionnaires: EAPS

Q26. Have you ever worked for income? If yes, when did you quit?

1. with in 1 year (Year _____ Month _____) (→ go to **Q27**)
2. before 1 year
3. Never (Stop interviewing)

Q27. What was the main reason why you quitted the job?

1. personal/family reason
2. childcare
3. housekeeping
4. physical/mental disorder
5. retired, old age
6. Dissatisfaction of working conditions (hours, wages)
7. closedown
8. early retirement discharge
9. termination of temporary/seasonal work
10. lack of work/worse business
11. other ()

Q28. Where did you work?

The name of company _____

The main activity of the company _____ (industry: two digits _____)

Q29. What kind of job was it?

Type of work _____

Occupation _____ (Occupation: 3 digits _____)

- How many workers in the workplace?
1. 1~4 persons
 2. 5~9
 3. 10~29
 4. 30~99
 5. 100~299
 6. 300~499
 7. 500 persons and more

Q30. What was your work status at the job?

- the employed
1. permanent worker
 2. temporary worker
 3. daily worker
- the self-employed
4. employer
 5. own account worker
 6. unpaid family worker

Q31. When did you start to work at the current job? Year _____ Month _____

Q32. Did you set a duration of work at the current job at the outset?

1. Yes
- The period for employment
1. less than 1 month
 2. less than 1 year
 3. 1 year
 4. no longer than 2 years
 5. no longer than 3 years
 6. longer than 3 years

2. No

EAPS Supplement for Employment Types

Q41. (If there was a contract for a specified duration), is the current contract (its effective period) repeated or renewed?

1. Yes
2. No (it is now within the specified period of the first contract)

(→ go to [Q43](#))

Q42. (If there was no contract with a specified duration), is the current job a type of work for a couple of days or weeks when there is work to do?

(e.g. daily work in a construction site, help for family work, simple nursing)

1. Yes (→ go to [Q46](#))
2. No

Q43. Is it possible for you to continue working at this job as far as you want UNLESS you make a serious mistake OR your company faces with closing or restructuring due to a serious difficulty in business?

1. Yes
- Q43-1.** What is the reason why you say 'Yes', i.e., that you can continue to work?

1. Because the contract does NOT specified its duration.
2. Because the contract is kept on by its repetition or renewal.
3. Because there is a implicit practice of continuing the contract.

(→ go to [Q46](#))

2. No

Q44. How long do you expect to work at the current job from now on?

1. For one year or less (for ____ months)
2. For more than one year but not more than two years
3. For more than two years

Q45. Why do you think so? Choose the main reason.

1. The contract expires.
2. The contract would be terminated implicitly or explicitly.
3. This job started under the condition that it expires by employer's discretion
4. The current project will end
5. This job is a temporary substitution
6. The job is for seasonal work
7. I am going to search another job due to aptitude, working condition, or ability
8. I will be old enough to retire by the general practice or provisions in the workplace
9. There will be an issue related to schooling, family affairs, or health
10. Managerial difficulties in my workplace
11. Other (_____)

EAPS Supplement for Employment Types

Q46. Do you work at current job as a part-timer or full-timer and how many hours?

1. parttime work (usually ____ hours per week)
2. fulltime work (usually ____ hours per week)

Q47. Is your wages or salaries paid by...?

1. the company that I worked for and at (→ go to Q49)
2. the company for dispatched work
3. the company for worker service

Q48. What is the workplace that you ACTUALLY worked at last week?

The name _____ The main activity _____ (industry: two digit level)

Q49. For your current work/job, do you seek for or receive customers to provide them with products or services and are you paid for according to performance ?

(e.g. insurance planner, private tutor for extra education, quick-delivery person, caddy)

1. Yes
2. No

Q50. Where do you work mainly for your current job/work?

(e.g. daily work in a construction site, help for family work, simple nursing)

1. at your home
2. in the workplace or designated place other than the workplace

Q51. Do you choose your current employment arrangement VOLUNTARILY or INVOLUNTARILY?

1. due to a voluntary reason
2. due to an involuntary reason

Q51-1. Why do you choose your current job?

1. Because of satisfactory working conditions (working hours, wage level, etc)
2. Because of job security
3. Because of immediate need for income/earnings
4. Because I could not find a job in a desired area
5. Because there is no job that is appropriate my major or career
6. Because I want to move to next job with career
7. Because of burden of family work like childcare and housekeeping
8. Because of schooling, attending private institute, vocational training, or job preparation, etc
9. Because my effort is fully paid for
10. Because of flexible work schedule
11. others ()

EAPS Supplement for Employment Types

Q52. Are you covered by following social insurance?

National Pension Plan	111. at current job	112. at the regional level	12. No
Health Insurance	211. at current job	212. at the regional level	22. No
	213. health care	214. as a dependents	
Employment Insurance	31. Yes		32. No

Q53. Are you eligible for following fringe benefits?

Retirement Allowance	11. Yes	12. No
Bonus	11. Yes	12. No
Overtime Payment	11. Yes	12. No
Paid Holiday, Vacation, Maternity Leave	11. Yes	12. No

Q54. Did you underwrite an employment contract as a document when you started the current job?

1. Yes 2. No

Q55. Are you a member of trade union?

1. there is no trade union 2. there is a trade union but I am not eligible for a member
3. No, even though eligible for 4. Yes

Q56. What is the base of your wage or salary?

1. hourly wage (KRW _____ per hour) 2. daily wage 3. weekly wage
4. (monthly) salary 5. annual salary 6. performance payment 7. other

Q57. What is monthly average of your wage or salary for your current job/work over the last three months?

KRW _____ (10 thousand) per month (before tax)

Q58. Have you ever participated in the vocational education/training during last 12 months?

1. Yes (The total number of hours _____) 2. No

Q59. Do you and your company work for five days (or 40 hours) a week?

1. Yes 2. No