



정책자료 2023-01

보건복지정책 연구 국제화 사업

신윤정
박수빈·김보름



■ 연구진

연구책임자	신윤정	한국보건사회연구원 연구위원
공동연구진	박수빈	한국보건사회연구원 연구원
	김보름	한국보건사회연구원 연구원

정책자료 2023-01

보건복지정책 연구 국제화 사업

발행일 2023년 12월
발행인 이태수
발행처 한국보건사회연구원
주소 [30147]세종특별자치시 시청대로 370
세종국책연구단지 사회정책동(1~5층)
전화 대표전화: 044)287-8000
홈페이지 <http://www.kihasa.re.kr>
등록 1999년 4월 27일(제2015-000007호)

© 한국보건사회연구원 2023
ISBN 978-89-6827-943-0 93330
<https://doi.org/10.23060/kihasa.f.2023..01>

발|간|사

한국의 보건복지정책은 그동안 꾸준한 발전을 통해 많은 성과를 가져왔으며 최근 빠르게 진행되고 있는 인구구조 변화와 사회적 양극화 현상 그리고 COVID19 영향에 보건복지정책이 능동적으로 대응할 필요성이 강조되고 있다. 최근 지정학적 위기 및 글로벌 사회 위협에 대응하여 선진 국가와 국제적인 학술 교류를 통해 한국의 사회보장정책의 내실화와 발전 방향을 모색하고, 아시아의 선도 국가로서 한국의 정책 경험을 개발도상국가를 대상으로 홍보하고 교류를 강화함으로써 국제사회에서의 한국의 지위를 강화할 필요가 있다. 국제적으로 우수한 연구 기관과 협력 연구를 통해 질적으로 높은 연구성과를 도출하고 보사연의 국제협력 연구의 향상을 도모할 수 있을 것으로 기대된다. 국제 협력 연구를 통해 한국의 사회보장정책의 발전과정에서 큰 역할을 수행해 온 보사연의 주요한 연구 성과들을 국제적으로 널리 홍보하는 계기를 마련할 수 있을 것으로 보인다. 보건복지 국제 연구의 허브 기관으로서 원내 전문가와 연구 성과를 국제적으로 홍보하는 한편 해외 전문 연구 기관과 연구자 정보를 국내에 소개하는 역할을 수행할 것으로 기대된다. 본 사업은 신윤정 국제협력단장의 연구 책임 하에 김보름 연구원과 박수빈 연구원의 공동 연구로 진행하였다. 본 사업에 도움을 주신 한국보건사회연구원과 국내외 전문가에게 감사 인사를 전한다.

2023년 12월

한국보건사회연구원 원장

이 태 수



Abstract	1
요 약	3
제1장 서 론	5
제1절 사업의 배경 및 목적	7
제2절 사업의 주요 내용	9
제2장 국제 컨퍼런스	11
제1절 추진 배경	13
제2절 보건 정책의 동향과 전망	16
제3절 노동 시장 및 소득 정책의 동향과 전망	32
제4절 돌봄 정책의 동향과 전망	50
제3장 해외 기관 MOU 협력	75
제1절 일본 국립사회보장인구문제 연구소	77
제2절 영국 옥스퍼드 대학교	185
제3절 미국 조지아대학교 및 KASWEA	222
제4장 국제협력 전문가 포럼	229
제1절 OECD Structural Mission to Korea 방문 개요	231
제2절 질문서 및 주요 논의	232

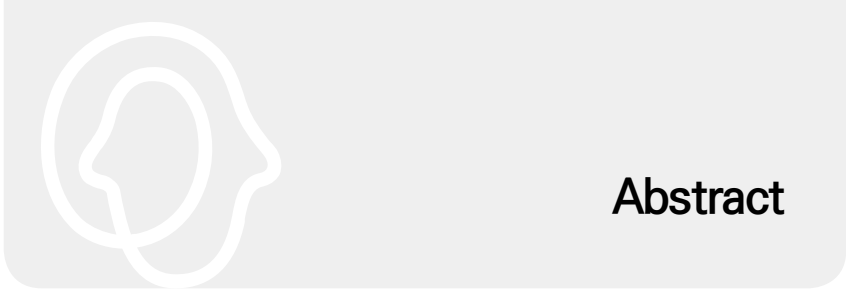
제5장 국제협력 사업 지원	235
제1절 CONNECT 주요 내용	237
제6장 국제 공동 연구	241
제1절 유럽 주요 국가 저출산 정책 동향 자료 수집	243
제2절 재외한인학자 연구협력체 운영	254
제7장 결론	255
제1절 사업의 성과 및 한계	257
제2절 향후 계획	260
참고문헌	263

표 목차

KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



〈표 2-1〉 엔데믹 시대의 글로벌 보건·복지 동향과 전망 프로그램	14
〈표 3-1〉 제4차 IPSS-KIHASA 정책 포럼 프로그램 (영문)	78
〈표 3-2〉 한국 및 일본의 격차 현황과 대안 전문가 세미나 프로그램	184
〈표 3-3〉 국제 포럼「Child & Family Policy Online」 프로그램	185
〈표 6-1〉 프랑스의 아동 수당	243
〈표 6-2〉 스웨덴의 아동 수당	244
〈표 6-3〉 독일의 아동 수당	244
〈표 6-4〉 이탈리아의 아동 수당	245
〈표 6-5〉 헝가리의 아동 수당	245
〈표 6-6〉 프랑스의 보육 서비스	246
〈표 6-7〉 스웨덴의 보육 서비스	247
〈표 6-8〉 독일의 보육 서비스	248
〈표 6-9〉 이탈리아의 보육 서비스	248
〈표 6-10〉 프랑스의 자녀 돌봄 휴가	249
〈표 6-11〉 스웨덴의 자녀 돌봄 휴가	250
〈표 6-12〉 이탈리아의 자녀 돌봄 휴가	251
〈표 6-13〉 헝가리의 자녀 돌봄 휴가	252
〈표 6-14〉 유럽 연합 국가들의 사회보장 권리 규정 웹사이트 리스트	253



Abstract

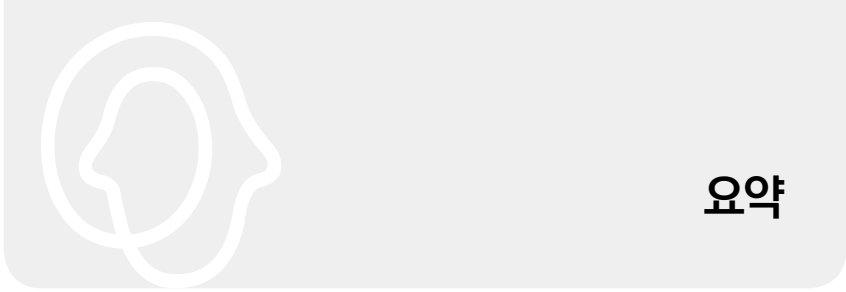
International Research on Health and Welfare Policy

Project Head: Yoon-Jeong SHIN

In response to the recent geopolitical crisis and global social risks, it needs to proactively respond to the rapid demographic changes, social polarization, and the impact of COVID19. In recognition of these it should explore the internalization and development of Korea's social security policy through international academic exchanges with advanced countries. In addition, as a leading country in Asia, Korea should promote its policy experience to developing countries and strengthen exchanges. High-quality research outcomes should be achieved through collaborative research with internationally renowned research institutions. Through international collaborative research, KIHASA's major research achievements can be widely promoted internationally. It is expected to play a role in promoting KIHASA's experts and research achievements internationally, while introducing overseas specialized research institutions and researchers to Korea.

Keyword : International research, International collaboration expert forum, International conference, MOU cooperation, International Partnership

Co-Researchers: Boreum KIM · Subin PARK



요약

한국의 보건복지정책은 그동안 꾸준한 발전을 통해 많은 성과를 가져왔으며 최근 빠르게 진행되고 있는 인구구조 변화와 사회적 양극화 현상 그리고 COVID19 영향에 보건복지정책이 능동적으로 대응할 필요성이 강조되고 있다. 최근 지정학적 위기 및 글로벌 사회 위험에 대응하여 선진 국가와 국제적인 학술 교류를 통해 한국의 사회보장정책의 내실화와 발전 방향을 모색하고, 아시아의 선도 국가로서 한국의 정책 경험을 개발도상국가를 대상으로 홍보하고 교류를 강화함으로써 국제사회에서의 한국의 지위를 강화할 필요가 있다. 국제적으로 우수한 연구 기관과 협력 연구를 통해 질적으로 높은 연구성과를 도출하고 보사연의 국제협력 연구의 향상을 도모할 수 있을 것으로 본다. 국제 협력 연구를 통해 한국의 사회보장정책의 발전과정에서 큰 역할을 수행해 온 보사연의 주요한 연구 성과들을 국제적으로 널리 홍보하는 계기가 마련될 것으로 본다. 보건복지 국제 연구의 허브 기관으로서 원내 전문가와 연구 성과를 국제적으로 홍보하는 한편 해외 전문 연구 기관과 연구자 정보를 국내에 소개하는 역할을 수행할 것으로 기대된다.

본 사업의 목적은 첫째, 내실있는 국제 공동 연구를 수행하여 사회보장 국제 비교 연구의 질적 수준을 제고하고 국내외 사회보장정책의 발전을 도모한다. 둘째, 우수한 해외 기관 및 전문가와의 협력을 도모하여 보사연의 국제 네트워크를 강화하고 국제 협력 연구의 발전에 기여한다. 셋째, 보사연의 전문 인력과 연구성과를 해외에 홍보하여 보사연의 국제적인 위상과 인지도 향상을 제고한다. 다섯째, 아시아의 핵심 연구 기관으로서 보사연의 글로벌 리더로서의 지위와 역할 강화한다.

본 사업의 주요 내용은 다음과 같다. 첫째, 국제 컨퍼런스로 「재외 한인 학자 초청 세미나: 엔데믹 시대의 보건·복지 동향과 전망」을 개최하였다. 둘째, 해외 MOU 기관과의 협력으로 일본의 「인구문제사회보장연구소

4 보건복지정책 연구 국제화 사업

(The National Institute of Population and Social Security Reserch: IPSS)」와 「제4차 IPSS-KIHASA 정례 정책 포럼」을 추진하였다. 영국의 옥스퍼드 대학과 함께 국제 포럼 「Child and Family Policy」를 진행하였다. 미국 조지아 대학과 한인사회복지교육자 학회(Korean American Social Work Educators Association: KASWEA)와 MOU 를 새롭게 추진하였다. 셋째, 국제협력 전문가 포럼의 일환으로 OECD 사무국 담당자들과 저출산 원인과 인구 정책 대응 관련 전문가 포럼을 진행하였다. 넷째, 국제협력사업 지원의 일환으로 「ILO-CONNECT」 지역 협의체 회의에 참여하고 MOU 체결을 수행하였다. 다섯째, 국제공동연구 일환으로 유럽 국가 전문가들과의 네트워크를 통해 유럽 주요 국가들의 저출산 정책 동향 자료를 수집하고, 재외한인학자 연구협력체를 새롭게 마련하여 운영하였다.

본 사업을 통해 한국의 보건복지 연구성과를 확산하고 해외 보건복지 경험을 교류함으로써 각국의 정책연구 발전에 기여할 것으로 기대된다. 국제컨퍼런스 개최 및 국제협력연구의 확대를 통해 국내 연구자들의 연구 역량을 배가시키고, 국내의 정책 성과 및 연구 성과를 해외에 알리는 효과가 예상된다. 선진국 및 개도국 전문가와의 국제협동연구와 지평을 활성화시킴으로써 한국보건사회연구원, 더 나아가 한국의 관련 전문가들의 연구역량을 제고하는 데 큰 기여를 할 것으로 본다. 향후 기본연구 수행 시 해외사례, 전문가 교류협력 등을 통해 기본연구사업을 효과적으로 수행할 것으로 기대된다. 새롭게 구축되는 해외 사회보장정책 전문가 네트워크를 활용하여 지속적인 국제교류협력을 추진하고 국제컨퍼런스 개최 및 국제협동연구 확대를 통해 한국의 사회보장정책 연구를 확산할 수 있는 기회가 될 것으로 본다.

주요 용어 : 국제공동연구, 국제컨퍼런스, 국제협력 전문가 포럼, 해외기관 MOU, 국제협력사업

사람을
생각하는
사람들



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



제 1 장

서론

제1절 사업의 배경 및 목적

제2절 사업의 주요 내용

제 1 장 서론

제1절 사업의 배경 및 목적

1. 사업의 필요성

- 한국의 보건복지정책은 그동안 꾸준한 발전을 통해 많은 성과를 가져왔으며 최근 빠르게 진행되고 있는 인구구조 변화와 사회적 양극화 현상 그리고 COVID19 영향에 보건복지정책이 능동적으로 대응할 필요성이 강조되고 있음
- 최근 지정학적 위기 및 글로벌 사회 위협에 대응하여 선진 국가와 국제적인 학술 교류를 통해 한국의 사회보장정책의 내실화와 발전 방향을 모색하고,
- 아시아의 선도 국가로서 한국의 정책 경험을 개발도상국가를 대상으로 홍보하고 교류를 강화함으로써 국제사회에서의 한국의 지위를 강화할 필요가 있음
- 국제적으로 우수한 연구 기관과 협력 연구를 통해 질적으로 높은 연구성과를 도출하고 보사연의 국제협력 연구의 향상을 도모할 수 있을 것으로 기대
- 국제 협력 연구를 통해 한국의 사회보장정책의 발전과정에서 큰 역할을 수행해 온 보사연의 주요한 연구 성과들을 국제적으로 널리 홍보하는 계기를 마련

8 보건복지정책 연구 국제화 사업

- 보건복지 국제 연구의 허브 기관으로서 원내 전문가와 연구 성과를 국제적으로 홍보하는 한편 해외 전문 연구 기관과 연구자 정보를 국내에 소개하는 역할을 수행할 것으로 기대됨
- 국제컨퍼런스 개최 및 국제협력연구의 확대를 통해 국내 연구자들의 연구역량을 배가시키고, 국내의 정책성과 및 연구성과를 해외에 알리는 효과가 예상됨
 - 선진국 및 개도국 전문가와의 국제협동연구와 지평을 활성화시킴으로써 한국보건사회연구원, 더 나아가 한국의 관련 전문가들의 연구역량을 제고하는 데 큰 기여를 할 것으로 예상
- 향후 기본연구 수행 시 해외사례, 전문가 교류협력 등을 통해 기본 연구사업을 효과적으로 수행할 것으로 예상됨
 - 새롭게 구축되는 해외 사회보장정책 전문가 네트워크를 활용하여 지속적인 국제교류협력을 추진하고 국제컨퍼런스 개최 및 국제협동연구 확대를 통해 한국의 사회보장정책 연구 확산

2. 사업의 목적

- 첫째, 내실있는 국제 공동 연구를 수행하여 사회보장 국제 비교 연구의 질적 수준을 제고하고 국내외 사회보장정책의 발전을 도모
- 둘째, 우수한 해외 기관 및 전문가와의 협력을 도모하여 보사연의 국제 네트워크를 강화하고 국제 협력 연구의 발전에 기여
- 셋째, 보사연의 전문 인력과 연구성과를 해외에 홍보하여 보사연의

국제적인 위상과 인지도 향상을 제고

- 다섯째, 아시아의 핵심 연구 기관으로서 보사연의 글로벌 리더로서의 지위와 역할 강화

제2절 사업의 주요 내용

- 국제 컨퍼런스
 - 「재외 한인 학자 초청 세미나: 엔데믹 시대의 보건·복지 동향과 전망」 개최 (2023. 7.20).
- 해외 MOU 기관과의 협력
 - 일본 「인구문제사회보장연구소 (The National Institute of Population and Social Security Reserch: IPSS)」 와 「제4차 IPSS-KIHASA 정례 정책 포럼 (2023. 6.8)」 추진
 - 영국 옥스퍼드 대학과 국제 포럼 「Child and Family Policy (2023. 5.3)」 진행
 - 미국 조지아 대학 및 한인사회복지교육자 학회와 MOU 추진
- 국제협력 전문가 포럼
 - OECD 사무국 담당자들과 저출산 원인과 인구 정책 대응 관련 전문가 포럼 진행

10 보건복지정책 연구 국제화 사업

□ 국제협력사업 지원

- 「ILO-CONNECT」 지역 협의체 회의에 참여하고 MOU 체결 수행

□ 국제 공동 연구

- 유럽 국가 전문가들과의 네트워크를 통해 유럽 주요 국가들의 저출산 정책 동향 자료 수집
- 재외한인학자 연구협력체 수립 및 운영



제2장

국제 컨퍼런스

제1절 추진 배경

제2절 보건 정책의 동향과 전망

제3절 노동 시장 및 소득 정책의 동향과 전망

제4절 돌봄 정책의 동향과 전망

제 2 장 국제 컨퍼런스

제1절 추진 배경

1. 배경 (일부 원장님 개회사 발췌)

- 한국보건사회연구원(약칭 보사연)의 신세 번째 생일을 맞아, 보사연은 사회환경의 변화와 시대적 과제에 대응하는 국책연구기관의 사명을 이행하고 있음.
- 최근까지 전 인류의 모든 분야, 모든 공간에 충격을 안겨준 팬데믹을 주제로, 팬데믹 이후 엔데믹으로 전환하는 시점에서 사회정책의 패러다임 전환을 모색하고자 보건·복지를 포함한 사회정책 분야의 재외한인 학자들을 초청하여 세미나를 진행하고자 함.
- 동 세미나를 기반으로 향후에도 국적을 불문하고 국내외로 활약하시는 석학들과 함께 글로벌 차원의 협동 연구와 연구 교류를 증진하고, 글로벌 인적 네트워크를 구축할 수 있을 것으로 기대를 표함.

2. 세미나 개요

- 일 시: 2023. 7. 20(목)
- 장 소: 한국보건사회연구원 세종실 및 Zoom 웨비나
- 참석자:
 - (원내) 이태수 원장, 강혜규 부원장, 강희정 보건정책연구실장, 오욱찬 사회서비스정책연구실장, 김기태 복지국가연구센터장, 신윤정 국제협력단장, 김보름 연구원, 박수빈 연구원 외
 - (원외) 홍영표 조지아대학 사회복지대학 학장, 장지연 한국사회정책학회장, 안상남 세인트루이스대학교 교수, 남윤주 버팔로대학교 교수, 이희순 볼링그린주립대학교 교수, 최영준 연세대학교 교수, 정희정 켄트대학교 교수, 김명중 닛세이گی초연구소 상석연구원 외
- 주요 안건: 보건정책의 동향과 전망, 노동시장 및 소득정책의 동향과 전망, 돌봄정책의 동향과 전망 등 엔데믹 시대의 뉴노멀(New Normal)과 글로벌 보건·복지
- 프로그램

〈표 2-1〉 엔데믹 시대의 글로벌 보건·복지 동향과 전망 프로그램

(사회: 신영규 한국보건사회연구원 부연구위원)

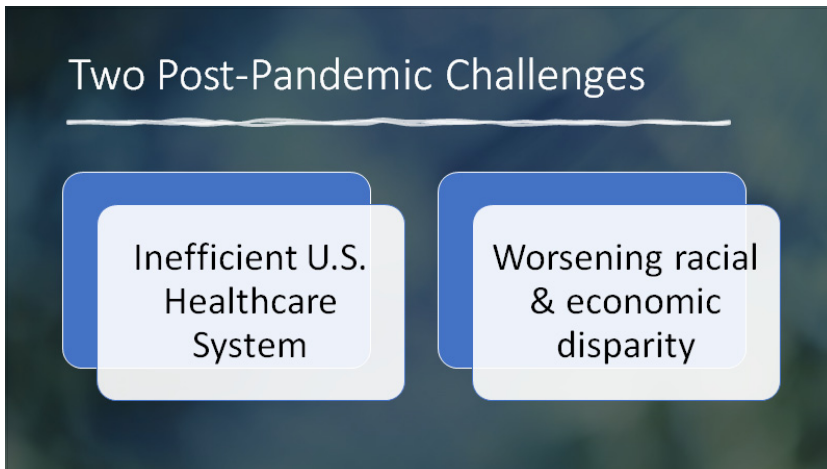
내용	
16:00~16:10	<p>개회식</p> <ul style="list-style-type: none"> • 개회사 - 이태수, 한국보건사회연구원장 • 축 사 - 정해구, 경제·인문사회연구회 이사장 <ul style="list-style-type: none"> - 홍영표, 미주 한인 사회복지 교육자 협회 회장 - 장지연, 한국사회정책학회장

	내용
16:10~16:45	<p>[세션 1] 보건정책의 동향과 전망</p> <ul style="list-style-type: none"> • 진행 - 강희정, 한국보건사회연구원 보건정책연구실장 • 발표: “팬데믹 이후 미국 보건 정책 동향” <ul style="list-style-type: none"> - 안상남, 세인트 루이스대학교 교수 • 토론 - 강희정, 한국보건사회연구원 보건정책연구실장 <ul style="list-style-type: none"> - 김성욱, 옥스퍼드대학교 교수 (화상참여) - 하나영, 상해대학교 교수 (화상참여)
16:45~17:20	<p>[세션 2] 노동시장 및 소득정책의 동향과 전망</p> <ul style="list-style-type: none"> • 진행 - 김기태, 한국보건사회연구원 복지국가연구센터장 • 발표: “코로나 위기 이후 일본 노동시장의 과제와 고용정책 변화” <ul style="list-style-type: none"> - 안주영, 류코쿠대학교 교수 (화상참여) • 토론 - 김기태, 한국보건사회연구원 복지국가연구센터장 <ul style="list-style-type: none"> - 남윤주, 베타로대학교 교수 - 서효진, 루벤대학교 박사 (화상참여)
17:20~18:00	<p>[세션 3] 돌봄정책의 동향과 전망</p> <ul style="list-style-type: none"> • 진행 - 오옥찬, 한국보건사회연구원 사회서비스정책연구실장 • 발표: “코로나19 위기 이후 미국의 돌봄 분야 정책 변화 및 동향” <ul style="list-style-type: none"> - 이희순, 볼링 그린 주립대학교 교수 “영국의 돌봄 정책, 코로나19 이후 무엇이 달라졌는가? 아동 돌봄과 성인 돌봄 정책을 중심으로” <ul style="list-style-type: none"> - 이성희, 더비대학교 교수(화상참여) • 토론 - 오옥찬, 한국보건사회연구원 사회서비스정책연구실장 <ul style="list-style-type: none"> - 김원경, 메이지 가쿠인대학교 부교수 (화상참여)
18:20~19:00	<p>좌담회 및 질의응답</p> <ul style="list-style-type: none"> • 좌장 - 강혜규, 한국보건사회연구원 부원장 • 주제: “엔데믹 시대 뉴노멀과 글로벌 보건복지” • 패널 - 최영준, 연세대학교 교수 <ul style="list-style-type: none"> - 장지연, 한국노동연구원 선임연구위원 - 정희정, 켄트대학교 교수 - 김명중, 닛세이키초연구소 상석연구원(아시아대 특임준교수) - 홍영표, 조지아대학교 교수(사회복지대학 학장)

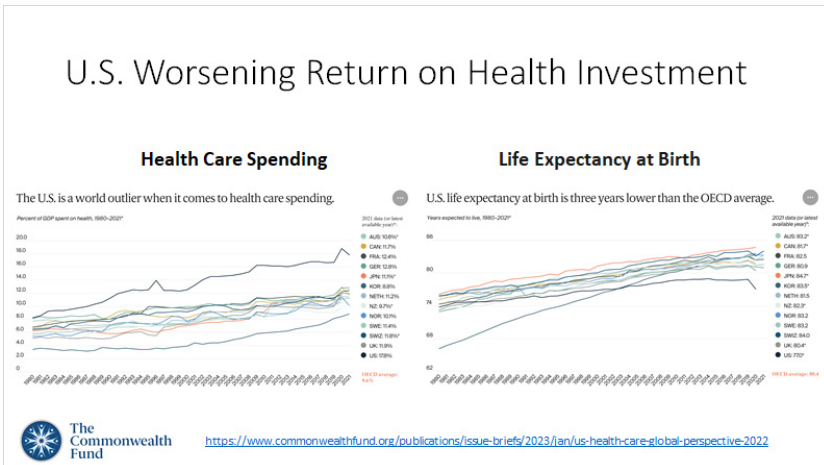
제2절 보건 정책 동향과 전망

1. 팬데믹 이후 미국 보건정책 동향

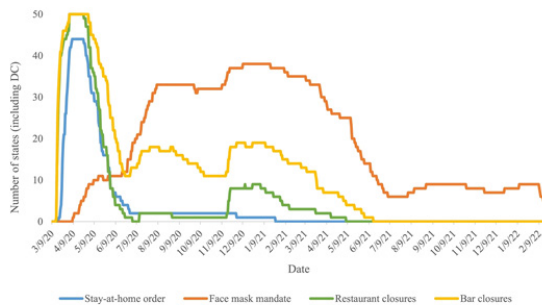
□ 발표자: 안상남 교수 (세인트루이스대학교)



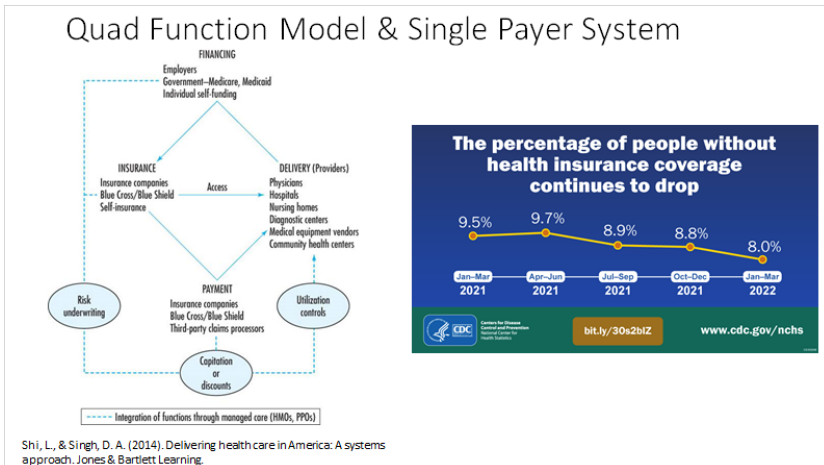
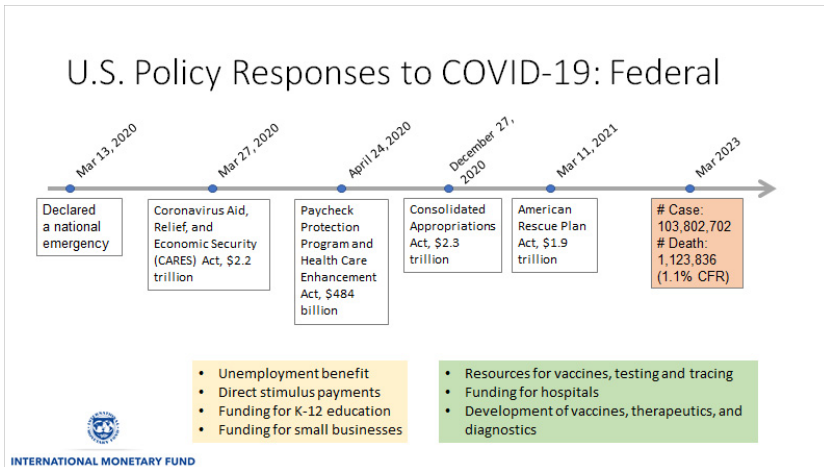
U.S. Worsening Return on Health Investment

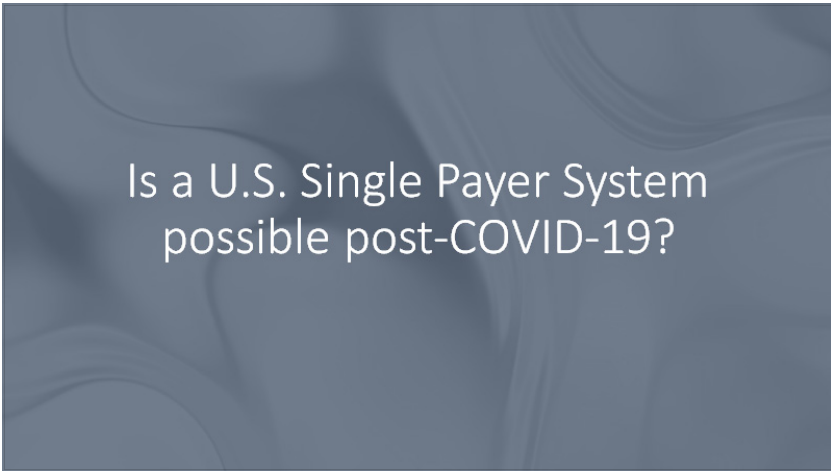


U.S. Policy Responses to COVID-19: States

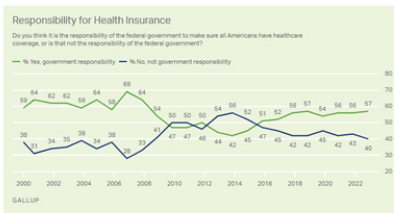


Skinner, A., Flannery, K., Nocka, K. et al. A database of US state policies to mitigate COVID-19 and its economic consequences. *BMC Public Health* 22, 1124 (2022). <https://doi.org/10.1186/s12889-022-13487-0>





Lukewarm Public Support for Single Payer System



Do you think it is the responsibility of the federal government to make sure all Americans have healthcare coverage, or is that not the responsibility of the federal government?

	Yes, is	No, is not	No opinion
	%	%	%
2022 Nov 9-Dec 2	57	40	2
2020 Nov 9-19	56	42	2
2019 Nov 1-14	54	45	1
2018 Nov 1-11	57	42	1
2017 Nov 9-8	56	42	2

GALLUP®

<https://news.gallup.com/poll/4708/healthcare-system.aspx>

Poor Presidential Political Capital

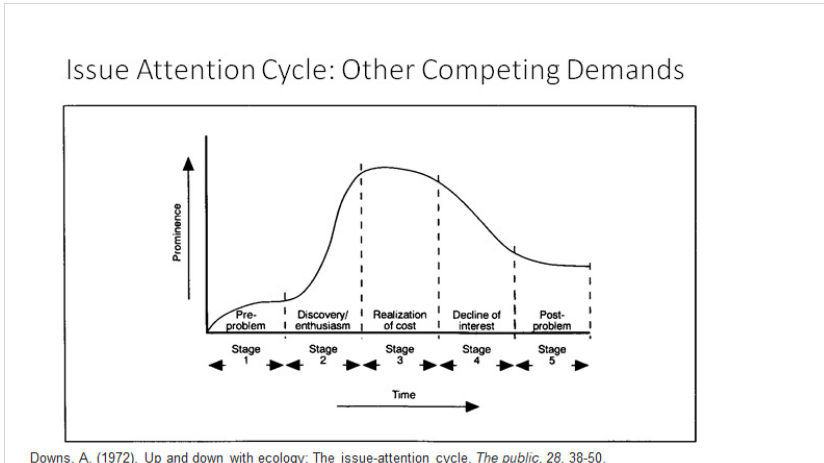
Low public approval rate (43%, June 2023)

Presidential election result in a neck-and-neck race (51.3% vs. 46.9% of Trump)

Close Congressional Power:
Sen.: **51 (Dem)** vs. 49 (Rep)
House: 212 (Dem) vs. **222 (Rep)**

Lack of Agenda or Political Will?

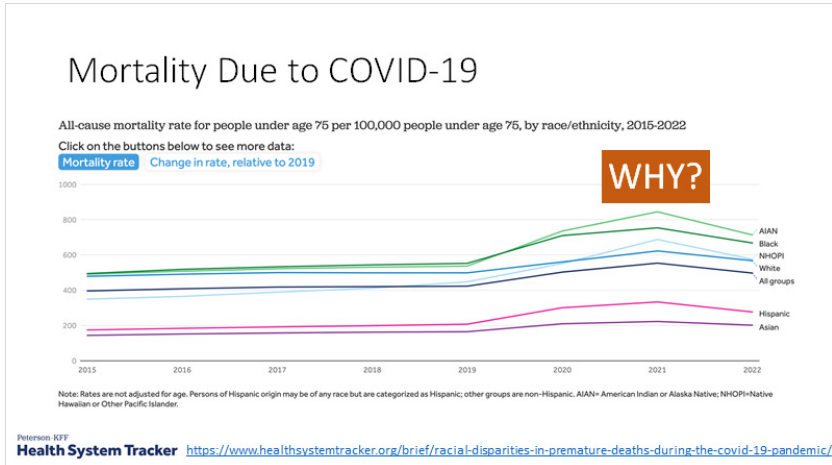
Weissert, C. S., & Weissert, W. G. (2019). *Governing health: The politics of health policy*. JHU Press.



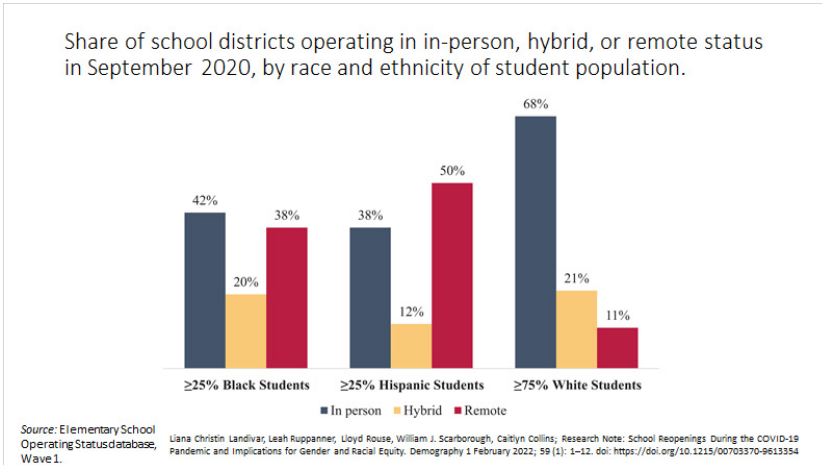
Two Post-Pandemic Challenges

Inefficient U.S. Healthcare System

Worsening racial & economic disparity



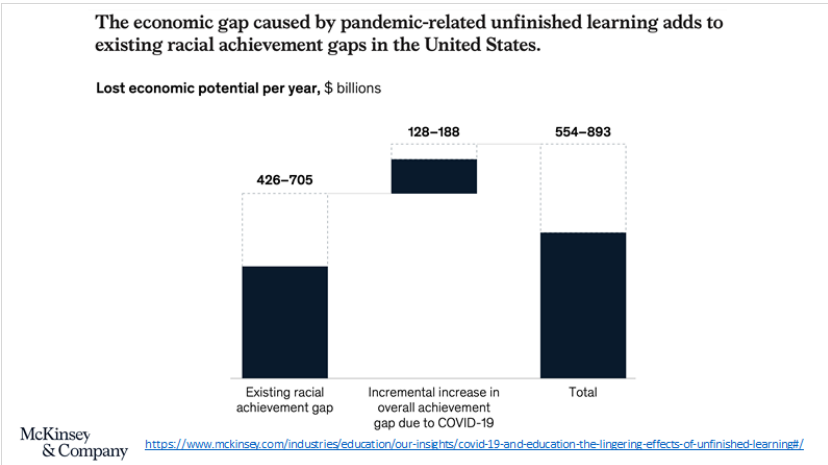
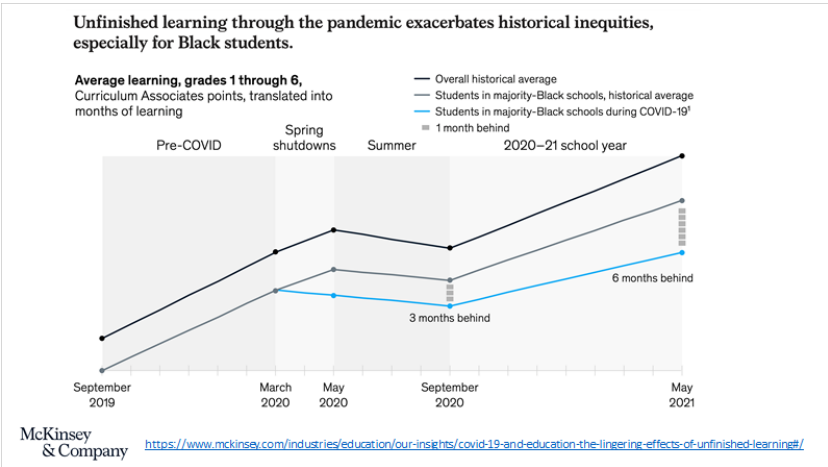
22 보건복지정책 연구 국제화 사업



Triple Impact of School Closures on Educational Inequality

1. Remote learning
2. Losing positive peer spillovers
3. Less benefitting parental support

CENTRE FOR ECONOMIC POLICY RESEARCH <https://cepr.org/voxeu/columns/triple-impact-school-closures-educational-inequality>



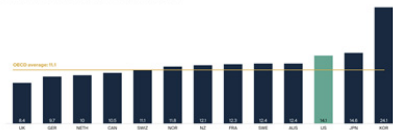
Lack of Parental Support & Poor Peer Relations



Suicide Rates & Deaths from Assault

Rates of suicide were highest in the U.S., Japan, and South Korea.

Intentional self-harm deaths per 100,000 population (standardized rates)



Notes: Rates reflect age-standardized rates. Standardized self-harm death rates 2019 data for AUS, DEU, ESP, FIN, FRA, GBR, ITA, JPN, KOR, LTU, and US; 2018 data for CAN, CHL, and FWS; 2016 data for BRA, 2014 data for NZ, and WOE. OECD average reflects the average of 34 OECD member countries, including some not shown here.

Deaths from assault are highest in the U.S.

Mortality from assault, deaths per 100,000 population (standardized rates)



Notes: Rates reflect age-standardized rates. Mortality from assault rates 2019 data for AUS, DEU, ESP, FIN, FRA, GBR, ITA, JPN, KOR, LTU, and US; 2018 data for CAN, CHL, and FWS; 2016 data for BRA, 2014 data for NZ, and WOE. OECD average reflects the average of 34 OECD member countries, including some not shown here. Excludes all other deaths "suicide" can be found here.



<https://www.commonwealthfund.org/publications/issue-briefs/2023/jan/us-health-care-global>



Education: American Families Plan of 2021

- Two free years of community college
- Universal access to high-quality, free Pre-K (3-4 year olds)
- Lower college costs for low-and middle- income students at Historically Black Colleges and Universities (HBCUs)
- An increase of up to approximately \$1,400 in Pell Grants and allowing DREAMers to access the funding;
- Provide support to students to increase retention & completion
- A \$9 billion investment to strengthen teacher pipelines and address shortages, increase the number of teachers of color, and support the growth of teachers.



<https://www.whitehouse.gov/american-families-plan/>

2. 토론

가. 영국의 정책 동향

□ 발표자: 김성욱 교수 (옥스퍼드대학교)

○ 영국의 COVID-19 대응

- 영국의 NHS 시스템에 대한 이해가 필요. 한국 미국과 다르게 세금으로 운영되는 시스템임.
- 의대 졸업후에 대부분 NHS에 소속되어 고임금을 받는 의사로 시작함.
- 그럼에도 불구하고 의사의 공급은 관리되어 의사가 부족한 실정임.

○ 영국의 대기(waiting list) 관련 문제

- 코로나19 기간 동안 자녀가 아파도 병원에서 진료를 받기 어려움 (위독한 경우가 아니면 시스템에서 걸러짐).
- GP(General Practitioner) 시스템에서 다른 병원으로 연계 하거나(2~30%정도), 간단한 처방전을 제공함.

○ 영국 정부의 대응 방침

- 정부는 1차 진료, 사회 보장 및 구급차 서비스에 대한 투자를 늘려야 함. 이를 통해 주 7일 동안 1차 진료 환경과 환자의 가정에서 더 많은 치료를 제공할 수 있음. 이러한 치료에는 경미한 부상, 드레싱, 카테터 치료가 포함됨.
- 2차 진료는 전용 전화선을 통해 특수 자문을 제공하는 1차 진료 접근을 개선해야 함. 이렇게 하면 1차 진료가 대부분의 서비스에

대한 관문이 될 수 있고 의뢰를 최소화할 수 있음.

- 지역 보건 시스템은 NHS 111¹⁾과 일반 진료에서 환자를 안내할 수 있는 7일간의 다양한 옵션을 개발해야 함. 여기에는 약국, 응급실, 응급 치료실, 야간 GP 서비스, 2차 진료 서비스가 포함됨.

○ 병상 확대

- 영국은 인구 대비 병원 병상 수가 다른 나라에 비해 매우 적음. OECD EU 국가의 경우 인구 1,000명당 평균 병상 수는 5개이지만, 영국은 2.4개에 불과함. 반면 독일은 7.8개를 보유하고 있음.
- COVID-19 환자 입원 수는 팬데믹 내내 변동했으며, 겨울철에 정점을 이루었음. 이는 높은 병상 점유율과 비 응급 치료에 대한 긴 대기 시간을 초래했음.
- COVID-19 환자를 격리해야 할 필요성으로 인해 일부 병원 병동이 폐쇄되고 일반 사용을 위해 사용할 수 있는 병상이 감소했음.
- 팬데믹은 NHS의 인력 부족을 초래했으며, 이는 병상 가용성에 대한 압력을 더함.

1) 영국의 건강보험제도

나. 중국의 정책 동향

□ 발표자: 허나영 교수 (상해대학교)

“팬데믹 이후 미국 보건정책 동향” 대한 토론
-중국 보건정책 동향과의 비교


허나영
Asian Demographic Research Institute,
School of Sociology
Shanghai University, China

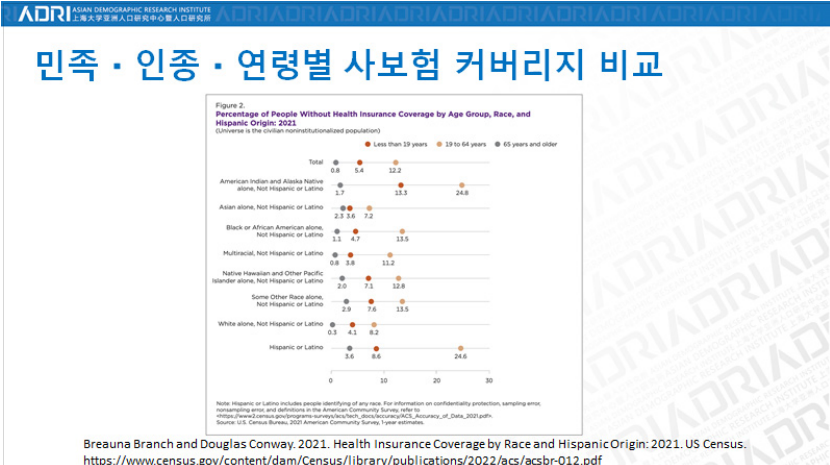
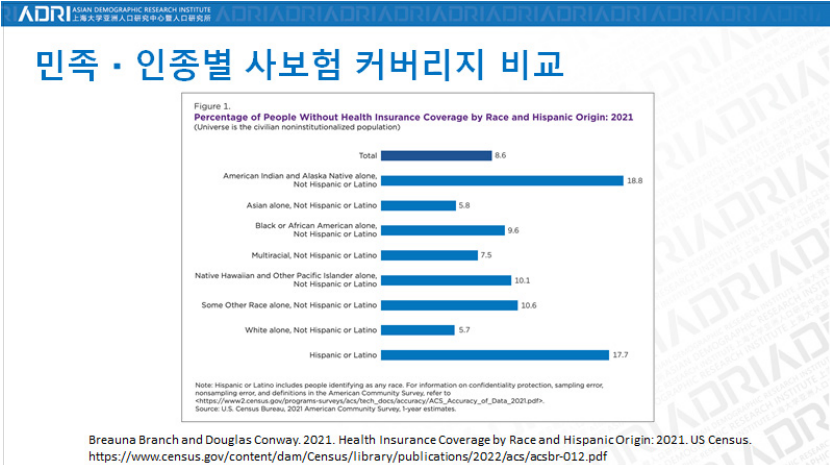
ADRI
ASIAN DEMOGRAPHIC RESEARCH INSTITUTE
上海大学亚洲人口研究中心暨人口研究所

ADRI ASIAN DEMOGRAPHIC RESEARCH INSTITUTE
上海大学亚洲人口研究中心暨人口研究所

팬데믹 이후 미국 보건정책

- 발표자는 코비드 팬데믹 상황에서의 미국보건 정책과 팬데믹 이후의 미국에 남겨진 과제에 관해 토의하였음
- 지속되는, 혹은 팬데믹 이후 심화된 ethnicity별 보건·교육 불평등은 미국이 해결해야 할 중요한 국가적 과제가 되었다는 것과 가정 내에서의 지원체계의 부실함이 이를 심화시킨다는 것을 보여줌.





ADRI ASIAN DEMOGRAPHIC RESEARCH INSTITUTE
 上海大学亚裔人口研究中心暨人口研究所

사회경제적 지위와 민족 · 연령별 차이

- 주의할 점은 민족 · 인종별 격차가 사회경제적 지위의 격차와 동일한 것은 아니라는 것임.
- 민족 · 인종별 불평등이 사회경제적 지위가 낮은 그룹에서 더 심해지는지 (interaction effect)의 여부를 살펴보고, 그렇다면 이들 그룹에 맞춤형 지원방법을 모색하는 것도 하나의 방법이 될 수 있을 것임.

ADRI ASIAN DEMOGRAPHIC RESEARCH INSTITUTE
 上海大学亚裔人口研究中心暨人口研究所

팬데믹 시대의 보건정책 동향 비교: 미국과 중국

<ul style="list-style-type: none"> • 미국 <ul style="list-style-type: none"> ○ 주정부 별 자율적인 정책 <ul style="list-style-type: none"> ▪ 주별로 실행대피 혹은 자택격리 등을 실시하였으나 주, 카운티 수준에서 완화 · 강화 여부의 차이가 존재 ○ 방역주의 정책은 주정부의 자율성으로 보였지만 확진자 · 사망자수의 급속한 증가를 불러옴 ○ 팬데믹 이후 인종차별주의에 의한 소득불평등 증가 	<ul style="list-style-type: none"> • 중국 <ul style="list-style-type: none"> ○ 우한을 시작으로 중앙정부의 강력한 통제 (“제로 코로나”) <ul style="list-style-type: none"> ▪ 2022년 12월까지 엄격한 봉쇄 정책 유지, 소구(小区)수준에서의 강력한 봉쇄 ▪ Covid camps의 운영 - 임시 건물 내에서 최소이 주간의 격리 진행 ○ 봉쇄 조치로 감염자의 확산이 빠른 시일에 감소, 그러나 확진자나 사망자수를 초기에 숨겼다는 의혹 ○ 프라이버시 침해와 노동 불안정성, 사회안전망의 취약화가 가속화됨 → 소득불평등 증가
--	--

이양호, (2020). 코로나-19 팬데믹과 국가: 중국과 미국의 비교. *민중연구* 76(0), 28-61. 10.35431/MINJOK.76.2
 표나리, (2023). 중국의 '제로 코로나' 정책 전환의 국제정치적 함의. *IFANS FOCUS*. <https://www.ifans.go.kr/>

중국의 보건 동향

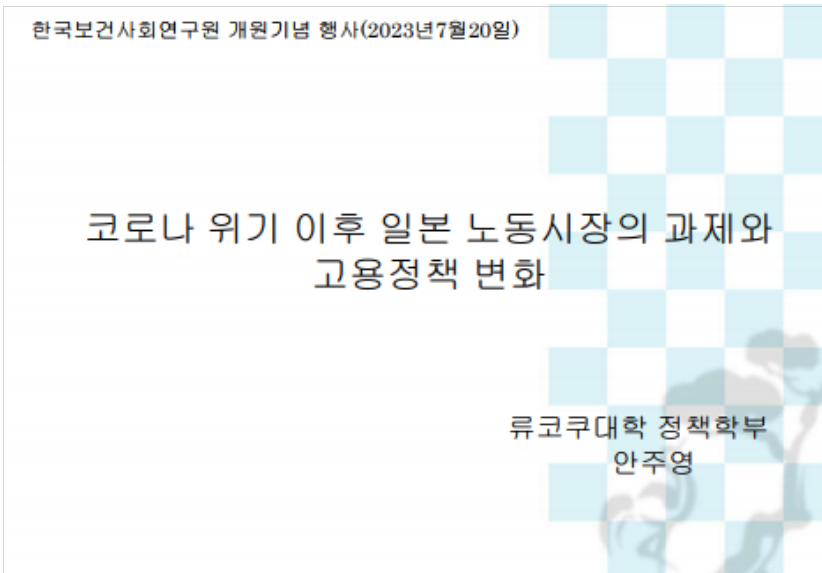
- 중국 내에서는 전염병과 같은 비군사적 문제들이 국가 차원의 국방 과제로 격상되었음
 - 사스(SARS)와 코로나19 (COVID-19)가 재정립 촉진
 - 코로나 당시 경제 약화보다는 시진핑 체제 불안정에 대한 염려가 더 컸던 것으로 보임
- 무관용 통제를 이용하여 강력한 사회 통제 실시
 - 그러나 강력한 통제도 중국 국민들의 항의 시위 앞에서 수그러들
- 코로나19 기간 동안 사회적 약자(특히 노약자)에 대한 지원이 적절히 이뤄지지 않았음
 - 아직까지 보건 인프라와 사회적 약자에 대한 사회안전망이 절대적으로 부족한 형편임
- 앞으로의 보건정책이 기본 인프라 확충을 중심으로 이뤄질 것인지는 지켜봐야 할 문제

THANK YOU!

제3절 노동 시장 및 소득 정책의 동향과 전망

1. 코로나 위기 이후 일본 노동시장의 과제와 고용정책 변화

□ 발표자: 안주영 교수님 (류코쿠대학교)



코로나 팬데믹과 일본 노동시장의 변화

◆ 코로나 팬데믹이 가져올 변화(보편성)

- 경제활동 축소와 경기침체
- 고용위축과 실업증가

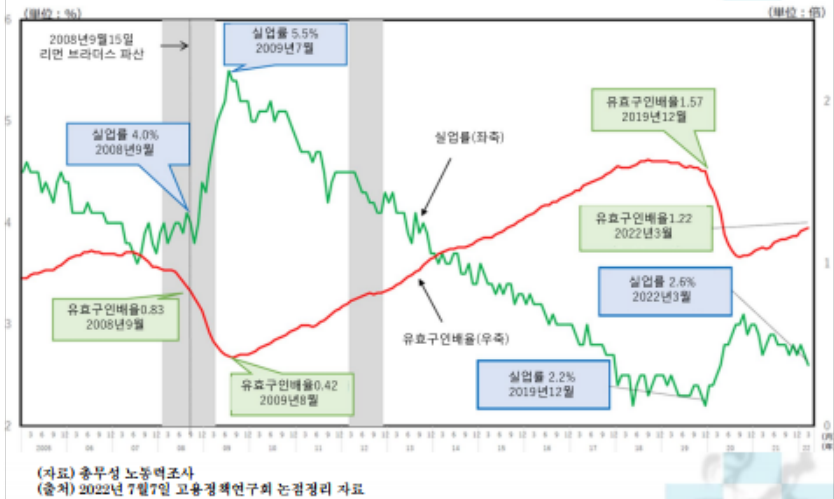
◆ 각 국의 변화를 고찰하기 위한 요소(특수성)

- 경제구조와 노동시장 특징
- 정부의 대응
- 제도적 요인 + 주요 행위자의 대응(전략)

◆ 일본 변화의 특징

- 2008년 리먼 쇼크에 비해 실업증가 크지 않음
- 상대적으로 취약 노동자가 더 큰 피해
- 이층노동시장의 취약성이 선명히 드러남

코로나 팬데믹과 일본의 변화(완만한 충격?)



일본 노동시장의 주요 특징

◆ 기업주의적 노동시장

- 연공임금체계, 장기고용, 협조적 기업별 노사관계
- 기업의 노동시간, 근무지, 근무내용에 대한 재량권 확대
- 1970년대 이후 고용보장, 생활급, 분절적 노동시장 강화

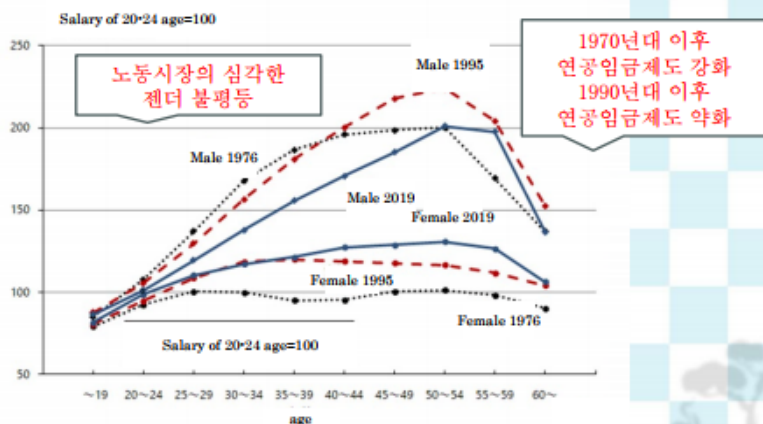
◆ 소극적 고용정책?(복지정책의 기능적 대체물)

- 지방의 소매업에 대한 지원정책(유통업)
- 공공사업(건설업 종사자, 농촌지역 겸업 비율 높음)
- 기업내 고용유지에 대한 정부지원

◆ 성역할분담을 전제로 한 복지정책

- 1980년대 복지부담의 가족 책임 강화(제3호 피보험자)
- 육아, 노인 양육에 대한 가족 책임
- 노동시장의 젠더 불평등

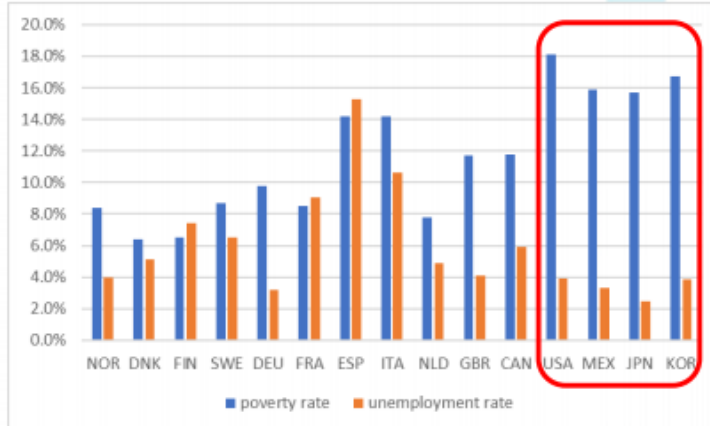
일본 노동시장의 특징(연공임금, 젠더 불평등)



(자료) 후생노동성 임금구조기본통계조사
(출처) JILPT 홈페이지

일본 노동시장의 특징(근로빈곤의 문제)

주요국가의 상대적 빈곤율과 실업률(2018년)



7

sources: OECD Stats

일본 정부의 대응

- ◆ 고용조정조성금 특례조치
 - 사업활동 축소 + 고용유지+ 노사협정
 - 휴직수당 지원(비정규직 대상확대, 금액 증액)
 - 이를 위한 일반회계 재정지원 투입 가능
- ◆ 휴업지원금·급부금 특례조치
 - 사업소에 의한 휴직에 처한 노동자에게 휴업수당 지급
 - 휴직한 노동자에게 직접
 - 개인사업주를 지원하는 사업 도입
- ◆ 질병수당의 선별적 지원 문제
 - 질병수당을 통한 지원 가능(개인사업주 배제)
- ◆ 정부의 과감한 재정확대
 - 2020년 당초 세출102.7조엔, 3차 추경후 175.7조엔
 - 고용유지 등 19.5조엔, 고용조정조성금 4500억엔

2. 토론

가. 한국의 정책 동향

□ 발표자: 김기태 연구위원 (한국보건사회연구원)



01 코로나 19 범유행 상황의 충격

- **코로나 19 감염병으로 복지국가들은 위기 사회보장 시스템의 약한 고리를 노출.**
 - 감염병의 여파는 전통적인 취약 계층에게 상대적으로 큰 충격을 줬음. Cook & Ulriksen (2021)은 감염병은 기존의 취약성을 드러내는 동시에 새로운 취약성이 부각되는 결과로 나타났다고 설명.
 - 이러한 상황에 대응하기 위해서 코로나 발생 이후 전 세계 209개국에서 1700개가 넘는 제도 조정 및 도입이 이뤄졌음(LO, 2022).
- **한국 정부에서도 2020년과 2021년에 연이어 한국판 뉴딜 종합 계획 1.0과 2.0을 발표했음.**
 - 전국민 고용보험 달성, 산재보험 가입대상 특고 직종 확대, 생계급여 부양의무자 기준 폐지, 기준중위소득 산정 방식 개편, 한국형 상병수당 도입, 긴급복지 지원 규모 확대, 기초연금·장애인 연금 최대지급액 지원 대상 확대, 국민취업지원제도 전면 도입 등이 제시됨.
 - 2020년에만 네 차례, 2021년 두 차례의 추가경정예산을 편성해서 자영업자 및 프리랜서 등을 대상으로 현금 지원을 실시했으나 대상자 선정 기준, 급여 충분성 등을 둘러싼 논란은 끊이지 않은 것도 사실

01 고용 분야의 제도 변화

● 고용보험 및 산재보험 적용대상 확대

- 상시 1인 이상 사업장 근로자(당연가입), 자영자(임의가입)→예술인(20.12.10), 노무제공자(21.7.1~)로 단계별 확대, 산재보험 특수형태근로종사자 적용 확대(20.7월 이후 9→14→15개 직종, 20.7월부터 특고·플랫폼 종사자 산재보험 전면 적용)

● 국민취업지원제도 도입

- 취업성공패키지에서 국민취업지원제도로, 노동시장 신규 진입자, 저소득 장기실업자 등 고용보험 제도 밖 취약계층의 생활안정을 지원, 취업지원서비스를 통해 신속한 노동시장 진입 촉진하는 2차 고용안전망 기능 강화

● 긴급고용안정 지원금 지급

- 코로나 19로 인해 소득·매출이 감소하였음에도 고용보험의 보호를 받지 못한 취약계층의 생계안정 도모를 위한 임시적인 조치

01 소득 보장 분야의 제도 변화

● 기초생활보장제도 대상자 확대

- 2021년 10월 생계급여 부양의무자 기준 폐지(단, 부양의무자 소득이 1억 이상, 재산 9억 이상은 적용)
- 재산기준의 완화, 의료급여 부양의무자 기준 폐지 혹은 완화 과제 남음

● 긴급복지지원제도 기준 완화

- 한시적으로 긴급복지지원 조건(재산, 금융 조건 등)을 완화하면서 지원 대상을 확대
- 추가적으로 일시지원제도인 위기가구 긴급생계지원, 한시생계지원 등으로 위기가구 지원

● 사회수당 제도 정비

- 기초연금 급여액 단계적 조정, 장애인 연금 단계적 조정, 양육수당 개편 (2023년부터는 부모급여로 대체)

01 고용 및 소득 보장 분야의 제도 변화에 대한 평가

1 고용 분야 제도 변화의 함의 및 평가

- 고용보험, 국민취업지원제도, 위기 시 긴급고용안정지원금, 고용유지정책은 1, 2차 고용안정망, 위기 시 고용보험 사각지대 및 일자리 유지를 위한 정책으로 대상 및 시점에 있어 상호보완적으로 강화 필요
- 긴급복지제도의 경우 현재 긴급고용안정지원금이 보호하는 대상과 일부 겹치는 점을 고려, 이들 집단의 위험을 보호할 수 있도록 지속적으로 개선 필요

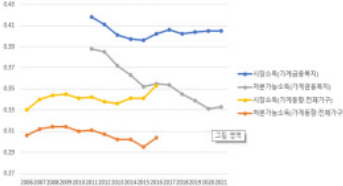
2 소득 보장 제도 변화의 함의 및 평가

- 코로나 19 위기 속 위기가구 생활안정에 기여
- 저출산 극복과 노인빈곤 및 장애인 소득보장 강화를 위한 급여 수준 제고
- 코로나 19의 직접적 피해자인 불안정 노동자와 영세소상공인 등을 대상으로 한 근로연령층과 근로빈곤층을 위한 제도 개선은 미진
- 시험사업 진행 중인 상병수당은 새로운 정권에서 보편적 모델에서 잔여적 모델로 축소돼 진행

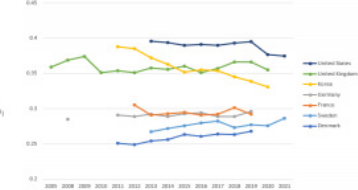
02 한국의 소득 분배 추이

1 한국의 소득 분배는 코로나 19 상황에서도 완만하게 유지되거나, 일부 개선

한국의 지니계수 추이



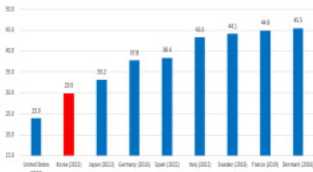
OECD 주요국의 가처분소득 지니계수 추이



02 그림에도 불구하고..

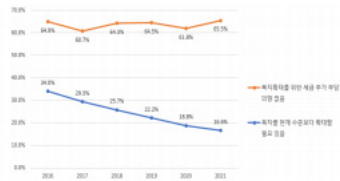
그러나, 한국의 조세부담률은 낮은 편이며, 복지에 대한 국민 인식은 다소 부정적으로 변화

• 주요국의 1인당 GDP 5만달러 시점 조세부담률



자료: OECD (2023), Level of GDP per capita
<https://data.oecd.org/indicators/levelofgdp/>
<https://data.oecd.org/indicators/levelofgdp/>, OECD (2023), Tax Revenue.
<https://data.oecd.org/indicators/levelofgdp/> 등에서 풀러 작성

• 복지에 대한 국민 인식



자료: 국민여론조사 (2022) 표 8-7과 8-8과 한국조세재정연구원, 2022, 14차년도 재정패널조사 기초본
 비교표서 표 75와 76 중첩해서 풀러가 그림

나. 미국의 정책 동향

□ 발표자: 남윤주 교수 (버팔로대학교)

코로나 시기 미국 사회안전망 정책 Social Safety Net Policies during the Covid-19 Pandemic in the United States

엔데믹 시대의 글로벌 보건복지 동향과 전망
한국보건사회연구원개원기념행사
2023년 7월20일

남윤주 (Yunju Nam)
뉴욕주립 버팔로대학 사회 복지 University at
Buffalo, SUNY

 SCHOOL OF SOCIAL WORK
University at Buffalo The State University of New York

미국 사회 안정망 정책의 특성

- 자유주의 복지국가 (Liberal Welfare State): 선별적 복지 중심, 보편적 복지 취약 (Esping-Andersen, 1991)
- 취약한 사회 보장망, 노동자 보호 (Raphael & Schneider, 2023)
 - 유급 병가 제도 보장 안됨
 - 실업보험 (UI) 보장성 약함
 - 선별적 복지에 대한 정치적 지지도 낮음
- 연방주의 (Federalism): 사회 보장 정책 (UI, SNAP, TANF) 결정과 시행에 주정부 역할이 큼
 - 수급자격, benefit level 등 주요 정책이 주정부에 따라 격차가 큼
- 다민족/다인종 국가 & 이민자 국가

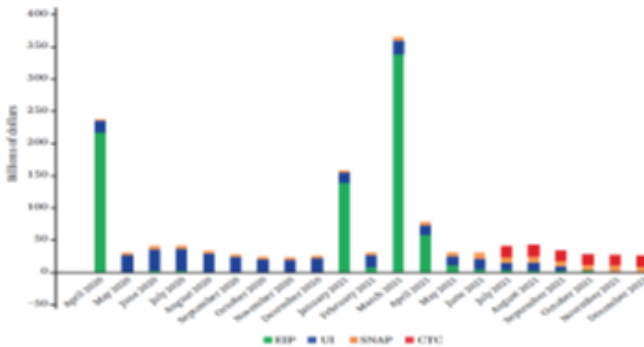
 SCHOOL OF SOCIAL WORK
University at Buffalo The State University of New York

코로나 시기 미국 사회 안정망 정책

- 정책 목표
 - 코로나 질병의 확산 저지 (lockdown & social distancing)
 - 통화 정책의 경제적 영향 최소화/경제적 어려움에서 국민 보호
- 정책 내용
 - 전례없는 사회 안정망 정책의 확대: 보편 복지 & 선별 복지
 - 실업 보험 확대 (자격 완화: 자영업자, freelancers, gig workers 포함; 수당 확대 (\$600/\$300 추가 지급); 수급 기간 확대)
 - 재난 기금 (Stimulus checks): almost universal [high-income families & 서류미비 이민자 제외], 3차에 걸친 현금 지급
 - 식료품비(SNAP), 주거비 지원 확대
 - 소상공인에 대한 지원 (Paycheck Protection Program etc.)
 - 주에 따라 정책 차이: 공화당 주 (states)에서 사회 안전망 정책 취약
 - 반 이민 정책으로 이민자, 특히 서류미비자들을 정책에서 배제; 정책 시행 과정 영어 취약자에 대한 언어적 지원이 거의 없었음
 - 2021년 8월까지 \$3.4 trillion 국가 재정 투입

코로나 시기 사회안전망 정책별 국가 지출

Figure 4. New Monthly Spending in Economic Impact Payments, Unemployment Insurance, SNAP, and the Child Tax Credit



Source: Authors' tabulations of Monthly Treasury Statements, February 2020 through December 2021 (U.S. Department of the Treasury 2022).

Note: We difference monthly expenditures relative to their February 2020 level to net out new payments.

코로나 시기 사회 안정망 정책 결과

- 코로나 직후 급격히 감소했던 가계 소득이 정책 도입 후 회복. 코로나 이전보다 소득이 증가 (Raphael & Schneider, 2023)
- 실업 보험: 실업자 중수혜자 비율이 급격히 증가/ 임금 대체율이 평균 100%를 넘음 (저소득일수로 대체율 높음) (Bell et al., 2023; Ganong, Noel, & Vavra, 2020)
- 거의 모든 가구에 현금 지급 (stimulus checks)
- 코로나로 인한 소비 감소와 소득 증가로 가계 저축율과 저축액 상승, 자산 불평등은 심화 (Raphael & Schneider, 2023)
- 빈곤율 (Supplemental Poverty Rate) 감소 (2.6 percentage-point, overall). 모든 인종/연령에서 (Bifer et al., 2023)
- 전반적인 식료품 부족 (food insecurity)는 코로나 전과 비교 변하지 않았으나, 흑인/남미계에서는 증가 (Bifer et al., 2023)
- 창업과 미래에 대한 투자 증가: 정부 지원금으로 인한 경제적 안정과 실업으로 인한 시간적 여유로 창업, 창조적인 활동 (예술), 기술 습득을 하는 사람 증가 (기본소득에 대한 시사점?) (Ravenelle & Knobler, 2023; Fazio, Guzman, Liu, & Stern, 2021)
- 정책에서 배제된 이민자들의 경제적 어려움과 소외감 (Calvo & Waters, 2023; Ybarra & Liu, 2023)

시사점

- 정책의 수혜자들은 정책에 대해 긍정적으로 평가 (Ravenelle & Knobler, 2023; Nam & Lee, 2022)
- 정책을 좀 더 포괄적으로 발전시킬 필요가 있다 (이민자, 소수 인종)
- 코로나 시기 확대된 사회 안전망 정책의 장기 영향에 대한 연구 필요. 특히 아동의 발달과 창업/미래 투자 효과에 대한 연구 필요 (temporal, geographic (state), population variances)
- 정책의 경제적 효과 뿐 아니라 심리적/사회적 영향에 대한 연구 필요 [public supports to the government; attitudes toward government roles; opinions on safety net policies]

References

- Bell, A., Hedin, T. J., Mannino, P., Moghadam, R., Schnorr, G., & Wachter, T. v. (2023). Disparities in Access to Unemployment Insurance During the COVID-19 Pandemic: Lessons from U.S. and California Claims Data. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 78-109. doi:10.7758/rsf.2023.9.3.04
- Bitler, M. P., Hoynes, H. W., & Schanzenbach, D. W. (2023). Suffering, the Safety Net, and Disparities During COVID-19. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 32-59. doi:10.7758/rsf.2023.9.3.02
- Calvo, R., & Waters, M. C. (2023). The Impact of the COVID-19 Pandemic on Older Latino Immigrants. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 60-76. doi:10.7758/rsf.2023.9.3.03
- Fazio, C. E., Guzman, J., Liu, Y., & Stern, S. (2021). How is COVID Changing the Geography of Entrepreneurship? Evidence from the Startup Cartography Project. *National Bureau of Economic Research Working Paper Series, No. 28787*. doi:10.3386/w28787
- Ganong, P., Noel, P., & Vavra, J. (2020). US unemployment insurance replacement rates during the pandemic. *Journal of Public Economics*, 191, 104273. doi:<https://doi.org/10.1016/j.jpubeco.2020.104273>
- Nam, Y., & Lee, E. J. (2022). *The economic impacts of the Covid-19 pandemic on Korean small business owners and employees in New York Metropolitan Area*. Retrieved from https://laarin.org/reports/laarin_2022/
- Raphael, S., & Schneider, D. (2023). Introduction: The Socioeconomic Impacts of COVID-19. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 1-30. doi:10.7758/rsf.2023.9.3.01
- Ravenelle, A. J., & Knoble, S. (2023). "I Could Be Unemployed the Rest of the Year": Unprecedented Times and the Challenges of "Making More". *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 110-131. doi:10.7758/rsf.2023.9.3.05
- Ybarra, M., & Lua, F. M. (2023). No Calm Before the Storm: Low-Income Latina Immigrant and Citizen Mothers Before and After COVID-19. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 9(3), 159-183. doi:10.7758/rsf.2023.9.3.07

고맙습니다.
yunjunam@buffalo.edu

다. 벨기에의 정책 동향

□ 발표자: 서효진 박사 (루뱅대학교)

KU LEUVEN

20/07/2023 한국 보건사회연구원 개원 53주년 기념 국제 세미나

코로나 위기 이후 노동시장의 과제와 노동정책의 변화 - 벨기에 사례를 중심으로 토론

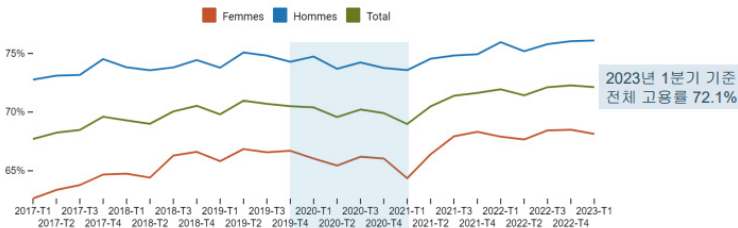
서효진
(벨기에 KU Leuven 사회학과 박사후연구원)

벨기에 특징

- 대륙 유럽의 보수주의 복지국가 (Esping-Andersen, 1990)
- 강한 고용보호, 강한 노조; 그러나 이중 노동시장
- 기간의 제한이 없는 실업급여 (구직활동을 하는 등 자격요건을 충족하는 경우)
- 실업급여 체계를 이중화한 주변 국가들과 달리 급여수준을 낮추는 대신 보편적인 실업급여를 유지 (처음 3개월 임금대체율 65%, 3-12 개월 60%, 이후 낮아짐) (Clegg 2012)
- 그러나, 사각지대에 있는 비정규직
- 지역간 차이: Flanders, Wallonia, Brussels
- 복잡한 정부체계; 큰 지방정부, 작은 연방정부

상대적으로 빠른 노동시장 회복

Employment rate



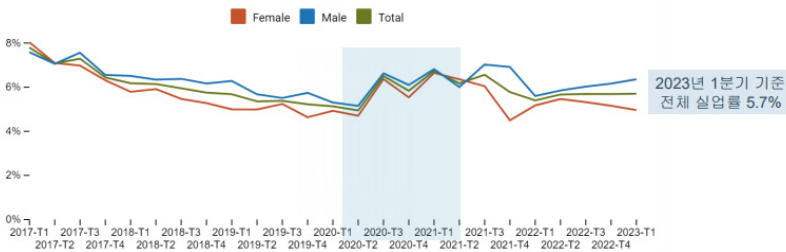
출처: 벨기에 통계청 Statbel (연령: 15-64)

3

KU LEUVEN

상대적으로 빠른 노동시장 회복

Unemployment rate

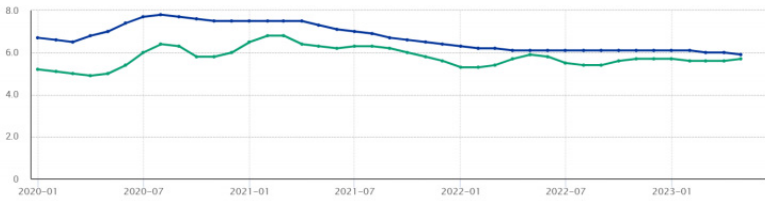


출처: 벨기에 통계청 Statbel (연령: 15-64)

4

KU LEUVEN

상대적으로 빠른 노동시장 회복



European Union - 27 countries (from 2020) Belgium

Disclaimer

출처: Unemployment rate, EUROSTAT

5

KU LEUVEN

코로나 위기와 노동정책



(Ebbinghaus and Lehner 2022; Hendrickx et al 2020; Müller and Schulten 2020)

6

KU LEUVEN

코로나 이후의 과제 I

- **코로나 위기로 드러난 기존의 노동시장 불평등** (본기에 통계청 Statbel 및 Labor Force Survey 결과 참고)
 - 청년층 (15-24)의 실업률이 상대적으로 높았음 (최근 감소추세)
 - 저숙련 노동자 (low educated) 높은 실업률 및 증가 (1.9%p 2022 4분기 - 2023 1분기)
 - 지역간 차이: Wallonia와 Brussels의 실업률이 Flanders에 비해 높음
 - 이민자의 실업률 증가
 - 시간제 노동자, 임시노동자 더 큰 타격
 - HOfels, REstaurants and CAterings (Horeca) 산업 타격
- **실업급여: 비정규직, 불안정노동자의 사각지대**
 - 확대되는 새로운 형태의 노동 - 예: 플랫폼 노동 (De Becker et al.)

7

KU LEUVEN

코로나 이후의 과제 II

- **장기실업**
 - 실업급여는 연방정부, 활성화 정책은 지방정부 - 부조화
- **일부 직종 노동공급 부족**
 - 예: 간호사, 선생님, 건설업종사자 등
 - 기존 경력과 연동하거나 훈련을 지원하는 등 정책, 미미한 효과



8

KU LEUVEN

코로나 이후의 과제 III

• 주 4일 근무제 도입 (21/11/2022)

- 한계: 민간영역에 한함; 노동시간 단축없음

• 재택근무와 일가정양립의 젠더화

- 젠더화된 일가정양립의 경험
- 젠더규범의 변화 필요

(e.g., Chung et al 2022; Yucel and Chung 2023)

Workers in Belgium can now switch to a four-day week - but they won't be working fewer hours



Reference

- Chung, H., Seo, H., Forbes, S., Birkett, H. (2022) "Working from Home and the Division of Housework and Childcare among Dual Earner Couples during the Pandemic in the UK". *Merits*.
- Clegg, D. (2012) Solidarity or dualization? Social governance, union preferences and unemployment benefit adjustment in Belgium and France. *The Age of Dualization. The Changing Face of Inequality in Deindustrializing Societies*
- De Becker, E., Seo, H., Pulignano, V., Schoukens, P., (work-in-progress) "Mapping the social protection coverage for platform workers: a comparative analysis of Belgium, Italy and the Netherlands"
- Ebbinghaus, B. and Lehner, L., 2022. Cui bono-business or labour? Job retention policies during the COVID-19 pandemic in Europe. *Transfer: European Review of Labour and Research*, 28(1), pp.47-64.
- Esping-Andersen, G. (1990). *The Three Worlds of Welfare Capitalism*. Princeton University Press.
- Hendrickx, F., Taes, S. and Wouters, M., 2020. Covid-19 and labour law in Belgium. *European Labour Law Journal*, 11(3), pp.276-285.
- https://ec.europa.eu/eurostat/databrowser/view/UNF_RT_M__custom_6909178/default/?lang=en
- <https://statbel.fgov.be/en/news/overall-impact-covid-19-crisis-belgian-labour-market-2020-remains-limited>
- <https://statbel.fgov.be/en/themes/work-training/labour-market/employment-and-unemployment>
- <https://statbel.fgov.be/en/themes/work-training/labour-market/employment-and-unemployment#figures>
- <https://www.brusselstimes.com/325240/four-day-working-week-comes-into-effect-who-can-use-it-and-how-to-apply>
- <https://www.euronews.com/next/2022/11/21/workers-in-belgium-can-now-switch-to-a-four-day-week-but-they-wont-be-working-fewer-hours>
- Müller, T. and Schulten, T., 2020. Ensuring fair short-time work-a European overview. *ETUI Research Paper-Policy Brief*, 7
- Yucel, D. and Chung, H., 2023. Working from home, work-family conflict, and the role of gender and gender role attitudes. *Community, Work & Family*, 26(2), pp.190-221.



제4절 돌봄 정책의 동향과 전망

1. 코로나19 위기 이후 미국의 돌봄 분야 정책 변화 및 동향

□ 발표자: 이희순 교수 (볼링 그린 주립대학교)

코로나19 위기 이후 미국의 돌봄 분야 정책 변화 및 동향
(Caregiving Issues Post COVID-19 in the U.S.: Policy and Practice)

HeeSoon Lee, Ph.D., MSW
Professor in Social Work Program
Bowling Green State University



At 4 pm, 7/20/2023 [한국보건사회연구원] 개원 53주년 기념 해외 학자 초청 세미나 1

발표 내용

- 노인 돌봄 (Caregiving Older Adults)
 - I. 요양(병)원에서의 코로나 경험 (The COVID-19 Pandemic in Nursing Homes)
 - II. 코로나로 인한 정책변화 (Policy Changes due to The Pandemic)

- 아동 돌봄 (Child Care)
 - I. 코로나 전후 아동 돌봄 (Child Care During and After the COVID-19 Pandemic)

코로나 발생

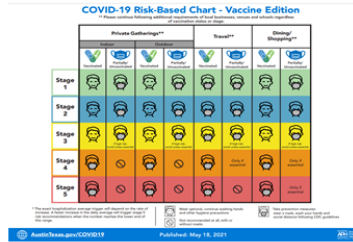
- 코로나19 확산으로 인해 미국 내 감염자 수가 급증함에 따라, 트럼프 대통령은 2020년 3월 13일 국가비상사태를 선포
 - 이동금지명령(Lockdown order)
 - 사업장 폐쇄 명령(shutdown)

노인 돌봄

1. 요양(병)원에서의 코로나 경험 (The COVID-19 Pandemic in Nursing Homes)

정책의 일관성 부족 (Lack of Consistent Expectations)

- 정상 운영시 장기요양시설(Long Term Care facilities) 규제
 - The Centers for Medicare and Medicaid (CMS)
 - Departments of Health (DOH)
- 코로나 기간중
 - 지방정부 보건청 (Local Health Departments)
 - 질병관리청 (Centers for Disease Control)
 - 산업안전 보건청 (Occupational Safety and Health Administration)
- 유관 기관 간의 일관성 없는 정책으로 혼란 유발



<https://www.kxan.com/news/coronavirus/what-are-austin-stage-4-covid-19-guidelines-really/>

마스크 부족/착용 지침 결여 Not Enough Face Coverings or The Correct Covering (i.e., N-95s or KN95s)



<https://www.businessinsider.com/nurses-share-how-hospitals-are-dealing-with-equipment-shortage-photos-2020-3>

효과성 없는 방호복 착용 (Ineffective Isolation Gowns)

- 방호복 부족 (Not enough protective covering such as isolation gowns)
- 방호복 대용으로 우비 제공 (Raincoats provided from government surplus)
- 방호복의 재활용 (Gowns often reused as were the face shields and masks)
- <https://www.npr.org/sections/health-shots/2020/06/11/875335588/nursing-homes-run-short-of-covid-19-protective-gear-as-federal-response-falters>

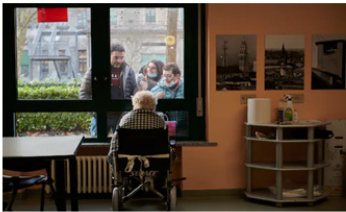


At 4 pm, 7/20/2023

[한국보건사회연구원] 개원 53주년 기념 재외 한인 학자 초청 세미나

7

방문 제한(Visitors Limited)



- 가족 면회 제한 (임종 등 특별한 경우 제외)
- 면회자 인원 수 및 시간 제한
- 치매 노인의 경우 어려움 가중

- See You Tube video of window visits
- <https://www.youtube.com/watch?v=4Czd1Op6AI>

<https://www.washingtonpost.com/world/2021/03/03/coronavirus-italy-anniversary/>

At 4 pm, 7/20/2023

[한국보건사회연구원] 개원 53주년 기념 재외 한인 학자 초청 세미나

8

전문인력 부족 (Not Enough Staff)



- 코로나 테스트, 백신 접종 등을 위한 인력 부족으로 군인 투입
(The National Guard was brought into many facilities to assist with testing, vaccination clinics, supplement and replace staff)

- <https://www.nationalguard.mil/News/Article/2884711/ny-national-guard-troops-continue-to-aid-nursing-homes/>

II. 코로나로 인한 정책변화 (Policy Changes due to The Pandemic)

- 코로나 기간 중 정책변화
- 코로나 이후 정책변화

코로나 기간 중 정책 변화

- **코로나바이러스 지원, 구호 및 경제안정법 (The Coronavirus Aid, Relief, and Economic Security Act: CARES Act)**
 - 2020년 3월 27일 통과
 - 코로나19로 인한 경제적 피해 극복을 위한 근로자·가계·기업에 대한 지원
 - 의료보건 시스템 운영 지원, 심각한 위기에 처한 산업부문에 대한 경제 안정 및 지원 등을 규정한 피해구제책임과 동시에 경기부양책

At 4 pm, 7/20/2023

(한국보건사회연구원) 개원 53주년 기념 해외 한인 학자 초청 세미나

11

CARES Act로 인한 요양(병)원에서의 영향

- **비디오와 오디오 원격 보건**
 - Allows for telehealth with video and audio only options
- **병원 외부에서 코로나 검사 가능해 짐**
 - Expands the Emergency Medical Treatment & Labor Act (EMTALA). Allows health care providers to screen patients at a location offsite prevent the spread of COVID-19
- **감염자 보고 의무화**
 - Increased reporting of infectious disease to local, state, and federal agencies
- **퇴원 절차 감소 & 교육 횟수 감소**
 - Allowed for the reduction in resident/patient rights pertaining to obtaining medical records, discharge procedures, and reduced the amount of education on advance directives provided to consumers
 - Reduced the required amount of discharge planning for hospital (No PASARR or LOC needed). Reduced the amount of Utilization Review required for discharge
- **의료진의 자격기준 완화 & 역할 확대**
 - Allows medical staff to work on an expired license and new grads to work before licensed. Expanded the roles of NPs and PAs
- **간호조무사의 자격 완화**
 - Allows for the hire of nursing assistants with an 8-hour training vs 75-hour and testing.
- **차단장벽 사용 허용**
 - Allowed barriers to be set up for isolation purposes
- **새로운 응급 상황 대비, 전염 예방 프로그램, 품질 관리 프로그램 개발**
 - New emergency preparedness, infection prevention programs, quality assurance programs
- **야외용 스윙침대 사용**
 - Swing beds put back into use for acute patients that could not be discharged to SNF due to shortage of beds
- **3일 병원 입원 의무화의 삭제**
 - Eliminated the 3-day hospital stay
- <https://www.cms.gov/files/document/summary-covid-19-emergency-declaration-waivers.pdf>

코로나 이후 정책변화

- 공중보건 비상 종료 선언: 2023년 5월 11일
- 코로나 이전으로 복귀되는 규정
 - 요양(병)원 입소를 위한 3일간의 병원 입원 기간 재개(Medicare 요건)
 - 입소전 정신질환 검진 및 입소자 건강상태에 대한 연간 심사 재개
 - 입소자들의 질환별 구분 종료
 - 간호조무사(nursing assistants)의 75시간 훈련요건 및 자격시험 재개
 - 직원 및 입소자에 대한 코로나 검사 종료 (시설 재향)

코로나 종료 후에도 계속 유지되고 있는 규정

- 국가 보건 안전 네트워크(National Healthcare Safety Network) 보고 규정
- 입소자의 코로나 감염여부를 가족에게 통보하는 규정
- 코로나 증상이 있을 때 코로나 검사 규정: 신규 입소자의 코로나 검사 포함
- 백신의 접종 의무화 폐지: 백신접종에 대한 홍보 활동은 지속
- 화재 및 재해를 대비한 대피 훈련 시 입소자의 이동 훈련 중지
- 코로나와 관련된 필수 장비의 생산 중지시 관련업체의 식품 및 의약 안전청 (Food and Drug Administration)에의 보고 규정 법제화를 위한 노력중
- <https://cmscompliancegroup.com/2023/05/02/covid-19-the-ending-what-nursing-homes-need-to-know-re-waivers-regs/>
- <https://cmscompliancegroup.com/2022/09/30/cms-revises-covid-19-testing-requirements-for-ltc-facilities-092022/>
- <https://www.hhs.gov/about/news/2023/05/09/fact-sheet-end-of-the-covid-19-public-health-emergency.html>
- <https://leadingage.org/cms-announces-additional-blanket-waivers-nursing-homes/>

교훈 (Lessons Learned & Challenges)

- 코로나로 인해 드러난 노인문제에 대해 사전대비
 - 정신질환 (Mental health)
 - 외로움 (Loneliness & Isolation/social disconnection)
 - 사망과 애도 (Loss and grief)
 - 테크놀로지 (Technology) 활용
- 코로나와 유사한 사태를 대비한 비상 정책의 준비
 - 서비스 제공자들의 응급사태에 대한 준비 (Preparedness of professionals)
 - 직원 부족에 대한 대책 (staffing issues)
 - 일관성 있는 정책 (Consistent policy expectations)
 - 다양성의 포함 (Diversity and inclusion)
 - 장기요양보호를 위한 자금 (Funds for long term care) 마련

아동 돌봄 (Child Care and COVID-19)

코로나 전 & 후의 아동 돌봄

- 코로나 전&후의 아동 학대 조사에 대한 전반적 실무와 정책에는 큰 변화가 없었음
- Screening of Reports (during COVID): 아동복지사의 아동학대 조사
- Screening in Wood County: hotline; 사무실에서 마스크 착용 의무화
- Investigations (during COVID): 아동 안전 우선; 전화, 온라인 서비스; 24/72hour contacts, 5ay contact, safety assessment requirement
- Investigations in Wood County: 재택 근무 시에도 가정방문 의무화(거리두기, 마스크 착용 의무화)
- Open Ongoing Cases (during COVID)
 - Custody with the Public Children's Services Agencies [PCSA]: 아동이 안전하다고 판단될 경우 (foster homes/group homes/residential centers) 가정방문의 최소화
 - On going in Wood County: 면담 시 비디오 Chat 이용, 거리두기, 마스크 쓰기

At 4 pm, 7/20/2023

[한국보건사회연구원] 개원 53주년 기념 해외 한인 학자 초청 세미나

17

References

- Barnett, M. L., & Grabowski, D. C. (2020). Nursing homes are ground zero for COVID-19 pandemic. *JAMA Health Forum*, 60(10), 1000. <https://doi.org/10.1001/jamahealthforum.2020.0369>.
- Bookman, A., & Kimbrel, D. (2011). Families and Elder Care in the Twenty-First Century. *The Future of Children*, 21(2), 117-140.
- Holaday, L. W., Oladélé, C. R., Miller, S. M., Dueñas, M. I., Roy, B., & Ross, J. S. (2022). Loneliness, sadness, and feelings of social disconnection in older adults during the COVID-19 pandemic. *Journal of the American Geriatrics Society*, 70(2), 329-340.
- Kennedy, B. R., Mathis, C. C., & Woods, A. K. (2007). African Americans and their distrust of the health care system: healthcare for diverse populations. *Journal of Cultural Diversity*, 14(2), 56-80.
- Kumar, P., Kattan, O., Broome, B., & Singhal, S. (2020). Reassessing COVID-19 needs: How providers can reexamine their surge capacity, supply availability, workforce readiness, and financial responsibility. *Innovations in Care Delivery*.
- Lustig, T. A. (2018). RETOOLING FOR AN AGING AMERICA: REPORT RECOMMENDATIONS. *Innovation in Aging*, 2 (suppl_1), 570.
- Miller, V. J., Fields, N. L., Anderson, K. A., Kusmaul, N., & Maxwell, C. (2021). Nursing home social workers perceptions of preparedness and coping for COVID-19. *The Journal of Gerontology: Series B* 76 (4), e219-e224.
- Quigley, D. D., Dick, A., Agarwal, M., Jones, K. M., Mody, L., & Stone, P. W. (2020). COVID-19 preparedness in nursing homes in the midst of the pandemic. *Journal of the American Geriatrics Society*, 68(6), 1164-1166. <https://doi.org/10.1111/jgs.16920>
- Regpas-Rindisbacher, C., Finlay, J. M., Mahar, A. L. et al. (2021). Worries, attitudes, and mental health of older adults during the COVID-19 pandemic: Canadian and U.S. perspectives. *Journal of the American Geriatrics Society*, 69(5), 1147-1154.
- Email Interview:
Jennifer Wagner, MPH, HSE, LNHA, CEAL
Associate Clinical Professor of Long-Term Care (LTC) Administration in Gerontology
Brandy Laux, LISW
Social Worker from Wood County Job and Family Services

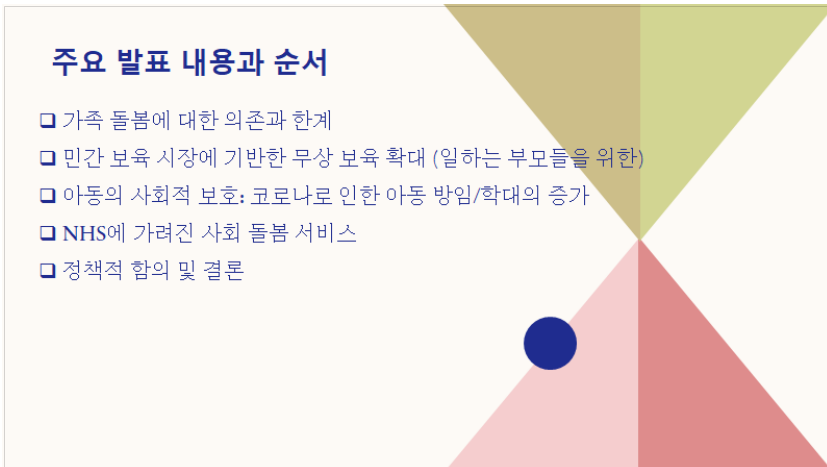
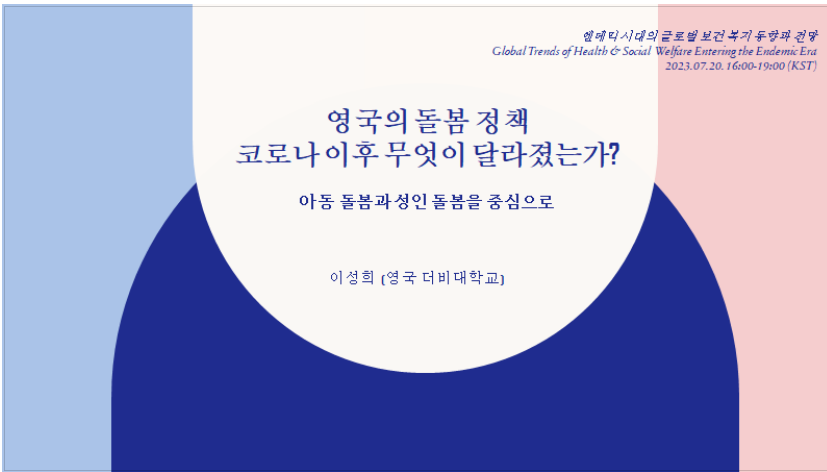
At 4 pm, 7/20/2023

[한국보건사회연구원] 개원 53주년 기념 해외 한인 학자 초청 세미나

18

2. 영국의 돌봄 정책, 코로나19 이후 무엇이 달라졌는가? 아동 돌봄과 성인 돌봄 정책을 중심으로

□ 발표자: 이성희 교수 (더비대학교)



가족 돌봄의 한계

- 무급의 가족 돌봄 휴가
 - 'Time off for Dependents' or 'Emergency Family Leave' (e.g., child) – no right to be paid
- 고용주의 재량?!
- No limits on how many times you can take time for dependants (as long as it doesn't affect your work)
- Employers may pay you for time off to look after dependants, but they do not have to.
- If you are not given time off for dependants, your employer may allow you to have compensatory leave
- 모성 휴가 확대를 위한 국민 청원
 - There was a petition to extend maternity leave by three months with pay in light of Covid-19, but the Gov response was →

Source: <https://www.gov.uk/time-off-for-dependants> (left)
<https://petition.parliament.uk/petitions/306691> (right)

Parliament debated this topic

This topic was debated on 5 October 2020



Watch the debate • Read the transcript

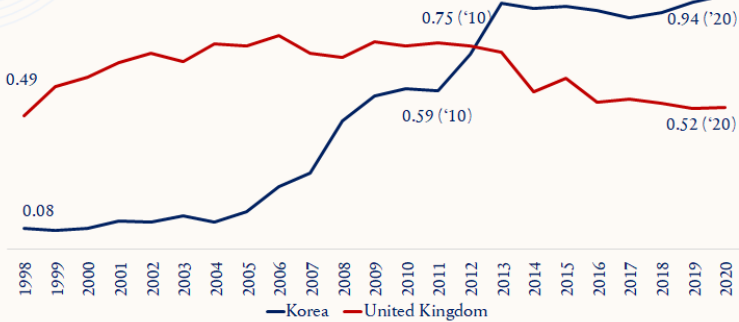
Government responded

This response was given on 14 May 2020

“ The UK's Maternity Leave offer is already amongst the most generous in the World – up to 52 weeks of leave are available, 39 weeks of which are paid – and we currently have no plans to extend it.

Read the response in full

TIME LINE PUBLIC SPENDING ON EARLY CHILDHOOD EDUCATION AND CARE (% GDP) ⁴



Source: OECD Social Expenditure Database

CURRENT CHILDCARE PROVISION AND SYSTEM (ENGLAND)

5

Public provision

- Nursery classes (kindergarten) for 3- and targeted 2-year-olds in state primary schools; state nursery schools; primary school Reception class for 4- and 5-year olds

Private provision

- For-profit and not-for-profit day nurseries and pre-schools; independent pre-schools (charitable with parental high fees); family daycare

Majority of 2-, 3- and 4-year-olds receive funded childcare in private-for-profit sector

Current Childcare System

- 15 universal childcare hours weekly during term time for 3- and 4-year-olds since 2010
- 30 targeted weekly childcare hours during term time for 3- and 4-year-olds with employed parents since 2017
- 15 targeted weekly childcare hours during term-time for disadvantaged 2-year-olds since 2013

Source: Farquharson, C. (2019); Lloyd, E. (2018)

ECEC DURING COVID 19

Government's education recovery support (£163 million allocated to the ECEC providers) aimed at addressing the exacerbating long term childcare issue owing to Covid-19

- Temporary and permanent setting closures
- Reduced demand for ECEC places, which increased financial pressures among stakeholders
- Long term issues recruiting and retaining highly qualified staff
- More negative impacts are more likely for disadvantaged children and children with Special Education Needs and Disabilities and vulnerable children
- Extension of free childcare?

2023 SPRING BUDGET PROPOSALS

6

Aimed at increasing female labour market participation

- 15 targeted childcare hours for all 2-year-olds with working parents from April 2024
- 15 targeted childcare hours for all children aged 9 months to 4 years with working parents from September 2024
- 30 targeted childcare hours for all children from 9 months with working parents from September 2025

Source: Lloyd, E and Lee, S-H (2023)

PUBLIC FUNDING MODEL ANOMALIES

- Supply-side subsidy fails to cover provider costs, leading to 'top-up' fees
- Many parents cannot afford steeply rising childcare fees as poverty levels increase
- Low demand-side subsidy uptake coupled with reduced support for low-income working families
- Disadvantaged children lack choice and equitable access to high quality provision
- Provider incentive to prioritise children with employed parents needing childcare additional to subsidised 15/30 hours
- Per capita subsidies fail to boost workforce pay and conditions, affecting provision quality
- Public subsidies encourage (inter)national private equity investment in large childcare market chains generating sustainability risks for heavily indebted childcare companies
- Ongoing ECEC workforce recruitment and retention crisis

Source: Lloyd, E and Lee, S-H (2023)

CHILDREN'S IN SOCIAL CARE



- **Increased child abuse during Covid-19, but reduced referral rates during Covid-19 pandemic**
 - Star Hobson: a one year old child who was murdered by her mother's girlfriend on 2 Sep 2020
 - Arthur Labinjo-Hughes: a six-year old child who was abused and subsequently killed by his carers
 - Increased and differing risks; **'hidden children'**
 - Changing ways of social workers' working: How vulnerable children were managed (some advantages of virtual communication – less formal)
 - Care leavers at risk of isolating and financial instability, which have been exacerbated by the pandemic
 - Children and young people's mental health
- **Some challenges**
 - Maintaining continuity (Institute of Government 2020)
 - Lack of investment in preventative measures (eg., Sure Start Programme; a severe victim of austerity policies)
 - Mental health issue



9

THE STRUCTURE OF ADULT SOCIAL CARE IN ENGLAND

- 영국 (잉글랜드)의 성인 돌봄 (Adult social care)은 주로 장애, 질병, 혹은 또 다른 삶의 환경 (변화)으로 인해 보호가 필요한 대상자들에게 공급되는 돌봄 서비스를 의미함. 보호의 정도는 폭욕부터 옷갈아 입기, 교통 서비스, 고용, 자원 봉사 활동에 이르기까지 다양한 서비스를 포함하고 있음.
- 다른 나라에서 사용되는 장기요양보호 (Long term care)의 개념과 비슷하지만, 영국의 경우 통상적으로 18세 이상의 성인에게 제공되는 사회 돌봄 서비스를 의미함; Daly (2020)의 경우 이러한 성인 돌봄 서비스 개념에 대해 'a crude age stratification'이라고 표현하기도 함
- 2018-19년도 자료에 따르면 전체 이용자 가운데 35%가 18-64세이었던 반면, 65세 이상의 이용자가 전체 65%에 달함.
- 시설 유형으로는 크게 세 가지로 구분: 케어홈 (Care homes, 개가홈과 너싱케어홈 포함), 개가 보호 (Domiciliary care), 주간 보호 혹은 지역사회 보호 (Day care or community care); 약 1/3 정도가 케어홈을 받는 반면, 대다수 커뮤니티 케어 혹은 각 개인 집에서 케어를 받고 있음.
- 위의 케어를 받고 있지 않은 경우, 민간으로 케어를 구입하거나 가족 혹은 친구, 이웃들의 비공식적 보호를 이용하기도 함

Department of Health and Social Care, 2022; Health The Health Foundation 2021

10

THE NHS AND SOCIAL CARE

- 영국 (잉글랜드)의 보건의료서비스 (NHS)와 사회돌봄 서비스 재정은 별도로 운영되고 있음. 가령 공공 재정으로 이뤄지는 사회돌봄서비스의 경우 중앙 정부에서 예산을 받은 151개의 지방 (자치단체) 당국에 의해서 서비스의 퇴가 이뤄짐.
- 사회돌봄 서비스에 대한 전반적인 국가적인 책임은 Department of Health and Social Care에 주어지는 반면 지역 당국의 재정에 대한 책임과 여타 문제들은 Ministry of Housing, Communities and Local Government에 주어짐.
- The Care Act 2014에 따르면 지역 당국의 책임은 이용자들의 욕구를 사경하고 공공재원으로 지원을 받을 수 있는지에 대한 평가를 맡고 있으며 개인의 행복 (Individual wellbeing)을 주요 목표로 하고 있음.
- Care Quality Commission (CQC)은 사회돌봄서비스 질을 평가하고 관련 케어 에이전시들을 관리 규제
- 영국 (잉글랜드)에서는 약 150만명의 유급으로 돌봄 서비스직에 종사하고 있는데, 케어 종사자들의 근로 환경과 임금 처우, 그로 인해 높은 이직률, 시간제 임시 근로 계약 등의 고질적인 문제들이 항상 있어옴.
- 더불어 1360만명의 성인들이 무급 돌봄에 참여하고 있음 (그 가운데 450만명은 코로나 여파로 무급 돌봄 노동을 하게 됨)

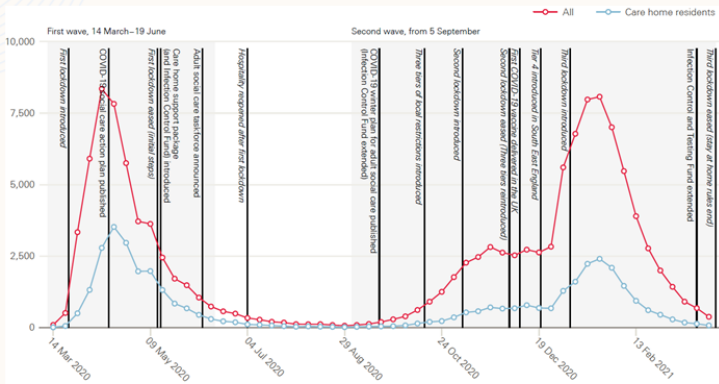
POLICY DEVELOPMENT DURING COVID-19

11

- Coronavirus Action Plan (March 2020)
- Coronavirus Act 2020 (March 2020)
- Social Care Action Plan (April 2020): 'now capacity available for every social care worker who needs a test to have one'
- Covid-19 Recovery Strategy (May 2020): 'offering a COVID-19 test to every staff member and resident in every care home in England, whether symptomatic or not & 'by 6 June, every care home for the over 65s will have been offered testing for residential and staff'
- Care Home Support Package (May 2020)
- Adult Social Care Covid-19 Taskforce (June 2020)
- **Adult Social Care Winter Plan (September 2020):** provided the main narrative for the government's approach to supporting social care going into winter 2020/21. This plan was combined with a long list of guidance and policy documents on testing, care home visiting, and other areas that were published and updated regularly.
- **Covid-19 Winter Plan (November 2020):** the frequency of testing for care home staff and residents would be increased to twice weekly
- Covid-19 Response – Spring 2021 (February 2021)
- Covid-10 Response - Autumn and Winter 2021
- Adult Social Care Winter Plan (November 2021)

Death involving Covid-19 among the general population and care home residents in England and Wales, by week reported, with national and social care policy milestone

12



Source: ONS; The Health Foundation, 2021

13

케어홈이 코로나에 취약했던 이유

- 보건의료와 사회돌봄 서비스 간의 제도적 분리: *'may be spoken together but they are two different entities (Daly 2020)'*
- 시장 공급에 대한 의존
- 케어홈에 대한 느슨한 관리 체계: 공급의 시장화로 인한 결과
- 정치 문화적 요인 / 긴축정책 Austerity: 국가 자산으로 간주되는 NHS, 반면 시장화된 사회돌봄 서비스에 정부 관심 저조, 정부의 소극적 자원 동원
- 사회돌봄 서비스에 대한 국가 책임의 약화: NHS와 달리 사회돌봄섹터를 대표할 만한 정부 조직이나 정치적 동원력이 상대적으로 약함.
- 민간 사회돌봄 서비스 제공자들의 재정 부담

'Underfunded, understaffed and undervalued'!

Source: Daly (2020), The Heart Foundation (2021)

14

NEW POLICY VISION FOR ADULT SOCIAL CARE

Department of Health & Social Care
CARE
People at the Heart of Care
Adult Social Care Reform White Paper
Published December 2021

Policy objectives

1. People have choice, control, and support to live independent lives
2. People can access outstanding quality and tailored care and support
3. People find adult social care fair and accessible

A range of policies – ‘more money’!

- At least £300 million to integrate housing into local health and care strategies
- At least £150 million of additional funding to drive greater adoption of technology and achieve widespread digitization
- At least £500 million so the social care workforce
- A new practical support service to make minor repairs and changes in peoples' homes
- Up to £25 million to work with the sector to kick start a change in the services provided to support unpaid carers
- £30 million to help local areas innovate around the support and care they provide in new and different ways
- A new national website, at least £5 million to pilot new ways
- More than £70 million to increase the support offer across adult social care to improve the delivery of care and support services



16

POTENTIAL POLICY SOLUTIONS

CHILDCARE	ADULT SOCIAL CARE
<ul style="list-style-type: none">Increasing access to quality provision for disadvantaged childrenIntroduction fee caps for parents and core funding stream for providers, dependent on realistic costing of 2025 proposalsRationalisation of current complicated system and clear objectives for public support	<ul style="list-style-type: none">More recognition of care work (both paid and unpaid)Enhancing the public financeService monitoring and evaluationMore access to the public health care

Priority for improving workforce pay, employment conditions and continuing professional development

Source: Lloyd, E and Lee, S-H (2023)

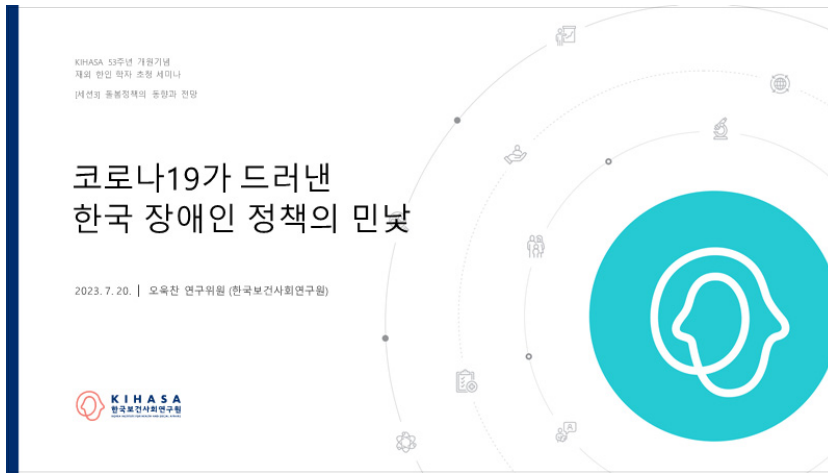
REFERENCES

- Addae-Korankye, A. (2019)
- Daly, M. (2020) COVID-19 and care homes in England: What happened and why?, *Social Policy & Administration*, 54: 985-998
- Department of Health & Social Care (2021) *People at the Heart of Care*
- Farquharson, C. (2019) *Early education and childcare spending: IFS Briefing Note 258*. London: Institute for Fiscal Studies. https://ifs.org.uk/sites/default/files/output_url_files/BN258:Early_education_and_childcare_spending.pdf
- Institute for Government (2020) *Performance Tracker 2019: Children's Social Care*. Available from: <https://www.instituteforgovernment.org.uk/performance-tracker-2022-23/childrens-social-care>
- Lloyd, E. (2018) 'Early childhood education and care: poverty and access. Perspectives from England', in Miller, L, Cameron, C., Dall, C. and Barbour, N. (Eds.) *The SAGE Handbook of Early Childhood Policy*. New York/London: SAGE. pp.268-286
- Lloyd, E. (2020) 'Towards a public ECEC system' in C. Cameron and P. Moss (Eds.) *Transforming early childhood in England: Towards a democratic education*. London: University College London Press. pp. 83-99. Available at: <https://www.udpress.co.uk/products/128464>
- The Health Foundation (2021) *Briefing: Adult social care and Covid-19 after the first wave*, May 2021.
- The Health Foundation (2020) *Briefing: Adult social care and Covid-19*, July 2020.
- Paull, G. and La Valle, I., (2018), *Evaluation of the first year of the national rollout of 30 Hours Free Childcare*. Department for Education Research Report DFE-RR832, September. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740168/Evaluation_of_national_rollout_of_30_hours_free_childcare.pdf

3. 토론

가. 한국의 정책 동향

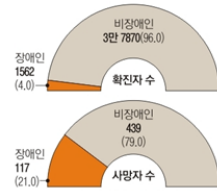
□ 발표자: 오옥찬 연구위원 (한국보건사회연구원)



01. 코로나19 이후 장애인이 겪은 삶의 변화

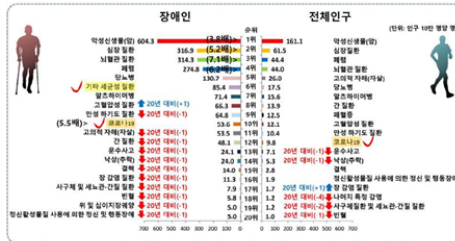
☑️ 코로나19는 장애인에게 더 큰 위협


코로나19 장애인-비장애인 확진자/사망자 현황(2020년)



주: 2020년 12월 9일 기준
자료: 서울신문 (2021. 1. 13), 확진자 중 장애인 4%인데 사망자 5명 중 1명이 장애인. (출처: 남민순 의원실)

장애인 및 전체 인구사망원인 20순위 비교(2021년)

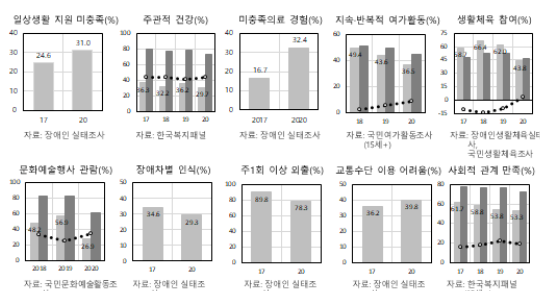




01. 코로나19 이후 장애인이 겪은 삶의 변화


☑️ **코로나19로 인한 삶의 변화**

- 작동하지 않는 돌봄 지원
⇒ 가족의 돌봄 부담
- 건강 위협
- 외부 활동의 어려움
- 사회적 관계의 단절
- 단절로 인한 차별 감소?
"장애인에게 무서운 건
감염보다 고립"



한국장애인개발원명, 2021. 코로나 19 1년 특집, 장애인정책리포트 돌봄 한국장흥, 404.

주: 또한 힘겨운 장애인, 친한 형제는 비장애인 또는 전체 인구, 정신은 장애인, 비장애인(속은 전체 인 구) 각각




02. 장애인 지원 서비스 유지

☑️ **장애인 대상 감염병 대응 매뉴얼(보건복지부)**

- 2020. 6. 30. 1판, 2021. 4. 20. 2판 발행
- 정보접근성, 이동지원, 예방 및 필수 의료지원, 돌봄공백 방지, 장애인 서비스(지역사회 기관, 거주시설, 활동지원) 유지 등

☑️ **코로나19 대응 장애인 활동지원서비스 지침**

- 2020. 2. 21. 자가격리 시 활동지원서비스 지침
- 2020. 3. 5. 장애인 시설 휴관 시 긴급활동지원
- 2020. 12. 23. 활동지원 수급자 확진 시 긴급활동지원
- 2021. 1. 12. 발달장애인 가족에 의한 활동지원급여 한시 허용
- 2022. 2. 28. 초중고 장애학생 돌봄 특별지원급여
- 2022. 2. 28. 장애인활동지원사 코로나19 돌봄 한시지원



03. 가족의 위기와 돌봄의 사회화

- ✔ **가족의 장애인 돌봄 부담을 해소하는 방법**
 - 가족이 돌봄을 부담하게 하면서 사회적으로 보상
 - 가족이 돌봄 부담으로부터 벗어날 수 있도록 지원
- ✔ **장애인 지원 서비스에서의 대응**
 - 대부분의 장애인 지원 서비스는 가족이 돌봄 부담으로부터 벗어날 수 있도록 지원
 - 다만, 장애인 활동지원 서비스는 일부 가족의 돌봄 욕을 제도적 장치로 내재화
 - 코로나19 확산에 따른 서비스 이용 공백에 대해 긴급활동지원, 보호자 일시 부재 특별지원금여에 대해
 - 발달장애인 활동지원 수급자에 대한 가족 활동지원금여 한시적 인정은 가족 돌봄에 대한 논쟁 가속화
- ✔ **다시, 가족의 장애인 돌봄 부담을 해소하는 방법**
 - 서비스의 부족과 함께, 서비스가 있어도 제대로 이용할 수 없는 환경
 - 서비스 이용이 현실적으로 어렵다고 하여 가족 돌봄을 인정하는 것이 올바른 정책 방향인가?
(공적 역할의 한계 vs. 자기결정권)

활동지원금여 산정규칙에 따라 최고 수준의 기능 제약일 가진 경우, 돌봄을 제공할 가족이 없다면 월 480시간(하루 16시간), 가족이 있다면 월 270시간(하루 9시간)의 급여 제공. 전일제에 가까운 돌봄시간(7시간)을 가족의 부담으로 넘기는 점.



04. 코로나19와 탈시설화

- ✔ **최근 몇 년간 장애인 탈시설화 정책의 부침**
 - 2017년 8월 유엔 장애인권리위원회(CRPD) 일반논평 제5호 발표 (협약 제19조 '자립생활 및 지역사회 포용' 관련)
 - 2018년 제5차 장애인정책종합계획 발표(탈시설 이행 계획 제시)
 - 2019~2020년 지역사회 통합돌봄 선도사업
 - 2020년 코로나19 확산
 - 2021년 8월 장애인 탈시설 로드맵 발표
 - 2021년 탈시설화 반대단체 결성
 - 2022년 정권교체 ⇒ 여당 당대표와 장애인운동단체 대표의 1:1 TV 토론
 - 2022년 9월 유엔 장애인권리위원회(CRPD) '탈시설화 가이드라인' 발표
 - 장애인 탈시설 시범사업 시행중(2022년~)



자료: 뉴스1, 2022. 4. 14. 박정석 "이문식과 토론, 꼭 도상장 붙여가는 기본" 등 배틀 대가, 난 무정함"

04. 코로나19와 탈시설화

- ✔ **집단지주의 방역 취약성**
 - 거주시설에서 감염병은 이미 일상
 - 밀집 공간에서 거리두기?
- ✔ **방역이 아닌 인권을 위하여**
 - 코로나19 확산이 없었다고 하여 탈시설화 정책의 정당성이 사라질까?
 - 팬데믹조차 탈시설화 정책에 가속도를 붙여주지 못하는 국내 현실
 - 개별성을 무시하는 획일적 집단생활, 그 자체가 인권 원칙 위배

"장애인거주시설, 코호트격리가 답인가?"... 인권위에 '긴급 탈시설' 요청

* 해당분야 : > 장애인권(2020.10.29.2020-4) | 후원기관 :

관기도 레파열의전, 입소자 21명 중 33명 코로나19 확진... 해당 시설 폐쇄 조지
"시설 내 거두는 것은 '집단 살해'... 탈시설로 비극의 사슬 끊어내라"

대규모 장애인거주시설, 입소정원 절반 '코로나19 확산'

* 해당분야 : > 장애인권(2020.10.19.2020-3) | 후원기관 :

100인 이상 장애인거주시설 34개소, 입소정원의 48.8% '집단지주' 장악영 의원 "시설 중심 정책이 감염병 위험 초래... 탈시설 정책 추진해야"

장애인거주시설 68%서 코로나 집단감염 발생... 집단감염대응사업 지원 단 한 곳 뿐

* 해당분야 : > 장애인권(2020.10.29.2020-4) | 후원기관 :

'집단지주' 신아원, 분산조치 약속 파기하고 3일 만에 다시 시설로?

* 해당분야 : > 장애인권(2020.10.29.2020-4) | 후원기관 :

서울시, 신아원 거주인 '탈시설 지원계획' 약속했지만... "4월 이후, 순차적으로 재입소" 이야기 나와
책임자는 누구? 순차구급 신아원은 서로 책임지는 중

감사합니다

KIHASA 한국보건사회연구원

나. 일본의 정책 동향

□ 발표자: 김원경 부교수 (메이지 가쿠인대학교)

2023年 7月20日 (木)
엔데믹 시대의 글로벌 보건복지 동향과 전망
한국보건사회연구원 재외 한인 학자 초청 세미나

코로나 이후 일본 돌봄 정책 변화



MEIJIGAKUIN UNIVERSITY
明治学院大学
사회학부 사회복지학과 김 원경

1

【코로나 전후】 일본 돌봄분야의 고전적인 과제

1. 돌봄 대상자와 가족의 고립
2. 돌봄 가족의 일가정 양립 문제
3. 모든 분야에 걸친 돌봄 노동자 부족
4. 돌봄 서비스 질 유지 및 확보

【코로나 이후】 : 일본 돌봄분야의 새로운 과제

1. 돌봄 가족의 재택근무 환경 조성 및 지원
2. 돌봄 노동자의 효과적인 배치 및 연계
3. 돌봄 기관 및 관계자의 IT활용과 팀 어프로치
4. 긴급돌봄 시스템 정비 및 지역간 격차 해소

감 사 합 니 다.

* 본 연구는、日本學術振興會の研究補助金(若手研究(23K01919)「認知症のある人の意思決定支援のためのソーシャルワーク実践モデルの構築」)の助成を受けたものである。





제3장

해외 기관 MOU 협력

제1절 일본 국립사회보장인구문제 연구소

제2절 영국 옥스퍼드 대학교

제3절 미국 조지아대학교 및 KASWEA

제 3 장 해외 기관 MOU 협력

제1절 일본 국립사회보장인구문제 연구소

1. 일정 및 프로그램

○ 일 시: 2023. 6. 8.(화)

○ 장 소: 일본, 국립사회보장인구문제 연구소

○ 참석자:

(원내) 이태수 원장, 김태완 빈곤불평등연구실장, 조성호 부연구위원, 최선영 부연구위원, 최준영 전무연구원, 한수진 연구원

(원외-National Institute of Population and Social Security Research: IPSS) Tanabe Kuniaki (Director-General), Motegi Hiroyuki (Researcher), Sato Itaru (Senior Researcher), Suga Keita (Senior Researcher) Fujii Takkio (Senior Researcher), Koike Shiro (Director), Yano Masae (Director), Takeuchi Maki (Senior Researcher) 외

○ 주요 안건: 한국과 일본의 사회 보장, 지역 간 격차, 성별 격차, 세대 간 격차 등

○ 프로그램

〈표 3-1〉 제4차 IPSS-KIHASA 정책 포럼 프로그램 (영문)

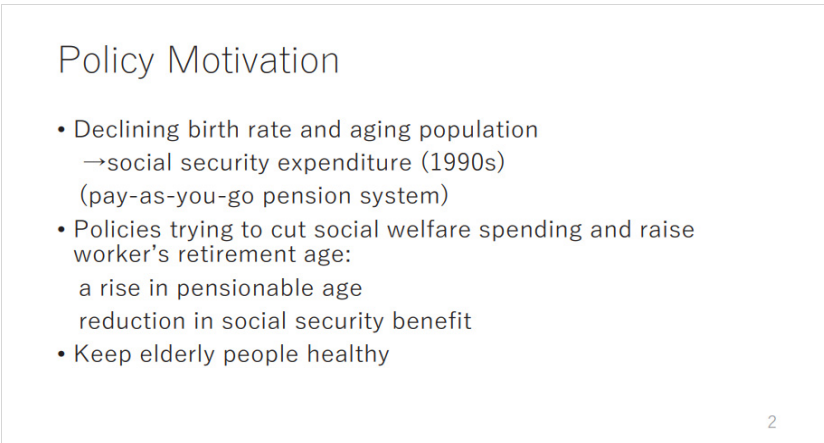
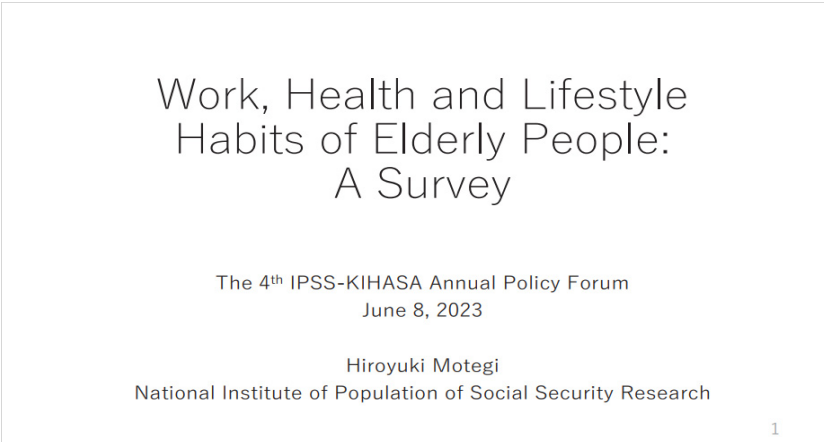
	내용
13:30~13:45	Opening Address <ul style="list-style-type: none"> TANABE Kuniaki (Director-General, IPSS) LEE Tae Soo (President, KIHASA)
13:45~14:35	Session 1: Intergenerational Inequality <p>“Work, Health and Lifestyle Habits of Elderly People: A Survey”</p> <ul style="list-style-type: none"> MOTEGI Hiroyuki (Researcher, IPSS) <p>“Income and Asset Disparity in Korea: Focusing on Life Cycle”</p> <ul style="list-style-type: none"> Kim Taewan (Senior Researcher, KIHASA) <p>Discussant: SATO ITARU (Senior Researcher, IPSS)</p>
14:40~15:40	Session 2: Regional Inequality <p>“Regional Disparities of the Elderly Single-person Households and Community-Based Integrated Care System”</p> <ul style="list-style-type: none"> FUJII Takiko (Senior Researcher, IPSS) <p>“Marriage Squeezes in Korean and Japanese Regions”</p> <ul style="list-style-type: none"> CHO Sungho (Associate Research Fellow, KIHASA) SUGA Keita (Senior Researcher, IPSS) <p>Discussant: KOIKE Shiro (Director, IPSS)</p>
15:55~17:05	Session 3: Regional Inequality <p>“Current Status and Challenges of Gender Equality in Japan”</p> <ul style="list-style-type: none"> YANO Masae (Director, IPSS) <p>“Discrimination against Mothers in Japanese Labor Market: Evidence from Survey Experiments”</p> <ul style="list-style-type: none"> TAKEUCHI Maki (Senior Researcher, IPSS) <p>“Rigid Future and Flexibilized Life Courses: Marriage Delay as a Strategy and Ultra-low Fertility in South Korea”</p> <ul style="list-style-type: none"> CHOI Sun-Young (Associate Research Fellow, KIHASA) <p>Discussant: SASANO Misae (Ibaraki University)</p>
17:05~17:10	Closing Remarks <ul style="list-style-type: none"> HAYASHI Reiko (Deputy Director-General, IPSS)

2. 주요 내용

가. 세대 간 불평등

1) Work, Health and Lifestyle Habits of Elderly People: A Survey

□ 발표자: Hiroyuki Motegi, Researcher (IPSS)



Work of elderly people

- Standard economic labor supply model

$$\max u(c, l)$$

$$s.t. \quad pc \leq w(24 - l)$$

- Dynamic model

$$\max \sum_{t=0}^T (1+r)^{-t} u(c_t, l_t)$$

$$s.t. \quad \sum_{t=0}^T (1+r)^{-t} p_t c_t \leq w_t(24 - l_t)$$

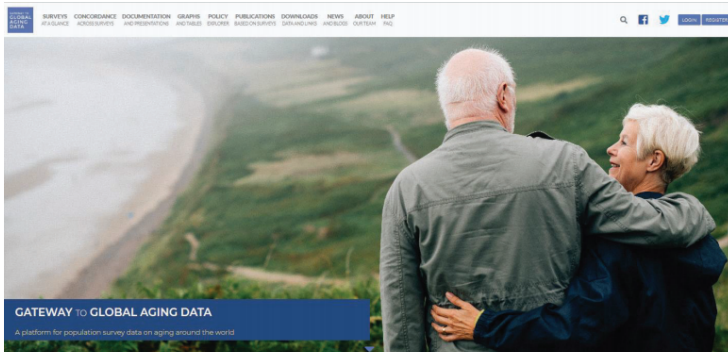
3

Work of elderly people

- Empirically, labor supply depends on wage and others.
- Female labor supply research
Heckman(1979) and Blundell et al. (1998)
- Determinants of labor supply of elderly people are different from those of younger people and female people.
Extensive margins (=retirement)

4

Global Ageing Data U of Southern California and RAND corporation



5

Available Data Set

Here is all information released from the Gateway data as follows:
Gateway to Global Aging Data, Produced by the Program on Global Aging, Health & Policy, University of Southern California with funding from the National Institute on Aging (NIA AG030233)

Study Overview	Core Interview		End of Life Interview		Life History		Health Assessment		Self-Completion		HCAP	
	HRS	MIDAS	ELSA	SHARE	CRELES	KLASA	JSTAR	TREDA	CHARLS	LAS	MARS	SPS-Chile
	United States	Mexico	England	35+ European countries & Israel	Costa Rica	Korea	Japan	Indonesia	China	India	Malaysia	Chile
STUDY OVERVIEW	HRS	MIDAS	ELSA	SHARE	CRELES	KLASA	JSTAR	TREDA	CHARLS	LAS	MARS	
Respondent Eligibility												
Age Eligibility	51	50	50	50	Cohort 1: 60; Cohort 2: 55-65	45	50-75	50	45	45	40	
One or all age eligible	one	one	all	one	one	all	one	all	one	all	three oldest	
Spouse Inclusion	regardless of age	regardless of age	regardless of age	regardless of age	Cohort 1: none / Cohort 2: regardless of age	only if age eligible	none	regardless of age	regardless of age	regardless of age	none	
Survey												
Method	In-person (phone) self-completion	In-person	In-person/self-completion	In-person/self-completion	In-person	In-person	In-person/self-completion	In-person/self-completion	In-person	In-person	In-person	
Sample refreshment												
Waves or Frequency	every 2 years	Waves 1, 5	Waves 1, 4, 6, 7	varies by country	none	Waves 1	none	none	Waves 1, 3	none	none	
Sample Size												
At baseline	12,052	15,402	12,099	30,779	Cohort 1: 2,827 / Cohort 2: 2,798	52,294	3,742	8,504	17,705	72,382	6,672	
At latest released wave	20,312	14,779	35,078	77,263	Cohort 1: 1,835 / Cohort 2: 2,403	6,940	4,021	6,400	19,216	72,382	6,672	
Blood-based Biomarker												
Type	dbt	various and dbt	various	dbt	various	none	none	various	various	dbt	none	

6

Global Ageing Data

- International comparative elderly panel data
- Including information about basic characteristics, work status and health
- Japan: JASTR (Japanese Study of Aging and Retirement)
 - ✓ Since 2007, and 5 waves.
 - ✓ More than 4500 persons at least 50 years of age
- Korea: KLoSA (Korean Longitudinal Study of Aging)
 - ✓ Since 2006, and 7 waves.
 - ✓ More than 10000 persons at least 45 years of age

7

Important factors for work of the elderly

- A combination of policy and academic motivations and improvement of data availability
- French (2005, REStud)
- 3 important factors for elderly work
 1. Health
 2. Asset (Stock)
 3. Wage (Flow)
- He shows these importance by structural estimations method.

8

French (2005)'s model

$$U(C_t, H_t, M_t) + E_t \left[\sum_{j=t+1}^{T+1} \beta^j S(j-1, t) (s_j U(C_j, H_j, M_j) + (1-s_j)b(A_j)) \right], \quad (1)$$

$$U(C_t, H_t, M_t) = \frac{1}{1-\nu} (C_t^\gamma (L - H_t - \theta p P_t - \phi I(M = \text{bad}))^{1-\gamma})^{1-\nu}, \quad (2)$$

$$b(A_t) = \theta_B \frac{(A_t + K)^{(1-\nu)\gamma}}{1-\nu}, \quad (3)$$

$$s_{t+1} = s(M_t, t+1). \quad (4)$$

$$\pi_{\text{good, bad, } t+1} = \text{prob}(M_{t+1} = \text{good} \mid M_t = \text{bad}, t+1). \quad (5)$$

$$\ln W_t = \alpha \ln H_t + W(M_t, t) + AR_t. \quad (6)$$

$$AR_t = \rho AR_{t-1} + \eta_t, \quad \eta_t \sim N(0, \eta_t^2). \quad (7)$$

$$ys_t = ys(W_t, t). \quad (8)$$

$$A_{t+1} = A_t + Y(rA_t + W_t H_t + ys_t + pb_t + \varepsilon_t, \tau) + (B_t \times ss_t) - C_t, \quad A_{t+1} \geq 0, \quad (9)$$

Maximize (1) under the restrictions (2) ~ (9).

9

Important factors for work of the elderly

- McGarry (2004, JHR)
Subjective health affects the labor supply of the elderly.
- The importance of the reverse causality began to be noted.

10

Research Motivation

- We must evaluate social policies more accurately.
- Need to consider externality
- What can we expect from a rise in pensionable age?
 - Increase in labor supply
 - What is effects of health?
- Taking account of the medical-cost change required

11

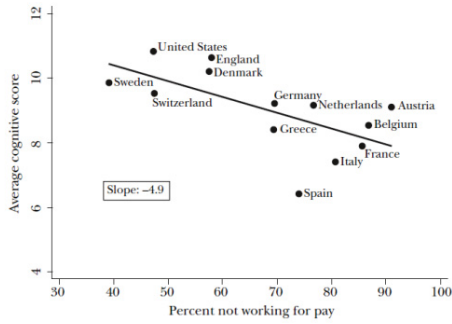
Rohwedder and Willis (2010)

- Mental retirement (Using global ageing data)
- Relationships between, pension system, work and cognition.
- Social security → Work decision → Cognitive function.
- Cognitive function is measured by word memory and basic calculation.

12

Figure 5 from RW (2010)

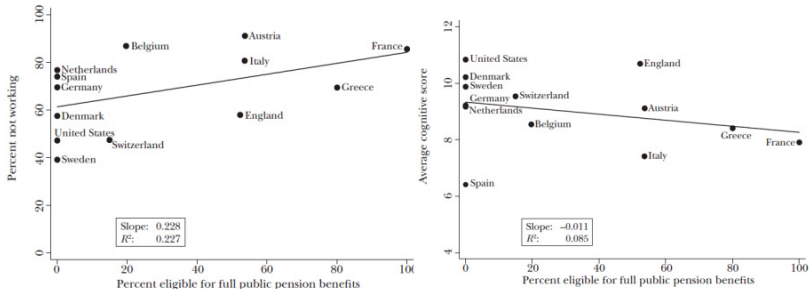
Cognition by Percent Not Working for Pay, 60–64 Year-Old Men and Women, Weighted



13

Figure 6 from RW (2010)

Graphical Illustration of the IV-Estimation
(for 60–64 year-olds)



14

Hurd et al. (2013)

- Using HRS (Global Ageing Data)
- The estimated prevalence of dementia among persons older than 70 years of age in the United States in 2010 was 14.7%.
- The yearly monetary cost per person that was attributable to dementia was \$56290.
- These individual costs suggest that the total monetary cost of dementia in 2010 was between \$157 billion and \$215 billion.

15

Economic Model

- Grossman (1972) model: seminal paper for health economics
- Health is viewed as capital stock.
- Health depreciates as age increases.
- Health lifestyle habits (moderate exercise, doctor visit) are viewed as investment and unhealth lifestyle habits (smoking and drinking alcohol) as disinvestment.
- Is working investment?

16

What is ADL (activities of daily living)? (reference)

- Bathing and showering
- Personal hygiene and grooming (including brushing/combing/styling hair)
- Dressing
- Toilet hygiene (getting to the toilet, cleaning oneself, and getting back up)
- Functional mobility, often referred to as "transferring", as measured by the ability to walk, get in and out of bed, and get into and out of a chair
- Self-feeding (not including cooking or chewing and swallowing),

17

What is IADL (instrumental activities of daily living)? (reference)

- Cleaning and maintaining the house
- Managing money
- Moving within the community
- Preparing meals
- Shopping for groceries and necessities
- Taking prescribed medications
- Using the telephone or other form of communication

18

What are BMI and CES-D? (reference)

- BMI (body mass index)
=height(m)/weight^(2)
An indicator to measure the degree of obesity
- CES-D (The Center for Epidemiologic Studies Depression Scale)
An Indicator to measure the likelihood of depression

19

Previous literature

- There are many papers in each field (economics, public health, psychology and gerontology)
- No unifying views of impacts on various health outcomes
- Health outcomes are self-reported health, depression (CES-D), cognition, BMI, ADL and IADL.
- Focusing on economic literature
- Developments in econometrics
- Two survey papers
 1. Nishimura, Oikawa and Motegi (2018, Journal of economic surveys)
 2. Garrouste and Perdrix (2021, Journal of economic surveys)

20

Impact of retirement on health NOM (2018)

- Estimation methods are critical.
- Showed comparative results across countries

	the US	England	Denmark	France	Germany	Switzerland	Japan	South Korea
Self-reported health	+	+		+	+			-
Depression	+	+	+				+	
Cognition	-							+
BMI	-	-				-	-	
ADL	+	+			+	+	+	+

+: Improved, -: Deteriorated

21

Impact of retirement on health GP (2021)

- Extension of Grossman-Galama model
- Categorizing the three types of the effect: switches from working to retiring, changes in depreciation due to delayed retirement and due to earlier retirement.

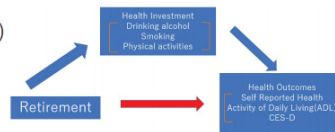
Health outcomes	Impact
Health care consumption	-
Self-reported health	+
Depression	+
Cognition	-
Mortality	-

+: Improved, -: Deteriorated

22

Mechanism of retirement on health

- Changing lifestyles (health investment behaviors)
- Eibich (2015, JHE)
- Motegi, Nishimura and Terada (2016, JER)
- Motegi, Nishimura and Oikawa (2020, JEoA)



- Moderate exercise increases after retirement.
- Drinking alcohol increases and smoking decreases after retirement.
- But, there are no connections between health and lifestyles.
- Working itself affects health.

23

Economic burden of chronic diseases in East Asia

- Bloom et al. (2017, Journal of the Economics of ageing)
- Constructing economic model to incorporate chronic disease into human capital
- Cardiovascular diseases, cancer, respiratory diseases, diabetes, and mental health conditions
- Total losses associated with these chronic diseases over the period 2010-2030 are \$16 trillion for China (measured in real USD with the base year 2010), \$5.7 trillion for Japan, and \$1.5 trillion for South Korea.

24

Future work

- Using administrative data (detail information of diseases)
- Heterogeneity across occupations and industries
- General equilibrium effects and extension of macroeconomic framework

25

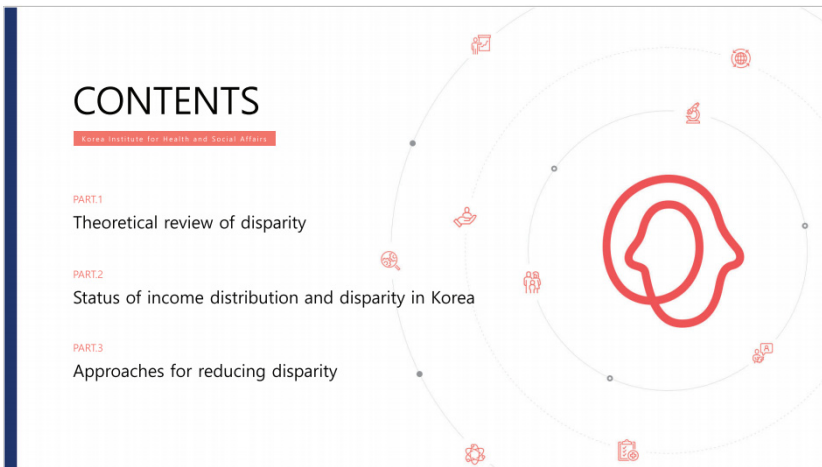
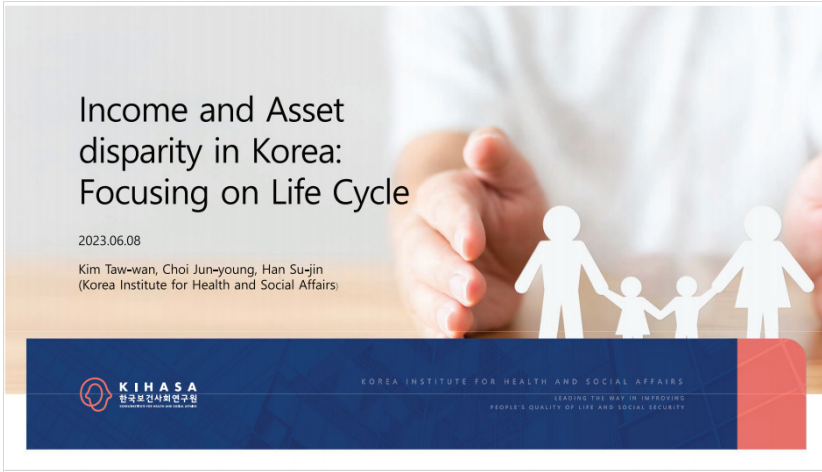
Implications for inequality

- Life expectancy and healthy life expectancy are expected to increase in the future due to the development of medical technology.
- Two types of worker in elderly people
 1. People who like their job or have life work would like to work for a long time.
 2. People are forced to work longer for money.
- Inequality (within generation) increases.
- Intergenerational inequality?
- Policies integrating labor and health care policies for the elderly

26

2) Income and Asset Disparity in Korea: Focusing on Life Cycle

□ 발표자: 김태완 연구위원 (KIHASA)



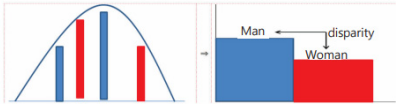


PART.1 Theoretical review of disparity

01. Meaning of distribution and disparity

KINASA 한국인재개발원

- ✔ Disparity, Gap(격차)
 - Disparity(격차, 隔差) means 'the degree of difference (in wealth, income, skill level) between individuals or groups, and it describes the deviation between groups in the distribution of resources'
 - The concept of disparity is used to explain the social reproduction of class(the decrease in intergenerational social mobility) ⇒ in a broader sense, disparity is related in meaning to social class or stratum
 - The fact that the average spending on private education by the top 20% income households is eight times higher than that of the bottom 20% income households(Lee Young-jun, 2022.01.25.) implies that the disparity in parental income leads to a chain of disparity, → children's educational disparity → their university → income disparity(Seong Gyeong-ryung, 2017)



→ **Multidimensionality of disparity**

4

PART.1 Theoretical review of disparity

01. Meaning of distribution and disparity

KIHASA KOREAN INSTITUTE FOR HEALTH AND SAFETY ASSURANCE

✔ Poverty Index

- **Absolute poverty:** Measuring poverty based on the **minimum cost of living** or a specific year (=OECD "anchored" poverty)
- **Relative poverty:** ① Defining poverty as income below a certain percentage of average or **median income** ② Methods of using deprivation index
- Since 2015, the revised National Basic Livelihood Security Act has used the **standard median income** as the selection criteria. ⇒ **concept of relative poverty**

6.6. Poverty is highest among children, youth and elderly, and lowest among adults
Percentage of persons living with less than 50% of median equivalised disposable income, by age group, in 2016 (or nearest year)

Source: OECD Income Distribution Database, <http://oe.cd/idid>. Statista Link: <http://dx.doi.org/10.1787/888933939104>

5

PART.1 Theoretical review of disparity

01. Meaning of distribution and disparity

KIHASA KOREAN INSTITUTE FOR HEALTH AND SAFETY ASSURANCE

✔ Inequality

- Inequality has two meanings. ① Difference in income, wealth, expenditure, etc. due to objective reasons ② Including an ethical judgment, difference in income, etc., and at the same time, the distribution is unfair
- In the case of B. Atkinson, terms such as difference, dispersion, and concentration, are used to mean the first, and the term inequality is used for the second.
- Inequality is measured in terms of indicators such as income share ratio, Gini coefficient

6.1. There are large differences in levels of income inequality across the OECD
Gini coefficients of household disposable income and gap between richest and poorest 10%, in 2016 (or nearest year)

Source: OECD Income Distribution Database, <http://oe.cd/idid>. Statista Link: <http://dx.doi.org/10.1787/888933939009>

6

PART 2 Theoretical review of disparity

02. Discussions on Polarization and disparity in Korea

KINASA
한국국제사회복지연구원

- ✓ Starting point of research and interest in polarization in Korea
 - Polarization research
 - In 2005, the publication of the paper by Shin Dong-kyun and Jeon Byung-yoo increased the interest in polarization research. Here, the focus is on income polarization
 - Political interest
 - President Roh Moo-hyun's 2005 New Year's address and press conference (Kim Wang-bae, 2009): Emergence of the growth and distribution virtuous cycle, and the narrative of inclusive growth
 - ➔ The Noh Moo-hyun administration's polarization discourse is regarded to have started as a driving force for social safety nets and redistribution policies, as well as reforming tax and insurance premium systems with social support after the currency crisis (Kim Wang-bae, 2009)

7

PART 2 Theoretical review of disparity

02. Discussions on Polarization and disparity in Korea

KINASA
한국국제사회복지연구원

- ✓ Causes of inequality distribution observed through the development process of Korean society
 - Korea's Growth policy in the 1960s-1980s: **high-growth period**
 - Development led by conglomerate, heavy and manufacturing industries, and professional elites (bureaucrats, professional groups, etc.): Indifference to polarization and unequal distribution. **Economic growth is the top priority**
 - ➔ The beginning of disparities in industry and labor market: Disparities arise by company size and industry
 - Educational disparity : Education fervor that "if my child or I myself study hard and go to a good university, our family will be better off → The upper class sees education as a means of maintaining their privilege, the middle class sees it as a way to achieve upward mobility, and the lower class sees it as a means to obtain employment (Nam In-sook, 2011)
 - ➔ The educational disparity has led to a society where academic elitism and developed around the capital region (≡ **the beginning of the real estate issue**)
 - ➔ Theory of economic development : Kuznets inverted U-curve hypothesis, Catch-Up effect

8

PART 2 Theoretical review of disparity

02. Discussions on Polarization and disparity in Korea

KIHASA KOREAN INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS

- ✓ Causes of inequality distribution observed through the development process of Korean society
 - Social development and economic growth policy in the 1990s: The last high-growth period
 - Socioeconomic development remained centered around the professional elite, with expansion of social policies reflecting the democratization movement
 - ➔ The focus of social attention shifted from absolute poverty to relative poverty and relative inequality
 - As the industrial structure shifted from manufacturing and heavy industries to technology-intensive industries in the 1990s, there was a decline in job creation capability → In the 2000s, as the economy faced a low-growth trend, the ability to create jobs deteriorated → diagnosed as one of the causes of polarization (Kim Won-sik, 2013)
 - (2000s low-growth period=decline in potential growth rate)
 - Limitations in conglomerates job creation ability, delayed industrial restructuring (transition from large conglomerates to small and medium-sized enterprises, and digital-centric industries) leading to a shortage of jobs for young people and early retirees

9

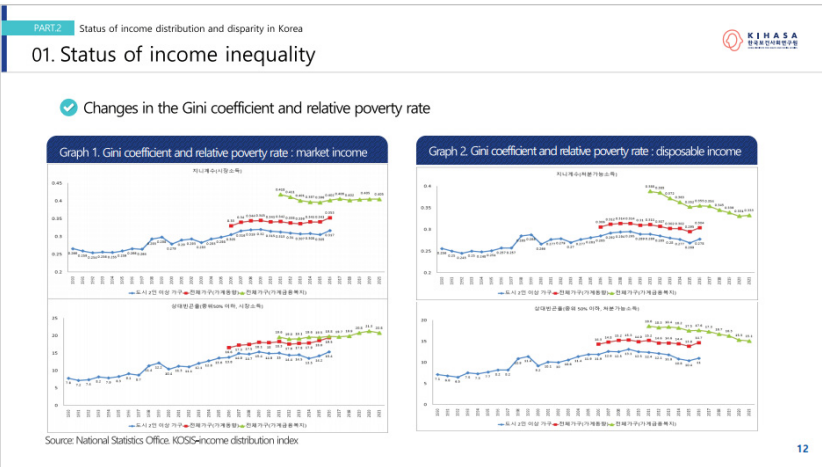
PART 2 Theoretical review of disparity

02. Discussions on Polarization and disparity in Korea

KIHASA KOREAN INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS

- ✓ The causes of polarization: from one dimension to multi-dimension
 - To understand the phenomenon of polarization as fragmented in terms of income, education, labor, industry, assets, etc.
 - The phenomenon of polarization is complex, multi-dimensional, and has interconnections

10



98 보건복지정책 연구 국제화 사업

PART 2 Status of income distribution and disparity in Korea

01. Status of income inequality

Changes in income distribution by life cycle

- When seen in terms of income quintile share ratio by age group, there has been little change in market income and for those aged 65 and above

Graph 3. Changes in income quintile ratio by age group: market income

Graph 4. Changes in income quintile ratio by age group: disposable income

Source : Kim Tae-wan, Lee Ju-mi et al. (2022). Diagnosis of social polarization in Korea and response to social policies. KIHASA.

PART 2 Status of income distribution and disparity in Korea

01. Status of income inequality

Transition from income inequality to income disparity

- Over time, the middle class is increasing and polarization is decreasing

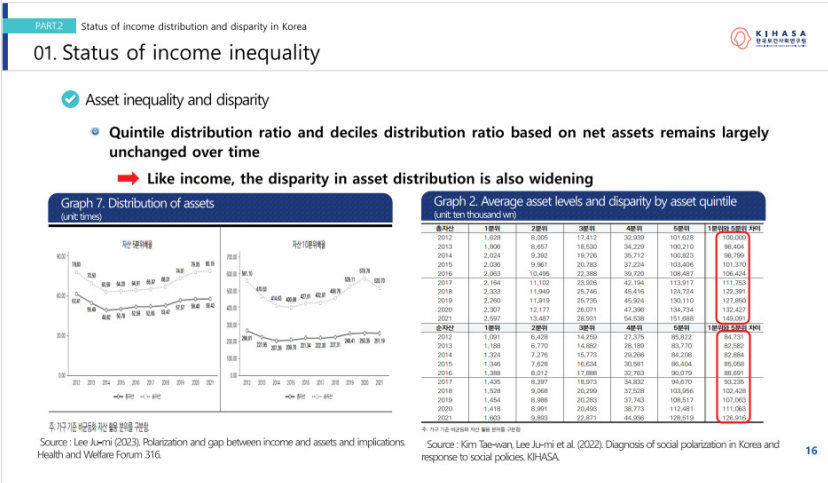
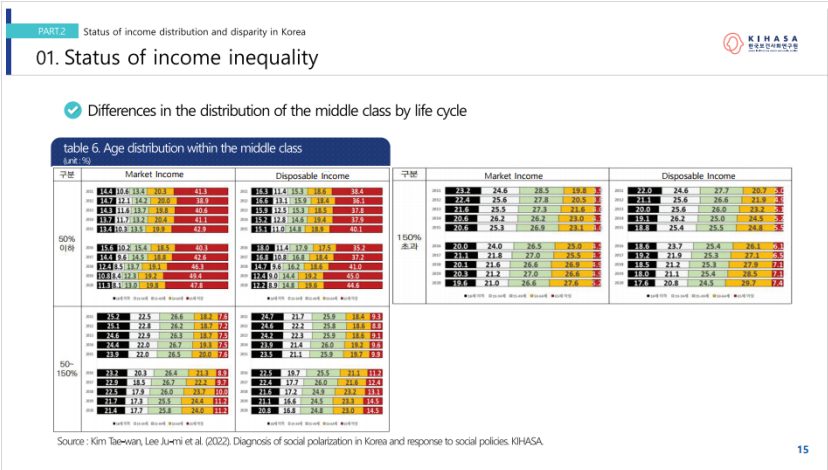
However, the disparity between income quintiles is widening. The phenomenon that we should focus on at this point is the income disparity rather than polarization

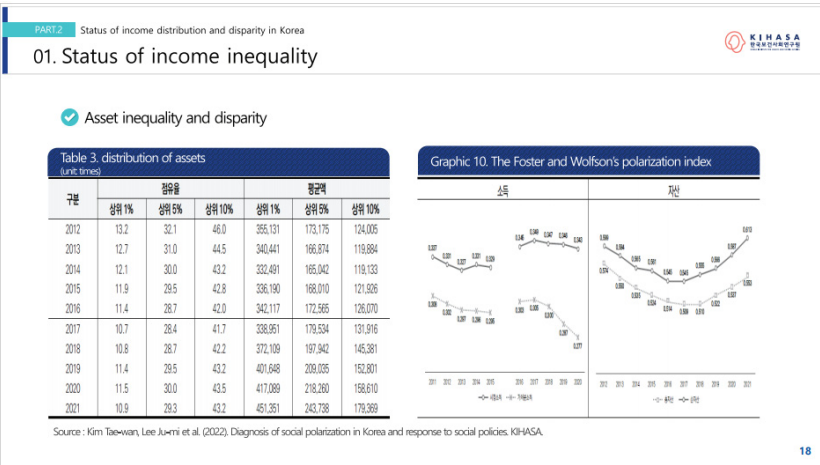
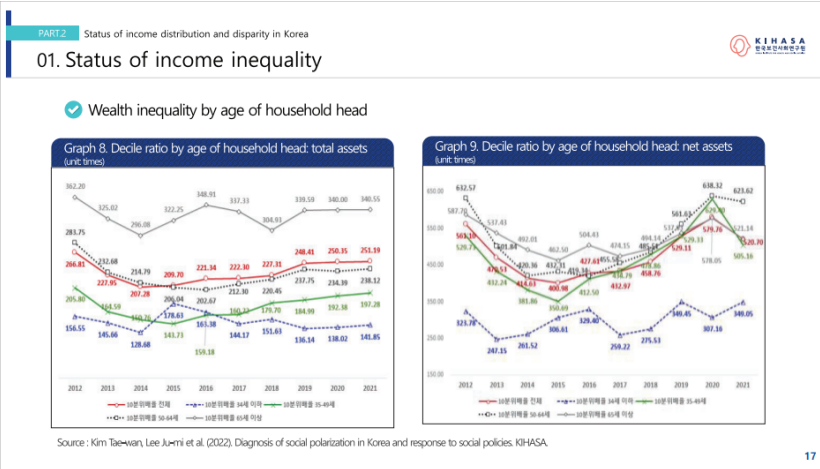
Graph 5. Changes in the distribution of the middle class (avg. %)

Table 1. Average income level and disparity by income quintile (unit: million Korean won)

연도	1분위	2분위	3분위	4분위	5분위	1분위 대비 5분위
2011	963	1,640	2,202	5,188	6,309	6.55
2012	614	1,543	2,232	5,329	6,542	10.66
2013	604	1,624	2,472	5,487	6,625	11.00
2014	636	1,650	2,492	5,540	6,595	10.39
2015	664	1,690	2,573	5,676	6,704	10.09
2016	653	1,762	2,664	5,796	7,157	11.04
2017	697	1,840	2,773	5,968	7,514	10.87
2018	689	1,907	2,881	4,110	7,685	11.06
2019	681	1,940	2,873	4,225	7,869	11.56
2020	706	1,980	3,022	4,270	8,025	11.34
2011	681	1,420	2,090	2,939	5,654	8.30
2012	726	1,603	2,199	3,065	6,883	9.47
2013	770	1,616	2,346	3,211	6,862	8.91
2014	798	1,639	2,376	3,279	6,678	8.36
2015	851	1,709	2,458	3,405	6,860	8.09
2016	880	1,776	2,555	3,506	6,180	7.04
2017	927	1,863	2,653	3,671	6,453	6.98
2018	959	1,952	2,764	3,850	6,584	6.87
2019	1,072	2,049	2,877	3,987	6,703	6.31
2020	1,179	2,157	2,959	4,021	6,882	5.84

Source : Kim Tae-wan, Lee Ju-mi et al. (2022). Diagnosis of social polarization in Korea and response to social policies. KIHASA.





PART 2 Status of income distribution and disparity in Korea

01. Status of income inequality

✓ Asset inequality: net assets

Table 4. Income distribution by age group of household head: based on the total of 100%

구분	상위 1%			상위 5%			상위 10%					
	34세 이하	35-64세	65세 이상	34세 이하	35-64세	65세 이상	34세 이하	35-64세	65세 이상			
2012	0.7	19.8	52.4	27.1	1.3	28.5	50.9	19.3	1.9	31.9	46.6	19.7
2013	0.0	15.7	49.7	34.6	0.7	23.8	54.4	21.1	1.7	28.6	50.8	19.0
2014	0.0	16.9	53.7	29.4	0.5	22.9	55.2	21.5	0.8	27.7	52.2	19.4
2015	0.4	16.5	51.6	31.6	1.0	21.6	55.5	22.0	1.2	25.1	52.9	20.8
2016	0.4	16.6	47.4	35.6	0.9	23.3	50.9	24.9	1.4	25.3	51.1	22.3
2017	0.4	21.6	47.1	30.9	1.1	22.7	49.6	26.5	1.4	25.1	50.0	23.6
2018	0.0	19.7	46.0	34.3	0.6	25.8	46.0	27.6	0.7	25.8	48.7	24.9
2019	0.0	20.2	47.4	32.4	0.2	24.3	48.7	26.8	0.7	25.7	48.7	25.0
2020	0.4	19.3	41.0	39.3	0.3	24.3	46.4	29.0	0.6	26.8	45.6	27.0
2021	0.3	17.2	39.5	42.9	0.5	24.5	45.8	29.2	0.6	26.9	44.9	27.6

Table 5. Income distribution by age group of household head: by age group (unit: %)

구분	상위 1%			상위 5%			상위 10%					
	34세 이하	35-64세	65세 이상	34세 이하	35-64세	65세 이상	34세 이하	35-64세	65세 이상			
2012	0.1	0.5	1.7	1.3	0.6	3.9	8.3	4.7	1.6	8.6	15.1	9.5
2013	0.0	0.4	1.6	1.8	0.3	3.2	8.4	5.4	1.5	7.8	15.7	9.8
2014	0.0	0.5	1.6	1.5	0.3	3.1	8.3	5.3	0.8	7.6	15.8	9.6
2015	0.0	0.5	1.5	1.5	0.5	3.0	8.1	5.2	1.3	7.1	15.5	9.9
2016	0.1	0.5	1.4	1.6	0.5	3.4	7.4	5.7	1.6	7.3	14.7	10.1
2017	0.1	0.7	1.3	1.3	0.7	3.4	7.0	5.7	1.7	7.5	14.2	10.2
2018	0.0	0.6	1.3	1.4	0.5	3.9	6.4	5.7	1.1	7.9	13.5	10.1
2019	0.0	0.7	1.3	1.2	0.1	3.9	6.6	5.1	1.1	8.2	13.3	9.5
2020	0.1	0.7	1.1	1.4	0.3	4.1	6.4	5.1	1.1	9.0	12.6	9.5
2021	0.1	0.6	1.1	1.6	0.4	4.1	6.3	5.4	0.9	9.0	12.4	10.1

Source: Kim Tae-wan, Lee Ju-mi et al. (2022). Diagnosis of social polarization in Korea and response to social policies. KIHASA.

PART 2 Status of income distribution and disparity in Korea

01. Status of income inequality

✓ Polarization by company size

Graph 11. Trend of changes in the proportion of average wages compared to those of large companies with 500 or more employees (domestic and international comparison)

Year	100-499	50-99	10-29	5-9	1-4
2008	74.8	64.4	59.8	50.5	33.5
2009	75.7	65.2	60.0	52.1	34.5
2010	75.5	64.5	59.2	50.0	33.9
2011	73.1	61.3	58.4	50.7	33.7
2012	68.3	61.9	57.7	47.3	32.4
2013	64.2	59.6	55.4	45.8	29.6
2014	63.1	56.0	54.4	44.7	28.5
2015	65.9	56.6	52.8	46.2	31.3
2016	70.0	59.2	55.4	48.3	32.6
2017	72.0	62.0	58.0	48.3	32.6
2018	72.0	62.0	58.0	48.3	34.4

Year	Korea (2010)	Korea (2016)	Korea (2018)	Japan (2018)
2008	86.4	69.7	66.7	33.5
2009	77.5	65.3	63.9	34.5
2010	76.8	63.9	62.2	33.9
2011	76.7	60.2	60.2	32.3
2012	76.6	60.2	59.2	32.4
2013	76.5	59.2	58.8	29.6
2014	78.8	58.8	58.8	29.5
2015	79.2	65.1	62.7	31.3
2016	72.5	65.1	62.7	32.6
2017	65.3	65.1	62.7	34.4
2018	65.3	65.1	62.7	34.4

자료: 한국고용노동부, 고용형태별 근무형태조사 리포트
 Source: Kim Tae-wan et al. (2022). Korean Social Disparity Issues and Inclusive Growth Strategies.

PART.2 Status of income distribution and disparity in Korea

01. Status of income inequality

Polarization of the labor market: polarization of the between regular and non-regular workers

- An polarization exists in terms of wages and working hours between regular and non-regular workers(temporary and daily workers)

Graph 12. Wage and relative changes by occupational status
(unit: one thousand won)

Graph 13. Changes in total wages and weekly working hours between regular and non-regular workers

Source: Lim Wan-seop (2023), Current Status and Challenges of Labor Polarization, Health and Welfare Forum 316

21

PART.2 Status of income distribution and disparity in Korea

01. Status of income inequality

Polarization of the labor market: changes by type of non-regular employment

Graph 14. Percentage of non-regular workers by gender and age group (2022.8)
(unit: %)

Graph 15. Percentage of non-regular workers by gender and age group (2022.8)
(unit: %)

Source: Kim YuSeon (2022), The size and status of non-regular workers, KLSI Issue Paper No. 180

22

PART 2 Status of income distribution and disparity in Korea

02. The status of income inequality and disparity by life cycle

POVERTY AND SUICIDE IN KOREA

- High poverty and suicide rates among elderly population → skepticism and unreliability

Graph 16. Changes in relative poverty rate

연도	총인구	노년층	청년층
2011	56.9	48.5	19.6
2012	56.9	48.5	19.6
2013	56.9	48.5	19.6
2014	56.9	48.5	19.6
2015	56.9	48.5	19.6
2016	56.9	48.5	19.6
2017	56.9	48.5	19.6
2018	56.9	48.5	19.6
2019	56.9	48.5	19.6
2020	56.9	48.5	19.6
2021	57.6	49.2	20.0

Source: National Statistics Office. KOSIS-income distribution index and Suicide index

Graph 6. Suicide rates by gender and age group

연령·성별	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
전체	31.8	31.2	31.7	31.1	28.5	27.3	26.5	25.6	24.3	24.6	26.9	28.7	26.8
성별													
남자	39.9	41.4	43.3	38.2	39.6	38.4	37.5	36.2	34.9	35.5	38.0	39.5	35.9
여자	22.1	21.0	20.1	18.0	17.3	16.1	15.5	15.0	13.8	14.8	15.9	15.9	16.2
연령별													
10-19세	6.5	5.2	5.5	5.1	4.9	4.5	4.2	4.3	4.7	5.8	5.9	6.5	7.1
20-29세	25.3	24.4	24.3	19.5	18.0	17.8	16.4	16.4	17.6	19.2	21.7	23.5	23.5
30-39세	31.4	28.6	28.5	27.3	28.4	27.9	25.1	24.6	24.5	27.5	28.9	27.1	27.3
40-49세	32.8	34.1	34.0	30.9	32.7	32.4	29.8	29.6	27.9	31.5	31.0	29.2	28.2
50-59세	41.1	40.1	41.2	35.3	38.1	38.4	34.3	33.5	30.8	32.4	33.3	30.3	30.1
60-69세	51.8	52.7	52.1	42.4	43.7	37.6	38.9	34.8	32.2	32.9	33.7	31.1	28.4
70-79세	79.0	82.5	84.4	73.1	65.9	57.6	62.5	54.0	48.9	45.3	46.2	38.8	41.3
80세 이상	127.3	125.9	118.9	104.5	94.7	78.6	83.7	78.1	70.8	69.8	67.4	62.6	61.3

PART 2 Status of income distribution and disparity in Korea

03. The results of inequal income distribution and polarization

LOW BIRTH RATE AND AGING POPULATION PHENOMENON

- The deepening low birth rate phenomenon and rapid aging progression resulting from it

Graph 17. Deepening low birth rate

연도	출생아 수 (천 명)	인구 (백만 명)
70	1,200	3.77
75	1,000	4.53
80	800	5.21
85	600	5.98
90	400	6.74
95	300	7.52
00	250	8.28
05	200	9.04
10	180	9.79
15	160	10.54
20	140	11.29
22	120	12.04

Source: National Statistics Office. Press release.

Table 7. Deepening aging population

< 인구 추이 >

연도	총 인구	65세 이상 인구(백만 명)	노년부양비(%)	노년부양비(100명당 명)	노년부양비(100명당 명)
2010	49,554	5,306	10.8	14.8	67.2
2020	51,026	8,152	15.7	21.8	93.9
2022	51,628	9,018	17.5	24.6	102.0
2025	51,448	10,595	20.6	29.7	131.5
2030	51,199	13,056	25.5	38.6	161.6
2035	50,868	15,289	30.1	48.6	209.1
2040	50,193	17,245	34.4	60.5	289.5
2050	47,359	19,004	40.1	78.6	456.2
2060	42,617	18,883	43.8	90.4	570.6
2070	37,656	17,473	46.4	100.6	620.6

Source: 통계청, '출생인구 추계 2020-2070년'

주: 1) 노년부양비 = 65세 이상 인구에 대한 비율 = 총 인구 × 100
 2) 노년부양비 = 65세 이상 인구에 대한 비율 = 생산연령인구(15-64세) × 100
 3) 노년부양비 = 65세 이상 인구에 대한 비율 = 생산연령인구(15-64세) × 100

PART.2 Status of income distribution and disparity in Korea

03. The results of inequal income distribution and polarization

✔ New social risks and vulnerable groups → a complex and layered crisis

- Even after the 2014 '승파세모녀' incident, **ongoing** crises continue to emerge among households and individuals

Figure 18. '수원세모녀' case

수원세모녀 사례를 통해 본 소득 및 서비스 제공 한계

- 2022년 8월 21일 미주소지 거주 세모녀 사망(60대 모, 40대 두 딸(희소병, 정신질환))

- Traditionally, crisis households have been addressed in response to social risks such as **poverty, unemployment, aging, illness, disability, death, violence**. To ensure this, social security policies have been implemented to address crisis households, and these policies are specified in the Social Security Act
- New risks are starting to emerge through intermediaries such as economic and social change, family changes, labor market and environmental changes. There has been growing attention to small-scale crisis targets such as **youth, unstable employment (freelancers, precarious workers, artists), isolation and loneliness, mental health (depression, suicide), debt, housing vulnerability, abuse and violence, safety**

Source: Kim Taewon et al. (2022). A study on the current status of the new vulnerable class and countermeasures. Ministry of Health and Welfare, KIHASA.

25

PART.3

Approaches for reducing disparity

PART 3 Approaches for reducing disparity

01. Reducing disparity through the market

K I H A S A
한국산업연구원

- ✔ Strategy to reduce the dual structure of the labor market
 - The dual labor market is pointed out as a major factor that deepens polarization
 - ☞ There is a need for corrective measures regarding discrimination in the labor market that occurs in various forms with respect to gender, age, company size, education level, regular and non-regular employment
 - ☞ Prevention of the proliferation of unstable forms of employment such as non-regular employment and indirect employment
 - The enactment of anti-discrimination laws, establishment of equal pay for equal work, and government support policies to reduce wage gaps are necessary
 - ☞ There are limitations to how much companies can reduce labor market disparities through wages. Establishing indirect support measures, such as the government's support for housing, education, medical expenses, etc. is necessary

27

PART 3 Approaches for reducing disparity

01. Reducing disparity through the market

K I H A S A
한국산업연구원

- ✔ Reform of the educational system: eliminating academic elitism
 - Reducing private education expenses
 - ☞ Establishing measures to alleviate the burden of excessive private education expenses through normalizing public education and creative education
 - ☞ Balanced selection: a student selection system that considers regional and individual characteristics
 - Creating 10 Seoul National Universities (Kim Jong-yeong, Presidential Commission on Policy Planning)
 - ☞ Creating 10 Seoul National Universities nationwide can alleviate the chronic problem of university hierarchy in Korean education, freeing students, parents, teachers, and the public from the education hell
 - ☞ Research on the University of California system that led the third industrial revolution and the national university system that will lead the fourth industrial revolution Innovative support for local flagship universities is needed by the government

28

PART 3 Approaches for reducing disparity

01. Reducing disparity through the market

Minimum wage system

- The minimum wage system is a system that allows the government to intervene in the wage determination process between workers and employers, establish a minimum wage level, and enforce a law that compels employers to pay wages above this level in order to protect low-wage workers (Minimum Wage Council, website)

Graph 19. Changes in Minimum Wage

Source: Minimum Wage Commission, home page

- The purpose of the minimum wage system is to guarantee the minimum level of wages for workers, ensuring their livelihood stability and improving the quality of labor force, and thus contribute to the sound development of the national economy (The Minimum Wage Act)
- Current government's reorganization reviewing measures to differentiate the minimum wage by region and industry

29

PART 3 Approaches for reducing disparity

01. Reducing disparity through the market

Living Wage System

- The International Labor Organization(국제노동기구(ILO)) defines a living wage as a wage level that enables workers and their families to meet basic standards of living, to live above the poverty line, and to participate in social and cultural activities
- The concept of the "living wage" began to gain traction in the late 1990s, but its origins date back to the late 19th century. During the early stages of industrialization, low wages and exploitative labor practices became serious social issues, and the living wage was proposed as a means of ensuring that workers could maintain their basic human dignity
- Case in Korea
 - In 2013, the Seoul of Nowon-gu and Seongbuk-gu began to apply the living wage through administrative orders and in 2014, Bucheon City in Gyeonggi applied the living wage through an ordinance
 - In 2020, among the 243 local government in Korea, 110 regions(45%) had enacted ordinances for the living wage system and 104 local governments(43%) in Korea are actually operating the living wage system

30

PART 3 Approaches for reducing disparity

02. Strategy for reducing through social policy

Reform of the Public Assistance System

- Strengthening support for the poor through the National Basic Livelihood Security Act
 - Elimination of blind spots in the system**
 - Abolition of the support obligator for livelihood and medical assistance
 - Relaxation of property standards: Reduction in conversion rates for assets such as cars and non-converted status for residential property
 - Improvement of salary levels in the system**
 - Increase in the standard for livelihood assistance: Adjusted up to 35% of the median income
 - Reforming the method of calculating the median income: review of other variables beyond income
- Strengthening support for the poor through the improvement of emergency welfare support system
 - Strengthening substantive role**
 - Relaxation of crisis conditions: transition from positive to negative list
 - Relaxation of salary conditions: Extension of support period(6 months), exploration of linkage with services
 - Expansion of emergency welfare infrastructure**
 - Expand the supply of workforce: deployment of more support staff per district/township
 - Providing working conditions: imposing work obligation for the prevention of moral hazard

33

PART 3 Approaches for reducing disparity

02. Strategy for reducing through social policy

The limits of income and employment security systems for young and middle-aged people

- There is little social security system for those of working-age (18-64) to get support from in crisis situations such as unemployment or temporary or permanent business closures
- Only with median income below 30% are eligible for livelihood assistance under the basic livelihood security system. The Earned Income Tax Credit(EITC) is a one-time support with an annual payment of once a year(twice for employees)
- The National Employment Support System(국민취업지원제도) has been introduced as a Korean-style unemployment benefits program, but the eligibility criteria and benefit conditions are very limited

Table 9. Employment Insurances blind spots

경제활동인구 2,804만 명			
취업자 2,693만 명			
일당근로자 2,005만 명(74.3%)			
①비연금 근로자 688만 명 (55.9%)	②취업유예 365만 명 (17.2%)	③정규직 1,690만 명	④가정주부 301만 명 (12.8%)
제도외 사각지역	고용보험 수혜대상	고용보험 수혜대상	실업급여 수혜대상

Table 10. Support conditions for the National Employment Support System

대상	지원률	대상	지원률
요청사항 15~69세 구직자 중 가구당 월 총소득이 60% 이하이고 재고 자산이 미미한(미세) 최근 2년 안에 100일 또는 800시간 이상씩 취업경험이 있는 사람	60%	특정계층* 결혼이민자, 퇴직연금소진 연 매출 1,250만원 이하인 특수형태근로종사자, 명예 자영업자 등	100%
선발형: 요건사항 중 취업경험요건 충족하지 못한 사람 (남 18~34세와 청년인 가구당 월 총소득이 120% 이하, 취업 경험 무관)	120%	중립형: 35~69세 구직자 중 총소득이 100% 이하인 사람	100%
구직촉진수당(50만원/6개월) 및 취업지원서비스 제공	60%	취업지원서비스 제공	100%

주: 1) 비연금 근로자는 취업급여의 유급 적용대상으로 불합격
 2) 특정계층의 대상에는 특수형태근로종사자 등이 포함되 되어 있음.
 자료: 국회예산정책처(2019), 고용안전망 확충 방안, p.18. 재작성

Source: <https://www.kua.go.kr/uapaa010/selectSporTrgt.do>.

34

PART 3 Approaches for reducing disparity

02. Strategy for reducing through social policy

✓ Support measures for the working poor and newly vulnerable populations

- Expanding incentives for labor and child support

Table 11. Changes in households receiving EITC by age of household head (Unit: households, %)

	2013	2019	2019	2019	2017	2016	2015
연합계	4,362,325	4,206,633	4,214,277	3,885,211	1,693,612	1,670,442	1,378,953
30세 미만	1,254,094	1,187,693	1,182,631	1,072,350	29,827	26,991	29,609
40세 미만	544,095	524,090	519,763	518,610	279,991	345,631	368,436
50세 미만	585,543	604,484	623,782	632,975	399,673	429,630	299,263
60세 미만	719,382	725,363	737,660	717,217	432,740	452,298	437,276
70세 이상	722,147	673,376	669,177	662,664	299,174	294,943	287,652
연합계	546,064	491,325	481,224	381,397	251,479	220,652	176,490
30세 미만	29.7	28.2	28.1	27.6	1.8	1.2	2.1
40세 미만	12.5	12.5	12.3	13.3	16.5	9.3	12.3
50세 미만	13.4	14.4	14.8	16.3	23.6	27.4	21.7
60세 미만	16.3	17.2	18.0	18.5	26.6	28.8	21.7
70세 미만	16.6	16.0	16.4	14.5	17.7	18.8	19.4
70세 이상	12.5	11.7	11.4	9.8	14.8	14.1	12.8

Source: National Tax Statistics Portal

- One of the current government's policy objectives is expected to be the expansion of EITC
- The proportion of households with household heads under 30 years of age receiving support has been increasing significantly in recent years providing a safety net for young households facing working poverty

- Social security reinforcement measures are needed for new vulnerable groups such as small business owners, unstable laborers, and excessive debtors
- The current support system for the working-age population has limitations in terms of being temporary and targeting only specific groups, which means that it has limited effectiveness in supporting those in crisis due to long-term unemployment, business failure, and other difficulties. Active policy improvements are needed

35

PART 3 Approaches for reducing disparity

02. Strategy for reducing through social policy

✓ The continuing issue of aging and future elderly poverty

Figure 22. Changes in the proportion of elderly people in the bottom 1% income

Table 11. Future elderly poverty rate changes (Unit: %)


시나리오	1	2	3	4
국민연금	소득대체율 현행(40%) 유지			
기초연금	30만원(2021-)		40만원(2024-)	
기초생활보장제도	중위소득 30%			
	기초수급자	소득기준 선정	기초수급자	소득기준 선정
2025	37.68	38.94	36.27	37.04
2035	35.48	36.38	33.25	34.03
2045	33.06	33.99	30.27	31.43
2055	30.17	31.11	26.48	27.73
2065	26.65	27.77	24.20	25.19
2075	26.34	28.01	24.15	25.53
2085	29.80	30.09	25.49	26.35

Source: National Pension Research Institute. (2022). NPRI Poverty Prospect Model Study.

36

PART 3 Approaches for reducing disparity

02. Strategy for reducing through social policy




- ✔ Approaches to ensuring old age income security by generation
 - Current generation's approaches to ensuring old age income security
 - ☞ Poor elderly; Strengthening of the National Basic Livelihood Security System's livelihood support, adjustment of basic pension payment level, and expansion of employment opportunities for the elderly
 - ☞ The elderly who are able to work and are healthy; Expansion and strengthening of market-oriented jobs for older adults
 - Future generation's approaches to ensuring old age income security
 - ☞ Reform of National Pension System needed: strengthening security vs stabilizing finances
 - ☞ Support measures for future generations such as the baby boomer generation: adjustment of retirement age, income security through asset utilization(housing pension, farmland pension), retirement pension, EITC

37

Korea Institute for Health and Social Affairs

Thank you



나. 지역 간 불평등

1) Regional Disparities of the Elderly Single-person Households and Community-Based Integrated Care System

□ 발표자: Fujii Takiko, Senior Researcher (IPSS)

The 4th IPSS-KIHASA Annual Policy Forum

ひとり暮らし高齢者の地域格差と
地域包括ケア

Regional Disparities of
the Elderly Single-person Households and
Community-Based Integrated Care System

2023.6.8

藤井 多希子
FUJII, Takiko, Ph.D.

国立社会保障・人口問題研究所 人口構造研究部 室長
Senior Researcher
National Institute of Population and Social Security Research,
Dept. of Population Structure Research

Takiko FUJII, National Institute of Population and Social Security Research, 2023

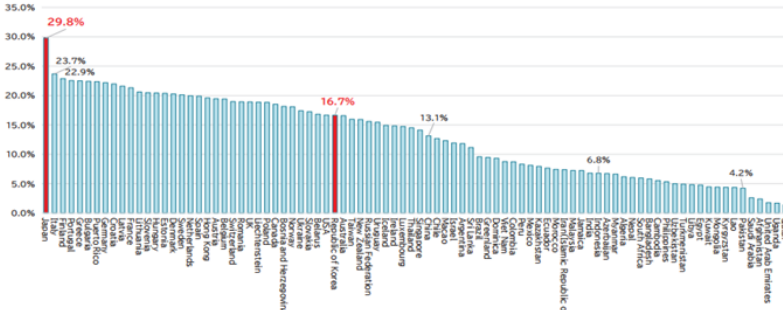
背景 Background

- 2020年国勢調査で、日本の65歳以上人口の割合は28.6%

As of the 2020 census, population aging rate in Japan is 28.6%.

- 東アジア諸国では低出生率を背景に急速に高齢化が進展し、医療介護連携を中心とする地域包括ケアを進めることが急務

Rapid population aging in East Asian countries resulting from low birth rates requires to promote community-based integrated care system centered on medical and long-term home care coordination



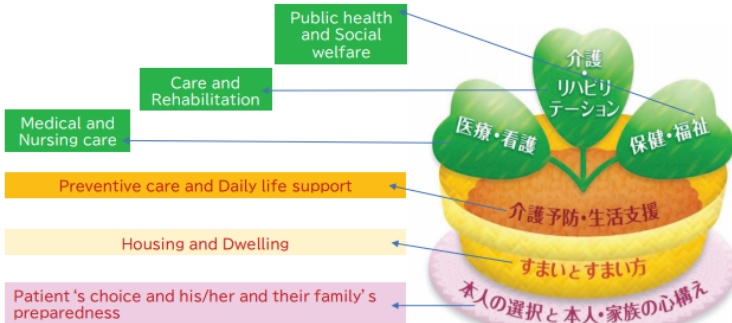
UN Population Division, 2022 Revision of World Population Prospects

Takiko FUJII, National Institute of Population and Social Security Research, 2023

地域包括ケアの取組 Community-Based Integrated Care Initiatives

- 2012年以降、「住まい」「医療」「介護」「(介護)予防」「生活支援」の5つの要素が一体的に提供される地域づくりとしての「地域包括ケア」が、国を挙げて進められている

Since 2012, the government has been promoting “Community-based Integrated Care System” as a means of building communities where the five elements of “housing,” “medical care,” “nursing care,” “(nursing care) prevention,” and “daily life support” are provided in an integrated manner.



Takiko FUJII, National Institute of Population and Social Security Research, 2023

地域包括ケアの取組 Community-Based Integrated Care Initiatives

・専門職が担う「医療」「介護」については、診療報酬の仕組みなど、制度上の整備が進んできたため、「医療介護連携」は全国的に進みつつある
As for “medical care” and “nursing care,” both of which are handled by professionals, “medical and nursing care coordination” is progressing nationwide as institutional arrangements, such as reimbursement mechanisms, have been put in place.

・しかし、介護予防事業や介護保険外の生活支援サービスの開発、住まいとの連携などは、自治体に任されており、地域包括ケアの取組状況に大きな格差が生じつつある
However, the development of long-term care prevention projects and daily life support services outside of long-term care insurance, as well as coordination with housing, are left to local governments, and a large gap is emerging among municipalities.



本日の発表 Contents

- ・高齢化のトップランナーである日本の高齢化の実態について、男女別にみた単独世帯率、65歳以上の労働力率、65歳時平均余命などの視点から、市町村の人口規模別に整理する【人口構造の格差】
Organize data such as the percentage of the elderly single-person households by sex, the labor force participation rate of those aged 65 and over, and the average life expectancy of those at age 65, to clarify the actual state of aging in Japan [\[Disparity in population structure\]](#)
- ・地域包括ケアの最も重要な課題である医療・介護について、さまざまな資料をもとに資源の分布状況を市町村レベルで整理する【医療・介護資源の格差】
Organize data to clarify the distribution of resources for medical and long-term care at the municipal level, which are the most important issues in Community-based Integrated Care [\[Disparity in medical and nursing resources\]](#)
- ・上記の人口構造、医療・介護に関するデータを用いて主成分分析を行い、現在の日本における、高齢単独世帯化と地域包括ケアという視点から自治体の特徴と地域格差についてまとめ、今後の地域包括ケアの進め方について考察する【まとめ】
Using the above data on population structure, medical care, and long-term care, conduct a principal component analysis to summarize the current regional disparities in Japan from the perspective of the aging of single-person households and community-based integrated care, and discuss how to promote community-based integrated care in the future [\[Conclusion\]](#)

分析対象 Study Target

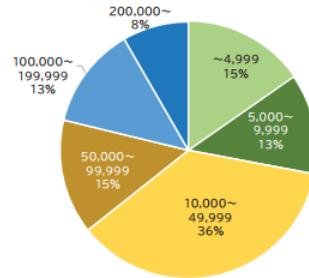
- 2020年時点の全市区町村: 1,895自治体

※2020年時点で避難指示が解除されていなかった福島県双葉町を除く。また、分析データが欠けている9市町村(福島県檜栗町、富岡町、川内村、大熊町、浪江町、葛尾村、飯館村、広島県安芸高田市、熊本県球磨村)については、分析項目によっては除外。

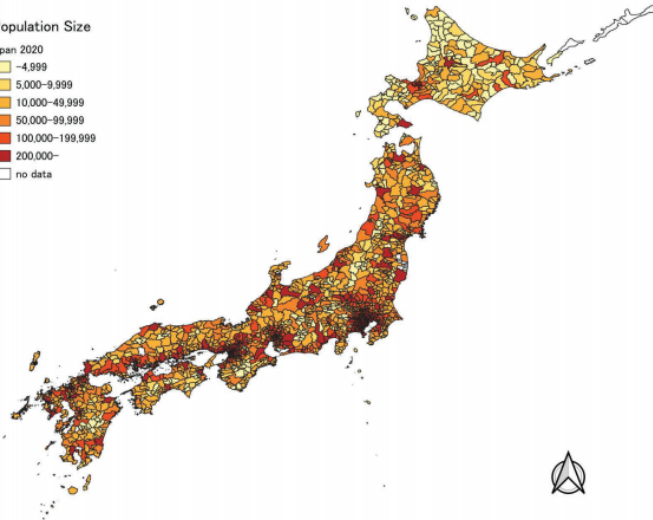
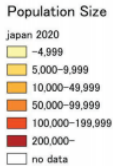
- 1,895 municipalities in 2020

※ Excluding Futaba Town, Fukushima Prefecture, where the evacuation order had not been lifted as of 2020. In addition, 9 municipalities with missing analysis data (Naraha Machi, Tomioka Machi, Kawauchi Mura, Okuma Machi, Namie Machi, Katsurao Mura, Iitate Village, Akitakada City, Hiroshima Prefecture, and Kuma Mura, Kumamoto Prefecture) were excluded for some analysis items.

Population	n	%
~4,999	290	15.3%
5,000~9,999	240	12.7%
10,000~49,999	689	36.4%
50,000~99,999	274	14.5%
100,000~199,999	244	12.9%
200,000~	158	8.3%
Total	1895	100.0%



人口規模による6分類 Six classifications by population size



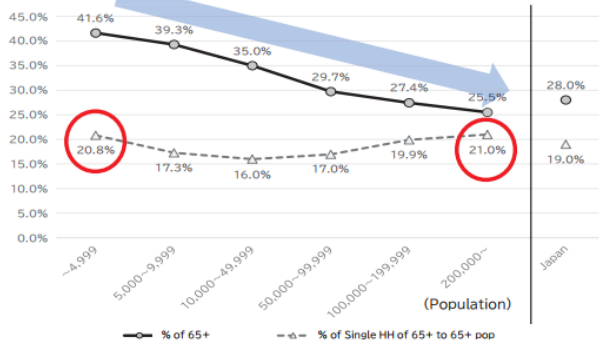
分析に用いたデータ(24項目) Data Set (24 items)

I. 人口 Population	II. 介護 Nursing care	III. 医療 Medical care
<令和2年国勢調査 2020 Census> ・総人口(6分類) Population(6groups) ・人口密度 Population density ・65歳以上人口割合 % of 65 and over ・65歳以上人口に占める単独世帯の割合 % of single HH of 65 and over ・65歳以上の施設等の世帯の割合 % of 65 and over HH in institutions ・85歳以上人口割合 % of 85 and over ・85歳以上人口に占める単独世帯の割合 % of single HH of 85 and over ・85歳以上の施設等の世帯の割合 % of 85 and over HH in institutions ・男女別65歳以上の単独世帯・未婚単独世帯の割合 % of 65 and over single/unmarried single HH by sex ・男女別65歳以上の労働力率 % of labor force of 65 and over by sex <令和2年市町村別寿命表 2020 life table> ・男女別65歳時平均余命 Average life expectancy at age 65 by sex	<令和2年度介護保険事業状況報告 2020 Long-term care insurance business report> ・要介護認定率 % of Nursing care requirement authorization ・要介護3以上が認定者全体に占める割合 % of nursing care level 3 and over to all certified ・要介護3以上が65歳以上人口に占める割合 % of nursing care level 3 and over to 65 and over ・居宅サービス利用率 % of In-home service utilization ・施設サービス利用率 % of Facility service utilization ・65歳以上一人あたり介護給付費対全国比 Nursing care benefit expense ratio per 65 and over (to national level) <令和2年日医連研ワーキングペーパー-No.443 Japan Medical Association Research Institute Working Paper No.443 > ・在宅介護職員数(65歳以上人口対) % of number of in-home care workers ・ケアマネジャー数(65歳以上人口対) % of nursing care support specialists	<令和2年医療施設調査 2020 Medical Facility Survey> ・病床数(65歳以上人口対) % of number of hospital beds ・診療所数(65歳以上人口対) % of number of clinics <厚生労働省 令和2年度医療費の地域差分析 Analysis of Regional Differences in Medical Expenses> ・75歳以上人口一人あたり医療費対全国比(合計、入院、入院外) % of medical expenses per 75 and over (to national level) <令和2年日医連研ワーキングペーパー-No.443 JMARI WP No.443 > ・病院医師数(65歳以上人口対) % of number of hospital Dr ・診療所医師数(65歳以上人口対) % of number of clinic Dr ・訪問看護師数(65歳以上人口対) % of number of home care Ns

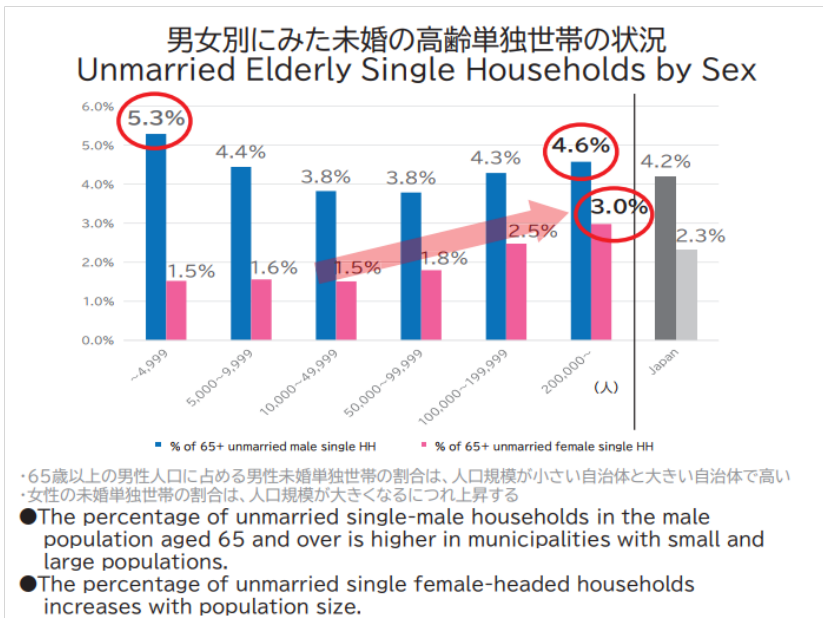
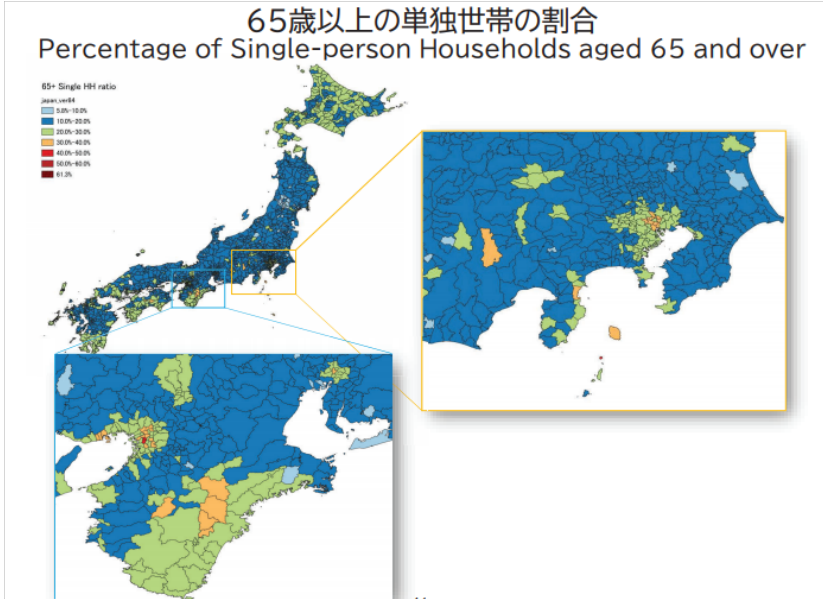
IV. 自治体の地域包括ケアの取組状況 Community-Based Integrated Care Initiatives by Municipalities

<令和5年度市町村保険者機能強化推進交付金等の集計結果
 Grant for Promotion of Strengthening of Insurer's Functions>
 ・保険者機能強化推進交付金標準化スコア(介護事業者支援、地域包括支援センター・地域ケア会議、在宅医療介護連携、認知症、介護予防、介護保険保険運営等、すべての項目の点数の合計値を標準化した数値)
 Grant evaluation score(Support for care providers, home medical care coordination, dementia, etc)

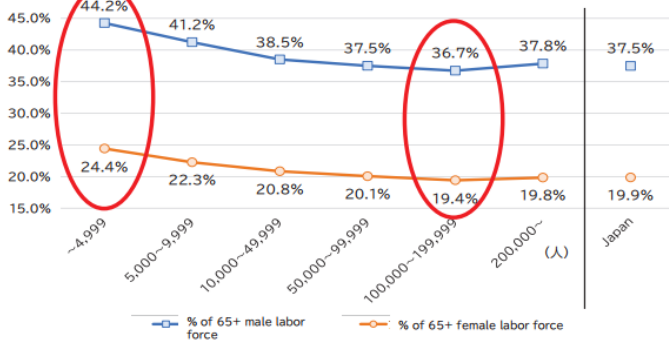
高齢化／単独世帯化の状況 Aging Population / Single-Person Households



- ・5千人未満の自治体では、65歳以上人口の割合は平均41.6%。人口規模が大きくなるにつれ、高齢化率は下がる
- ・しかし、65歳以上人口に占める単独世帯の割合は、人口規模が5千人未満と20万人以上の自治体が高い
- In municipalities with a population of less than 5,000, the percentage of the population aged 65 and over averages 41.6%. The aging rate declines as population size increases.
- However, the ratio of single-person households to the population aged 65 and over is higher in municipalities with populations of less than 5,000 and those with populations of 200,000 or more.

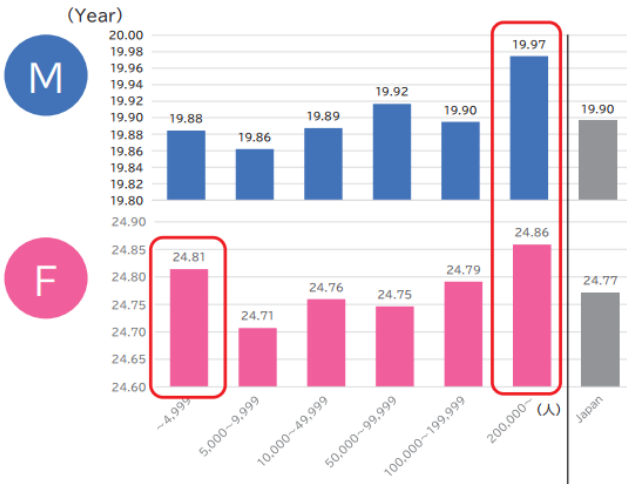


高齢者の労働力の状況 Labor Force Status of the Elderly

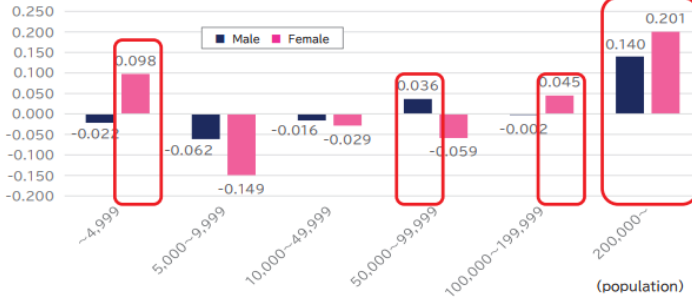


- ・65歳以上の全国の労働力率は、男37.5%、女19.9%。
- ・人口規模でみると、5千人未満の自治体で最も労働力率が高く、10~20万人未満の自治体で最も低い。
- The national labor force participation rate for those aged 65 and over is 37.5% for male and 19.9% for female.
- In terms of population size, the labor force participation rate is highest in municipalities with less than 5,000 residents and lowest in municipalities with 100,000-199,999 residents.

65歳時平均余命 Average Life Expectancy at age 65



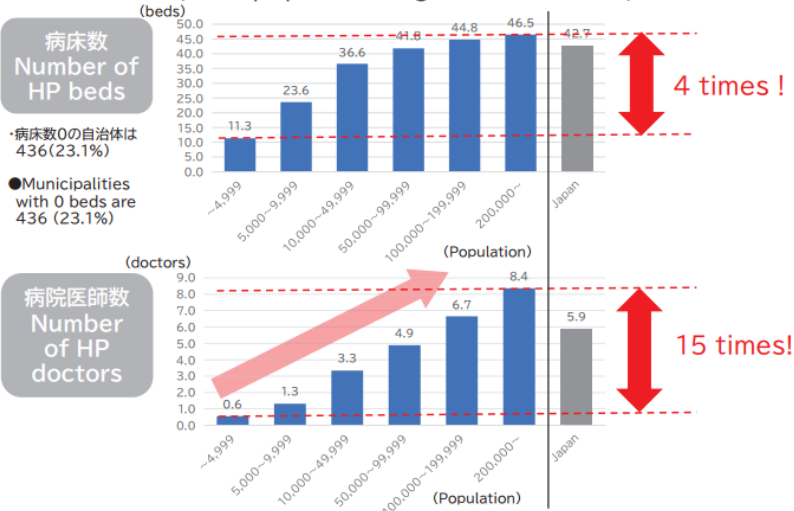
65歳時平均余命標準化スコア Standardized Score of Average Life Expectancy at age 65

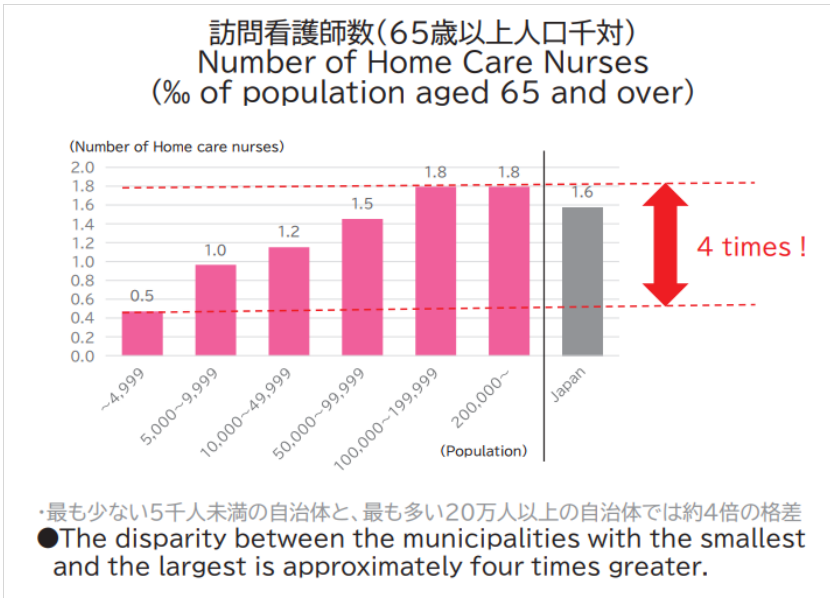
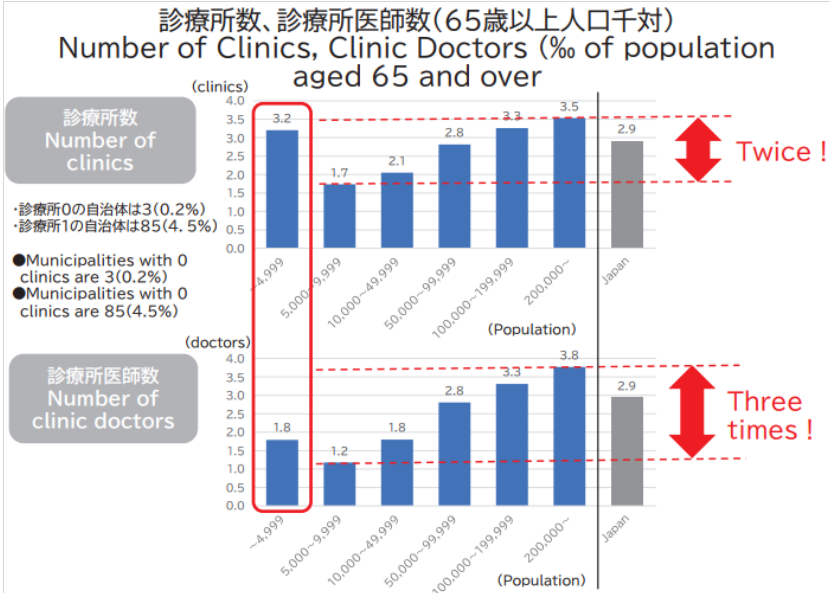


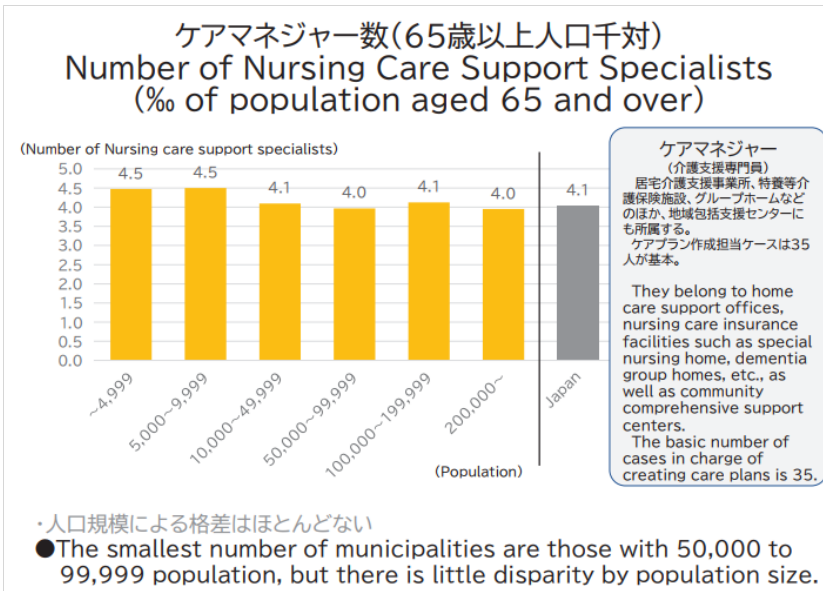
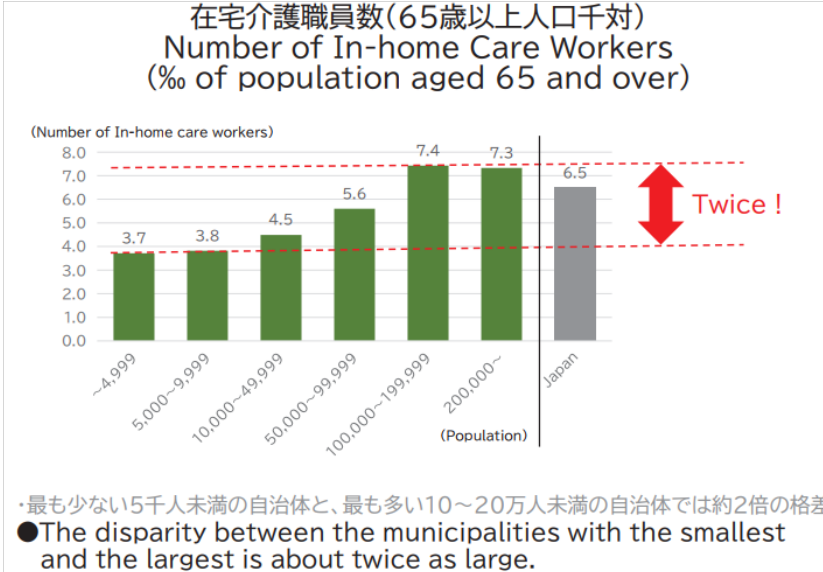
- ・20万人以上の自治体では、男女ともに標準化スコアが高い
- ・5千人未満と10~20万人未満の自治体では、女性のみスコアが高い
- ・5~10万人未満の自治体では、男性のみスコアが高い

- In municipalities with more than 200,000, standardized scores are high for both male and female.
- In municipalities with less than 5,000 and 100,000~199,999, the score is high only for female.
- In municipalities with 50,000~99,999, scores are high only for males.

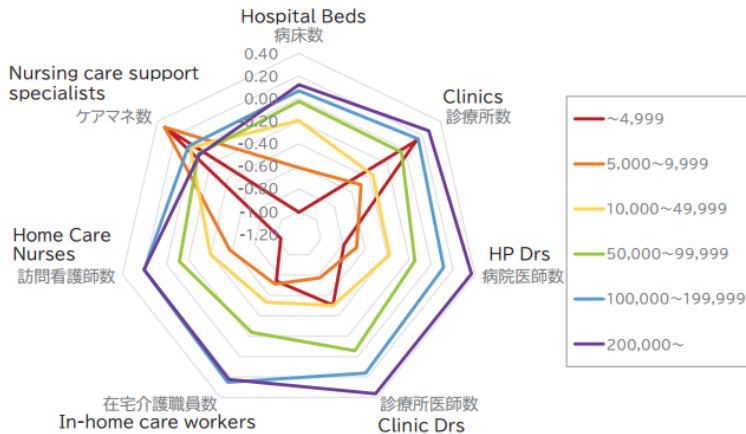
病床数、病院医師数(65歳以上人口千対) Number of hospital beds and hospital medical doctors (% of population aged 65 and over)



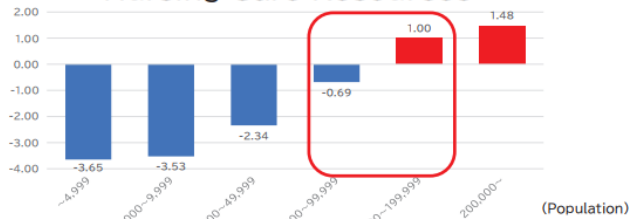




医療・介護資源の項目別標準化スコア Standardized Scores for Medical and Nursing Care Resources



医療・介護資源の標準化スコアの合計値 Total Standardized Score for Medical and Nursing Care Resources

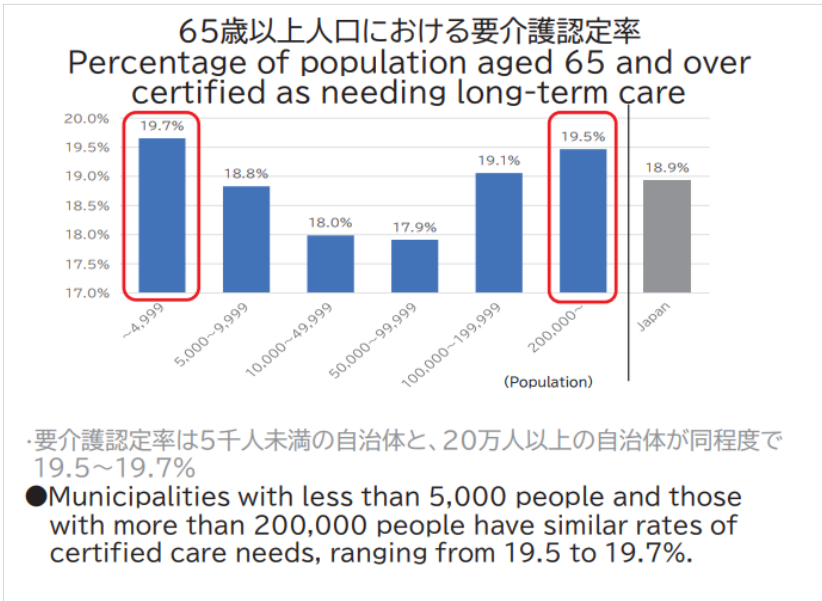
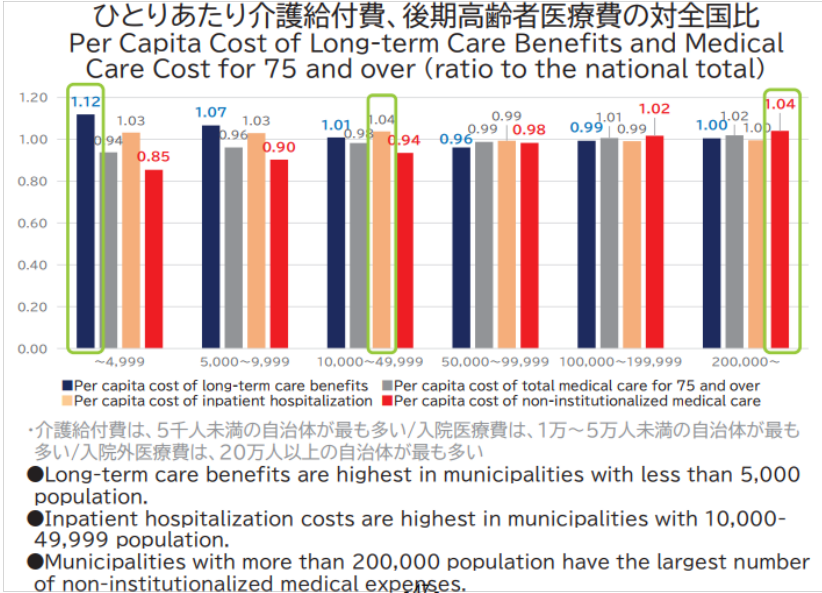


Population Size	Sample Standard Deviation
~4,999	3.38
5,000~9,999	2.95
10,000~49,999	2.95
50,000~99,999	5.13
100,000~199,999	5.06
200,000~	3.98

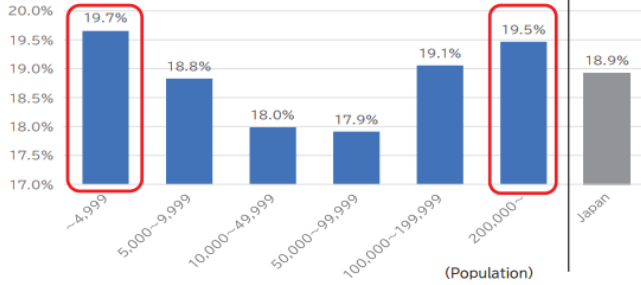
5~20万人未満の自治体は医療・介護資源の状況の格差が大きい
→Municipalities with 50,000-199,999 population have large disparities in the status of medical and long-term care resources.

・この「医療・介護資源標準化スコア」が高いからといって、65歳時平均余命が長いわけではない (相関係数 男-0.0281、女0.1065)

●Higher “medical and nursing resource standardization score” does not mean longer life expectancy at age 65 (correlation coefficient -0.0281 for male, 0.1065 for female)



65歳以上人口における要介護認定率
Percentage of population aged 65 and over certified as needing long-term care

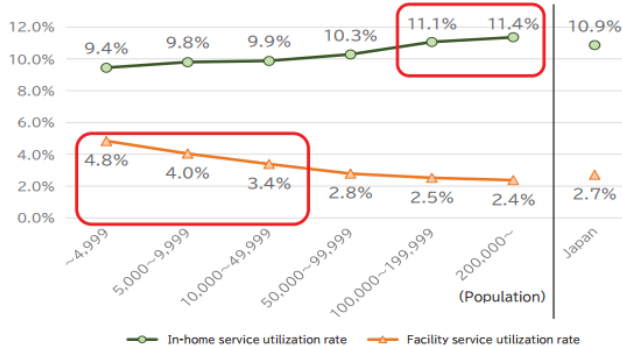


→おそらく、単独世帯率の高さに関係がある
(相関係数 0.452、65歳以上女単独世帯率との相関係数は0.480)
※85歳以上人口割合との相関係数は0.350

→Probably related to the high rate of single-person HH
(Correlation coefficient 0.452, correlation coefficient with the percentage of female-headed single-person households aged 65 and over is 0.480)

*Correlation coefficient with the percentage of the population aged 85 and over is 0.350

居宅サービス/施設サービス利用率(65歳以上人口)
In-Home Services/Facility Services Utilization Rate (Population 65+)



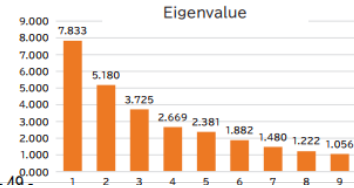
・居宅サービス利用率は、人口規模が10万人以上の自治体で高め
・施設サービス利用率は、人口規模が5万人未満の自治体で高め

- The utilization rate of **in-home services** is higher in municipalities with a population of 100,000 or more.
- The utilization rate of **facility services** is higher in municipalities with a population of less than 50,000.

主成分分析 Principal Component Analysis

- これまでみてきた「人口」「医療」「介護」「地域包括ケアの取組状況」の要素の相互関連性を分析し、自治体のパターンを浮かび上がらせる
- Visualize patterns of municipalities by analyzing the interrelationships among the elements of “population,” “medical care,” “long-term care,” and “status of community-based integrated care initiatives” that we have seen so far.
- 主成分分析の結果、36の変数が9つの主成分に集約された(9の主成分で全体の76.2%を説明できる)
- PCA results showed that 36 variables were aggregated into 9 principal components (9 principal components explain 76.2% of the total)

主成分 Principal Components	固有値 Eigenvalue	寄与率 Contribution rate	累積寄与率 Cumulative contribution rate
1	7.833	21.8%	21.8%
2	5.180	14.4%	36.1%
3	3.725	10.3%	46.5%
4	2.669	7.4%	53.9%
5	2.381	6.6%	60.5%
6	1.882	5.2%	65.8%
7	1.480	4.1%	69.9%
8	1.222	3.4%	73.3%
9	1.056	2.9%	76.2%



主成分負荷量 Principal component loadings

変数	主成分1	主成分2	主成分3	主成分4	主成分5	主成分6	主成分7	主成分8	主成分9
総人口による区分	0.497	-0.667	-0.071	0.119	-0.087	-0.018	-0.002	0.072	0.056
2020人口密度	-0.728	-0.210	-0.198	0.064	-0.026	0.071	-0.097	0.144	0.213
65歳以上人口割合	-0.422	0.660	0.364	0.101	-0.116	-0.108	0.045	0.097	-0.126
65歳以上人口に占める単独世帯の割合	0.763	0.493	0.044	-0.293	-0.147	-0.089	0.026	0.036	0.065
65歳以上の単独世帯の世帯の割合	-0.134	0.030	0.728	-0.126	0.073	0.609	0.191	-0.038	0.162
85歳以上人口割合	-0.343	0.733	0.385	0.155	0.067	-0.034	0.119	0.112	-0.048
85歳以上人口に占める単独世帯の割合	0.741	0.347	0.035	-0.239	-0.119	-0.306	-0.020	0.160	0.046
85歳以上の世帯の世帯の割合	-0.123	-0.209	0.691	-0.153	0.024	0.471	0.143	-0.046	0.212
男65歳以上単独世帯の割合	0.661	0.564	-0.137	-0.285	-0.189	0.052	0.108	-0.101	0.086
男65歳以上単独世帯(未婚)の割合	0.455	0.571	-0.237	-0.211	-0.239	0.170	0.210	-0.165	0.065
女65歳以上単独世帯の割合	0.761	0.391	0.162	-0.265	-0.115	-0.182	-0.034	0.124	0.045
女65歳以上単独世帯(未婚)の割合	0.866	0.090	0.036	-0.144	-0.020	0.067	0.023	0.062	0.065
男65歳以上労働力率	-0.142	0.396	-0.488	0.074	0.488	0.270	-0.312	-0.178	0.117
男65歳以上就業率	-0.248	0.340	-0.153	0.072	0.496	0.126	-0.227	0.143	0.183
女65歳以上労働力率	-0.108	0.379	-0.459	0.008	0.474	0.270	-0.354	-0.222	0.117
2021介護保険率	0.437	0.480	0.358	0.411	0.053	-0.190	-0.149	0.105	-0.091
居宅サービス利用率	0.564	0.057	0.187	0.645	0.104	-0.218	-0.046	-0.057	0.017
施設サービス利用率	-0.276	0.758	0.120	0.075	0.111	0.022	0.013	0.149	-0.146
要介護3以上が要介護者全体に占める割合	0.199	-0.056	-0.419	0.458	-0.236	0.156	0.232	-0.485	-0.129
要介護3以上が65歳以上人口に占める割合	0.527	-0.017	-0.177	0.712	-0.107	0.000	0.146	-0.303	-0.069
65歳以上のひとり暮らしで介護給付対象者全比率	0.109	-0.629	0.166	0.583	0.138	-0.038	0.033	0.009	-0.089
65歳以上の平均年齢(男)	-0.150	-0.224	-0.146	-0.012	0.675	-0.453	0.458	0.101	0.158
65歳以上の平均年齢(女)	0.062	-0.063	0.017	0.003	0.606	-0.356	0.522	-0.073	0.261
75歳以上のひとり暮らしで医療費合計対全比率	0.405	-0.135	0.575	-0.232	0.286	-0.245	-0.288	-0.409	-0.079
75歳以上の医療費合計対全比率	0.237	0.077	0.672	-0.316	0.306	-0.223	-0.180	-0.480	-0.131
75歳以上の単独世帯世帯全比率	0.474	-0.466	0.238	0.096	0.065	-0.131	-0.356	0.001	0.061
65歳以上人口千対単独世帯	0.342	-0.334	0.356	-0.119	0.239	0.294	0.223	-0.074	-0.382
65歳以上人口千対単独世帯数	0.549	0.152	-0.278	-0.202	0.344	0.153	0.067	0.155	-0.194
65歳以上人口千対単独世帯世帯数	0.474	-0.266	0.003	0.009	0.318	0.238	0.154	0.146	-0.466
65歳以上人口千対単独世帯世帯数	0.609	-0.060	-0.290	-0.126	0.342	0.186	0.060	0.176	-0.213
65歳以上人口千対在宅介護職員数	0.594	-0.065	0.204	0.278	-0.196	0.177	-0.093	0.022	0.179
65歳以上人口千対介護職員数	0.482	-0.293	0.175	0.187	0.149	0.103	0.034	0.071	0.119
65歳以上人口千対ケアマネジャー数	0.048	0.192	0.445	0.376	0.136	0.363	0.136	0.103	0.251
男性未就業者が10%以上の自治体	0.243	0.359	-0.275	-0.248	-0.085	0.109	0.306	-0.359	0.192
女性未就業者が5%以上の自治体	0.613	0.059	-0.164	-0.028	0.055	0.251	-0.050	0.164	-0.018
国産介護福祉用品生産付食料付サービス	0.358	-0.373	0.086	0.097	0.067	-0.030	-0.113	0.097	0.249

主成分負荷量 Principal Component Loadings

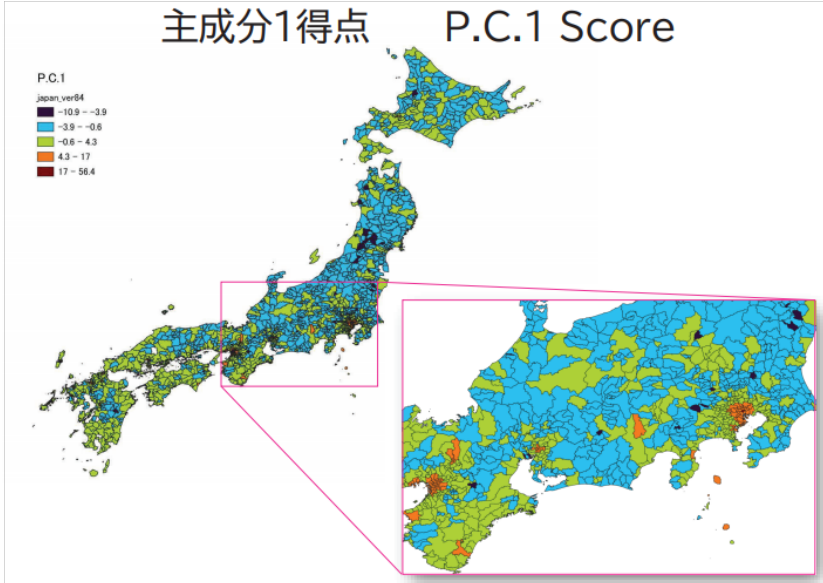
Variables	P.C.1	P.C.2	P.C.3	P.C.4	P.C.5	P.C.6	P.C.7	P.C.8	P.C.9
Six classification by population size	0.497	-0.427	-0.071	0.119	-0.087	-0.018	-0.002	0.072	0.066
Population density	0.728	-0.210	-0.198	0.064	-0.026	0.071	-0.097	0.144	0.213
65+ pop. %	0.422	0.660	0.344	0.101	-0.116	-0.108	0.045	0.097	-0.123
Elderly single HH % (to 65+ pop)	0.763	0.493	0.044	-0.293	-0.147	-0.095	0.026	0.036	0.065
Elderly HH in institutions % (to 65+ pop)	-0.134	0.030	0.728	-0.126	0.073	0.699	0.191	-0.038	0.162
85+ pop. %	-0.343	0.683	0.385	0.155	0.067	-0.045	0.119	0.112	-0.048
85+ single HH % (to 85+ pop)	0.741	0.347	0.035	-0.239	-0.119	-0.306	-0.020	0.160	0.046
85+ HH in institutions % (to 85+ pop)	-0.123	-0.209	0.661	-0.153	0.024	0.421	0.143	-0.046	0.212
65+ Male single HH % (to 65+ Male pop)	0.661	0.664	-0.377	-0.265	-0.189	0.052	0.108	-0.191	0.056
65+ Male unmarried single HH % (to 65+ Male pop)	0.455	0.571	-0.237	-0.211	-0.239	0.170	0.210	-0.165	0.065
65+ Female single HH % (to 65+ Female pop)	0.761	0.491	0.162	-0.265	-0.114	-0.182	-0.148	0.124	0.045
65+ Female unmarried single HH % (to 65+ Female pop)	0.844	0.090	0.036	-0.144	-0.020	0.067	0.023	0.062	0.065
65+ Male employment %	-0.142	0.396	-0.288	0.074	0.488	0.270	-0.312	-0.178	0.117
65+ Male labor force %	-0.218	0.340	-0.183	0.072	0.456	0.126	-0.227	-0.143	0.183
65+ Female labor force %	-0.108	0.379	-0.282	0.008	0.426	0.270	-0.342	-0.222	0.117
Nursing care requirement authorization %	0.437	0.480	0.358	0.111	0.053	-0.190	-0.149	0.105	-0.091
In-home service utilization %	0.666	0.057	0.178	0.666	0.104	-0.218	-0.046	-0.057	0.071
Facility service utilization %	-0.276	0.758	0.120	0.073	0.111	0.022	0.013	0.149	-0.146
Nursing care level 3 % (to all certified)	0.199	-0.096	-0.219	0.458	-0.236	0.156	0.222	-0.416	-0.129
Nursing care level 3 % (to 65+ pop)	0.697	-0.017	0.497	0.039	-0.107	0.000	0.166	-0.033	-0.069
Nursing care benefit expense ratio per 65+ pop (to national level)	0.199	0.427	0.166	0.583	0.148	-0.038	0.033	0.009	-0.089
Average life expectancy at age 65 for Male	-0.150	-0.224	-0.146	-0.012	0.479	-0.658	0.458	0.101	0.158
Average life expectancy at age 65 for Female	0.052	-0.063	0.103	0.003	0.409	-0.423	-0.180	0.490	-0.131
Medical expense ratio per 75+ pop (to national level)	0.405	-0.135	0.075	-0.232	0.286	-0.245	-0.288	-0.102	-0.079
Medical expense for hospitalization ratio per 75+ pop (to national level)	0.237	0.077	0.022	-0.316	0.309	-0.423	-0.180	0.490	-0.131
Non-hospitalized medical expense ratio per 75+ pop (to national level)	0.474	-0.069	0.238	0.096	0.065	-0.181	-0.366	0.001	0.061
Number of hospital beds (per 65+ thousand)	0.342	-0.334	0.356	-0.119	0.230	0.294	0.223	-0.074	-0.382
Number of clinics (per 65+ thousand)	0.474	0.152	0.278	-0.209	0.444	0.153	0.047	0.155	-0.081
Number of hospital doctors (per 65+ thousand)	0.474	-0.265	0.003	0.002	0.318	0.238	0.154	0.146	-0.142
Number of clinic doctors (per 65+ thousand)	0.609	-0.040	-0.290	-0.126	0.342	0.186	0.060	0.176	-0.213
Number of in-home care workers (per 65+ thousand)	0.594	-0.065	0.104	0.278	-0.156	0.177	-0.093	0.022	0.175
Number of home care nurses (per 65+ thousand)	0.482	-0.293	0.175	0.187	0.149	0.103	0.034	0.071	0.119
Number of nursing care support specialists (per 65+ thousand)	0.048	0.192	0.445	0.276	0.136	0.363	0.146	0.103	0.251
Municipalities with 10%+ of 65+ Male unmarried single HH (Dummy val.)	0.243	0.359	-0.475	-0.248	-0.089	0.109	0.306	-0.359	0.192
Municipalities with 5%+ of 65+ Male unmarried single HH (Dummy val.)	0.611	0.059	-0.164	-0.028	0.155	0.251	-0.050	0.164	-0.018
Standardized score of Promotion of strengthening of insurer's functions Grant	0.358	-0.373	0.086	0.097	0.067	-0.030	-0.113	0.097	0.249

主成分1: 地域包括ケアが進んでいる都市的エリア P.C.1: Urban Areas with Advanced Community-based Integrated Care

Variables	P.C.1	High Score Top20
Six classification by population size	0.497	
Population density	0.728	
65+ pop. %	0.422	
Elderly single HH % (to 65+ pop)	0.763	
Elderly HH in institutions % (to 65+ pop)	-0.134	
85+ pop. %	-0.343	
85+ single HH % (to 85+ pop)	0.741	
85+ HH in institutions % (to 85+ pop)	0.661	
65+ Male single HH % (to 65+ Male pop)	0.661	
65+ Male unmarried single HH % (to 65+ Male pop)	0.455	
65+ Female single HH % (to 65+ Female pop)	0.761	
65+ Female unmarried single HH % (to 65+ Female pop)	0.844	
65+ Male employment %	-0.142	
65+ Male labor force %	-0.218	
65+ Female labor force %	-0.108	
Nursing care requirement authorization %	0.437	
In-home service utilization %	0.666	
Facility service utilization %	-0.276	
Nursing care level 3 % (to all certified)	0.199	
Nursing care level 3 % (to 65+ pop)	0.627	
Nursing care benefit expense ratio per 65+ pop (to national level)	0.199	
Average life expectancy at age 65 for Male	-0.150	
Average life expectancy at age 65 for Female	0.052	
Medical expense ratio per 75+ pop (to national level)	0.405	
Medical expense for hospitalization ratio per 75+ pop (to national level)	0.237	
Non-hospitalized medical expense ratio per 75+ pop (to national level)	0.474	
Number of hospital beds (per 65+ thousand)	0.342	
Number of clinics (per 65+ thousand)	0.474	
Number of hospital doctors (per 65+ thousand)	0.474	
Number of clinic doctors (per 65+ thousand)	0.609	
Number of in-home care workers (per 65+ thousand)	0.594	
Number of home care nurses (per 65+ thousand)	0.482	
Number of nursing care support specialists (per 65+ thousand)	0.048	
Municipalities with 10%+ of 65+ Male unmarried single HH (Dummy val.)	0.243	
Municipalities with 5%+ of 65+ Male unmarried single HH (Dummy val.)	0.611	
Standardized score of Promotion of strengthening of insurer's functions Grant	0.358	

千代田区 Chiyoda-ku, Tokyo
大阪市中央区 Chujo-ku, Osaka
大阪市浪速区 Naniwa-ku, Osaka
大阪市西成区 Nishinari-ku, Osaka
大阪市北区 Kita-ku, Osaka
中央区 Chuo-ku, Tokyo
新宿区 Shinjuku-ku, Tokyo
港区 Minato-ku, Tokyo
豊島区 Toshima-ku, Tokyo
大阪市西区 Nishiku, Osaka
名古屋市中区 Naka-ku, Nagoya
大阪市天王寺区 Tennoji-ku, Osaka
京都市上京区 Kamigyo-ku, Kyoto
文京区 Bunkyo-ku, Tokyo
大阪市阿倍野区 Abeno-ku, Osaka
神戸市中央区 Chuo-ku, Kobe
大阪市福島区 Fukushima-ku, Osaka
渋谷区 Shibuya-ku, Tokyo
北区 Kita-ku, Tokyo
福岡市中央区 Chuo-ku, Fukuoka

High Score Top20

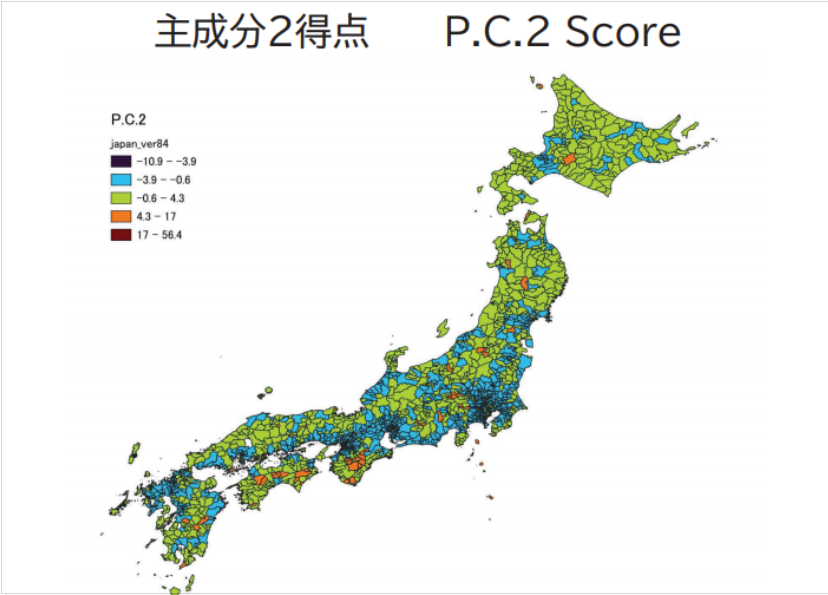


主成分2: 施設サービス中心の超高齢・過疎エリア P.C.2: Super Aged and Underpopulated Areas with Institutional Services

Variables	P.C.2
Six classification by population size	-0.647
Population density	-0.210
65+ pop %	0.660
Elderly single HH % (to 65+ pop)	0.493
Elderly HH in institutions % (to 65+ pop)	0.030
85+ pop %	0.738
85+ single HH % (to 85+ pop)	0.347
85+ HH in institutions % (to 85+ pop)	-0.209
65+ Male single HH % (to 65+ Male pop)	0.564
65+ Male unmarried single HH % (to 65+ Male pop)	0.571
65+ Female single HH % (to 65+ Female pop)	0.331
65+ Female unmarried single HH % (to 65+ Female pop)	0.090
65+ Male labor force %	0.396
65+ Male employment %	0.340
65+ Female labor force %	0.379
Nursing care requirement authorization %	0.480
In-home service utilization %	0.057
Facility service utilization %	0.758
Nursing care level 3 (to all certified)	-0.096
Nursing care level 3 % (to 65+ pop)	-0.017
Nursing care benefit expense ratio per 65+ pop (to national level)	0.627
Average life expectancy at age 65 for Male	-0.224
Average life expectancy at age 65 for Female	-0.063
Medical expense ratio per 75+ pop (to national level)	-0.135
Medical expense for hospitalization ratio per 75+ pop (to national level)	0.077
Non-hospitalized medical expense ratio per 75+ pop (to national level)	-0.466
Number of hospital beds (per 65+ thousand)	-0.334
Number of clinics (per 65+ thousand)	0.152
Number of hospital doctors (per 65+ thousand)	-0.266
Number of clinic doctors (per 65+ thousand)	-0.060
Number of in-home care workers (per 65+ thousand)	-0.065
Number of home care nurses (per 65+ thousand)	-0.293
Number of nursing care support specialists (per 65+ thousand)	0.192
Municipalities with 10%+ of 65+ Male unmarried single HH (Dummy val.)	0.359
Municipalities with 5%+ of 65+ Male unmarried single HH (Dummy val.)	0.059
Standardized score of Promotion of strengthening of insurer's functions Grant	-0.373

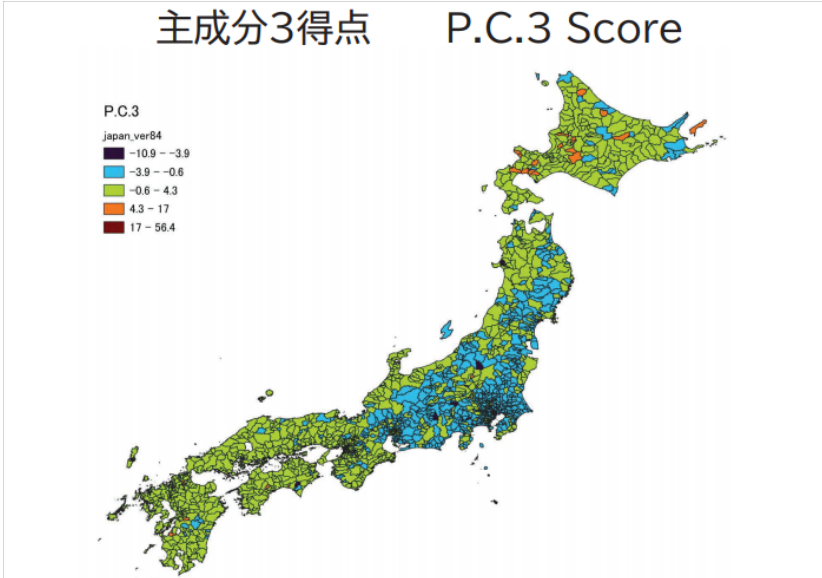
High Score Top20

- 青ヶ島 Aogashima-mura, Tokyo
- 利島村 Toshima-mura, Tokyo
- 渡名喜村 Tonaki-mura, Okinawa
- 大川村 Okawa-mura, Kochi
- 丹波山村 Tabayama-mura, Yamanashi
- 三宅村 Miyake-mura, Tokyo
- 小菅村 Kosuge-mura, Yamanashi
- 粟島浦村 Awashimaura-mura, Niigata
- 十島村 Tokara-mura, Kagoshima
- 南牧村 Nanmoku-mura, Gunma
- 北大東村 Kitadaito-son, Okinawa
- 下北山村 Shimokitayama-mura, Nara
- 大豊町 Otoyo-machi, Kochi
- 上関町 Kaminoseki-machi, Yamaguchi
- 大阪市西成区 Nishinari-ku, Osaka
- 北山村 Kitayama-mura, Wakayama
- 天川村 Tenkawa-mura, Nara
- 竹富町 Taketomi-machi, Okinawa
- 座間味村 Zamami-mura, Okinawa
- 八丈町 Hachijo-machi, Tokyo



主成分3:入院患者が多いエリア P.C.3: Areas with High Rate of Hospitalized Patients

Variables	P.C.3	High Score Top20
Six classification by population size	-0.071	
Population density	-0.198	
65+ pop %	0.364	
Elderly single HH % (to 65+pop)	0.044	壮瞥町 Sobetsu-cho, Hokkaido
Elderly HH in institutions % (to 65+pop)	0.228	川場村 Kawaba-mura, Gunma
85+ pop %	0.385	神恵内村 Kamoenai-mura, Hokkaido
85+ single HH % (to 85+pop)	0.035	歌志内市 Utashinai-shi, Hokkaido
85+ HH in institutions % (to 85+pop)	0.691	置戸町 Oketo-cho, Hokkaido
65+ Male single HH % (to 65+ Male pop)	-0.137	越知町 Ochi-cho, Kochi
65+ Male unmarried single HH % (to 65+ Male pop)	-0.237	奈半利町 Nahari-cho, Kochi
65+ Female single HH % (to 65+ Female pop)	0.162	洞爺湖町 Toyako-cho, Hokkaido
65+ Female unmarried single HH % (to 65+ Female pop)	0.036	雨竜町 Uryu-cho, Hokkaido
65+ Male labor force %	-0.488	三笠市 Mikasa-shi, Hokkaido
65+ Male employment %	-0.153	大任町 Otou-machi, Fukuoka
65+ Female labor force %	-0.469	赤平市 Akabira-shi, Hokkaido
Nursing care requirement authorization %	0.358	福智町 Fukuchi-machi, Fukuoka
In-home service utilization %	0.187	平生町 Hirao-cho, Yamaguchi
Facility service utilization %	0.120	豊浦町 Toyoura-cho, Hokkaido
Nursing care level 3 % (to all certified)	-0.419	西興部村 Nishiokoppe-mura, Hokkaido
Nursing care level 3 % (to 65+pop)	-0.177	月形町 Tsukigata-cho, Hokkaido
Nursing care benefit expense ratio per 65+ pop (to national level)	0.166	黒松内町 Kuromatsunai-cho, Hokkaido
Average life expectancy at age 65 for Male	-0.146	田川市 Tagawa-shi, Fukuoka
Average life expectancy at age 65 for Female	0.017	水俣市 Minamata-shi, Kumamoto
Medical expense ratio per 75+ pop (to national level)	0.875	
Medical expense for hospitalization ratio per 75+ pop (to national level)	0.203	
Non-hospitalized medical expense ratio per 75+ pop (to national level)	0.238	
Number of hospital beds (per 65+ thousand)	0.356	
Number of clinics (per 65+ thousand)	-0.278	
Number of hospital doctors (per 65+ thousand)	0.003	
Number of clinic doctors (per 65+ thousand)	-0.290	
Number of in-home care workers (per 65+ thousand)	0.204	
Number of home care nurses (per 65+ thousand)	0.175	
Number of nursing care support specialists (per 65+ thousand)	0.445	
Municipalities with 10%+ of 65+ Male unmarried single HH (Dummy val.)	-0.275	
Municipalities with 5%+ of 65+ Male unmarried single HH (Dummy val.)	-0.164	
Standardized score of Promotion of strengthening of insurer's functions Grant	0.086	



それ以外の主成分(主成分4~6) Other Principal Components

**主成分4: 要介護者が多く
居宅サービス利用が多いエリア**

P.C.4: Area with high rate of nursing care requirement authorization and using in-home services.

- 天川村 Tenkawa-mura, Nara
- 西和賀町 Nishiwaga-machi, Iwate
- 三戸町 Sannohe-machi, Aomori
- 御浜町 Mihama-cho, Mie
- 新住村 Shinjo-son, Okayama
- 伊根町 Ine-cho, Kyoto
- 住田町 Sumita-cho, Iwate
- 藤里町 Fujisato-machi, Akita
- 笠置町 Kasagi-cho, Kyoto
- 東住吉区 Higashisumiyoshi-ku, Osaka
- 三島町 Mishima-machi, Fukushima
- 栗原市 Kurihara-shi, Miyagi
- 生坂村 Ikusaka-mura, Nagano
- 五城目町 Gojome-machi, Akita
- 東北町 Tohoku-machi, Aomori
- 生野区 Ikuno-ku, Osaka
- 横手市 Yokote-shi, Akita
- 紀宝町 Kiho-cho, Mie
- 上小阿仁村 Kamikoani-mura, Akita
- 大阪市鶴見区 Tsurumi-ku, Osaka

**主成分5: 平均余命が長く
労働力率が高いエリア**

P.C.5: Area with long life expectancy and high rate of labor force

- 千代田区 Chiyoda-ku, Tokyo
- 粟島浦村 Awashimaura-mura, Niigata
- 大阪市中央区 Chuo-ku, Osaka
- 港区 Minato-ku, Tokyo
- 中央区 Chuo-ku, Tokyo
- 文京区 Bunkyo-ku, Tokyo
- 渋谷区 Shibuya-ku, Tokyo
- 青ヶ島村 Aogashima-mura, Tokyo
- 御蔵島村 Mikurajima-mura, Tokyo
- 川上村 Kawakami-mura, Nagano
- 南牧村 Minamimaki-mura, Nagano
- 社管町 Sobetsu-cho, Hokkaido
- 大阪市北区 Kitaku, Osaka
- 馬路村 Umaji-mura, Kochi
- 大阪市天王寺区 Tennoji-ku, Osaka
- 大湯村 Ogata-mura, Akita
- 豊丘村 Toyooka-mura, Nagano
- 高森町 Takamori-machi, Nagano
- 佐那河内村 Sanagochi-son, Tokushima
- 真狩村 Makkari-mura, Hokkaido

**主成分6: 介護施設や病院以外の
施設入所が多く平均余命が
短いエリア**

P.C.6: Area with high rate of institutionalized and short life expectancy

- 大阪市西成区 Nishinari-ku, Osaka
- 千代田区 Chiyoda-ku, Tokyo
- 川場村 Kawaba-mura, Gunma
- 壮瞥町 Sobetsu-cho, Hokkaido
- 青ヶ島村 Aogashima-mura, Tokyo
- 日の出町 Nishode-machi, Tokyo
- 西興部村 Nishiohope-mura, Hokkaido
- 名古屋市中区 Naka-ku, Nagoya
- 大阪市浪速区 Naniwa-ku, Osaka
- 大湯村 Ogata-mura, Akita
- 奥多摩町 Okutama-machi, Tokyo
- 阿南町 Anan-cho, Nagano
- 横浜市中区 Naka-ku, Yokohama
- 大阪市中央区 Chuo-ku, Osaka
- 鶴岡村 Tsurui-mura, Hokkaido
- 弘前市 Hirosaki-shi, Aomori
- 北海道月形町 Tsukigata-cho, Hokkaido
- 大阪市西区 Nishi-ku, Osaka
- 芸西村 Geisei-mura, Kochi

それ以外の主成分(主成分7~9) Other Principal Components

主成分7:平均余命が長く
未婚男性単独世帯が多いエリア

P.C.7: Areas with long life expectancy and high rate of unmarried single-male HH

粟国村 Aguni-son, Okinawa
北中城村 Kitanakagusuku-son, Okinawa
金武町 Kin-cho, Okinawa
今帰仁村 Nakijin-son, Okinawa
国頭村 Kunigami-son, Okinawa
南風原町 Haebaru-cho, Okinawa
大宜味村 Ogimi-son, Okinawa
丹波山村 Tabayama-mura, Yamanashi
本郷町 Motobu-cho, Okinawa
瀬戸内町 Setouchi-cho, Kagoshima
久米島町 Kumejima-cho, Okinawa
西原町 Nishihara-cho, Okinawa
北大東村 Kitadaito-son, Okinawa
小管村 Kosuge-mura, Yamanashi
川場村 Kawaba-mura, Gunma
阿南町 Anan-cho, Nagano
早川町 Hayakawa-cho, Yamanashi
天龍村 Tenryu-mura, Nagano
三島町 Mishima-machi, Fukushima
嘉手納町 Kadena-cho, Okinawa

主成分8:介護度が重い人が
少なく、医療費も低いエリア

P.C.8: Areas with fewer people with severe care needs and lower health care costs

千代田区 Chiyoda-ku, Tokyo
青ヶ島村 Aogashima-mura, Tokyo
平谷村 Hiraya-mura, Nagano
北山村 Kitayama-mura, Wakayama
中央区 Chuo-ku, Tokyo
港区 Minato-ku, Tokyo
文京区 Bunkyo-ku, Tokyo
檜枝岐村 Hinoemata-mura, Fukushima
金山町 Kaneyama-machi, Fukushima
神戸市中央区 Chuo-ku, Kobe
横浜市区 Nishi-ku, Yokohama
古窪川町 Kozagawa-cho, Wakayama
黒松内町 Kuromatsunai-cho, Hokkaido
新宿区 Shinjuku-ku, Tokyo
幌加内町 Horokanai-cho, Hokkaido
西興部村 Nishiokoppe-mura, Hokkaido
渋谷区 Shibuya-ku, Tokyo
昭和村 Showa-mura, Fukushima
鹿追町 Shikaoi-cho, Hokkaido
大阪市中央区 Chuo-ku, Osaka

主成分9:病院は多くないが
地域包括ケアの取組が進んでいると
思われるエリア

P.C.9: Areas with fewer hospitals but community-base integrated care initiatives progressing

今帰仁村 Nakijin-son, Okinawa
大阪市西成区 Nishinari-ku, Osaka
豊島区 Toshima-ku, Tokyo
大阪市浪速区 Naniwa-ku, Osaka
三宅村 Miyake-mura, Tokyo
北区 Kita-ku, Tokyo
西興部村 Nishiokoppe-mura, Hokkaido
大島町 Oshima-machi, Tokyo
南牧村 Minamimaki-mura, Nagano
小笠原村 Ogasawara-mura, Tokyo
名古屋市名東区 Meito-ku, Nagoya
練馬区 Nerima-ku, Tokyo
杉並区 Suginami-ku, Tokyo
川崎市高津区 Takatsu-ku, Tokyo
横浜市都筑区 Tsuzuki-ku, Yokohama
中野区 Nakano-ku, Tokyo
八丈町 Hachijio-machi, Tokyo
幌加内町 Horokanai-cho, Hokkaido
野々市市 Nonoichi-shi, Isikawa
国富町 Kunitomi-cho, Miyazaki

まとめ Summary

- 人口規模が大きく、医療・介護資源が豊富なエリアでは、地域包括ケアの取組も進んでおり、ひとり暮らしでも在宅療養できる環境が整いつつある。このような場所では高齢未婚女性の単独世帯が多い。
- 一方、人口規模が小さく(=財政規模の小さい)自治体では、介護施設や病院への施設入所が多い。このような場所では高齢未婚男性の単独世帯が多い。
- In areas with large populations and an abundance of medical and long-term care resources, community-based integrated care initiatives are in progress, and an environment is being created where people living alone can receive home care. In such places, there are many elderly unmarried **female** single-person households.
- On the other hand, in municipalities with smaller populations (i.e., smaller financial budget), many people are institutionalized in nursing homes or hospitals. In such places, there are many elderly unmarried **male** single-person households.

考察 Consideration(1)

- 医療資源も介護資源もなく、人口(財政)規模の小さな自治体では、現時点では、これまでに築き上げられてきた地域のつながりに基づく、住民の自発的な相互扶助活動によって支援が必要な人の生活が支えられていると考えられる。
- In municipalities without medical or long-term care resources and with small populations (finances), it can be assumed that the lives of those in need are currently supported by the voluntary mutual supportive activities of residents based on the community ties that have been built up over the years.

考察 Consideration(2)

- 今後、未婚率がさらに上昇し、地域とのつながりを持たない高齢単独世帯が非大都市圏でも増加した場合、脆弱な自治体では地域包括ケアに取り組むことができず、高齢期の居住の安定性という側面では、地域格差が一層拡大する恐れが高い。
- If the percentage of unmarried people increases further and the number of elderly single-person households with no ties to the community increases even in non-metropolitan areas in the future, there is a high risk that vulnerable municipalities will be unable to establish community-based integrated care system and that regional disparities will further widen in terms of residential stability in old age.

考察 Consideration(3)

- 未婚高齢単身者の増加は、**キーパーソン不在の高齢者の増加**を意味しており、医療・介護や家事支援だけでなく、入院手続き、各種契約行為、給付金申請などの各種手続きのほか、**金銭管理**の支援も非常に重要である。
- 現在の地域包括ケアの多職種連携は、医師、看護師、介護職、ケアマネなど医療・介護・福祉職が中心であるが、今後は司法書士や行政書士などの**法律職**を入れていく必要がある。
- The increase in the number of unmarried elderly singles means an increase in the number of elderly people **without a key person**. In addition to medical and nursing care and assistance with household chores, it is extremely important to provide support for **financial management** as well as various procedures such as hospitalization and discharge procedures, various contractual acts, and benefit applications.
- Currently, multidisciplinary cooperation in community-based integrated care system consists mainly of medical, nursing, and welfare professionals such as doctors, nurses, care workers, and care support specialists, but it will be necessary to include **legal professionals** such as judicial scriveners and administrative scriveners.

2) Marriage Squeezes in Korean and Japanese Regions


□ 발표자: 조성호 부연구위원 (KIHASA), Suga Keita, Senior Researcher (IPSS)

The 4th IPSS-KIHASA Annual Policy Forum
- Inequalities, Social Protection and Population -


Date & Time
Thursday, 8th June 2023, 13:30 - 17:10
Venue
Seminar Room 4+5, National Institute of Population and Social Security Research (IPSS), Tokyo

결혼성비 불균형의 지역 차이에 대한 한일비교분석
結婚難の地域差に関する韓日比較分析
Marriage Squeezes in Korean and Japanese Regions

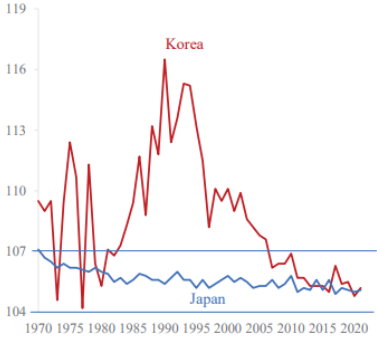
조성호 曹成虎 Sungho Cho (KIHASA)
스가 케이타 菅桂太 Keita Suga (IPSS)





본 발표자료는 KIHASA 연구과제「출생성비 불균형에 따른 혼인특성과 정책과제」의 일부 성과를 제시한 것임.
本報告はKIHASAプロジェクト「出生性比の不均衡による婚姻特性と政策課題」の一環として、その成果を報告するものである。

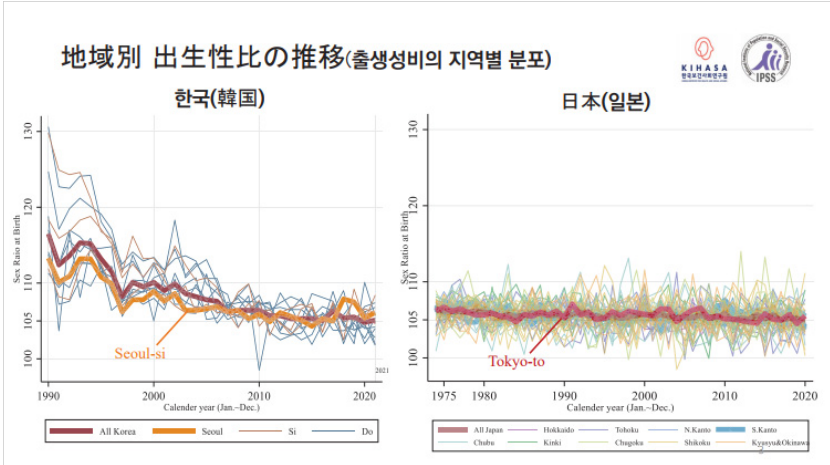


プロジェクトの紹介(연구과제 소개)
出生性比の推移(출생성비의 추이) : 1970-2021



- 韓国の出生性比は1970年代から不均衡が始まり、1990年に116.5、2006年頃までに自然水準に戻った。日本の出生性比には歪みが見られない。
- 出生性比が高い→男性数過剰(males surplus)や女性数不足(females surfeit)→結婚市場(marriage market)での未婚性比のアンバランスを招く。
- 人口にはモメンタム(momentum)があるため、しばらくは、結婚市場での性比にも影響を及ぼし続ける。
- 韓国の 출생성비는 1970년대부터 불균형이 시작되어, 1990년에 116.5, 이후 2006년경에 자연성비로 돌아왔음. 일본은 자연성비 유지.
- 높은 출생성비→남성 수 과잉(males surplus) 또는 여성 수 부족 현상(females surfeit)→결혼시장(marriage market)에서의 미혼성비 불균형을 초래할 수 있다는 것을 의미
- 인구는 모멘텀(momentum)이 존재하므로 상당 기간 결혼시장에서의 성비에도 지대한 영향을 미칠 것으로 예상해 볼 수 있음



(参考) 地域・出生順位別の出生性比: 韓国、1990-2020 (참고, 지역출생순위별 출생성비, 한국)

	1990			1995			2000			2005			2010			2015			2020		
	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+
All Korea	108.5	117.1	193.7	105.7	111.7	180.3	106.2	107.4	143.6	104.8	106.6	128.3	106.4	105.8	110.9	106.0	104.5	105.5	104.8	104.7	106.6
Seoul	108.3	118.1	199.6	105.6	109.4	188.1	107.2	108.4	137.2	104.9	106.8	117.0	105.9	106.7	107.3	104.7	103.7	104.2	106.1	105.3	101.3
Busan	108.4	120.6	200.7	107.4	115.2	251.4	106.5	109.8	175.2	104.4	104.7	144.9	107.7	102.1	130.4	107.3	106.9	102.9	106.5	106.3	119.8
Daejeon	109.2	141.0	392.2	104.0	118.1	264.7	104.8	111.3	190.7	107.1	106.9	159.0	104.3	109.5	124.5	106.2	107.9	106.2	105.8	105.7	97.2
Incheon	108.1	112.6	164.0	105.3	112.0	185.0	105.6	106.5	135.4	105.0	106.4	114.1	106.2	105.7	109.5	109.5	106.1	99.8	106.3	105.1	110.5
Gwangju	107.7	113.4	147.5	103.7	103.2	141.1	106.7	103.9	140.7	105.1	105.3	139.7	105.1	108.7	115.2	108.1	104.9	107.8	97.9	102.1	107.6
Daejeon	106.7	123.2	296.9	107.5	111.4	186.1	100.8	106.6	141.4	104.8	103.7	133.5	110.7	101.4	105.7	107.9	108.1	105.2	106.5	112.4	120.1
Ulsan	*	*	*	*	*	*	102.7	111.3	179.0	105.7	115.3	152.6	103.1	112.3	123.5	110.3	104.0	95.5	98.2	102.9	87.7
Sejong	*	*	*	*	*	*	*	*	*	*	*	*	*	*	104.9	111.6	120.3	102.9	99.8	102.8	
Gyeonggi-do	107.7	110.5	165.5	105.5	109.0	180.3	106.8	106.7	136.9	104.2	106.0	123.2	106.5	105.1	107.9	105.4	103.3	106.9	104.2	103.3	106.4
Gangwon-do	109.8	109.2	143.2	106.1	111.1	151.0	104.2	110.9	139.9	105.7	104.8	127.8	107.4	101.6	116.7	103.6	99.8	100.9	103.2	99.6	104.9
Chungcheong nam-do	108.4	114.9	174.3	107.1	111.2	181.1	110.8	107.4	137.1	103.7	103.7	139.3	108.4	103.8	109.3	101.2	105.7	102.7	104.5	106.7	114.3
Chungcheong nam-do	105.6	115.1	173.6	106.1	106.5	155.3	106.8	103.7	146.3	103.1	104.9	120.9	107.2	105.7	104.0	109.5	101.9	111.7	106.9	108.1	104.8
Jeollabuk-do	111.0	111.3	132.3	108.9	110.1	129.3	104.8	104.7	127.1	108.3	110.9	119.3	105.4	111.3	107.0	105.5	103.8	108.8	102.2	101.6	108.0
Jeollanam-do	108.2	113.1	136.1	105.6	111.0	129.8	103.8	106.4	129.3	104.8	101.7	114.0	104.7	104.7	109.9	106.1	105.5	102.6	104.5	105.5	103.9
Gyeongsangbuk-do	110.3	135.1	294.4	103.4	120.3	221.8	108.6	109.7	155.6	104.1	111.3	142.1	106.5	105.1	116.1	107.2	104.5	101.6	103.8	103.9	110.2
Gyeongsangnam-do	109.5	128.6	291.4	105.3	118.8	251.0	105.8	110.0	162.0	104.2	108.4	150.5	107.4	106.0	112.9	104.9	104.2	109.9	104.8	108.4	105.6
Jeju-do	114.4	113.2	153.5	108.2	105.7	144.6	97.8	103.5	127.8	108.9	105.9	139.7	98.5	109.3	127.5	103.8	111.6	116.3	110.4	107.7	115.7

자료: 한국통계청, 각 시도

(参考) 地域・出生順位別の出生性比: 日本、1990-2020
(참고, 지역출생순위별 출생성비, 일본)



Regional Block	1990			1995			2000			2005			2010			2015			2020		
	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+	First	Second	Third+
All Japan	105.5	105.4	105.3	105.7	104.5	105.2	106.0	105.6	105.9	105.4	105.2	105.3	105.7	105.7	106.2	105.6	104.7	104.8	105.0	105.0	105.0
Hokkaido	105.9	107.8	102.8	103.5	102.9	104.4	102.4	104.2	107.8	103.2	105.4	102.4	104.2	104.1	105.9	104.9	106.6	104.8	105.1	104.7	110.7
Tohoku	106.1	105.6	106.2	104.1	103.1	104.2	106.0	105.7	108.7	104.5	104.4	104.6	105.1	106.7	105.3	105.0	103.5	103.5	105.0	104.8	104.0
North Kanto	108.8	106.9	108.0	106.0	105.8	106.1	107.0	105.6	104.2	107.3	102.9	108.8	107.3	105.5	105.2	104.4	103.9	101.0	105.1	105.6	106.4
South Kanto	105.1	106.4	103.7	106.4	104.3	105.4	105.3	105.9	106.3	106.2	105.0	102.7	105.0	106.2	107.2	106.0	104.8	105.1	105.6	104.3	104.7
Chubu	105.4	104.5	105.0	105.3	104.3	105.4	106.4	105.3	107.1	104.6	106.2	106.6	105.3	106.6	107.4	105.8	104.8	103.5	104.7	105.6	105.8
Kinki	105.4	104.5	106.8	106.1	104.7	106.4	105.5	104.8	105.3	105.7	105.5	106.4	106.4	105.6	104.9	105.3	105.0	105.1	104.6	105.2	105.6
Chugoku	104.8	106.1	104.4	106.4	103.9	103.2	106.3	104.8	107.8	105.9	105.9	107.8	106.0	104.2	104.2	106.8	104.7	107.4	105.6	105.1	105.4
Shikoku	101.3	104.5	107.8	106.1	104.5	111.2	108.6	107.1	102.3	103.4	104.7	101.1	108.7	105.3	104.8	105.1	105.5	107.7	106.1	105.0	105.4
Tokyo and Okinawa	106.3	104.6	105.3	105.4	106.2	103.6	107.5	107.5	103.7	104.9	105.1	105.8	106.4	104.6	106.7	105.0	104.2	105.6	103.8	105.6	102.9

자료: 인구총조사, 각 연도

(参考) 男児選好の原因(남아선호사상의 원인)



1. 相続制度

- 高麗時代の相続は男女均分相続であった。
- 財産の分配は、基本的に男女均分相続であり、子無しの場合にはきょうだいや甥・姪が相続した。
- 葬式や祭祀は息子がなくても、娘が行うことができた。息子が娘がいない場合、夫及び妻の甥・姪が行うこともあった。祭祀には子ども全員が参加することができ、必要な経費は共同分担した。
- 朝鮮時代中期(17世紀半ば~18世紀半ば)から長男が優遇され、男女差別相続が一般的になる。葬式や祭祀も長男が担うようになった。

2. 婚姻制度

- 高麗時代には結婚すると新郎が新婦の家に居住する習慣があった。婿留婦家婚、男婦道家婚と呼ぶ。
- 朝鮮初期の政治家は高麗の没落は人間本性と伝統風俗の乱れによるものであると考え、「朱子家礼」の婚礼を導入しようとした。この考えに従った婚礼では、新郎は家に新婦を迎え入れて結婚式を挙げ、結婚後は新郎の家において生活をする(親迎制)。
- 朝鮮中期から親迎制が定着していくようになった。これは、相続等を娘にしなくなる重要な要因になった。

1. 상속제도

- 고려시대의 상속은 자녀균분상속
- 재산: 기본적으로 남녀균분상속이며, 자녀가 없는 경우는 형제자매, 조카 등에 상속
- 장례 및 제사: 아들이 없는 경우 딸이 지낼 수 있으며, 만일 자손이 없으면 남편 및 아내의 조카 등 가능, 제사는 자녀가 모두 같은 자력으로 참여하며, 필요 경비는 공동으로 분담
- 그러나 조선시대 중기(17세기 중반-18세기 중반)부터 장남이 우대되고, 남녀 차별 상속이 일반적이 되었고, 장례 및 제사도 장남이 지내게 됨

2. 혼인제도

- 고려시대에는 결혼하면 신랑이 신부의 집에서 거주하는 전통이 있었으며, 이를 서류부가혼 또는 남귀여가혼이라 함
- 조선초기의 정치가들은 고려의 몰락이 인간 본성 및 전통적인 풍속의 타락에 의한 것으로 보고, '주자가례'의 혼례절차를 도입하려 함. 이들이 생각한 것은 결혼하면 신부를 신랑집에 데리고 와서 혼례를 올리고, 시집에서 생활하는 친영제였음
- 조선중기부터 친영제가 정착되지 않았고, 이는 곧 상속 등을 더 이상 딸에게 할 명분이 사라지게 된 요인이라 할 수 있음

(参考) 男児選好の原因(남아선호사상의 원인)



3. 家系継承

- 家系継承では男性が重要な役割を占めるため、息子を生むという女性の役割が重要になった。
- 朝鮮の家系継承者は少なくとも四親等内の親族(門中)を代表する者(息子)であるが、日帝時代に日本の家制度が朝鮮に適用されることによって、継承者の範囲が狭くなった。
- 家系継承は主に祭祀の継承であり、支配層にしか見られないことであった。
- (家制度)血縁関係が基本である。家業を受け継ぎ、家父長には家業・家産・家の構成員を統率する強力な権限がある。基本的に男系であるが、息子がいない場合は、男養子や婿が家を継ぐことができた。
- 朝鮮の継承+家制度=1つの戸籍で構成される(核)家族に「継承されること」が重要になり、息子のみがそれを継承することができる習慣として定着。

3. גיע 계승

- גיע 계승에서 아들이 중요해졌다는 것은 곧 여성이 아들을 낳아야 하는 것도 중요해졌다는 것을 의미
- 조선의 가계 계승자는 적어도 5대 위의 고조부모에서부터 시작된 문중을 대표하는 자(아들)라고 할 수 있으나, 일제시대에 일본의 이예(家)제도가 조선에 이식되면서, 계승자의 범위가 좁아짐.
- 또한, 이러한 계승은 제사의 계승만을 의미하였고, 지배계층에서만 볼 수 있었음
- (이예 제도) 혈연관계를 기본으로 한 가족일 뿐만 아니라 기업을 잇는 경영체의 성격도 가지며, 이예의 가부장은 가업·가산 및 이예의 구성원을 통솔하는 등의 강력한 가족권을 행사함. 기본적으로 남성이 대를 잇지만 아들이 없는 경우는 양자를 들이거나 사위가 이예를 잇는 것도 가능
- 조선의 계승+이예 제도=하나의 호적으로 구성된 (핵)가족에게 '계승되어야 하는 것'이 중요해졌고, 이러한 계승은 아들만 할 수 있는 것으로 정착됨

(参考) 息子の必要性やこどもの性別選好(아들 필요성 및 자녀 성별 선호)



韓国における息子の必要性(한국의 아들 필요성): 1976-2015

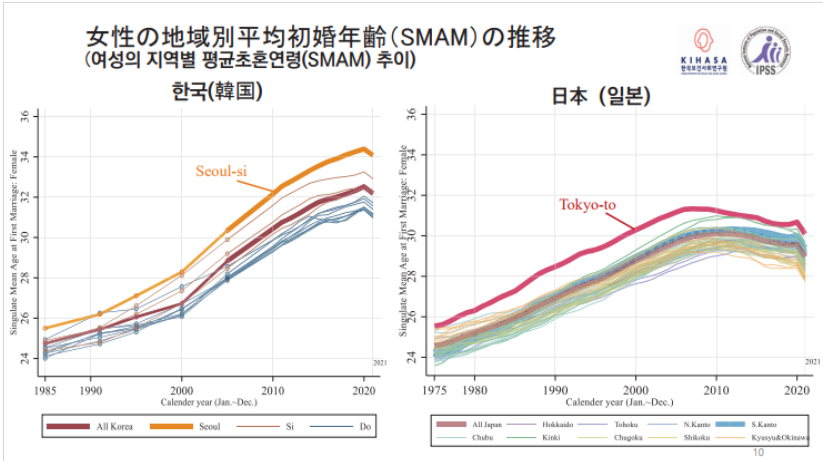
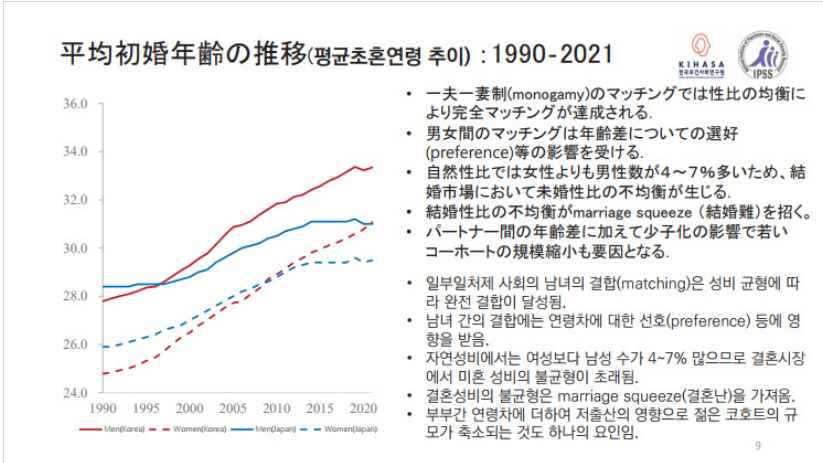
	必ず持つべき(꼭 있어야 한다)	息子が欲しい(아이가 있으면 좋겠다)	差2つの項目の合計(남자·여자 두 항목 합계)	いなくてもいい(없어도 상관없다)	わからない(모르겠다)
1976	60.5	10.7	71.2	28.4	0.3
1985	43.1	20.2	63.3	35.5	1.2
1988	33.9	19.2	53.1	46.5	0.4
1991	40.6	30.7	71.3	28.0	0.8
1994	28.8	33.0	61.8	37.6	0.5
1997	27.6	33.9	61.5	37.7	0.8
2000	18.0	42.8	60.8	38.2	1.0
2003	16.3	40.0	56.3	43.0	0.7
2006	11.0	39.4	50.4	48.9	0.7
2009	9.1	40.2	49.3	50.7	0.1
2012	8.8	33.4	42.2	57.3	0.4
2015	5.7	28.8	34.5	65.2	0.4

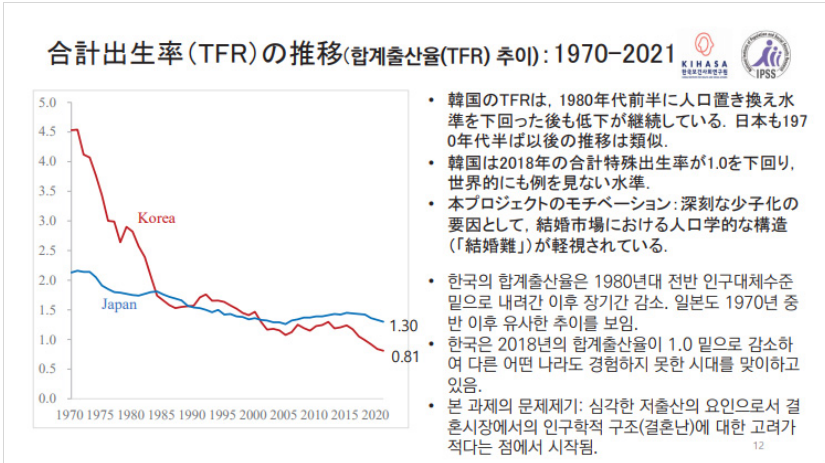
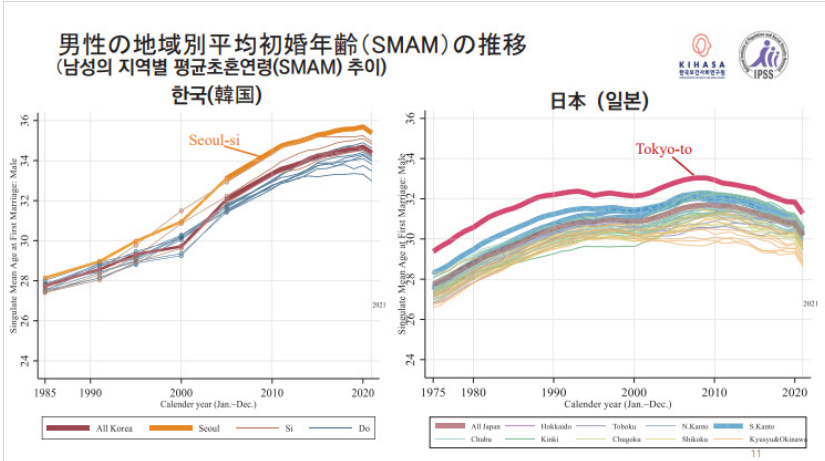
자료: 오영희 외(2016) 출산성 조차(1974-2012)를 통한 한국적 출산성 문화의 변천과정 연구, pp.166

日本における子どもの性別選好(일본의 자녀 성별 선호도): 1985-2015

	男児(아들)	女(딸)
1985	51.3	48.7
1987	49.8	50.2
1992	47.8	52.4
1997	46.0	54.0
2002	46.7	53.3
2005	46.1	53.9
2010	46.5	53.5
2015	47.0	53.0

자료: 한국사회정책·인구정책연구소(2017), 사회정책·인구정책基本調査(編成と生産に関する全国調査)





目的(목적)



- 日韓両国における「結婚難」のトレンド並びに地域較差と較差のパターンとその変化について分析する.
- 初婚同士夫妻の年齢組み合わせに着目. 同じ手法とデータ(人口センサス及び人口動態統計)を用いて, 日韓比較が可能な 15~49歳の「初婚難」指標 S を算出. 1975~2021年(日本)もしくは1991~2021年(韓国)の推移と地域パターンを比較する.
- 外国人を含む総人口について, 全国及び以下の地域を対象とする.
 韓国: 13市道
 日本: 47都道府県
- 이 연구에서는 한일양국의 「결혼난」의 추세 및 지역 격차와 패턴의 변화를 분석하려 함.
- 초혼 부부의 연령 조합에 주목하고, 「인구센서스」 및 「인구동태통계」 자료를 이용하여, 한일 비교가 가능하도록 15~49세 「초혼난」 지표 S 를 동일한 방법으로 산출. 한국 1991~2021년, 일본 1975~2021년의 추이와 지역 패턴을 비교.
- 외국인을 포함한 총인구에 대해 전국 및 이하의 지역을 대상으로 함.
 한국: 13개 시도
 일본: 47개 도도부현

課題

연구문제

- 韓国の出生性比の歪みが生じた cohorts가 20歳代後半以降になる2010年代以降に「初婚難」의 顕著な拡大が, 韓国のみを生じているのか?
 →Yes & No.
- 少子化の要因としての「初婚難」が見られるか(地域パターンは出生と類似か)?
 →Yes & No.
- 한국에서 출생성비 불균형이 발생한 cohorts가 20대 후반 이후가 되는 2010년 이후에 「초혼난」의 확대는 현저하게 나타나는가? 일본과 비교하면 어떤가?
 →Yes & No.
- 저출산의 원인으로서 「초혼난」을 생각할 수 있을까? 그리고 지역적 경향은 출생과 유사하게 나타나고 있는가?
 →Yes & No.

分析手法 (분석 방법)

- Marriage squeeze index, S (Schoen 1983 *Demo graphy*)

$$S = \frac{\gamma - \beta}{1 - \sqrt{\gamma \cdot \beta}}$$

where

$$\gamma = \exp\left(-\sum_{y=15}^{49} fW(\cdot, y)\right) = \exp\left(-\sum_{y=15}^{49} \frac{\sum_{x=15}^{49} C(x, y)}{fP_y}\right)$$

$$\beta = \exp\left(-\sum_{x=15}^{49} mW(x, \cdot)\right) = \exp\left(-\sum_{x=15}^{49} \frac{\sum_{y=15}^{49} C(x, y)}{mP_x}\right)$$

$C(x, y)$ First marriages between male of age x and female of age y

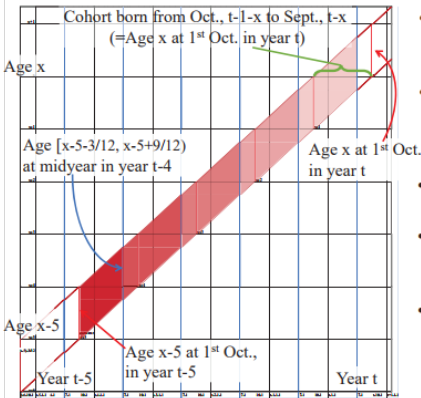
mP_x Mid-year never-married male of age x

fP_y Mid-year never-married female of age y

- S 가 0에서乖離するとき, 男女で生涯既婚率が異なり, 「初婚難」がある.
- $1 - \sqrt{\gamma \cdot \beta}$ は「初婚難」がない場合の50歳時既婚率 (男女で合致) に対応. $1 - \beta$ は男性の50歳時既婚率, $1 - \gamma$ は女性の50歳時既婚率を測る.
- $S < 1$ は未婚男性の「初婚難」の水準を測る.
- 必要なデータ:
 - 未婚男女の年齢別 年央人口
 - 初婚同士夫×妻の年齢組み合わせ別暦年 (1~12月)の初婚件数
- S が 0으로부터 멀어질수록, 남녀의 생애미혼율이 달라지고, 「초혼난」이 발생
- $1 - \sqrt{\gamma \cdot \beta}$ 는 「초혼난」이 없는 상황에서의 50세 미혼율 (남녀동일)을 나타냄. $1 - \beta$ 는 남성 50세 시점의 기혼율, $1 - \gamma$ 는 여성 50세 시점의 기혼율을 나타냄.
- $S < 1$ 는 미혼남성의 「초혼난」 수준을 나타냄.
- 필요한 데이터:
 - 미혼남녀의 연령별 연앙인구
 - 초혼 남편×아내의 연령구성별 월별(1~12월) 초혼건수

15

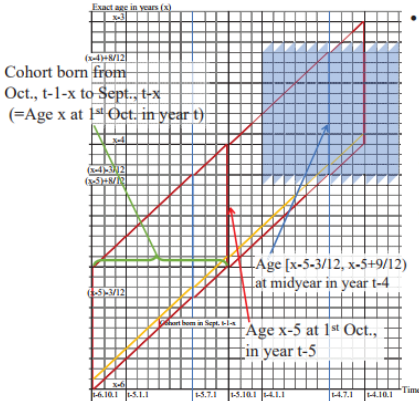
未婚人口推計の基本的な考え方 (미혼 인구 추정 의 기본 구조)



- 出生コ－ホ－ト別未婚人口(期末一期首) = -(初婚+未婚死亡)+未婚転入超過數
- 初婚・死亡は「人口動態統計」を出生コ－ホ－ト別 期間別に集計. 期間={t-5.10~t-4.6, t-4.7~t-3.6, ..., t-1.7~t.7}
- 未婚転入超過數はセンサス間推計. (期末-未婚生残人口)を推計期間の長さ に比例させて配分.
- 出生コ－ホ－트別 미혼인구(기말-기수) = -(초혼+미혼사망)+미혼전입초과수
- 초혼・사망은 「인구동태통계」 출생코－호－트별 기간별 집계. 기간={t-5.10~t-4.6, t-4.7~t-3.6, ..., t-1.7~t.7}
- 미혼전입초과수는 센서스간 추계. (기말-미혼생잔인구)를 추계기간 기간에 비례하여 배분

16

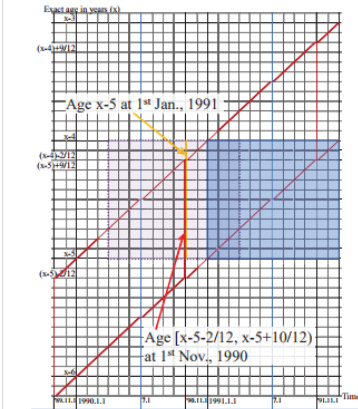
曆年初婚件数集計の基本的考え方
(초혼건수 집계的基本적 구조)



- 初婚同士夫妻の年齢組み合わせ別に, 1~12月初婚届出数を集計.
- 未婚人口(指標の分母)はセンサス時満年齢コーホートについて推計されるため, 年央の年齢別に集計.
 年齢区分: 満x-1歳9ヶ月(になった直後)~(日本の例) 満x歳8ヶ月(を終える直前)
- 초혼부부의 연령구성별 1~12월 초혼신고수를 집계
- 미혼인구(지표의 분모)는 센서스 시점의 만연령 코호트를 추계하므로 연앙 연령별로 집계
 연령구분: 만x-1세9개월(이 되기 직후)~(일본의 예) 만x세8개월(이 되기 직전)

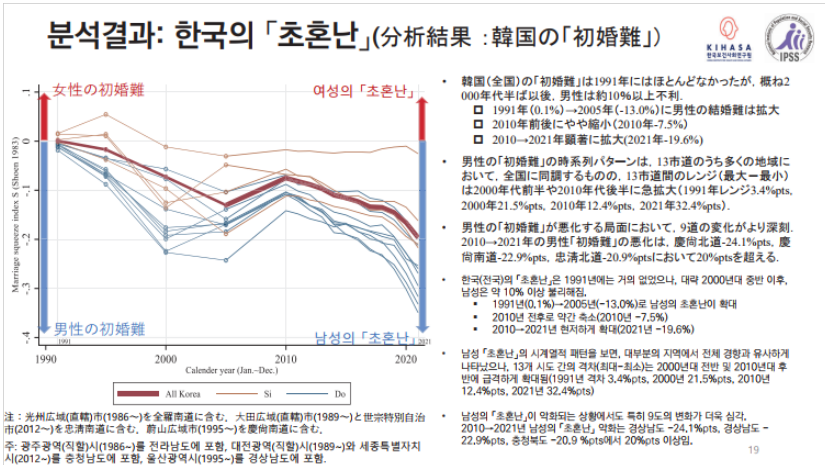
17

韓国1991-2005年の初婚率
(한국 1991-2005년 초혼율)

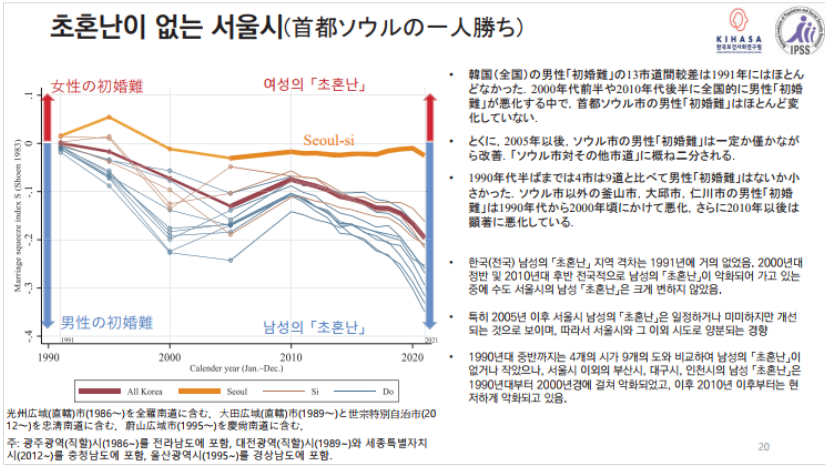


- 2009年以前の出生年月別初婚数を利用できなかったため, 満年齢別初婚数(分子)を用いる.
- 未婚人口(分母)は, ①出生月分布は一樣, ②月齡別未婚率 $[x - 0.5, x + 0.5]$ の線型変化を仮定して, 11月1日現在年齢別を出生年別に組み替えた.
- 1991年未婚率 = 1991年1~12月初婚数 ÷ 1990年未婚人口
- 1995年未婚率 = 1995年4月~1996年5月初婚数 ÷ 1995年未婚人口 ※2000~2005年も同様.
- 2009년 이전의 출생연월별 초혼건수를 이용하지 못하여 만 연령별 초혼수(분자)를 이용
- 미혼인구(분모)는, ①출생월분포와 동일, ②월령별 미혼율 $[x - 0.5, x + 0.5]$ 의 선형변화를 가정하여, 11월 1일 현재 연령별 출생연월로 재배치.
- 1991년 미혼율 = 1991년1~12월 초혼수 ÷ 1990년 미혼인구
- 1995년 미혼율 = 1995년4월~1996년5월 초혼수 ÷ 1995년 미혼인구 ※2000~2005년도 동일.

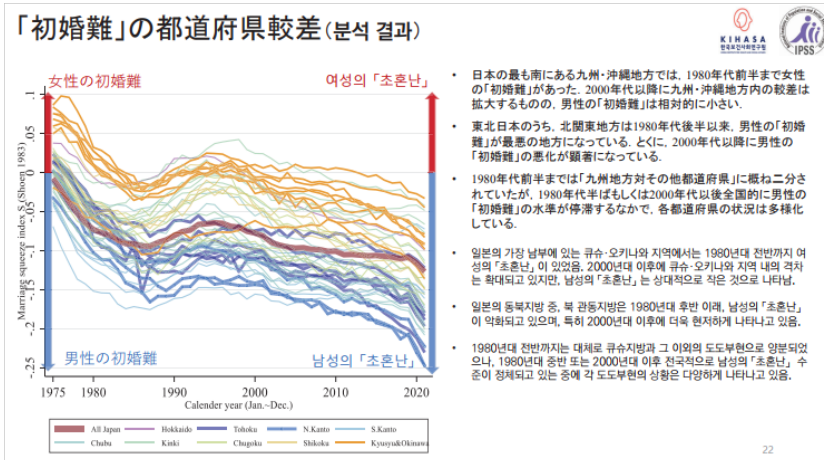
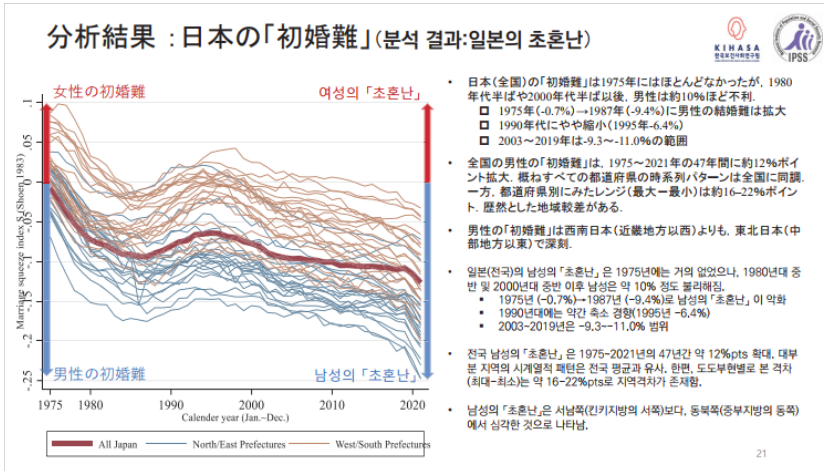
18

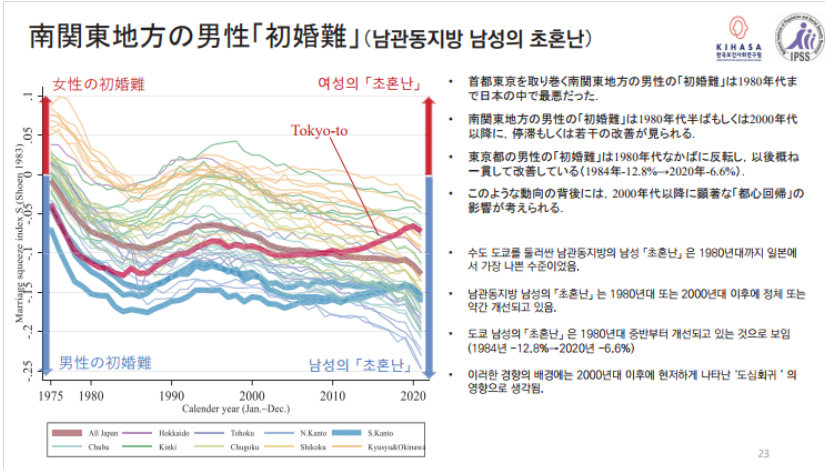


注: 光州広域(直轄市(1986~))を全羅南道に含む, 大田広域(直轄市(1989~))と世宗特別自治市(2012~)を忠清南道に含む, 蔚山広域市(1995~)を慶尚南道に含む, 京畿道(직할시(1986~))를 전라남도에 포함, 대전광역시(직할시(1989~))와 세종특별자치시(2012~)를 충청남도애 포함, 울산광역시(1995~)를 경상남도애 포함.



光州広域(直轄市(1986~))を全羅南道に含む, 大田広域(直轄市(1989~))と世宗特別自治市(2012~)を忠清南道に含む, 蔚山広域市(1995~)を慶尚南道に含む, 京畿道(직할시(1986~))를 전라남도애 포함, 대전광역시(직할시(1989~))와 세종특별자치시(2012~)를 충청남도애 포함, 울산광역시(1995~)를 경상남도애 포함.





分析結果のまとめ：日韓男性「初婚難」の類似性と異質性

- 2000年代以後の趨勢
 - 韓国: 2010年(-7.5%)から2019年(-14.5%), 2021年(-19.6%)へ顕著に悪化.
 - 日本: 2003~2019年は-9.3~-11.0%の範囲で停滞.
- 地域差の動向
 - 韓国: 1990年代から2000年代にかけて地域差が急拡大, ソウル市の一人勝ち.
 - 日本: 西南日本(近畿地方以西)よりも東北日本(中部地方以东)で深刻という一貫したパターン. 2000年代以後, 較差多様化.
- 首都ソウルと東京において, 1990年代以後の男性「初婚難」は一定か改善.
 - ソウル市: 2005年-3.1%→2020年-1.0%
 - 東京都: 1984年-12.8%→2003年-10.3%→2020年-6.6%

분석 결과 요약 : 한일 남성「초혼난」의 유사점과 차이점

- 2000년 이후의 추세
 - 한국: 2010년(-7.5%)에서 2019년(-14.5%), 2021년(-19.6%)로 현저하게 악화
 - 일본: 2003~2019년 -9.3~-11.0% 범위에서 정체
- 지역격차
 - 한국: 1990년대부터 2000년대에 걸쳐 지역차가 급격하게 확대, 서울시가 독보적으로 나타남.
 - 일본: 서남일본(킨키지방의 서쪽)보다도 동북일본(중부지방의 동쪽)에서 더 심각한 것으로 나타남. 그러나 2000년대 이후에는 격차가 다양하게 나타남.
- 수도 서울과 도쿄를 비교하면, 1990년대 이후의 남성「초혼난」은 일정하거나 개선되고 있다고 볼 수 있음.
 - 서울시: 2005년 -3.1%→2020년 -1.0%
 - 도쿄: 1984년 -12.8%→2003년 -10.3%→2020년 -6.6%

24

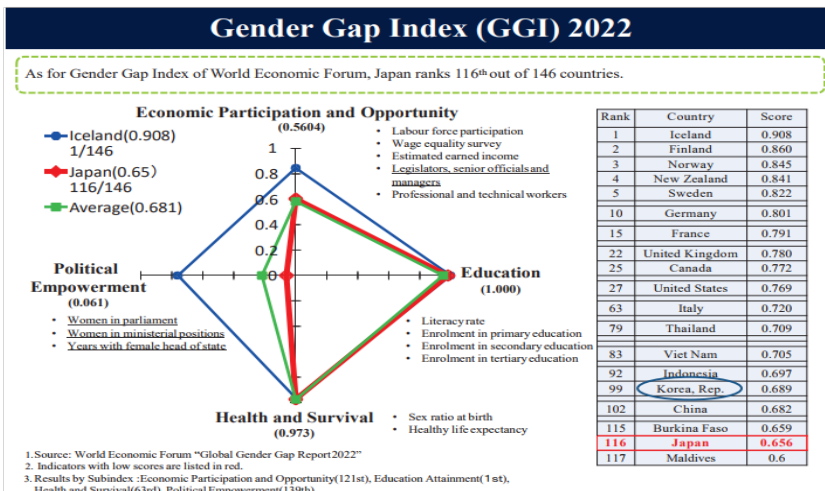
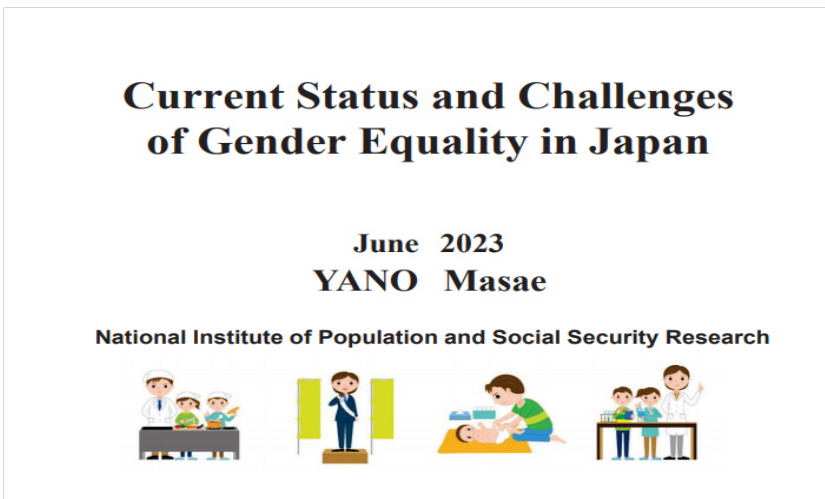
結論	결론
<ul style="list-style-type: none"> • 韓国の出生性比の歪みが生じたコーホートが20歳代後半以降になる2010年代以降に「初婚難」の顕著な拡大が、韓国のみを生じているのか? →Yes & No. ① 韓国の1991~2005年(日本の1975~1980年代に)男性「初婚難」は悪化(少子化の影響) ② ソウル市では2010年以後に僅かながら改善. • 少子化の要因としての「初婚難」が見られるか(地域パターンは出生と類似か)? →Yes & No. ① ソウル市と東京都の男性「初婚難」は深刻でない. ② 2000年代以降, 日本の地域パターンは多様化. 	<ul style="list-style-type: none"> • 韓국의 출생성비 불균형이 발생한 코호트가 20대 후반 이후가 되는 2010년 이후에 「초혼난」의 확대는 현저하게 나타났는가? 일본에서는 어떤가? →Yes & No ① 한국의 1991년부터 2005년(일본에서도 1975년부터 1980년대에) 남성 「초혼난」은 악화(저출산의 영향). ② 서울시는 2010년 이후 미미하나마 개선. • 저출산의 원인으로서 「초혼난」을 생각할 수 있을까? 그리고 지역적 경향은 출생과 유사하게 나타나고 있는가? →Yes & No ① 서울시와 도쿄 남성의 「초혼난」은 심각하지 않음. ② 2000년대 이후, 일본의 지역적 패턴은 다양하게 나타남.

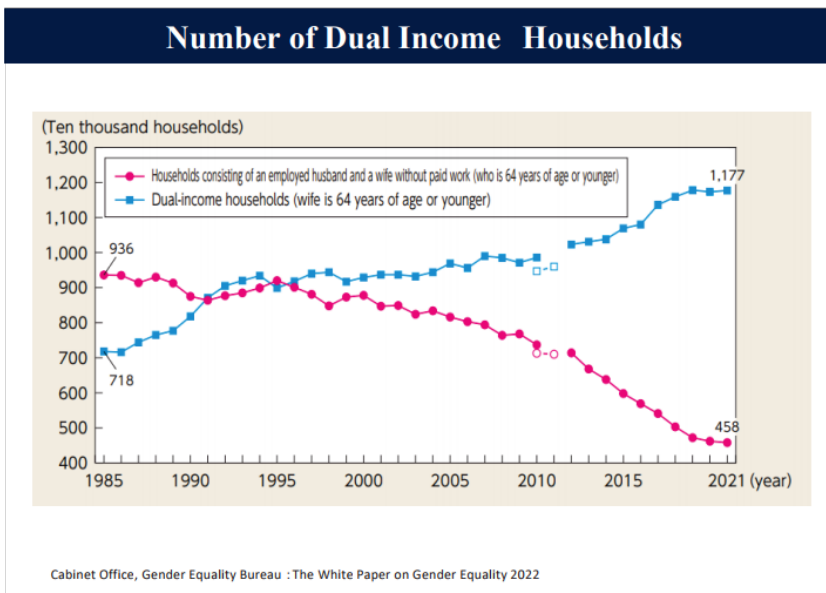
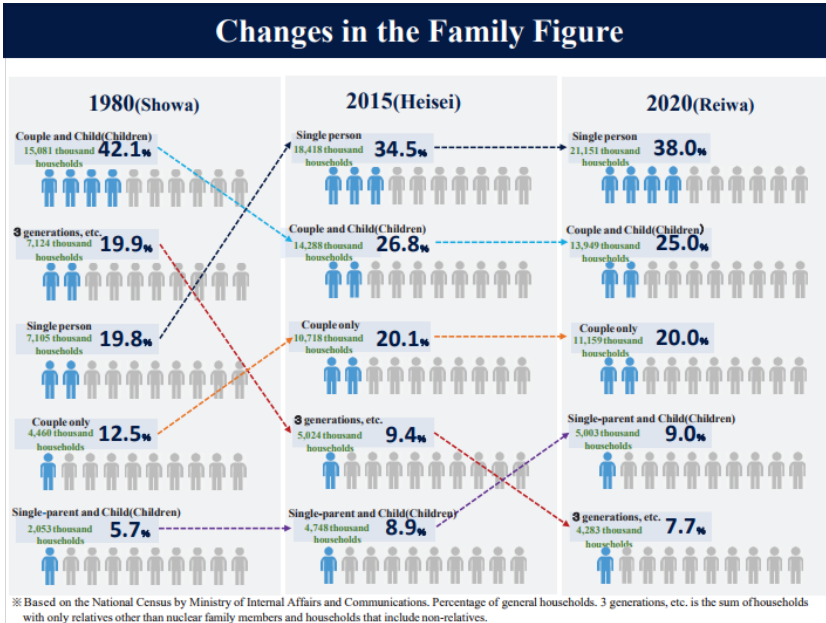
政策的含意	정책적 함의
<ul style="list-style-type: none"> • 少子化によるコーホートサイズの断続的な減少が男性の「初婚難」を招くという構造(意欲ではない)がある. マッチングの効率化のさらなる支援が必要. • 出生性比が歪んだ1980年代半ばから1990年代半ばに生まれたコーホートが30歳前後になる時期は, 韓国男性の「初婚難」が深刻である可能性(あと数年は続くことを示唆). • 韓国男性の「初婚難」は, ソウル市以外の都市部及び郡部で顕著なため, ソウル市以外の地域に対する重点的対策が必要. • 「地方創生」は重要な課題であり, 韓国では「地域均衡発展」を掲げて非大都市圏の振興政策を推進しているが, 包括的政策対応が望まれる. 	<ul style="list-style-type: none"> • 저출산에 의한 코호트 크기의 지속적인 감소가 남성의 「초혼난」을 초래한 것으로 볼 수 있고, 따라서 효율적인 남녀 매칭에 대한 지원이 필요. • 출생성비의 불균형이 일어난 1980년대 중반부터 1990년대 중반에 태어난 코호트가 30세 전후가 되는 시기는 한국 남성의 「초혼난」이 심각해질 가능성이 있으며, 이는 앞으로 수년 간 이러한 상황이 지속될 가능성을 시사함. • 한국남성의 「초혼난」은 서울시 이외의 지역의 도시부 및 군부에서 현저하게 나타났으므로, 서울시 이외 지역에 대한 중점적인 대책이 필요. • 일본에서는 「지방창생」이 매우 중요한 정책과제이며, 한국에서도 「지역균형발전」 정책이 추진되고 있으나, 앞으로 포괄적인 정책 대응이 필요.

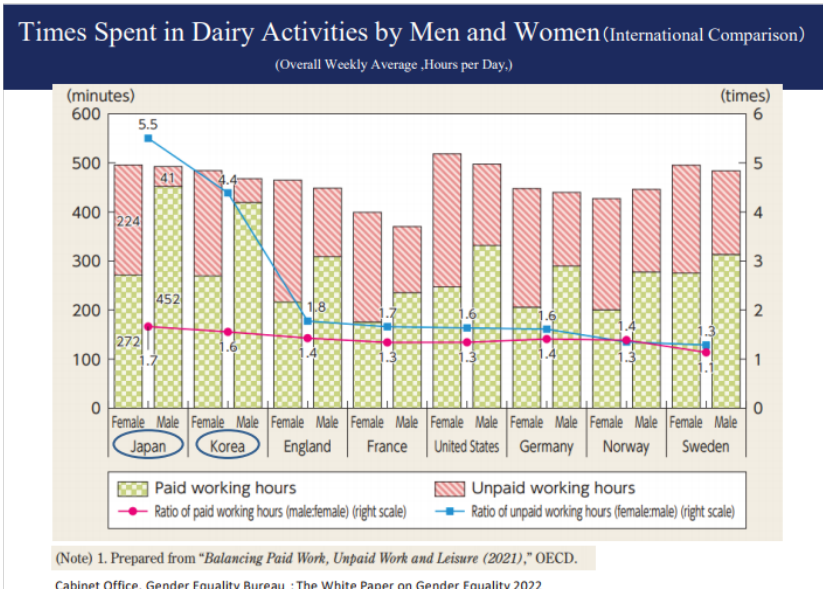
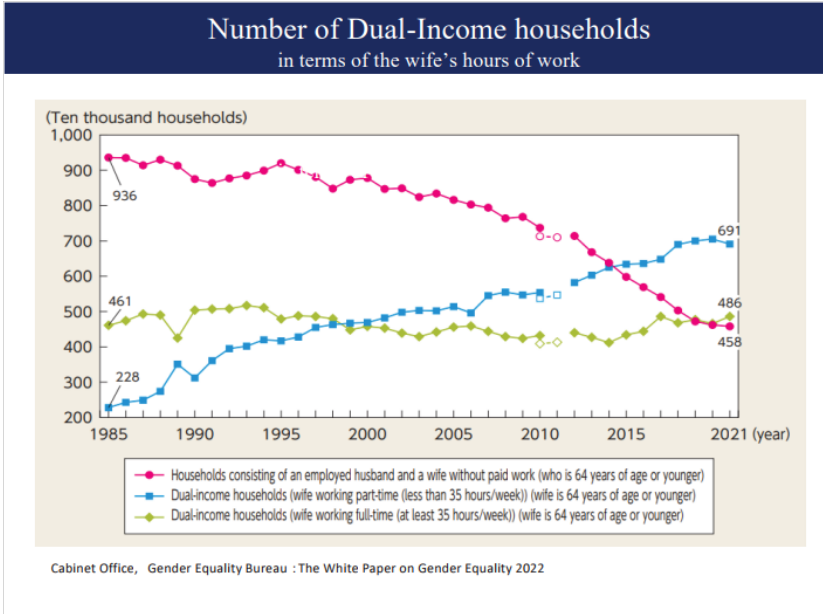
다. 젠더 불평등

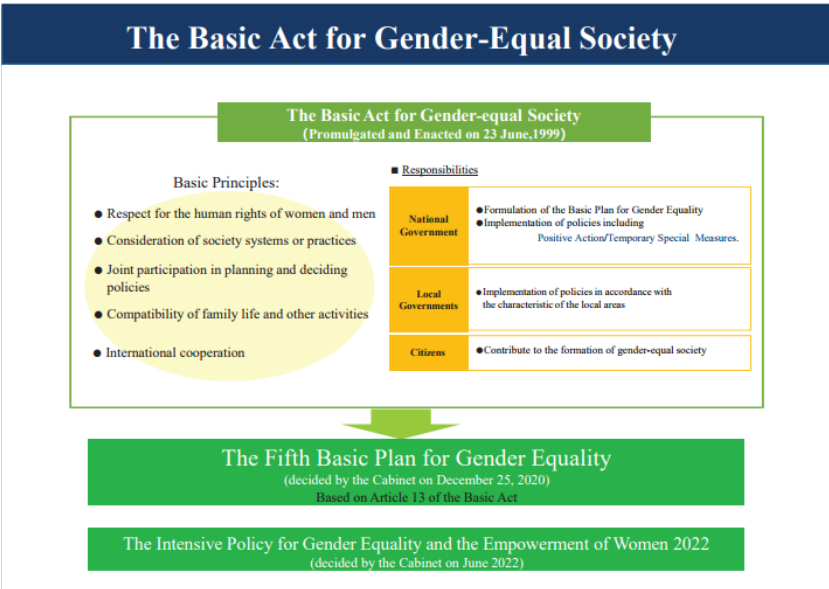
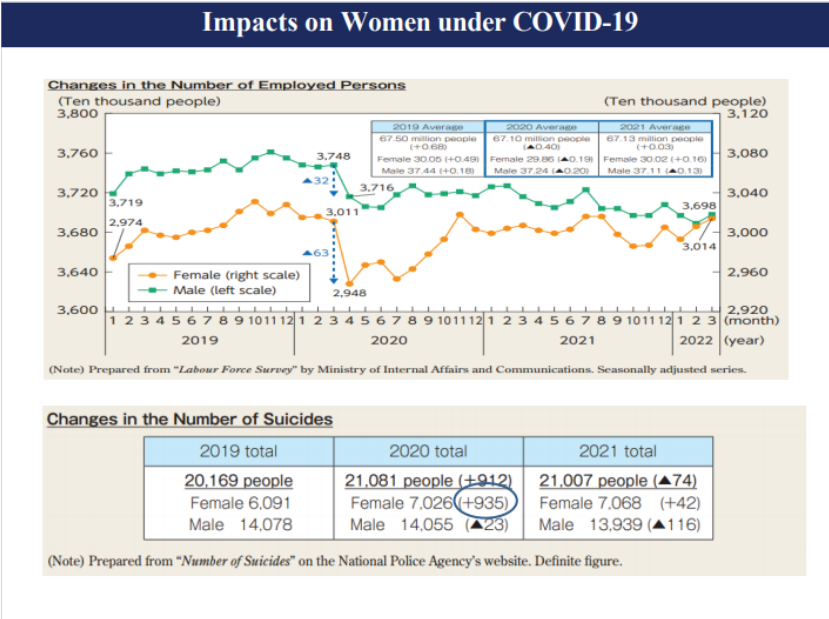
1) Current Status and Challenges of Gender Equality in Japan

□ 발표자: Yano Masae, Director (IPSS)









National Machinery for Gender Equality

The Basic Act for Gender-Equal Society	The Fifth Basic Plan for Gender Equality
Promulgated and Enacted on 23 June, 1999	Decided by the Cabinet on Dec 25, 2020
<p style="text-align: center; background-color: #002060; color: white; padding: 5px;">Council for Gender Equality</p> <p>Basis: the Basic Act Established in the Cabinet Office Jan. 2001 (One of the five important councils)</p> <p>Members: Chief Cabinet Secretary (Chair) Relevant Ministers Experts & Scholars</p> <p>Mission: - Deliberate on basic policies and important matters - Monitor the implementation and Study the impacts of all relevant measures from gender perspectives</p>	<p style="text-align: center; background-color: #002060; color: white; padding: 5px;">Headquarters for the Promotion of Gender Equality</p> <p>Basis: Cabinet decision (July 1994) Established in the Cabinet Office</p> <p>Members: Prime Minister (President) Chief Cabinet Secretary (Co-Vice President) Minister of State for Gender Equality (Co-Vice President) All other Ministers</p> <p>Mission: Implementation of measures</p>

Civil Society

- **Liaison Conferences for the Promotion of Gender Equality (CSOs' network conference)**

Members: Experts & Scholars, Representatives from 98 CSOs
Mission: wide-ranging collaboration and coordination, promote civil society initiatives

Prime Minister KISHIDA Fumio's Message on International Women's Day 2023



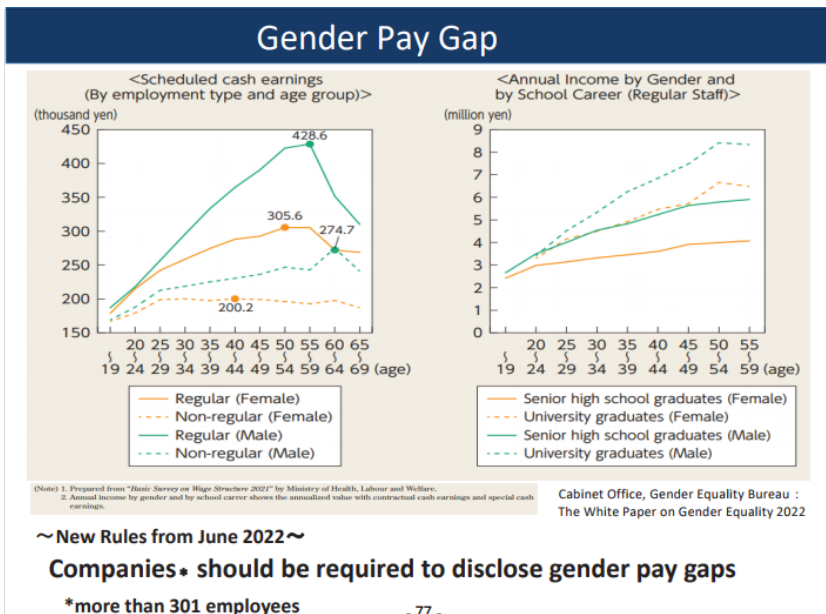
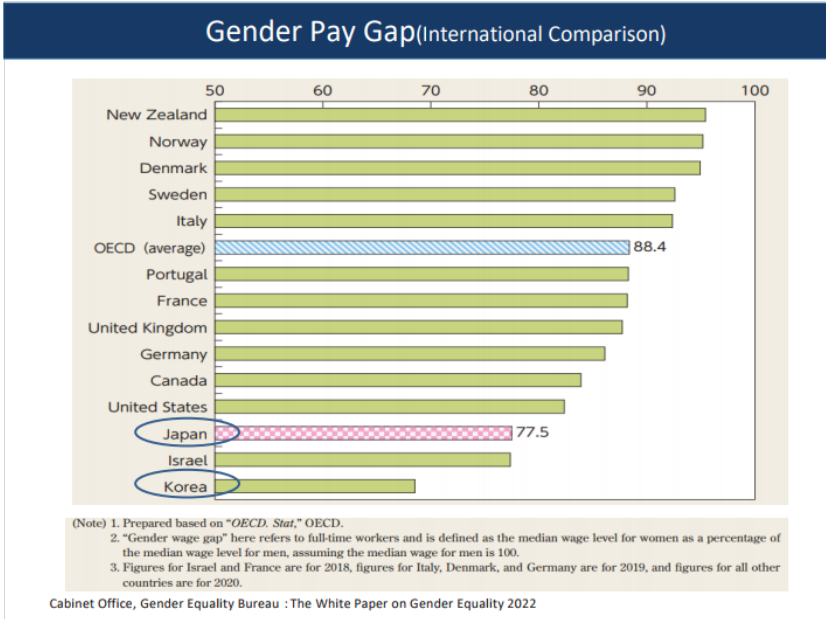
(From the Prime Minister's Office website)

Women's empowerment and gender equality contribute to sustainable socioeconomic growth and are critically important to realize a society where all people can feel their purpose in life and diversity is valued.

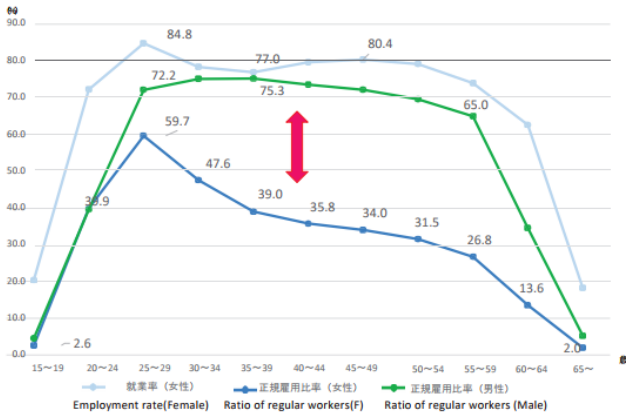
The Kishida administration has positioned [women's economic empowerment](#) at the center of our highly prominent policy, the New Form of Capitalism, and the Government of Japan is working in unison to advance efforts for women's economic empowerment. As one part of that, in 2022 [we began requiring the disclosure of the gender pay gap](#).

Also, it is imperative that [we work even harder to eliminate the so-called L-shaped curve](#), in which women choose to work in non-regular employment as they give birth, as well as to [correct the gender pay gap](#), promote the development of digital skills for women and the support for women entrepreneurs, and [expand women's participation in executive positions](#).

[We will press forward with reviewing our system that deter women from entering the workforce](#), which is the so-called the "1.03-million-yen barrier" and "1.3-million-yen barrier" and [introducing systems in which both women and men find easier than ever to take childcare leave](#).

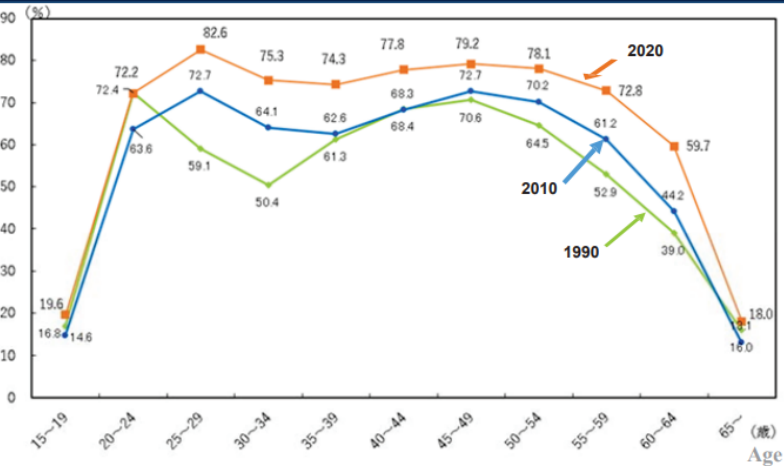


Employment rate for Women by Age Group and Employment Type “L-Shaped Curve” 2022



Ministry of Internal Affairs and Communications "Labour Force Survey"

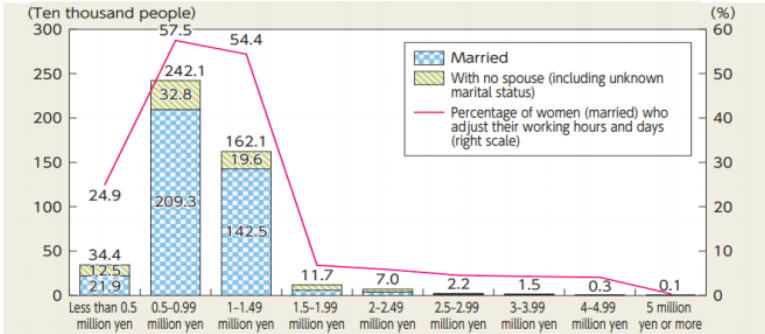
Employment rate for Women by Age Group “M-Shaped Curve”



(Source) Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation: Historical Data)"

Women's Adjustment of Working Hours and Days (Non-regular Workers)

Figure SF-10: Number and Percentage of Female Irregular Employees Who Adjust Their Working Hours and Days (by Marital Status, by Income Group) (2017)



Note) 1. Prepared from "the Employment Status Survey" by Ministry of Internal Affairs and Communications.
 2. Total "yes" responses to the question, "Are you adjusting working hours and days to keep your income to a certain amount?"

Cabinet Office, Gender Equality Bureau : The White Paper on Gender Equality 2022

Related Systems

Economic and social background in the period when the current social security system was formed (during the post-war high growth period)¹⁾

Steadily growing economy, low unemployment

Nuclear family model of a husband with a regular full-time job for life, a wife without paid work, and children

Well-developed corporate welfare programs

FY1961 Establishment of the spousal deduction

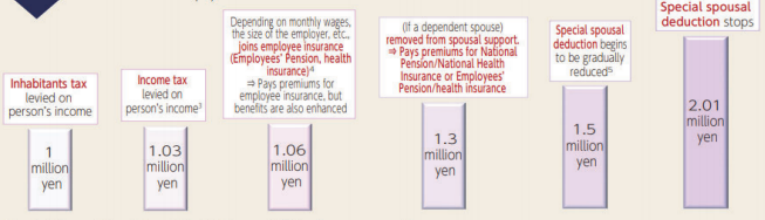
•Establishment of a spousal deduction separate from dependency exemptions
 •**Recognition of the so-called "wife's assistance,"** that is, a wife contributes significantly to her husband's income earning, such as assisting her husband by taking a leading role in housework, childrearing and other household affairs

1985 Establishment of the category-3 insured persons system²⁾

•Introduction of the Basic Pension system and **establishment of a pension right for women, including wives without paid work,** for the Basic Pension portion
 Basic Pension premiums for a full-time housewife of an employed spouse are **borne by the pension plan in which the spouse participates.**

FY1987 Establishment of the special spousal deduction

•Response to situations where the income of a housewife who works part-time exceeds a certain amount and the spousal deduction is no longer applied to her husband, and since the wife also becomes a taxpayer, the total after-tax take-home pay of the household decreases



Cabinet Office, Gender Equality Bureau : The White Paper on Gender Equality 2022

2) Discrimination against Mothers in Japanese Labor Market:
Evidence from Survey Experiments

□ 발표자: Takeuchi Maki, Senior Researcher (IPSS)

Discrimination against Mothers in Japanese Labor Market Evidence from Survey Experiments

Maki TAKEUCHI

National Institute of Population and Social Security Research


8th June 2023

The 4th IPSS-KIHASA Annual Policy Forum
– Inequalities, Social Protection and Population –


1 / 31

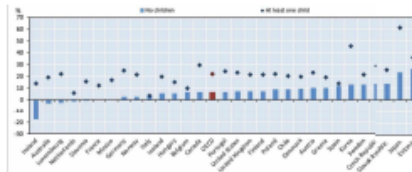
Summary

- **Motivation**
 - Investigating the employer discrimination against mothers is needed for clarifying Motherhood Penalty in Japan.
 - Do mothers face with discrimination in a hiring process in Japan?
 - Who does discriminates mother?
- **Data and Methods**
 - Conjoint experiment data
 - Outcome; selected or not selected for mid-career recruitment.
- **Results**
 - Discrimination against mother in a hiring process exists in Japan.
 - People with young children are less likely to discriminate against mother.
 - Who agree with the “3-year-old child myth” and female are likely to discriminate against mother.


2 / 31

Motivation

- Motherhood Penalty (MP)
 - the wage penalty for motherhood
 - a factor in the gender wage gap in developed countries (Budig & England 2001; Budig et al. 2016; MÖHRING 2018; Jee et al. 2019; Kleven et al. 2019, 2020; Cortés & Pan 2020; Cukrowska-Torzewska & Matysiak 2020)



Note: Countries are arranged from left to right in ascending order of the gender pay for children mothers.
 a) Defined as the difference between male and female mother reports divided by male mother wages.
 b) Gender defined as aged less than 18 years old.
 c) Values are calculated for men and women aged 18 and living full time.
 Source: OECD household estimates based on IZSLC (2006), HESA (2006), CPS (2006), ILS (2006), KIPS (2001), JAPS (2006), CASIS (2006) and SNEHA (2010) (Survey I&A).

Figure 1. The Price of Motherhood is high across OECD Countries (OECD 2012)



MPs in the US and European Countries

Table 3
 Collected motherhood wage penalty by country cluster.

	Total number of children			One child		
	Mean	N	Number of studies	Mean	N	Number of studies
Total	-0.036 (0.037)	245	23	-0.038 (0.026)	208	21
By country cluster:						
North Europe	0.000 (0.059)	28	3	-0.010 (0.009)	22	4
Western Europe 1 (DE & NL)	-0.063 (0.061)	47	5	-0.079 (0.066)	18	3
Western Europe 2 (BE & FR)	-0.030 (0.014)	8	2	-0.046 (0.009)	27	2
Anglo-Saxon	-0.046 (0.034)	152	17	-0.045 (0.025)	106	14
CEE	-0.037 (0.075)	10	2	-0.096 (0.068)	11	2
Southern Europe	N/A	0	0	-0.013 (0.025)	24	2

Note: Standard deviation in parenthesis. Total number of studies does not equal to the sum of the number of studies for country clusters because some studies provided estimates for more than one country.

Table 1. Cukrowska-Torzewska & Matysiak (2020)



MP in Japan

- Mothers earn about 4-5% less per child than women without children (川口 2008; 竹内 2018; Hsu 2021)
 - the number of years of unemployment after childbirth is the one that affects MP the most.

Variable	Coefficient	Significance
非正規雇用ダミー	-0.486	***
企業規模 (基準: 29人以下)		
30-299人	0.165	**
300人以上	0.257	***
官公庁	0.336	***
職種 (基準: 事務)		
専門	0.303	***
熟練	-0.183	*
勤続年数	0.024	***
常時雇用年数	0.035	***
非正規雇用年数	-0.038	***
出産後無業年数	-0.062	***

(注) * p<.10, ** p<.05, *** p<.001. 棒グラフは、各モデルでの子ども変数の係数値について、Model 2(基本属性変数と所得変数)を基準にした変化率。図中の星は、ロバスト標準誤差による子ども変数の検定結果。裏は、各モデルで追加した変数の係数値と、ロバスト標準誤差による検定結果。統計的に有意であった変数のみを示した。

Figure 2. Impact of Human Capital Variables on MP Variation (Takeuchi 2023)

5 / 31

Next Step for Clarifying MP

- Investigating the employer discrimination against mothers
 - used to explain MP that remains after controlling for various factors
- Mothers may not be given re-employment opportunities due to employer discrimination and end up unemployed for longer periods.

→ Shifting to experimental data from survey observation data.

6 / 31

- MP arises at least in part because employers practice status-based discrimination, stereotyping mothers as less competent and committed to paid work than nonmothers. (Correll et al. 2007; Benard & Correll 2010; González et al. 2019; Henle et al. 2020).
 - ~ ~ **What is the case in Japan?**
- Whose tastes matter?
 - ~ ~ **?**



Types of Gender Stereotypes (Benard & Correll 2010)

- **Descriptive Stereotypes**
 - derive from cultural beliefs about men and women possess different traits and abilities.
 - occurs when women are seen as insufficiently competent to perform a masculine-typed job.
 - can be reduced by employers' learning more about an individual.
- **Prescriptive/Proscriptive Stereotypes**
 - derive from cultural beliefs about what men and women should or should not do.
 - People tend to disapprove of those who violate them.



“3-year-old Child Myth”

- “Mothers should concentrate on raising their children until they reach the age of three, otherwise their growth will be negatively affected.”

~> Do those who support the “3-year-old child myth” discriminate against mothers in employment?

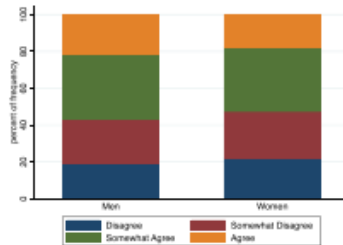


Figure 3. Japanese People's Attitudes toward the “3-year-old child myth” (“National Family Research of Japan 2018”).



9 / 31

Predictions; Who Does Suffer from Discrimination?

- People with young children are subjected to discrimination in a hiring process.
- Women are subjected to discrimination in a hiring process
- Mothers are subjected to discrimination in a hiring process.



10 / 31

Whose Tastes Matter?

- Descriptive Stereotypes
 - People with young children are less likely to discriminate against mother in hiring decisions.
 - People with young children are likely to discriminate against mother in hiring decisions.
- Prescriptive Stereotypes
 - Men are likely to discriminate against mother in hiring decisions.
 - Women are likely to discriminate against mother in hiring decisions.
 - People who support the “3-year-old child myth” are likely to discriminate against mother in hiring decisions.



11 / 31

Data


- Conjoint Survey Experiments via web Surveys
 - Rakuten Insight, Inc., April 17-21, 2020
- Respondents
 - Japanese men and women aged 20-69 excluding students.
 - Stratified according to the 2015 census composition; age and gender composition by regional block.



12 / 31

Experimental Design

- 2 tasks were assigned randomly to 2,000 respondents.
 - Selecting one of two candidates for a mid-career recruitment (Experiment A).
 - Selecting which of the two candidates respondents think would be more committed to the job if hired mid-career (Experiment B).
- Respondents were asked to repeat the task A/B 4 times.
- Information for each applicant was randomly generated each time.




13 / 31

The Dimensions and Levels of the Hypothetical Applicant

Dimensions	Age	Sex	Years of Service to the Previous Work	Experience in Sales	Marital Status	Status of Youngest Child	Education
Levels	28	Male	Under 1 year	No experience	Single	No children	High school
	33	Female	3 years	1 year	Married	1 year old	University
	38		6 years	4 years		3 years old	Graduate school
	43		9 years	7 years		5 years old	
			12 years	10 years		7 years old	

- **Combinations of levels are determined randomly.**
- Respondents choose one of two candidates presented at the same time.



14 / 31

Experiment Screen; Introduction of the Experiment

雇用に關する意識調査

次の質問からは、あなたが大企業での人事に関わるようになったと仮定してお答えください。

質問文には、候補者2名のプロフィールが表示されます。それぞれのプロフィールをよく読み、比較してから質問に答えてください。

不自然な組み合わせのプロフィールが表示されることがありますが、実際にそのような人がいると想定してお答えください。

ここまで読まれた方は、以下の「確認した」をチェックし、「次の質問に進む」のボタンを押してください。

次の質問に進む

15 / 31

Experiment A

■ C1.

大企業で営業職（正社員）を中途採用する場合、どちらの候補者を採用しますか。【1つ選択】

項目	候補者A	候補者B
年齢	28歳	43歳
性別	男性	男性
直前の仕事の 勤続年数	6年	3年
営業職の 経験年数	営業職の経験なし	1年
配偶状況	既婚	既婚
末子の状況	3歳	1歳
最終学歴	4年制大学	4年制大学

- 候補者A
 候補者B



16 / 31

Analytical Method

- Outcome; 1 if selected, 0 if not selected
- A focused applicant-level level is “Mother; female with 3-year-old or younger”
- OLS with cluster-robust standard errors
- Estimated MMs by respondents’ sex, presence or absence of children and attitudes toward the “3-year-old child myth”.
 - *Heterogeneous Treatment Effects*



17 / 31

- *Average Marginal Component Effect; AMCE*_(Hainmueller et al. 2014)
 - measure the degree to which a given value of a feature increases, or decreases, respondents’ favorability towards a packaged conjoint profile relative to a baseline.
 - the degree to which a given value of a feature increases, or decreases, respondents’ favorability towards a packaged conjoint profile relative to a baseline.
- ↪ Causal interpretation



18 / 31

- **Marginal Mean; MM**_(Leeper et al. 2020)
 - represents how many percent of the profiles in which a certain level was displayed were selected.
 - describes people's average favorability towards a packaged conjoint profile at an absolute level.
- ↪ Descriptive interpretation



	Range	Percentage
Male	0/1	50.30
Having 6-year-old or younger children	0/1	14.57
Agree with the "3-year-old child myth"	0/1	47.11
Age		
20-29	0/1	18.96
30-39	0/1	18.16
40-49	0/1	21.76
50-59	0/1	21.46
60-69	0/1	19.66
Education		
Under bachelor's degree	0/1	51.40
Bachelor's degree or higher	0/1	48.60
Marital status		
Married	0/1	62.87
Widowed/Divorced	0/1	8.28
Single	0/1	28.84
Work experience		
Never worked	0/1	1.50
Worked before	0/1	22.06
Working	0/1	76.45
Having an experience in recruitment	0/1	36.43

Table 2. Respondents' Own Characteristics



Results

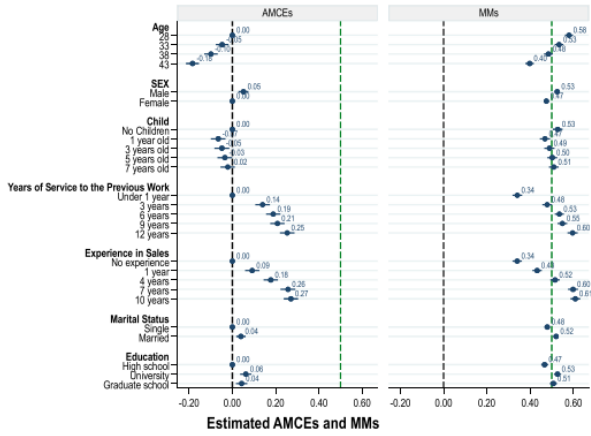


Figure 4. Overview of AMCEs and MMs of all applicant-level variables

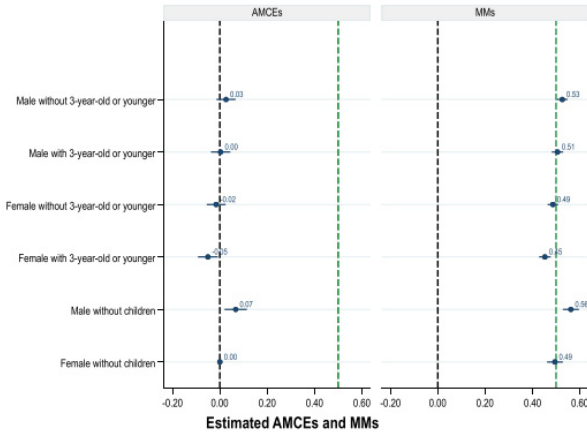


Figure 5. Sex*Status of Youngest Child; All Respondents



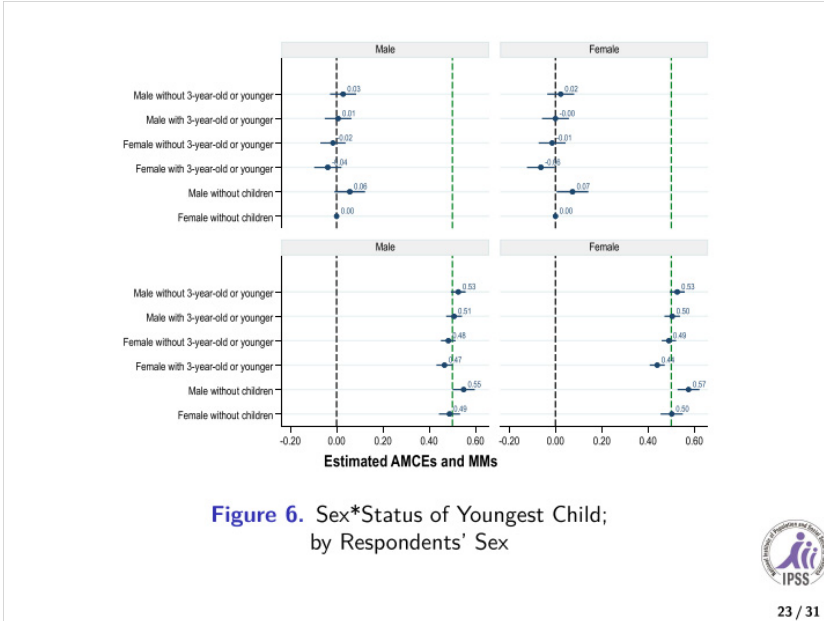


Figure 6. Sex*Status of Youngest Child; by Respondents' Sex

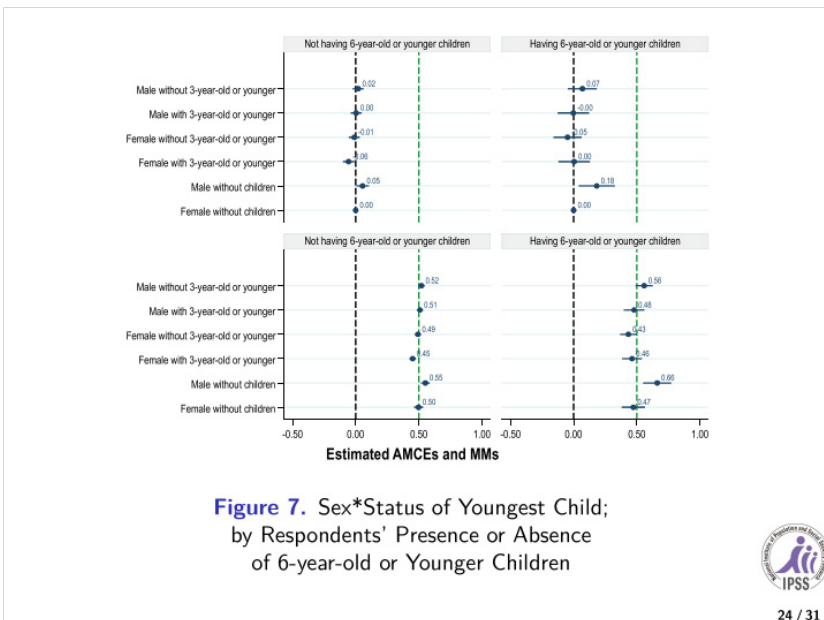


Figure 7. Sex*Status of Youngest Child; by Respondents' Presence or Absence of 6-year-old or Younger Children



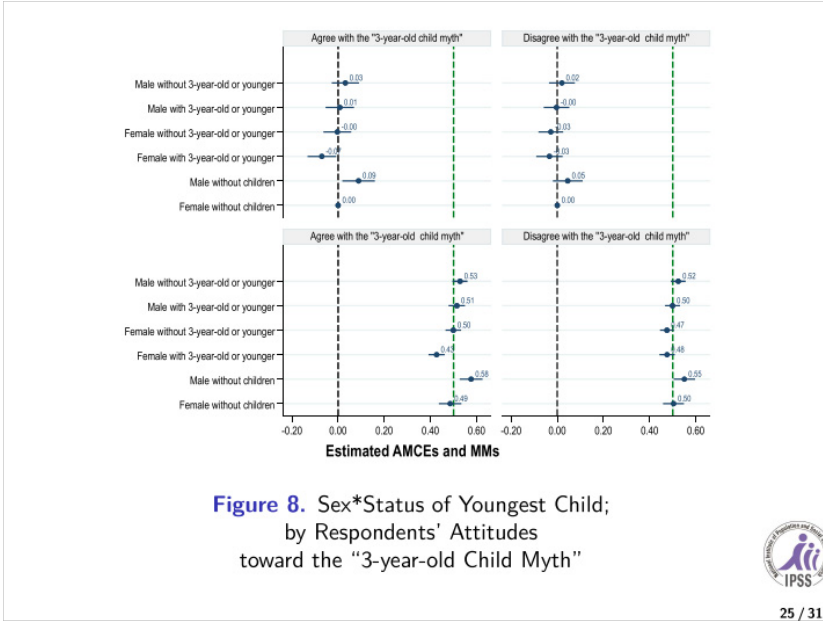


Figure 8. Sex*Status of Youngest Child; by Respondents' Attitudes toward the "3-year-old Child Myth"



Conclusion; Who Does Suffer Discrimination?

- People with young children are subjected to discrimination in a hiring process. ○ (fig.4)
- Women are subjected to discrimination in a hiring process ○ (fig.4)
- Mothers are subjected to discrimination in a hiring process. ○ (fig.4)



Whose Tastes Matter?

- Descriptive Stereotypes
 - People with young children are less likely to discriminate against mother in hiring decisions. ○ (fig.7)
 - People with young children are likely to discriminate against mother in hiring decisions. ✕ (fig.7)
- Prescriptive Stereotypes
 - Men are likely to discriminate against mother in hiring decisions. ✕ (fig.6)
 - Women are likely to discriminate against mother in hiring decisions. ○ (fig.6)
 - People who support the “3-year-old child myth” are likely to discriminate against mother in hiring decisions. ○ (fig.6)



27 / 31

- There is a discrimination against mother in a hiring process of Japan.
- Discrimination against mother is driven by individual preferences.
- Discrimination based on prescriptive stereotypes suggests the need for structural changes are required to change social norms.
 - Policies that make the presence of mothers in the workplace the normal.



28 / 31

- Benard, S. & S. J. Correll, 2010, "Normative Discrimination and the Motherhood Penalty," *Gender & Society*, 24(5): 616–46.
- Budig, M. J. & P. England, 2001, "The Wage Penalty for Motherhood," *American Sociological Review*, 66(2): 204–25.
- Budig, M. J., J. Misra, & I. Boeckmann, 2016, "Work-Family Policy Trade-Offs for Mothers? Unpacking the Cross-National Variation in Motherhood Earnings Penalties," *Work and Occupations*, 43(2): 119–77.
- Correll, S. J., S. Benard, & I. Paik, 2007, "Getting a Job: Is There a Motherhood Penalty?," *American Journal of Sociology*, 112(5): 1297–339.
- Cortés, P. & J. Pan, 2020, "Children and the Remaining Gender Gaps in the Labor Market," Working Paper 27980 National Bureau of Economic Research.
- Cukrowska-Torzewska, E. & A. Matysiak, 2020, "The motherhood wage penalty: A meta-analysis," *Social Science Research*, 88–89: 102416.
- González, M. J., C. Cortina, & J. Rodríguez, 2019, "The Role of Gender Stereotypes in Hiring: A Field Experiment," *European Sociological Review*, 35(2): 187–204.
- Hainmueller, J., D. J. Hopkins, & T. Yamamoto, 2014, "Causal Inference in Conjoint Analysis: Understanding Multidimensional Choices via Stated Preference Experiments," *Political Analysis*, 22(1): 1–30.



29 / 31

- Henle, C. A., G. G. Fisher, J. McCarthy, M. A. Prince, V. P. Mattingly, & R. L. Clancy, 2020, "Eldercare and Childcare: How Does Caregiving Responsibility Affect Job Discrimination?," *Journal of Business and Psychology*, 35: 59–83.
- Hsu, C.-H., 2021, "Parity-specific motherhood penalties: Long-term impacts of childbirth on women's earnings in Japan," *Advances in Life Course Research*, 50: 100435.
- Jee, E., J. Misra, & M. Murray-Close, 2019, "Motherhood Penalties in the U.S., 1986–2014," *Journal of Marriage and Family*, 81(2): 434–49.
- 川口章, 2008, 「結婚や出産によって賃金はどう変わるのか：結婚・出産プレミアムの男女比較」『ジェンダー経済格差』勁草書房, 157–90.
- Kleven, H., C. Landais, J. Posch, A. Steinhauer, & J. Zweimüller, 2020, "Do Family Policies Reduce Gender Inequality? Evidence from 60 Years of Policy Experimentation," Working Paper 28082 National Bureau of Economic Research.
- Kleven, H., C. Landais, & J. E. Sogaard, 2019, "Children and Gender Inequality: Evidence from Denmark," *American Economic Journal: Applied Economics*, 11(4): 181–209.
- Leeper, T. J., S. B. Hobolt, & J. Tilley, 2020, "Measuring Subgroup Preferences in Conjoint Experiments," *Political Analysis*, 28(2): 207–21.



30 / 31

- MÖHRING, K., 2018, "Is there a motherhood penalty in retirement income in Europe? The role of lifecourse and institutional characteristics," *Ageing and Society*, 38(12): 2560–89.
- OECD, 2012, *Closing the Gender Gap*, OECD Publishing.
- Takeuchi, M., 2023, "Which Factor Has More Impact on Motherhood Penalty?: Human Capital Theory vs. Work-Family Role Conflicts," mimeo.
- 竹内麻貴, 2018, 「現代日本における Motherhood Penalty の検証」『フォーラム 現代社会学』17: 93–107.



3) Rigid Future and Flexibilized Life Courses: Marriage Delay as a Strategy and Ultra-Low Fertility in South Korea

□ 발표자: 최선영 부연구위원 (KIHASA)

**Rigid Future and Flexibilized Life Courses:
Marriage Delay as a Strategy and Ultra-low
Fertility in South Korea**

Choi Sun-Young
(KIHASA)

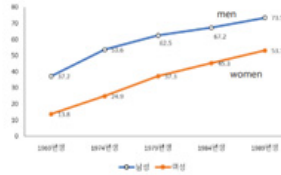
**Table of
Contents**

1. Background and Research Purpose
2. Methodology
3. Findings: overview
4. The Structure of Constraints
5. Men's marriage delay
6. Women's marriage delay
7. Conclusion

1. Background and Research Purpose

- Extremely low birth rate (2021, TFR 0.78): unmarried cohabitation and out-of-wedlock births exceedingly rare (2021, 2.9%) in South Korea.
- Marriage is being delayed and the number of singles is increasing
(Figure 1: substantial growth in percentage of unmarried individuals at age 30)

[Figure 1] Proportion of unmarried person at age 30, by birth-year cohort



1. Background and Research Purpose

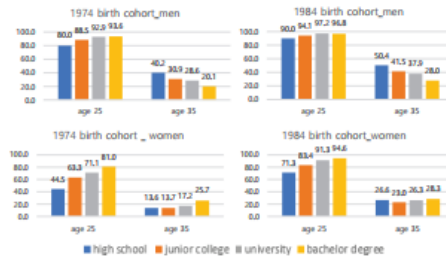
- The demographic changes since entering the state of ultra-low birth rates in the early 2000s
- 2000s: Delayed marriage, weakening universality of marriage, but first childbirth almost universal.
 - The decline in TFR is mainly driven by a decrease in the proportion of married women(delayed marriage)
 - The decline in the second child birth rate was greater than the decline in the first child birth rate
- After 2010-2015: The trend of delayed marriage continues, and the universality of first childbirth is also weakening
 - The unmarried rates for people in their 20s, 30s, and 40s have all significantly increased.
 - increase in the childless rate within marriages.

1. Background and Research Purpose

- The changes in marriage and inequality since the early 2000s
 - The 2000s: For men, the lower the educational level, the lower the likelihood of marriage, but for women, it was the opposite.
 - After 2010–2015: For women, the relationship of marriage rate and educational attainment has changed.
 - Significant decrease in the marriage rate among women with low educational attainment.
 - For men and women, as labor market status becomes lower or more unstable, the likelihood of marriage decreases.

1. Background and Research Purpose

- Significant decrease in the marriage rate(late 30s) among women with low educational level



[Figure 2] Non-marriage rate at age 25 and 35, by birth cohort and gender
 Data: Korean Census 2020 microdata 20% sample

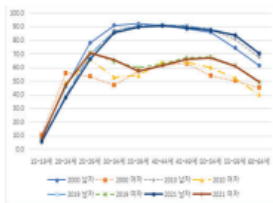
1. Background and Research Purpose

- Women's employment before and after marriage(or first-childbirth)
 - 1970s birth cohort women : married later, but experienced a withdrawal from the labor force after the first childbirth. Still M-shaped curve.
 - 1980s & 1990s birth cohort women : avoidance of marriage & childbirth increased

- Gender gap in labor market
 - Gender gap in employment rate
 - Gender wage gap since 2000

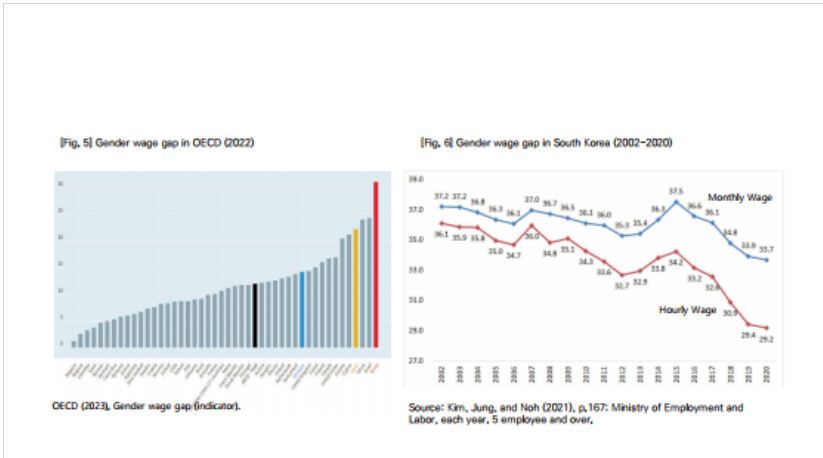
1. Background and Research Purpose

[Fig. 3] Gender gap in employment rate by age group



[Fig. 4] Women's employment rate by youngest child age





1. Background and Research Purpose

- Public support to work-life balance and rights
 - In 2013, free childcare for children aged 0-5 was implemented, and in 2011, there was a transition from a fixed-rate system to a proportional system for childcare leave.
 - The utilization rate of childcare facilities is below 50%.
 - Childcare leave(parental leave) concentrated to public sector, large scale company, regular employment.

1. Background and Research Purpose

- Research Purpose : Why delay marriage? How does social inequality affect marriage delay?
 - Significant decrease in the marriage rate(late 30s) among women with low educational level (and in lower and precarious status employment), why?
 - Focus on the intersectionality between social strata (family background, educational attainment, position in the labor market) and gender identity and gendered disadvantage in labor market and family
 - Focus on how young people perceive these multiple systems of inequality and how they respond to them

1. Background and Research Purpose

- Previous approach
 - 1) Social inequalities related to family formation have often been equated with economic inequality among presumed male providers, and the extent of gender-based economic inequality has been disregarded.
 - Assuming women still valuing the role of men as providers
 - Only focus on the economic foundation of the family and men's provider roles (marriage abilities)
 - 2) The fact that not only assets and income but also the foundation to give birth to and raise children without labor market interruptions is an important resource for family formation has been overlooked.
 - Do not considering 'child care' and 'gendered disadvantages', that are also fundamental to the future prospects of young people
 - Work-life balance condition often overlooked

2. Methodology

- In-depth interviews
 - Sample: 40 unmarried individuals (men and women), born between 1980 and 1993, all aged 29 or older
 - Women and lower-class individuals overrepresented in the sample
 - Researchers analyzed motives for delaying marriage based on class and gender

2. Methodology

- Participants classified by family background, labor market experience, and gender
 - Subjects were grouped into one of two classes: the middle class and the upper class. Two key factors determined placement:
 - Factor A: Family circumstances and financial support received by parents during early years of adulthood
 - Factor B: Current labor market position and work mobility (upwardly mobile vs. stagnant or unstable)
 - Subjects placed in both classes grouped by gender

2. Methodology

	Upwardly mobile (13 persons)	Stagnant or unstable (27 persons)
Upper strata (16 subjects)	<p>Type 1: Upwardly mobile, upper strata</p> <ul style="list-style-type: none"> From middle or upper class family, graduate of university in Seoul or other prestigious institution Employed in full-time, permanent position <p>(Women) N09, N25, N28, N30 - Four subjects (Men) N34, N38 - Two subjects</p>	<p>Type 2: Downwardly mobile, upper strata</p> <ul style="list-style-type: none"> Graduate of well-respected university, but found only fixed-contract employment upon entering labor market High earnings, but weak prospects for advancement <p>(Women) N10, N12, N21, N22, N26, N27, N29, N36 - Eight subjects (Men) N16, N35 - Two subjects</p>
Lower strata (24 subjects)	<p>Type 3: Upwardly mobile, lower strata</p> <ul style="list-style-type: none"> Graduate of junior college or vocational school: no financial support from parents Started career in precarious circumstances, but has built strong resume <p>(Women) N18, N19, N20, N24, N32 - Five subjects (Men) N33, N37 - Two subjects</p>	<p>Type 4: Downwardly mobile, lower strata</p> <ul style="list-style-type: none"> At least a high school education: no financial support from parents Currently in unstable or low-wage position: slim possibility of advancement <p>(Women) N01, N02, N04, N06, N07, N08, N11, N13, N15, N23, N39, N40 - 12 subjects (Men) N03, N05, N14, N17, N31 - Five subjects</p>

3. Findings: overview

- Most research participants hope to eventually one day get married
- However, if unable to secure a "good" marriage, they expect to remain single
- Women aspire to a model of marriage in which both partners are equal, share similar values, and mutually benefit from one another
- Women in type 4 do not expect to become economically dependent on men
- In contrast, men in type 4 believed that after marriage (childbirth), they would have to be the sole breadwinners
- These expectations constitute a motive for delaying marriage in the lower social class.

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- "I still haven't found what I want to do."

N18, born in 1992, 30. Female, got first job at age 24. Has changed jobs three times since.

"(The work I'm doing now) ... is not what I want to do. I'm just doing it to pay the bills and make a living. If you ask me what my main goal is, it's just to find something I actually want to do. I want to find something that I'm good at and that I like doing, and something that makes me feel like I've done something good. ... I think that would give meaning to my life, you know? To find what I want to do, do it well, and live my life, doing what I do."

N06, born in 1993, 29. Female, left her job recently.

"So I'm 30 now, and so I get people asking me, 'you know, isn't it about time to think about settling down?'. I've definitely thought about it, and maybe I am a bit adrift now. But when I look at the big picture of life, I think, you know, this is just the beginning; not all who wonder are lost."

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- "Now is just not the time to get married."

N21, born in 1983. Female, upper class, lateral career trajectory

"At that time, when I first came up to Seoul, I was just having fun, getting use to life here, and went through a phase where I was having a lot of fun. But now, I'm getting a little older, and I kind of feel like I have to do some of the things I didn't do back then. Anyway, if I were to get married and have a baby at that time, it seemed like I would have to quit my job."

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- "I still want to find a real opportunity."

N03, born in 1992. Male, vocational school graduate. Now works in broadcasting as a freelance writer.

"... but I think that living a real chaotic and bustling life like I'm doing now is basically a process of finding opportunities, and so I still enjoy this life. I'm not sick of it yet, I'm really not ready to settle down. Because if I do, it'll be just like working like a machine, coming home, having a beer, and falling asleep after watching a movie every day, and then maybe going somewhere with my girlfriend on weekends. I don't think I'm ready for that lifestyle yet."

4. The Structure of Constraints: A Lack of Economic Resources

- "Am I financially prepared?"

N06, born in 1993. Female, lower class, lateral career trajectory

"I'm looking for a job right now, and so I'll need to adjust when I get one. But even though I have some money saved up, I have savings targets I'd like to meet. Only when I do that will I feel like I'll be secure enough to get married."

N14, born in 1988. Male, Lower class, lateral career trajectory

"It's not just poverty people don't want to pass down...it's the life, and a bunch of other things. It's the same way for me. And because of that, if I'm content with my life but not ready to get married, and then get married anyway...that marriage would just end up being a disaster, wouldn't it."

4. The Structure of Constraints: The Possibility of a Work–Life Balance

- “If we have a kid, I’ll have to quit my job…”

N13, born in 1992. Female, lower class. Lateral career trajectory.

“If I have a baby, my job becomes a problem, doesn’t it? If I were to have a baby while working, as a mother, I would have no choice but to take some time off work. If I keep working, I would have to juggle both work and being a mom, and that seems too difficult to handle, I think. I’d have to quit my job to focus on the baby.”

- “If we have a kid, I’ll be the sole provider…”

N05, born in 1992. Manufacturing manual worker, lower class. Lateral career trajectory.

“It would be easier if both parents could work, but if we have a child, it becomes a situation in which one of the parents has to quit, and that would make it really difficult.”

4. The Structure of Constraints: The Possibility of a Work–Life Balance

- Upwardly–mobile, upper–class women: “Not working has never come up.”

N28, born in 1987. Female, upper class, upward career trajectory.

“Many people around me are dual-income earners. Most of them don’t give up their careers, so I’ve never really thought about how long I’ll keep working. Maybe it’s because I work for companies that are considered stable and good.”

N25, born in 1989. Female, upper class, upward career trajectory.

“I’d like to keep working even after having a kid. If it ever starts to feel overwhelming, I’d rather find a new position with a better work-life balance and spend evenings with my family, even if I take a bit of hit in terms of income.”

5. Men's delayed marriage: “Until I accumulate 100 million won”

- Why men delay getting married: “I need to save up 100 million won”

N05, 29 years old, male, lower class

“If I can save up about 100 million won in cash and stock by the time I'm 36 years old, I'll start giving serious thought to getting married. But if that doesn't come to pass, I think I'll just keep living the bachelor life, like I'm doing now.”

N03, male, 30 years old, freelance writer, lower class

“I don't know if this is right or anything, but I think if I do end up thinking marriage is the way to go, I'd have you know, meet a certain (economic) standard for eligibility.”

5. Men's delayed marriage : “Until I accumulate 100 million won”

- Male delay of marriage: Intersection of marriage prospect, being the provider, and masculinity

N33, born in 1985, Male, lower class, upward career trajectory.

“I feel hesitant about proposing because I'm not financially prepared. (...) Even though couples share responsibility, men may feel more pressure and shame if they don't have enough financially.”

N14, born in 1988, lower class, Lateral career trajectory.

“Even if you think you gotta pick somewhere to settle down, and make plans to do so, actually going through with it is much harder. To be honest, I'd like to get married just as much as the next guy, maybe even more, but I'd want to be able to do with a sense of stability, you know, just not feeling so anxious about everything, and not just in the material sense. But getting to that point is real hard.”

6. Women's delayed marriage: Embracing Unmarried Life

- "I can feed myself just fine." "There's nothing I can't do by myself."

N27, born in 1989, female, upper class, Lateral career trajectory

"I don't make a lot of money, but I can feed myself just fine. So, I don't believe in the idea that I have to get married just because of social expectations or because of my age, especially if I don't feel like it's a good match for me personally."

N06, born in 1993, Female, lower class, lateral career trajectory

"I have a boyfriend, but I still enjoy time by myself, cooking and decorating my room and whatnot. And yeah, it would be great if it were my own house I were decorating, but I don't think I need to get married just to have a big house to pretty up. Because you know, I can do everything I need to do by myself."

6. Women's delayed marriage: Embracing Unmarried Life

- "I'm a simple person, and can stay single just fine."

N24, born in 1989, Female, lower class, Upward career trajectory

"My salary isn't that great, but honestly I live alone, and really don't need that much money to get by. I'm just like, a simple person, you know...I'm not really interested in designer brands or anything. I just need a house to live in and a space in which to do by hobbies. Living alone isn't too tough, and so staying single seems right for me."

7. Conclusion

- Among the four class archetypes, lower class men and women with lateral career trajectories(*type 4*) **had the most pessimistic outlook on marriage**. They cited a lack of economic preparation or the prospect of losing the opportunity to rise in social status after marriage.
- The value individuals assign to the institution of marriage appears to depend on gender more so than class. Men seem to value marriage to a greater degree than women, and are consistently oriented towards it. Women acknowledge the need for it but tend to express a desire to postpone it for as long as possible.
 - Women were found to understand marriage(and childbirth) as basically disconnected experiences, but women in the lower classes or on the periphery of the labor market were more likely to perceive constraints on marriage and/or childbirth.

7. Conclusion

- We found that personal values with regards to marriage could collide regardless of class. However, men in type 4 were more likely to have a rigid view of the man as a provider and women were more likely to view work as inevitable.
 - The upper classes were found to take dual incomes and the availability of parental leave as a given...
 - ...but the lower classes failed to mention parental leave at all, and many figured that they **had not choice but to return to the traditional, single-income family model after giving birth.**
- In South Korea, **a work-life balance is only obtainable for those in the upper tier of the two-tiered labor market**. Such institutional condition reinforces men's inflexible views on gender roles and incentives women to continue to put off getting married. For men and women in the lower tier of the labor market, **this institutional factor contributes to delayed family formation.**

3. 한국 및 일본의 격차 현황과 대안 전문가 세미나

- 일 시: 2023.06.09.(금)
- 장 소: 일본, 메이지가쿠인대학교
- 참석자:
 (원내) 이태수 원장, 김태완 빈곤불평등연구실장, 조성호 부연구위원,
 최선영 부연구위원, 최준영 전무연구위원, 한수진 연구원
 (원외) 타케가와 쇼고 교수(메이지가쿠인대학교), 김원경 교수(메이지
 가쿠인대학교), 콘도 하루오 교수(세이난가쿠인대학교), 슝무라
 코이치 교수(토코하대학교) 외
- 프로그램:

〈표 3-2〉 한국 및 일본의 격차 현황과 대안 전문가 세미나 프로그램

(사회: 김원경 교수, 메이지가쿠인대학교)

	내용
14:00~14:00	개회사 • 이태수 원장(한국보건사회연구원)
14:10~15:00	발표 “한국의 소득, 자산 격차 진단과 대응” • 김태완 연구위원(한국보건사회연구원) “한국의 일생활 균형 제도 활용 격차” • 조성호 부연구위원(한국보건사회연구원)
15:00~15:50	토론 • 타케가와 쇼고 교수(메이지가쿠인대학) • 김원경 교수(메이지가쿠인대학) • 콘도 하루오 교수(세이난가쿠인대학) • 슝무라 코이치 교수(토코하대학)
15:50~16:00	폐회 • 이태수 원장(한국보건사회연구원)

제2절 영국 옥스퍼드 대학교

1. 일정 및 프로그램

○ 행사명: 국제 포럼「Child & Family Policy Online」

○ 일 시: 2023. 5. 3.(수)

○ 장 소: 한국보건사회연구원 세종실 및 Zoom 웨비나

○ 참석자:

(원내) 이태수 원장, 이상정 아동가족정책연구센터장, 최선영 부연구위원, 변수정 연구위원, 조성호 부연구위원, 김보름 연구원, 박수빈 연구원 외

(원외) 정재훈 한국가족사회복지학회장, 최은영 충북대학교 교수, Prof. Mary Daly (University of Oxford), Prof. Ivana Dobrotic (University of Oxford), Dr. Sunwoo Ryu (University of Oxford), Prof. Theodoros Papdopoulos (University of Bath)

○ 프로그램

〈표 3-3〉 국제 포럼「Child & Family Policy Online」 프로그램

(사회: 이상정 한국보건사회연구원 연구위원)

	내용
17:00~17:05	개회식 • 환영사 - 이태수, 한국보건사회연구원장 • 축사 - 정재훈, 한국가족사회복지회장 (서울여대 교수) - Prof. Mary Daly, University of Oxford
17:10~18:30	• 발표: “Innovations and New Thinking in Child-related Policy in Europe and Beyond”

	내용
	<ul style="list-style-type: none"> - Prof. Mary Daly, University of Oxford
	<ul style="list-style-type: none"> • 발 표: “Labour-Care Reconciliation and Marriage Delays in Low and Middle-income Individuals ” - 최선영 부연구위원, 한국보건사회연구원
	<ul style="list-style-type: none"> • 발 표: “Parental Leave Policies in OECD Countries: Gender and Social Inequalities” - Prof. Ivana Dorotic, University of Oxford
	<ul style="list-style-type: none"> • 발 표: “Work-Life Balance and Satisfaction with Life among Korean Workers: focused on gender and family characteristics” - 변수정 연구위원, 한국보건사회연구원
18:30~19:10	<p>종합토론</p> <ul style="list-style-type: none"> • 좌 장 - 정재훈, 한국가족사회복지회장 (서울여자대학교 교수) • 토 론 - 최은영, 충북대학교 교수 - 조성호, 한국보건사회연구원 부연구위원 - 유선우, 옥스퍼드대학교 박사후연구원 - Prof. Theodoros Papadopoulos, University of Bath

나. 주요 내용

우리나라는 아동 인구의 감소, 가족 규모의 축소 및 유형의 다양화 등 아동가족정책 환경이 급진적으로 변화하고 있음. 이러한 변화에 대응하기 위해 현 정부는 유보통합과 부모 급여 도입 등을 국정과제로 채택하여 추진 중에 있음.

한국보건사회연구원 아동가족정책연구센터는 해외의 관련 정책과 제도를 탐구함으로써 우리나라 아동·가족 지원 제도 개선과 정책 개발을 위한 시사점을 모색하고자 함.

이에 국제협력단과 공동으로 유럽의 아동가족정책 전문가 초청, 세미나를 개최하여 연구 성과 교류 및 우리나라 아동가족정책 개선을 위한 논의 자리를 마련하고자 함.

1) Innovations and New Thinking in Child-related Policy in Europe and Beyond

□ 발표자: Prof. Mary Daly (University of Oxford)

The slide header features the 'DSPI' and 'UNIVERSITY OF OXFORD' logos on the left, and the text 'International Forum on Child and Family Policy' on the right, all in a dark blue header bar.

Structure/Outline of Presentation


- Classical European approach
- Problems to be faced – weaknesses in and challenges to existing policy
- Innovations
 - The European Child Guarantee
 - Introduction/development of parenting support
 - Growth of children’s rights perspectives
- Learning

 International Forum on Child and Family Policy

Classic European Social Policy Approach to Children


1. Resource families through income supports (child benefits, wage subsidies, tax allowances) to address/prevent family and child poverty
2. Provide support services for families (social work in nature) and also support for children through early and ongoing care and education services

- Overall, support the family as an institution and unit of care provision, with a gendered structure

 International Forum on Child and Family Policy

Problems

- High child poverty
- Marginalisation in children's life chances – a minority of children in very poor circumstances, intergenerational poverty
- Matthew effects of services
- Changes in familial patterns and parental preferences, women especially
- Cultural changes/the growth of individualisation (including of seeing children in their own right)
- Falling fertility

 International Forum on Child and Family Policy


Changing Conceptualisations/Philosophies

Social investment

- Emphasises the role and function of the welfare state as an investor in human and social capital (including that of children – as a policy response emphasises great expansion in early years provision (including giving guarantees to children), prioritising out of home childcare

Children’s rights

- A conception of progress as ‘child-centredness’, interpreted differently but with strong undertones of children as both individual persons and individual agents
- Children’s participation and ‘voice’ strongly emphasised
- Moves towards children’s participation and voice (the right to have a say) – through children’s parliaments, children’s ombudsmen/commissioners, consultation and hearing the child’s voice in legal and other proceedings

 International Forum on Child and Family Policy

Innovations (1)

- The notion of a guarantee for children
- Example the European Child Guarantee
- 5 Guarantees, especially for ‘children in need’
 - Free and effective access to:
 - Early childhood education and care;
 - education;
 - at least one healthy meal every school day;
 - Effective access to:
 - Adequate housing;
 - healthy nutrition



Innovations (2) – Support for Parenting

- Takes two main forms
 - Diversification of Leave for parents: three types: maternity, paternity, parental (plus internal innovations in the latter in terms of reserving part of the leave for one or the other parenting and penalising if not taken) – flexibilization to a limit
 - Parenting support interventions: Informing and training parents for parenthood



Innovations (3)

- Growth and Maturation of Children's rights
- UN Convention on the Rights of the Child (1989)
- *The European Pillar of Social Rights (2017)* - 2 specific child rights:
 - “To affordable early childhood education and care of good quality”
 - “To protection from poverty; children from disadvantaged backgrounds the right to specific measures to enhance equal opportunities”
- Some children's representative fora being set up, also children's ombudsmen or commissioners, and moves towards consultation and hearing the child's voice in legal and family casework proceedings, emphasis on participation as cultural/developmental (play)



Lessons to be Learned

- Child-related policy requires a multi-dimensional approach – think of a package of policies
- Both family-focused and child-related policies are needed
- Policy also needs to be driven by a philosophy or vision around child-related goals or outcomes
- Both universal and targeted policies are needed



Four Social Policy-relevant Concepts

- Child protection – a paternalistic, top-down approach, according little or no agency to the child, little resonance in a social policy analysis
- Child poverty – a core concept in social policy, although not unambivalent as concept or policy approach
- Child welfare – resonant of a holistic approach but has a basic or minimum element attached to it
- Children's rights – a prominent social policy concept but not widely developed or employed in social policy and problematic in terms of child's capacity to be a rights bearer (capacity for reason and independent agency)



New Ways of Seeing Children and the Role of Policy

- Priorities and possibilities
- Children should receive explicit attention by social policy
- The attitude that sees children as passive objects of policy needs to change
- Children can be reached directly (through policies that deliver benefits and/or services) and indirectly (through family policies, through parenting policies)
- Barriers: paternalistic attitudes to children which 'silence' them; developing and thinking through age-appropriate policies; instituting mechanisms to consult with children and hear their voice



Thank you

2) Labour-Care Reconciliation and Marriage Delays in Low and Middle-income Individuals

□ 발표자: 최선영 부연구위원 (한국보건사회연구원)

Labour-Care Reconciliation and Marriage Delays in Low and Middle-income Individuals

Choi Sun-Young
(KIHASA)

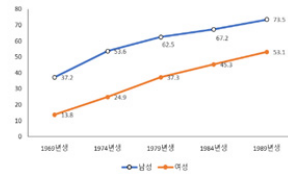
Table of Contents

1. Background and Research Purpose
2. Methodology
3. Findings: overview
4. The Structure of Constraints
5. Men's delayed marriage
6. Women's delayed marriage
7. Conclusion

1. Background and Research Purpose

- Extremely low birth rate (TFR 0.79); unmarried cohabitation and out-of-wedlock births exceedingly rare (2-3%) in South Korea.
- Marriage is being delayed and the number of singles is increasing
(Figure 1: substantial growth in percentage of unmarried individuals at age 30)

[Figure 1] Proportion of unnamied person at age 30, by birth-year cohort



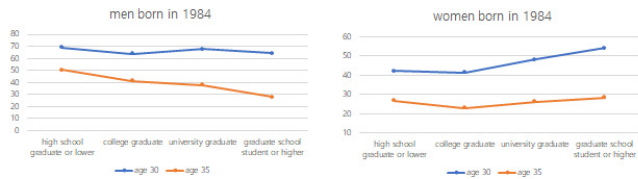
1. Background and Research Purpose

- Two phase of marriage delay in life courses
 - early-phase delay due to the expansion of tertiary education and increase of insecure employment.
 - Late-phase delay is increasingly concentrated in the low-educated group or lower socio-economic strata.

1. Background and Research Purpose

- The cohort born in the 1970s experienced high-educated women getting married later, but recently, the relationship between educational level (social class) and marriage behavior has been changing to a U-shaped curve

[Figure 2] Proportion of unmarried person at age 30 and 35, by educational attainment level



1. Background and Research Purpose

- Previous approach
 - Assuming women still valuing the role of men as providers
 - Work-life balance condition often overlooked
 - Only focus on the economic foundation of the family and men's provider roles
 - Do not considering 'care' is also fundamental to the family lives

1. Background and Research Purpose

- Purpose of the study is to examine reasons why individuals delay or avoid marriage
- Study also seeks to understand role played by various constraining factors (labor market position, work-life balance condition) and cultural beliefs and values

2. Methodology

- In-depth interviews
 - Sample: 40 unmarried individuals (men and women), born between 1980 and 1993, all aged 29 or older
 - Women and lower-class individuals overrepresented in the sample
 - Researchers analyzed motives for delaying marriage based on class and gender

2. Methodology

- Participants classified by family background, labor market experience, and gender
 - Subjects were grouped into one of two classes: the middle class and the upper class. Two key factors determined placement:
 - Factor A: Family circumstances and financial support received by parents during early years of adulthood
 - Factor B: Current labor market position and work mobility (upwardly mobile vs. stagnant or unstable)
 - Subjects placed in both classes grouped by gender

2. Methodology

	Upwardly mobile (13 persons)	Stagnant or unstable (27 persons)
Upper strata (16 subjects)	<p>Type 1: Upwardly mobile, upper strata</p> <ul style="list-style-type: none"> • From middle or upper class family, graduate of university in Seoul or other prestigious institution • Employed in full-time, permanent position <p>(Women) N09, N25, N28, N30 – Four subjects (Men) N34, N38 – Two subjects</p>	<p>Type 2: Downwardly mobile, upper strata</p> <ul style="list-style-type: none"> • Graduate of well-respected university, but found only fixed-contract employment upon entering labor market • High earnings, but weak prospects for advancement <p>(Women) N10, N12, N21, N22, N26, N27, N29, N36 – Eight subjects (Men) N16, N35 – Two subjects</p>
Lower strata (24 subjects)	<p>Type 3: Upwardly mobile, lower strata</p> <ul style="list-style-type: none"> • Graduate of junior college or vocational school: no financial support from parents • Started career in precarious circumstances, but has built strong resume <p>(Women) N18, N19, N20, N24, N32 – Five subjects (Men) N33, N37 – Two subjects</p>	<p>Type 4: Downwardly mobile, lower strata</p> <ul style="list-style-type: none"> • At least a high school education: no financial support from parents • Currently in unstable or low-wage position: slim possibility of advancement <p>(Women) N01, N02, N04, N06, N07, N08, N11, N13, N15, N23, N39, N40 – 12 subjects (Men) N03, N05, N14, N17, N31 – Five subjects</p>

3. Findings: overview

- Most research participants hope to eventually one day get married
- However, if unable to secure a “good” marriage, they expect to remain single
- Women aspire to a model of marriage in which both partners are equal, share similar values, and mutually benefit from one another
- Women in type 4 do not expect to become economically dependent on men
- In contrast, men in type 4 believed that after marriage (childbirth), they would have to be the sole breadwinners
- These expectations constitute a motive for delaying marriage in the lower social class.

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- “I still haven’t found what I want to do.”

N18, born in 1992, 30, Female, got first job at age 24. Has changed jobs three times since.

“(The work I’m doing now) ... is not what I want to do. I’m just doing it to pay the bills and make a living. If you ask me what my main goal is, it’s just to find something I actually want to do. I want to find something that I’m good at and that I like doing, and something that makes me feel like I’ve done something good.... I think that would give meaning to my life, you know? To find what I want to do, do it well, and live my life, doing what I do.”

N06, born in 1993, 29, Female, left her job recently.

“So I’m 30 now, and so I get people asking me, ‘you know, isn’t it about time to think about settling down?’ I’ve definitely thought about it, and maybe I am a bit afraid now. But when I look at the big picture of life, I think, you know, this is just the beginning; not all who wonder are lost.”

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- “Now is just not the time to get married.”

N21, born in 1983, Female, upper class, lateral career trajectory

“At that time, when I first came up to Seoul, I was just having fun, getting use to life here, and went through a phase where I was having a lot of fun. But now, I’m getting a little older, and I kind of feel like I have to do some of the things I didn’t do back then. Anyway, if I were to get married and have a baby at that time, it seemed like I would have to quit my job.”

4. The Structure of Constraints: The Labor Market and Delaying Marriage

- “I still want to find a real opportunity.”

N03, born in 1992, Male, vocational school graduate, Now works in broadcasting as a freelance writer

“... but I think that living a real chaotic and bustling life like I’m doing now is basically a process of finding opportunities, and so I still enjoy this life. I’m not sick of it yet, I’m really not ready to settle down. Because if I do, it’ll be just like working like a machine, coming home, having a beer, and falling asleep after watching a movie every day, and then maybe going somewhere with my girlfriend on weekends. I don’t think I’m ready for that lifestyle yet.”

4. The Structure of Constraints: A Lack of Economic Resources

- "Am I financially prepared?"

N06, born in 1993, Female, lower class, lateral career trajectory

"I'm looking for a job right now, and so I'll need to adjust when I get one. But even though I have some money saved up, I have savings targets I'd like to meet. Only when I do that will I feel like I'll be secure enough to get married."

N14, born in 1988, Male, Lower class, lateral career trajectory

"It's not just poverty people don't want to pass down...it's the life, and a bunch of other things. It's the same way for me. And because of that, if I'm content with my life but not ready to get married, and then get married anyway...that marriage would just end up being a disaster, wouldn't it."

4. The Structure of Constraints: The Possibility of a Work-Life Balance

- "If we have a kid, I'll have to quit my job..."

N13, born in 1992, Female, lower class, Lateral career trajectory

"If I have a baby, my job becomes a problem, doesn't it? If I were to have a baby while working, as a mother, I would have no choice but to take some time off work. If I keep working, I would have to juggle both work and being a mom, and that seems too difficult to handle, I think. I'd have to quit my job to focus on the baby."

- "If we have a kid, I'll be the sole provider..."

N05, born in 1992, Manufacturing manual worker, lower class, Lateral career trajectory

"It would be easier if both parents could work, but if we have a child, it becomes a situation in which one of the parents has to quit, and that would make it really difficult."

4. The Structure of Constraints: The Possibility of a Work-Life Balance

- Upwardly-mobile, upper-class women: "Not working has never come up."

N28, born in 1987, Female, upper class, upward career trajectory.

"Many people around me are dual-income earners. Most of them don't give up their careers, so I've never really thought about how long I'll keep working. Maybe it's because I work for companies that are considered stable and good."

N25, born in 1989, Female, upper class, upward career trajectory.

"I'd like to keep working even after having a kid. If it ever starts to feel overwhelming, I'd rather find a new position with a better work-life balance and spend evenings with my family, even if I take a bit of hit in terms of income."

5. Men's delayed marriage: "Until I accumulate 100 million won"

- Why men delay getting married: "I need to save up 100 million won"

N05, 29 years old, male, lower class

"If I can save up about 100 million won in cash and stock by the time I'm 36 years old, I'll start giving serious thought to getting married. But if that doesn't come to pass, I think I'll just keep living the bachelor life, like I'm doing now."

N03, male, 30 years old, freelance writer, lower class

"I don't know if this is right or anything, but I think if I do end up thinking marriage is the way to go, I'd have you know, meet a certain (economic) standard for eligibility."

5. Men's delayed marriage : "Until I accumulate 100 million won"

- Male delay of marriage: Intersection of marriage prospect, being the provider, and masculinity

N33. bom in 1985. Male. lower class. upward career trajectory.

"I feel hesitant about proposing because I'm not financially prepared. (...) Even though couples share responsibility, men may feel more pressure and shame if they don't have enough financially."

N14. bom in 1988. lower class. Lateral career trajectory

"Even if you think you gotta pick somewhere to settle down, and make plans to do so, actually going through with it is much harder. To be honest, I'd like to get married just as much as the next guy, maybe even more, but I'd want to be able to do with a sense of stability, you know, just not feeling so anxious about everything, and not just in the material sense. But getting to that point is real hard."

6. Women's delayed marriage: Embracing Unmarried Life

- "I can feed myself just fine." "There's nothing I can't do by myself."

N27. bom in 1989. female. upper class. Lateral career trajectory

"I don't make a lot of money, but I can feed myself just fine. So, I don't believe in the idea that I have to get married just because of social expectations or because of my age, especially if I don't feel like it's a good match for me personally."

N06. bom in 1993. Female. lower class. lateral career trajectory

"I have a boyfriend, but I still enjoy time by myself, cooking and decorating my room and whatnot. And yeah, it would be great if it were my own house I were decorating, but I don't think I need to get married just to have a big house to pretty up. Because you know, I can do everything I need to do by myself."

6. Women's delayed marriage: Embracing Unmarried Life

- "I'm a simple person, and can stay single just fine."

N24, born in 1989, Female, lower class, Upward career trajectory

"My salary isn't that great, but honestly I live alone, and really don't need that much money to get by. I'm just like, a simple person, you know...I'm not really interested in designer brands or anything. I just need a house to live in and a space in which to do my hobbies. Living alone isn't too tough, and so staying single seems right for me."

7. Conclusion

N19, born in 1986, Female, lower class, Upward career trajectory

"But I think generally speaking, women may see as a basic requirement for a man to be able to communicate effectively and have good conversation skills. If their partner can communicate well and talk things out, even in difficult situations, then women may feel more confident in being able to navigate through any challenges together."

7. Conclusion

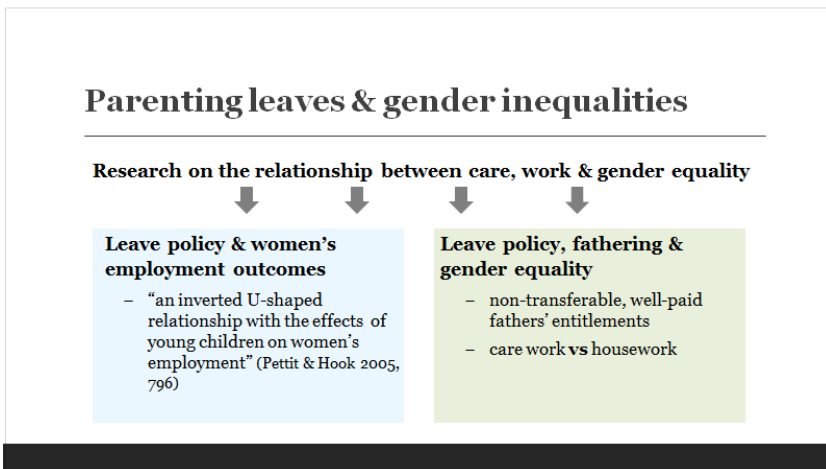
- Among the four class archetypes, lower class men and women with lateral career trajectories (*type 4*) **had the most pessimistic outlook on marriage**. They cited a lack of economic preparation or the prospect of losing the opportunity to rise in social status after marriage.
- The value individuals assign to the institution of marriage appears to depend on gender more so than class. Men seem to value marriage to a greater degree than women, and are consistently oriented towards it. Women acknowledge the need for it but tend to express a desire to postpone it for as long as possible.
 - Women were found to understand marriage (and childbirth) as basically disconnected experiences, but women in the lower classes or on the periphery of the labor market were more likely to perceive constraints on marriage and/or childbirth.

7. Conclusion

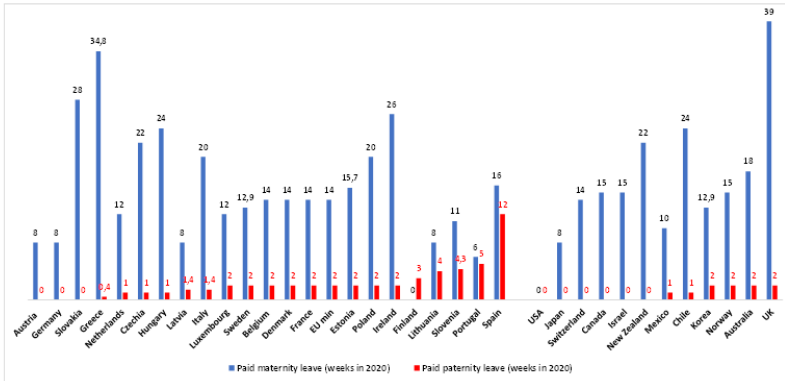
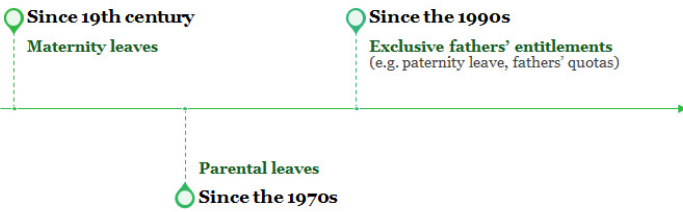
- We found that personal values with regards to marriage could collide regardless of class. However, men in type 4 were more likely to have a rigid view of the man as a provider and women were more likely to view work as inevitable.
 - The upper classes were found to take dual incomes and the availability of parental leave as a given...
 - ...but the lower classes failed to mention parental leave at all, and many figured that they **had not choice but to return to the traditional, single-income family model after giving birth.**
- In South Korea, **a work-life balance is only obtainable for those in the upper tier of the two-tiered labor market.** Such institutional condition reinforces men's inflexible views on gender roles and incentives women to continue to put off getting married. For men and women in the lower tier of the labor market, **this institutional factor contributes to delayed family formation.**

3) Parental Leave Policies in OECD Countries: Gender and Social Inequalities

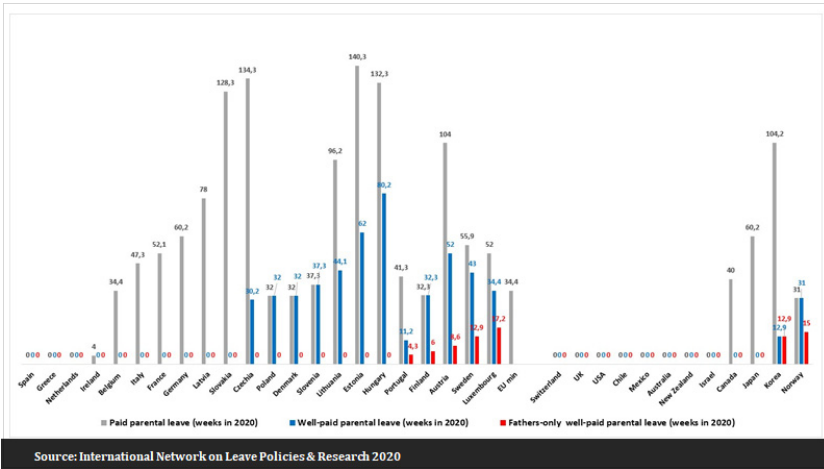
□ 발표자: Prof. Ivana Dobrotic (University of Oxford)



Leaves policy development in OECD countries



Source: International Network on Leave Policies & Research 2020



'Frontrunners' and 'laggards' in leave policy development



Nordic countries: well-developed fathers' entitlements & relatively high parental benefits /// equal division of care, child's right..
 > Incoherence – cash-for-care schemes /// freedom of choice



Anglophone & Latin American countries: weak state intervention, a tendency to retain & reinforce a maternalist approach
 > Anglophone countries - latecomers to leave policy /// a 'business case'



Western and central European and Baltic countries: tended to rely on prolonged leaves, but a very heterogeneous & unsettled group
 > Conservative vs postsocialist welfare states
 > Some countries are gradually reorienting leave policies: shorter, earnings-related leaves, father's entitlements, simultaneous employment & the use of parental benefits/leaves /// 'dual systems'

Parenting leaves & „other” inequalities?

*Among workers, the question of **which parents are included and excluded** needs to consider age, gender, education, family composition, race (including new immigrants), indigenous parents, and **employment status** (type of work arrangement, sector, tenure, permanency, wage earners versus self-employed)*

McKay, Mathieu & Doucet, 2016, p. 558

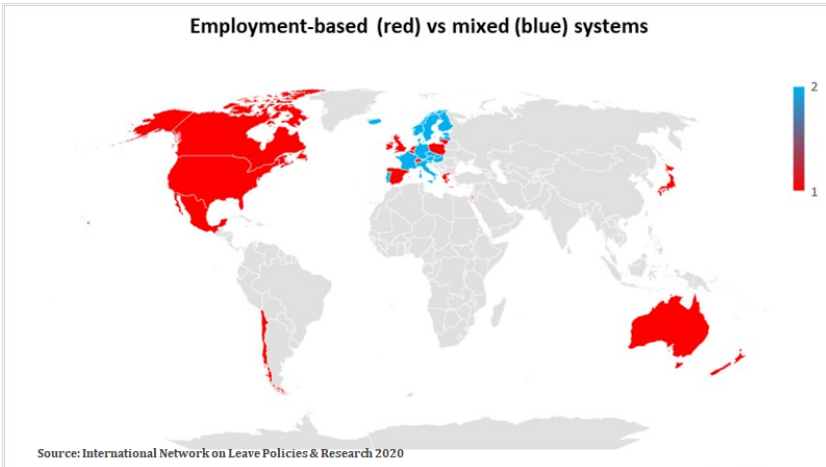
Inclusiveness of parenting leaves?

(Dobrotić & Blum, 2019, 2020)



Parenting leaves & labour market position

- **Stable & ‘standard’ employment** serves as a primary condition behind leave eligibility
- **Gaps in leave entitlements:** economically inactive, in non-standard types of employment (e.g., self-employment, freelancers; on short contracts) (McKay et al., 2016.; Dobrotić & Blum, 2019, 2020; O’Brien et al., 2020; ILO, 2022)
- Employment-based vs **mixed** systems
- The **stability of eligibility** criteria vs changes in the labour market (Dobrotić & Blum, 2020)



Family structure & situations → implications for leave entitlements & outcomes

Reforms: slow shift of focus from biological mothers to fathers and non-biological parents & weak recognition of the different routes to parenthood (e.g. adoption, multi-parent families; Kaufmann et al., 2022; Wong et al., 2019)

Overreliance on policy elements that:

- (1) place most of the caregiving “burden” on women
- (2) base gender-equal leave sharing on the experience of dual-earner, heterosexual families
 - unfavourable position of “modern” families (e.g. same-sex male couples or single-father households typically entitled to the shortest leave duration; Jou et al., 2020; Wong et al., 2020)

Leave relation to broader work-care policies & norms?



Coherence between different policy instruments?

- Leaves vs ECEC vs flexible working arrangements vs family benefits



Interaction btw statutory, regional & employers' provision?

- 'Occupational leave regimes'? 'Subnational leave regimes'?



Leaves & (work) culture?

- fathers face stronger barriers in taking leaves?

Conclusion



Leave policy development: driven by multiple logics, „trade-offs“ & contradictions

- ⇒ a lot of ambiguity & complexity to the leave policy design within and across countries



Cross-country & within-country differences in leave entitlements

- Multiple & intersectional inequalities underline leave policy designs & developments
- Systematic exclusion of some parents from access to leave rights: growing diversity in living conditions (e.g., working conditions or economic abilities) is poorly addressed by current entitlements



A deeper understanding of the relationship between:

- state, regional & employers' provision
- parenting leaves & broader work-care policies and practices

4) Work-Life Balance and Satisfaction with Life among Korean Workers: focused on gender and family characteristics

□ 발표자: 변수정 연구위원 (한국보건사회연구원)

**Work-Life Balance and Satisfaction with Life
among Korean Workers: focused on gender
and family characteristics**

Byoun, Soo-Jung
KIHASA

Table of contents

I. Introduction

II. Satisfaction with work-life balance

- Differences according to gender, children, family type

III. Work-life balance and life satisfaction

- Differences according to working hours, gender, children, and family type

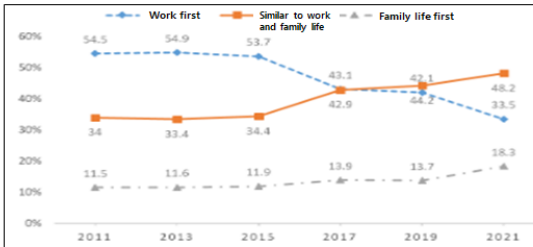
IV. Concluding comments

I. Introduction

I. Introduction

- Korea was a society focused on work.
- Since 2019, in surveys on work and family life priorities, more respondents have assigned a similar priority to work and family than those who said work comes first. This serves to illustrate how Korea has changed from a society that prioritized work to a society that values a work-life balance.
 - ✓ Those who value a balance and those who prioritize family life increased by four and 4.6 percentage points, respectively, compared to two years ago.
 - ✓ The number of survey respondents who said work takes priority decreased by 8.6 percentage points from two years ago.

[Changing priorities in work and family life]



Source: Korea. (2021) 2021 Social Survey results. Press release.

I. Introduction

[Real average annual hours worked per worker]

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Australia	1,778	1,774	1,771	1,766	1,763	1,761	1,751	1,738	1,720	1,703	1,722	1,743	1,763	1,782	1,800	1,817	1,832	1,846	1,859	1,871	1,883	1,894	1,904
Austria	1,552	1,557	1,535	1,520	1,510	1,495	1,507	1,480	1,452	1,430	1,441	1,457	1,474	1,491	1,508	1,524	1,540	1,556	1,571	1,586	1,601	1,616	1,631
Belgium	1,974	1,980	1,967	1,958	1,950	1,932	1,975	1,974	1,976	1,960	1,977	1,993	2,009	2,025	2,041	2,057	2,073	2,089	2,105	2,121	2,137	2,153	2,169
Canada	1,715	1,713	1,702	1,710	1,710	1,710	1,712	1,706	1,680	1,700	1,690	1,680	1,670	1,660	1,650	1,640	1,630	1,620	1,610	1,600	1,590	1,580	1,570
Chile	2,070	2,050	2,027	2,021	1,994	1,984	1,976	1,963	1,950	1,936	1,922	1,908	1,894	1,880	1,866	1,852	1,838	1,824	1,810	1,796	1,782	1,768	1,754
Colombia																							
Costa Rica	2,243	2,285	2,233	2,141	2,132	2,148	2,095	2,179	2,121	2,060	1,913	1,873	1,833	1,793	1,753	1,713	1,673	1,633	1,593	1,553	1,513	1,473	1,433
Czechia	1,766	1,860	1,776	1,764	1,774	1,774	1,761	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774	1,774
Denmark	1,422	1,437	1,423	1,426	1,414	1,407	1,412	1,404	1,381	1,371	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342	1,342
Estonia	1,765	1,827	1,796	1,777	1,771	1,763	1,767	1,766	1,767	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768	1,768
Finland	1,565	1,570	1,560	1,560	1,558	1,555	1,555	1,549	1,546	1,539	1,529	1,519	1,509	1,499	1,489	1,479	1,469	1,459	1,449	1,439	1,429	1,419	1,409
France	1,545	1,545	1,541	1,520	1,510	1,516	1,522	1,520	1,514	1,510	1,507	1,504	1,501	1,498	1,495	1,492	1,489	1,486	1,483	1,480	1,477	1,474	1,471
Germany	1,420	1,427	1,408	1,397	1,400	1,401	1,398	1,389	1,385	1,382	1,374	1,366	1,358	1,350	1,342	1,334	1,326	1,318	1,310	1,302	1,294	1,286	1,278
Greece	1,521	1,560	1,560	1,597	1,640	1,626	1,626	1,643	1,647	1,641	1,637	1,631	1,625	1,619	1,613	1,607	1,601	1,595	1,589	1,583	1,577	1,571	1,565
Hungary	1,766	1,774	1,730	1,734	1,749	1,746	1,746	1,747	1,747	1,730	1,722	1,687	1,687	1,687	1,687	1,687	1,687	1,687	1,687	1,687	1,687	1,687	1,687
Iceland	1,526	1,526	1,523	1,524	1,513	1,511	1,508	1,507	1,496	1,480	1,460	1,440	1,420	1,400	1,380	1,360	1,340	1,320	1,300	1,280	1,260	1,240	1,220
Ireland	1,221	1,227	1,230	1,243	1,247	1,251	1,253	1,253	1,252	1,251	1,250	1,249	1,248	1,247	1,246	1,245	1,244	1,243	1,242	1,241	1,240	1,239	1,238
Israel	1,657	1,667	1,670	1,660	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665	1,665
Italy	1,777	1,773	1,734	1,719	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716	1,716
Japan	1,732	1,729	1,729	1,724	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726
Korea	1,732	1,729	1,729	1,724	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726	1,726
Lithuania	1,662	1,670	1,662	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660	1,660
Luxembourg	1,697	1,674	1,672	1,657	1,650	1,673	1,664	1,657	1,644	1,635	1,625	1,615	1,605	1,595	1,585	1,575	1,565	1,555	1,545	1,535	1,525	1,515	1,505
Mexico	1,521	1,520	1,514	1,508	1,512	1,519	1,516	1,506	1,499	1,497	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420	1,420
Netherlands	1,420	1,420	1,411	1,415	1,426	1,426	1,427	1,427	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426
New Zealand	1,765	1,746	1,734	1,736	1,736	1,732	1,732	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736	1,736
Norway	1,420	1,420	1,421	1,421	1,424	1,427	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429	1,429
Poland	1,626	1,624	1,620	1,616	1,622	1,626	1,621	1,622	1,627	1,631	1,635	1,639	1,643	1,647	1,651	1,655	1,659	1,663	1,667	1,671	1,675	1,679	1,683
Portugal	1,746	1,724	1,708	1,718	1,725	1,732	1,737	1,737	1,738	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744	1,744
Slovakia	1,660	1,663	1,644	1,662	1,662	1,667	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662	1,662
Slovenia	1,665	1,711	1,709	1,712	1,701	1,704	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703	1,703
Sweden	1,452	1,444	1,471	1,463	1,464	1,466	1,478	1,487	1,486	1,483	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426	1,426
Switzerland	1,611	1,608	1,593	1,573	1,564	1,577	1,577	1,580	1,581	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580	1,580
Taiwan	1,677	1,684	1,685	1,632	1,630	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631	1,631
United Kingdom	1,657	1,711	1,711	1,714	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712	1,712
United States	1,722	1,723	1,720	1,720	1,722	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723	1,723
World	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622	1,622

Source: OECD (2023.4.7). Real average annual hours worked per worker. Retrieved from <http://stats.oecd.org/Index.aspx?QueryId=10162>

- **Skill. Koreans tend to work very long hours.**
 - ✓ Korean workers work longer hours on average than workers in all but three countries: Mexico, Costa Rica and Chile.
- **Koreans have come to value a balance between their personal and professional lives.**
 - ✓ Koreans aspin increasing importance to their personal lives. This has led to an ongoing, nationwide discourse on shortening the nation's long working hours and increasing flexibility, with an emphasis on establishing a work-life balance.
- **It is necessary to understand the status of individuals' work-life balance.**
 - ✓ It is important to understand the real, on-the-ground, state of individual time use, work-life balance and related factors.

I. Introduction

「2022 work-life balance survey」

• **Survey outline:**

- ✓ Subjects: Adults aged 19 to 59 years old
- ✓ Sample size: 22,000 people
- ✓ Online survey
- ✓ December 20 to October 7, 2022

Employed: 17,510 people

• **Questions on:**

- ✓ Economic activity and jobs
- ✓ Working hours, environment and satisfaction
- ✓ Time use, housework and care environment
- ✓ Leisure and rest
- ✓ **Work-life balance (WLB)**
- ✓ **Life satisfaction** and health, family related factors
- ✓ Work-life balance system

II. Satisfaction with work-life balance

II. Satisfaction with work-life balance

1. Satisfaction with work-life balance (WLB) among Korean workers

- Level of satisfaction with WLB: Slightly above average, with an overall average of 4.47 points.
- ✓ WLB is measured on a 7-point Likert scale, where 1 = very unsatisfied, 4 = average, and 7 = very satisfied
- Differences in sex, age, and income

		[WLB satisfaction]			
		N	Mean	SD	t/F
Total		17,510	4.47	1.31	
Sex	male	9,630	4.51	1.31	
	female	7,874	4.42	1.30	4.72***
Marital status	unmarried	7,107	4.44	1.36	
	married	10,403	4.48	1.27	-1.94
Number of children	no children	2,551	4.46	1.34	
	one child	3,149	4.45	1.29	2.74
Age	two or more	5,186	4.51	1.25	
	19-29 years	3,656	4.56	1.40	
Age	30-39 years	4,103	4.39	1.36	15.86***
	40-49 years	4,863	4.02	1.27	
	50-59 years	4,888	4.52	1.23	
Monthly household income	< 3,000,000 KRW	2,657	4.26	1.36	
	3,000,000 - 4,999,999 KRW	4,457	4.37	1.30	
	5,000,000 - 6,999,999 KRW	5,049	4.50	1.27	56.392***
	> 7,000,000 KRW	4,971	4.63	1.30	

Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) 1,000,000 KRW = 70 US\$

3) Number of children and average monthly household income were analyzed excluding non-responses

Source: KIHANS (2022) 2022 work-life balance surveys. Raw data.

II. Satisfaction with work-life balance

2. Gender and work-life balance

- Overall, men were more satisfied with their work-life balance than women.
- On average, married people were more satisfied with their WLB than unmarried people. Both single and married men were more satisfied than women.
- Men in their 20s and 50s were more satisfied that women of the same age groups. But there was no significant difference between men and women in their 30s and 40s, as both cohorts indicated low levels of WLB satisfaction.
- There was no difference observed between men and women in households earning KRW 3 million - less than 5 million.

[WLB satisfaction: By gender] (N=17,510)

		Male			Female			t
		n	Mean	SD	n	Mean	SD	
	Total	(9,636)	4.51	1.31	(7,874)	4.42	1.30	4.72***
Marital status	unmarried	(3,740)	4.49	1.37	(3,368)	4.39	1.35	3.29***
	married	(5,896)	4.52	1.28	(4,507)	4.44	1.26	3.28***
Age	19-29 years	(1,893)	4.64	1.43	(1,763)	4.48	1.37	3.43**
	30-39 years	(2,232)	4.42	1.36	(1,871)	4.36	1.36	1.52
	40-49 years	(2,719)	4.43	1.28	(2,145)	4.38	1.24	1.57
	50-59 years	(2,792)	4.57	1.21	(2,096)	4.46	1.24	3.14**
	> 60 years	(1,280)	4.33	1.37	(1,371)	4.20	1.36	2.56*
Monthly household income	< 3,000,000 KRW	(2,742)	4.35	1.31	(1,715)	4.41	1.29	-1.43
	3,000,000 - 4,999,999 KRW	(2,669)	4.58	1.28	(2,380)	4.41	1.25	4.87***
	5,000,000 - 6,999,999 KRW	(2,737)	4.69	1.29	(2,234)	4.56	1.31	3.41**
	> 7,000,000 KRW	(2,737)	4.69	1.29	(2,234)	4.56	1.31	3.41**

Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) 1,000,000 KRW ≈ 700 EUR

3) Average monthly household income was analyzed excluding non-responses.

Source: Byoum et al. (2022). 2022 work-life balance surveys, p. 213; Table 6-12); KHASA (2022). 2022 work-life balance surveys, raw data.

II. Satisfaction with work-life balance

3-1. Children and work-life balance

- Married employed people in their 30s: WLB satisfaction in the childless group (4.55 points) was higher than in the child-bearing group (4.38 points).
- Household income KRW 3 million - less than KRW 5 million: WLB satisfaction was higher in the childless group, at 4.38 points. The group with children indicated a WLB level of 4.22 points.
- Male: WLB satisfaction for males was similar regardless of whether they had children or not (4.63 points).

[WLB satisfaction among married workers: With or without children] (N=9,974)

		No children			Having children			t
		n	Mean	SD	n	Mean	SD	
	Total	(1,639)	4.52	1.29	(8,335)	4.48	1.27	-0.92
Gender	male	(806)	4.53	1.31	(4,009)	4.53	1.27	-0.06
	female	(813)	4.50	1.27	(3,526)	4.42	1.26	1.68
Age	19-29 years	(202)	4.47	1.41	(86)	4.53	1.50	-0.28
	30-39 years	(720)	4.55	1.33	(1,200)	4.38	1.35	2.66**
	40-49 years	(601)	4.42	1.24	(3,220)	4.44	1.27	-0.32
	50-59 years	(316)	4.59	1.19	(1,829)	4.56	1.22	0.48
Monthly household income	< 3,000,000 KRW	(135)	4.18	1.39	(629)	4.04	1.32	1.07
	3,000,000 - 4,999,999 KRW	(371)	4.38	1.28	(1,872)	4.22	1.28	2.19*
	5,000,000 - 6,999,999 KRW	(594)	4.57	1.28	(2,819)	4.50	1.21	1.20
	> 7,000,000 KRW	(500)	4.63	1.29	(3,081)	4.70	1.26	-1.09

Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) 1,000,000 KRW ≈ 700 EUR

3) The target of analysis is 9,974 responses from married respondents, excluding non-responses on the number of children.

4) Average monthly household income was analyzed excluding non-responses.

Source: Byoum et al. (2022). 2022 work-life balance surveys, p. 226; Table 6-18); KHASA (2022). 2022 work-life balance surveys, raw data.

II. Satisfaction with work-life balance

3-2. Preschool children and work-life balance

- Among married workers with children, men and women with preschool children showed a lower level of WLB satisfaction than their counterparts.
- ✓ Females generally indicated low WLB satisfaction levels, but the WLB levels of women with preschool children were even more pronounced
- Middle aged, high-earners: For workers in their 40s and those with a household income of KRW 7 million or more, WLB satisfaction was higher in the group without preschool children than in the group with preschool children.

[WLB satisfaction among married workers raising children: With or without preschool children] (N=8,335)

		No preschool children			Preschool children			t
		n	Mean	SD	n	Mean	SD	
Total		(6,487)	4.52	1.24	(1,848)	4.38	1.36	3.97***
	Gender							
	male	(3,532)	4.57	1.24	(1,278)	4.42	1.33	3.65***
	female	(2,954)	4.45	1.23	(572)	4.28	1.42	2.58*
Age	19-29 years	(9)	4.40	0.77	(81)	4.53	1.54	-
	30-39 years	(230)	4.41	1.31	(871)	4.38	1.36	0.31
	40-49 years	(2,458)	4.47	1.25	(762)	4.35	1.34	2.23*
	50-59 years	(3,794)	4.56	1.22	(95)	4.58	1.35	-0.12
Monthly household income	< 3,000,000 KRW	(945)	4.08	1.29	(94)	3.84	1.43	1.50
	3,000,000 - 4,999,999 KRW	(1,315)	4.24	1.24	(557)	4.18	1.36	0.76
	5,000,000 - 6,999,999 KRW	(2,164)	4.51	1.18	(835)	4.46	1.31	0.74
	> 7,000,000 KRW	(2,530)	4.73	1.23	(552)	4.54	1.37	2.96**

Note: 1) * p<0.05, ** p<0.01, *** p<0.001
 2) 1,000,000 KRW ≈ 700 EUR
 3) The range of analysis is 8,335 responses of married respondents with children living together, excluding those without children and those without children.
 4) Average monthly household income was analyzed excluding non-responses.
 Source: KIHASA, (2022) 2022 work-life balance surveys. Raw data

II. Satisfaction with work-life balance

4. Family type and work-life balance

- Working single-parent families and dual-income families could have similar conditions in terms of housework and child-rearing.
- WLB satisfaction is lower for single working parents than for dual-income parents.
- ✓ WLB satisfaction is lower both for single working parents with one child and for those with two or more children, but the difference between single parents and the other group is larger for parents with only one child.
- For working single parents, WLB satisfaction levels are generally low. WLB satisfaction averages 4.03 points for one-child families. For families with two or more, the score is 4.28 points. In families with multiple children, the older children may perform care for the younger children.

[WLB satisfaction: Working parents] (N=6,084)

		Working single parents			Dual-income parents			t
		n	Mean	SD	n	Mean	SD	
Total		(356)	4.15	1.28	(5,728)	4.48	1.27	-4.71***
	Number of children							
	one child	(185)	4.03	1.34	(2,152)	4.47	1.29	-4.38***
	two or more	(171)	4.28	1.19	(3,575)	4.49	1.25	-2.09*
Monthly household income	< 3,000,000 KRW	(106)	3.85	1.30	(171)	4.04	1.39	-1.14
	3,000,000 - 4,999,999 KRW	(123)	4.08	1.29	(1,004)	4.21	1.25	-1.10
	5,000,000 - 6,999,999 KRW	(78)	4.43	1.24	(2,000)	4.43	1.22	-0.02
	> 7,000,000 KRW	(98)	4.84	0.95	(2,463)	4.66	1.27	1.14

Note: 1) * p<0.05, ** p<0.01, *** p<0.001
 2) 1,000,000 KRW ≈ 700 EUR
 3) The range of analysis is 6,084 respondents, excluding cases without children and non-responses on the number of children.
 4) Average monthly household income was analyzed excluding non-responses.
 Source: Byoun et al., (2022) 2022 work-life balance surveys, p. 230 (table 6-21); KIHASA, (2022) 2022 work-life balance surveys. Raw data

III. Work-life balance and life satisfaction

III. Work-life balance and life satisfaction

1. Life satisfaction

- Life satisfaction is scored on a 7-point Likert scale: 1 = very unsatisfied, and 7 = very satisfied.
- Survey respondents indicated an overall average score of 4.47 points, or slightly above average.
- Life satisfaction levels were higher for: men, married couples, and families with children, and especially for those with two or more children.
- Groups with high WLB satisfaction levels tend to be more satisfied with life.
- The group with the highest WLB scores were more satisfied with life (5.15 points). The group with lower WLB scores were less satisfied with life (3.28 points).

[Life satisfaction: All workers]

	N	Mean	SD	t/F
Total	(17,513)	4.47	1.30	
Gender				
male	(8,636)	4.49	1.30	
female	(7,874)	4.45	1.27	2.16*
Marital status				
married	(10,423)	4.53	1.25	
no child	(5,555)	4.46	1.31	-7.81***
Number of children				
one child	(3,148)	4.48	1.26	
two or more	(5,186)	4.56	1.23	8.46***
WLB				
average	(5,497)	4.08	0.98	
satisfied	(8,752)	5.15	1.01	
unsatisfied	(3,248)	3.28	1.27	3818.845***

Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) The number of children was analyzed except for zero-responses.

3) Satisfaction is scored on a 7-point Likert scale, with 1= very unsatisfied and 7= very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.

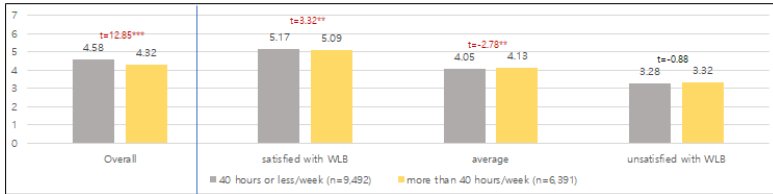
Source: KIHUSA (2022) 2022 work-life balance surveys. Raw data.

III. Work-life balance and life satisfaction

2. WLB and life satisfaction: Working hours

- (Overall) Life satisfaction levels for the group working less than 40 hours per week were higher than for the group working more than 40 hours per week.
- For the group with high WLB satisfaction levels, those who worked less than 40 hours per week were more satisfied with life. For those with an average WLB satisfaction level, the group that worked less than 40 hours per week was relatively less satisfied with life.
- ✓ As working hours are related to income, the group that works longer hours but has a satisfactory WLB may also indicate a higher level of life satisfaction.
- Workers with low WLB satisfaction levels were less satisfied with life regardless of hours worked.

[WLB and life satisfaction among workers: By weekly working hours] (N=15,883)



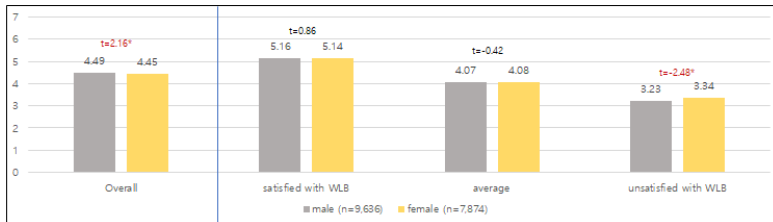
Note: 1) *p<0.05, **p<0.01, ***p<0.001
 2) Satisfaction is scored on a 7-point Likert scale, with 1= very unsatisfied and 7= very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.
 Source: KIHASA (2022) 2022 work-life balance surveys. Raw data.

III. Work-life balance and life satisfaction

3. WLB and life satisfaction: Gender

- (Overall) In general, men are more satisfied with their lives than women.
- ✓ Average life satisfaction score for men: 4.49 points. For women: 4.45 points
- Overall, life satisfaction scores are higher for men than for women, but men with low WLB satisfaction levels are less satisfied with life than women.

[WLB and life satisfaction among the employed: By gender] (N=17,510)



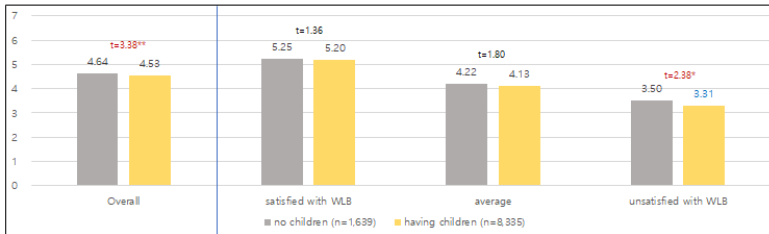
Note: 1) *p<0.05, **p<0.01, ***p<0.001
 2) Satisfaction is scored on a 7-point Likert scale, with 1= very unsatisfied and 7= very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.
 Source: Byoung et al. (2022). 2022 work-life balance surveys, p. 233 (Table 6-25).

III. Work-life balance and life satisfaction

4-1. WLB and life satisfaction: Children

- (Overall) The group of married individuals with no child were more satisfied with life than the group with children.
- People who are dissatisfied with their WLB generally are also dissatisfied with life. This is especially true for those with children.

[WLB and life satisfaction of married workers: With or without children] (N=9,974)



Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) Satisfaction is scored on a 7-point Likert scale, with 1=very unsatisfied and 7=very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.

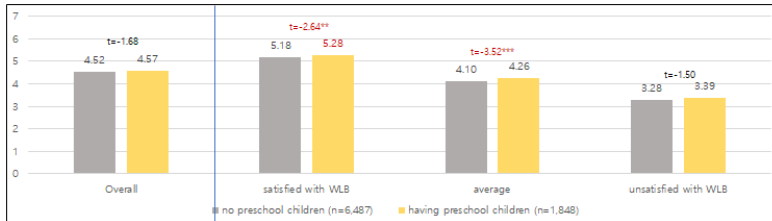
Source: Byoung et al., (2022). 2022 work-life balance surveys, p. 236. (Table 6-27).

III. Work-life balance and life satisfaction

4-1. WLB and life satisfaction: Preschool children

- (Overall) Among married workers with children, those with preschool children indicated slightly higher life satisfaction levels, but the difference between the other group was not significant.
- For workers with high or average WLB satisfaction levels, life satisfaction levels of the group with preschool children are high. A strong work-life balance may contribute to the happiness of children.

[WLB and life satisfaction among married workers raising children: With or without preschool children] (N=8,335)



Note: 1) * p<0.05, ** p<0.01, *** p<0.001

2) Satisfaction is scored on a 7-point Likert scale, with 1=very unsatisfied and 7=very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.

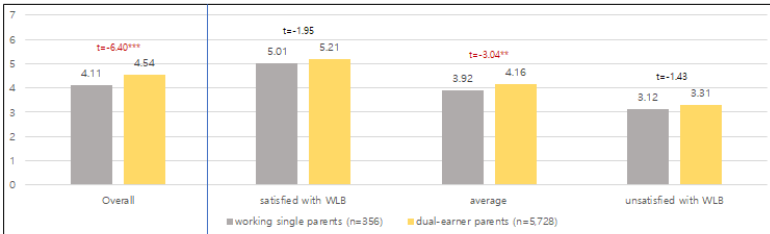
Source: KIHASA, (2022). 2022 work-life balance surveys. Raw data.

III. Work-life balance and life satisfaction

5. WLB and life satisfaction: Family type

- (Overall) The life satisfaction level of the dual-income group (4.54 points) is higher than that of the working single-parent group (4.11 points).
- At the average WLB satisfaction level, working single parents are in general less satisfied with life than dual-income parents.
- ✓ For the working single parent group, with low WLB satisfaction levels, life satisfaction levels were also low, less than 4 points on average.

[WLB and life satisfaction by family type: Working parents] (N=6,084)



Note: 1) * p<0.05, ** p<0.01, *** p<0.001
 2) Satisfaction is scored on a 7-point Likert scale, with 1=very unsatisfied and 7=very satisfied. A score of 5 or more is considered satisfactory, and a score of 4 is considered average. A score of 3 or less indicates dissatisfaction.
 Source: Byoung et al., (2023). 2022 work-life balance surveys, p. 238, Table 6-30.

IV. Concluding Comments

IV. Concluding comments

Gender

- ◆ Men are more satisfied with their WLB than women.
 - But there was no significant difference between men and women in the 30 to 49 age group, for whom WLB satisfaction was generally low across the board.
 - WLB satisfaction for males was similar regardless of whether they had children or not.
- ◆ Overall, men were slightly more satisfied with life than women. But men with lower WLB satisfaction levels were less satisfied with life than women.

Preschool children

- ◆ Group without preschool children tend to have higher WLB satisfaction levels.
 - Overall, having children made no significant difference in WLB satisfaction levels for either men or women. But preschool children had a significant effect both men and women without preschool children had higher WLB satisfaction levels, while the group with preschool children was relatively less satisfied. The effect was particularly pronounced for women with preschool children.
 - Among married people with children, having preschool children has a greater impact on WLB for those in their 30s and 40s. Those in their 40s tend to have stable lives, but even so there is a notable difference in WLB satisfaction for between those in their 40s with preschool age children and those with school-age children.
- ◆ For workers with average and high WLB levels, groups with preschool children reported higher levels of life satisfaction than counterparts.

Children

- ◆ There was no significant difference in WLB satisfaction between parents and the childless.
 - Married people with children in their 30s are had lower WLB levels than childless couples.
 - The income subgroup(KRW 3-5 million) of married people with children had much lower WLB satisfaction levels than the childless subgroup in the same income bracket. In other income brackets, the difference in satisfaction levels between parents and the childless is unremarkable: In lower income bracket, one of parents might become a direct caregiver at home, whereas parents could purchase caregiver services in the market in higher income brackets.
- ◆ For the working people with low WLB satisfaction levels, life satisfaction levels in the group with children were also low.

Family type

- ◆ Working single parents have lower WLB satisfaction levels than parents in dual-income families.
 - WLB satisfaction levels are lower for single working parents regardless of how many children they have but are particularly low for single parents with just one child. They may be since in families with two or more children the older children may help the parent look after the younger children. This is impossible in only-child families, where the parent must assume the entire burden.
- ◆ For parents with average WLB satisfaction levels, the group of single parents indicates less satisfaction with life than the group of dual-income couples.
 - For those with high or low WLB satisfaction levels, indicated satisfaction with life is also either high or low. Thus, there was no observed difference between family types.

- Continued interest in the WLB of women (with children) is needed.
- Policies should focus on improving the WLB for workers in their 30s and 40s and those with preschool children.
- Policy should also consider ways to improve WLB and life satisfactions for families with no primary caregiver, for families that cannot purchase of care services, and for small families.

THANK YOU!

제3절 미국 조지아대학교 및 KASWEA

1. 조지아대학교

가. Korean-American Youth Behavioral Health Strengthening Forum

□ 일 시: 2023.10.28.(토)

□ 장 소: 조지아대학교(미국)

□ 참석자:

(원내) 이태수 원장, 이소영 인구정책기획단장, 함영진 연구위원,
이지혜 전문연구원

(원외 - 조지아대학교) Prof. Philip Hong, Dr. Martin Kagel, Dr.
Timothy Yang, Prof. Katie Koo, Dr. Joseph Pak 외

□ 주요 내용: 미국의 연령별, 인종별 미주 한인 자살 실태, 자살의 위험
요소와 보호 요소, 자살 문제에 대한 대응, 자살 예방에 대한 접근,
게이트키퍼의 역할 및 훈련 내용 등

○ 자살의 위험 요소와 보호 요소

- 위험 요소: 정신질환(우울증, 기타 기분장애, 불안장애 등,
정신증적 장애 등), 약물남용, 가족력 및 과거 자살시도 경험,
기타 환경 및 상황적 요인 등
- 보호 요소: 내면적 요소(종교적 신념, 가족에 대한 책임감,

높은 문제해결능력 등), 환경적 요소(효과적인 신체 및 정신 건강 서비스, 정신건강에 대한 사회적 낙인이 적은 환경, 도움 요청이 쉬운 분위기, 풍부한 지역사회 자원, 친밀한 관계, 건강한 사회관계망 등)

○ 자살 문제에 대한 대응

- 전체 인구에 대한 접근: 보호요소 강화
- 위험 인구에 대한 접근: 위험징후에 대한 인지 및 대응
- 위기 대응 접근: 자살 사망과 시도에 대한 대응

○ 자살예방에 대한 접근

- 전지구적 접근(예방): 정서적 건강을 위한 활동, 사회 네트워크 강화, 긍정적 신체적, 사회적 환경 조성 등
- 위기대응적 접근(사후개입/대응): 자살시도나 사망 시 조직적으로 대처하기 위한 정책과 프로토콜 수립, 유가족이나 자살 시도자의 위기 관리나 지원을 위한 지지집단 운영, 학교의 대응 프로토콜
- 위험인구적 접근(개입과 중재): 게이트키퍼의 중재, 정신건강 전문가의 상담이나 약물치료, 위기전화상담 등

나. 조지아 대학교 사회복지대학과의 MoU 체결

□ 일 시: 2023.10.31.(월)

□ 장 소: 조지아 대학교(미국)

□ 참석자:

(원내) 이태수 원장, 이소영 인구정책기획단장, 함영진 연구위원,
이지혜 전문연구원

(원외 - 조지아대학교) Martin Kagel, Associate Provost for
Global Engagement, Philip Hong, Dean of the School
of Social Work, Marsha Davis, Dean of the College of
Public Health, Brian Watkins, Director of International
Initiatives, Rob Derrick, Assistant Director of
International Partnerships 외

□ 주요 내용

○ 협력 내용

- 연구: 상호 합의에 따라 국제 연구, 공동 연구, 세미나, 워크숍,
기타 프로젝트 등을 포함한 광범위한 연구 활동
- 자원 공유: 공공정책, 인구학, 보건 정책 및 기타 관련 이슈에
관한 조사 데이터, 학술 자료 및 출판물 등을 무료로 공유
- 특별 학술 프로그램 및 교류: 사회 및 보건 정책 등과 같은
분야에서 연구 목적과 인턴십을 위한 교수와 학생의 교류를
촉진하기 위한 학술교류 프로그램 설립을 통해 해당 분야의

전문성 강화

- 기타 활동 등

○ 협력 방법 논의

- 기존 UGA와 리버풀 대학의 도시 계획 관련 협력 사례에 복지 관련 콘텐츠를 우리 원에서 맡아서 함께 연구 진행에 대한 논의
- 정책학과, 사회학과와의 비교정책연구 관련 공동 연구에 대한 논의
- 보건 분야의 치매 서비스, 의료 등 관련 공동 연구에 대한 논의
- 온라인세미나를 통한 학술 교류 논의 등

2. 미주 한인 사회복지 교육자협회(KASWEA)

□ 일 시: 2023.10.27.(금)

□ 장 소: 미국 애틀란타

□ 참석자:

(원내) 이태수 원장, 이소영 인구정책기획단장, 함영진 연구위원,
이지혜 전문연구원

(원외) 김숙희 교수(Northern Kentucky University, KASWEA
회장), 윤수경 교수 (University of Wyoming), 문성식 교수
(Balyor University) 외

□ 주요 안건: 한국보건사회연구원-미주 한인 사회복지 교육자협회 간
MoU(양해 각서) 체결, “KIHASA-재외 한인 학자 연구협력체” 초대 등

○ KIHASA-KASWEA(Korean American Social Work Educators
Association) MOU 체결

- 배경

- 미국 대학교의 사회복지 분야 교수 300여 명이 포함된 네트
워크인 KASWEA를 통해 KIHASA-재외 한인학자 연구협의체
주요 파트너 확보
- 글로벌 차원의 이론 발전과 정책변화의 습득 통로를 강화
하고 한국 및 글로벌 정책 연구를 위한 연구진 확대에 보사
연의 사회정책 싱크탱크로 발돋움하는 계기 마련

- 합의 내용

- 공동 연구: 사회복지 및 기타 관련 분야의 공동 관심 분야에서 공동 연구 프로젝트 참여
- 전문 지식 교류: 사회복지 등 관련 이슈에 대한 포럼, 워크숍, 세미나, 컨퍼런스 등을 통해 전문 지식 교류
- 학술저작물 출판: 공동의 연구 결과를 전파하고 학술적 기여를 촉진하기 위해 출판물, 연구 보고서, 학술 논문 등을 함께 작성
- 연구자 및 대학원생 교류: 국제 학술 협력을 촉진하기 위해 회원 교환 프로그램에 따라 연구자, 교수 및 대학원생 교류
- 데이터 공유: 관련 법적, 윤리적 고려 사항에 따라 관련 연구 데이터 및 자료 공유 고려
- 기타 교류 등

○ KIHASA-재외 한인 학자 연구협력체 초대

- 재외 한인학자들에게 연구원의 연구성과를 공유하여 국제적 확산을 촉진하고 재외 한인학자와의 연구협력 기회를 활성화 하여 상호 연구 수준을 제고하며 국가간 비교정책 연구 등 사회정책 연구 활성화에 기여하고자 KIHASA-재외 한인학자 연구협력체 구축
- 보사연 연구보고서 정보 제공, 한국정책관련 보고서 검색 결과물 제공
- 연구자문 및 공동연구 의뢰
- 내부간행물에 현안 이슈 관련 기고 의뢰
- 보사연-재외한인학자 세미나 발표

- 객원연구위원으로 한국에서의 안식년 지원
- 연구원 홈페이지에 협력체 위원 프로필 게시 등 논의

사람을
생각하는
사람들



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



제4장

국제협력 전문가 포럼

제1절 OECD Structural Mission to Korea 방문 개요

제2절 질문서 및 주요 논의

제4장 국제협력 전문가 포럼

제1절 OECD Structural Mission to Korea 방문 개요

가. 회의 안건 및 일정

- 일 시: 2023. 9. 26.(화)
- 장 소: 한국보건사회연구원 규장실 (314호)
- 참석자:
(원내) 신윤정 연구위원, 최선영 부연구위원, 함선유 부연구위원,
권영지 연구원, 박수빈 연구원 외
(원외 - OECD Economics Department) Mr. Vincent Koen
(Head of Division, Country Studies), Mr. Jon Pareliussen(Head of the Korea/Sweden Desk), Ms.
Hyunjeong Hwang(Economist, Korea/Sweden Desk),
Ms. Yoonyoung Yang(Economist, Korea/Sweden Desk)
- 주요 안건: 저출산 대응 방안, 아동·가족 정책, 인구감소지역 정책,
고령화 대응 방안 등

제2절 질문서 및 주요 논의

한국 초저출산의 주요 원인을 기회비용으로 보는데, 이에 대응 방안으로 가족 정책, 조세 및 복지 제도, 노동시장 정책, 주택 및 교육 정책, 사회 규범과 문화 패러다임의 변화 등이 이뤄지고 있음.

또한, 저출산으로 인한 부정적 결과에 대응하기 위한 정책을 살펴보고, 외국인 노동력 확대, 전체 고용 증대, 정년 연장, 공공 서비스의 지역 격차 완화, 노동 생산성 향상 등의 조치를 포괄적으로 다루고자 함.

1. 저출산 대응 방안

□ 출산율 결정요인, 성별에 따른 청년의 결혼과 출산 포기 및 연기 이유, 저출산율을 반등하기 위한 최우선 정책과제, 현재까지 시행된 정책과 그 결과, 출산율에 긍정적 영향을 미치는 정책 등에 대해 논의함.

2. 아동·가족 정책

□ 혼외 출생아 비율이 낮은 원인, 전체 출산율에 미치는 영향, 전통적 가족 규범의 변화, 혼인율 감소 원인 및 출산율에 미치는 영향, 주거비 부담 완화 정책 및 주거 지원 정책이 혼인율 미 출산율 하락세에 미치는 효과, 높은 교육열과 교육비가 출산율에 미치는 영향, 건강한 교육환경 조성 및 학원 개혁 등에 대해 논의함.

3. 인구감소지역 정책

- 고령화가 농어촌 및 도산 지역에 미치는 영향, 지방 정부의 동등한 공공 서비스 접근성 제안 방안, 지방 소멸 위기 대응 정책, 인구 감소 지역의 교육 및 의료 등 필수 서비스의 지속가능성 보장하기 위한 재정 전략 및 자원 배분 방안, 지방 정부의 필요 인력 확보, 공공 서비스 제공을 위한 디지털화 및 자동화 등에 대해 논의함.

4. 고령자 고용 정책

- 고령자의 직장 유지 및 재취업 장려, 노인 복지 및 삶의 질 보장, 정년 연장, 근로자 및 퇴직자 사이의 잠재적 우려 해결 방안, 퇴직 수당 등에 대해 논의함.

5. 고령화 재정 정책

- 세대 간 형평성 증진 및 불균형적 부담 완화를 위한 재정 정책 조정, 지속가능한 사회복지 프로그램 및 연금 제도의 조정 및 개혁, 노인 의학 및 노인 돌봄서비스의 수요 충족을 위해 지속가능한 자금조달 등에 대해 논의함.

사람을
생각하는
사람들



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



제5장

국제협력 사업 지원

제1절 CONNECT 주요 내용

제 5 장 국제협력 사업 지원

제1절 CONNECT 주요 내용

CONNECT는 아시아 태평양 지역의 전문가와 개발 파트너로 구성된 선구적인 협의체로, 사회적 건강보장(Social Health Protection) 강화를 위해 국제노동기구(ILO)의 지원을 받아 개발됨.

주요 목적은 역내 사회적 건강보장 증진을 위한 역량 강화, 지식 개발, 연구 협력, 인식 제고 및 옹호 활동을 통한 보편적 건강보장(UHC)의 증진이며, 동 협의체의 창립 멤버로 마히돌대학교, 서울대학교, 한국보건사회연구원, 베트남 보건전략정책연구소, 국제노동기구 등이 있음.

CONNECT는 공동연구 기회를 활성화하고 교육 및 기술 지원을 제공하기 위해 지역의 대학 및 연구 재단과 파트너십을 구축하고 있음. CONNECT에서 진행되는 프로젝트는 참여 파트너들의 자발적 기술 및 재정적 지원 의사를 확인 후, 사업 내 역할 조정, 그리고 사업 수행 기간을 정하는 순서로 진행됨.

1. 2023년도 회의 일정

가. 회의 안건 및 일정

- 일 시: 2023. 7. 12.(수)
- 장 소: Microsoft Teams 화상 회의
- 참석자: 박수빈 연구원(한국보건사회연구원), 김새롬 (서울대학교 보건대학원), Marielle Phe Goursat (국제노동기구), Phuong Nguyen Khanh (베트남 보건전략정책연구소), Charay Vichathai (태국 보건제도 연구소), Tran Thi Tuyet Hanh (베트남 하노이 대학교 공중보건대학) 외
- 주요 안건: 23년도 공동 수행 프로젝트 (역량 강화 사업, 지식 공유 사업, 옹호 및 인식 제고 사업) 논의

2. CONNECT 주요 사업

가. 역량 강화 사업

- 마히돌 대학교의 석사 과정 (일차의료 관리 및 사회적 건강보장) 지원
 - 22년도부터 23년도 지원 프로그램에 참여하여 전액 장학금을 받은 학생은 6명으로 집계됨.
 - 전문가 참여(강의 및 웨비나)로 3개의 웨비나를 진행했으며, OECD와 예정된 1개의 웨비나가 예정됨.
- ILO-ITC 강의: 보건의료 서비스 접근성의 불평등 해소

- 2023년 2월~3월에 진행함.
- 보험 계리적 분석에 관한 역내 교육
 - 2023년 5월에 태국에서 일주일간 진행함.

나. 공동연구 사업

- 아래의 주제들에 대한 공동연구 사업을 진행코자 하며, 이에 기술 및 재정적 기여 지원을 요청함.
 - Policy and operational gaps for access to SHP for Persons with Disabilities
 - Providing Social Health Protection for Long-Term Care
 - Access to social health protection for migrant workers

사람을
생각하는
사람들



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



제6장

국제 공동 연구

제1절 유럽 주요 국가 저출산 정책 동향 자료 수집

제2절 재외한인학자 연구협력체 운영

제 6 장 국제 공동 연구

제1절 유럽 주요 국가 저출산 정책 동향 자료 수집

1. 아동 수당

□ 프랑스

〈표 6-1〉 프랑스의 아동 수당

구분	주요 사이트
정책 내용	https://www.service-public.fr/particuliers/vosdroits/N156
	https://www.caf.fr/allocataires/aides-et-demarches/droits-et-prestations/vie-personnelle/les-allocations-familiales-af
	https://www.demarches.interieur.gouv.fr/particuliers/allocations-familiales-famille-enfants
	https://www.caf.fr/allocataires/aides-et-demarches/droits-et-prestations/vie-personnelle/la-prestation-d-accueil-du-jeune-enfant-paje
연구 결과	https://www.vie-publique.fr/fiches/37962-politique-familiale-et-natalite
	https://www.cairn.info/revue-informations-sociales-2014-3-page-50.htm
	https://www.senat.fr/lessentiel/pp121-181.pdf
최근 동향	https://www.assemblee-nationale.fr/dyn/15/textes/115b4067_proposition-loi
	https://www.gouvernement.fr/sites/default/files/contenu/piece-jointe/2021/05/hcp_demographie_note_douverture_mai_2021_3.pdf
	https://www.lemonde.fr/politique/article/2021/05/16/francois-bayrou-precise-les-ambitions-de-son-pacte-demographique_6080364_823448.html

□ 스웨덴

〈표 6-2〉 스웨덴의 아동 수당

구분	주요 사이트
정책 내용	Försäkringskassan (the Swedish Social Insurance Agency): https://www.forsakringskassan.se/privatperson/foralder/barnbidrag-och-flerbarnstillagg
연구 결과	Björklund, A (2007) Does a family-friendly policy raise fertility levels? Swedish Institute for European Policy Studies, 3.
최근 동향	https://www.riksdagen.se/sv/webb-tv/video/interpellationsdebatt/barnbidrag_HA1079

□ 독일

〈표 6-3〉 독일의 아동 수당

구분	주요 사이트
정책 내용	https://familienportal.de/familienportal/familienleistungen/kindergeld https://www.bundesregierung.de/breg-de/suche/deutliche-kindergelderhoehung-2141952 https://www.bundesregierung.de/breg-de/themen/entlastung-fuer-deutschland/unterstuetzung-fuer-familien-2125014 https://www.test.de/Kindererziehungszeiten-Muetterrente-5414398-0/ https://www.ihre-vorsorge.de/rente/gesetzliche-rente/muetterrente-mehr-entgeltpunkte-pro-kind.html https://www.deutsche-rentenversicherung.de/SharedDocs/Downloads/DE/Broschueren/national/kindererziehung_plus_fuer_die_rente.html https://riester.deutsche-rentenversicherung.de/DE/Lohnt-sich-Riester/Staatliche-Foerderung-fuer-Sie/staatliche-foerderung-fuer-sie_node.html

□ 이탈리아

〈표 6-4〉 이탈리아의 아동 수당

구분	주요 사이트
정책 내용	https://www.inps.it/it/dettaglio-scheda.schede-servizio-strumento.schede-servizi.assegno-unico-e-universale-per-i-figli-a-carico-55984.assegno-unico-e-universale-per-i-figli-a-carico.html https://www.aau.gov.it/ https://www.ticonsiglio.com/assegno-maternita-dello-stato/ https://www.ticonsiglio.com/assegno-maternita-dello-stato/ https://famiglia.governo.it/it/politiche-e-attivita/comunicazione/notizie/la-nuova-carta-della-famiglia/
최근 동향	https://giovani2030.it/iniziativa/bonus-per-giovani-tutte-le-agevolazioni-del-2023/ https://www.iodonna.it/attualita/famiglia-e-lavoro/2023/01/19/bonus-mamme-assegno-unico-famiglie-2023-requisiti-come-chiederli/ https://famiglia.governo.it/media/2812/piano-nazionale-famiglia_13sett.pdf

□ 헝가리

〈표 6-5〉 헝가리의 아동 수당

구분	주요 사이트
정책 내용	https://www.allamkincstar.gov.hu/csaladok-tamogatasa/Csalad_gyermek/csaladi-potlek https://www.allamkincstar.gov.hu/referenciak/iskolaztatasi-tamogatas/csaladi-potlek
연구 결과	<p>Gábos, A. (2005). A magyar családtámogatási rendszer termékenységi hatásai [Fertility effects of the Hungarian family support system]. Budapest: Corvinus Egyetem, PHD értekezés (PhD dissertation).</p> <p>Gábos, A. R. Gál, And G. Kézdi, 2009. The effects of child-related benefits and pensions on fertility by birth order: A test on Hungarian data. Population Studies, Volume 63, 2009 - Issue 3 215-231</p>

1. 보육 서비스

□ 프랑스

〈표 6-6〉 프랑스의 보육 서비스

구분	주요 사이트
정책 내용	https://www.service-public.fr/particuliers/vosdroits/N137 https://www.service-public.fr/particuliers/vosdroits/F601 https://www.vie-publique.fr/fiches/37964-quelles-politiques-publiques-daide-la-garde-des-jeunes-enfants https://drees.solidarites-sante.gouv.fr/sites/default/files/2023-02/ER1257MAJ.pdf https://www.caf.fr/sites/default/files/medias/cnaf/Nous_connaitre/Recherche_et_statistiques/Onape/Cnaf_Rapport%20Onape_Accueil%20du%20jeune%20enfant2021.pdf
연구 결과	https://www.cairn.info/revue-population-2002-3-page-485.htm https://www.cairn.info/revue-population-2002-3-page-423.htm https://www.hcfea.fr/IMG/pdf/2019_HCFEA_Rapport_Conges_PreParE_VF.pdf https://www.persee.fr/doc/caf_2101-8081_2010_num_100_1_2523
최근 동향	https://www.hcfea.fr/IMG/pdf/Tome_I_Etat_des_lieux_accueil_des_jeunes_enfants_adopt_10_avril_VF.pdf https://www.strategie.gouv.fr/sites/strategie.gouv.fr/files/atoms/files/na-56-creche-web_0.pdf https://www.insee.fr/fr/statistiques/fichier/1906575/FPORSOC15a_EC1_fecondite.pdf

□ 스웨덴

〈표 6-7〉 스웨덴의 보육 서비스

구분	주요 사이트
정책 내용	<p>https://www.skolverket.se/for-dig-som-.../elev-eller-foralder/skolans-organisation/sa-har-fungerar-forskolan</p> <p>https://www.skolverket.se/regler-och-ansvar/ansvar-i-skolfragor/ratt-till-forskola#:~:text=%C3%96ppen%20%C3%B6rskola&text=%C3%96ppna%20%C3%B6rskolans%20uppgift%20%C3%A4r%20att,hur%20ofta%20de%20vill%20delta</p> <p>https://www.thenewbieguide.se/open-preschools-sweden-perfect-hangout-baby-toddler-preschooler</p> <p>https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-maxtaxa-2023</p> <p>https://www.skolverket.se/regler-och-ansvar/ansvar-i-skolfragor/avgifter#Vilkaavgifterfarfinnasiforskolan</p>
연구 결과	<p>Andersson, G., Duvander, A. Z., & Hank, K. (2004). Do child-care characteristics influence continued childbearing in Sweden? An investigation of the quantity, quality, and price dimension. <i>Journal of European Social Policy</i>, 14(4), 407-418.</p> <p>Mörk, E., Sjögren, A., & Svaleryd, H. (2008). Effekter av barnomsorgsavgifter på barnafödandet [Effects of childcare fees on childbirth]. Institutet för arbetsmarknadspolitisk utvärdering (IFAU). https://www.nationalekonomi.se/sites/default/files/legacy/37-2-emashs.pdf</p> <p>Krapf, S. (2014). <i>Public Childcare Provision and Fertility Behavior: A Comparison of Sweden and Germany</i> (1st ed.). Verlag Barbara Budrich. https://doi.org/10.2307/j.ctvdf0c07</p> <p>https://www.researchgate.net/publication/281820696_Public_Child_care_Provision_and_Fertility_Behavior_-_A_comparison_of_Germany_and_Sweden</p> <p>http://ftp.iza.org/dp3942.pdf</p> <p>https://www.riksdagen.se/sv/dokument-lagar/arende/betankande/forskola-for-fler-barn_H901UbU24#stepBeslut</p>

□ 독일

〈표 6-8〉 독일의 보육 서비스

구분	주요 사이트
정책 내용	https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/rechtsanspruch-auf-ganztagsbetreuung-fuer-ab-2026-beschlossen-178826
연구 결과	<p>Bach et al. (2020) Fiskalische Wirkungen eines weiteren Ausbaus ganztägiger Betreuungsangebote für Kinder im Grundschulalter: Gutachten für das Bundesministerium für Familie, Senioren, Frauen und Jugend Politikberatung kompakt 146, III, 35 S.2020</p> <p>https://www.diw.de/de/diw_01.c.703156.de/nachrichten/ausbau_der_ganztagsbetreuung_fuer_grundschulkindern__neue_diw-studie_vorgestellt.html</p> <p>https://www.diw.de/de/diw_01.c.702964.de/publikationen/politikberatung_kompakt/2020_0146/fiskalische_wirkungen_eines_weiteren_ausbaus_ganztageiger_betreuungsangebote_fuer_familien_senioren_frauen_und_jugend.html</p>
최근 동향	<p>https://www.bmfsfj.de/bmfsfj/themen/familie/kinderbetreuung/bundesprogramme-fruehe-chancen-/bundesprogramme-fruehe-chancen--72714</p> <p>https://www.fruehe-chancen.de</p> <p>https://www.demografie-portal.de/DE/Publikationen/2019/agenda-2030-nachhaltige-familienpolitik.html</p>

□ 이탈리아

〈표 6-9〉 이탈리아의 보육 서비스

구분	주요 사이트
정책 내용	https://www.iodonna.it/attualita/famiglia-e-lavoro/2023/01/13/bonus-asilo-nido-2023-requisiti-come-chiederlo/

3. 자녀 돌봄 관련 휴가

□ 프랑스

〈표 6-10〉 프랑스의 자녀 돌봄 휴가

구분	주요 사이트
정책 내용	<p>https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/country_notes/2020/PMedited.France.with_supplement.31aug2020.pdf</p> <p>https://www.cairn.info/politiques-sociales-1-etat-des-savoirs--9782348070075-page-59.htm</p> <p>https://travail-emploi.gouv.fr/droit-du-travail/les-absences-pour-maladie-et-conges-pour-evenements-familiaux/article/le-conge-parental-d-education</p> <p>https://www.demarches.interieur.gouv.fr/particuliers/conges-secteur-privé</p> <p>https://www.demarches.interieur.gouv.fr/particuliers/remuneration-fonction-publique</p> <p>https://www.service-public.fr/particuliers/vosdroits/F2280/personnalisation/resultat?lang=&quest0=1&quest=</p> <p>https://www.vie-publique.fr/fiches/37963-mesures-permettant-de-concilier-vie-familiale-et-professionnelle</p>
연구 결과	<p>https://www.cairn.info/revue-economique-2021-2-page-185.htm</p> <p>https://www.ofce.sciences-po.fr/pdf/pbrief/2021/OFCEpbrief88.pdf</p> <p>https://www.cairn.info/revue-informations-sociales-2014-3-page-50.htm</p> <p>https://rm.coe.int/1680591670</p>
최근 동향	<p>https://www.strategie.gouv.fr/sites/strategie.gouv.fr/files/atoms/files/2019_hcfea_rapport_conges_prepare_vf.pdf</p> <p>https://www.strategie.gouv.fr/publications/voies-de-reforme-conges-parentaux-une-strategie-globale-daccueil-de-petite-enfance#:~:text=la%20petite%20enfance-,Voies%20de%20r%C3%A9forme%20des%20cong%C3%A9s%20parentaux%20dans%20une%20strat%C3%A9gie%20globale,accueil%20de%20la%20petite%20enfance&text=%5BRapport%20du%20HCFEA%5D%20En%20France,emploi%20et%20sans%20cong%C3%A9%20parental.</p>

□ 스웨덴

〈표 6-11〉 스웨덴의 자녀 돌봄 휴가

구분	주요 사이트
정책 내용	<p>https://www.forsakringskassan.se/privatperson/foralder/foraldrapenning</p> <p>https://www.forsakringskassan.se/privatperson/foralder/10-dagar-vid-barns-fodelse#:~:text=ja%2C%20du%20f%C3%A5r%20alltid%20ers%C3%A4ttning,ers%C3%A4ttning%20%C3%A4ven%20f%C3%B6r%20essa%20dagar</p> <p>https://www.forsakringskassan.se/english/parents/if-you-are-expecting-a-child/pregnancy-benefit</p> <p>https://www.forsakringskassan.se/english/parents/if-you-are-expecting-a-child/sick-during-pregnancy</p>
연구 결과	<p>Duvander, A. Z., Lappegård, T., & Andersson, G. (2010). Family policy and fertility: Fathers' and mothers' use of parental leave and continued childbearing in Norway and Sweden. <i>Journal of European Social Policy</i>, 20(1), 45-57.</p> <p>Ellingsæter, A. L. (2009). Leave policy in the Nordic welfare states: A 'recipe' for high employment/high fertility?. <i>Community, Work & Family</i>, 12(1), 1-19</p> <p>Duvander, A. Z., & Andersson, G. (2006). Gender equality and fertility in Sweden: A study on the impact of the father's uptake of parental leave on continued childbearing. <i>Marriage & Family Review</i>, 39(1-2), 121-142.</p> <p>Miranda V. (2019). Recent Trends in Birth Intervals in Sweden: A Decline of the Speed-Premium Effect?. <i>European journal of population = Revue europeenne de demographie</i>, 36(3), 499-510. https://doi.org/10.1007/s10680-019-09539-8</p> <p>Neyer, Gerda, and Gunnar Andersson. 2008. "Consequences of Family Policies on Childbearing Behavior: Effects or Artifacts?" <i>Population and Development Review</i> 34 (4): 699-724. https://doi.org/10.1111/j.1728-4457.2008.00246.x.</p> <p>Sobotka, T., Matysiak, A., & Brzozowska, Z. (2019). Policy responses to low fertility: How effective are they. <i>United Nations Population Fund</i>.</p>
최근 동향	<p>https://www.regeringen.se/pressmeddelanden/2023/04/forslag-om-okad-flexibilitet-i-foraldrapenningen-pa-remiss/</p> <p>https://www.forsakringskassan.se/english/parents/when-the-child-is-born/parental-benefit</p>

□ 이탈리아

〈표 6-12〉 이탈리아의 자녀 돌봄 휴가

구분	주요 사이트
정책 내용	https://www.ticonsiglio.com/maternita-obbligatoria/ https://www.inps.it/it/dettaglio-scheda.schede-servizio-strument o.schede-servizi.indennit-di-maternit-paternit-per-lavoratrici-e-lavoratori-autonomi-50585.indennit-di-maternit-paternit-per-lavoratrici-e-lavoratori-autonomi.html https://www.ticonsiglio.com/maternita-obbligatoria/
최근 동향	https://eur-lex.europa.eu/legal-content/IT/TXT/HTML/?uri=LEGISSUM:4413650 https://www.ticonsiglio.com/decreto-conciliazione-vita-lavoro/; https://www.ticonsiglio.com/wp-content/uploads/2022/08/decreto-legislativo-30-giugno-2022-n-105.pdf https://eur-lex.europa.eu/legal-content/IT/TXT/HTML/?uri=LEGISSUM:4413650

□ 헝가리

〈표 6-13〉 헝가리의 자녀 돌봄 휴가

구분	주요 사이트
정책 내용	<p>https://www.allamkincstar.gov.hu/csaladok-tamogatasa/gyermekval-lalas-tamogatasa/csecsemogondozasi-dij-csed-</p> <p>https://www.allamkincstar.gov.hu/csaladok-tamogatasa/Csalad_gyermek/gyermekgondozasi-dij-gyed</p> <p>https://www.allamkincstar.gov.hu/csaladok-tamogatasa/Csalad_gyermek/gyermekgondozast-segito-ellatas</p> <p>https://www.allamkincstar.gov.hu/csaladok-tamogatasa/Csalad_gyermek/gyermekgondozast-segito-ellatas</p> <p>https://www.allamkincstar.gov.hu/csaladok-tamogatasa/Csalad_gyermek/gyermeknevelési-tamogatás</p>
연구 결과	<p>Andorka, R. (1996). Demographic changes and their main characteristics from 1960 to our days. In P.P. Tóth & E. Valkovics (Eds.), <i>Demography of contemporary Hungarian society</i>. Highland Lakes: Atlantic Research and Publication.</p> <p>Kapitány, B. (2008). A “gyed-hatás”: Az 1985 és 1996 közötti családtámogatási rendszer termékenységre gyakorolt hatása <i>Demográfia</i>, 5(11), 51-78.</p> <p>Matysiak, A., I. Szalma (2014). Effects of parental leave policies on second birth risks and women’s employment entry. <i>Population English Edition</i>, 69 (4), 599-636.</p> <p>Spéder, Zs., L. Murinkó & L. Sz. Oláh (2020) Cash support vs. tax incentives: The differential impact of policy interventions on third births in contemporary Hungary, <i>Population Studies</i>, 74:1, 39-54,</p>

4. Mutual Information System on Social Protection (MISSOC)

□ 홈페이지 주소: <https://www.missoc.org/>

□ EU Your Social Security Rights

〈표 6-14〉 유럽 연합 국가들의 사회보장 권리 규정 웹사이트 리스트

국가	사이트
프랑스	https://www.missoc.org/
스웨덴	https://ec.europa.eu/social/BlobServlet?docId=13776&langId=en
독일	https://ec.europa.eu/social/BlobServlet?docId=13751&langId=en
이탈리아	https://ec.europa.eu/employment_social/empl_portal/SSRinEU/Your%20social%20security%20rights%20in%20Italy_en.pdf
헝가리	https://ec.europa.eu/employment_social/empl_portal/SSRinEU/Your%20social%20security%20rights%20in%20Hungary_en.pdf

제2절 재외한인학자 연구협력체 운영

□ 추진 배경

- 한국보건사회연구원과 재외 한인학자들 간의 연구 및 협력을 강화하고자 「KIHASA-재외 한인학자 연구협력체」를 구성 및 운영

□ 목적

- 재외 한인학자들에게 연구원 연구성과 공유 및 국제적 확산 촉진
- 재외 한인학자와의 연구협력 기회 활성화 및 상호 연구 수준 제고
- 국가간 비교정책 연구 등 사회정책 연구 활성화에 기여

□ 주요 내용

- 연구원의 연구보고서 정보 제공
- 연구원의 소식지 및 "Discover Online" 한국판 및 영문판 제공
- "KIHASA-재외 한인 학자 간 세미나" 등 연구원 세미나 개최 시 참여 기회 제공
- 연구과제에 대한 자문, 공동연구자 참여 의뢰, "국제사회보장리뷰" 등 연구원 정기간행물 원고 의뢰 시 협력위원들의 협조
- 협력위원들의 연구제안 및 연구자료 제공, 객원연구위원 등의 요청에 대한 연구원의 협력
- 기타 협력체의 취지에 부합되는 협력 사항

사람을
생각하는
사람들



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



제7장

결론

제1절 사업의 성과와 한계

제2절 향후 계획

제 7 장 결론

제1절 사업의 성과와 한계

□ 국제 컨퍼런스

○ 성과

- 엔데믹 시대의 글로벌 보건복지 최근 동향에 대한 정보 수집
- 글로벌 환경 변화에 대응한 한국의 보건복지 정책 방향성 모색
- 미주, 유럽, 동아시아권 해외 한인학자들 간의 연구 네트워크 구축
 - 한국과 거주 국가의 보건복지 동향을 동시에 파악할 수 있는 전문가 들의 시각으로 한국 정책이 나아갈 방향성에 대한 의견 교류

○ 한계

- 반나절 행사로 발표 및 토론 시간 부족
- 미국, 유럽, 동아시아권 전문가 온오프를 통한 동시 참여로 회의 시간대 설정에 한계
- 관련 국내외 연구자가 적극적으로 참여할 수 있는 홍보 방안 및 환경 마련 필요
- 참여 국가 및 전문 분야 확대 필요

□ 해외 기관 MOU 협력

○ 성과

- 일본 사회보장인구문제 연구소와 지속적인 연구 협력 네트워크 추진
- MOU 체계 이후 활동이 미흡했던 영국 옥스퍼드 대학교와 연구 협력 추진 재개
- 미국 조지아 대학교 및 한인사회복지교육자 학회 등 새로운 MOU 체결

○ 한계

- 연례 포럼 추진 시 지속적으로 시의성 있는 주제 발굴 필요
- 발표 주제 및 발표 내용의 다양화 및 내실화
- 새로운 MOU 기관 발굴 및 비활성화된 MOU 기관과의 지속적인 교류 방안 모색

□ 국제협력 전문가 포럼

○ 성과

- 「OECD Economic Survey of Korea」 작성에 기여
- OECD 사무국 담당자들과의 연구 네트워크 확장
- 한국의 저출산고령화 현상에 대한 상세한 국내 정보 제공

○ 한계

- 원내 관련 연구자의 적극적인 토론 및 참여 부족
- 질문서 작성 내용의 영문화 작업 지원 필요

□ 국제협력사업 지원

○ 성과

- ILO-CONNET와의 지속적인 교류
- ILO를 중심으로 태국, 베트남 등 개발도상국가 연구자들과의 협력 강화

○ 한계

- ILO-CONNECT 사업에의 적극적인 참여 필요
- 보사연 주도 하의 연구 협력 및 지원 강화 필요

□ 국제 공동 연구

○ 성과

- 해당 국가 전문가를 통해 저출산 정책에 대한 상세한 국가 내부 자료 수집
- 보사연 공동 연구, 국가별 보건복지 현황 자료, 보사연 국제 심포지엄 참여 지원을 받을 수 있는 연구 네트워크 활성화

○ 한계

- 국가별 원문 자료에 대한 명확한 이해도 향상 방안 필요
- 제한적인 인적 네트워크를 통한 정보 수집으로 인하여 제한적인 자료 수집

제2절 향후 계획

□ 국제 컨퍼런스

- 「재외한인학자 초청 세미나」 정기적인 연례 행사로 추진
- 오프라인 대면 회의를 통해 심도 깊은 소통과 토론 진행
- 다양한 국가 및 연구 주제의 전문가 참여 독려
- 우수한 국제학술대회의 사이드 미팅으로 추진

□ 해외 기관 MOU 협력

- 비활성화되어 있는 MOU 기관과의 협력 재개
- 포럼과 세미나 이외 공동 연구 수행 등 다양한 협력 방안 모색
- 새로운 MOU 체결 학교 및 기관 확대

□ 국제협력 전문가 포럼

- 국제협력 전문가 포럼 활성화
- 새롭게 대두되는 글로벌 주제 (디지털화, 녹색 성장 등)에 대한 전문가 포럼 추진

□ 국제협력사업 지원

- 개도국 전문가 대상 보건복지 관련 교육 및 훈련 프로그램 추진
- 개도국 전문가 연구원 방문 등 적극적인 협력 사업 추진

□ 국제 공동 연구

- 우수한 해외 석학 들과의 공동 연구 추진
- 공동 연구 성과물의 저널 논문화 등 성과 확산



- Andersson, G., Duvander, A. Z., & Hank, K. (2004). Do child-care characteristics influence continued childbearing in Sweden? An investigation of the quantity, quality, and price dimension. *Journal of European Social Policy*, 14(4), 407-418.
- Andorka, R. (1996). Demographic changes and their main characteristics from 1960 to our days. In P.P. Tóth & E. Valkovics (Eds.), *Demography of contemporary Hungarian society. Highland Lakes: Atlantic Research and Publication*.
- Bach et al. (2020) Fiskalische Wirkungen eines weiteren Ausbaus ganztägiger Betreuungsangebote für Kinder im Grundschulalter: Gutachten für das Bundesministerium für Familie, Senioren, *Frauen und Jugend Politikberatung kompakt* 146, III, 35 S.2020
- Bjorklund, A (2007) Does a family-friendly policy raise fertility levels? Swedish Institute for European Policy Studies, 3.
- Duvander, A. Z., & Andersson, G. (2006). Gender equality and fertility in Sweden: A study on the impact of the father's uptake of parental leave on continued childbearing. *Marriage & Family Review*, 39(1-2), 121-142.
- Duvander, A. Z., Lappegard, T., & Andersson, G. (2010). Family policy and fertility: Fathers' and mothers' use of parental leave and continued childbearing in Norway and Sweden. *Journal of European Social Policy*, 20(1), 45-57.
- Ellingsæter, A. L. (2009). Leave policy in the Nordic welfare states: A 'recipe' for high employment/high fertility?. *Community, Work & Family*, 12(1), 1-19

Forsakringskassan (Swedish Social Insurance Agency). Retrieved from <https://www.forsakringskassan.se/privatperson/foralder/barnbidrag-och-flerbarnstillagg>

Gábos, A. (2005). A magyar családtámogatási rendszer termékenység hatásai [Fertility effects of the Hungarian family support system]. *Budapest: Corvinus Egyetem*, PHD értekezés (PhD dissertation).

Gábos, A. R. Gál, And G. Kézdi, (2009). The effects of child-related benefits and pensions on fertility by birth order: A test on Hungarian data. *Population Studies*, Volume 63, 2009 - Issue 3 215-231.

Gerda, N. and Andersson, G. (2008). "Consequences of Family Policies on Childbearing Behavior: Effects or Artifacts?" *Population and Development Review* 34 (4): 699-724.
<https://doi.org/10.1111/j.1728-4457.2008.00246.x>

Kapitány, B. (2008). A "gyed-hatas": Az 1985 es 1996 kozotti csaladta-mogatasi rendszer termekenysegre gyakorolt hatasa *Demografia*, 5(11), 51-78.

Krapf, S. (2014). *Public Childcare Provision and Fertility Behavior: A Comparison of Sweden and Germany* (1st ed.). Verlag Barbara Budrich. <https://doi.org/10.2307/j.ctvdf0c07>

Matysiak, A., I. Szalma (2014). Effects of parental leave policies on second birth risks and women's employment entry. *Population English Edition*, 69 (4), 599-636.

Miranda V. (2019). Recent Trends in Birth Intervals in Sweden: A Decline of the Speed-Premium Effect?. *European journal of population = Revue europeenne de demographie*, 36(3), 499-510. <https://doi.org/10.1007/s10680-019-09539-8>

Mork, E., Sjogren, A., & Svaleryd, H. (2008). Effekter av

barnomsorgsavgifter pa barnafodandet [Effects of childcare fees on childbirth]. Institutet for arbetsmarknadspolitisk utvardering (IFAU). Retrieved from:
<https://www.nationalekonomi.se/sites/default/files/legacy/37-2-emashs.pdf>

Sobotka, T., Matysiak, A., & Brzozowska, Z. (2019). Policy responses to low fertility: How effective are they. United Nations Population Fund.

Speder, Zs., L. Murinko & L. Sz. Olah (2020) Cash support vs. tax incentives: The differential impact of policy interventions on third births in contemporary Hungary, *Population Studies*, 74:1, 39-54,

[누리집]

(N.d.). CONNECT, Retrieved December 2, 2023, from
https://www.ilo.org/asia/info/public/WCMS_735799/lang--en/index.htm

