

The Current Status of Female Managers Examined through the Korean Women Manager Panel Survey

KWDI released **the main findings of the Korean Women Manager Panel Survey** in commemoration of 2023 Gender Equality Week. The Korean Women Manager Panel Survey **is a leading panel survey in Korea** that allows for understanding the working conditions, organizational culture, and work-life balance of female managers, as well as male managers.

Overview of the Korean Women Manager Panel Survey

Respondents	Managers at the level of department head or higher, both male and female, working in companies with 100 or more employees, totaling 5,011 individuals (3,500 females and 1,511 males), and 604 human resources managers.
Method	Web-based survey (with additional face-to-face interviews, phone calls, emails, etc., if necessary).
Sample design	Utilization of the systematic sampling method based on the 2017 Census on Establishments. - Step 1: First-stage sampling: Proportional distribution, determined by the square root of the sample size by industry. - Step 2: Second-stage sampling: Proportional distribution, determined by the square root of the sample size per industry based on the first-stage survey results. Sample distribution within each industry was based on the proportion of female managers.
Period	August to October annually (Commenced in 2020).
Content	Current workplace, organizational culture, relationships and networks within the workplace, career development and leadership, parental leave policies, family relationships, and other.

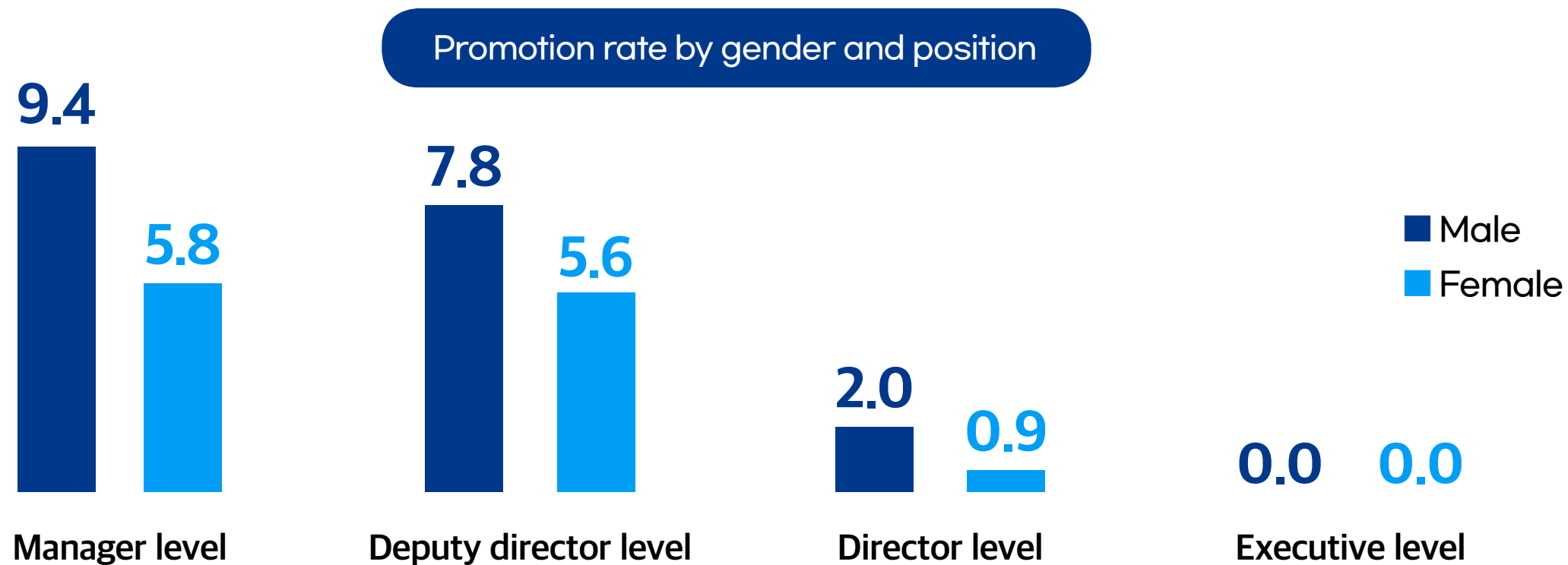
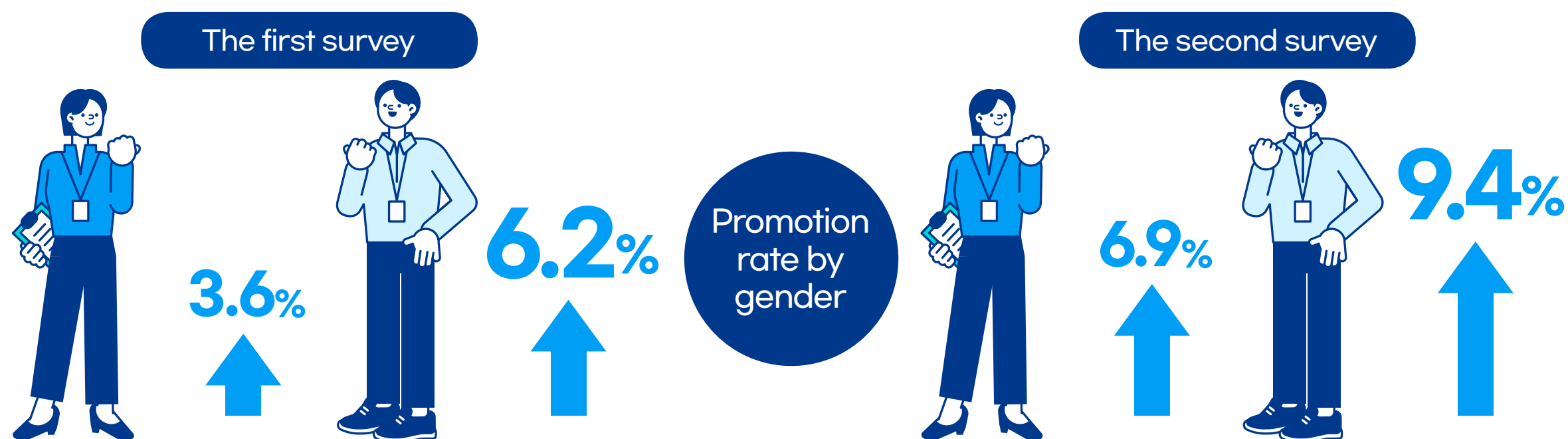
The survey results indicate that **the gender gap in promotions among male and female managers still exists**. It was observed that approximately 3 out of 10 female managers **have experienced gender discrimination** in placement, work assignments, promotions, and performance evaluations over the past year.

Shall we explore this further?



Promotion Status of Female and Male Managers

Upon examining the promotion status by gender after the survey, it was found that the **promotion rate of male managers was higher** than that of female managers.



Note: The position classification above refers to the position before promotion.

Experiences of Gender Discrimination among Female Managers in the Past Year

On the other hand, **approximately 37% of female managers** reported **experiencing discrimination in promotions** over the past year. Approximately **29%** reported experiencing discrimination **in personnel evaluations**, and approximately **27%** reported experiencing discrimination **in placement and work assignments**.



<Percentage of gender discrimination experiences among female managers by field in the past year>

37.0%



Promotion

29.1%



Personnel evaluation
(Performance evaluation)

26.5%



Placement and work
assignments

14.4%

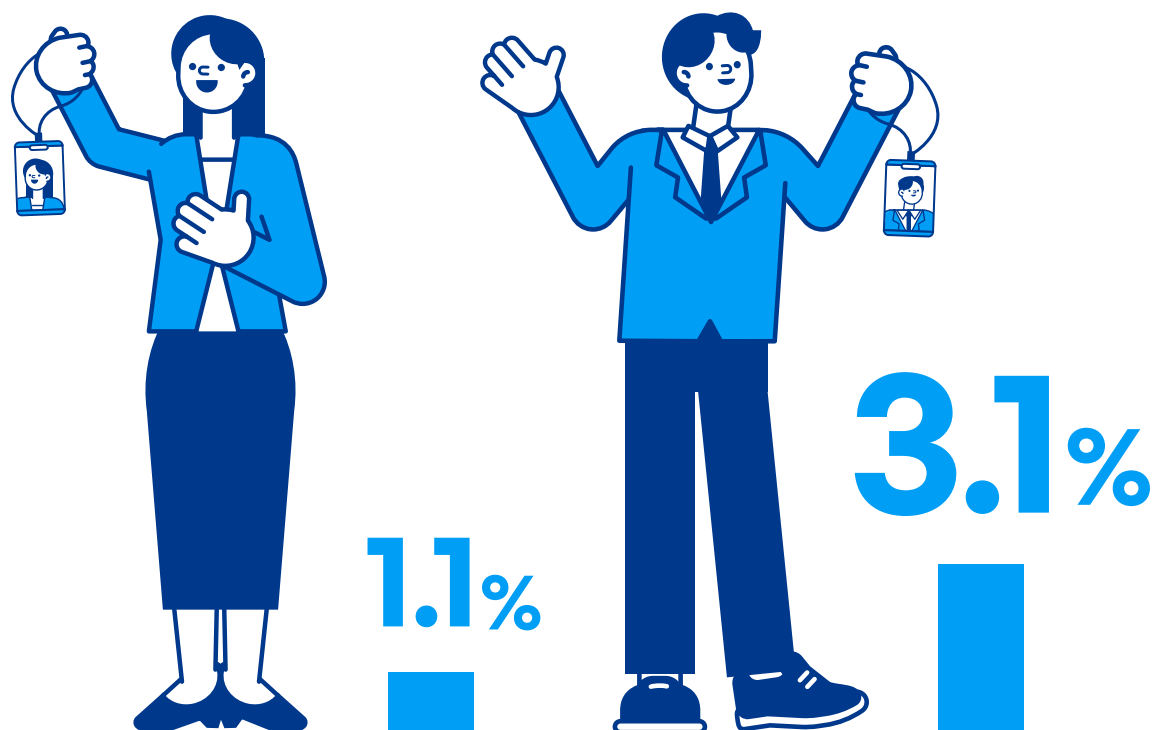


Salary or other payments

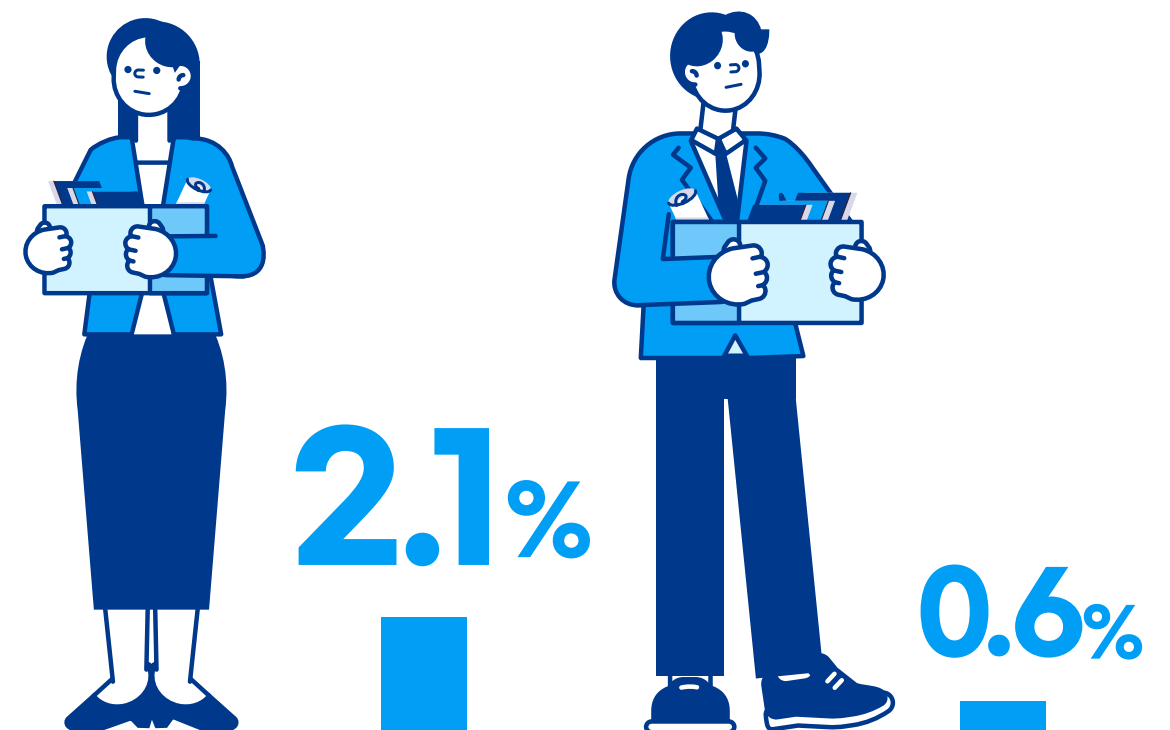
Turnover Status of Female and Male Managers

On the other hand, **regarding reasons for leaving the job, switching jobs** was one of the top responses **among male managers**, while **unemployment or starting their own business** was high among female managers.

The turnover rate due to switching jobs



The turnover rate due to unemployment or starting their own business



Note: The turnover rate is the average figure of the second and third surveys; the first survey was excluded as it did not include the sample that quit the job.

The Korean Women Manager Panel Survey serves as a **key foundation for formulating employment policies aimed at promoting the career development of female managers**. KWDI will **continue its efforts to enhance women's economic participation and career development** through the Korean Women Manager Panel Survey. For more details, please refer to the Korean Women Manager Panel Survey research reports.

