

# **Korean Auto Industry Workers' Perceptions of the Climate Crisis and a Just Transition**

**(Summary)**

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## **<Notice>**

This is a partial English summary of the full report in Korean. The chapters of the full report are as shown below. This brief summarizes only chapter 4. It also includes a survey result analysis in the end as an appendix.

Table of Contents

Chapter 1. The Meaning of a Just Transition

Chapter 2. The Auto Industry at a Turning Point

Chapter 3. Key Stakeholder Positions on Korea's Auto Industry Transition

Chapter 4. Survey Results: Korean Auto Industry Workers' Perceptions of the Climate Crisis  
and a Just Transition

Chapter 5. Global Cases and Implications

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## Background

The Republic of Korea (hereafter Korea) was the fifth largest automobile producer in the world in 2020, producing 3.5 million vehicles. According to the Korea Automobile Manufacturers Association (KAMA), the direct employment scale of the Korean auto industry numbered approximately 360,000 in 2018 and indirect employment stood at 154,000.<sup>1</sup> Among the top ten export items from Korea, automobiles rank second. However, internal combustion engine (ICE) vehicles comprised more than 90% of total domestic new vehicle sales in 2021 in South Korea, while electric vehicles (EVs) made up only 5.8% of sales.<sup>2</sup>

In the face of the global climate crisis, we need to drastically reduce greenhouse gas (GHG) emissions as soon as possible. The share of GHG emissions from the road transport sector in Korea in 2019 was 13.9%. To reduce GHG emissions by more than 50% by 2030 and achieve carbon neutrality by 2050, an accelerated industrial transition from ICE vehicles to EVs is necessary in parallel with a reduction in the total number of vehicles and an increase in renewable electricity generation.

The transition towards a decarbonized economy must not only be fast but should also leave no one behind. The first step in discussing a just transition of the Korean auto industry is to understand auto industry workers' views on the global climate crisis, the current transition policy, and a just transition. With this aim in mind, Greenpeace East Asia Seoul Office commissioned the research, "Korean Auto Industry Worker Perceptions of the Climate Crisis and a Just Transition."

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<sup>1</sup>Kwon, H. (2020, July 15). KAMA, "The employment of the auto industry increased by 240,000 in a decade". Yonhap News Agency. <https://www.yna.co.kr/view/AKR20200715083500003>

<sup>2</sup>Moon, H. (2022, April 6). The number of domestic cars sold last year decreased but sales peaked, why?. JoongAng Ilbo. <https://www.joongang.co.kr/article/25061352>

## 4.1. Online survey findings

### 4.1.1. Overview

Date: September 6 to October 14, 2021

Surveyed by: The Research Group, a public opinion survey company

Respondents: workers at finished automobile manufacturers

Nationwide 1,019 out of approximately 115,000 workers at Hyundai Motors, Kia, and GM Korea responded to the survey on a first-come-first-serve basis, with a sampling error of  $\pm 3.06\%$  points and a confidence level of 95%.

[Table 4-1] Overview: Survey of automobile industry workers' perceptions

Category		1.00		Category		1.00	
		Persons	%			Persons	%
By employer	Hyundai Motors	(430)	42.2	By workplace location	Seoul	(30)	2.9
	Kia	(109)	10.7		Busan	(4)	0.4
	GM Korea	(280)	27.5		Daegu	(2)	0.2
	Namyang R&D Center	(200)	19.6		Incheon	(123)	12.1
By age	25 or below	(12)	1.2		Gwangju	(17)	1.7
	26-35	(132)	13.0		Daejeon	(10)	1.0
	36-45	(295)	28.9		Ulsan	(298)	29.2
	46-55	(409)	40.1		Gyeonggi	(307)	30.1
	56 or over	(171)	16.8		Gangwon	(1)	0.1
By service period	5 years or less	(84)	8.2		Chungbuk	(2)	0.2
	5 to below 10 years	(127)	12.5		Chungnam	(38)	3.7
	10 to below 15 years	(154)	15.1		Jeonbuk	(71)	7.0
	15 to below 20 years	(192)	18.8		Jeonnam	(1)	0.1
	20 years or over	(462)	45.3		Kyungbuk	(5)	0.5
By education level	Middle school or lower	(6)	0.6	Kyungnam	(108)	10.6	
	High school or higher	(537)	52.7	Jeju	(2)	0.2	
	Undergraduate	(425)	41.7	By job	Production & tech	(710)	69.7
	Graduate school or higher	(51)	5.0		Management & admin	(92)	9.0
By household size	1 person	(81)	7.9		Research	(157)	15.4
	2 persons	(95)	9.3		Sales	(20)	2.0
	3 persons	(201)	19.7		Maintenance	(31)	3.0
	4 persons or more	(645)	63.0		Others	(9)	0.9

## **4.1.2. Analysis of survey questions & responses**

### **Q1. How serious do you think the current climate crisis is?**

Survey results indicate that Korean automobile industry workers perceive the climate crisis as severe. 961 out of 1,019 (94.3%) respondents said they felt the climate crisis was “extremely” or “very” serious, and only 9 (0.9%) responded that they felt it was “slightly” or “not at all” serious.

Older respondents tended to perceive the crisis as more serious. Respondents aged 25 or younger had a response score of 79.17, while those aged 26-35 had a score of 81.06, and respondents aged 56 or older had a score of 91.08. Members of one-person households perceived the crisis as less serious than other household groups.

By job, researchers showed the lowest perceived level of seriousness of the climate crisis (81.85), whereas production and technology, and management and administration workers perceived a higher-than-average level of severity.

### **Q2. What was the main trigger for you to recognize the seriousness of the climate crisis?**

Over half of respondents (53.2%) said that “soaring extreme weather events” was the top trigger for them to recognize the seriousness of the climate crisis. More than half of those (55%) who said that they perceived the climate crisis to be serious selected “soaring extreme weather events” as a trigger, whereas those who answered that they did not view the crisis as serious disproportionately pointed to “media reports” about the climate crisis as the main trigger.

### **Q3. How much impact do you think the climate crisis has on your life?**

88.6% of respondents said that the climate crisis had an “extremely” or “very” high impact on their lives, while only 1.6% responded that the impact was “slight” or “not at all.” Older age, longer employment period and larger household size correlated with a higher perception of impacts.

### **Q4. Which do you think is the biggest impact of the climate crisis on your life?**

Health was most frequently cited as the biggest impact of the climate crisis and was selected by 32% of respondents. Those who expressed that the climate crisis was more severe tended to point to “health issues” as the biggest impact, whereas those who perceived the climate crisis as less severe selected “wage and job insecurity from conversion to future cars” (44.4%) and “rising electricity prices due to the transition to renewables” (33.3%) as the most impacted areas.

By gender, men responded that “health” (31.1%) and “property” (26.4%) were the two areas most impacted by climate change, whereas for women, “health” (43.4%) was a more dominant issue.

GM Korea employees chose “wage and job insecurity” (19.3%) and “concerns and depression” (12.5%) more than their counterparts at Hyundai Motor Group.

### **Q5. Which generation do you think will be most affected by the climate crisis?**

Most respondents said the next generation (“my children”) would be most affected by the climate crisis. Older groups selected “my generation” at a higher rate.

Higher levels of perceived severity of the climate crisis correlated with a viewpoint that the climate crisis had an impact on one's life and that the current generation would be most impacted.

**Q6. International economic institutions and experts warn that unless the climate crisis is stopped, the global economy, including South Korea's economy, will suffer irrecoverable damage. How much do you agree with this message?**

Most respondents (93%) said that they "extremely" or "very" much agree with the above statement. Older respondents were more likely to agree. The level of agreement was significantly lower for those aged 25 or below.

Namyang R&D Center employees and researchers across all companies demonstrated lower levels of agreement with the statement.

**Q7. Who do you think should take the biggest responsibility for the climate crisis in South Korea?**

The national government ranked first in terms of the actor who respondents thought should take the biggest responsibility for the climate crisis, at 33.8%.

**Q8. How much do you think responses to the climate crisis are relevant to the automobile industry?**

Most respondents (94.9%) said that responses to the climate crisis are relevant to the automobile industry. Higher levels of education corresponded with a higher level of relevance indicated. Those who responded that the climate crisis was serious and had an impact on their lives were more likely to express that the crisis was relevant to the automobile industry.

**Q9. How much do you understand about the government's "industrial conversion policy to future cars"?**

Respondents' perceived understanding of the government's "industrial conversion policy to future cars" was not high. Fewer women than men said they were aware of the policy. A higher share of those aged 25 or younger responded that they were aware of the policy. A higher level of education corresponded with a higher awareness.

**Q10. What is your main source of information about "the industrial conversion to future cars"?**

Respondents said that they primarily obtained information about the "industrial conversion to future cars" from the press. GM Korea employees and those who work in sales reported the highest reliance on press/media as an information source.

Compared to employees of other companies, fewer GM Korea employees said that their primary source of information was the "company" (3.9%) or "labor union" (8.9%). By contrast, more than 25% of employees at Hyundai Motors (26.1%), Kia (25.6%) and the Namyang R&D Center (25.5%) cited the "company" or "labor union" as their top information source.

**Q11. What do you think about the view that the government should ban the sales of new ICE vehicles which emit GHGs in order to respond to the urgent issue of the climate crisis, as other countries do?**

Respondents expressed a high level of agreement (77.72 points) with the statement that the government should ban the sale of new ICE vehicles. Older age groups were most in agreement with the ban, and, among job positions, sales staff expressed the highest level of agreement and research staff the lowest. Respondents who said they found the climate crisis to be serious and to have an impact on their lives expressed a higher level of agreement.

**Q12. When do you think is the optimal time to implement the ban on the sale of new ICE vehicles, if any?**

More than a half (63.5%) of respondents answered that the ban on new ICE vehicle sales should be implemented before 2030 or in 2030, with little variation across employers. A total of 82.2% of respondents answered that the ban should be introduced by 2035. However, employees of Namyang R&D Center and researchers tended to support a later implementation date for the ban.

**Q13. What changes do you expect to the scale of employment in the automobile industry with “the industrial conversion to future cars”?**

A majority of respondents said that automobile industry employment would decrease with “the industrial conversion to future cars.” Researchers believed that the reduction would be less severe than those in other job roles. Employees of GM Korea were most likely to say that jobs would “decrease significantly,” while employees at Namyang R&D Center were least likely to project a significant decrease. Respondents who said that the climate crisis had a significant impact on lives were more likely to respond that jobs in the automobile industry would decrease.

**Q14. What do you think of the government policy response to “the industrial conversion to future cars”?**

The proportion of respondents who felt “very positive” about the government response to “the industrial conversion of future cars” was very low (3.9%). Additionally, GM Korea had the lowest rate of employees who felt “very positive.” The combined proportion of “very positive” and “positive” responses was highest among those who held sales jobs.

**Q15. What do you think of your company’s business strategy in response to “the industrial conversion to future cars”?**

Few respondents expressed that they were “very positive” about their company’s business strategy in response to “the industrial conversion of future cars,” with employees at GM Korea scoring their company lowest. However, approval of “your company’s business strategy” received a score of 54.07 points, compared to 47.28 points for “the government’s policy response to the industrial conversion of future cars.” 48.3% of respondents from Hyundai Motor Group (Hyundai Motors, Kia and Namyang R&D Center) said they were “positive” or “very positive” about their company’s business strategy, as compared to only 17.1% from GM Korea.

**Q16. What do you think should be the top priority for “the industrial conversion to future cars”?**

Respondents said the top priority for “the industrial conversion to future cars” should be “future car industry infrastructure development and financial support by the government” (33.1%), followed by “capacity building and job security enhancement for workers” (24.5%).

**Q17. The climate crisis calls for industrial transformation. The principle of a “just transition” is essential to minimize inequality and engage everyone as an actor to respond to climate change. Are you familiar with the concept of “just transition”?**

Respondents showed an average level of familiarity (50.69 points) with the principle of “just transition.” Those who responded that they and their colleagues could respond to the climate crisis tended to have a higher level of familiarity with the term.

**Q18. Who do you think plays the most important role in a just transition?**

The “national government” (28.8%), “workers and labor unions” (27.6%) and “company and management” (17.6%) were cited as the most important actors in a just transition.

The percentage of respondents who chose “workers and labor unions” was highest at Hyundai Motors and the lowest at Namyang R&D Center. Older age groups tended to choose the “national government” at a higher rate, as did sales and maintenance workers. The 26-35 age group were most likely to select “company and management.” Few respondents picked the “municipal government” (2.1%).

Employees of Hyundai Motor Group selected “workers and labor unions” as the most important actors, followed by the “national government,” whereas employees of GM Korea most frequently selected the “national government,” followed by “company and management” and “labor unions.”

**Q19. What is the most important consideration for the government to take into account for a just transition of the automobile industry?**

“Sustained employment during industrial conversion” (38.6%) was received the greatest share of responses as the most important consideration for the government to take into account. Older age groups and those with longer service periods tended to point to “sustained employment during industrial conversion” at a higher rate. “Governance structure engaging labor unions” was the second most selected response. Employees from Kia and the Namyang R&D Center selected at the highest rate “governance structure engaging labor unions” and “budget support for re-skilling and re-training.” They were least likely to choose “sustained employment during industrial conversion.”

“Governance structure engaging labor unions” was chosen disproportionately by older groups and least among those in research and sales positions.

**Q20. How much of a contribution do you think you and your colleagues can make in response to the climate crisis?**

Respondents for the most part said that they and their colleagues could contribute to the response to the climate crisis (65.19 points). The higher level of perceived severity and impact of the climate crisis, the more positive respondents were about their potential contribution. Additionally, those who were familiar with the concept of a just transition (72.48 points) on average expressed higher confidence in their ability to contribute.

**Q21. What policy do you think labor unions should focus on with regards to climate change?**

“Enhancement of education and discussion on the impact of the climate crisis on workers” (25.7%) was mentioned most as the policy that labor unions should focus on in their response to climate change. This was followed by “adopting climate crisis responses as an agenda for collective bargaining and concluding agreements” (19.5%) and “policy development to respond to the climate crisis at a national level” (18.3%).

**Q22. Are you considering changing your career to another industry outside of the automobile industry?**



A majority of respondents (84.8%) were not considering moving to other industries outside of the automobile industry. The percentage of those who said they are considering a change in career is lower for those who are older and have served in the industry longer.

### **Q23. What would be the most important factor to consider if you were to change careers?**

The two factors that respondents were most likely to consider if they were to change careers were “job security” (34%) and “pay” (25.2%). Respondents who were older or had served in the industry longer tended to pick “job security” most frequently, whereas younger employees and those with less experience in the industry tended to choose “pay.” GM Korea workers were 10% more likely to choose “job security” than employees of Hyundai Motor Group.

### **Q24. If you could receive support in shifting to new and non-automobile related industries, which industry do you want to join?**

Although most respondents stated that they are not considering a career change, they tended to feel that hydrogen-based businesses were the most promising.

Employees of Hyundai Motor Group said their preferred industry would be “hydrogen-based” followed by the “software” industry. GM Korea employees most frequently selected “battery-related” followed by “renewables.”

## **4.2. Interview and survey of part manufacturers**

### **4.2.1. Overview: interview and survey scope**

Scope: Five workers from part manufacturers were interviewed and 109 workers participated in an online survey

Date of interview: August 17 to December 2, 2021

Date of online survey: November 23 to December 10, 2021

Method of online survey: Google online survey

With the purpose of further analysing the survey findings from finished automobile manufacturers, employees of various part manufacturers were surveyed, including manufacturers specializing in future car parts, ICE part makers, businesses supported by the government, and those not related to industrial conversion to EV.

### **4.2.2. Analysis of survey responses**

#### **Q1. How serious do you think the current climate crisis is?**

91% of respondents said that the climate crisis is serious, with only two respondents saying it is not serious.

In the interviews with part manufacturers, the national government and businesses were mentioned frequently as the key actors responsible for addressing the climate crisis in South Korea.

#### **Q2. Which do you think is the biggest impact of the climate crisis on your life?**

“Health” (37%) was most frequently mentioned as the area of life that faced the biggest impact from the climate crisis. However, respondents chose “pay and job security” (26%) as the second most impacted area, whereas the workers at finished automobile manufacturers chose “negative impact on property.”

A number of interviewees from part manufacturers said that “a recent increase in extreme weather events” was a major reason for their awareness of the climate crisis.

### **Q3. Which generation do you think will be most affected by the climate crisis?**

Similar to the workers at finished automobile manufacturers, “my children’s generation” was mentioned most frequently as the generation that would be most affected by the climate crisis. However, by comparison, a relatively smaller percentage of part manufacturer workers said that “my generation” would be most impacted.

### **Q4. What do you think about the idea that the government should ban the sale of new ICE vehicles, which emit GHG emissions, to respond to the urgent issue of the climate crisis as other countries do?**

About 80% of respondents agreed to a ban on the sale of new ICE vehicles, approximately the same level of agreement as was the case for finished automobile manufacturer workers.

### **Q5. When do you think is the optimal time to implement a ban on the sale of new ICE vehicles, if any?**

Over half of respondents (61%) said that a ban on new ICE vehicle sales should be introduced before 2030. The share of those who said that a ban should not be implemented until 2040 or later (17%) was higher than that of finished automobile manufacturers (10.3%).

Interviewees from part manufacturers agreed to the need for a ban on new ICE vehicle sales but also expressed that the government’s policy was not an effective response to the needs of employers and workers in the course of industrial conversion.

Interviewees also tended to consider that the timing of implementation was too soon, given that the government’s policy was not fully shaped. They felt uncertain about issues of employment and industrial scale-down, and a number of respondents mentioned that it would be better to introduce the ban on new ICE vehicle sales sooner if there were countermeasures in place to address these uncertainties.

### **Q6. What do you think of the government policy to respond to “the industrial conversion to future cars”?**

Similar to workers at finished automobile manufacturers, a very small share of respondents expressed a positive view of the government’s response to “the industrial conversion to future cars.” However, the percentage of respondents who expressed a “negative” view was markedly higher than that of finished automobile workers.

### **Q7. What do you think of your company’s business strategy in response to “the industrial conversion to future cars”?**

Half of respondents (50%) said their company’s business strategy was not an effective response to “the industrial conversion to future cars.” The average score (37.61 points on a scale of 0 to 100) is quite low relative to workers at finished automobile makers (54.07 points).

In most cases, employees learned of their company’s strategy from media or external events, rather than from internal sources.

In interviews, some managers at part manufacturers expressed that their companies were at a greater disadvantage to grasp the future developments than workers or labor unions, and some even described their companies as “helpless.”

**Q8. What do you think should be the top priority in “the industrial conversion to future cars”?**

Half of respondents (50%) said the top priority should be “capacity building and job security enhancement for workers.” By contrast, workers of finished automobile makers chose “future car industry infrastructure development and financial support by the government” as the top priority.

In interviews, employees of part manufacturers expressed concern about job reduction, although they had varying outlooks depending on the types of parts they produced and whether they had already secured orders for EV and FCEV parts. Some expressed concern that tier 2 or 3 vendors might be hit harder, while tier 1 vendors would be relatively less affected.

**Q9. Are you familiar with the concept of a “just transition,” which is essential to minimize inequality and engage everyone as an actor to respond to climate change in the course of industrial conversion?**

Respondents’ familiarity with the concept of a “just transition” was at a moderate level.

**Q10. What is the most important consideration for the government to take into account for a just transition of the automobile industry?**

“Sustained employment during industrial conversion” (55%) was most frequently selected, followed by “governance structure engaging labor unions” (22%) and “plans to compensate for income loss during job changes” (13%).

**Q11. Are you considering changing your career to another industry from the automobile industry?**

Fewer respondents said they would consider changing to another industry compared to workers at finished automobile manufacturers.

**Q12. What would be the most important factor to consider if you were to change your career?**

The greatest number of respondents selected “job security” (34%).

# Appendix

## QS\_1. Have you ever experienced a temporary shutdown, long-term or short-term leaves?

			Yes	No	Total
		Responses	%	%	%
■ Total ■		(1019)	53.9	46.1	100.0
By employer	Hyundai Motors	(430)	61.4	38.6	100.0
	Kia	(109)	46.8	53.2	100.0
	GM Korea	(280)	51.1	48.9	100.0
	Namyang R&D Center	(200)	45.5	54.5	100.0
By gender	Male	(943)	54.8	45.2	100.0
	Female	(76)	42.1	57.9	100.0
By age	25 or below	(12)	50.0	50.0	100.0
	26-35	(132)	53.0	47.0	100.0
	36-45	(295)	53.6	46.4	100.0
	46-55	(409)	54.5	45.5	100.0
	56 or over	(171)	53.8	46.2	100.0
By service period	Below 5 years	(84)	50.0	50.0	100.0
	5 to less than 10 years	(127)	51.2	48.8	100.0
	10 to less than 15 years	(154)	57.1	42.9	100.0
	15 to less than 20 years	(192)	53.6	46.4	100.0
	20 years or longer	(462)	54.3	45.7	100.0
By workplace location	Seoul	(30)	43.3	56.7	100.0
	Busan	(4)	50.0	50.0	100.0
	Daegu	(2)	100.0	0.0	100.0
	Incheon	(123)	45.5	54.5	100.0
	Gwangju	(17)	52.9	47.1	100.0
	Daejeon	(10)	0.0	100.0	100.0
	Ulsan	(298)	60.4	39.6	100.0
	Gyeonggi	(307)	46.6	53.4	100.0
	Gangwon	(1)	100.0	0.0	100.0
	Chungbuk	(2)	50.0	50.0	100.0
	Chungnam	(38)	73.7	26.3	100.0
	Jeonbuk	(71)	67.6	32.4	100.0
	Jeonnam	(1)	0.0	100.0	100.0
	Kyungbuk	(5)	20.0	80.0	100.0
	Kyungnam	(108)	59.3	40.7	100.0
Jeju	(2)	50.0	50.0	100.0	
By education level	Middle school or lower	(6)	50.0	50.0	100.0

	High school or higher	(537)	59.2	40.8	100.0
	Undergraduate	(425)	48.2	51.8	100.0
	Graduate school or higher	(51)	45.1	54.9	100.0
By household size	1 person	(81)	48.1	51.9	100.0
	2 persons	(95)	48.4	51.6	100.0
	3 persons	(201)	53.2	46.8	100.0
	4 persons	(526)	54.9	45.1	100.0
	5 persons or more	(116)	58.6	41.4	100.0
By job	Production & tech	(710)	62.0	38.0	100.0
	Management & admin	(92)	28.3	71.7	100.0
	Research	(157)	39.5	60.5	100.0
	Sales	(20)	40.0	60.0	100.0
	Maintenance	(31)	25.8	74.2	100.0
	Others	(9)	55.6	44.4	

**QS\_2. How much impact do you think COVID-19 has had on your job?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average )	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Point s
■ Total ■		(1019)	51.6	35.9	8.0	3.9	0.5	(4.34)	(83.56)
By employer	Hyundai Motors	(430)	54.0	36.7	5.8	2.6	0.9	(4.40)	(85.06)
	Kia	(109)	54.1	31.2	6.4	8.3	0.0	(4.31)	(82.80)
	GM Korea	(280)	54.6	34.6	7.9	2.5	0.4	(4.41)	(85.18)
	Namyang R&D Center	(200)	41.0	38.5	14.0	6.5	0.0	(4.14)	(78.50)
By gender	Male	(943)	52.1	35.6	7.6	4.2	0.4	(4.35)	(83.67)
	Female	(76)	46.1	39.5	13.2	0.0	1.3	(4.29)	(82.24)
By age	25 or below	(12)	33.3	41.7	16.7	8.3	0.0	(4.00)	(75.00)
	26-35	(132)	38.6	40.2	14.4	5.3	1.5	(4.09)	(77.27)
	36-45	(295)	48.8	35.6	11.2	4.4	0.0	(4.29)	(82.20)
	46-55	(409)	55.5	35.9	5.6	2.7	0.2	(4.44)	(85.94)
	56 or over	(171)	58.5	32.7	2.9	4.7	1.2	(4.43)	(85.67)
By service period	Below 5 years	(84)	39.3	40.5	15.5	4.8	0.0	(4.14)	(78.57)
	5 to less than 10 years	(127)	44.9	36.2	13.4	3.9	1.6	(4.19)	(79.72)
	10 to less than 15 years	(154)	51.3	37.7	6.5	4.5	0.0	(4.36)	(83.93)

	15 to less than 20 years	(192)	49.5	34.4	10.9	5.2	0.0	(4.28)	(82.03)
	20 years or longer	(462)	56.7	35.1	4.5	3.0	0.6	(4.44)	(86.04)
By workplace location	Seoul	(30)	50.0	33.3	10.0	6.7	0.0	(4.27)	(81.67)
	Busan	(4)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	Daegu	(2)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	Incheon	(123)	52.8	36.6	8.9	0.8	0.8	(4.40)	(84.96)
	Gwangju	(17)	41.2	47.1	5.9	5.9	0.0	(4.24)	(80.88)
	Daejeon	(10)	50.0	30.0	20.0	0.0	0.0	(4.30)	(82.50)

	Ulsan	(298)	56.4	35.2	5.4	2.0	1.0	(4.44)	(85.99)
	Gyeonggi	(307)	45.6	36.8	9.8	7.5	0.3	(4.20)	(79.97)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungnam	(38)	47.4	39.5	7.9	5.3	0.0	(4.29)	(82.24)
	Jeonbuk	(71)	56.3	31.0	9.9	2.8	0.0	(4.41)	(85.21)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	20.0	80.0	0.0	0.0	0.0	(4.20)	(80.00)
	Kyungnam	(108)	55.6	34.3	7.4	2.8	0.0	(4.43)	(85.65)
	Jeju	(2)	50.0	0.0	50.0	0.0	0.0	(4.00)	(75.00)
By education	Middle school or lower	(6)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	High school or higher	(537)	53.8	34.5	6.9	4.1	0.7	(4.36)	(84.12)
	Undergraduate	(425)	49.6	37.4	9.6	3.3	0.0	(4.33)	(83.35)
	Graduate school or higher	(51)	45.1	37.3	7.8	7.8	2.0	(4.16)	(78.92)
By household size	1 person	(81)	40.7	39.5	14.8	3.7	1.2	(4.15)	(78.70)
	2 persons	(95)	52.6	31.6	7.4	8.4	0.0	(4.28)	(82.11)
	3 persons	(201)	49.8	43.3	5.0	1.5	0.5	(4.40)	(85.07)
	4 persons	(526)	51.7	35.2	8.4	4.2	0.6	(4.33)	(83.32)
	5 persons or more	(116)	61.2	27.6	7.8	3.4	0.0	(4.47)	(86.64)
By job	Production & tech	(710)	52.7	35.4	7.5	3.9	0.6	(4.36)	(83.91)
	Management & admin	(92)	55.4	34.8	5.4	4.3	0.0	(4.41)	(85.33)
	Research	(157)	45.2	37.6	12.1	4.5	0.6	(4.22)	(80.57)
	Sales	(20)	50.0	40.0	10.0	0.0	0.0	(4.40)	(85.00)
	Maintenance	(31)	54.8	38.7	6.5	0.0	0.0	(4.48)	(87.10)
	Others	(9)	33.3	44.4	11.1	11.1	0.0	(4.00)	(75.00)

**Q1. How serious do you think the current climate crisis is?**

		Responses	1	2	3	4	5	(Average)	Average
			Extremely (5 points)	Very (4 points)	Moderately (3 points)	Slightly (2 points)	Not at all (1 point)	Points	on a scale of 0 to 100
■ Total ■		(1019)	62.5	31.8	4.8	0.6	0.3	(4.56)	(88.91)
By employer	Hyundai Motors	(430)	64.9	31.4	3.5	0.2	0.0	(4.61)	(90.23)
	Kia	(109)	63.3	30.3	5.5	0.9	0.0	(4.56)	(88.99)
	GM Korea	(280)	70.0	25.0	4.6	0.4	0.0	(4.65)	(91.16)
	Namyang R&D Center	(200)	46.5	43.0	7.5	1.5	1.5	(4.32)	(82.88)
By gender	Male	(943)	63.1	31.3	4.8	0.6	0.2	(4.56)	(89.10)
	Female	(76)	55.3	38.2	5.3	0.0	1.3	(4.46)	(86.51)
By age	25 or below	(12)	41.7	33.3	25.0	0.0	0.0	(4.17)	(79.17)
	26-35	(132)	40.2	49.2	7.6	0.8	2.3	(4.24)	(81.06)
	36-45	(295)	60.0	32.5	6.4	1.0	0.0	(4.52)	(87.88)
	46-55	(409)	69.4	27.4	3.2	0.0	0.0	(4.66)	(91.56)
	56 or over	(171)	69.0	27.5	2.3	1.2	0.0	(4.64)	(91.08)
By service period	Below 5 years	(84)	48.8	39.3	9.5	1.2	1.2	(4.33)	(83.33)
	5 to less than 10 years	(127)	51.2	40.2	7.9	0.0	0.8	(4.41)	(85.24)
	10 to less than 15 years	(154)	61.0	33.1	5.2	0.6	0.0	(4.55)	(88.64)
	15 to less than 20 years	(192)	56.8	35.4	6.8	0.5	0.5	(4.47)	(86.85)
	20 years or longer	(462)	71.0	26.2	2.2	0.6	0.0	(4.68)	(91.88)
By workplace location	Seoul	(30)	70.0	26.7	3.3	0.0	0.0	(4.67)	(91.67)
	Busan	(4)	25.0	75.0	0.0	0.0	0.0	(4.25)	(81.25)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	73.2	22.0	3.3	0.8	0.8	(4.66)	(91.46)
	Gwangju	(17)	52.9	47.1	0.0	0.0	0.0	(4.53)	(88.24)
	Daejeon	(10)	70.0	30.0	0.0	0.0	0.0	(4.70)	(92.50)
	Ulsan	(298)	63.8	33.2	2.7	0.3	0.0	(4.60)	(90.10)
	Gyeonggi	(307)	52.8	38.4	7.2	1.3	0.3	(4.42)	(85.50)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungnam	(38)	60.5	31.6	5.3	0.0	2.6	(4.47)	(86.84)
	Jeonbuk	(71)	71.8	22.5	5.6	0.0	0.0	(4.66)	(91.55)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	60.0	40.0	0.0	0.0	0.0	(4.60)	(90.00)
	Kyungnam	(108)	71.3	22.2	6.5	0.0	0.0	(4.65)	(91.20)
Jeju	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)	

By education level	Middle school or lower	(6)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	High school or higher	(537)	68.0	27.0	4.5	0.6	0.0	(4.62)	(90.60)
	Undergraduate	(425)	56.5	37.2	4.9	0.7	0.7	(4.48)	(87.00)
	Graduate school or higher	(51)	56.9	35.3	7.8	0.0	0.0	(4.49)	(87.25)
By household size	1 person	(81)	39.5	46.9	11.1	1.2	1.2	(4.22)	(80.56)
	2 persons	(95)	60.0	34.7	3.2	1.1	1.1	(4.52)	(87.89)
	3 persons	(201)	64.7	31.3	4.0	0.0	0.0	(4.61)	(90.17)
	4 persons	(526)	65.8	29.7	3.6	0.8	0.2	(4.60)	(90.02)
	5 persons or more	(116)	62.1	29.3	8.6	0.0	0.0	(4.53)	(88.36)
By job	Production & tech	(710)	66.3	29.4	3.8	0.4	0.0	(4.62)	(90.42)
	Management & admin	(92)	67.4	27.2	5.4	0.0	0.0	(4.62)	(90.49)
	Research	(157)	43.9	43.9	8.9	1.9	1.3	(4.27)	(81.85)
	Sales	(20)	60.0	35.0	5.0	0.0	0.0	(4.55)	(88.75)
	Maintenance	(31)	58.1	32.3	6.5	0.0	3.2	(4.42)	(85.48)
	Others	(9)	55.6	44.4	0.0	0.0	0.0	(4.56)	(88.89)

## Q2. What was the main trigger for you to recognize the seriousness of the climate crisis?

			Recent soaring cases of extreme weather events	Media reports of climate crisis	Spread of the pandemic, e.g. COVID-19	Climate change policies and plans announced by the gov't	Books or lectures	Activities of civic groups	Conversation with colleagues or friends	Other
		Responses	%	%	%	%	%	%	%	%
■ Total ■		(1019)	53.2	22.1	11.5	5.2	2.8	2.8	1.9	0.5
By employer	Hyundai Motors	(430)	55.6	20.5	11.2	4.7	2.8	3.0	2.1	0.2
	Kia	(109)	57.8	17.4	12.8	5.5	1.8	2.8	1.8	0.0
	GM Korea	(280)	51.4	22.1	13.9	4.3	2.5	2.5	2.1	1.1
	Namyang R&D Center	(200)	48.0	28.0	8.0	7.5	4.0	3.0	1.0	0.5
By gender	Male	(943)	54.0	21.7	11.2	5.0	2.8	2.9	1.9	0.5
	Female	(76)	43.4	26.3	14.5	7.9	3.9	2.6	1.3	0.0
By age	25 or below	(12)	50.0	8.3	25.0	0.0	0.0	0.0	8.3	8.3
	26-35	(132)	46.2	29.5	8.3	7.6	1.5	3.8	2.3	0.8
	36-45	(295)	49.2	22.7	12.5	5.1	4.7	2.7	2.7	0.3
	46-55	(409)	55.0	18.8	12.7	5.9	2.2	3.7	1.2	0.5
	56 or over	(171)	61.4	24.0	8.2	2.3	2.3	0.6	1.2	0.0
By service period	Below 5 years	(84)	50.0	23.8	9.5	9.5	0.0	4.8	1.2	1.2



	5 to less than 10 years	(127)	48.8	23.6	11.0	6.3	4.7	2.4	2.4	0.8
	10 to less than 15 years	(154)	47.4	24.0	12.3	3.9	4.5	2.6	4.5	0.6
	15 to less than 20 years	(192)	47.4	23.4	14.6	7.3	3.1	3.1	1.0	0.0
	20 years or longer	(462)	59.3	20.1	10.4	3.7	2.2	2.6	1.3	0.4

By workplace location	Seoul	(30)	46.7	20.0	16.7	6.7	6.7	3.3	0.0	0.0
	Busan	(4)	0.0	25.0	25.0	50.0	0.0	0.0	0.0	0.0
	Daegu	(2)	50.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0
	Incheon	(123)	49.6	23.6	13.0	4.9	4.1	2.4	0.8	1.6
	Gwangju	(17)	64.7	0.0	29.4	5.9	0.0	0.0	0.0	0.0
	Daejeon	(10)	50.0	40.0	10.0	0.0	0.0	0.0	0.0	0.0
	Ulsan	(298)	55.0	21.1	11.4	3.7	2.7	3.4	2.3	0.3
	Gyeonggi	(307)	52.4	24.8	8.1	7.2	2.9	2.9	1.6	0.0
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	50.0	26.3	7.9	7.9	2.6	5.3	0.0	0.0
	Jeonbuk	(71)	50.7	16.9	19.7	4.2	4.2	2.8	1.4	0.0
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	60.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0
By education level	Middle school or lower	(6)	83.3	0.0	16.7	0.0	0.0	0.0	0.0	0.0
	High school or higher	(537)	52.1	21.4	11.9	5.8	3.0	2.8	2.4	0.6
	Undergraduate	(425)	54.1	23.1	10.6	4.7	3.1	2.8	1.2	0.5
	Graduate school or higher	(51)	52.9	23.5	13.7	3.9	0.0	3.9	2.0	0.0
By household size	1 person	(81)	46.9	29.6	8.6	6.2	0.0	3.7	3.7	1.2
	2 persons	(95)	52.6	22.1	10.5	3.2	4.2	4.2	3.2	0.0
	3 persons	(201)	48.3	27.9	12.4	4.5	2.0	3.0	2.0	0.0
	4 persons	(526)	57.4	19.6	10.6	4.9	2.7	2.7	1.5	0.6
	5 persons or more	(116)	47.4	18.1	16.4	8.6	6.0	1.7	0.9	0.9
By job	Production & tech	(710)	53.9	20.8	12.0	4.6	3.1	2.8	2.3	0.4
	Management & admin	(92)	46.7	23.9	10.9	8.7	4.3	3.3	1.1	1.1
	Research	(157)	52.9	28.0	8.9	3.8	1.9	2.5	1.3	0.6
	Sales	(20)	50.0	30.0	10.0	10.0	0.0	0.0	0.0	0.0
	Maintenance	(31)	61.3	12.9	16.1	6.5	0.0	3.2	0.0	0.0

	Others	(9)	44.4	11.1	11.1	22.2	0.0	11.1	0.0	0.0
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**Q3. How much impact do you think the climate crisis has on your life?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average )	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Points
■ Total ■		(1019)	47.6	41.0	9.8	1.1	0.5	(4.34)	(83.54)
By employer	Hyundai Motors	(430)	49.1	41.9	8.1	0.7	0.2	(4.39)	(84.71)
	Kia	(109)	46.8	40.4	11.9	0.9	0.0	(4.33)	(83.26)
	GM Korea	(280)	49.6	39.6	9.3	1.1	0.4	(4.37)	(84.29)
	Namyang R&D Center	(200)	42.0	41.5	13.0	2.0	1.5	(4.21)	(80.13)
By gender	Male	(943)	47.7	41.0	9.7	1.2	0.4	(4.34)	(83.62)
	Female	(76)	46.1	40.8	11.8	0.0	1.3	(4.30)	(82.57)
By age	25 or below	(12)	25.0	25.0	33.3	8.3	8.3	(3.50)	(62.50)
	26-35	(132)	37.9	40.9	17.4	1.5	2.3	(4.11)	(77.65)
	36-45	(295)	47.5	40.3	10.8	1.4	0.0	(4.34)	(83.47)
	46-55	(409)	49.9	41.6	8.1	0.5	0.0	(4.41)	(85.21)
	56 or over	(171)	51.5	42.1	4.7	1.2	0.6	(4.43)	(85.67)
By service period	Below 5 years	(84)	32.1	42.9	21.4	1.2	2.4	(4.01)	(75.30)
	5 to less than 10 years	(127)	45.7	40.2	11.8	1.6	0.8	(4.28)	(82.09)
	10 to less than 15 years	(154)	50.0	35.7	11.7	2.6	0.0	(4.33)	(83.28)
	15 to less than 20 years	(192)	45.8	41.1	11.5	1.0	0.5	(4.31)	(82.68)
	20 years or longer	(462)	50.9	42.6	5.8	0.4	0.2	(4.44)	(85.88)
By workplace location	Seoul	(30)	50.0	33.3	16.7	0.0	0.0	(4.33)	(83.33)
	Busan	(4)	25.0	50.0	25.0	0.0	0.0	(4.00)	(75.00)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	51.2	36.6	9.8	0.8	1.6	(4.35)	(83.74)
	Gwangju	(17)	23.5	70.6	5.9	0.0	0.0	(4.18)	(79.41)
	Daejeon	(10)	50.0	30.0	10.0	0.0	10.0	(4.10)	(77.50)
	Ulsan	(298)	50.0	40.6	8.7	0.7	0.0	(4.40)	(84.98)
	Gyeonggi	(307)	45.3	40.1	12.4	2.0	0.3	(4.28)	(82.00)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungnam	(38)	44.7	36.8	15.8	0.0	2.6	(4.21)	(80.26)
	Jeonbuk	(71)	43.7	52.1	4.2	0.0	0.0	(4.39)	(84.86)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	40.0	60.0	0.0	0.0	0.0	(4.40)	(85.00)
Kyungnam	(108)	51.9	40.7	5.6	1.9	0.0	(4.43)	(85.65)	

	Jeju	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)
By education level	Middle school or lower	(6)	33.3	66.7	0.0	0.0	0.0	(4.33)	(83.33)
	High school or higher	(537)	49.5	40.0	9.3	0.7	0.4	(4.38)	(84.40)
	Undergraduate	(425)	45.9	41.2	10.8	1.4	0.7	(4.30)	(82.53)
	Graduate school or higher	(51)	43.1	47.1	7.8	2.0	0.0	(4.31)	(82.84)
By household size	1 person	(81)	40.7	37.0	19.8	1.2	1.2	(4.15)	(78.70)
	2 persons	(95)	46.3	43.2	7.4	2.1	1.1	(4.32)	(82.89)
	3 persons	(201)	49.8	38.3	10.9	0.5	0.5	(4.36)	(84.08)
	4 persons	(526)	47.3	42.4	8.9	1.0	0.4	(4.35)	(83.84)
	5 persons or more	(116)	50.9	40.5	6.9	1.7	0.0	(4.41)	(85.13)
By job	Production & tech	(710)	48.9	41.1	9.0	0.8	0.1	(4.38)	(84.44)
	Management & admin	(92)	48.9	35.9	14.1	1.1	0.0	(4.33)	(83.15)
	Research	(157)	45.2	38.9	11.5	2.5	1.9	(4.23)	(80.73)
	Sales	(20)	50.0	35.0	15.0	0.0	0.0	(4.35)	(83.75)
	Maintenance	(31)	32.3	58.1	6.5	0.0	3.2	(4.16)	(79.03)
	Others	(9)	22.2	77.8	0.0	0.0	0.0	(4.22)	(80.56)

#### Q4. Which do you think is the biggest impact of the climate crisis on your life?

			Negative impact on health due to climate change	Negative impact on property due to climate change	Wage and job insecurity from transition to future car	Concerns and depression with uncertain future	Food crisis from climate crisis	Growing cost burden due to stronger climate regulations	Rising electricity price caused by transition to renewables
		Responses	%	%	%	%	%	%	%
■ Total ■		(1019)	32.0	25.2	15.7	10.2	8.2	4.8	3.8
By employer	Hyundai Motors	(430)	32.1	29.1	14.2	10.2	7.9	3.5	3.0
	Kia	(109)	33.0	25.7	15.6	10.1	8.3	3.7	3.7
	GM Korea	(280)	28.9	19.6	19.3	12.5	11.4	5.0	3.2
	Namyang R&D Center	(200)	35.5	24.5	14.0	7.0	4.5	8.0	6.5
By gender	Male	(943)	31.1	26.4	16.1	10.2	8.1	4.2	3.9
	Female	(76)	43.4	10.5	10.5	10.5	10.5	11.8	2.6
By age	25 or below	(12)	41.7	16.7	16.7	8.3	0.0	8.3	8.3
	26-35	(132)	34.8	20.5	12.9	8.3	7.6	9.1	6.8
	36-45	(295)	32.5	22.4	18.6	10.8	7.5	4.1	4.1
	46-55	(409)	30.1	26.2	15.6	12.0	10.0	3.9	2.2
	56 or over	(171)	32.7	32.2	12.9	6.4	6.4	4.7	4.7

By service period	Below 5 years	(84)	35.7	15.5	13.1	15.5	4.8	4.8	10.7
	5 to less than 10 years	(127)	37.0	23.6	13.4	5.5	9.4	8.7	2.4
	10 to less than 15 years	(154)	36.4	20.1	15.6	10.4	8.4	5.2	3.9
	15 to less than 20 years	(192)	28.1	27.1	19.3	13.0	5.7	3.1	3.6
	20 years or longer	(462)	30.1	28.4	15.4	9.3	9.5	4.3	3.0

By workplace location	Seoul	(30)	36.7	16.7	0.0	30.0	6.7	10.0	0.0
	Busan	(4)	0.0	0.0	50.0	25.0	0.0	0.0	25.0
	Daegu	(2)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Incheon	(123)	26.8	23.6	17.1	13.8	10.6	4.1	4.1
	Gwangju	(17)	41.2	35.3	17.6	0.0	0.0	0.0	5.9
	Daejeon	(10)	10.0	50.0	30.0	0.0	10.0	0.0	0.0
	Ulsan	(298)	28.2	32.9	14.8	9.1	8.4	4.0	2.7
	Gyeonggi	(307)	34.9	24.8	14.0	8.1	6.5	5.9	5.9
	Gangwon	(1)	0.0	0.0	0.0	0.0	0.0	100.0	0.0
	Chungbuk	(2)	0.0	0.0	0.0	0.0	100.0	0.0	0.0
	Chungnam	(38)	26.3	13.2	36.8	2.6	13.2	5.3	2.6
	Jeonbuk	(71)	40.8	18.3	15.5	12.7	5.6	2.8	4.2
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	40.0	40.0	0.0	20.0	0.0	0.0	0.0
	Kyungnam	(108)	35.2	15.7	17.6	13.0	11.1	5.6	1.9
Jeju	(2)	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
By education	Middle school or lower	(6)	16.7	33.3	16.7	0.0	33.3	0.0	0.0
	High school or higher	(537)	29.8	27.7	17.1	10.6	7.4	3.5	3.7
	Undergraduate	(425)	34.1	21.4	15.3	9.6	9.4	6.6	3.5
	Graduate school or higher	(51)	39.2	29.4	3.9	11.8	3.9	3.9	7.8
By household size	1 person	(81)	30.9	25.9	17.3	4.9	6.2	4.9	9.9
	2 persons	(95)	29.5	30.5	6.3	8.4	10.5	7.4	7.4
	3 persons	(201)	31.3	22.9	13.9	11.4	10.9	6.0	3.5
	4 persons	(526)	33.7	24.3	16.7	10.5	8.2	3.8	2.9
	5 persons or more	(116)	28.4	28.4	20.7	12.1	3.4	5.2	1.7
By job	Production & tech	(710)	29.7	27.2	17.9	10.0	8.3	3.7	3.2
	Management & admin	(92)	34.8	21.7	14.1	7.6	8.7	7.6	5.4
	Research	(157)	39.5	21.7	8.9	8.3	8.3	7.0	6.4
	Sales	(20)	45.0	15.0	5.0	25.0	0.0	10.0	0.0

	Maintenance	(31)	32.3	19.4	12.9	12.9	12.9	6.5	3.2
	Others	(9)	22.2	11.1	11.1	44.4	0.0	11.1	0.0

**Q5. Which generation do you think will be most affected by the climate crisis?**

			My generation	My children's generation	My grandchildren's generation	No generations to be affected
		Response s	%	%	%	%
■ Total ■		(1019)	35.1	51.4	13.0	0.5
By employer	Hyundai Motors	(430)	37.4	50.2	12.1	0.2
	Kia	(109)	29.4	59.6	11.0	0.0
	GM Korea	(280)	36.8	49.6	13.2	0.4
	Namyang R&D Center	(200)	31.0	52.0	15.5	1.5
By gender	Male	(943)	35.1	51.4	12.9	0.5
	Female	(76)	35.5	51.3	13.2	0.0
By age	25 or below	(12)	33.3	33.3	25.0	8.3
	26-35	(132)	31.8	52.3	14.4	1.5
	36-45	(295)	32.2	55.9	11.2	0.7
	46-55	(409)	35.0	51.1	13.9	0.0
	56 or over	(171)	43.3	45.0	11.7	0.0
By service period	Below 5 years	(84)	35.7	50.0	11.9	2.4
	5 to less than 10 years	(127)	33.1	52.8	13.4	0.8
	10 to less than 15 years	(154)	29.2	57.1	12.3	1.3
	15 to less than 20 years	(192)	31.3	52.6	16.1	0.0
	20 years or longer	(462)	39.2	48.9	11.9	0.0
By workplace location	Seoul	(30)	33.3	43.3	23.3	0.0
	Busan	(4)	0.0	100.0	0.0	0.0
	Daegu	(2)	100.0	0.0	0.0	0.0
	Incheon	(123)	31.7	49.6	17.9	0.8
	Gwangju	(17)	23.5	70.6	5.9	0.0
	Daejeon	(10)	60.0	30.0	10.0	0.0
	Ulsan	(298)	38.3	50.3	11.4	0.0
	Gyeonggi	(307)	31.3	53.4	14.7	0.7
	Gangwon	(1)	0.0	0.0	100.0	0.0
	Chungbuk	(2)	50.0	50.0	0.0	0.0
	Chungnam	(38)	42.1	50.0	7.9	0.0
	Jeonbuk	(71)	38.0	50.7	9.9	1.4
	Jeonnam	(1)	100.0	0.0	0.0	0.0
Kyungbuk	(5)	20.0	80.0	0.0	0.0	

	Kyungnam	(108)	38.0	50.9	10.2	0.9
	Jeju	(2)	0.0	100.0	0.0	0.0
By education level	Middle school or lower	(6)	33.3	33.3	33.3	0.0
	High school or higher	(537)	36.7	50.3	12.7	0.4
	Undergraduate	(425)	34.1	52.2	12.9	0.7
	Graduate school or higher	(51)	27.5	58.8	13.7	0.0
By household size	1 person	(81)	43.2	44.4	11.1	1.2
	2 persons	(95)	40.0	49.5	8.4	2.1
	3 persons	(201)	33.8	56.2	10.0	0.0
	4 persons	(526)	35.7	49.8	14.3	0.2
	5 persons or more	(116)	25.0	56.9	17.2	0.9
By job	Production & tech	(710)	36.1	51.7	12.1	0.1
	Management & admin	(92)	34.8	53.3	10.9	1.1
	Research	(157)	31.2	49.7	17.2	1.9
	Sales	(20)	35.0	40.0	25.0	0.0
	Maintenance	(31)	41.9	48.4	9.7	0.0
	Others	(9)	11.1	77.8	11.1	0.0

**Q6. International economic institutions and experts warn that unless the climate crisis is stopped, the global economy, including South Korea's economy, will suffer irrecoverable damage. How much do you agree with this message?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average )	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Point s
■ Total ■		(1019)	54.7	38.4	5.0	1.4	0.6	(4.45)	(86.29)
By employer	Hyundai Motors	(430)	58.1	35.1	4.4	1.9	0.5	(4.49)	(87.15)
	Kia	(109)	58.7	33.0	5.5	2.8	0.0	(4.48)	(86.93)
	GM Korea	(280)	57.1	37.1	5.4	0.0	0.4	(4.51)	(87.68)
	Namyang R&D Center	(200)	41.5	50.0	5.5	1.5	1.5	(4.29)	(82.13)
By gender	Male	(943)	55.0	38.5	4.5	1.5	0.5	(4.46)	(86.51)
	Female	(76)	50.0	36.8	11.8	0.0	1.3	(4.34)	(83.55)
By age	25 or below	(12)	25.0	25.0	33.3	8.3	8.3	(3.50)	(62.50)
	26-35	(132)	42.4	42.4	8.3	3.8	3.0	(4.17)	(79.36)
	36-45	(295)	51.2	41.0	6.1	1.7	0.0	(4.42)	(85.42)
	46-55	(409)	57.5	38.1	3.4	0.7	0.2	(4.52)	(87.96)

	56 or over	(171)	65.5	32.2	2.3	0.0	0.0	(4.63)	(90.79)
By service period	Below 5 years	(84)	45.2	33.3	14.3	4.8	2.4	(4.14)	(78.57)
	5 to less than 10 years	(127)	48.0	40.9	7.9	1.6	1.6	(4.32)	(83.07)
	10 to less than 15 years	(154)	48.1	44.8	3.9	3.2	0.0	(4.38)	(84.42)
	15 to less than 20 years	(192)	51.0	41.7	6.8	0.0	0.5	(4.43)	(85.68)
	20 years or longer	(462)	61.9	35.1	2.2	0.6	0.2	(4.58)	(89.45)

By workplace location	Seoul	(30)	46.7	36.7	13.3	3.3	0.0	(4.27)	(81.67)
	Busan	(4)	50.0	25.0	25.0	0.0	0.0	(4.25)	(81.25)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	58.5	34.1	5.7	0.0	1.6	(4.48)	(86.99)
	Gwangju	(17)	52.9	47.1	0.0	0.0	0.0	(4.53)	(88.24)
	Daejeon	(10)	70.0	20.0	0.0	10.0	0.0	(4.50)	(87.50)
	Ulsan	(298)	61.1	34.6	3.7	0.7	0.0	(4.56)	(89.01)
	Gyeonggi	(307)	46.9	43.6	5.9	2.9	0.7	(4.33)	(83.31)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungnam	(38)	44.7	50.0	2.6	0.0	2.6	(4.34)	(83.55)
	Jeonbuk	(71)	54.9	38.0	5.6	1.4	0.0	(4.46)	(86.62)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	40.0	60.0	0.0	0.0	0.0	(4.40)	(85.00)
	Kyungnam	(108)	59.3	35.2	4.6	0.0	0.9	(4.52)	(87.96)
Jeju	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)	
By education	Middle school or lower	(6)	66.7	33.3	0.0	0.0	0.0	(4.67)	(91.67)
	High school or higher	(537)	57.9	36.5	4.3	1.1	0.2	(4.51)	(87.71)
	Undergraduate	(425)	51.3	40.2	6.1	1.2	1.2	(4.39)	(84.82)
	Graduate school or higher	(51)	47.1	43.1	3.9	5.9	0.0	(4.31)	(82.84)
By household size	1 person	(81)	38.3	44.4	12.3	3.7	1.2	(4.15)	(78.70)
	2 persons	(95)	57.9	33.7	5.3	2.1	1.1	(4.45)	(86.32)
	3 persons	(201)	53.7	39.3	5.5	1.0	0.5	(4.45)	(86.19)
	4 persons	(526)	55.5	39.7	3.6	1.0	0.2	(4.49)	(87.36)
	5 persons or more	(116)	61.2	30.2	5.2	1.7	1.7	(4.47)	(86.85)
By job	Production & tech	(710)	57.5	37.2	4.4	0.8	0.1	(4.51)	(87.75)
	Management & admin	(92)	58.7	32.6	7.6	0.0	1.1	(4.48)	(86.96)
	Research	(157)	38.2	48.4	7.0	4.5	1.9	(4.17)	(79.14)

	Sales	(20)	60.0	35.0	5.0	0.0	0.0	(4.55)	(88.75)
	Maintenance	(31)	61.3	32.3	0.0	3.2	3.2	(4.45)	(86.29)
	Others	(9)	44.4	44.4	11.1	0.0	0.0	(4.33)	(83.33)

**Q7. Who do you think should take the biggest responsibility for the climate crisis in South Korea?**

			National gov't	Individual	Business/ Industry	Politics, e.g. political party and National Assembly	Overseas countries	Municipal gov't	Other
		Response s	%	%	%	%	%	%	%
■ Total ■		(1019)	33.8	23.1	19.2	17.1	4.1	1.9	0.9
By employer	Hyundai Motors	(430)	30.7	24.9	20.2	18.8	3.5	1.6	0.2
	Kia	(109)	43.1	15.6	14.7	19.3	3.7	2.8	0.9
	GM Korea	(280)	30.7	22.9	23.9	16.8	3.6	1.4	0.7
	Namyang R&D Center	(200)	39.5	23.5	13.0	12.5	6.5	2.5	2.5
By gender	Male	(943)	34.6	22.9	18.5	17.3	4.0	2.0	0.7
	Female	(76)	23.7	25.0	28.9	14.5	5.3	0.0	2.6
By age	25 or below	(12)	25.0	25.0	25.0	16.7	0.0	8.3	0.0
	26-35	(132)	34.8	16.7	15.9	14.4	10.6	3.8	3.8
	36-45	(295)	33.6	26.8	22.7	10.8	3.7	1.4	1.0
	46-55	(409)	34.5	21.3	18.3	20.5	3.2	2.0	0.2
	56 or over	(171)	32.2	25.7	17.5	21.6	2.3	0.6	0.0
By service period	Below 5 years	(84)	28.6	16.7	25.0	15.5	6.0	4.8	3.6
	5 to less than 10 years	(127)	35.4	25.2	15.7	11.0	8.7	2.4	1.6
	10 to less than 15 years	(154)	28.6	26.6	25.3	14.3	2.6	1.3	1.3
	15 to less than 20 years	(192)	38.0	20.3	19.8	14.6	5.2	1.6	0.5
	20 years or longer	(462)	34.2	23.6	16.9	21.0	2.6	1.5	0.2
By workplace location	Seoul	(30)	46.7	23.3	13.3	16.7	0.0	0.0	0.0
	Busan	(4)	25.0	25.0	0.0	50.0	0.0	0.0	0.0
	Daegu	(2)	50.0	0.0	0.0	50.0	0.0	0.0	0.0
	Incheon	(123)	35.8	19.5	22.8	16.3	1.6	3.3	0.8
	Gwangju	(17)	41.2	23.5	23.5	5.9	5.9	0.0	0.0
	Daejeon	(10)	20.0	30.0	20.0	10.0	10.0	10.0	0.0
	Ulsan	(298)	32.6	23.8	18.5	20.5	3.4	1.0	0.3
	Gyeonggi	(307)	39.7	21.2	13.4	15.3	6.2	2.6	1.6
	Gangwon	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	26.3	31.6	21.1	18.4	2.6	0.0	0.0
	Jeonbuk	(71)	19.7	32.4	31.0	14.1	1.4	1.4	0.0
	Jeonnam	(1)	0.0	0.0	100.0	0.0	0.0	0.0	0.0
Kyungbuk	(5)	0.0	60.0	0.0	20.0	0.0	20.0	0.0	



	Kyungnam	(108)	26.9	19.4	28.7	16.7	5.6	0.9	1.9
	Jeju	(2)	0.0	50.0	0.0	0.0	50.0	0.0	0.0
By education	Middle school or lower	(6)	16.7	0.0	16.7	33.3	16.7	16.7	0.0
	High school or higher	(537)	31.8	24.8	19.0	19.4	2.6	2.0	0.4
	Undergraduate	(425)	35.1	22.8	19.5	13.9	5.4	1.6	1.6
	Graduate school or higher	(51)	45.1	9.8	19.6	17.6	7.8	0.0	0.0

By household size	1 person	(81)	35.8	16.0	21.0	13.6	7.4	2.5	3.7
	2 persons	(95)	29.5	18.9	14.7	23.2	10.5	1.1	2.1
	3 persons	(201)	36.8	21.9	19.9	16.9	2.5	2.0	0.0
	4 persons	(526)	33.7	24.0	21.3	15.8	2.9	1.7	0.8
	5 persons or more	(116)	31.0	29.3	11.2	20.7	5.2	2.6	0.0
By job	Production & tech	(710)	32.0	24.4	20.6	18.2	2.7	1.7	0.6
	Management & admin	(92)	37.0	22.8	18.5	17.4	4.3	0.0	0.0
	Research	(157)	42.0	17.2	12.1	12.1	10.8	3.2	2.5
	Sales	(20)	30.0	20.0	20.0	20.0	5.0	0.0	5.0
	Maintenance	(31)	32.3	22.6	25.8	9.7	3.2	6.5	0.0
	Others	(9)	11.1	33.3	22.2	33.3	0.0	0.0	0.0

■ Part 2 Survey on perceptions of “future car conversion”

**Q8. How much do you think responses to the climate crisis are relevant to the automobile industry?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately 1 (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average)	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Points
■ Total ■		(1019)	64.8	30.1	4.4	0.5	0.2	(4.59)	(89.70)
By employer	Hyundai Motors	(430)	65.3	30.2	4.4	0.0	0.0	(4.61)	(90.23)
	Kia	(109)	68.8	25.7	5.5	0.0	0.0	(4.63)	(90.83)
	GM Korea	(280)	66.4	28.9	3.9	0.4	0.4	(4.61)	(90.18)
	Namyang R&D Center	(200)	59.0	34.0	4.5	2.0	0.5	(4.49)	(87.25)
By gender	Male	(943)	65.4	29.9	4.0	0.5	0.1	(4.60)	(90.01)
	Female	(76)	56.6	32.9	9.2	0.0	1.3	(4.43)	(85.86)
By age	25 or below	(12)	41.7	50.0	8.3	0.0	0.0	(4.33)	(83.33)
	26-35	(132)	53.8	34.8	9.1	1.5	0.8	(4.39)	(84.85)
	36-45	(295)	60.3	33.6	5.1	0.7	0.3	(4.53)	(88.22)
	46-55	(409)	71.4	24.9	3.4	0.2	0.0	(4.67)	(91.87)
	56 or over	(171)	66.7	31.6	1.8	0.0	0.0	(4.65)	(91.23)
By service period	Below 5 years	(84)	53.6	33.3	11.9	1.2	0.0	(4.39)	(84.82)
	5 to less than 10 years	(127)	48.8	43.3	7.1	0.8	0.0	(4.40)	(85.04)
	10 to less than 15 years	(154)	64.9	28.6	5.2	1.3	0.0	(4.57)	(89.29)
	15 to less than 20 years	(192)	64.6	30.7	3.6	0.0	1.0	(4.58)	(89.45)
	20 years or longer	(462)	71.2	26.2	2.4	0.2	0.0	(4.68)	(92.10)
By workplace location	Seoul	(30)	66.7	23.3	6.7	0.0	3.3	(4.50)	(87.50)
	Busan	(4)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	65.9	30.1	3.3	0.8	0.0	(4.61)	(90.24)
	Gwangju	(17)	64.7	35.3	0.0	0.0	0.0	(4.65)	(91.18)
	Daejeon	(10)	80.0	20.0	0.0	0.0	0.0	(4.80)	(95.00)
	Ulsan	(298)	65.1	30.5	4.4	0.0	0.0	(4.61)	(90.18)
	Gyeonggi	(307)	63.5	31.3	4.2	1.0	0.0	(4.57)	(89.33)
	Gangwon	(1)	0.0	0.0	100.0	0.0	0.0	(3.00)	(50.00)
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungnam	(38)	73.7	15.8	7.9	0.0	2.6	(4.58)	(89.47)
	Jeonbuk	(71)	67.6	26.8	5.6	0.0	0.0	(4.62)	(90.49)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	20.0	80.0	0.0	0.0	0.0	(4.20)	(80.00)
	Kyungnam	(108)	63.0	31.5	4.6	0.9	0.0	(4.56)	(89.12)
Jeju	(2)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)	

By education	Middle school or lower	(6)	50.0	16.7	33.3	0.0	0.0	(4.17)	(79.17)
	High school or higher	(537)	65.7	30.4	3.7	0.0	0.2	(4.61)	(90.36)
	Undergraduate	(425)	63.5	29.6	5.4	1.2	0.2	(4.55)	(88.76)
	Graduate school or higher	(51)	66.7	33.3	0.0	0.0	0.0	(4.67)	(91.67)
By household size	1 person	(81)	45.7	43.2	9.9	1.2	0.0	(4.33)	(83.33)
	2 persons	(95)	62.1	29.5	6.3	2.1	0.0	(4.52)	(87.89)
	3 persons	(201)	64.7	30.3	4.0	1.0	0.0	(4.59)	(89.68)
	4 persons	(526)	68.1	28.3	3.2	0.0	0.4	(4.64)	(90.92)
	5 persons or more	(116)	65.5	29.3	5.2	0.0	0.0	(4.60)	(90.09)
By job	Production & tech	(710)	65.8	30.0	4.1	0.1	0.0	(4.61)	(90.35)
	Management & admin	(92)	69.6	26.1	4.3	0.0	0.0	(4.65)	(91.30)
	Research	(157)	58.0	33.8	5.7	2.5	0.0	(4.47)	(86.78)
	Sales	(20)	60.0	30.0	10.0	0.0	0.0	(4.50)	(87.50)
	Maintenance	(31)	64.5	29.0	0.0	0.0	6.5	(4.45)	(86.29)
	Others	(9)	66.7	22.2	11.1	0.0	0.0	(4.56)	(88.89)

**Q9. How much do you understand about the government's "industrial conversion policy to future cars"?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average )	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Point s
■ Total ■		(1019)	13.1	39.2	39.3	7.8	0.8	(3.56)	(63.98)
By employer	Hyundai Motors	(430)	14.4	39.8	38.1	7.2	0.5	(3.60)	(65.12)
	Kia	(109)	13.8	36.7	43.1	6.4	0.0	(3.58)	(64.45)
	GM Korea	(280)	12.1	38.9	37.9	9.6	1.4	(3.51)	(62.68)
	Namyang R&D Center	(200)	11.0	39.5	41.5	7.0	1.0	(3.53)	(63.13)
By gender	Male	(943)	13.6	39.9	38.7	7.1	0.7	(3.58)	(64.61)
	Female	(76)	6.6	30.3	46.1	15.8	1.3	(3.25)	(56.25)
By age	25 or below	(12)	0.0	66.7	16.7	8.3	8.3	(3.42)	(60.42)
	26-35	(132)	22.0	35.6	31.8	9.8	0.8	(3.68)	(67.05)
	36-45	(295)	9.5	39.0	41.4	8.8	1.4	(3.46)	(61.61)
	46-55	(409)	12.5	40.1	39.6	7.3	0.5	(3.57)	(64.18)
	56 or over	(171)	14.6	38.0	42.1	5.3	0.0	(3.62)	(65.50)
By service period	Below 5 years	(84)	15.5	38.1	31.0	14.3	1.2	(3.52)	(63.10)
	5 to less than 10 years	(127)	15.0	37.8	39.4	7.1	0.8	(3.59)	(64.76)
	10 to less than 15 years	(154)	11.0	38.3	37.0	11.7	1.9	(3.45)	(61.20)
	15 to less than 20 years	(192)	11.5	38.5	42.2	6.8	1.0	(3.53)	(63.15)

	20 years or longer	(462)	13.4	40.3	40.3	5.8	0.2	(3.61)	(65.21)
By workplace location	Seoul	(30)	20.0	40.0	40.0	0.0	0.0	(3.80)	(70.00)
	Busan	(4)	25.0	0.0	50.0	25.0	0.0	(3.25)	(56.25)
	Daegu	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)
	Incheon	(123)	13.0	40.7	38.2	5.7	2.4	(3.56)	(64.02)
	Gwangju	(17)	5.9	29.4	58.8	5.9	0.0	(3.35)	(58.82)
	Daejeon	(10)	0.0	50.0	30.0	10.0	10.0	(3.20)	(55.00)
	Ulsan	(298)	15.1	37.6	38.9	8.1	0.3	(3.59)	(64.77)
	Gyeonggi	(307)	12.7	38.4	40.4	8.1	0.3	(3.55)	(63.76)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	50.0	0.0	50.0	0.0	0.0	(4.00)	(75.00)
	Chungnam	(38)	5.3	36.8	47.4	7.9	2.6	(3.34)	(58.55)
	Jeonbuk	(71)	12.7	46.5	36.6	4.2	0.0	(3.68)	(66.90)
	Jeonnam	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Kyungbuk	(5)	0.0	20.0	80.0	0.0	0.0	(3.20)	(55.00)
	Kyungnam	(108)	12.0	41.7	32.4	13.0	0.9	(3.51)	(62.73)
Jeju	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)	
By education	Middle school or lower	(6)	33.3	0.0	66.7	0.0	0.0	(3.67)	(66.67)
	High school or higher	(537)	11.7	38.0	42.1	7.4	0.7	(3.53)	(63.13)
	Undergraduate	(425)	13.4	39.1	38.4	8.2	0.9	(3.56)	(63.94)
	Graduate school or higher	(51)	21.6	56.9	13.7	7.8	0.0	(3.92)	(73.04)
By household size	1 person	(81)	11.1	40.7	29.6	16.0	2.5	(3.42)	(60.49)
	2 persons	(95)	14.7	38.9	36.8	9.5	0.0	(3.59)	(64.74)
	3 persons	(201)	12.4	40.3	37.3	8.5	1.5	(3.54)	(63.43)
	4 persons	(526)	13.9	36.5	43.0	6.1	0.6	(3.57)	(64.26)
	5 persons or more	(116)	10.3	48.3	34.5	6.9	0.0	(3.62)	(65.52)
By job	Production & tech	(710)	12.3	38.9	41.0	7.3	0.6	(3.55)	(63.73)
	Management & admin	(92)	18.5	38.0	34.8	7.6	1.1	(3.65)	(66.30)
	Research	(157)	11.5	43.9	33.8	9.6	1.3	(3.55)	(63.69)
	Sales	(20)	20.0	40.0	35.0	5.0	0.0	(3.75)	(68.75)
	Maintenance	(31)	19.4	22.6	48.4	6.5	3.2	(3.48)	(62.10)
	Others	(9)	11.1	44.4	22.2	22.2	0.0	(3.44)	(61.11)

**Q10. What is your main source of information about “the industrial conversion to future cars”?**

		Press/Media	Company	Labor Union	Colleagues	Government	Others
	Responses	%	%	%	%	%	%
■ Total ■	(1019)	72.7	12.4	10.0	2.2	2.1	0.7

By employer	Hyundai Motors	(430)	71.2	14.2	11.9	1.2	1.4	0.2
	Kia	(109)	71.6	11.0	15.6	0.0	1.8	0.0
	GM Korea	(280)	77.9	3.9	8.9	4.3	3.9	1.1
	Namyang R&D Center	(200)	69.5	21.0	4.5	2.5	1.0	1.5
By gender	Male	(943)	72.9	12.0	10.6	1.9	2.1	0.5
	Female	(76)	71.1	17.1	2.6	5.3	1.3	2.6
By age	25 or below	(12)	50.0	33.3	8.3	8.3	0.0	0.0
	26-35	(132)	65.2	23.5	6.1	3.0	1.5	0.8
	36-45	(295)	75.9	9.8	9.2	2.4	2.4	0.3
	46-55	(409)	72.9	8.8	13.0	2.0	2.2	1.2
	56 or over	(171)	74.3	15.2	7.6	1.2	1.8	0.0
By service period	Below 5 years	(84)	69.0	16.7	3.6	3.6	4.8	2.4
	5 to less than 10 years	(127)	69.3	16.5	8.7	4.7	0.8	0.0

	10 to less than 15 years	(154)	68.8	13.6	11.7	3.2	1.9	0.6
	15 to less than 20 years	(192)	76.6	7.8	9.9	1.6	3.1	1.0
	20 years or longer	(462)	74.0	11.9	11.0	1.1	1.5	0.4
By workplace location	Seoul	(30)	70.0	20.0	3.3	6.7	0.0	0.0
	Busan	(4)	50.0	0.0	0.0	0.0	50.0	0.0
	Daegu	(2)	100.0	0.0	0.0	0.0	0.0	0.0
	Incheon	(123)	78.9	4.9	8.1	4.9	2.4	0.8
	Gwangju	(17)	100.0	0.0	0.0	0.0	0.0	0.0
	Daejeon	(10)	70.0	10.0	20.0	0.0	0.0	0.0
	Ulsan	(298)	71.5	14.4	11.1	1.0	1.7	0.3
	Gyeonggi	(307)	68.4	17.9	10.1	1.6	1.0	1.0
	Gangwon	(1)	100.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	50.0	50.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	65.8	13.2	15.8	2.6	2.6	0.0
	Jeonbuk	(71)	80.3	5.6	11.3	1.4	1.4	0.0
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	40.0	40.0	20.0	0.0	0.0	0.0
	Kyungnam	(108)	76.9	2.8	9.3	3.7	5.6	1.9
Jeju	(2)	100.0	0.0	0.0	0.0	0.0	0.0	
By education	Middle school or lower	(6)	50.0	33.3	16.7	0.0	0.0	0.0
	High school or higher	(537)	70.6	12.1	12.5	1.9	2.6	0.4
	Undergraduate	(425)	76.5	12.0	7.5	1.6	1.2	1.2
	Graduate school or higher	(51)	66.7	15.7	3.9	9.8	3.9	0.0

By household size	1 person	(81)	66.7	21.0	3.7	6.2	1.2	1.2
	2 persons	(95)	72.6	13.7	10.5	1.1	0.0	2.1
	3 persons	(201)	72.1	8.0	14.4	1.5	4.0	0.0
	4 persons	(526)	73.4	12.7	8.7	2.5	2.1	0.6
	5 persons or more	(116)	75.0	11.2	12.1	0.0	0.9	0.9
By job	Production & tech	(710)	73.2	10.4	12.1	1.8	2.0	0.4
	Management & admin	(92)	77.2	10.9	6.5	0.0	4.3	1.1
	Research	(157)	65.6	22.3	4.5	4.5	1.3	1.9
	Sales	(20)	90.0	10.0	0.0	0.0	0.0	0.0
	Maintenance	(31)	74.2	16.1	9.7	0.0	0.0	0.0
	Others	(9)	66.7	0.0	0.0	22.2	11.1	0.0

**Q11. What do you think about the view that the government should ban the sales of new ICE vehicles which emit GHGs in order to respond to the urgent issue of the climate crisis, as other countries do?**

			1 Extremely agree (5 points)	2 Agree very much (4 points)	3 Moderately agree (3 points)	4 Slightly agree (2 points)	5 Not agree at all (1 point)	(Average)	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Points
■ Total ■		(1019)	35.3	46.8	12.5	4.2	1.2	(4.11)	(77.72)
By employer	Hyundai Motors	(430)	40.0	44.0	11.4	3.3	1.4	(4.18)	(79.48)
	Kia	(109)	33.9	52.3	11.0	2.8	0.0	(4.17)	(79.36)
	GM Korea	(280)	36.8	47.9	12.1	2.9	0.4	(4.18)	(79.46)
	Namyang R&D Center	(200)	24.0	48.5	16.0	9.0	2.5	(3.83)	(70.63)
By gender	Male	(943)	35.5	47.1	11.9	4.5	1.1	(4.12)	(77.89)
	Female	(76)	32.9	43.4	19.7	1.3	2.6	(4.03)	(75.66)
By age	25 or below	(12)	16.7	58.3	8.3	16.7	0.0	(3.75)	(68.75)
	26-35	(132)	33.3	37.1	18.9	5.3	5.3	(3.88)	(71.97)
	36-45	(295)	30.5	49.8	13.9	5.8	0.0	(4.05)	(76.27)
	46-55	(409)	38.4	45.7	11.7	2.9	1.2	(4.17)	(79.28)
	56 or over	(171)	39.2	50.9	7.0	2.9	0.0	(4.26)	(81.58)
By service period	Below 5 years	(84)	32.1	46.4	14.3	4.8	2.4	(4.01)	(75.30)
	5 to less than 10 years	(127)	34.6	36.2	18.9	7.1	3.1	(3.92)	(73.03)
	10 to less than 15 years	(154)	29.9	50.0	13.0	7.1	0.0	(4.03)	(75.65)
	15 to less than 20 years	(192)	31.8	51.0	12.5	3.1	1.6	(4.08)	(77.08)
	20 years or longer	(462)	39.4	47.0	10.2	2.8	0.6	(4.22)	(80.41)
By workplace location	Seoul	(30)	26.7	53.3	16.7	3.3	0.0	(4.03)	(75.83)
	Busan	(4)	25.0	50.0	0.0	25.0	0.0	(3.75)	(68.75)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)

	Incheon	(123)	39.0	48.0	9.8	1.6	1.6	(4.21)	(80.28)
	Gwangju	(17)	35.3	58.8	5.9	0.0	0.0	(4.29)	(82.35)
	Daejeon	(10)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)
	Ulsan	(298)	36.9	46.0	12.8	3.0	1.3	(4.14)	(78.52)
	Gyeonggi	(307)	28.0	49.2	14.0	7.2	1.6	(3.95)	(73.70)
	Gangwon	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Chungbuk	(2)	50.0	0.0	50.0	0.0	0.0	(4.00)	(75.00)
	Chungnam	(38)	39.5	36.8	18.4	2.6	2.6	(4.08)	(76.97)
	Jeonbuk	(71)	52.1	38.0	5.6	4.2	0.0	(4.38)	(84.51)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	40.0	40.0	20.0	0.0	0.0	(4.20)	(80.00)
	Kyungnam	(108)	34.3	48.1	13.9	3.7	0.0	(4.13)	(78.24)
	Jeju	(2)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
By education	Middle school or lower	(6)	16.7	66.7	16.7	0.0	0.0	(4.00)	(75.00)
	High school or higher	(537)	35.2	48.0	12.7	3.4	0.7	(4.14)	(78.40)
	Undergraduate	(425)	35.8	45.4	11.5	5.6	1.6	(4.08)	(77.00)
	Graduate school or higher	(51)	35.3	43.1	17.6	2.0	2.0	(4.08)	(76.96)
By household size	1 person	(81)	29.6	44.4	18.5	2.5	4.9	(3.91)	(72.84)
	2 persons	(95)	32.6	54.7	7.4	5.3	0.0	(4.15)	(78.68)
	3 persons	(201)	38.8	43.8	11.9	4.5	1.0	(4.15)	(78.73)
	4 persons	(526)	34.2	48.3	12.2	4.2	1.1	(4.10)	(77.57)
	5 persons or more	(116)	40.5	40.5	14.7	4.3	0.0	(4.17)	(79.31)
By job	Production & tech	(710)	35.2	48.3	12.4	3.5	0.6	(4.14)	(78.52)
	Management & admin	(92)	47.8	37.0	10.9	3.3	1.1	(4.27)	(81.79)
	Research	(157)	24.8	47.8	14.6	8.9	3.8	(3.81)	(70.22)
	Sales	(20)	45.0	45.0	5.0	5.0	0.0	(4.30)	(82.50)
	Maintenance	(31)	48.4	32.3	16.1	0.0	3.2	(4.23)	(80.65)
	Others	(9)	33.3	66.7	0.0	0.0	0.0	(4.33)	(83.33)

**Q12. When do you think is the optimal time to implement the ban on the sale of new ICE vehicles, if any?**

			Before 2030	2030	2035	2040	2040 or later
		Responses	%	%	%	%	%
■ Total ■		(1019)	36.7	26.8	18.7	7.5	10.3
By employer	Hyundai Motors	(430)	39.5	27.9	19.3	6.3	7.0
	Kia	(109)	42.2	26.6	19.3	5.5	6.4
	GM Korea	(280)	41.8	25.4	16.1	6.8	10.0
	Namyang R&D Center	(200)	20.5	26.5	21.0	12.0	20.0
By gender	Male	(943)	35.7	27.3	19.0	7.2	10.8

	Female	(76)	48.7	21.1	15.8	10.5	3.9
By age	25 or below	(12)	25.0	25.0	33.3	0.0	16.7
	26-35	(132)	29.5	28.0	15.2	9.8	17.4
	36-45	(295)	35.3	30.2	15.9	8.1	10.5
	46-55	(409)	40.1	24.4	20.0	6.8	8.6
	56 or over	(171)	37.4	25.7	22.2	6.4	8.2
By service period	Below 5 years	(84)	39.3	25.0	19.0	6.0	10.7
	5 to less than 10 years	(127)	32.3	29.9	11.8	9.4	16.5
	10 to less than 15 years	(154)	32.5	26.6	17.5	10.4	13.0
	15 to less than 20 years	(192)	37.5	25.5	18.2	8.9	9.9
	20 years or longer	(462)	38.5	26.8	21.2	5.6	7.8
By workplace location	Seoul	(30)	36.7	26.7	30.0	6.7	0.0
	Busan	(4)	25.0	75.0	0.0	0.0	0.0
	Daegu	(2)	100.0	0.0	0.0	0.0	0.0
	Incheon	(123)	36.6	25.2	16.3	10.6	11.4
	Gwangju	(17)	23.5	35.3	41.2	0.0	0.0
	Daejeon	(10)	50.0	30.0	10.0	10.0	0.0
	Ulsan	(298)	34.6	29.9	21.8	6.0	7.7
	Gyeonggi	(307)	29.3	26.1	18.2	10.1	16.3
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	55.3	13.2	18.4	5.3	7.9
	Jeonbuk	(71)	59.2	21.1	12.7	5.6	1.4
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	40.0	60.0	0.0	0.0	0.0
	Kyungnam	(108)	41.7	25.9	15.7	4.6	12.0
Jeju	(2)	0.0	50.0	0.0	0.0	50.0	
By education	Middle school or lower	(6)	50.0	16.7	33.3	0.0	0.0
	High school or higher	(537)	40.8	25.9	19.6	6.1	7.6
	Undergraduate	(425)	31.8	30.1	17.2	7.8	13.2
	Graduate school or higher	(51)	33.3	9.8	21.6	19.6	15.7
By household size	1 person	(81)	33.3	27.2	18.5	9.9	11.1
	2 persons	(95)	33.7	28.4	18.9	11.6	7.4
	3 persons	(201)	33.8	28.4	18.4	8.0	11.4
	4 persons	(526)	37.8	26.6	18.8	6.5	10.3
	5 persons or more	(116)	41.4	23.3	19.0	6.0	10.3
By job	Production & tech	(710)	39.0	26.9	18.5	7.2	8.5



	Management & admin	(92)	39.1	25.0	23.9	3.3	8.7
	Research	(157)	19.1	28.0	17.2	12.7	22.9
	Sales	(20)	35.0	40.0	20.0	5.0	0.0
	Maintenance	(31)	54.8	16.1	22.6	3.2	3.2
	Others	(9)	77.8	22.2	0.0	0.0	0.0

**Q13. What changes do you expect to the scale of employment in the automobile industry with “the industrial conversion to future cars”?**

			1 Decrease significantly (1 point)	2 Decrease slightly (2 points)	3 Not change (3 points)	4 Increase slightly (4 points)	5 Increase significantly (5 points)	(Average)	Average on a scale of 0 to 100
		Responses	%	%	%	%	%	Points	Points
■ Total ■		(1019)	53.3	36.0	7.6	2.1	1.1	(1.62)	(15.41)
By employer	Hyundai Motors	(430)	54.9	36.0	5.8	2.1	1.2	(1.59)	(14.65)
	Kia	(109)	55.0	34.9	7.3	0.9	1.8	(1.60)	(14.91)
	GM Korea	(280)	59.3	31.4	6.8	1.8	0.7	(1.53)	(13.30)
	Namyang R&D Center	(200)	40.5	43.0	12.5	3.0	1.0	(1.81)	(20.25)
By gender	Male	(943)	55.0	35.3	7.2	1.5	1.0	(1.58)	(14.50)
	Female	(76)	31.6	44.7	11.8	9.2	2.6	(2.07)	(26.64)
By age	25 or below	(12)	41.7	33.3	25.0	0.0	0.0	(1.83)	(20.83)
	26-35	(132)	29.5	50.8	14.4	3.8	1.5	(1.97)	(24.24)
	36-45	(295)	51.9	34.9	9.5	3.4	0.3	(1.65)	(16.36)
	46-55	(409)	61.6	30.6	5.6	0.7	1.5	(1.50)	(12.47)
	56 or over	(171)	55.0	39.8	2.3	1.8	1.2	(1.54)	(13.60)
By service period	Below 5 years	(84)	31.0	45.2	17.9	4.8	1.2	(2.00)	(25.00)
	5 to less than 10 years	(127)	41.7	41.7	11.8	4.7	0.0	(1.80)	(19.88)
	10 to less than 15 years	(154)	50.6	36.4	10.4	1.9	0.6	(1.66)	(16.40)
	15 to less than 20 years	(192)	57.8	32.8	6.8	1.6	1.0	(1.55)	(13.80)
	20 years or longer	(462)	59.5	34.0	3.9	1.1	1.5	(1.51)	(12.77)
By workplace location	Seoul	(30)	60.0	23.3	10.0	6.7	0.0	(1.63)	(15.83)
	Busan	(4)	50.0	25.0	25.0	0.0	0.0	(1.75)	(18.75)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(2.00)	(25.00)
	Incheon	(123)	60.2	31.7	5.7	1.6	0.8	(1.51)	(12.80)
	Gwangju	(17)	64.7	35.3	0.0	0.0	0.0	(1.35)	(8.82)
	Daejeon	(10)	50.0	40.0	10.0	0.0	0.0	(1.60)	(15.00)
	Ulsan	(298)	56.4	34.9	5.7	1.7	1.3	(1.57)	(14.18)
	Gyeonggi	(307)	43.6	40.7	11.7	2.9	1.0	(1.77)	(19.22)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(2.00)	(25.00)
Chungbuk	(2)	50.0	50.0	0.0	0.0	0.0	(1.50)	(12.50)	

	Chungnam	(38)	60.5	34.2	0.0	0.0	5.3	(1.55)	(13.82)
	Jeonbuk	(71)	57.7	35.2	4.2	1.4	1.4	(1.54)	(13.38)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(1.00)	(.00)
	Kyungbuk	(5)	40.0	60.0	0.0	0.0	0.0	(1.60)	(15.00)
	Kyungnam	(108)	58.3	31.5	8.3	1.9	0.0	(1.54)	(13.43)
	Jeju	(2)	0.0	100.0	0.0	0.0	0.0	(2.00)	(25.00)
By education	Middle school or lower	(6)	50.0	50.0	0.0	0.0	0.0	(1.50)	(12.50)
	High school or higher	(537)	61.5	30.5	5.2	1.5	1.3	(1.51)	(12.66)
	Undergraduate	(425)	45.4	41.6	9.9	2.1	0.9	(1.72)	(17.88)
	Graduate school or higher	(51)	33.3	45.1	13.7	7.8	0.0	(1.96)	(24.02)
By household size	1 person	(81)	38.3	49.4	9.9	2.5	0.0	(1.77)	(19.14)
	2 persons	(95)	45.3	45.3	6.3	3.2	0.0	(1.67)	(16.84)
	3 persons	(201)	52.2	35.3	8.0	2.5	2.0	(1.67)	(16.67)
	4 persons	(526)	55.5	34.2	7.0	1.9	1.3	(1.59)	(14.83)
	5 persons or more	(116)	62.1	28.4	8.6	0.9	0.0	(1.48)	(12.07)
By job	Production & tech	(710)	58.3	34.2	5.5	1.0	1.0	(1.52)	(13.03)
	Management & admin	(92)	56.5	28.3	6.5	5.4	3.3	(1.71)	(17.66)
	Research	(157)	28.7	49.0	18.5	3.8	0.0	(1.97)	(24.36)
	Sales	(20)	55.0	30.0	15.0	0.0	0.0	(1.60)	(15.00)
	Maintenance	(31)	54.8	35.5	0.0	6.5	3.2	(1.68)	(16.94)
	Others	(9)	44.4	44.4	0.0	11.1	0.0	(1.78)	(19.44)

**Q14. What do you think of the government policy response to “the industrial conversion to future cars”?**

			2 Very positive (5 points)	3 Positive (4 points)	4 Moderate (3 points)	5 Negative (2 points)	6 Very negative (1 point)	(Average)	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Points
■ Total ■		(1019)	3.9	20.6	42.4	26.8	6.3	(2.89)	(47.28)
By employer	Hyundai Motors	(430)	4.7	22.8	43.3	24.4	4.9	(2.98)	(49.48)
	Kia	(109)	1.8	22.9	36.7	33.9	4.6	(2.83)	(45.87)
	GM Korea	(280)	5.4	13.6	42.9	29.6	8.6	(2.78)	(44.38)
	Namyang R&D Center	(200)	1.5	24.5	43.0	24.0	7.0	(2.90)	(47.38)
By gender	Male	(943)	3.9	20.4	41.9	27.4	6.5	(2.88)	(46.98)
	Female	(76)	3.9	23.7	48.7	19.7	3.9	(3.04)	(50.99)
By age	25 or below	(12)	0.0	16.7	66.7	16.7	0.0	(3.00)	(50.00)
	26-35	(132)	5.3	16.7	40.9	24.2	12.9	(2.77)	(44.32)
	36-45	(295)	2.7	21.4	41.7	28.8	5.4	(2.87)	(46.78)
	46-55	(409)	4.9	19.3	42.3	27.4	6.1	(2.89)	(47.37)

	56 or over	(171)	2.9	25.7	43.3	24.6	3.5	(3.00)	(50.00)
By service period	Below 5 years	(84)	7.1	25.0	41.7	17.9	8.3	(3.05)	(51.19)
	5 to less than 10 years	(127)	3.9	14.2	44.1	27.6	10.2	(2.74)	(43.50)
	10 to less than 15 years	(154)	4.5	18.8	40.9	27.9	7.8	(2.84)	(46.10)
	15 to less than 20 years	(192)	3.1	22.9	40.6	27.6	5.7	(2.90)	(47.53)
	20 years or longer	(462)	3.5	21.2	43.3	27.5	4.5	(2.92)	(47.89)
By workplace location	Seoul	(30)	3.3	20.0	56.7	20.0	0.0	(3.07)	(51.67)
	Busan	(4)	0.0	50.0	0.0	50.0	0.0	(3.00)	(50.00)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	6.5	15.4	40.7	30.1	7.3	(2.84)	(45.93)
	Gwangju	(17)	0.0	29.4	41.2	29.4	0.0	(3.00)	(50.00)
	Daejeon	(10)	0.0	30.0	40.0	30.0	0.0	(3.00)	(50.00)
	Ulsan	(298)	4.4	24.8	41.6	25.2	4.0	(3.00)	(50.08)
	Gyeonggi	(307)	2.0	22.1	40.4	28.3	7.2	(2.83)	(45.85)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	0.0	0.0	100.0	0.0	0.0	(3.00)	(50.00)
	Chungnam	(38)	2.6	10.5	36.8	42.1	7.9	(2.58)	(39.47)
	Jeonbuk	(71)	5.6	16.9	49.3	21.1	7.0	(2.93)	(48.24)
	Jeonnam	(1)	0.0	0.0	100.0	0.0	0.0	(3.00)	(50.00)
	Kyungbuk	(5)	0.0	20.0	60.0	0.0	20.0	(2.80)	(45.00)
	Kyungnam	(108)	6.5	11.1	46.3	25.0	11.1	(2.77)	(44.21)
Jeju	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)	
By education	Middle school or lower	(6)	16.7	0.0	66.7	16.7	0.0	(3.17)	(54.17)
	High school or higher	(537)	4.7	21.6	39.1	28.9	5.8	(2.91)	(47.63)
	Undergraduate	(425)	2.8	20.0	43.8	26.1	7.3	(2.85)	(46.24)
	Graduate school or higher	(51)	3.9	17.6	62.7	11.8	3.9	(3.06)	(51.47)
By household size	1 person	(81)	2.5	18.5	44.4	24.7	9.9	(2.79)	(44.75)
	2 persons	(95)	2.1	23.2	38.9	29.5	6.3	(2.85)	(46.32)
	3 persons	(201)	4.5	19.9	40.3	25.9	9.5	(2.84)	(46.02)
	4 persons	(526)	4.2	20.7	43.3	27.0	4.8	(2.93)	(48.15)
	5 persons or more	(116)	4.3	20.7	43.1	26.7	5.2	(2.92)	(48.06)
By job	Production & tech	(710)	4.1	20.0	41.3	28.6	6.1	(2.87)	(46.87)
	Management & admin	(92)	4.3	27.2	34.8	27.2	6.5	(2.96)	(48.91)
	Research	(157)	2.5	17.8	47.8	23.6	8.3	(2.83)	(45.70)
	Sales	(20)	0.0	35.0	50.0	15.0	0.0	(3.20)	(55.00)
	Maintenance	(31)	6.5	16.1	61.3	12.9	3.2	(3.10)	(52.42)
	Others	(9)	11.1	33.3	33.3	11.1	11.1	(3.22)	(55.56)

**Q15. What do you think of your company's business strategy in response to "the industrial conversion to future cars"?**

			1 Very positive (5 points)	2 Positive (4 points)	3 Moderate (3 points)	4 Negative (2 points)	5 Very negative (1 point)	(Average)	Average on a scale of 0 to 100
		Responses	%	%	%	%	%	Points	Points
■ Total ■		(1019)	5.9	33.9	37.4	16.4	6.5	(3.16)	(54.07)
By employer	Hyundai Motors	(430)	8.8	40.5	38.8	9.3	2.6	(3.44)	(60.93)
	Kia	(109)	2.8	35.8	39.4	20.2	1.8	(3.17)	(54.36)
	GM Korea	(280)	3.9	13.2	34.6	30.7	17.5	(2.55)	(38.84)
	Namyang R&D Center	(200)	4.0	47.5	37.0	9.5	2.0	(3.42)	(60.50)
By gender	Male	(943)	5.8	33.7	36.9	16.6	6.9	(3.15)	(53.74)
	Female	(76)	6.6	35.5	43.4	13.2	1.3	(3.33)	(58.22)
By age	25 or below	(12)	0.0	66.7	25.0	8.3	0.0	(3.58)	(64.58)
	26-35	(132)	9.1	35.6	38.6	12.1	4.5	(3.33)	(58.14)
	36-45	(295)	3.4	34.2	37.6	17.3	7.5	(3.09)	(52.20)
	46-55	(409)	4.2	29.8	38.9	19.3	7.8	(3.03)	(50.79)
	56 or over	(171)	12.3	39.2	33.3	11.7	3.5	(3.45)	(61.26)
By service period	Below 5 years	(84)	8.3	44.0	33.3	11.9	2.4	(3.44)	(61.01)
	5 to less than 10 years	(127)	6.3	29.9	43.3	14.2	6.3	(3.16)	(53.94)
	10 to less than 15 years	(154)	2.6	33.8	33.1	18.8	11.7	(2.97)	(49.19)
	15 to less than 20 years	(192)	5.2	33.9	37.0	18.8	5.2	(3.15)	(53.78)
	20 years or longer	(462)	6.7	33.1	38.1	16.0	6.1	(3.18)	(54.60)
By workplace location	Seoul	(30)	16.7	26.7	40.0	10.0	6.7	(3.37)	(59.17)
	Busan	(4)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	6.5	15.4	30.9	25.2	22.0	(2.59)	(39.84)
	Gwangju	(17)	0.0	47.1	47.1	5.9	0.0	(3.41)	(60.29)
	Daejeon	(10)	20.0	20.0	40.0	20.0	0.0	(3.40)	(60.00)
	Ulsan	(298)	9.1	43.0	37.2	9.1	1.7	(3.49)	(62.16)
	Gyeonggi	(307)	3.3	43.0	37.5	14.0	2.3	(3.31)	(57.74)
	Gangwon	(1)	0.0	0.0	100.0	0.0	0.0	(3.00)	(50.00)
	Chungbuk	(2)	0.0	0.0	50.0	0.0	50.0	(2.00)	(25.00)
	Chungnam	(38)	2.6	13.2	31.6	39.5	13.2	(2.53)	(38.16)
	Jeonbuk	(71)	4.2	35.2	42.3	14.1	4.2	(3.21)	(55.28)

	Jeonnam	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Kyungbuk	(5)	0.0	20.0	60.0	20.0	0.0	(3.00)	(50.00)
	Kyungnam	(108)	3.7	10.2	39.8	31.5	14.8	(2.56)	(39.12)
	Jeju	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)
By education	Middle school or lower	(6)	16.7	33.3	16.7	33.3	0.0	(3.33)	(58.33)
	High school or higher	(537)	5.4	33.3	37.4	16.4	7.4	(3.13)	(53.21)
	Undergraduate	(425)	5.4	34.1	37.4	17.4	5.6	(3.16)	(54.06)
	Graduate school or higher	(51)	13.7	37.3	39.2	5.9	3.9	(3.51)	(62.75)
By household size	1 person	(81)	2.5	33.3	37.0	19.8	7.4	(3.04)	(50.93)
	2 persons	(95)	9.5	32.6	32.6	21.1	4.2	(3.22)	(55.53)
	3 persons	(201)	7.0	28.9	40.3	16.4	7.5	(3.11)	(52.86)
	4 persons	(526)	5.9	36.7	36.7	15.0	5.7	(3.22)	(55.51)
	5 persons or more	(116)	3.4	31.0	39.7	16.4	9.5	(3.03)	(50.65)
By job	Production & tech	(710)	4.9	32.5	38.3	17.5	6.8	(3.11)	(52.85)
	Management & admin	(92)	14.1	26.1	30.4	19.6	9.8	(3.15)	(53.80)
	Research	(157)	5.1	44.6	36.9	9.6	3.8	(3.38)	(59.39)
	Sales	(20)	5.0	35.0	55.0	5.0	0.0	(3.40)	(60.00)
	Maintenance	(31)	9.7	29.0	35.5	16.1	9.7	(3.13)	(53.23)
	Others	(9)	0.0	44.4	11.1	44.4	0.0	(3.00)	(50.00)

■ Part 3 Survey on perceptions of a just transition

**Q16. What do you think should be the top priority for “the industrial conversion to future cars”?**

			Future car industry infrastructure development and financial support by the government	Capacity building and job security enhancement for workers	Business strategy and plan for future car conversion	Talent development for the future car industry	Global trans-border collaboration network	Governance, e.g. social dialogue of stakeholders	Others
		Responses	%	%	%	%	%	%	%
■ Total ■		(1019)	33.1	24.5	17.9	11.6	7.0	5.9	0.1
By employer	Hyundai Motors	(430)	33.7	25.8	15.8	10.7	7.9	5.8	0.2
	Kia	(109)	32.1	30.3	19.3	11.0	3.7	3.7	0.0
	GM Korea	(280)	30.7	25.4	19.3	11.1	6.8	6.8	0.0
	Namyang R&D Center	(200)	35.5	17.5	19.5	14.5	7.0	6.0	0.0
By gender	Male	(943)	32.7	25.7	17.3	10.9	7.4	5.9	0.1
	Female	(76)	38.2	10.5	25.0	19.7	1.3	5.3	0.0
By age	25 or below	(12)	41.7	0.0	25.0	25.0	8.3	0.0	0.0
	26-35	(132)	34.1	12.9	22.7	17.4	6.8	5.3	0.8
	36-45	(295)	30.2	30.5	15.3	10.5	7.1	6.4	0.0
	46-55	(409)	33.3	27.6	15.4	10.3	7.3	6.1	0.0
	56 or over	(171)	36.3	17.5	24.0	11.1	5.8	5.3	0.0
By service period	Below 5 years	(84)	34.5	9.5	22.6	25.0	6.0	1.2	1.2
	5 to less than 10 years	(127)	31.5	20.5	21.3	11.0	4.7	11.0	0.0
	10 to less than 15 years	(154)	32.5	27.3	16.9	12.3	7.1	3.9	0.0
	15 to less than 20 years	(192)	30.7	30.2	13.0	13.0	7.8	5.2	0.0
	20 years or longer	(462)	34.4	25.1	18.4	8.4	7.4	6.3	0.0
By workplace location	Seoul	(30)	40.0	13.3	13.3	13.3	10.0	10.0	0.0
	Busan	(4)	25.0	0.0	25.0	50.0	0.0	0.0	0.0
	Daegu	(2)	0.0	0.0	0.0	100.0	0.0	0.0	0.0
	Incheon	(123)	27.6	23.6	19.5	13.8	10.6	4.9	0.0
	Gwangju	(17)	35.3	29.4	0.0	5.9	17.6	11.8	0.0
	Daejeon	(10)	30.0	10.0	30.0	20.0	0.0	10.0	0.0
	Ulsan	(298)	34.6	27.9	15.1	8.1	8.1	6.4	0.0
	Gyeonggi	(307)	34.9	21.2	19.9	12.4	5.9	5.5	0.3
	Gangwon	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	50.0	0.0	0.0	50.0	0.0	0.0	0.0
	Chungnam	(38)	26.3	39.5	15.8	15.8	2.6	0.0	0.0
	Jeonbuk	(71)	36.6	23.9	18.3	12.7	7.0	1.4	0.0
	Jeonnam	(1)	0.0	0.0	0.0	100.0	0.0	0.0	0.0
Kyungbuk	(5)	20.0	40.0	40.0	0.0	0.0	0.0	0.0	

	Kyungnam	(108)	28.7	26.9	20.4	10.2	3.7	10.2	0.0
	Jeju	(2)	50.0	0.0	50.0	0.0	0.0	0.0	0.0
By education level	Middle school or lower	(6)	50.0	16.7	16.7	16.7	0.0	0.0	0.0
	High school or higher	(537)	33.5	27.0	17.3	10.4	6.5	5.2	0.0
	Undergraduate	(425)	32.7	22.8	18.6	12.0	7.3	6.4	0.2
	Graduate school or higher	(51)	29.4	13.7	17.6	19.6	9.8	9.8	0.0
By household size	1 person	(81)	29.6	23.5	17.3	13.6	7.4	7.4	1.2
	2 persons	(95)	36.8	24.2	18.9	9.5	7.4	3.2	0.0
	3 persons	(201)	29.4	21.9	19.9	13.4	7.5	8.0	0.0
	4 persons	(526)	35.0	23.8	17.9	10.3	7.6	5.5	0.0
	5 persons or more	(116)	30.2	33.6	13.8	14.7	2.6	5.2	0.0
By job	Production & tech	(710)	33.2	28.6	17.6	9.4	5.9	5.2	0.0
	Management & admin	(92)	30.4	17.4	20.7	16.3	9.8	5.4	0.0
	Research	(157)	31.8	13.4	19.1	14.0	12.1	8.9	0.6
	Sales	(20)	50.0	30.0	10.0	5.0	0.0	5.0	0.0
	Maintenance	(31)	32.3	9.7	16.1	32.3	3.2	6.5	0.0
	Others	(9)	33.3	11.1	11.1	33.3	0.0	11.1	0.0

**Q17. The climate crisis calls for industrial transformation. The principle of a “just transition” is essential to minimize inequality and engage everyone as an actor to respond to climate change. Are you familiar with the concept of “just transition”?**

			1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average)	Average on a scale of 0 to 100
		Response s	%	%	%	%	%	Points	Points
■ Total ■		(1019)	6.9	24.3	37.8	26.7	4.3	(3.03)	(50.69)
By employer	Hyundai Motors	(430)	7.4	25.8	38.1	25.6	3.0	(3.09)	(52.27)
	Kia	(109)	4.6	32.1	36.7	22.9	3.7	(3.11)	(52.75)
	GM Korea	(280)	8.2	22.1	39.3	24.6	5.7	(3.03)	(50.63)
	Namyang R&D Center	(200)	5.0	20.0	35.5	34.0	5.5	(2.85)	(46.25)
By gender	Male	(943)	7.0	25.1	37.2	26.2	4.5	(3.04)	(51.01)
	Female	(76)	5.3	14.5	44.7	32.9	2.6	(2.87)	(46.71)
By age	25 or below	(12)	0.0	41.7	33.3	16.7	8.3	(3.08)	(52.08)
	26-35	(132)	10.6	16.7	32.6	32.6	7.6	(2.90)	(47.54)
	36-45	(295)	5.4	20.7	41.0	28.1	4.7	(2.94)	(48.47)
	46-55	(409)	7.3	27.4	35.7	25.2	4.4	(3.08)	(52.02)
	56 or over	(171)	5.8	28.1	41.5	24.0	0.6	(3.15)	(53.65)
By service period	Below 5 years	(84)	7.1	20.2	41.7	23.8	7.1	(2.96)	(49.11)
	5 to less than 10 years	(127)	9.4	18.9	34.6	30.7	6.3	(2.94)	(48.62)

	10 to less than 15 years	(154)	6.5	20.8	37.0	31.8	3.9	(2.94)	(48.54)
	15 to less than 20 years	(192)	4.7	23.4	39.6	26.6	5.7	(2.95)	(48.70)
	20 years or longer	(462)	7.1	28.1	37.4	24.5	2.8	(3.12)	(53.08)
By workplace location	Seoul	(30)	3.3	40.0	30.0	23.3	3.3	(3.17)	(54.17)
	Busan	(4)	25.0	0.0	50.0	25.0	0.0	(3.25)	(56.25)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	7.3	22.8	39.0	22.8	8.1	(2.98)	(49.59)
	Gwangju	(17)	0.0	35.3	35.3	29.4	0.0	(3.06)	(51.47)
	Daejeon	(10)	0.0	20.0	50.0	20.0	10.0	(2.80)	(45.00)
	Ulsan	(298)	7.0	24.2	37.2	28.9	2.7	(3.04)	(51.01)
	Gyeonggi	(307)	5.5	23.1	36.2	29.6	5.5	(2.93)	(48.37)
	Gangwon	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Chungbuk	(2)	0.0	50.0	50.0	0.0	0.0	(3.50)	(62.50)
	Chungnam	(38)	5.3	28.9	28.9	34.2	2.6	(3.00)	(50.00)
	Jeonbuk	(71)	9.9	23.9	49.3	14.1	2.8	(3.24)	(55.99)
	Jeonnam	(1)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Kyungbuk	(5)	0.0	20.0	20.0	60.0	0.0	(2.60)	(40.00)
	Kyungnam	(108)	10.2	20.4	41.7	24.1	3.7	(3.09)	(52.31)
Jeju	(2)	50.0	50.0	0.0	0.0	0.0	(4.50)	(87.50)	
By education level	Middle school or lower	(6)	16.7	0.0	33.3	50.0	0.0	(2.83)	(45.83)
	High school or higher	(537)	6.9	25.7	39.3	25.0	3.2	(3.08)	(52.05)
	Undergraduate	(425)	6.6	21.2	37.4	29.2	5.6	(2.94)	(48.47)
	Graduate school or higher	(51)	7.8	39.2	25.5	21.6	5.9	(3.22)	(55.39)
By household size	1 person	(81)	1.2	19.8	34.6	34.6	9.9	(2.68)	(41.98)
	2 persons	(95)	7.4	24.2	32.6	30.5	5.3	(2.98)	(49.47)
	3 persons	(201)	7.5	27.4	34.8	25.9	4.5	(3.07)	(51.87)
	4 persons	(526)	7.6	24.1	38.8	26.2	3.2	(3.07)	(51.66)
	5 persons or more	(116)	6.0	23.3	44.8	21.6	4.3	(3.05)	(51.29)
By job	Production & tech	(710)	6.5	25.5	39.7	25.5	2.8	(3.07)	(51.83)
	Management & admin	(92)	9.8	27.2	35.9	17.4	9.8	(3.10)	(52.45)
	Research	(157)	6.4	16.6	31.2	37.6	8.3	(2.75)	(43.79)
	Sales	(20)	10.0	35.0	30.0	25.0	0.0	(3.30)	(57.50)
	Maintenance	(31)	3.2	22.6	38.7	32.3	3.2	(2.90)	(47.58)
	Others	(9)	22.2	22.2	33.3	11.1	11.1	(3.33)	(58.33)

**Q18. Who do you think plays the most important role in a just transition?**



			National gov't	Workers and labor union	Company and management	Politics, e.g. political party and National Assembly	Municipal gov't	Other
		Responses	%	%	%	%	%	%
■ Total ■		(1019)	28.8	27.6	22.2	17.6	2.1	1.9
By employer	Hyundai Motors	(430)	26.5	35.1	18.6	15.3	2.6	1.9
	Kia	(109)	29.4	29.4	16.5	20.2	1.8	2.8
	GM Korea	(280)	30.7	22.1	24.6	18.9	2.1	1.4
	Namyang R&D Center	(200)	30.5	18.0	29.5	19.0	1.0	2.0
By gender	Male	(943)	28.7	28.2	21.4	17.7	2.0	1.9
	Female	(76)	28.9	19.7	31.6	15.8	2.6	1.3
By age	25 or below	(12)	25.0	16.7	16.7	33.3	0.0	8.3
	26-35	(132)	22.0	18.9	36.4	17.4	2.3	3.0

	36-45	(295)	29.8	28.8	24.4	14.6	0.7	1.7
	46-55	(409)	27.9	31.3	17.8	19.1	2.4	1.5
	56 or over	(171)	34.5	24.0	18.1	18.1	3.5	1.8
By service period	Below 5 years	(84)	22.6	14.3	28.6	28.6	3.6	2.4
	5 to less than 10 years	(127)	22.8	24.4	39.4	8.7	2.4	2.4
	10 to less than 15 years	(154)	33.1	29.9	17.5	16.9	0.6	1.9
	15 to less than 20 years	(192)	30.2	27.6	21.4	18.2	1.0	1.6
	20 years or longer	(462)	29.4	30.1	18.2	18.0	2.6	1.7
By workplace location	Seoul	(30)	40.0	20.0	30.0	6.7	0.0	3.3
	Busan	(4)	50.0	0.0	0.0	50.0	0.0	0.0
	Daegu	(2)	50.0	0.0	0.0	50.0	0.0	0.0
	Incheon	(123)	31.7	22.0	26.0	17.1	2.4	0.8
	Gwangju	(17)	17.6	29.4	23.5	23.5	0.0	5.9
	Daejeon	(10)	40.0	30.0	0.0	30.0	0.0	0.0
	Ulsan	(298)	27.9	35.2	16.1	15.4	2.7	2.7
	Gyeonggi	(307)	29.6	23.5	25.4	18.6	1.3	1.6
	Gangwon	(1)	0.0	0.0	0.0	100.0	0.0	0.0
	Chungbuk	(2)	50.0	50.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	26.3	31.6	18.4	18.4	5.3	0.0
	Jeonbuk	(71)	16.9	32.4	31.0	16.9	2.8	0.0
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	20.0	40.0	40.0	0.0	0.0	0.0
Kyungnam	(108)	30.6	21.3	22.2	21.3	1.9	2.8	

	Jeju	(2)	0.0	100.0	0.0	0.0	0.0	0.0
By education level	Middle school or lower	(6)	16.7	33.3	0.0	33.3	16.7	0.0
	High school or higher	(537)	29.2	31.8	16.9	18.2	2.2	1.5
	Undergraduate	(425)	28.9	21.6	29.2	16.5	1.4	2.4
	Graduate school or higher	(51)	23.5	31.4	21.6	17.6	3.9	2.0
By household size	1 person	(81)	28.4	28.4	23.5	14.8	2.5	2.5
	2 persons	(95)	20.0	32.6	15.8	22.1	5.3	4.2
	3 persons	(201)	31.8	21.4	26.4	17.9	1.0	1.5
	4 persons	(526)	29.3	27.9	22.6	17.3	1.7	1.1
	5 persons or more	(116)	28.4	31.9	17.2	16.4	2.6	3.4
By job	Production & tech	(710)	28.7	30.8	19.9	16.8	2.0	1.8
	Management & admin	(92)	30.4	17.4	23.9	20.7	4.3	3.3
	Research	(157)	26.8	20.4	30.6	19.1	1.3	1.9
	Sales	(20)	35.0	15.0	25.0	25.0	0.0	0.0
	Maintenance	(31)	35.5	29.0	22.6	12.9	0.0	0.0
	Others	(9)	11.1	22.2	33.3	22.2	11.1	0.0

**Q19. What is the most important consideration for the government to take into account for a just transition of the automobile industry?**

		Responses	Sustained employment during industrial conversion %	Governance structure engaging labor unions %	Plans to compensate for income loss during job changes %	Budget support for re-skilling and re-training %	Financial support for local communities affected by the conversion %	Freedom in joining labor unions at new jobs %	Other %
■ Total ■		(1019)	38.6	16.7	13.8	10.4	10.3	9.5	0.7
By employer	Hyundai Motors	(430)	39.5	20.0	12.3	10.0	9.5	8.1	0.5
	Kia	(109)	32.1	23.9	11.0	11.0	11.9	10.1	0.0
	GM Korea	(280)	42.1	13.2	16.8	5.7	10.4	10.7	1.1
	Namyang R&D Center	(200)	35.0	10.5	14.5	17.5	11.0	10.5	1.0
By gender	Male	(943)	39.1	17.2	13.4	10.1	10.1	9.4	0.7
	Female	(76)	31.6	10.5	19.7	14.5	13.2	10.5	0.0
By age	25 or below	(12)	0.0	8.3	8.3	16.7	25.0	33.3	8.3
	26-35	(132)	29.5	9.1	13.6	18.2	15.2	11.4	3.0
	36-45	(295)	40.7	16.9	14.6	10.5	10.5	6.8	0.0
	46-55	(409)	40.8	18.3	13.7	8.3	8.3	10.0	0.5
	56 or over	(171)	39.2	18.7	13.5	8.8	9.9	9.9	0.0
By service period	Below 5 years	(84)	22.6	8.3	15.5	19.0	20.2	11.9	2.4

	5 to less than 10 years	(127)	30.7	11.0	16.5	18.1	11.0	11.0	1.6
	10 to less than 15 years	(154)	42.9	13.6	12.3	7.1	12.3	11.0	0.6
	15 to less than 20 years	(192)	41.1	16.7	14.1	10.9	7.8	9.4	0.0
	20 years or longer	(462)	41.1	20.8	13.2	7.6	8.7	8.2	0.4
By workplace location	Seoul	(30)	43.3	10.0	13.3	16.7	13.3	0.0	3.3
	Busan	(4)	0.0	25.0	0.0	50.0	25.0	0.0	0.0
	Daegu	(2)	0.0	0.0	0.0	50.0	0.0	50.0	0.0
	Incheon	(123)	39.8	13.8	18.7	5.7	9.8	11.4	0.8
	Gwangju	(17)	23.5	17.6	23.5	5.9	11.8	17.6	0.0
	Daejeon	(10)	60.0	10.0	20.0	0.0	0.0	10.0	0.0
	Ulsan	(298)	39.6	21.8	12.4	8.7	9.1	8.4	0.0
	Gyeonggi	(307)	33.9	16.3	12.4	14.7	10.7	11.1	1.0
	Gangwon	(1)	0.0	0.0	0.0	100.0	0.0	0.0	0.0
	Chungbuk	(2)	50.0	0.0	0.0	50.0	0.0	0.0	0.0
	Chungnam	(38)	42.1	15.8	15.8	5.3	10.5	10.5	0.0
	Jeonbuk	(71)	42.3	14.1	18.3	7.0	15.5	2.8	0.0
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	60.0	0.0	0.0	40.0	0.0	0.0	0.0
Kyungnam	(108)	43.5	13.0	13.0	6.5	10.2	12.0	1.9	
Jeju	(2)	50.0	0.0	0.0	50.0	0.0	0.0	0.0	
By education	Middle school or lower	(6)	66.7	0.0	0.0	33.3	0.0	0.0	0.0
	High school or higher	(537)	40.4	19.4	14.2	7.6	9.1	9.1	0.2
	Undergraduate	(425)	38.4	13.4	13.2	12.2	12.0	9.6	1.2
	Graduate school or higher	(51)	17.6	17.6	17.6	21.6	9.8	13.7	2.0
By household size	1 person	(81)	37.0	7.4	12.3	13.6	13.6	12.3	3.7
	2 persons	(95)	37.9	15.8	9.5	9.5	12.6	14.7	0.0
	3 persons	(201)	34.3	14.9	15.4	14.9	9.0	11.4	0.0
	4 persons	(526)	39.4	18.8	15.4	8.2	10.3	7.4	0.6
	5 persons or more	(116)	44.0	17.2	8.6	11.2	8.6	9.5	0.9
By job	Production & tech	(710)	41.1	17.6	14.5	8.2	9.6	8.7	0.3
	Management & admin	(92)	39.1	17.4	12.0	8.7	9.8	12.0	1.1
	Research	(157)	27.4	12.7	11.5	17.8	14.0	14.0	2.5
	Sales	(20)	35.0	15.0	20.0	20.0	10.0	0.0	0.0
	Maintenance	(31)	45.2	16.1	6.5	22.6	6.5	3.2	0.0
	Others	(9)	11.1	11.1	33.3	11.1	22.2	11.1	0.0

**Q20. How much of a contribution do you think you and your colleagues can make in response to the climate crisis?**

		Response s	1 Extremely (5 points)	2 Very (4 points)	3 Moderately (3 points)	4 Slightly (2 points)	5 Not at all (1 point)	(Average)	Average on a scale of 0 to 100
			%	%	%	%	%	Points	Point s
■ Total ■		(1019)	11.8	46.1	33.9	7.6	0.7	(3.61)	(65.19)
By employer	Hyundai Motors	(430)	11.6	49.1	32.8	6.0	0.5	(3.65)	(66.34)
	Kia	(109)	10.1	41.3	37.6	10.1	0.9	(3.50)	(62.39)
	GM Korea	(280)	13.6	40.4	36.8	8.2	1.1	(3.57)	(64.29)
	Namyang R&D Center	(200)	10.5	50.5	30.0	8.5	0.5	(3.62)	(65.50)
By gender	Male	(943)	11.9	45.5	33.9	8.0	0.7	(3.60)	(64.95)
	Female	(76)	10.5	53.9	32.9	2.6	0.0	(3.72)	(68.09)
By age	25 or below	(12)	8.3	50.0	33.3	8.3	0.0	(3.58)	(64.58)
	26-35	(132)	15.2	42.4	32.6	8.3	1.5	(3.61)	(65.34)
	36-45	(295)	11.5	49.8	31.9	6.1	0.7	(3.65)	(66.36)
	46-55	(409)	12.5	43.3	36.7	6.8	0.7	(3.60)	(64.98)
	56 or over	(171)	8.2	49.1	31.6	11.1	0.0	(3.54)	(63.60)
By service period	Below 5 years	(84)	9.5	45.2	35.7	8.3	1.2	(3.54)	(63.39)
	5 to less than 10 years	(127)	16.5	38.6	39.4	3.9	1.6	(3.65)	(66.14)
	10 to less than 15 years	(154)	9.7	49.4	29.9	9.7	1.3	(3.56)	(64.12)
	15 to less than 20 years	(192)	14.6	46.4	31.3	7.8	0.0	(3.68)	(66.93)
	20 years or longer	(462)	10.4	47.2	34.4	7.6	0.4	(3.60)	(64.88)
By workplace location	Seoul	(30)	23.3	40.0	30.0	6.7	0.0	(3.80)	(70.00)
	Busan	(4)	25.0	25.0	50.0	0.0	0.0	(3.75)	(68.75)
	Daegu	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)
	Incheon	(123)	13.8	39.8	36.6	8.9	0.8	(3.57)	(64.23)
	Gwangju	(17)	11.8	41.2	29.4	17.6	0.0	(3.47)	(61.76)
	Daejeon	(10)	10.0	30.0	40.0	20.0	0.0	(3.30)	(57.50)
	Ulsan	(298)	11.1	50.0	31.9	6.7	0.3	(3.65)	(66.19)
	Gyeonggi	(307)	10.4	48.9	32.2	7.8	0.7	(3.61)	(65.15)
	Gangwon	(1)	0.0	0.0	100.0	0.0	0.0	(3.00)	(50.00)
	Chungbuk	(2)	50.0	0.0	50.0	0.0	0.0	(4.00)	(75.00)
	Chungnam	(38)	13.2	39.5	36.8	7.9	2.6	(3.53)	(63.16)
	Jeonbuk	(71)	15.5	45.1	35.2	2.8	1.4	(3.70)	(67.61)
	Jeonnam	(1)	100.0	0.0	0.0	0.0	0.0	(5.00)	(100.00)
	Kyungbuk	(5)	0.0	20.0	80.0	0.0	0.0	(3.20)	(55.00)
	Kyungnam	(108)	8.3	43.5	38.0	9.3	0.9	(3.49)	(62.27)
Jeju	(2)	0.0	100.0	0.0	0.0	0.0	(4.00)	(75.00)	
By education level	Middle school or lower	(6)	16.7	33.3	33.3	16.7	0.0	(3.50)	(62.50)
	High school or higher	(537)	11.0	45.1	36.1	7.3	0.6	(3.59)	(64.66)

	Undergraduate	(425)	12.5	46.1	32.7	7.8	0.9	(3.61)	(65.35)
	Graduate school or higher	(51)	13.7	58.8	19.6	7.8	0.0	(3.78)	(69.61)
By household size	1 person	(81)	7.4	42.0	37.0	8.6	4.9	(3.38)	(59.57)
	2 persons	(95)	12.6	43.2	28.4	14.7	1.1	(3.52)	(62.89)
	3 persons	(201)	13.9	41.8	38.3	5.5	0.5	(3.63)	(65.80)
	4 persons	(526)	11.6	48.5	32.1	7.6	0.2	(3.64)	(65.92)
	5 persons or more	(116)	11.2	48.3	36.2	4.3	0.0	(3.66)	(66.59)
By job	Production & tech	(710)	10.8	44.9	36.2	7.3	0.7	(3.58)	(64.47)
	Management & admin	(92)	17.4	40.2	35.9	6.5	0.0	(3.68)	(67.12)
	Research	(157)	10.2	53.5	26.8	8.9	0.6	(3.64)	(65.92)
	Sales	(20)	15.0	65.0	20.0	0.0	0.0	(3.95)	(73.75)
	Maintenance	(31)	22.6	38.7	22.6	12.9	3.2	(3.65)	(66.13)
	Others	(9)	11.1	55.6	22.2	11.1	0.0	(3.67)	(66.67)

**Q21. What policy do you think labor unions should focus on with regards to climate change?**

			Enhancement of education and discussion on the impact of climate crisis on workers	Adopting climate crisis responses as agenda for collective bargaining and concluding agreement	Policy development to respond to climate crisis at a national level	Active endeavors to achieve energy savings or deploy more renewables at work	Joint efforts with other social groups negatively affected, e.g. local community, low-income group	Collaboration with environmental organizations	Publicity on response activities to climate crisis	Others
		Responses	%	%	%	%	%	%	%	%
■ Total ■		(1019)	25.7	19.5	18.3	15.1	9.8	6.3	5.1	0.2
By employer	Hyundai Motors	(430)	29.3	22.6	15.3	14.0	9.8	5.3	3.7	0.0
	Kia	(109)	30.3	15.6	20.2	17.4	6.4	5.5	4.6	0.0
	GM Korea	(280)	22.5	21.4	17.5	13.9	11.4	7.5	5.7	0.0
	Namyang R&D Center	(200)	20.0	12.5	24.5	18.0	9.5	7.0	7.5	1.0
By gender	Male	(943)	26.7	19.9	18.2	14.6	9.7	6.0	4.6	0.2

	Female	(76)	13.2	14.5	18.4	21.1	11.8	9.2	11.8	0.0
By age	25 or below	(12)	16.7	25.0	8.3	8.3	33.3	8.3	0.0	0.0
	26-35	(132)	15.9	12.9	25.8	25.8	8.3	2.3	8.3	0.8
	36-45	(295)	23.1	19.3	19.3	16.9	8.8	7.8	4.4	0.3
	46-55	(409)	30.1	20.8	16.4	12.0	10.8	5.1	4.9	0.0
	56 or over	(171)	28.1	21.6	15.8	11.7	8.8	9.4	4.7	0.0

By service period	Below 5 years	(84)	13.1	16.7	14.3	25.0	11.9	7.1	11.9	0.0
	5 to less than 10 years	(127)	15.7	14.2	26.0	16.5	15.7	5.5	4.7	1.6
	10 to less than 15 years	(154)	19.5	22.7	18.2	17.5	9.1	7.1	5.8	0.0
	15 to less than 20 years	(192)	28.1	19.3	20.8	14.6	5.7	6.3	5.2	0.0
	20 years or longer	(462)	31.8	20.6	15.8	12.3	9.7	6.1	3.7	0.0
By location of workplace	Seoul	(30)	23.3	6.7	43.3	10.0	10.0	3.3	3.3	0.0
	Busan	(4)	0.0	25.0	0.0	25.0	25.0	0.0	25.0	0.0
	Daegu	(2)	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0
	Incheon	(123)	26.8	24.4	11.4	11.4	14.6	5.7	4.9	0.8
	Gwangju	(17)	35.3	17.6	17.6	29.4	0.0	0.0	0.0	0.0
	Daejeon	(10)	50.0	10.0	20.0	0.0	10.0	0.0	10.0	0.0
	Ulsan	(298)	30.9	23.8	13.4	13.8	9.1	5.4	3.7	0.0
	Gyeonggi	(307)	22.8	13.4	23.1	17.6	9.8	6.8	6.2	0.3
	Gangwon	(1)	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
	Chungbuk	(2)	0.0	50.0	50.0	0.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	26.3	26.3	21.1	10.5	5.3	5.3	5.3	0.0
	Jeonbuk	(71)	23.9	25.4	12.7	21.1	8.5	7.0	1.4	0.0
	Jeonnam	(1)	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0
	Kyungbuk	(5)	60.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0
	Kyungnam	(108)	17.6	17.6	21.3	15.7	9.3	10.2	8.3	0.0
Jeju	(2)	0.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	
By education level	Middle school or lower	(6)	0.0	16.7	16.7	50.0	0.0	0.0	16.7	0.0
	High school or higher	(537)	28.9	20.5	16.0	12.7	11.5	6.3	4.1	0.0
	Undergraduate	(425)	23.1	18.8	20.9	17.4	8.0	6.1	5.4	0.2
	Graduate school or higher	(51)	17.6	15.7	19.6	17.6	7.8	7.8	11.8	2.0
By household size	1 person	(81)	19.8	16.0	24.7	18.5	3.7	6.2	9.9	1.2
	2 persons	(95)	29.5	17.9	14.7	14.7	11.6	8.4	3.2	0.0
	3 persons	(201)	23.9	19.9	22.9	12.9	11.4	4.0	4.5	0.5
	4 persons	(526)	26.2	19.4	17.1	16.2	8.9	6.8	5.3	0.0
	5 persons or more	(116)	27.6	23.3	13.8	12.1	13.8	6.0	3.4	0.0
By job	Production & tech	(710)	28.3	20.3	16.1	14.8	9.3	6.5	4.8	0.0
	Management & admin	(92)	19.6	27.2	20.7	7.6	13.0	5.4	6.5	0.0
	Research	(157)	18.5	12.7	27.4	18.5	8.9	6.4	6.4	1.3
	Sales	(20)	30.0	10.0	15.0	25.0	10.0	5.0	5.0	0.0
	Maintenance	(31)	22.6	19.4	19.4	25.8	9.7	3.2	0.0	0.0
	Others	(9)	11.1	22.2	11.1	0.0	33.3	11.1	11.1	0.0

**Q22. Are you considering changing your career to another industry outside of the automobile industry?**

			Yes	No
		Responses	%	%
■ Total ■		(1019)	15.2	84.8
By employer	Hyundai Motors	(430)	14.0	86.0
	Kia	(109)	11.9	88.1
	GM Korea	(280)	16.8	83.2
	Namyang R&D Center	(200)	17.5	82.5
By gender	Male	(943)	14.8	85.2
	Female	(76)	19.7	80.3
By age	25 or below	(12)	25.0	75.0
	26-35	(132)	30.3	69.7
	36-45	(295)	14.6	85.4
	46-55	(409)	11.0	89.0
	56 or over	(171)	14.0	86.0
By service period	Below 5 years	(84)	29.8	70.2
	5 to less than 10 years	(127)	29.1	70.9
	10 to less than 15 years	(154)	16.2	83.8
	15 to less than 20 years	(192)	10.4	89.6
	20 years or longer	(462)	10.4	89.6
By workplace location	Seoul	(30)	23.3	76.7
	Busan	(4)	25.0	75.0
	Daegu	(2)	50.0	50.0
	Incheon	(123)	13.8	86.2
	Gwangju	(17)	11.8	88.2
	Daejeon	(10)	10.0	90.0
	Ulsan	(298)	12.4	87.6
	Gyeonggi	(307)	16.0	84.0
	Gangwon	(1)	0.0	100.0
	Chungbuk	(2)	50.0	50.0
	Chungnam	(38)	15.8	84.2
	Jeonbuk	(71)	21.1	78.9
	Jeonnam	(1)	0.0	100.0
	Kyungbuk	(5)	0.0	100.0
	Kyungnam	(108)	15.7	84.3
Jeju	(2)	50.0	50.0	
By education level	Middle school or lower	(6)	50.0	50.0
	High school or higher	(537)	12.3	87.7
	Undergraduate	(425)	16.9	83.1

	Graduate school or higher	(51)	27.5	72.5
By household size	1 person	(81)	23.5	76.5
	2 persons	(95)	17.9	82.1
	3 persons	(201)	14.4	85.6
	4 persons	(526)	13.9	86.1
	5 persons or more	(116)	14.7	85.3
By job	Production & tech	(710)	11.7	88.3
	Management & admin	(92)	26.1	73.9
	Research	(157)	22.3	77.7
	Sales	(20)	15.0	85.0
	Maintenance	(31)	29.0	71.0
	Others	(9)	11.1	88.9

**Q23. What would be the most important factor to consider if you were to change careers?**

		Responses	Job security	Pay	Working conditions	Work hours and intensity	Relocation needed	Other	No plan to change career
			%	%	%	%	%	%	%
■ Total ■		(1019)	34.0	25.2	11.5	10.4	3.1	0.3	15.5
By employer	Hyundai Motors	(430)	35.8	24.2	13.3	9.1	2.8	0.2	14.7
	Kia	(109)	37.6	16.5	11.9	14.7	2.8	0.9	15.6
	GM Korea	(280)	41.1	19.6	9.6	9.6	3.2	0.0	16.8
	Namyang R&D Center	(200)	18.0	40.0	10.0	12.0	4.0	0.5	15.5
By gender	Male	(943)	34.4	24.9	11.3	10.1	3.3	0.3	15.7
	Female	(76)	28.9	28.9	13.2	14.5	1.3	0.0	13.2
By age	25 or below	(12)	8.3	58.3	0.0	25.0	8.3	0.0	0.0
	26-35	(132)	18.9	48.5	9.1	8.3	2.3	0.8	12.1
	36-45	(295)	34.6	27.1	7.5	12.9	2.4	0.3	15.3
	46-55	(409)	37.7	21.8	13.0	9.3	2.9	0.2	15.2
	56 or over	(171)	37.4	9.9	17.5	9.4	5.3	0.0	20.5
By service period	Below 5 years	(84)	19.0	40.5	10.7	13.1	4.8	0.0	11.9
	5 to less than 10 years	(127)	25.2	42.5	8.7	7.9	3.1	0.8	11.8
	10 to less than 15 years	(154)	42.2	26.0	9.1	9.1	0.6	0.6	12.3
	15 to less than 20 years	(192)	34.9	22.9	5.7	16.7	5.2	0.5	14.1



	20 years or longer	(462)	35.9	18.4	15.6	8.4	2.8	0.0	18.8
By workplace location	Seoul	(30)	40.0	16.7	13.3	13.3	0.0	0.0	16.7
	Busan	(4)	25.0	0.0	0.0	75.0	0.0	0.0	0.0
	Daegu	(2)	50.0	50.0	0.0	0.0	0.0	0.0	0.0
	Incheon	(123)	48.8	16.3	5.7	8.9	5.7	0.0	14.6
	Gwangju	(17)	23.5	17.6	11.8	17.6	5.9	0.0	23.5
	Daejeon	(10)	50.0	10.0	20.0	20.0	0.0	0.0	0.0
	Ulsan	(298)	35.6	22.1	14.1	9.1	3.0	0.3	15.8
	Gyeonggi	(307)	25.7	33.9	10.4	11.7	3.3	0.7	14.3
	Gangwon	(1)	0.0	0.0	100.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	0.0	100.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(38)	31.6	13.2	13.2	2.6	7.9	0.0	31.6
	Chungnam	(71)	40.8	23.9	14.1	8.5	2.8	0.0	9.9
	Jeonbuk	(1)	0.0	0.0	0.0	100.0	0.0	0.0	0.0
	Jeonnam	(5)	60.0	20.0	0.0	20.0	0.0	0.0	0.0
	Kyungbuk	(108)	30.6	28.7	11.1	10.2	0.0	0.0	19.4
Kyungnam	(2)	50.0	50.0	0.0	0.0	0.0	0.0	0.0	
By education level	Middle school or lower	(6)	33.3	16.7	33.3	16.7	0.0	0.0	0.0
	High school or higher	(537)	36.1	19.2	13.2	10.1	3.2	0.4	17.9
	Undergraduate	(425)	32.9	30.6	8.9	11.1	3.3	0.2	12.9
	Graduate school or higher	(51)	19.6	45.1	11.8	7.8	2.0	0.0	13.7
By household size	1 person	(81)	23.5	44.4	4.9	14.8	0.0	0.0	12.3
	2 persons	(95)	29.5	22.1	15.8	12.6	4.2	1.1	14.7
	3 persons	(201)	33.3	26.9	13.9	11.9	1.5	0.5	11.9
	4 persons	(526)	35.4	24.0	11.4	9.5	3.2	0.2	16.3
	5 persons or more	(116)	39.7	17.2	8.6	6.9	6.9	0.0	20.7
By job	Production & tech	(710)	36.3	21.5	12.3	9.3	3.2	0.3	17.0
	Management & admin	(92)	46.7	21.7	9.8	8.7	5.4	0.0	7.6
	Research	(157)	15.9	45.9	7.6	13.4	1.9	0.6	14.6
	Sales	(20)	40.0	20.0	10.0	15.0	0.0	0.0	15.0
	Maintenance	(31)	32.3	16.1	12.9	22.6	3.2	0.0	12.9
	Others	(9)	22.2	33.3	33.3	11.1	0.0	0.0	0.0

**Q24. If you could receive support in shifting to new and non-automobile related industries, which industry do you want to join?**

			Hydrogen-based	Battery-related	Solar, onshore wind, offshore wind and other renewables	Software, AI, big data	Energy storage system	Semiconductor-related	Smart grid	Other	No plan to shift to other new industries
		Responses	%	%	%	%	%	%	%	%	%
■ Total ■		(1019)	18.7	15.0	13.9	13.3	9.7	8.0	5.7	0.7	14.8
By employer	Hyundai Motors	(430)	25.1	13.0	13.3	9.3	10.7	8.1	4.4	0.2	15.8
	Kia	(109)	20.2	17.4	12.8	9.2	9.2	6.4	7.3	0.9	16.5
	GM Korea	(280)	10.4	18.6	17.5	11.1	10.4	8.9	7.1	0.7	15.4
	Namyang R&D Center	(200)	16.0	13.0	11.0	27.5	7.0	7.5	5.5	1.5	11.0
By gender	Male	(943)	19.3	15.5	14.4	12.0	9.7	7.6	5.8	0.7	15.0
	Female	(76)	11.8	9.2	7.9	30.3	10.5	13.2	3.9	0.0	13.2
By age	25 or below	(12)	8.3	0.0	0.0	58.3	16.7	8.3	8.3	0.0	0.0

	26-35	(132)	17.4	9.1	4.5	35.6	8.3	12.1	2.3	0.8	9.8
	36-45	(295)	20.0	15.9	15.9	10.5	7.8	9.5	5.8	1.4	13.2
	46-55	(409)	17.1	15.9	16.1	9.8	11.0	5.4	7.1	0.5	17.1
	56 or over	(171)	22.2	17.0	13.5	6.4	10.5	8.8	4.7	0.0	17.0
By service period	Below 5 years	(84)	21.4	11.9	6.0	31.0	9.5	9.5	3.6	0.0	7.1
	5 to less than 10 years	(127)	17.3	12.6	8.7	21.3	8.7	15.7	4.7	0.8	10.2
	10 to less than 15 years	(154)	18.8	13.0	17.5	16.2	5.8	7.8	5.8	0.6	14.3
	15 to less than 20 years	(192)	16.7	16.1	14.6	8.9	14.6	6.8	6.3	1.6	14.6
	20 years or longer	(462)	19.5	16.5	15.4	8.9	9.3	6.3	6.1	0.4	17.7
By workplace location	Seoul	(30)	16.7	16.7	6.7	13.3	13.3	13.3	3.3	3.3	13.3
	Busan	(4)	0.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0
	Daegu	(2)	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	0.0
	Incheon	(123)	11.4	12.2	22.0	16.3	9.8	9.8	8.1	0.0	10.6
	Gwangju	(17)	17.6	17.6	5.9	11.8	5.9	11.8	5.9	0.0	23.5
	Daejeon	(10)	10.0	20.0	10.0	20.0	0.0	0.0	20.0	0.0	20.0
	Ulsan	(298)	23.5	14.4	11.4	10.4	10.4	9.1	5.0	0.0	15.8
	Gyeonggi	(307)	17.3	14.0	12.7	21.5	9.1	5.9	5.5	1.3	12.7
	Gangwon	(1)	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungbuk	(2)	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Chungnam	(38)	13.2	13.2	21.1	5.3	5.3	7.9	5.3	0.0	28.9
Jeonbuk	(71)	36.6	16.9	16.9	2.8	9.9	2.8	4.2	1.4	8.5	

	Jeonnam	(1)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
	Kyungbuk	(5)	0.0	20.0	40.0	0.0	20.0	0.0	0.0	0.0	20.0
	Kyungnam	(108)	10.2	20.4	14.8	6.5	11.1	10.2	4.6	0.9	21.3
	Jeju	(2)	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
By education level	Middle school or lower	(6)	50.0	16.7	0.0	16.7	0.0	16.7	0.0	0.0	0.0
	High school or higher	(537)	18.2	16.0	15.5	8.4	11.0	7.4	4.8	0.4	18.2
	Undergraduate	(425)	18.8	14.8	12.9	17.4	8.5	8.9	6.4	1.2	11.1
	Graduate school or higher	(51)	19.6	5.9	7.8	31.4	7.8	5.9	9.8	0.0	11.8
By household size	1 person	(81)	12.3	14.8	11.1	24.7	11.1	9.9	7.4	1.2	7.4
	2 persons	(95)	20.0	15.8	6.3	18.9	3.2	11.6	5.3	2.1	16.8
	3 persons	(201)	18.9	14.4	10.4	14.9	10.0	11.4	6.5	0.0	13.4
	4 persons	(526)	19.4	15.4	14.8	10.3	10.6	6.8	5.7	0.8	16.2
	5 persons or more	(116)	19.0	13.8	24.1	12.1	9.5	3.4	3.4	0.0	14.7
By job	Production & tech	(710)	20.6	16.8	15.8	8.0	9.7	7.3	5.2	0.1	16.5
	Management & admin	(92)	9.8	10.9	9.8	22.8	13.0	13.0	10.9	2.2	7.6
	Research	(157)	14.0	9.6	10.8	32.5	7.0	8.9	4.5	1.9	10.8
	Sales	(20)	15.0	25.0	5.0	5.0	15.0	5.0	5.0	0.0	25.0
	Maintenance	(31)	29.0	12.9	6.5	16.1	6.5	3.2	9.7	0.0	16.1
	Others	(9)	22.2	0.0	11.1	11.1	22.2	22.2	0.0	11.1	0.0