

WORKPLACE JUSTICE CAMPAIGN

Supported By

Chicago Women's Foundation
Asian American Giving Circle
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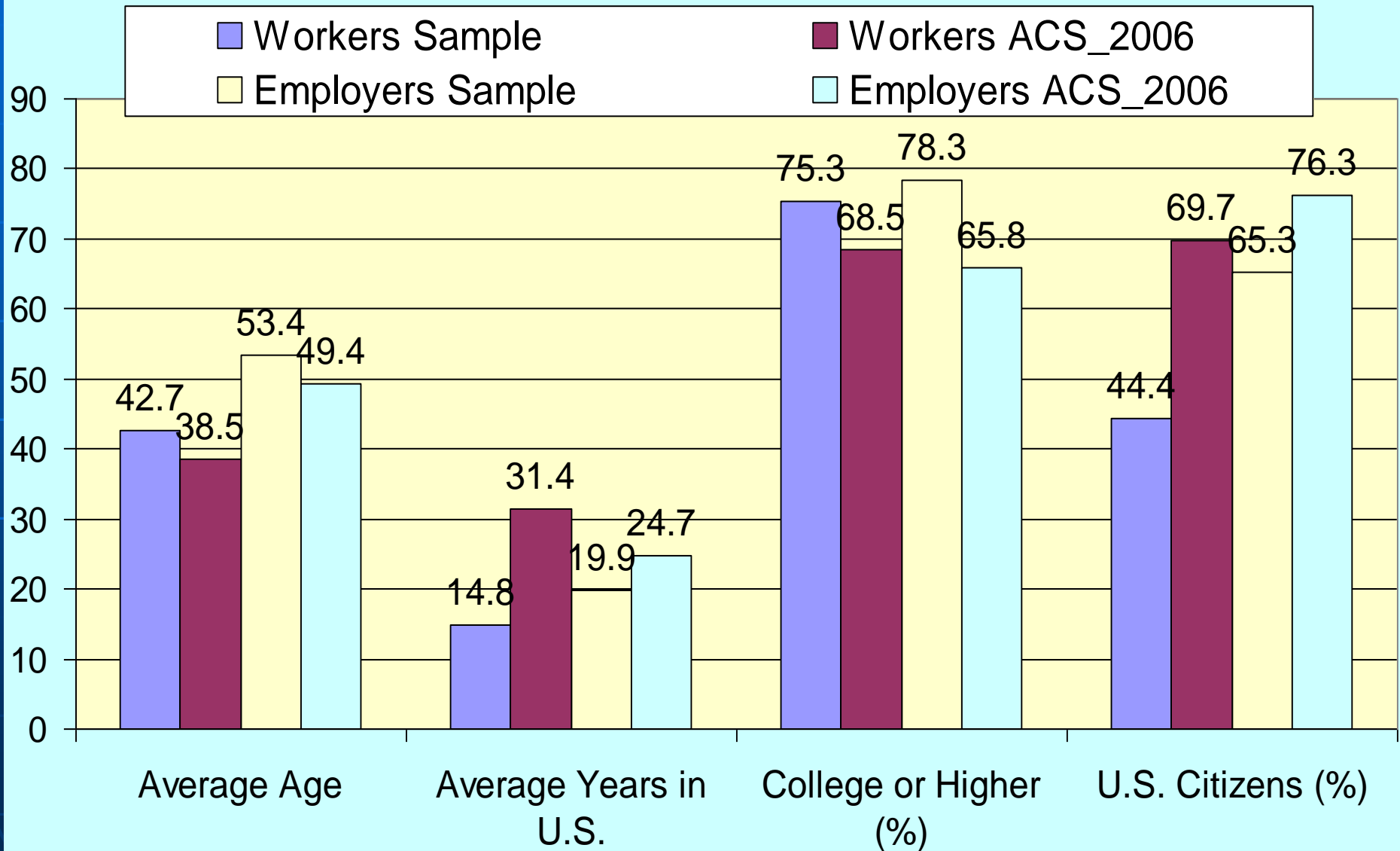
Surveys Conducted By
The Korean American
Resource & Cultural Center

Research Design & Data Analysis By
The Hansa Institute

Characteristics of the Sample

- Employees Survey: 189 Employees or job-seekers, mostly KRCC clients, interviewed at KRCC.
- Employers Survey: 101 Korean American small business owners contacted by KRCC through mail and phone calls. Then, interviewed.
- All survey respondents are living or operating business in Cook and Lake counties.
- Comparison with the Illinois Korean Americans, age 18 and older: Wage Earners (N=29,845) and Self-Employed Business Persons (N=6,603) in the American Community Survey (ACS) 2006 Data.
- (* The 'self-employed' are not necessarily 'employers')

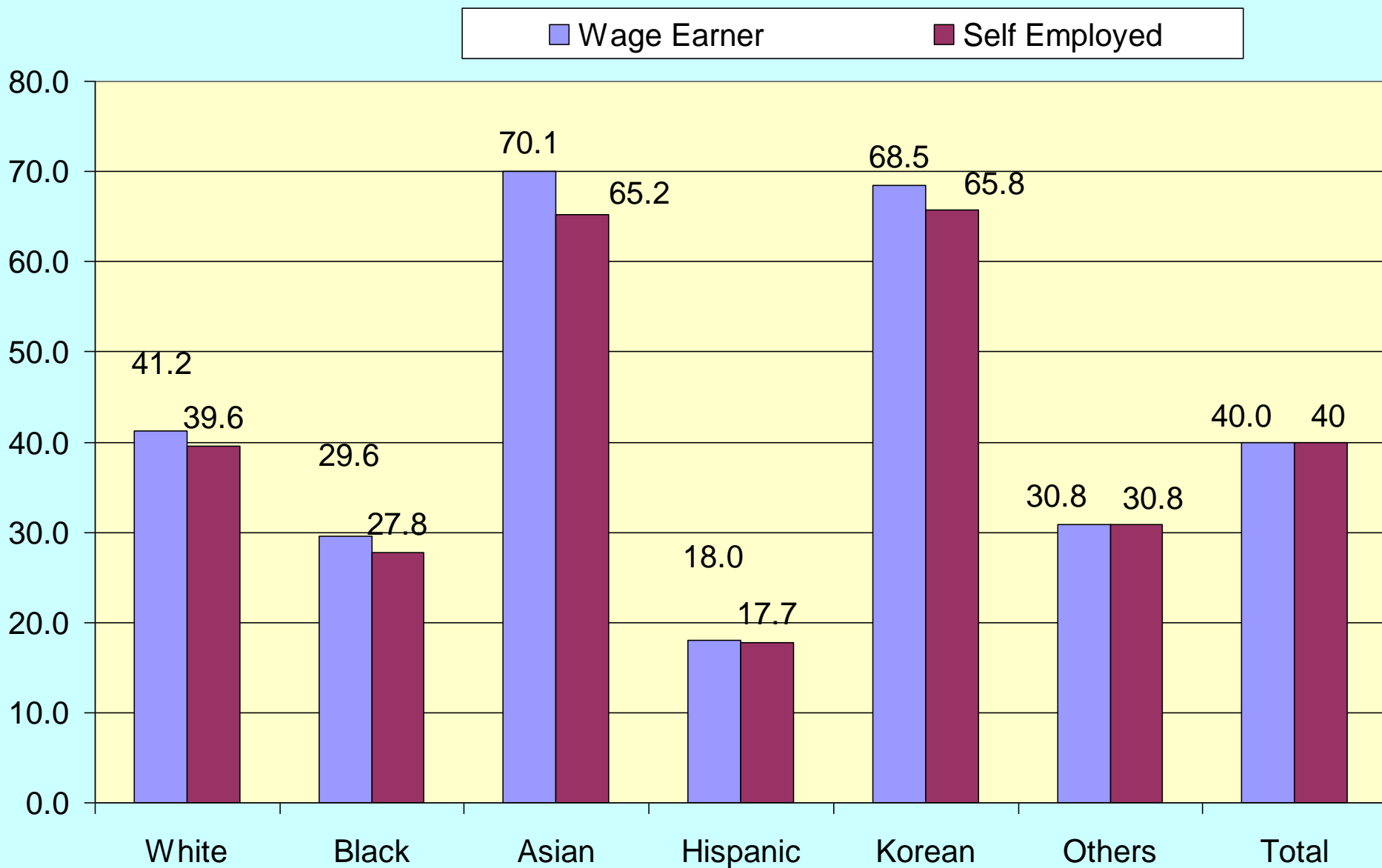
Age, Years in U.S., Education, Citizenship: Sample v. Illinois' Koreans in ACS 2006



* Educational attainments in ACS data for Age 25 and older only

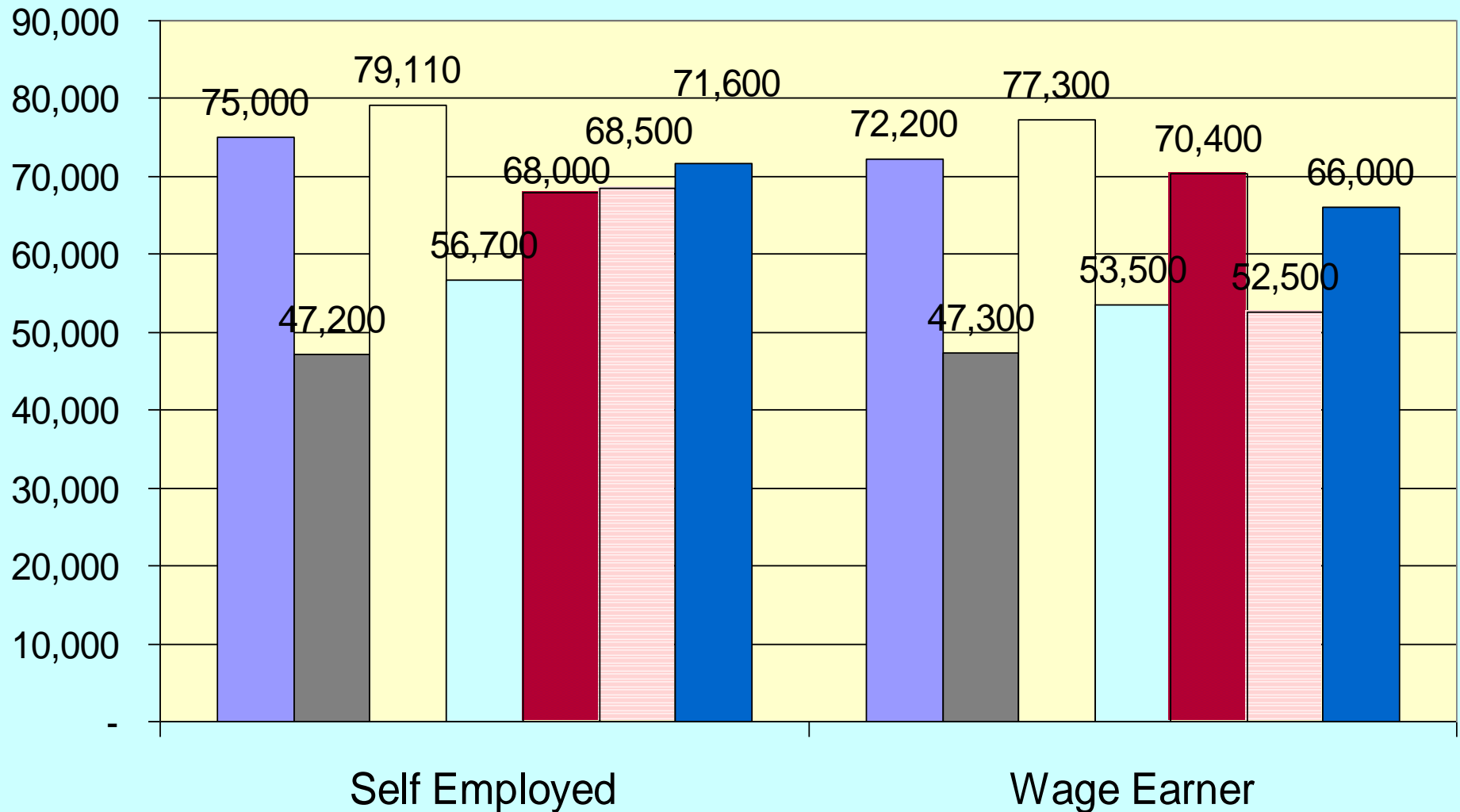
Percentage of College Graduates by Race

(Age 25 & Older, Illinoisans in ACS 2006 Data)



Median Household Annual Income by Race: Wage Earners v. Self-Employed (ACS 2006)

White Black Asian Hispanic Korean Others Total



Income Comparison: Sample v. Illinois Koreans in ACS 2006

	Workers	Employers
	Family Income	Business Revenue
Median Range in Sample -->	\$30,000 - \$49,999	\$100,000 - \$149,999

Income in ACS -->	ACS 2006	ACS 2006*
Number	29,845	6,603
Household Total Income (Avg.)	\$83,522	\$88,217
Household Median Income	\$70,400	\$68,000

Work Place Justice Campaign

Survey of Korean American Employees & Job-Seekers



Location of Work Places

81.5% of the respondents are currently employed, while 7.4 % are looking for a job.

	Frequency	Percent
Missing	5	2.6
Chicago	94	49.7
Cook County	9	4.8
Downstate Illinois	2	1.1
Northern Suburbs	44	23.3
Northwestern Suburbs	24	12.7
Southern Suburbs	2	1.1
Western Suburbs	9	4.8
Total	189	100.0



Work Place Environment

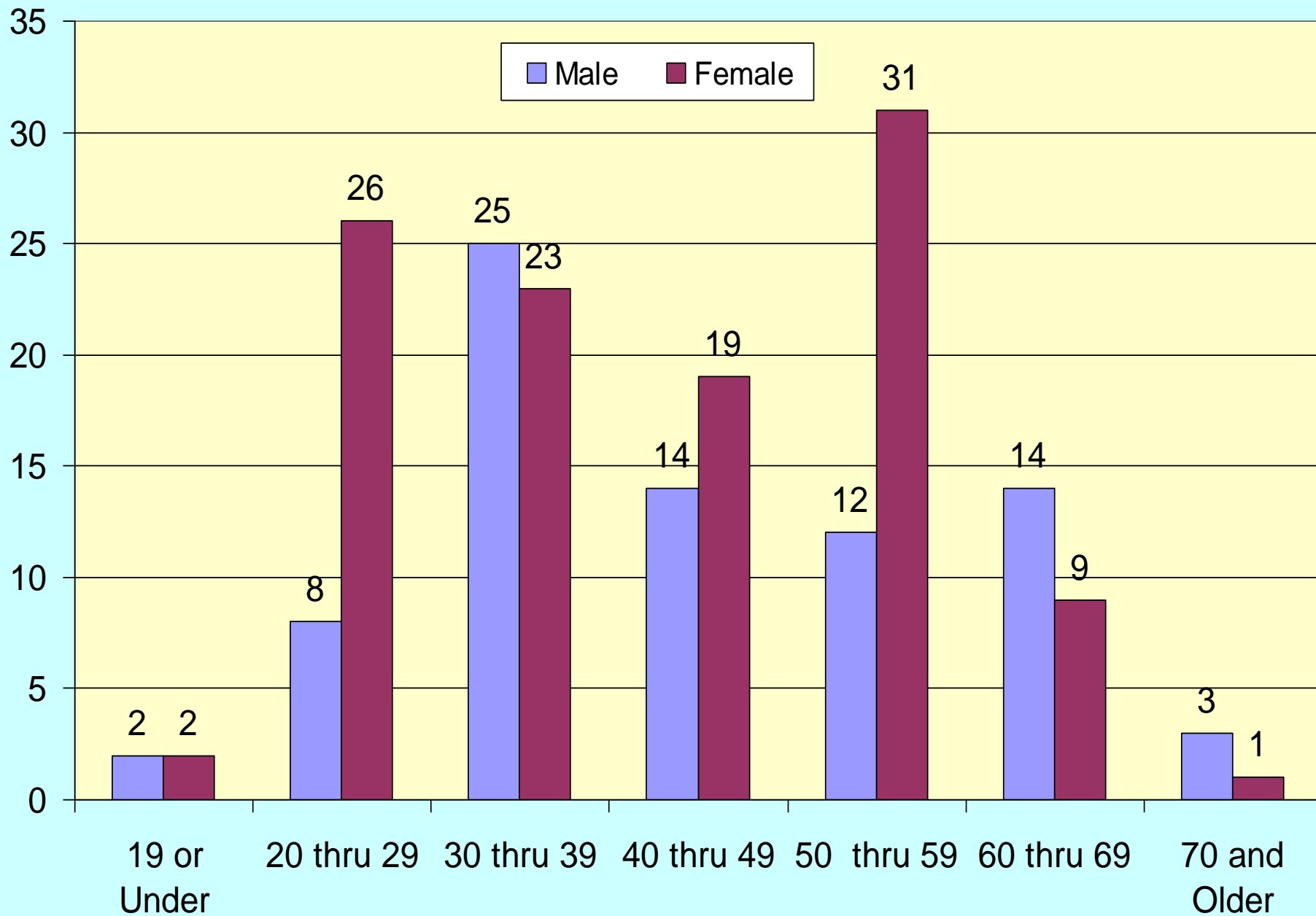
- Average N of employees : Full time 1,486, Part time 40.
- Median full time employees 11.

Racial Composition	N	%
Korean Majority	69	36.5
White Majority	24	12.7
Mixed Including Black	77	40.7
Other Mixed Races	19	10.1
Total	189	100

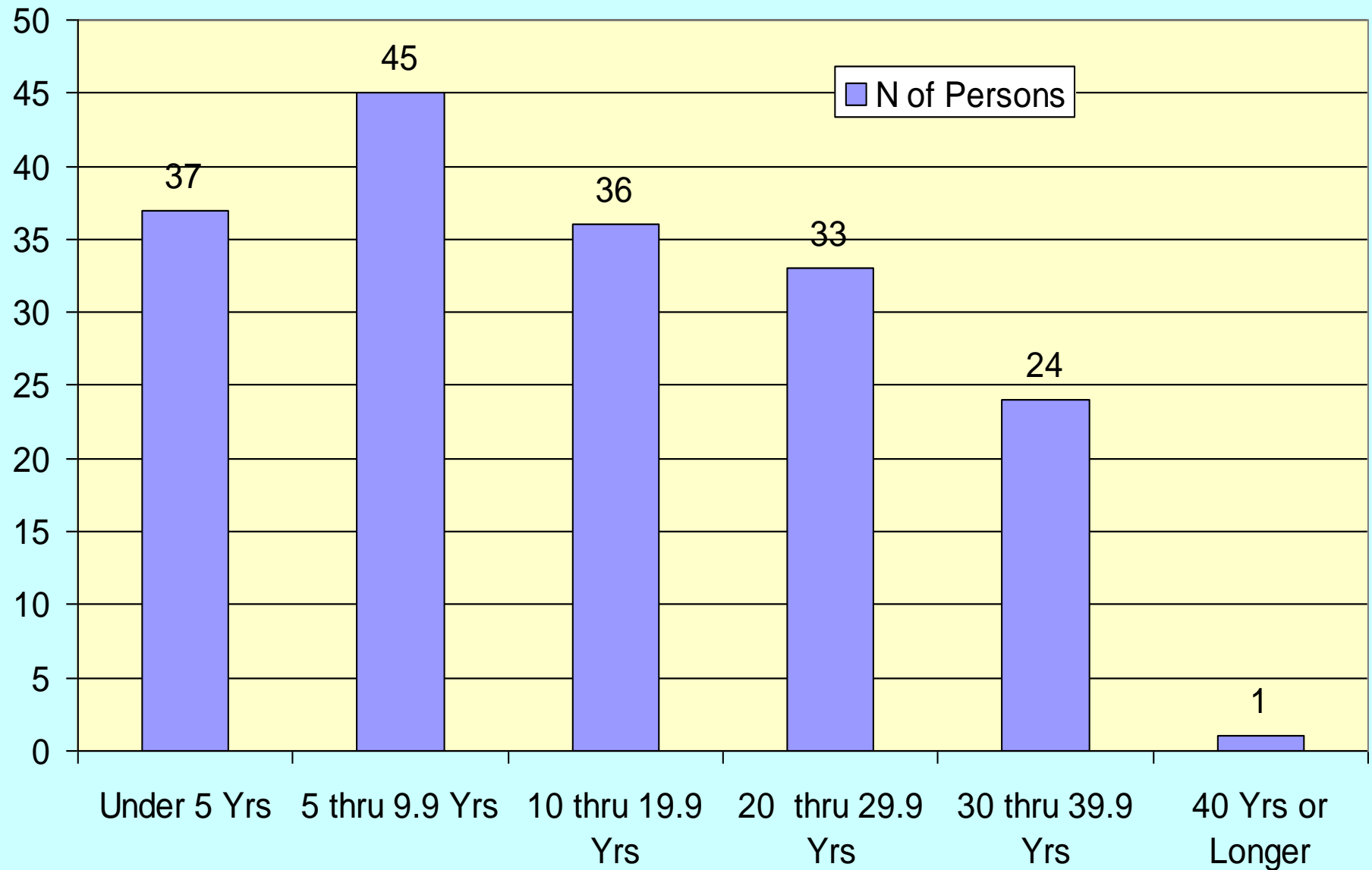
Fields of Work

Fields of Work	Frequency	Percent
Service	61	32.1
Sales (Whole & Retail)	22	11.6
Food Service	18	9.5
Healthcare	15	7.9
Media & Publication	14	7.4
Financial Service	11	5.8
Social Service	10	5.3
Education	8	4.2
Missing	7	3.7
Business Service	5	2.6
Manufacturing	5	2.6

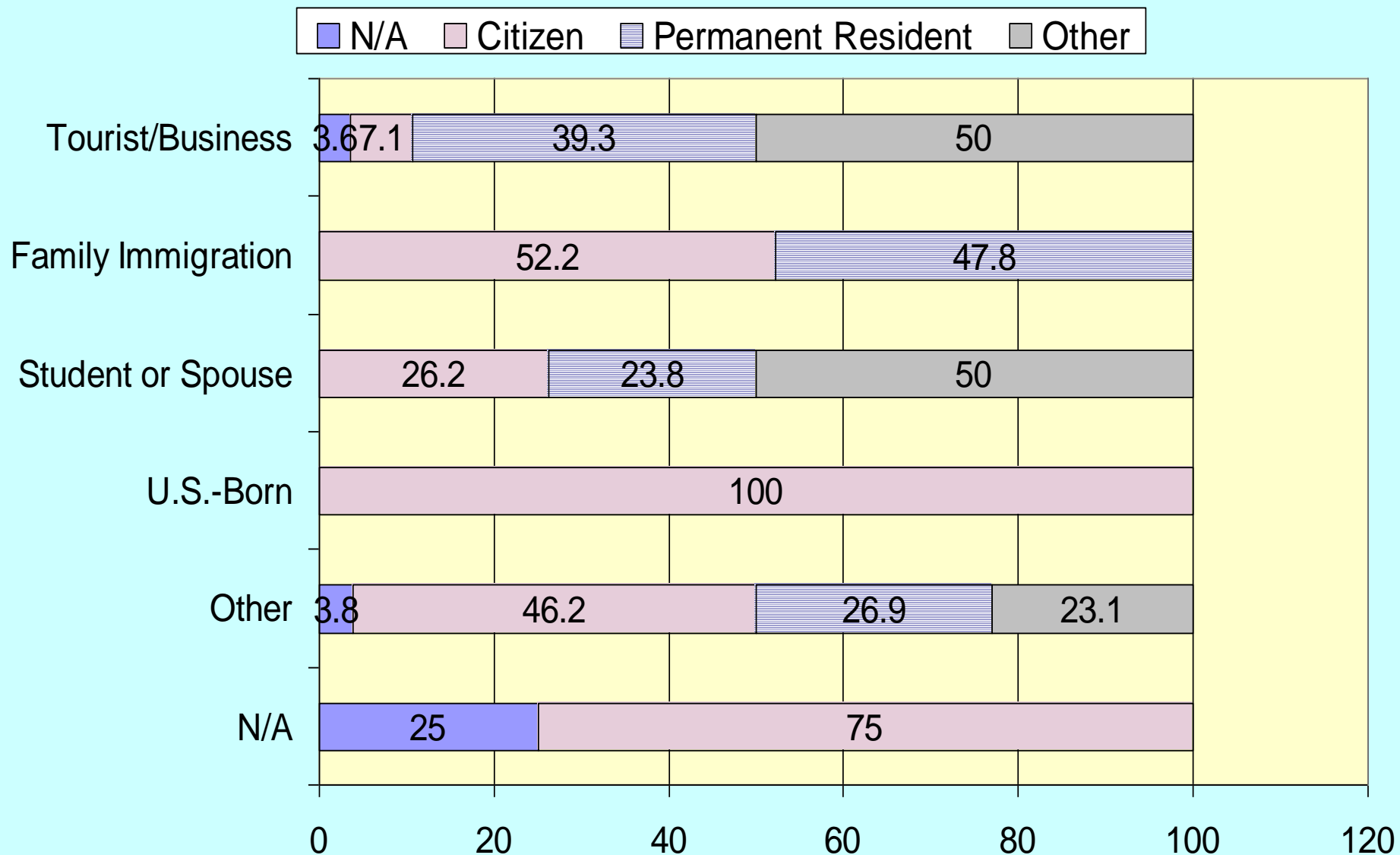
Age Group by Sex (N of Persons)



Average Years in the U.S.



Citizenship by Reasons for Settling in the U.S. (%)

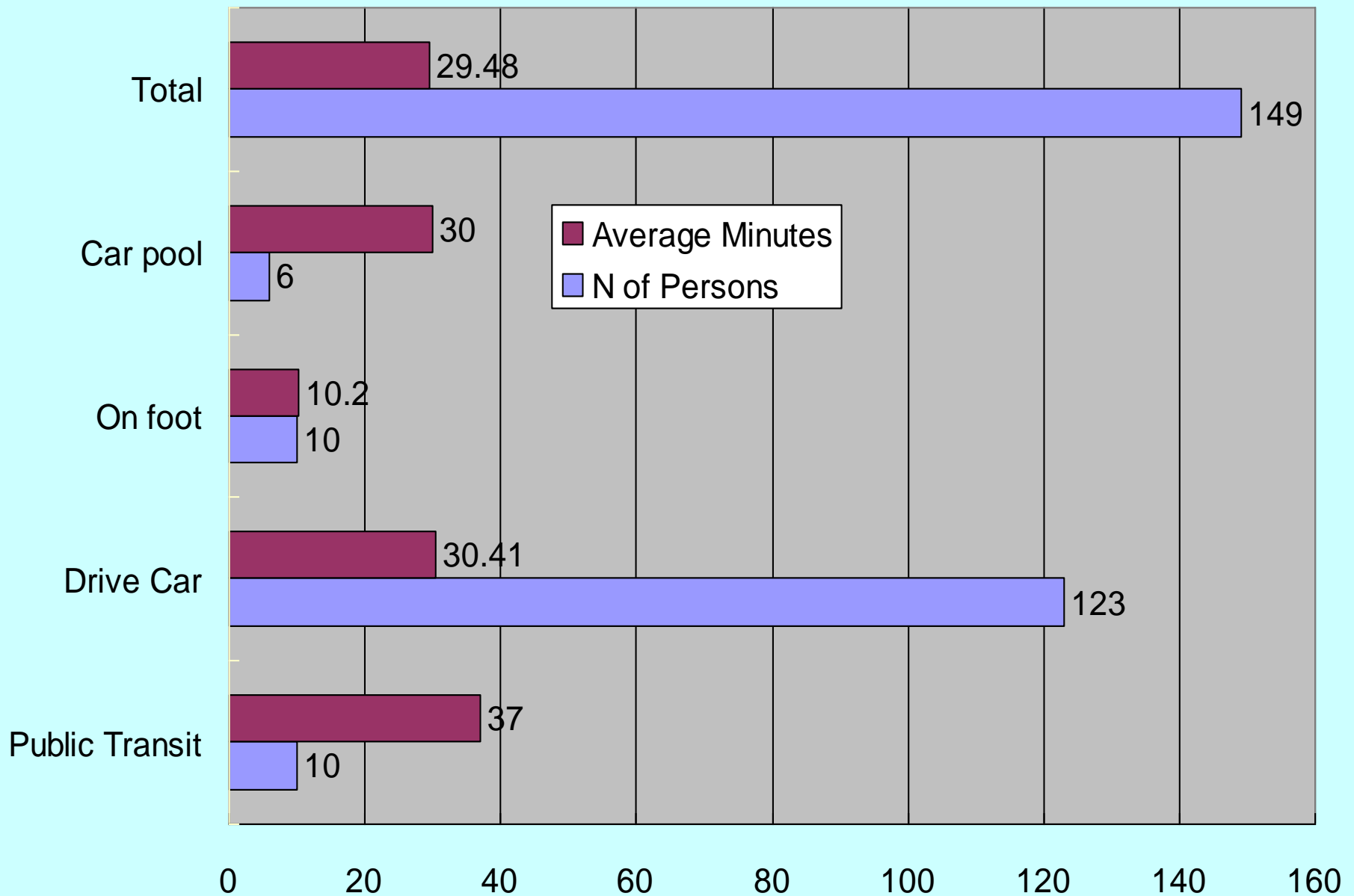


Citizenship Status & Reasons for Settling in U.S.

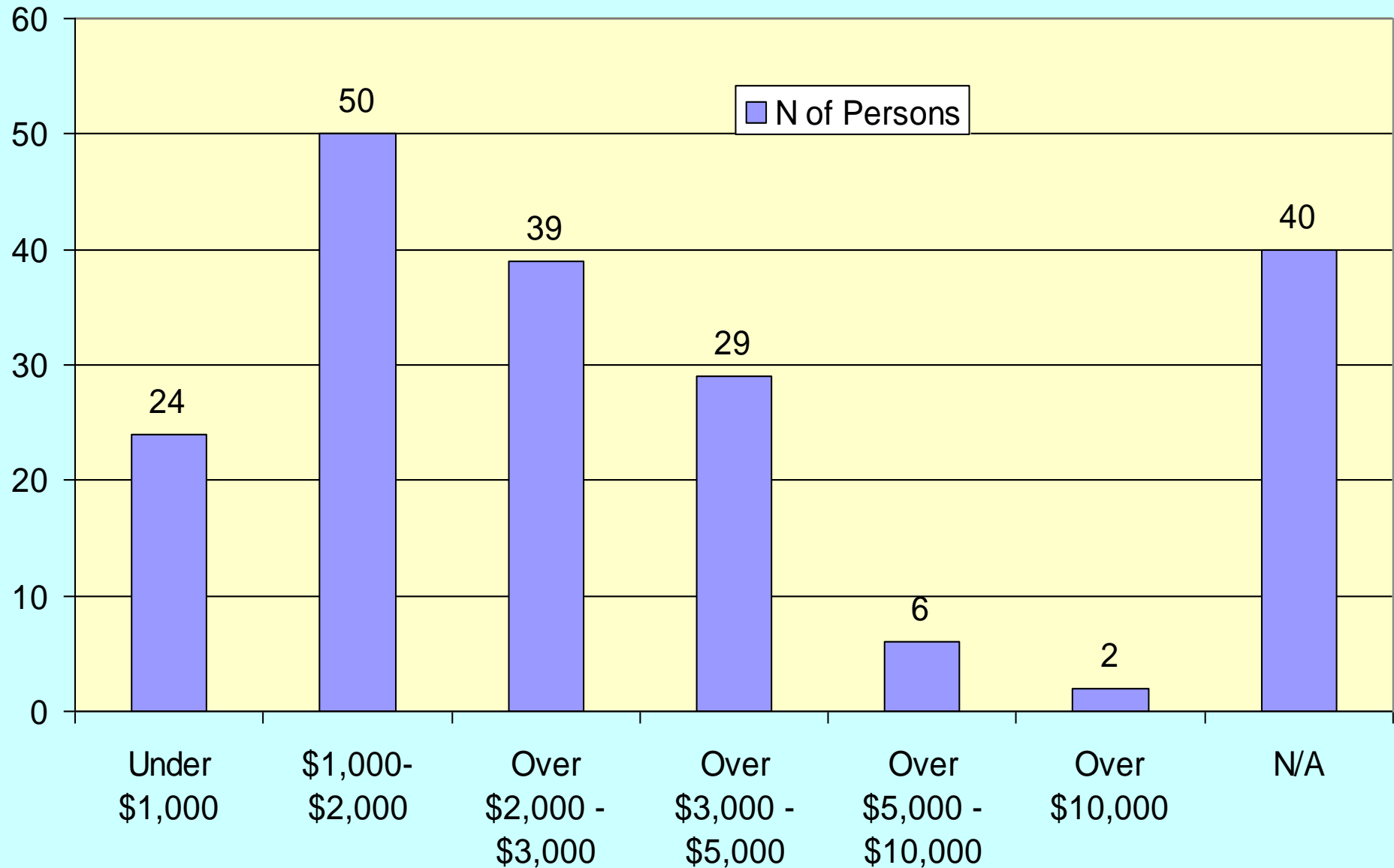
Status	N	%
Citizen	84	44.4
Permanent Resident	61	32.3
Other	41	21.7
Missing	3	1.6
Total	101	100

Reasons	N	%
U.S. Born	20	10.6
Student or Spouse*	42	22.2
Family Invitation	69	36.5
Business or Tourism	28	14.8
Others	27	14.3
Missing	3	1.6
Total	189	100 ¹⁵

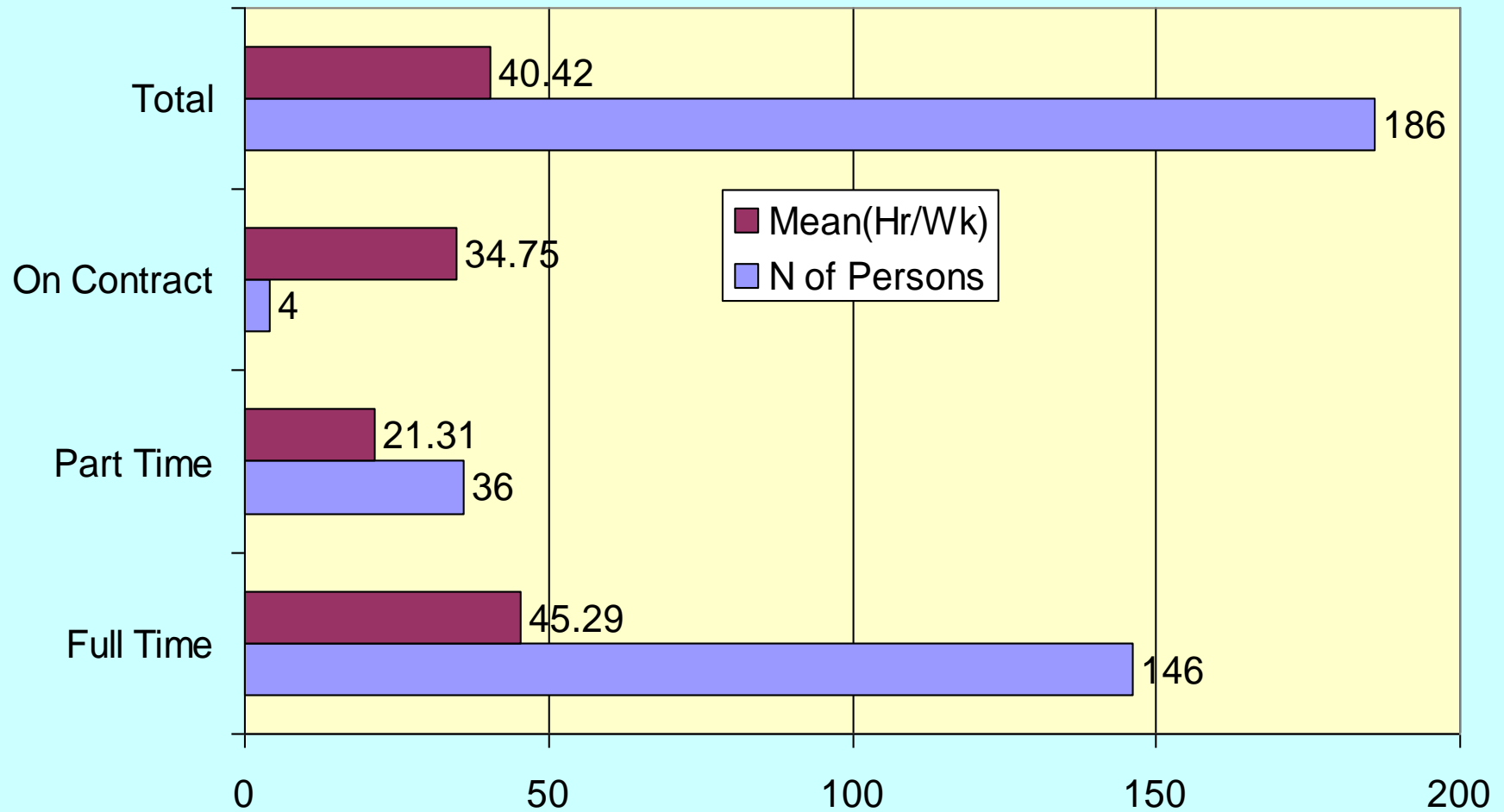
Commuting Time by Means of Transportation



Range of Monthly Wage/Salary

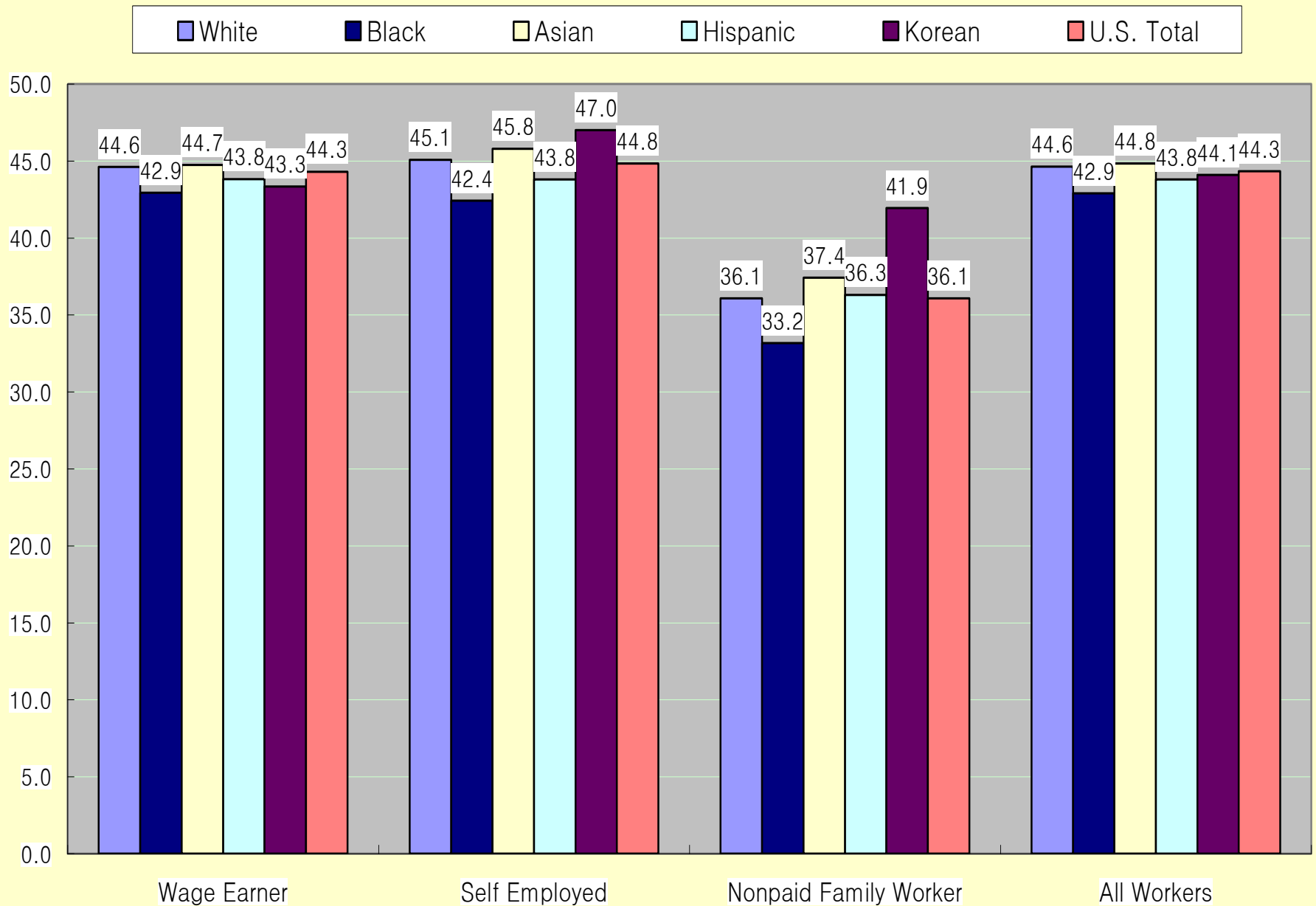


Average Working Hours by Work Status



	Full Time	Part Time	On Contract	Total
Mean(Hr/Wk)	45.29	21.31	34.75	40.42
N of Persons	146	36	4	186

Average Number of Weeks Worked in 12 Months by Race



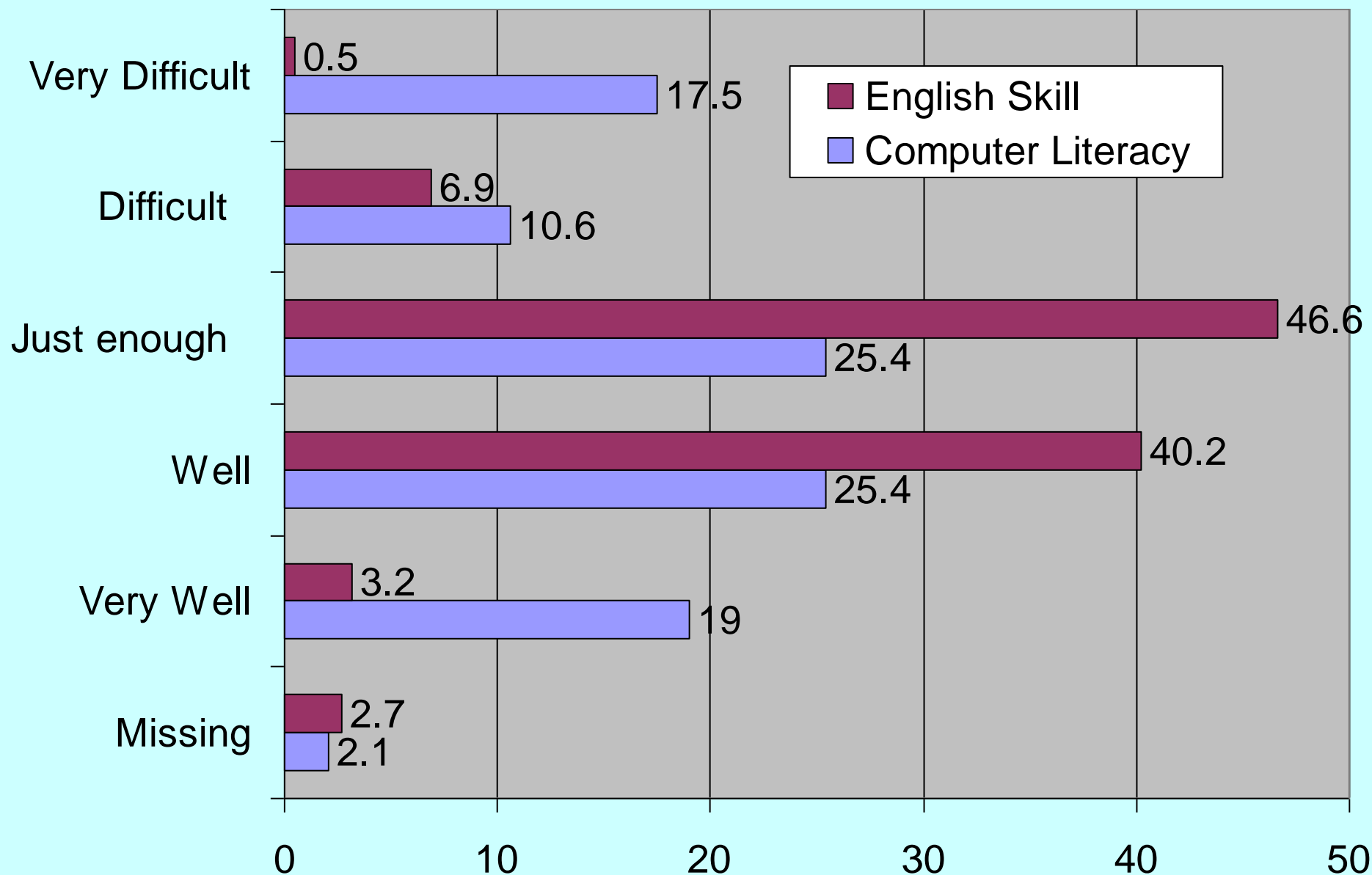
Source of Job Information

Korean Community Source	%
Acquaintance	40.7
Friend	5.8
Church Connection	1.1
Korean newspaper	15.8
KA Social Service	1
Sum (Korean)	64.4

Non-Korean Source	%
College career services	2.1
Job training school	0.5
Employment Ad at school	1.1

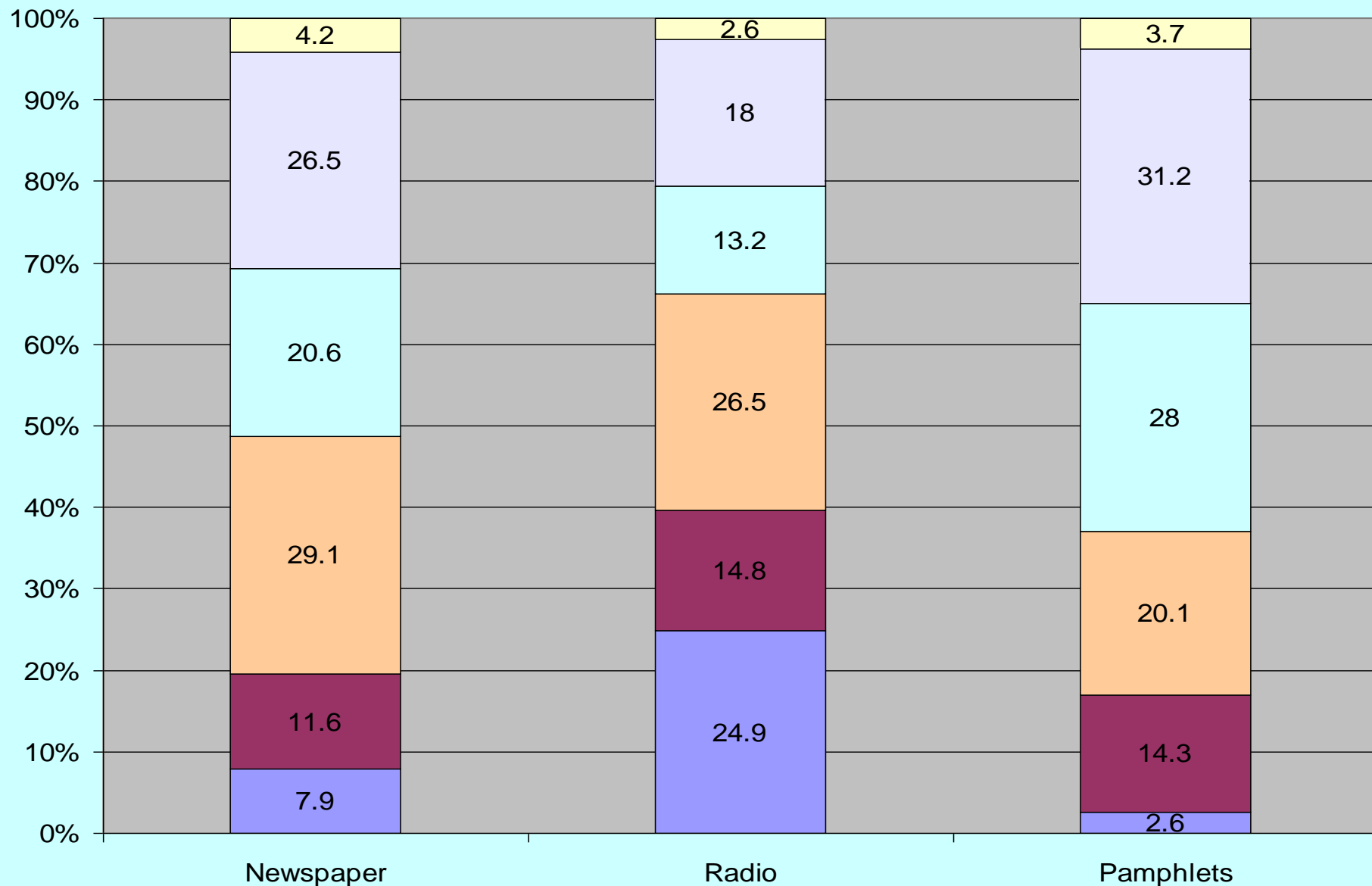
Non-Korean Source (Cont.)	%
Volunteer or PT experience	1.1
Job fair	0.5
Intra-Company Ad	0.5
Newspaper	5.9
Ad on TV	0.5
Website	6.3
Direct contact/visiting	5.3
Employment Agency	0.5
Head hunter	0.5
Sum (Non-Korean)	21.1
Total Missing	10.6

English Skill & Computer Literacy Scales (%)



Using Information Sources in English (%)

Everyday Often Sometimes Rarely Never Missing



Benefits: Overtime Pay & Vacation Time

Overtime Pay	Full Time		Part Time		Total	
	N	%	N	%	N	%
As according to the law	48	33.8	5	13.9	54	29.8
Yes, but not by the law	5	3.5	5	13.9	11	6.1
No overtime pay	32	22.5	7	19.4	39	21.5
No work needing OT	43	30.3	11	30.6	55	30.4
There is OT pay but I am not eligible	6	4.2	3	8.3	9	5
Missing	8	5.6	5	13.9	13	7.2
Total	142	100	36	100	181	100

* 3 persons on contract

Vacation Time	Full Time		Part Time		Total	
	N	%	N	%	N	%
Yes	95	66.9	6	16.7	102	56.4
Yes, But Not Fully	12	8.5	1	2.8	13	7.2
Vacation Not Applicable	25	17.6	23	63.9	49	27.1
Missing	10	7	6	16.7	17	9.4
Total	142	100	36	100	181	100

Benefits: Health Insurance

Health Insurance Coverage	N	%
Self only	39	20.6
Dependent included	59	31.2
No Health Insurance	86	45.5
Missing	5	2.6
Total	189	100

Premium Paid By	N	%
Employer	30	15.9
Employee	20	10.6
Both	46	24.3
Missing/NA	93	49.2
Total	189	100

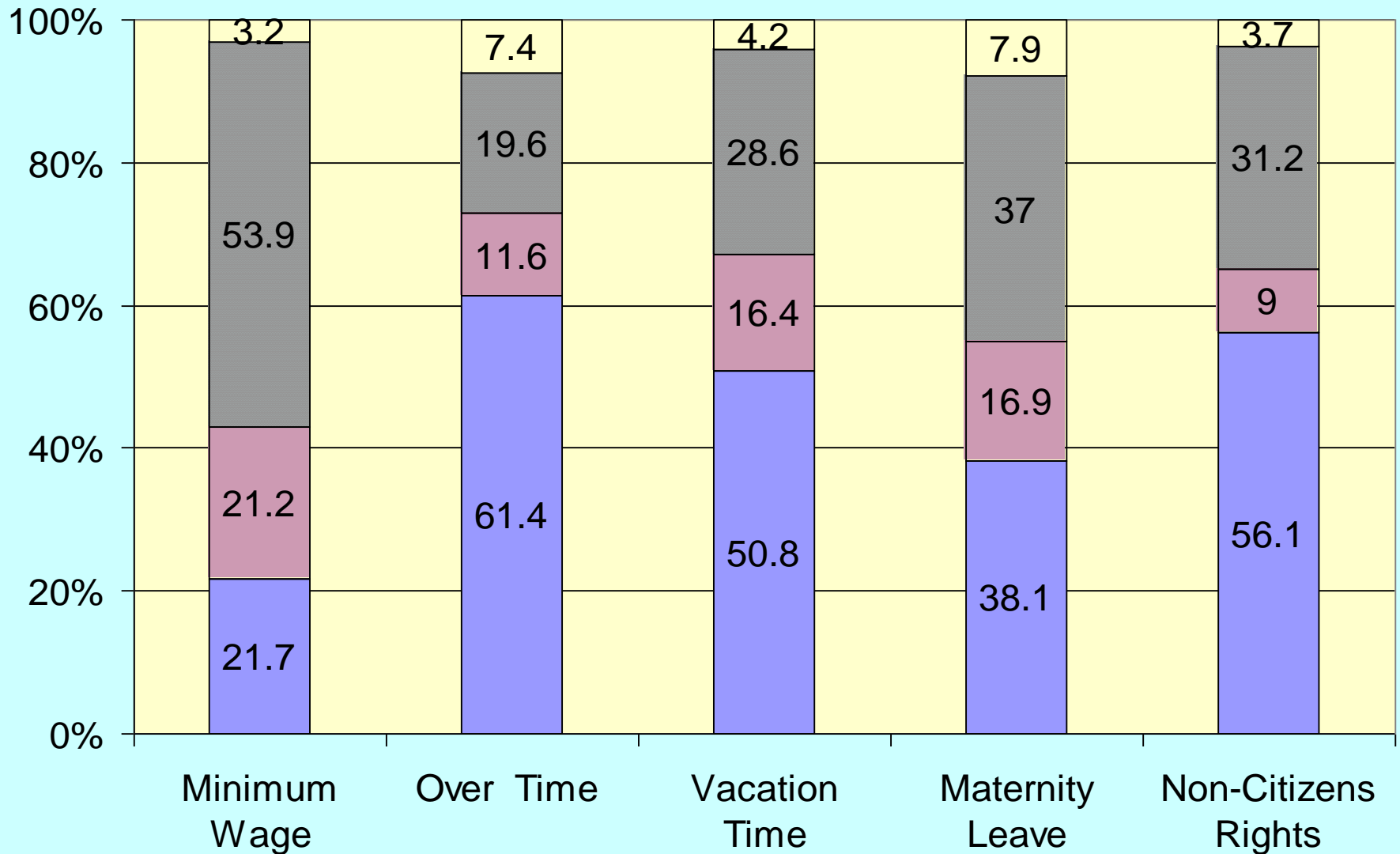
Benefits: Work-Comp. & Retirement

Workman's Compensation	N	%
Yes	84	44.4
No	59	31.2
Don't Know	41	21.7
Missing	5	2.6
Total	189	100

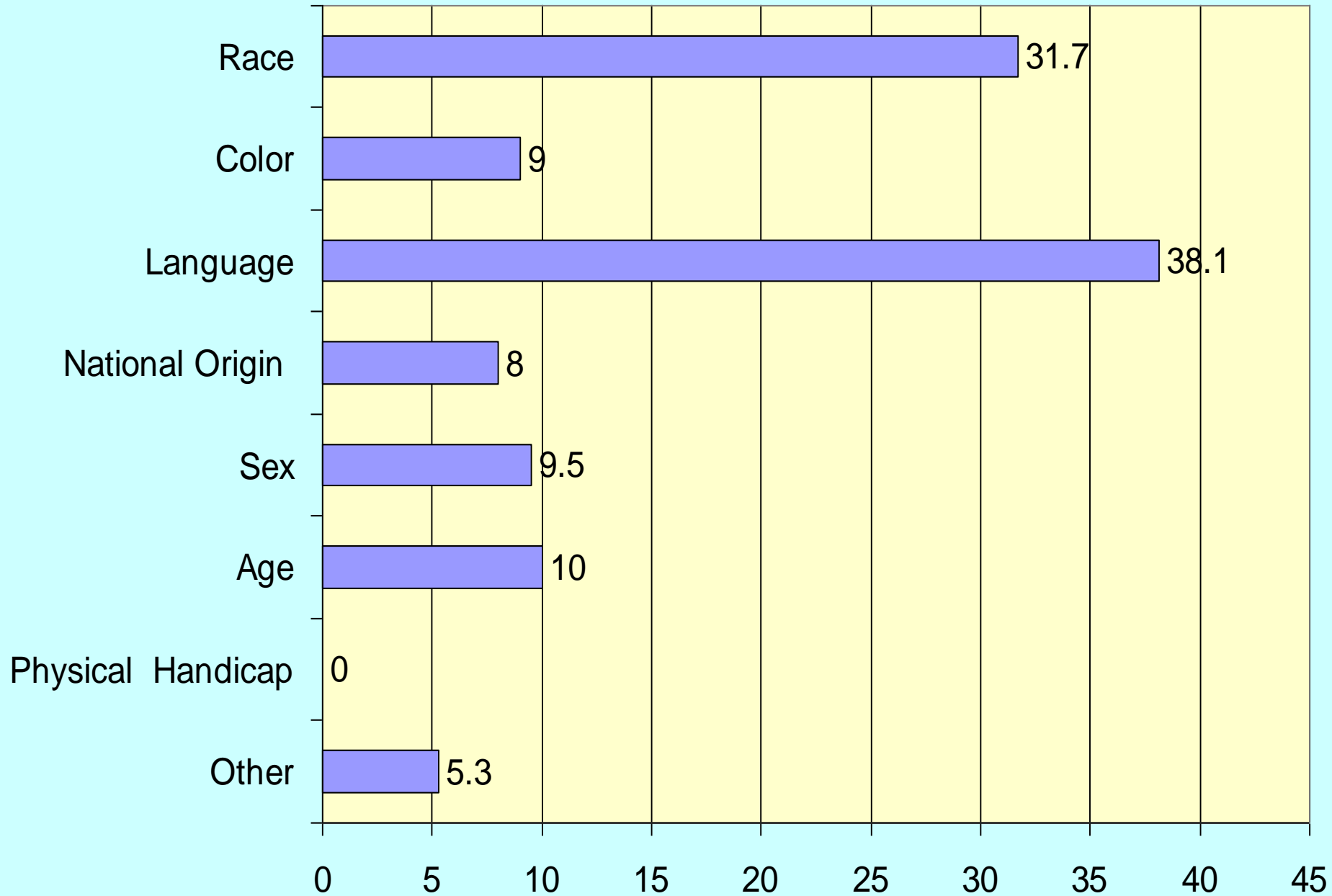
Retirement Benefit	N	%
Employer	23	12.2
Self	20	10.6
Both employer and self	33	17.4
Does not provide retirement plan	89	47.1
Missing	24	12.7
Total	189	100 ₂₅

Knowledge of Employees' Legal Rights

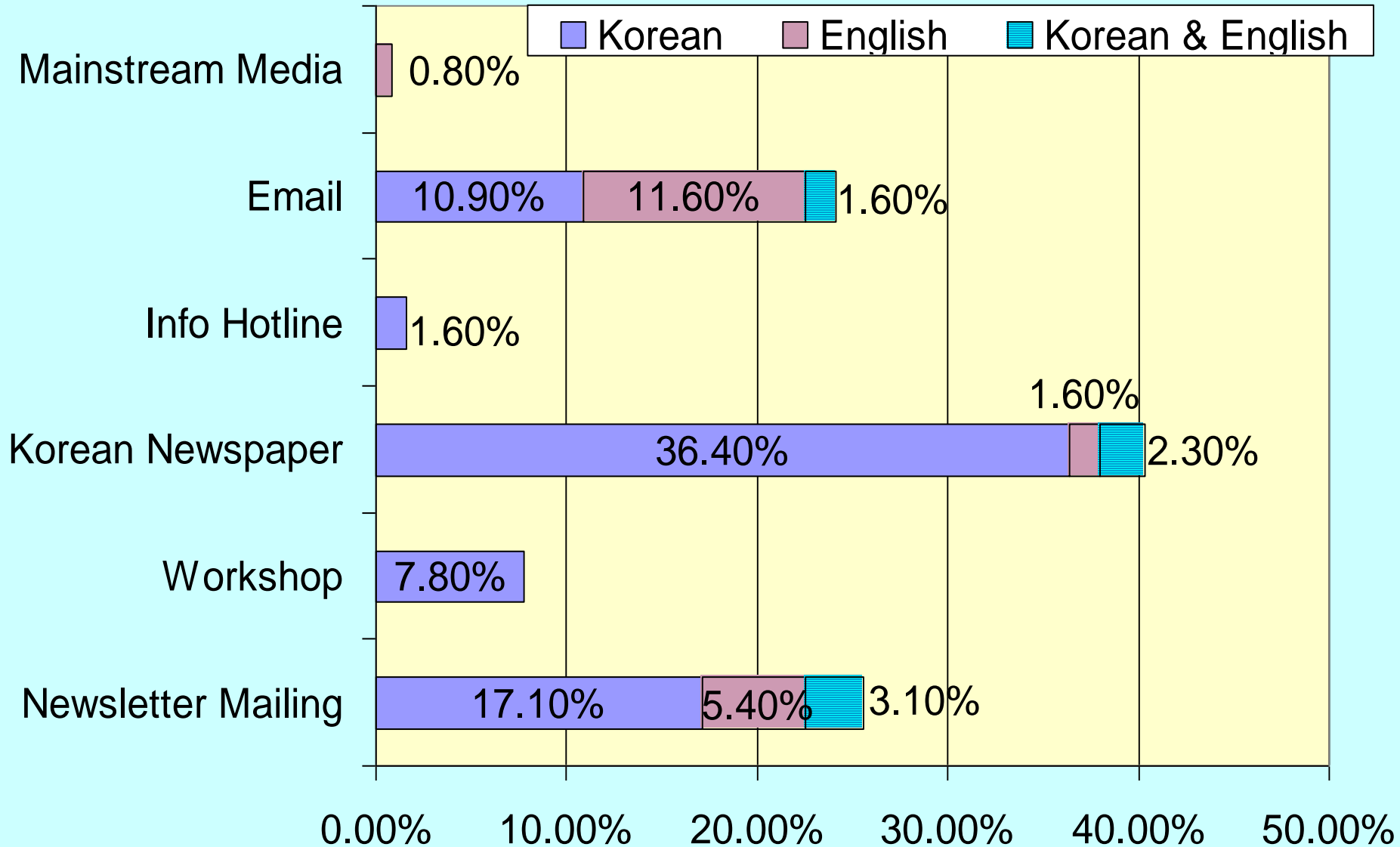
Correct Incorrect Don't Know Missing



Percent of Discrimination Experienced by Basis



Preferred Means for Information Dissemination by Language Preference (% of Total Responses)



Plan to Change Job & Desired Industry

Intent to Change Job	N	%
Stay on the Job	84	44.4
Plan to change	59	31.2
Retired	12	6.3
Plan to take leave	3	1.6
Missing	31	16.4
Total	189	100

Desired Industry	N	%
Arts, Media & Publication	8	13.6
Education & Social Services	4	6.8
Food service	7	11.9
Healthcare & Pharmaceutical & Biotech	3	5.1
Sales: Retail & Wholesale Trade	9	15.3
General Services	17	28.8
Missing	11	18.7
Total	59	100 ²⁹

Working Women's Issues (Total N=111)

- 15.3% of women experienced discrimination related to work.
- 18 (7.2%) women were sexually harassed or abused.
- 44.5% of women plan to stay on current job, 27.3% plan to change job.
- 21.2% of the all respondents (male & female) have at least one child. In more than half, the first child is 5 years or younger.
- Spouses provide direct child care in 63.1% of respondents with minor.

Factors in Women's Job Search

Important factors to consider in job searching for working woman.

Frequencies mentioned by 81 female interviewees:

- Easy to commute (23 times)
- Good health insurance (22 times)
- Flexible work hours (20 times)
- Maternity leave, vacation, sick days (18 times)
- Part-time available (18 times)
- Proximity to child's school/day care (16 times)
- Other (3 times)

WORKPLACE JUSTICE CAMPAIGN

Survey of
Korean American
Small Business Employers

BUSINESS PLACE ENVIRONMENT & WORKING HOURS

The majority of respondents are small employers.

- 25 (24.8%) operating with part time employees only.
- The average employee size is 7.63 persons (5.85 persons, without part time employees).
- The median number of all employees (including part timers) is 3 persons.
- The total number of the largest employer is 120 persons (100 without part time employees).
- Average N of Working Days/Week: 5.49 days.
- Average Working Hours/day: 8.76 hours.

Surveyed Employers by Industry

Industry	N	%	Industry	N	%
Service	27	26.7	Automotive	1	1
Food Service	19	18.8	Business Service	1	1
Retail Sales	19	18.8	Education	1	1
Healthcare	10	9.9	Hi Tech	1	1
Wholesale & Trading	5	5	Media & Publication	1	1
Construction	3	3	Real Estate	1	1
Financial Service	3	3	Transportation Service	1	1
Manufacturing	3	3	Social Service	1	1
Rental	2	2	Missing	1	1
Arts	1	1	Total	101	100

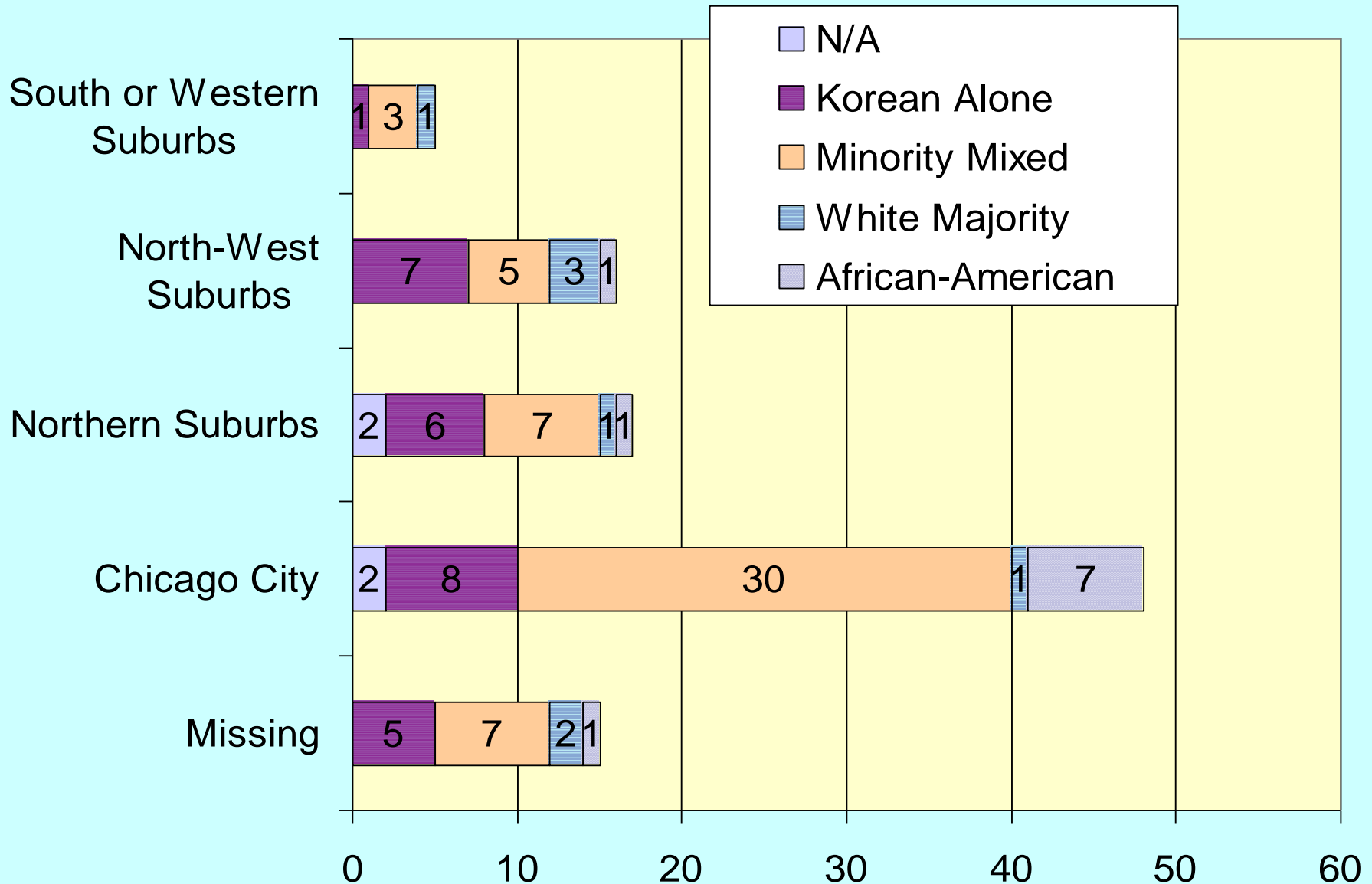
Types of Business Clientele

Clientele Type	N	%
Inner City Minorities	5	5
Institution (Hospital, school)	2	2
Korean	4	4
Retail stores	11	10.9
Specific (Senior, students. Women)	6	5.9
Public	67	66.3
Missing	6	5.9
Total	101	100

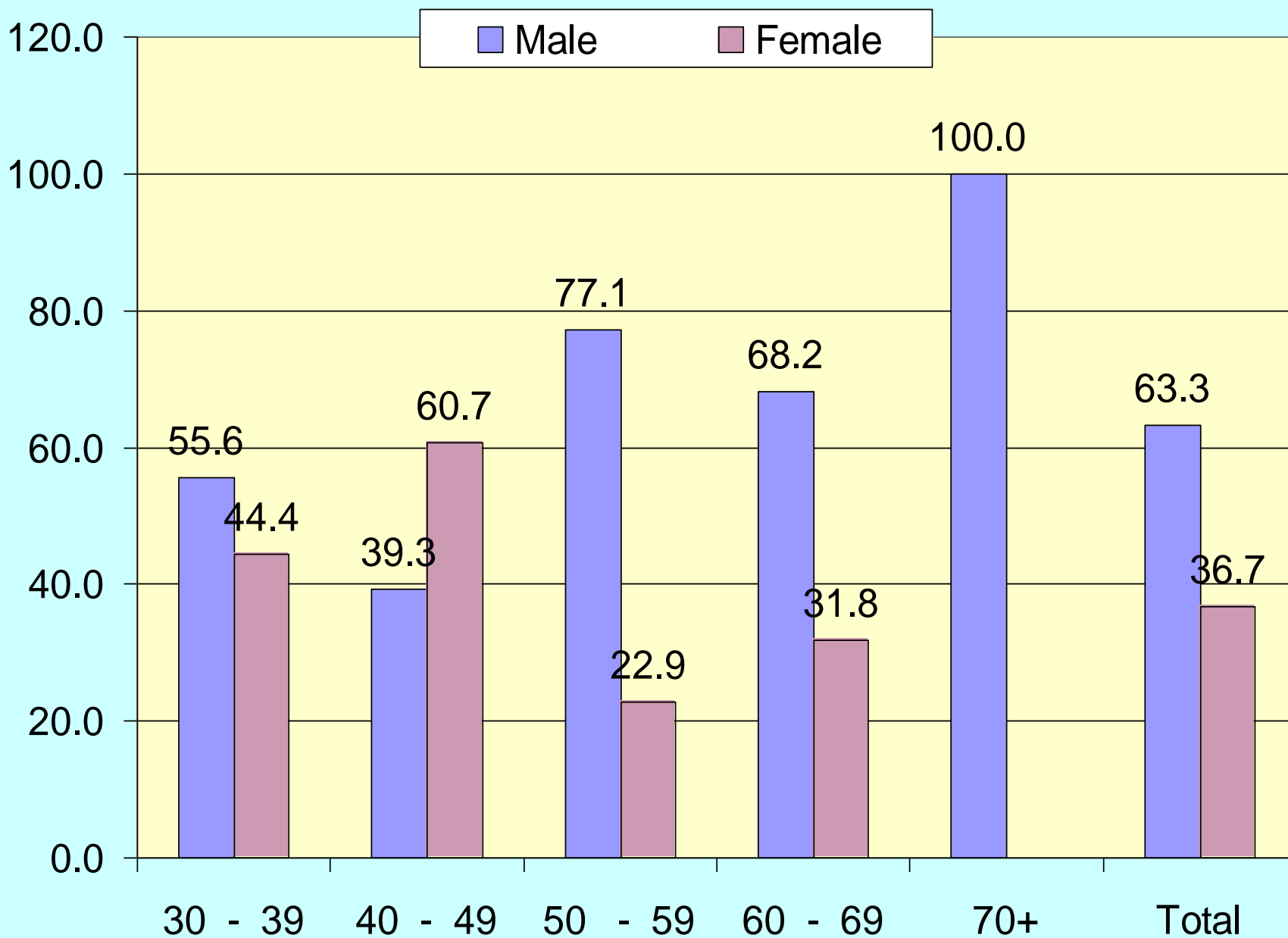
BUSINESS LOCATIONS

Work Place Location	Frequency	%
Chicago City	48	47.5
Northern Suburbs	17	16.8
North-West Suburbs	16	15.8
South-Southwest Suburbs	15	14.9
Other or Missing	5	5.0
Total	101	100.0

N of Employers by Race of Workforce by Location



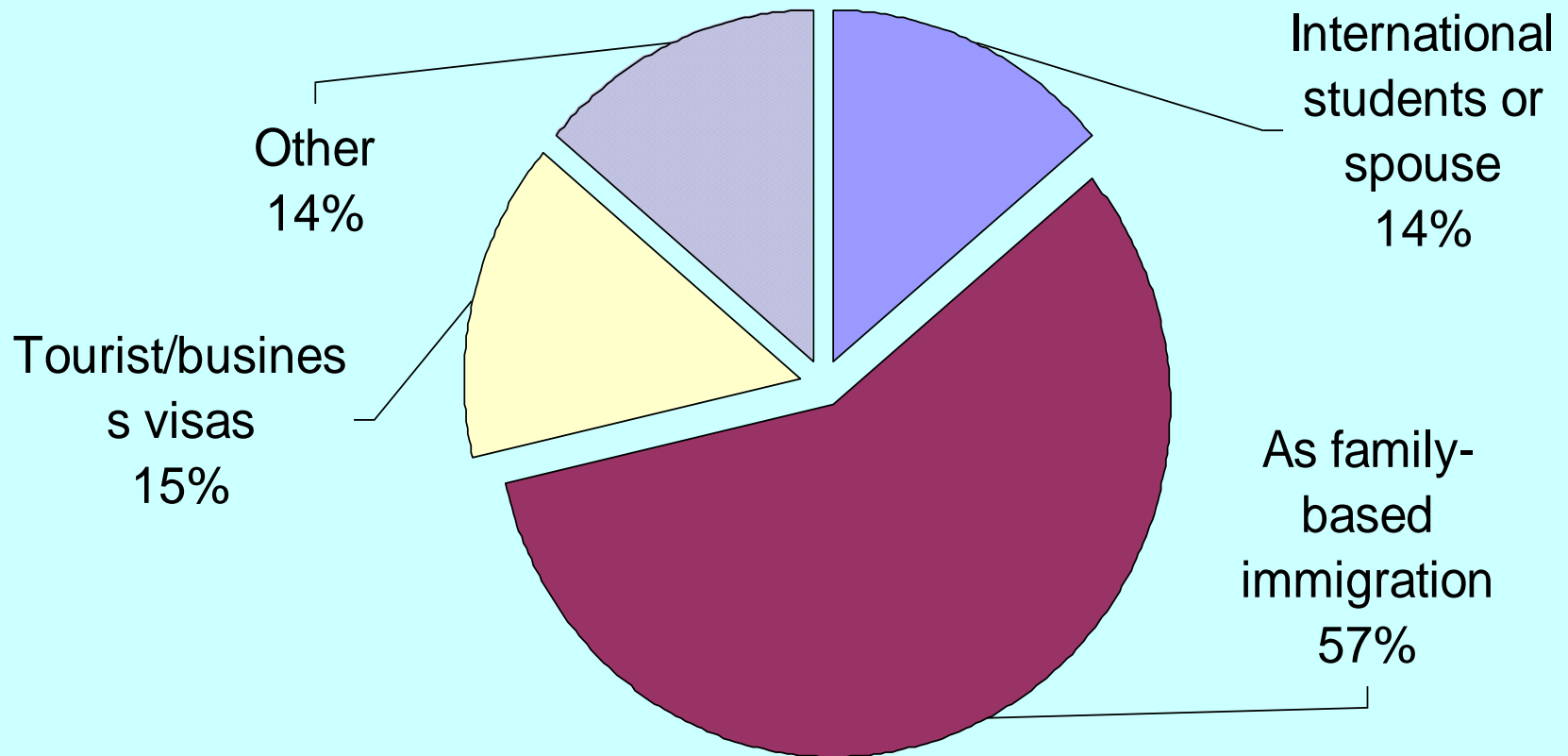
Age by Sex of Korean Small Business Employers (%)



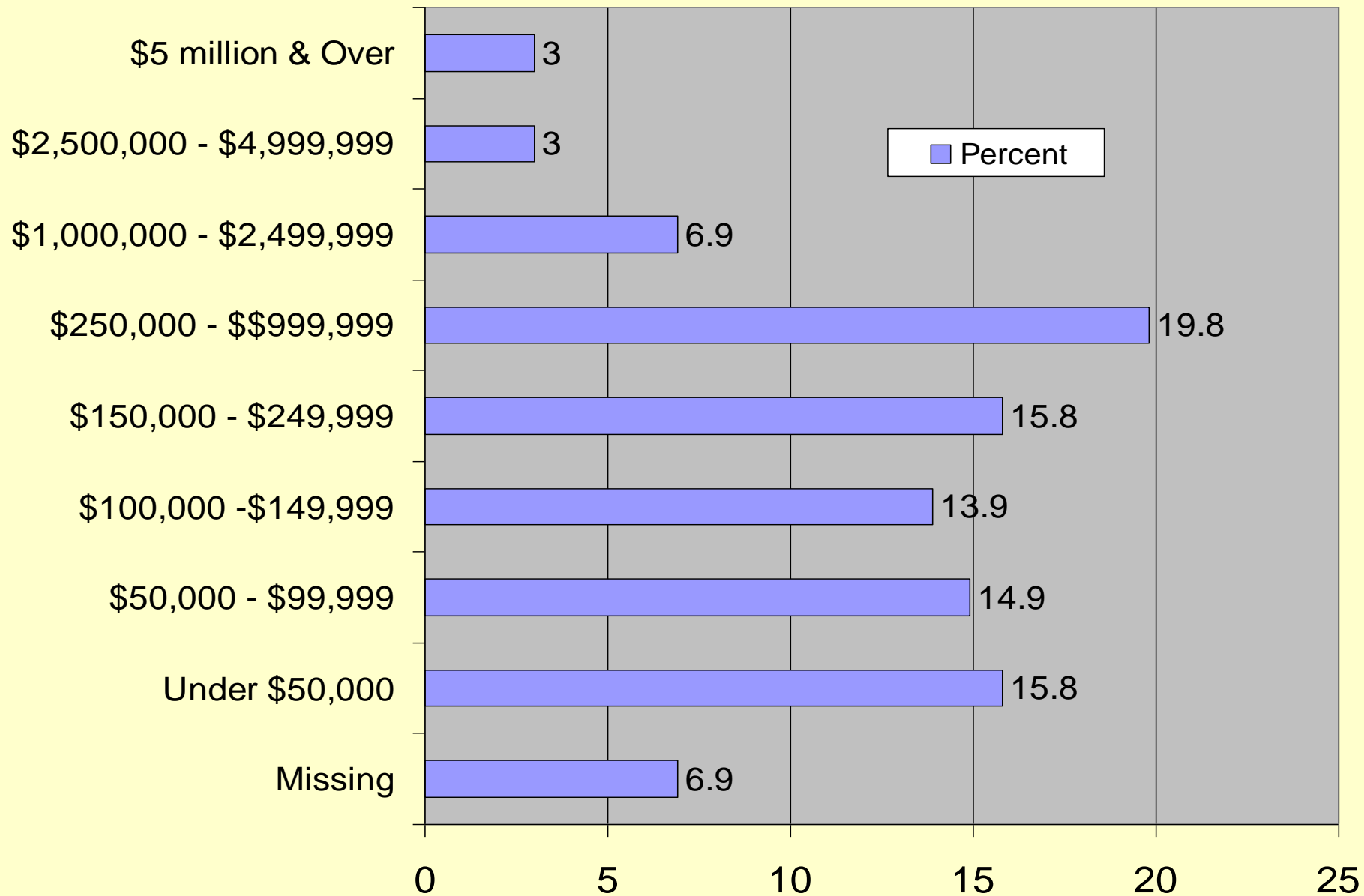
Educational Attainments of Korean Business Employers

Education Level	N	%
High school or Under	20	19.8
College, Korea	30	29.7
College, USA	28	27.7
Graduate School, Korea	5	5.0
Graduate School, U.S.	9	8.9
Missing	9	8.9
Total	101	100.0

Korean American Business Employers' Reasons Settling in U.S.



Korean Businesses' Annual Gross Revenue:



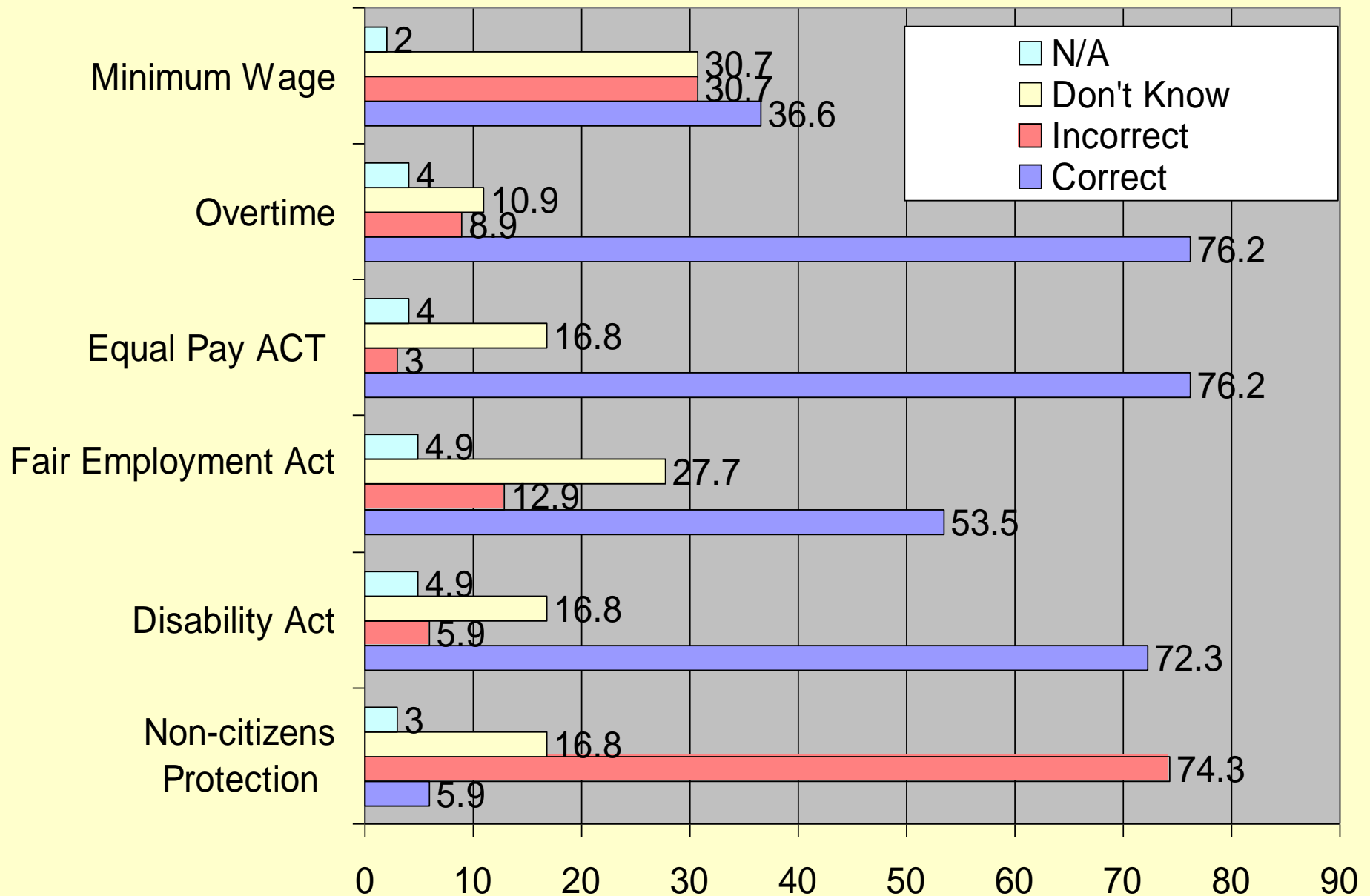
Employee Benefits Provided by Employer

Health Insurance	72.3% do not provide health insurance.
Life Insurance	8 employers provide life insurance.
Vacation Time	46.6% have vacation, 36.6% have none.
Overtime Payments	Paid by 29.7%. (52.5% said not subject to OT law).
Workman's Comp	11.9% had incidents & paid Work Comp .
Sick Leave	26.7% have Employee Sick Leave.
Emergency Leave	27.7% allow employee family emergency leave.
Retirement Benefit	9.9% provide employee retirement benefit.
Unconventional Benefits	25.7% provide other benefits or perks.
Union organized	2 employers have employee union .

Employee Benefits Provided by Employer

- 72.3% do not provide health insurance.
- 8 employers provide life insurance.
- 46.6% have vacation, 36.6% have none.
- Overtime paid by 29.7%. (52.5% said not subject to OT law).
- Workman's Comp: 11.9% had incidents & paid Work Comp .
- 26.7% have Employee Sick Leave.
- 27.7% allow employee family emergency leave.
- 9.9% provide employee retirement benefit.
- Unconventional Benefits: 25.7% provide other benefits or perks.
- Union organized: Only 2 employers have employee union .

Knowledge of Labor Laws & Related Rules (%)

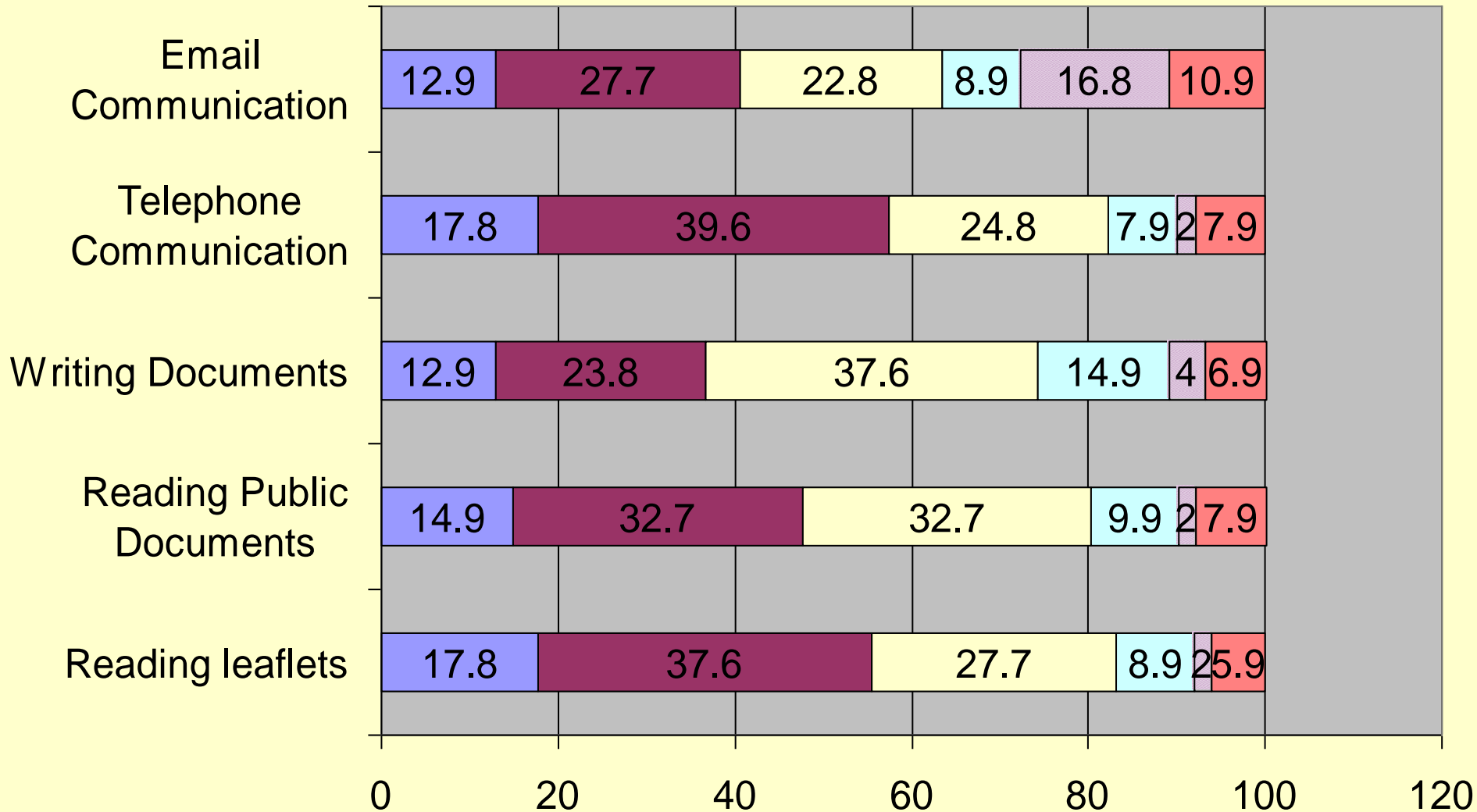
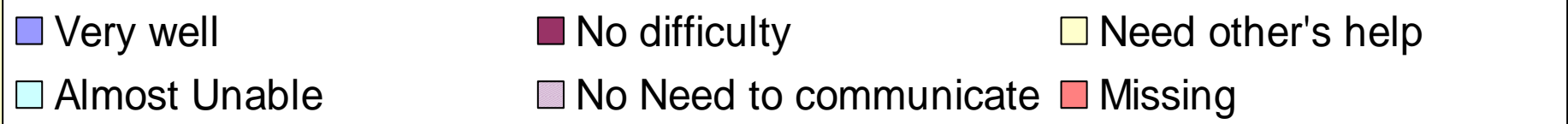


Primary Sources of business information

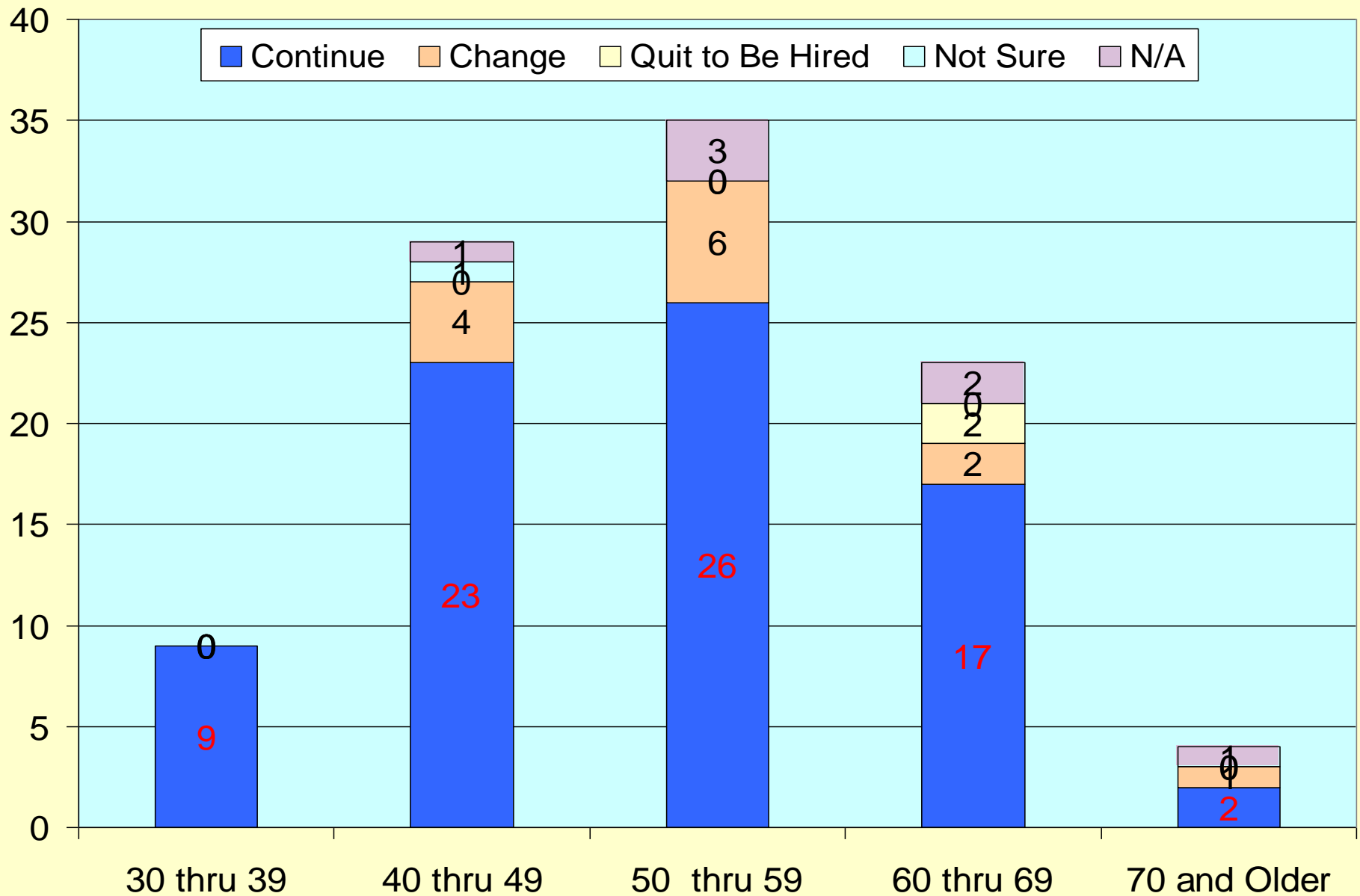
Sources	N	%
N/A	28	27.7
Attorney	19	18.8
CPA	15	14.9
Newspaper	10	9.9
Friends & Acquaintance	6	6
Supplier	2	2
Government	2	2
Colleagues	3	3
Children	2	2
Association	2	2

Sources	N	%
Workshop	1	1
Spouse	1	1
Magazine	1	1
Internet	1	1
Insurance Agent	1	1
Informal Info	1	1
Customer	1	1
Consultant	1	1
Franchise	1	1
Total	101	100

Korean Employers' Communication Scale (%)



Intent to Continue Business by Age of Respondents (in Numbers)



Information Needs & Preferred Means of Dissemination

Laws & Information	N
Rules on Benefits	3
Business Laws	16
Immigration Law	4
Insurance	7
Labor	10
Tax	5
Other	3

Means of Dissemination	N	%
Korean Newspaper	33	32.7
News Letter	30	29.7
Workshop	16	15.8
Other *	15	14.9
Phone Hot Line & Consultation	7	7

Recommendations

- Increase minority (particularly Korean) employees protection programs targeting employers in the Chicago area.
- Conduct campaign providing more information to Korean employees and job-seekers.
- Develop independent Korean/Asian employment service.
- Provide more information for employers through Korean language media and newsletters.
- Conduct evaluation research at the end of the current WJC project period.
- Expand the WJC targeting other minority groups, with expanded researches.

Thank You

HANSA INSTITUTE



<http://www.HANSAWON.org>