

Nepalese Migrant Workers in South Korea

한국의 네팔인 이주노동자에 대한 연구

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全北大學校 大學院

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Abstract

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Migration is a global phenomenon in commercial markets which is usually caused by the fiscal ambitions of the migrant class. South Korea, since last decade, has been a prosperous foundation for the people of developing and underdeveloped countries. There are representatives of approximately 97 countries working there, most of which are from Asian countries.

South Korea along with other newly industrialized countries is a golden spot for the Nepalese worker. It is over the last two decades that Nepalese youth have tended to come to Korea. According to the latest statistics of His Majesty's Government of Nepal (HMG), nearly four thousand Nepalese are working in South Korea, but according to non governmental organizations the estimation is about eight thousand. The majority of them are illegal, and they are usually found working in small and medium sized industries. The basic intention of this report is to draw the demarcations between legal and illegal workers in terms of their daily life as well as their approach in the working environment.

According to the survey, it has been found that the lifestyle and

attitudes of illegal workers is relatively easier than the legal workers. Furthermore, long working hours, variation in salary, discrimination in the work place etc. are some issues of the Nepalese migrant workers in Korea which are causing them either directly or indirectly to switch their job from legal status to illegal within a short time of initial employment.

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1. Introduction

1.1. General overview

South Korea is viewed as a golden pot for workers from poorer part of Asia. Even though, the jobs in the manufacturing field are plentiful and the wages appear higher, the dream of prosperity of the migrant workers is often dashed. High living expenses eat up salaries, and worse working conditions and tedious labor are often abysmal for them. According to the latest data published by the Labor Department of Korea 2003, the total number of migrant workers in South Korea is 367,158. Most of the migrant workers allocated from Asian countries, such as China, Philippines, Vietnam, Bangladesh, Indonesia, Thailand, Mongolia, Uzbekistan, Pakistan, Sri Lanka, Russia, India, Nepal, Kazakhstan, Myanmar and Iran (Moon 2000). The low skilled workers have been increasing since 1987 except in 1998 when the demand for migrant workers reduced due to the country's economic crisis. Among them, about 78% are undocumented, 13% are industrial trainees, 3% are post-training workers and 6% are professionals. Most of the foreign workers are employed in the so-called "3-D" industries (dirty, dangerous and difficult). So called 3-D jobs are always open for migrant workers, even in the worst economic conditions of the country (Seol and Han 2004).

At the time of economic crisis, small and medium sized factories could not find any suitable substitute labor sources from the domestic labor market, especially in dying, painting and machine operating sectors despite the increased unemployment rate. At the time of

country's economic crises, Korean unemployed workers went to work as 3-D workers, but they usually abandoned such work within couple of weeks. In many cases workers left without giving any notification to their management (*Inchon Ilbo* 1998).

To comfort the shortage of laborers, employers requested that the government permit employing foreign workers. In order to solve this problem, the Korean government introduced an "Industrial Trainee system" in 1994; according to this system, medium and small sized companies in the manufacturing sector could employ foreigners as trainees (Lim 2003; Abella 1995). At first it was introduced only for small and medium sized companies but later on it was expanded to the fishing and construction sectors. Trainees under this category had to return to their home countries after three years of employment.

In spite of the attractive appearance of this offer, the industrial trainee system did not have true training programs for foreign workers. In some cases, the present policy "Industrial Trainees System" seems just like a modern apparatus for slavery; it treats migrant labors not as workers but as trainees, thereby forbidding them from all kinds of labor rights guaranteed by the constitution and other international labor laws (Seol 2000b). The basic purpose of the industrial trainee system is only to supply migrant workers as trainees. Since the demand for foreign workers has been increasing day by day under a legal supply policy, the entry of undocumented migrant workers has also increased rapidly (Seol and Skrentny 2004).

A large number of Nepalese workers go abroad to work in the lack of fruitful local employing opportunities. According to latest statistical information published by His Majesty's' Government of Nepal (HMG),

Department of Labor 2003, the total number of migrant workers is more than three hundred thousand. Even though this data for the number of migrant workers in foreign countries is not accurate, there are numerous testimonials of suffering by Nepalese workers abroad. It is believed that Nepalese workers are accepted in East and Southeast Asian countries only because of their cheap cost and their obedience to their employers, whatever type of work is given. Nepalese workers reach their destination either by legal or illegal means for which they have to pay a large amount of money to middle men or related agencies.

Nepalese migrant workers used to pay large sums of money compared to their countries per capita income to come to Korea, in return for which they have to work under far worse working conditions compared to their average Korean co-workers. Moreover, they are subjected to basic human right violations such as verbal and physical abuse, long working hours, low or unpaid wages, and industrial accidents. Because of such conditions these migrants are forced to escape from their legal working places in the dream of earning more money and relieving the stress of harsh living conditions.

1.2. Objectives

From many years Nepalese migrant workers in Korea have complained of harsh work conditions, poor wages (even non-payment), ignorance, and a lack of opportunities. However, there has been no reliable data available that can provide evidence for such claims. This issue motivated me to explore some data related to this field.

Fundamental objectives of this study are to investigate the actual working environment in Korean companies and daily life of the Nepalese workers in their working places.

On the basis of an assessment of preliminary estimations outlining degrees of occurrence, availability of data, methodological feasibility and the authors' capacities and limitations, the present study gives particular attention to social demarcations of Nepalese migrant workers in their workplace.

1.3. Data and Method

Questionnaire survey

For data collection, a survey questionnaire was made and distributed among 80 Nepalese workers. Among them 10 were from the Iksan area, 6 from the Chonan area and 74 from Seoul. The survey questionnaires were distributed in Nepali language (a sample survey questionnaire is provided in appendix 1 and 2). There were 35 questions that covered every aspect of a worker's life. The survey was conducted from the 24th of December, 2003 to the 24th of January, 2004. Factories and other places were visited directly to interview Nepali workers. The purposive sampling method was used to collect the data. The survey was designed to collect basic information in the following areas: (1) General Personal information (such as socioeconomic characteristics and residential status); (2) Arrival and Departure; (3) employment Procedures (types of work); (4) working time, work conditions, and wages; (5) general health. In addition, other methodologies were also adopted including: in-depth interviews, secondary analysis of official

data, reviews of the current legal framework and international policy, analysis of relevant publication and documents and media searches.

In-depth interview

In-depth Interviews were made of 6 migrant workers working in South Korea. Among them two were from Seoul, one from Pusan, two from Iksan and one from Chonan industrial areas.

Table 1. Profiles of in-depth interviewees

Name	Age	Sex	Type of work	Area	Y. of entry	Visa status
Ram K.C.	35	Male	Machinery tools	Iksan	2002	Legal
Bhim Rana	26	Male	Plastic goods	Seoul	2003	Legal
Bina Pun	30	Female	Leather Processing	Pusan	2004	Legal
Gita Rana	25	Female	Garment	Chonan	2000	Illegal
Tilak Giri	45	Male	Furniture	Seoul	2003	Legal
Dill B.C	35	Male	Steel processing	Iksan	1999	Illegal

Review of the current legal framework and international policy

Review of the current legal framework and international policies (i.e., rights of migrant workers in South Korea, human rights of migrant workers published by International Labor Organization (ILO), etc.) were carried out.

Secondary analysis of official data

Secondary analysis of official data on immigration patterns (official government departure and arrival statistics), human rights of migrant workers and other matters related to migrant workers were carried out.

Analysis of relevant publications and documents

Analysis of relevant publications and documents (e.g. research, reports and policy documents) about migrant workers and related issues were reviewed.

Media searches

Media searches were made of relevant magazines and newspaper stories on migrant workers and their families.

There were some difficulties to obtaining responses from workers. Many factory owners were hesitant to distribute the research survey to foreign workers. Second, many of those interviewers were hesitant to answer the survey questions for fear of placing their employment in jeopardy.

Survey data analysis

For data analysis, an attempt has been paid to draw a relationship of workers wages, working hours, education etc. (dependent variables) with their legal status and job category (independent variables). To draw the relationship between the dependent and independent variables, the cross-tabulation method has been used.

2. Theoretical Framework

To explain the international migration movements, a number of theories have been offered in recent years. The most widely used approach to the cause of migration is that of push-pull theories.

Orthodox economics theories of migration also emphasize the gap in wage incentives between sending and receiving regions. The notion of unlimited supplies of labor, common in analysis of both internal and international migration, is based on the existence of unlimited labor supplies implies that the initiation of migrant flows will depend, almost exclusively, on labor demand in receiving areas. When demand exists, migration will take place. Thus these economics theories downplay the push factors and concentrate instead on the pull exercised by receiving economics.

These theories on the causes of migration present several problems, however. Lists of push and pull factors are drawn almost invariable after the fact to explain existing flows. Seldom are they used to predict the beginnings of such movements. The limitations of these theories boil down, ultimately, to their inability to explain why certain countries and regions experience sizable migrations while others in similar or even worse conditions fail to produce them.

The adaptations theories deal with social relationship between immigrant and members of native majority and their cultural interactions. Different perspectives on immigrant adaptation correspond to different theories on the uses of immigrant labors. The assimilation prospective defines the situation of immigrants as a clash between conflicting cultural values and norms. The native majority represents the core; immigrants are

the periphery. By osmosis, as it were, the new cultural forms are gradually observed by immigrants, bringing them closer to the majority. The process, sometimes called acculturation, is generally seen as irreversible though it may take different lengths of time for different groups.

The assimilationist perspective reflects a view of society as a consensual structure. But the greater knowledge of the core language and culture by new immigrants and greater familiarity with members of the dominant group don't necessarily lead to more positive attitudes and more rapid assimilation. Indeed, they can lead to precisely the opposite as immigrants learn their true economic position and are exposed to racist ideologies directed against them as instruments of domination.

Today, more than 150 million persons live temporarily or permanently outside the countries of origin and out of which, 80-97 million are estimated to be migrant workers and their families (ILO 1994). Basically, migrants are categorized as permanent settlers, professionals, contract workers, undocumented workers, refugees, Asylum seekers, exiles, deportees, displaced persons etc.¹ In many countries, the basic human right norms to migrant workers are not same as nationals. Discussion of migrant's human rights questions and social discrimination has become markedly more visible and "mainstream." (Patrick 2000). There is major labor migration from Africa, Asia and Latin America to Europe, North America and Australia (ILO booklet, 1992). It is true that there is a significant labor flow into countries such as Switzerland, Germany and United States (Lim 2003). Migrant labors frequently take the jobs that native workers avoid such job (commonly

¹ These definitions borrow extensively from Stalker (1994: 4).

categorized as “3-D”). It is common that many migrant workers move in hope that a person who migrates from a poorer country to an industrialized country will live a better life.

Like other industrially developed economies in East Asia(e.g., Japan, Singapore, Hong Kong, Taiwan and Malaysia), South Korea reached a turning point in migration owing to changes in the structure of the national economy. By 1997, however, the number of unskilled or low-skilled migrant workers had shot up to more than 270,000, the largest percentage of which comes from China but are ethnic Koreans.

From the beginning, however, Korea has also attracted workers from the Philippines, Nepal, Bangladesh, Myanmar, Pakistan, Indonesia, and Sri Lanka (Choi 2002). More recently, migration to South Korea has become a truly global phenomenon, with workers coming from at least 99 countries, including Nigeria, Iran, India, Vietnam, Uzbekistan, Kazakhstan, Afghanistan, Mexico, Ghana, Morocco, Egypt, Congo, Algeria, Hungary, Russia, Yugoslavia, Brazil, Peru, and Jamaica. The discrimination against foreign migrant workers in the workplace manifests in work allocation process. Foreign workers face many problems in their work life: long working hours, low wages, physical abuse, overdue wages, and poor working conditions. There are nice previous reports about the discriminations in work place and violation of the basic human right of migrant workers in Korea (Seol and Han 2004). All these report have focused in the general view about migrant workers in their work place in Korea from different countries. Therefore, to produce a general overview of the workers problems of specific countries migrant worker is also needed to be addressed. In this thesis I have tried to be focused on the Nepalese migrant workers in Korea.

3. Migration Dynamics between Nepal and South Korea

3.1. 'Nepal' as a labor sending society

Nepal is a developing country in the world's economic forum, with nearly 49% of the population living below the poverty line. Agriculture is the main supporting sector of the national economy which provides the livelihood for over 80% of the population and accounts for 41% of GDP. The agricultural product is growing on average by about 5% per year as compared with annual population growth 2.3% (Central Bureau of Statistics, Nepal 2001). The nation's industrial activities are mainly involved with the processing of agricultural products. Over the last decade production of textile and carpeting has been expanded and accounts for about 80% of the earnings of foreign trade.

Every year, about 300,000 new workers are added into the Nepalese labor market but the national economy is unable to absorb this flow. Studies suggest that there are nearly 12 million members of the country's labor force while 5% of laborers are unemployed and 47% are underemployed. As a result, the unemployment and underemployment rate is very high, and unemployment is highest in the 15-25 age groups. The stagnant national economy, lack of employment opportunities in the country and low levels of income enforce and political instability, and motivate the Nepalese youth to find work abroad. The Nepalese government has been promoting foreign employment opportunities for its citizens because of its inability to absorb the growing labor force.

His Majesty's Government has set a target of providing employment to at least one member of each household. Currently the Nepalese Government is seeking foreign opportunities to provide alternative employment to its citizens. The HMG has committed with some countries where Nepalese workers can be officially recruited through the registered labor agencies.

Nepal has a long history of foreign migration. First mass recruitment of foreign employment was nearly 200 years ago when 4,650 citizens were recruited in the British Army after the war between Nepal and Indo/British (1815-16) [www.labournepal.org]. Recruitment was limited to certain regions and ethnic communities of the country. This connection has continued through present day. After India's independence from Britain, Britain and India divided the Nepalese regiments into integral parts of their national armies. Now about 3400 Nepali citizens are working in the British army and 48, 000 in the Indian army (Dhakal 2000).

Since then, large numbers of Nepalese workers began to migrate into India. While migration into this region was high, it was only after the restoration of democracy (1990) that the flow of Nepalese workers to the Gulf countries and East Asia witnessed a significant increase.

According to the national census in 1991, the number of Nepalese people going abroad rose to around 400,000 in 1981 and to 660,000 in 1991. Most of them, about 89%, have gone to India whereas about 11% of them have gone elsewhere. Of those who migrated outside South Asia, the majority (approximately 73%) have gone outside of Asia. This constitutes about 3% of the country's total population and about 6% of the active labor force.

Two thirds of those ‘overseas’ migrants are from the hill areas, while more than 80% of those who migrated to India are from rural areas. About half of those going elsewhere in Asia are from urban areas and 66% of those going outside the Asian region are of urban areas. Of those migrants working abroad, about 60% are between the ages of 26-45, out of which 20% are of 41, and 16% are below 25 year (Nepali Times Weekly 2002).

Nearly 15,000 Nepalese are working in Europe and North America. Of these individuals approximately 3,600 (mainly Gurkhas)² are officially registered, while there are around 8,000 illegal workers in England as well. In 1997, it was found that around 100,000 Nepalese were working in the Gulf countries; around 44,000 in East and south East Asia, and one million in India (Seddon et al. 2002).

According to the recent data published by the Non-Resident Nepalese Society (NRNS) about five million Nepalese are found to be living in SAARC countries ³ and about 1.2 million are scattered in 40 other countries around the world. Among them, about 400,000 Nepalese are in Burma, 12,000 in Thailand, 2,000 in each France and Belgium, 1,100 in the Netherlands, 4,000 in Germany, 1,000 in Portugal, 500 in Spain, 1,000 in Russia, 1,500 in South Africa, 73,000 in Hong Kong, 5,000 in Singapore, 125,000 in Malaysia and about 1,000 in the Philippines. Similarly, there are 12,000 Nepalese in Japan,

² ‘Gurkha’ is the term widely and officially used to refer to Nepalese troops in the British and Indian Armies. It is derived from ‘Gorkha’, the small kingdom in central Nepal whose army conquered the Kathmandu Valley in 1769, and from whose king the present Nepalese royal family is descended.

³ South Asian Regional Association of Cooperation includes India, Nepal, Pakistan, Bangladesh, Bhutan, Maldives, Sri Lanka.

8,000 in Korea, and about 2,000 in China. There are 215,000 Nepalese in Saudi Arabia, 70,000 in Qatar, 5,000 in Oman, 50,000 in Israel, 12,000 in Kuwait, 70,000 in the UAE and approximately 8,000 in Australia (www.nepalnews.com, Oct. 2003).

According to the latest statistics published by the Department of Labor (2003) of Nepal, around four thousand Nepalese workers are working in Korea (Dungal and Timelsina 2002). However the information's from other sources challenge the reliability of this data. The Nepalese Consulting Committee of South Korea claims that there are more than five thousand migrant workers at present where as the Non-Resident Nepalese Society claims that the total number of Nepalese migrant workers in Korea, including legal and illegal, is about eight thousand at present (www.labornepal.org).

Remittances from abroad are a significant component of the rural income and livelihood and have a major impact on the local economy and society. According to National Living Standards Survey (NLSS, 1996), about 23% of all households survive is received from remittances. In rural areas over 25% of total households receive remittances. In the rural areas, 40% remittance comes from India, 3% from 'other countries' and around 58% from outside of Nepal.

In fact the actual contribution of remittances to the national economy is larger than the government data and statistics. In 1997-98, the official foreign exchange value of remittances was estimated at about \$56 million (10% of foreign exchange earnings). Independent research undertaken by Seddon *et al.* (2002) revealed that at most \$490 million was sent from abroad (excluding India) by migrant workers in 1997. This is not too far from the official figure for total foreign

exchange earnings of \$530 million in 1996-97. If independent figures are adjusted to take into account the remittances, this would constitute about 50% of foreign exchange earning and about 13% of GDP. According to the latest government statistics, more than three hundred thousand Nepali workers are sending about \$1 billion as remittances annually into the country. The estimation of remittances is based on the number of labor migrants (both legal and illegal), their average wages and remittances sent by them (*Kantipur Daily* 2003). However, most of the remittances have been used to buy land and others unproductive social practices. There are no special programs provided to increase the benefits from the remittance economy and to reduce the very real social costs of foreign labor migration as a part of Nepal's overall development strategy (*Nepali Times Weekly* 2002).

The destination country of Nepalese workers depends on their socio-economic conditions, education status, extent of the information about the target destination and their existing networks (Gurung 2002). For example, most of the poorer and less educated people prefer to work in the countries near their homes, such as India because they can get a job by spending a relatively small amount of money and do not require a visa or passport to cross the border. Further, the selection of the cities to which they intend to move depends on the experiences of the migrants with the people with which they will come in contact with. Generally, though, Nepalese workers prefer the destination that offers the highest salary.

For example, Nepalese workers in the Gulf countries (D) and South Korea (C) are found to be less educated and less wealth than those working in United States, Europe and Far East countries like Japan (A).

Table 2. Choice of destination country by socio-economic status

Economic Group (From richest to poorest)	Choice of Destination Country
A	Australia, Canada, Hong Kong, United Kingdom, United States, Japan
B	Belgium, Germany, Switzerland
C	Malaysia, Singapore, Taiwan, South Korea
D	Gulf Countries
E	India

Source: Gurung (2002).

3.2. Korea as a host society

Economic background and foreign labor policy

Several decades ago, Korea used to send its people abroad as miners, nannies and construction workers, but now it serves as a host country. Korean people began to avoid the 3-D job as the economic status of country improved over time. This made it difficult for small and medium-sized companies to find Korean workers, so they turned to foreigner workers.

The growing liberalization in the Asian labor markets helped South Korea to join the ranks of Asia's newly industrialized country. Consequently, Korean workers seemed to lose their interest in going abroad for employment due to country's rapid wage increase since the late 1980s. The improved Korean economy began to attract foreign workers and recently the admission of foreign workers has become an important issue in the Republic of Korea. Migration is unique for Korea especially due to their long history of relative isolation. The increased number of foreign workers in South Korea is closely related to the limited labor market and the resultant wage explosion.

There are three types of foreign workers in South Korea: legal

employees, trainees and illegal workers. The Korean Immigration Law allows the legal permission of employment to skilled workers whose skills are advantageous for Korea. For a foreigner to be legally admitted into Korea under these categories, they must submit evidence of employment in Korea.

Korean Immigration Law does not permit unskilled foreign workers to enter Korea for the purpose of employment except in the case of technical trainees. The “technical trainee” program was introduced in 1992 to help small and medium-sized businesses cope with the severe shortage of labor. As this shortage intensified, the Korean government began to use the trainee system as a tool to accept unskilled foreign labor. In fact, the trainee system was supposed to be a temporary status as trainees were expected to return to their home countries after ending their “training.”

When presented with the issue, some Koreans argue that the foreigners disturb the Korean labor market and consequently oppose the import of foreign labor due to fears that foreign workers could depress working conditions of Korean workers and displace marginal workers.

The skilled and non-skilled workers

The immigration laws of the Republic of Korea are trying to limit the admission of foreign workers to several categories. Legal status is offered only to those who will be engaged in reporting, technology transfer, business, capital investment, education and research, and entertainment, or for employment that is recommended by a government minister. Like Japan, current immigration law does not allow unskilled foreign labor to enter Korea, except as *trainees*. Most undocumented workers enter into the country on short-term visas, which are issued mainly to foreign tourists and to foreign nationals of Korean ancestry.

Table 3. Number of migrant workers in South Korea, 1987–2001^a

Year	Total	Registered Migrant Workers		Industrial Trainees	Undocumented
		Professionals	Post-Training Workers ^b		
1987	6,409	2,192	0	0	4,217
1988	7,410	2,403	0	0	5,007
1989	14,610	2,474	0	0	12,136
1990	21,235	2,833	0	0	18,402
1991	45,449	2,973	0	599	41,877
1992	73,868	3,395	0	4,945	65,528
1993	66,919	3,767	0	8,644	54,508
1994	81,824	5,265	0	28,328	48,231
1995	128,906	8,228	0	38,812	81,866
1996	210,494	13,420	0	68,020	129,054
1997	245,399	15,900	0	81,451	148,048
1998	157,689	11,143	0	47,009	99,537
1999	217,384	12,592	0	69,454	135,338
2000	285,506	17,000	2,063	77,448	188,995
2001	329,555	19,549	8,065	46,735	255,206

Sources: Seol (2000a: 190); Seol and Skrentny (2004: 484); calculated from the *Statistical Yearbook of Departures and Arrivals Control*, released by the Justice Ministry.

^a Number of migrants calculated as of December 31 of each year except 1992, when the tally was made on July 31.

^b The Work-After-Training Program, introduced in April 1998, allows foreign trainees who pass certain skill tests after two years of training to spend the next year as “workers.” In January 2002, the program changed to one year of training followed by two of work.

Table 3 shows the dramatic increase in the number of undocumented workers since there has been a growing demand for foreign workers in South Korea. A foreign worker will become undocumented depending on living environment or working conditions. The main reasons cited for why migrant workers escape their workplaces are poor working conditions, discrimination, and physical and verbal abuse by their employers and co-workers.

4. Result and Analysis

4.1. Profiles of Nepalese migrant workers

Age, place of origin and marital status

Survey data includes demographic and socio-economic Nepalese workers (55 male and 25 female) who participated in this study. Age group varies from younger than 24 to 44 years of age. Those individuals under 24 accounts for 10% of those surveyed, ages 25-34 account 65% and ages 35-44, 25%. About 75% of the respondents are at 'peak age' for economic activities.

Legal status

Most of the respondents (i.e. 59%) have arrived under a trainee visa, 6.3% are under short term visa and about 7% are under the industrial trainee visa as recruited by overseas investment firms. Nearly 87.5% (70 workers) are legal and about 12.5% (10 workers) are illegal. Approximately 83% are working in the manufacturing sector, such as, machinery and tools, rubber, plastic goods, metals and steel, car furniture, garments etc. Nearly 13% are in the construction sector and 5% are working as maids.

Education

Those respondents who participated in this survey have strong educational backgrounds. Education varies from under 10 years up to 18 years. About 43% of them have received at least junior college education before coming to Korea. In Nepal, a 12 year education indicates completion of a junior college education. The national census revealed that two thirds of the population has either no schooling or are limited to primary school schooling (Central Bureau of Statistics 1996).

Table 4. Profiles of Nepalese migrant workers

Socio-economic Characteristics		Number	Percent
Gender	Male	55	68.75
	Female	25	31.25
Marital Status	Married	51	63.8
	Unmarried	29	36.3
Place of origin	Urban	36	45.0
	Rural	44	55.0
Region of origin (development regions of Nepal)	Western	31	38.3
	Eastern	18	22.5
	Central	10	12.5
	Mid-western	12	15.0
Visa Status	Far western	9	11.3
	Legal	70	87.5
	Illegal	10	12.5
Education	High school	29	36.3
	Junior College	34	42.5
	Bachelor	9	11.3
	Beyond Bachelor	7	8.8
	No Response	1	1.3
Age	Below 24	8	10.0
	25-34	52	65.0
	35-44	20	25.0
	45+	0	0.0
Residing period	Less than 1 Year	33	41.25
	2-4	43	53.9
	5-7	1	1.3
	8-10	1	1.3
	11+	2	2.6
Present Job	Manufacturing	66	82.5
	Construction	10	12.5
	Maid	4	5.0
Visa Type	D-3-1	5	6.3
	D-3-2	47	58.8
	E-8	15	18.8
	E-6	1	1.3
	C-2	5	6.3
	C-3	2	2.5
	F-1	4	5.0
No Response	1	1.3	
Migration Channel	Manpower Agency	47	58.8
	Through Friend	23	28.8
	Walk-in	1	1.3
	No Response	9	11.3
Total		80	100.0

Migration processes

Most of the Nepalese migrant workers work in small and medium sized companies which have an average of 5-49 employees. Among them, 59% are employed through recruitment agencies, 29% through friends and 2% as walk in. About 42% (33 respondents) have been in Korea for less than one year, 54% (38 respondents) for less than four years and 2% for more than nine years.

It has cost Nepalese workers a lot of money to come to Korea. Nearly 83% (66 respondents) have spent about 166 Man Won whereas nearly 2% (2 respondents) have spent more than 998 Man Won. Most of them have loaned or sold their property to collect the entry money to come to Korea. Compared to the national per capital income of 16,26,800 Won (\$1,400) (Central Bureau of Statistics Nepal 2002, estimated), they have made a strong financial commitment before entering Korea.

4.2. Analysis

Distribution of workers birthplaces

To draw a relationship between workers' legal status and their job category with the geographical regions of their origin in Nepal, data were tabulated (Table 5). Cross tabulation analysis between workers' legal status and their birth place shows that the extent of youth's migration to Korea is relatively higher e.g. 38.8% from the western developed region (as shown in socio-demographic feature of Nepal). The lowest percentage i.e. 12.5% of workers flow from the central region where the capital city of the nation lies. Of those workers who

come from the western region, most of them have illegal status (53%), and their job category is either construction or maid. Based on this and subsequent analysis it can be concluded that the youths from the developed western region have a mid-educational level, high unemployment with poor financial status are unable to get suitable employment in their birth region forcing them to escape.

Table 5. Workers' birthplaces in Nepal (%)

Birthplace	Eastern	Western	Mid-western	Far-western	Central	Total
Total (80)	22.5	38.8	15.0	11.3	12.5	100.0
<i>Visa Status</i>						
Legal (70)	25.4	35.8	13.4	13.4	11.9	100.0
Illegal (10)	7.7	53.8	23.1	0.0	15.4	100.0
<i>Present Job</i>						
Factory (66)	29.3	36.4	15.2	10.6	10.6	100.0
Construction (10)	0.0	40.0	20.0	10.6	36.0	100.0
Maid (4)	0.0	75.0	0.0	25.0	0.0	100.0

Note: Nepal has five development regions (Eastern, western, mid-western, far-western and central) according to the socio-demographic features.

Workers academic level

Workers academic level is divided into four different levels (Table 6). In Nepal, high school, junior college and bachelor degree levels correspond to years 10, 12 and 15 of education, respectively. Most of the respondents in this survey have junior college level (i.e. 43.03%) educational background and they are spending their youth in Korea. As the education level of the survey's respondents increases, so too does the probability of migration from Nepal. It can also be drawn from the cross tabulation of college level youth that they are found to be motivated to work in whatever type of work they are compelled to do. They are compelled to work wherever they can to be financially

successful. Spontaneous interviews with these youth shows how compelled these employees are to work hard; an unexpected benefit for employers.

Table 6. Workers' academic levels (%)

Educational Level	High School	College (Junior)	Bachelor	Beyond Bachelor	Total
Total (80)	36.7	43.03	11.39	8.86	100.0
<i>Visa Status</i>					
Legal (70)	37.9	42.4	12.1	7.6	100.0
Illegal (10)	30.8	46.2	7.7	15.4	100.0
<i>Present Job</i>					
Factory (66)	38.5	44.6	9.2	7.7	100.0
Construction (10)	30.0	30.0	30.0	10.0	100.0
Maid (4)	25.0	50.0	0.0	25.0	100.0

Duration of stay in Korea

Most of the respondents in this survey have stayed for 2 years in Korea while very few of them stayed for 3 years or longer. According to the official rule any trainee worker in Korea is allowed to stay up to three years (two year training and one year post training). Moreover it is only a trainee period according to the article. In fact most of the Nepalese workers who migrated to Korea are young and during this period most of the homeland opportunities have been missed. Furthermore, within the time of their trainee period, most of the workers are not happy with their earnings compared to the sum what that have spent in order to come to Korea. Because of this, they have to stay abroad despite their loss of self-respect when they become illegal workers. From this table, it can be drawn that almost all the migrant workers above the boundary line tend to be illegal since they have to

stay here. Cross table analysis shows that out of all illegal workers, 15 % of them have changed their legal status within a year of their stay and about 70% within their second year. More interestingly, workers within a year of residence are mentally prepared to become illegal migrants in the coming year.

Table 7. Duration of stay in Korea (%)

Duration (Year)	1 Year	2 Year	3 Year	4+ Years	Total
Total (80)	41.25	53.75	1.25	3.75	100.0
<i>Visa Status</i>					
Legal (70)	46.3	50.7	0.0	3.0	100.0
Illegal (10)	15.4	69.2	7.7	7.7	100.0
<i>Present Job</i>					
Factory (66)	43.9	50.0	1.5	4.5	100.0
Construction (10)	40.0	60.0	0.0	0.0	100.0
Maid (4)	0.0	100.0	0.0	0.0	100.0

Korean co-workers in working place

Most of the respondents (about 36%) have 5 to 10 Korean co-workers in their work place. Cross tabulation analysis between the workers’ status and number of native coworkers in their working place reveals that the probability of illegalization of migrant worker inversely proportional to the numbers of Korean workers. From this analysis it can be said that the employer receives extra benefits from the illegal migrant worker versus the native laborer. More than 7.5% of legal migrants work in the position in which there are a negligible numbers of Koreans working, whereas 23.1% of migrants are illegal in the same work place.

One of the prominent problems among Nepalese workers beyond low wages and long working hours (as discussed in following sections), is the behavioral domination in their workplace by the native co-workers.

Due to the lack of language proficiency, most of the workers are unable to get reliable opportunities of interaction with senior officers. In such a position, they are controlled by their co-workers (or in some cases, a supervisor) and they aren't treated in a humanitarian manner.

Korea is economically developed country with so many working chances however hypocrisy is still persisted in some people. Because of their ownness they can do any types of inferior behavior. Some times me being a lady, I am afraid because they can cross the limit of morality. If I disagree on their way they used to misbehave me. Any way, at any cost I have to accept this for my survival. (Interviewee 4)

As realized during the survey time, about 22% of Nepalese workers have bitter experience that they never get any respect from the native co-workers. About 59% of them have experienced verbal abuse by the supervisor and about 58% were abused from the native co-workers. They didn't complaint much during the survey time about the sexual harassment by their co-workers (data shows only 2% of them felt such harassment by Korean co-workers).

Table 8. Korean co-workers in working place (%)

No of Korean Co-workers	0-4	5-10	11-29	30+	Total
Total (80)	10.0	36.25	27.5	26.25	100.0
<i>Visa Status</i>					
Legal (70)	7.5	35.8	28.4	28.4	100.0
Illegal (10)	23.1	38.5	23.1	15.4	100.0
<i>Present Job</i>					
Factory (66)	9.1	36.4	27.3	27.3	100.0
Construction (10)	20.0	40.0	30.0	10.0	100.0
Maid (4)	0.0	25.0	25.0	50.0	100.0

Weekly working hours

From the cross-tabulation analysis it has been found that the working hours are drastically different in both the working duration as well as job type of the workers. Around 56% of Nepalese workers are found working beyond the legal limits of working hours. Deviation of the normal law is basically observed in legal status than the illegal one, which implies that the illegalization of the Nepalese workers is key cause of extended working hours.

For foreign workers, working hours are longer than those of Korean co-workers. There are distinct differences in norms between Korean workers and migrant workers even in same company. It is not exaggeration to say that Korean companies have two policies, one for foreigners and another for native Koreans. This is not only a violation of Korean law but also a violation of international law. According to Korea's labor laws for migrant workers, an official legal working limit is 44 hours per week or 8 hours per day. It has been found during the survey time that some of the workers have more than 75 hours as their working hours per week.

I am very tired it's difficult for me even to sleep due to deep fatigue. My duties begin at 7.30 am and finish hardly at midnight. I don't relief even at feeding, due to the mental trouser of overtime pay for which I am not allowed to care my health. (Interviewee 1)

This is not just a single case among the Nepalese migrant workers; there are lots of such migrant workers in Korea who routinely work extended hours every day. Early on, workers are lured by overtime payment and forgot to take-care their own health. There needs to be further

analysis on whether all the workers can get their overtime payment as they are committed with the authority to work without compromising their health. Present paper didn't cover this issue of the Nepalese migrant workers. Long working hours with minimum or sometimes below minimum payment is common among the Nepalese workers.

Table 9. Weekly working hours (%)

Working Hours	Below 44	45-54	55-64	65-74	75+	Total
Total (80)	43.75	16.25	3.75	31.25	5.0	100.0
<i>Visa Status</i>						
Legal (70)	44.8	16.4	3.0	29.9	6.0	100.0
Illegal (10)	38.5	15.4	7.7	38.5	0.0	100.0
<i>Present Job</i>						
Factory (66)	43.9	18.2	4.5	27.3	6.0	100.0
Construction (10)	20.0	10.0	0.0	70.0	0.0	100.0
Maid (4)	100.0	0.0	0.0	0.0	0.0	100.0

Note: working hours is weekly basis.

According to official South Korean Labor Ministry figures, Koreans work six days a week with average 50 hours making \$ 4.33 per hour. In reality many workers earn far less while being forced to continually produce more. Over half of all Korean workers are now “temporary” workers with less rights and pay. Compared to past, the working hours for the workers is more improved. Usually the Korean bosses want to push the workers back even further. In 1996 and 1997 they demanded “reforms” of the labor laws. These included no restrictions on layoffs and up to 56 hours work without overtime pay. Even they made it illegal for communities to support strikes; banned unofficial strikes, picketing to stop scabs and teachers’ unions; and allowed more scab labor.

Monthly wages

Wage for Nepalese workers is relatively lower than the co-workers even in same job. According to the law, if anybody works more than 8 hours per day or 44 hours per week, they must be paid by 150% of their wage for their overtime work. During the survey it was found that some of the Nepalese workers (about 2 %) earn even below the limit of basic wage.

From the cross-tabulation analysis it has been shown that about 57% of legal workers are earning 50-69 Man Won per month where as about 62% of illegal workers are earning the same amount per month. Out of 70 legal workers about 15% of them are earning above 90 Man Won per month where as out of 10 illegal workers only about 8% of them are earning the same amount. It implies that the probability of workers illegalization is maximizing in low payment. This thing is common among the workers regardless of their work experiences. Survey results also show that those workers who work in construction sector are earning higher wages compared to those work in factory.

I have spent a couple of years working here in leather processing company. Here, I have to face with many difficulties like bad offensive smell and free flying insects, but I am not getting any proper protective wears. I have to work almost time in rotten smelled environment. I didn't get any orientation class about the hazardous and safety issue in the work place. Nevertheless, I am receiving less salary and no more allowances. I haven't even imagined facing with such problem before my arrival. (Interviewee 3)

About 14% workers have serious complain about the overtime allowances and other facilities. Although, they are working more than 80 hours per week yet are not getting any benefits since the beginning.

Even though low wages, long working hour, demanding task and abusive employers are common complains of Nepalese workers, it has been found that their general expression on their work place was with so-so degrees of satisfaction.

Because of the unfair in working hours and variation in monthly wages, it is common practice for many foreign workers in Korea to abandon the employer to whom they were assigned. Actually, Korea has few foreign workers. Instead, Korea has mostly foreign trainees who are not entitled to Korea’s minimum wage or covered by Korean labor laws requiring, for example, overtime pay. Trainees, whose monthly payment is set at 650,000 won (\$576), earn more if they “go illegal” by abandoning the small employer to whom they were assigned. About 85 percent of foreigners who enter Korea as trainees have left the employer to whom they were assigned.

Table 10. Variation in monthly wages (%)

Man won	Below 49	50-69	70-89	90+	Total
Total (80)	3.75	57.5	25.0	13.75	100.0
<i>Visa Status</i>					
Legal (70)	3.0	56.7	25.4	14.9	100.0
Illegal (10)	7.7	61.5	23.1	7.7	100.0
<i>Present Job</i>					
Factory (66)	3.0	62.1	21.2	13.6	100.0
Construction (10)	10.0	30.0	40.0	20.0	100.0
Maid (4)	0.0	50.0	50.0	0.0	100.0

Note: 1 Man won = 10,000 won (Korean currency).

5. Concluding Remarks

Survey was carried out in various aspects of Nepalese migrant workers such as their working hours, wages, legitimacy etc. Nepalese migrant workers are spending their youth in the abroad land without getting enough return in terms of income as well as evaluation. Long working hours, lower payments compared to their Korean counterparts, Korean co-workers misbehave etc. are the serious concerning issues which in turn directly or indirectly insist the Nepalese workers toward illegalization being just as “yes man” in front of their boss or with their native coworkers. This kind of ignorance compelled the migrant workers to think that Korea is only economically developed country. Thus, they could not readily assimilate into Korean society, regardless the Korea only as a place for earning some short-term money.

Even though this attempt is not enough to understand, from this short study, one can easily realize the daily life of Nepalese migrant workers in their workplaces and illegalization of migrant workers in the labor market of Korea. From this short study it can be concluded that the basic cause for this is dissatisfaction of migrant workers socially as well as mentally.

To control the illegalization of migrant workers by providing their rights as ILO norms, Korean government introduced a new piece of legislation, the *Act on foreign worker's employment*, which took effect in 17 August 2004. This is the first piece of law, which gives the legal status to unskilled migrant workers. But it only allows undocumented workers who have been working in Korea less than four years.

However, implantation is more important than the legislation of the law. It is more important to change the mind of those Korean

excellences who are involved with the migrant workers' issues. Basically Nepalese migrant workers are ignored in the practical life of their work places than in the law. Public education and campaigns should be launched to eliminate the common ignorance, and for basic human rights of the migrants. Otherwise, in spite of the developed Korea will get negative impact around the world. Person in the management should get lesson from their own history. It should also be acknowledged the migrant worker's role in the Korean society, especially their contribution to the economy as a source of cheap and docile labor. While it is obvious that more serious international efforts are needed to curb the unlawful flow of labor, it would be better to protect the workers in Korea legally likely to reduce the number of migrant workers working illegally.

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At last I would like to dedicate this thesis to my parents who encouraged me to study abroad.

Appendices

1. Questionnaire in Nepali
2. Questionnaire in English

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-v_ kSBS af/f sf/vfgfsf]tflnd ug{lgoQml ul/Psf]/ cfo
-u_ tflnd kl5sf sfdbf/x?
-3_ snf / dgf]-hg
-a_ cllksfnlg ko6sx?
-r_ 5f6f]; dosf]Jo; fo ugk?
-5_ le; fsf]k\$f/
-h_ ko6s=kl/j f/df ; lDdlnt xg
-em 3Dgsf]nflu cyj f kl/j f/ e6gsf]nflu
-`_ cfo kj z cf1f -sg k\$f/sf]
-6_ sxl klg 5g .

*= tkf0{sf]clxn\$]k] z cf1f sg k\$f/sf]xf]<
-s_ sfggL ?kn]dffg] -v_ u/sfgg]L ?kn]a; f0{a:g]

(= tkf0{sf]lnu s]xf]<
-s_ k?if -v_ dlxf

v08 ævÆ - cfudg / k|yfg

!= tkf0{sf]/of slxn] cfp' eof] < -olb tkf0{sf]/of k6s k6s hfg' ePsf] 5 eg] s[of
clxn\$]f]f pQ/ lbgxf] \<
-s_ j if{==== -v_ dlxgf =====

```

@= tkf0{hflu/sf]nflu sfl/of cfpj]lg0f0 u/$f]slt ; dodf cfpj' eof]<
-s_ dlxgf

#= tkf0f0{ sfl/of cfpbf slt ?k0f nfluof]< -hxfhsf]ef8f, kf; kf0{ kj } cf1f, bnfnf]zlls
hd0f_
-s_ ?k0f =====

$= sfl/of cfpjgsf]nflu tkf0f]s; hf0{3'; lbg0of]<
-s_ k0of] -v_ k/g

$-!= slt <
-s_ ?k0f =====

```

v08 æuÆ-lgoQmlsf]lj lw

```

!= tkf0f]xfnsf]gf$/l s; /l kfpgeof]<
-s_ 30b} -v_ ; fylsf]dflldn] -u_ egf{ug]bnfnâf/f -a_ c6o

@= tkf0{clxn]sg txd f -:yfg_ sfd ub}xgk05 ?
-s_ gf$/l =====

#= tkf0f]tkf0f]s0kgl; fu sg}; Demf]f ug{ePsf]5 <
-s_ 5 -v_ 50

$= tkf0f]xfnsf]k0f s]xf]<
-s_ sf/vfgf dnb/ -v_ lgdf0f ; Da0wl sfd ug]dnhb/
-u_ dfeil j f ; db] pBf]df sfd ug].
-3_ s]f, j g j f 3/df sfd ug].
-a_ xf0n ; kif ug]/ ; ]f ug].
-r_ ; ]f pkrf/ ; Da0wl
-5_ JolQmut >lds, 3/df sfd ug]/ kl/jf/sf
-h_ a0/, j 0}
-em_ c6o

%= tkf0f] sfd ug] 7fpdf slt hgf dnb/ j f slt hgf dflg; 5g\< -dflns, xflsd,
cWolfx?nf0{; dfj] gug{xfhf_
-s_ sfl/ofnl JolQm ===== -v_ lj b}z JolQm =====

```

v08 æ3Æ-; do, Hofnf / sfdsf]l:ylt

!= xktfdf tkf0{slt 306f sfd ug{x65 <
 -s_ 306f =====
 @= xktfdf slt lbg labf x65 <
 -s_ lbg =====
 #= tkf0{f]df]; s Hofnf <
 -s_ dfg

	lj j /0f	5	5g
-s_	clt/Om Hofnf		
-v_	; fj h]gs lj bf		
-u_	a9l cj lw sfd u/{f]eQf		
-3_	/fql eQf		
-^a_	labf eQf		
-r_	c6o		

\$= s]tkf0{h]tnsf -lgDg _ ; lawfx? ; a)kfp' eof]<

%= s]tkf0{h]sfd ug]7fpf ; fdfGOTM; knf x65 <
 -s_ x65 -v_ xbDg

^= s]tkf0{h]sfd ug]7fpdf xlnf x65 <
 -s_ x65 -v_ xbDg

&= tkf0{h]xfnsf]gf\$/L kfpbf sDkgl ; Da6w lgDg hfgsf/L kfp' ePsf]lyof]<

	lj j /0f	lyof]	lyPg
-s_	sDkgl]sf]af/hf ; fwf/Of hfgsf/L		
-v_	cgZf; g / lj bZ ; Da6wL ; Fgf		
-u_	a9l cj lw sfd u/{f]; Fgf / tnsf]lgod		
-3_	cfrf/ ; Da6wL lgod		
-^a_	; lj wsf]; Fgf, sfdnflbf] cf]hf/ s; /L rnfpg]<		
-r_	kZfnf0{d2t xg]vfnsf eDOf		
-5_	cgf]krfl/s ?ksf sfdbf/; fuf]a]s		

*= s]tkf0{cfkn]f]sfo{f]q]; t ; Gt]f]f xgk65 <
 -s_ w]}5 -v_ w]} -u_ p:t)p:t} -3_ yf]} -^a_ w]}yf]}}

(= tkf0{f]sfd u/{f]tna kfp' ePsf]5 ls 5g cyj f sd kfp' ePsf]5 <
 -s_ 5 -v_ 5g

(= slt <
 -s_ ===== bzxhf/ ?kDf

(=@ slt dlxgf <
 -s_ ===== dlxgf

!)= kZfut :jf:Yo pkrf/ / ; /lff ; Da6wL t]fnd kfp' ePsf]5 ls 5g <
 -s_ 5 -v_ 5g

!= xfnsl]gr\$/ldf sg}tflnd kfpq'ePsf]5 <
 -s_ 5 -v_ 5g
 !@= ; fwf/of tof tkf0{tkf0{ebf dflysf sd{f/Lx?n}sfddf ; xofu u5g\Ns ubgg\
 -s_ w]}u5g\ -v_ w]} -u_ cln cln -3_ yf]} -a_
 w]}yf]}
 != ; :yfkgf klfn]sfdbf/x?nf0{; Ddfghgs Joj xf/ u5g\Ns ubgg\tkf0{sf:tf]nfl]5 <
 -s_ clt w]} -v_ w]} -u_ p:t}p:t} -3_ yf]} -a_
 w]}yf]}
 !\$= s]tkf0{sf]larf/df sfdbf/nf0{yf]}k}f lb0{5 jf k}f sdfpg sd cj ; / lb0{5 jf c?
 sg}sf/of byf0{a9}f ul/bg ?

	lj j/of	5	5g
-s_	hflt		
-v_	ln#		
-u_	/fli6øtf		
-3_	blftf		
-a_	efiff lfdtf -sfl/ofnl efiff aem] g; Sg]		

!%= lg/lfsx?n]tkf0{JolQmut ?kdf efl]ts ?kn]of dfl]vs ?kdf cj d]log ul/65 ls <
 -s_ u5g\ -v_ ubgg\
 !^= s]tkf0{JolQmut ?kdf dfl]vs ?kn]sfl/ofnl ; xsdx{?sf]cj d]n0g u5g ls<
 -s_ u5g\ -v_ ubgg\
 !&= s]tkf0{tkf0{ebf dfl]sf]sd{f/L4f/f ofg zf]of ul/65 <
 -s_ u5g\ -v_ ubgg\
 !*= To:t}sfl]og sfdbf/x?n]dfl]y eg]h:tf]Joj xf/ u5g\Ns <
 -s_ u5g\ -v_ ubgg\

v08 æ^Æ-:jf:Yo ; Da6wl

!= Ps air{f s]tkf0{3f0t]eP/ c:ktfndf egf]j f 3f0t]xgèPsf]5 <
 -s_ 5 -v_ 5g
 != of]slt k6s 36d]f<
 -s_ ===== k6s
 != of]36gfsf]l; wf sf/of s]lyof<
 -s_ ; /lff pkfox?sf]bfl]fn] -v_ dl]zg kof]u ug]ghfg]
 -u_ d]f]u]ntl -3_ ; fylx?sf]u]ntl
 -a_ kof]u ul/Psf]/; folgs a:t]sf]sf/of -r_ c6o
 != tkf0{sf:tf]Joj xf/ ul/Gyof<
 -s_ cf]fl]us b36gf lftk]t{; Da6wl lj df
 -v_ s]kgl]n]; Dk0f{cf]fwl vr{ltb}of].
 -u_ s]kgl / d]n]af8] cf]fwl k}f ltb}of].
 -3_ d]n]cf]k]k}fn]ltb}].
 -a_ d]n]/fli6ø jldf ; :yfgaf6 ltb}].
 -r_ olgogn]vr{]xg ub}of].
 -5_ c6o

5. What is your marital status?

___ (1) Never married

___ (2) Married

___ (3) Divorced

___ (4) widowed/ separated

___ (5) Other

6. Are you with your family?

___ (1) Yes:

___ (2) No:

7. What is the qualification of your residence (type of visa) in your passport?

___ (1) Industrial trainees recruited by overseas investing firms (D-3-1)

___ (2) Industrial trainees recruited by KFSB, and so forth (D-3-2 to D-3-6)

___ (3) Post-training workers (E-8)

___ (4) Arts and entertainment (E-6)

___ (5) Short-term visitors (C-3)

___ (6) Short-term business (C-2)

___ (7) Visa waiver (B-1)

___ (8) Tourist/transit (B-2)

___ (9) Visiting and joining families (F-1)

___ (10) Other visa (What kind?)

___ (11) None (smuggling)

8. What is your current visa status? Those with 'verification on voluntary report on illegal residence' are legal residents.

___ (1) Legal resident

___ (2) Illegal resident

B. Arrivals and Departures

1. How long have you been in Korea? (If you visited Korea several times, please answer the recent one.)

Year: Month:

2. How long did it take you to come to Korea after you decided to come Korea for employment?

month(s)

3. How much did it cost you to come to Korea? (It includes airline ticket,

(RS.)

passport, visa, agency/broker fee, and so forth.)

4. Have you ever bribed anyone to get chance to come to Korea?

___ (1) Yes (Go to question #4-1)

___ (2) No

4-1 how much?

RS

5. How many workers are there in your workplace? (Not including the employer, e.g. boss, president, or owner)

Koreans: person(s) Foreigners: person(s)

D. Working Time, Wages and Working Conditions

1. How many hours a week do you work?

Hours

2. How many days do you off per week?

Days

3. What is monthly wage?

Man (10 thousand) *Won*

4. Do you receive?

	Yes	No
(A) Bonuses	(1)	(2)
(B) Public Holidays	(1)	(2)
(C) Overtime allowances	(1)	(2)
(D) Night allowances	(1)	(2)
(E) Holliday allowances	(1)	(2)
(F) Other	(1)	(2)

5. Is the working site generally clean?

_____ (1) Yes:

_____ (2) No:

6. Is the work site too noisy?

_____ (1) Yes:

_____ (2) No:

7. When you were first employed in your present job, did you receive!

	Yes	No
(A) General information on the company?	(1)	(2)
(B). Information on disciplinary measures and guidelines?	(1)	(2)
(C) Information on overtime and pay policies?	(1)	(2)
(D) Rules of conduct?	(1)	(2)
(E) Information on facilities, amenities, and how to operate equipment?	(1)	(2)
(F) A site tour?	(1)	(2)
(G) Informal meeting with other workers?	(1)	(2)

8. Are you satisfy in your workplace?

_____ (1) So much

_____ (2) Much

_____ (3)So-so

_____ (4) Little

_____ (5) Very little

9. Have you ever been underpaid or not paid for work?

_____ (1) Yes: (go to question #9-1)

_____ (2) No

9-1. How much?

Man (10 thousand) won

9-2. How many months?

Months

10. Have you received any occupational health and safety training?

_____ (1) Yes:

_____ (2) No:

11. Have you received any training in your present job?

_____ (1) Yes:

_____ (2) No:

12. In general, are your supervisors/foremen helpful to workers at work?

_____ (1) So much

_____ (2) Much

_____ (3)So-so

_____ (4) Little

_____ (5) Very little

18. Have you ever been personally subjected to sexual harassment by a Korean co-worker?

_____ (1) Yes:

_____ (2) No:

General Health

1. Have you been injured or hospitalized during the past 12 months?

_____ (1) Yes: (Gotoquestion#1-1)

_____ (2) No:

1-1. how many times did it happen?

Times

1-2 what was the direct reason of such accident?

_____ (1) Defectiveness of safety measures of machinery/ appliances used
for the task

_____ (2) Ignorance of machinery/appliances used for the task

_____ (3) My mistake

_____ (4) Fellow worker's mistake

_____ (5) Toxic characteristic of chemicals used for the task

_____ (6) Other ()

1-3 how were you treated?

- _____ (1) By the *Industrial Accident Compensation Insurance*
- _____ (2) Company paid the entire medical fee
- _____ (3) Company and me shared the medical fee
- _____ (4) I paid with my own money
- _____ (5) I paid with the *National Health Insurance*
- _____ (6) By the Medical Mutual Union for Migrant Workers
- _____ (7) Other (_____)