

## Screening & Consent Section

**Q1. Please select your current employer. Choose based on your primary job.**

(1) Lotte (2) Hanwha (3) Hyundai (4) Doosan (5) Samsung (6) LG (7) Shinsegae (8) GS (9) SK (10) Other

[Ask Q1-1 only if response ≠ (1) Lotte]

**Q1-1. Which of the following best describes your current employer?**

(1) Small-sized company

(2) Medium-sized company

(3) Large-sized company

[Continue only if "Large-sized company" selected]

**Q2. Does your current workplace implement a mandatory paternity leave policy?**

*"Mandatory paternity leave" refers to a policy requiring male employees to take at least one month of parental leave before their child turns 24 months old.*

(1) Yes (2) No

**Q3. What is your gender?**

(1) Male (2) Female

[Continue only if Male]

**Q4. What is your year of birth?**

Year of birth: (\_\_\_\_) → Age: \_\_\_\_ years

[Continue only if aged between 30 and 45]

**Q6. Are you a full-time employee?**

(1) Yes (2) No

[Continue only if "Yes"]

**Q7. Would you like to participate in this survey?**

(1) Yes (2) No → OUT

### Consent Statement:

Thank you for participating in this survey. This study is jointly conducted by researchers at Seoul National University and the University of Michigan. The survey asks for your views on paternity leave for fathers. Your candid responses will contribute meaningfully to academic understanding.

The survey takes approximately 15 minutes. Participation is voluntary, and your identity will not be recorded or disclosed.

---

## Part A. Workplace Norms, Fertility, and Childcare Involvement

**Q1. What do you think is the ideal number of children to have?**

(1) 1 child (2) 2 children (3) 3 children (4) 4 or more (5) 0 children

**Q2. How many additional children do you plan to have (excluding current children)?**

If you have no children yet, please answer with the total number of children you plan to have (including unborn children).

- (1) 1 child (2) 2 children (3) 3 children (4) 4 or more (5) 0 children

**Q3. Have you ever taken paternity leave at your current company?**

- (1) Yes (2) No

**Q4. On weekdays, how much time do you spend on household tasks and childcare?**

(If you do not yet have children, answer based on expected time.)

- (1) Less than 10 minutes  
(2) About 10 to 30 minutes  
(3) About 30 minutes to 1 hour  
(4) About 1 to 1.5 hours  
(5) About 1.5 to 2 hours  
(6) More than 2 hours

**Q5. On weekends, how much time do you spend on household tasks and childcare?**

(If no children yet, answer based on expected time.)

- (1) Less than 30 minutes  
(2) About 30 minutes to 1 hour  
(3) About 1 to 1.5 hours  
(4) About 1.5 to 2 hours  
(5) About 2 to 2.5 hours  
(6) More than 2.5 hours

**Q6. My supervisors and coworkers are generally understanding when I adjust my working hours for family-related needs (e.g., child's hospital visit, school event, pick-up/drop-off).**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

**Q7. Work or company events (e.g., after-hours meetings) often reduce my time with family in the evening.**

- (1) Never (2) Rarely (1–2 times a year) (3) Occasionally (once every 3–4 months)  
(4) Often (1–2 times a month) (5) Very often (once a week or more)

**Q8. At work, employees frequently talk about parenting or childcare.**

- (1) Never (2) Rarely (3) Sometimes (4) Often (5) Very often

**Q9. Think of male coworkers with children in elementary school or younger. How much time do you think they spend on household tasks and childcare during weekdays?**

(Same scale as Q4)

**Q10. On average, how many children do you think men in their 30s–40s at your workplace will have over their lifetime?**

- (1) 1 child (2) 2 children (3) 3 children (4) 4 or more (5) 0 children

---

## Part B. Workplace Norms on Paternity Leave Taking

**Q11. In your workplace, suppose 10 male employees had children in the past year. How many do you think used paternity leave?**

(Select 0–10)

0 1 2 3 4 5 6 7 8 9 10

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

We would like to ask for your opinion on a hypothetical situation.

### [Vignette Scenario 1: Mingyu, dual-earner]

**Mingyu Kim** : 33-year-old male

A permanent employee at the **same company as you**

Married (dual-earner couple), expecting their first child

Currently considering whether to apply for parental leave

**Q12. On a scale from 0 to 10, how likely are you to recommend that Mingyu take paternity leave?**

(0 = Not at all, 10 = Strongly recommend)

0 1 2 3 4 5 6 7 8 9 10

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

**Q13. If you recommend leave, how long would be ideal?**

- (1) Do not recommend leave
- (2)  $\leq 1$  month
- (3) 2–3 months
- (4) 4–6 months
- (5) 7–9 months
- (6) 10–12 months

**Q14. If your coworkers were asked the same question, how many out of 10 do you think would say they would recommend leave (score of 6 or higher)?**

(Select 0–10)

0 1 2 3 4 5 6 7 8 9 10

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

**Q15. What is the likelihood that Mingyu and his wife will have a second child if he continues at his current company?**

(Select in 10% increments from 0% to 100%)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

**Q16. After the first child is born, how much time per weekday do you expect Mingyu will spend on childcare and housework?**

- (1) Less than 10 minutes
- (2) About 10 to 30 minutes
- (3) About 30 minutes to 1 hour
- (4) About 1 to 1.5 hours
- (5) About 1.5 to 2 hours
- (6) More than 2 hours

**Q17–18. Please indicate your level of agreement:**

**Q17. After leave, Mingyu will fall behind in promotions/performance evaluations.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

**Q18. Mingyu's leave will increase the workload of his colleagues.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

---

**[Alternate Scenarios Based on Q2 Response]**

(Participants are shown a second vignette with either a mandated or non-mandated paternity leave condition, and asked Q19–Q25, mirroring Q12–Q18.)

**Mingyu Kim : 33-year-old male**

A permanent employee at the **same company as you**

Married (dual-earner couple), expecting their first child

Currently considering whether to apply for parental leave

**[Treated Group]**

If your company did not have a mandatory paternity leave policy, what advice would you give to Mr. Mingyu? Please answer the following question(s).

**Q19. If there is no mandate, on a scale from 0 to 10, how likely are you to recommend that Mingyu take paternity leave?**

(0 = Not at all, 10 = Strongly recommend)

0 1 2 3 4 5 6 7 8 9 10

**Q20. If you recommend leave, how long would be ideal?**

- (1) Do not recommend leave
- (2) ≤ 1 month
- (3) 2–3 months

- (4) 4–6 months
- (5) 7–9 months
- (6) 10–12 months

**Q21. If your coworkers were asked the same question while assuming *no mandate in place*, how many out of 10 do you think would say they would recommend leave (score of 6 or higher)?**

(Select 0–10)

0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q22. What is the likelihood that Mingyu and his wife will have a second child if he continues at his current company and *there is no mandate*?**

(Select in 10% increments from 0% to 100%)

0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q23. After the first child is born, how much time per weekday do you expect Mingyu will spend on childcare and housework?**

- (1) Less than 10 minutes
- (2) About 10 to 30 minutes
- (3) About 30 minutes to 1 hour
- (4) About 1 to 1.5 hours
- (5) About 1.5 to 2 hours
- (6) More than 2 hours

**Q24–25. Let us suppose that there is no mandatory paternity leave policy, but Mingyu decides to take parental leave. Please read the following statements and indicate the extent to which you agree with them.**

**Q24. After leave, Mingyu will fall behind in promotions/performance evaluations.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

**Q25. Mingyu's leave will increase the workload of his colleagues.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

**[Control Group]**







If your company were to introduce a mandatory paternity leave policy, what advice would you give to Mingyu? Please answer the following question(s).

## Mandatory Paternity Leave Policy

- Requires fathers to take one month of parental leave before the child turns one, unless there is a special reason not to.
- Provides 100% wage replacement during that month.

**Q19. If there is a mandatory paternity leave policy in place, on a scale from 0 to 10, how likely are you to recommend that Mingyu take paternity leave?**

(0 = Not at all, 10 = Strongly recommend)







0	1	2	3	4	5	6	7	8	9	10
										

**Q20. If you recommend leave, how long would be ideal?**

- (1) Do not recommend leave
- (2)  $\leq 1$  month
- (3) 2–3 months
- (4) 4–6 months
- (5) 7–9 months
- (6) 10–12 months

**Q21. If your coworkers were asked the same question while assuming there is a mandatory paternity leave policy in place, how many out of 10 do you think would say they would recommend leave (score of 6 or higher)?**

(Select 0–10)

0	1	2	3	4	5	6	7	8	9	10
										

**Q22. What is the likelihood that Mingyu and his wife will have a second child if he continues at his current company and there is a mandatory paternity leave policy in place?**

(Select in 10% increments from 0% to 100%)

**Q23. After the first child is born, how much time per weekday do you expect Mingyu will spend on childcare and housework?**

- (1) Less than 10 minutes
- (2) About 10 to 30 minutes
- (3) About 30 minutes to 1 hour
- (4) About 1 to 1.5 hours
- (5) About 1.5 to 2 hours
- (6) More than 2 hours

**Q24–25. Let us suppose that there is a mandatory paternity leave policy in place and Mingyu decides to take parental leave. Please read the following statements and indicate the extent to which you agree with them.**

**Q24. After leave, Mingyu will fall behind in promotions/performance evaluations.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

**Q25. Mingyu's leave will increase the workload of his colleagues.**

- (1) Strongly disagree (2) Disagree (3) Neutral (4) Agree (5) Strongly agree

---

## Part C. Gender Roles

**Q26. What percentage of total household labor do you think husbands should ideally take on?**

(Select from 0% to 100%, in 10% increments)

0%    10%    20%    30%    40%    50%    60%    70%    80%    90%    100%

☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐    ☐

---

## Part D. Sociodemographics

**Q27. Are you currently married?**

- (1) Yes (2) No

**Q28. How many children do you have?**

- (1) 1 child    (2) 2 children    (3) 3 children    (4) 4 or more children    (5) None

**Q29. Please indicate the age (in completed years) of your child(ren).**

If you have two or more children, please provide the ages of your two youngest children.

- **First child's age:**  
 (1) 0–1 years    (2) 2–4 years    (3) 5–8 years    (4) 9 years or older
- **Second child's age:**  
 (1) 0–1 years    (2) 2–4 years    (3) 5–8 years    (4) 9 years or older

**Q30. How long have you worked at your current company?**

(1) <1 year. (2) 1–2 years (3). 3–4 years (4) 5–6 years. (5) 7–8 years (6) 9+ years

**Q31. What is your industry?**

- (1) Manufacturing
- (2) Construction
- (3) Retail
- (4) Transportation/Warehousing
- (5) Hospitality/Food
- (6) IT
- (7) Other

**Q32. What is your job role/level?**

- (1) Staff/entry-level
- (2) Line/team manager
- (3) Mid-level manager
- (4) Executive

**Q33. What is your gross monthly salary (before tax and deductions)?**

(1) <3 million KRW (2) 3–3.99M (3) 4–4.99M (4) 5–5.99 (5) ≥6M

**Q34. Please select your spouse's current employment status.**

- (1) Wage worker (employed by a company or individual for pay, including non-regular workers)
- (2) Self-employed
- (3) Freelancer or temporary contract worker
- (4) Unemployed and seeking work / preparing for employment
- (5) Not in the labor force / retired (not seeking work)

**Q35. What was your spouse's average monthly labor (business) income during the past year?**

*Please report pre-tax income before deductions for the four major social insurance programs.*



- (1) No income
- (2) Less than 2 million KRW
- (3) 2–3 million KRW
- (4) 3–5 million KRW
- (5) 5 million KRW or more
- (6) Don't know

Thank you for your time!