

국외출장 결과보고서

1 출장 개요

☐ 출장목적

- SSWR(Society for Social Worker and Research) 포스터 발표

☐ 과제명

- [지원26-003-00] 연구기획(비예산 출장)

☐ 출장기간

- 2026.01.13. ~ 2026.01.21.

☐ 출장국가(도시)

- 미국(워싱턴)

☐ 출장자

- 현옥주 연구원

☐ 일정요약

일자	국가(도시)	방문기관	면담자	주요 활동상황
20260113	한국(인천)	출국	해당없음	출국
20260113	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회도착
20260114	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회등록
20260115	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회참석
20260116	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회발표 1. 발표제목: A Study on the Trajectory and Determinants of Employment Quality in Mid-Aged in South Korea : Focusing on Individuals Born between 1959 and 1964 2. 발표일시: 1월 16일 오후 2시
20260117	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회 발표 1. 발표제목: Determinants of Labor Force Participation Among People with Disability in South Korea 2. 발표일시: 1월 17일 오전 8시
20260118	미국(워싱턴)	Marriott Marquis Washington DC Hotel	Qin Gao 외 다수	학회참석
20260119	미국(워싱턴)	공항	해당없음	귀국
20260121	한국(인천)	귀국	해당없음	한국도착

①	SSWR(Society for Social Worker and Research) 참석 및 발표
일 시	2026.01.13.(화) ~ 2026.01.18.(일)
장 소	워싱턴(Marriott Marquis Washington DC Hotel)
참석자	Qin Gao 교수 외 다수
○ 학술대회 포스터 발표 자료	

○ 학술대회 포스터 발표 자료

A Study on the Trajectory and Determinants of Employment Quality in Mid-Aged in South Korea

Focusing on Individuals Born between 1959 and 1964

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Introduction

- Middle-aged people (ages 50-59) face economic responsibilities as the "sandwich generation," simultaneously supporting both children and aging parents.
- Their continued labor force participation is crucial for:
 - Mitigating labor shortages amid declining working-age populations
 - Reducing fiscal pressures from rising dependency ratios
 - Ensuring individual economic security before pension eligibility
- Despite policy measures introduced in 2016-2017, such as raising the mandatory retirement age to 60 and expanding employment support programs, labor market conditions for middle-aged workers remain precarious in South Korea, the average actual retirement age is 49 years (Statistics Korea, 2024), resulting in a substantial income gap before pension eligibility begins at ages 65 to 68.

Fig.1. Employment Rate by Age Group(2023) (%)

Research Purpose

- This study aims to identify distinct trajectories of EQ among middle-aged workers (1959-1964 birth cohorts) and to examine the factors that predict membership in each trajectory group.

Research Question

- Research Question1: What distinct patterns of EQ trajectories exist among middle-aged Korean workers?
- Research Question2: What individual, household, and labor market factors determine trajectory group membership?

Materials & Methods

Data

- KLS 12th 26th waves (2003-2023)
- Wage workers only middle-aged workers (1959-1964 birth cohorts)

Measures

- EQ Index: 6 Dimensions
 - Job Characteristics: International Socio-Economic Index of Occupational Status (ISEI) (Garcamano et al., 1993)
 - Employment security: Employment type (regular/non-regular) and Employment stability
 - Income security: Monthly wages and Additional benefits
 - Developmental Potential and Compensation: Human development satisfaction and Fairness of performance evaluation
 - Work conditions: Working hour satisfaction and Work environment satisfaction
 - Relationship: Labor union presence and Interpersonal satisfaction
- Determinants
 - Sociodemographic Factors: Gender, Marital status, Residential area, Subjective health status
 - Household Characteristics: Household head, Family number, Housing income, Housing assets
 - Occupational ability: Educational level, Job training

Analysis

- Group-Based Trajectory Method (GBTM)
- Multinomial Logistic Regression

Results

Fig.2. GBTM Results

Table 1. Multinomial Logistic Regression: Key Determinants

Gender (ref: Male)	Low-risk			Mid-risk			High-risk		
	b	SE	OR	b	SE	OR	b	SE	OR
Female	0.42	0.08	1.52	0.21	0.09	1.23	0.19	0.09	1.21
Age (ref: 50)	-0.02	0.01	0.98	-0.03	0.01	0.97	-0.04	0.01	0.96
Marital status (ref: Married)	0.15	0.05	1.16	0.10	0.05	1.11	0.12	0.05	1.13
Subjective health (ref: Good)	-0.18	0.04	0.84	-0.12	0.04	0.88	-0.15	0.04	0.87
Household head (ref: No)	0.25	0.06	1.28	0.20	0.06	1.22	0.22	0.06	1.24
Family number (ref: 1)	0.05	0.02	1.05	0.04	0.02	1.04	0.06	0.02	1.06
Housing income (ref: Low)	0.10	0.03	1.10	0.08	0.03	1.08	0.09	0.03	1.09
Housing assets (ref: Low)	0.08	0.03	1.08	0.07	0.03	1.07	0.09	0.03	1.09
Job training (ref: No)	0.12	0.04	1.12	0.10	0.04	1.10	0.11	0.04	1.11
Education above (ref: High School)	0.15	0.05	1.16	0.12	0.05	1.13	0.14	0.05	1.15

Conclusion

It is necessary to introduce and expand policies that support middle-aged individuals in maintaining stable in the labor market. South Korea currently operates the New Middle-Aged Career Based Job Program for the aged 50 to 64, which provides social service jobs requiring a certain level of career experience. Specifically, individuals with at least three years of relevant work experience or specific certifications can participate in the program. While the program currently operates within the public and social services sectors, expanding it to the private sector is crucial for enabling middle-aged individuals to remain in the labor market by utilizing their experience and expertise.

Income and asset formation programs targeting middle-aged individuals are needed in South Korea, where the public pension system offers a low-income replacement, those who fail to accumulate adequate assets during middle age may find it difficult to secure financial support after retirement or to face poverty. Thus, targeted asset-building programs based on household income and asset levels should be developed for middle-aged workers.

Women were more likely to belong to low EQ groups. For instance, strengthening job training and job placement programs is essential for supporting women's re-entry after child care and Social Assistance. It is necessary to establish structural support measures that ensure stable economic ability for middle-aged women, while concurrently implementing institutional improvements to reduce gender gaps within the labor market.

SSWR 30TH ANNUAL CONFERENCE ANNIVERSARY

WASHINGTON, DC | JANUARY 14-18, 2026

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References

Statistics Korea. (2025). Elderly Statistics. https://www.kosis.kr/eng/stat/stat_list.do?lang=eng&menu=110&table=111_01_01&year=2023&series=1

Jeong, S., & Kim, W. (2025, August 6). Elderly income and wealth. https://www.kosis.kr/eng/stat/stat_list.do?lang=eng&menu=110&table=111_01_01&year=2023&series=1

Ministry of Health and Welfare. (2025). https://www.mhw.go.kr/eng/eng_main.do

Introduction

People with disability (PWD) face various employment barriers due to negative attitudes and biases against disability. Despite the employment rate increasing from 0.43% in the 1990s to 3.17% in 2023, workers with disabilities continue to face unstable employment and low wages.

According to the 2023 Korean National Survey, 47.6% of waged workers with disabilities held non-regular positions, with low income compared to the average. The most common job among PWDs was service job (31.1%), and the primary reason for unemployment was the difficulties in adapting to work environments (19.2%).

In 1990, the government announced welfare policies through the Act on Employment Promotion and Vocational Rehabilitation for the Disabled (EPVD) to promote employment via mandatory employment quotas. Initially, the policies primarily emphasized quantitative rather than qualitative aspects. However, in 2008, the policies were reformed to include various services such as loans for installing disability-friendly facilities and wage subsidies. The 6th EPVD (2003-2007) has specified vocational training and employment services and improvements in working conditions.

This study aims to analyze the longitudinal changes in employment quality (EQ) for waged workers with disabilities by cohort and examine the factors influencing these changes, using data from the Panel Survey of Employment for the Disabled (PSED) to evaluate the impact of employment welfare policies for PWD.

Materials & Methods

Data

- the PSED 1st Wave (2012-2015) & 2nd Wave (2020-2023)
- Wage workers with disabilities only

Measures

- EQ Index: 6 dimensions
 - Employment security: Employment type, Employment stability satisfaction, job security
 - Development possibility: Human development satisfaction, Fairness of performance evaluation, Vocational training benefits
 - Work conditions: Working hours, Work environment safety, Work context satisfaction
 - Disability cognition: Disability-friendly facilities, Experience of discrimination, Work adjustment (one provision)
 - Income security: Monthly wages, Additional benefits

○ 주요 참석 프로그램

Wednesday, January 14, 2026	
4:00 PM-8:00 PM	Registration Open (Marquis BR, ML 2)
Thursday, January 15, 2026	
7:30 AM-1:00 PM	Registration Open (Marquis BR Foyer, ML 2)
7:30 AM-7:00 PM	RISE SSWR Research, Inspire, Support, and Excel (RISE) Seminar (Monument, ML 4) Speakers/Presenters: Greer Hamilton, PhD and Qiana Cryer-Coupet, PhD
8:00 AM-10:00 AM	SSRPCB-1 (Separate Fee Required) SSRPCB-1: Nuts and Bolts of Art-Based Research, Education, & Practice (Supreme Court, ML 4) Speaker/Presenter: Rogerio M. Pinto, PhD, LCSW SSRPCB-2 (Separate Fee Required) SSRPCB-2: How Researchers Can Move the Needle for Policy Change (Marquis BR 13, ML 2) Speaker/Presenter: Rebekah Gewirtz, PhD SSRPCB-3 CANCELLED (Separate Fee Required) SSRPCB-3: Expanding Impact: How Researchers Can Leverage Their Expertise in Public and Private Sector Roles (Marquis BR 14, ML 2) Speakers/Presenters: Marylou Sudders and Joy Rosen
8:00 AM-12:00 PM	RMW-1 (Separate Fee Required) RMW-1: AI in Action: Leveraging Agents, Mastering Prompt Engineering, and Securing Grants for Breakthrough Impact (Marquis BR 7, ML 2) Speakers/Presenters: Ruopeng An, PhD, Hee Yun Lee, PhD, Jiaqi Gong, PhD and Joyce Lee, PhD
10:15 AM-12:15 PM	SSRPCB-4 (Separate Fee Required) SSRPCB-4: The Good, the Challenging, and the Discouraging Aspects of the K Series: Navigating NIH K Career Awards in Social Work (Marquis BR 14, ML 2) Speakers/Presenters: Carolina Vélez-Grau, PhD, Liwei Zhang, PhD, Genevieve Graaf, PhD, Meghan Romanelli, PhD and Fernanda Cross, PhD SSRPCB-5 (Separate Fee Required) SSRPCB-5: Historical Research Methods for Advancing Antiracist and Anticolonialist Social Work Research (Marquis BR 13, ML 2) Speakers/Presenters: Justin Harty, PhD, Jane McPherson, PhD, MPH, LCSW, Bethany Murray, PhD, Jerome Schiele, PhD and Jessica Toft, PhD, LISW
12:15 PM-1:30 PM	01 (Separate Fee Required) Meet the Scientist Luncheon (Shaw, ML 3) Speakers/Presenters: Fatima Mabrouk, MSW and Justin Harty, PhD
12:30 PM-1:30 PM	02 "Current Events" Session: Crisis and Responsibility: Social Work's Ethical Imperative in Today's Policy Landscape (Independence BR D/E, ML 4) Speaker/Presenter: Donte Boyd, PhD, MSW
1:30 PM-3:00 PM	03 <u>Child Welfare</u> [Flash Talks] Perspectives from individuals with lived experiences with child welfare services (Marquis BR 8, ML 2) Moderator: Nathanael Okpych, PhD 04 <u>Health</u> [Flash Talks] Access to care (Catholic U, ML 1)
3:15 PM-4:45 PM	29 <u>Adolescent and Youth Development</u> [Flash Talks] Pathways to well-being for under-served youth populations (Marquis BR 13, ML 2)

Friday, January 16, 2026		Wednesday Thursday Friday Saturday Sunday top
7:00 AM-8:00 AM	[Special Interest Groups] Pilipina/o/x Social Work and Affiliates Group (P-SWAG) (Marquis BR 12, ML 2) Conveners: Lalaine Sevilano, PhD, MSW , Joanna La Torre, MSW, LCSW , Dale Maglalang, PhD, MA, MSW, MPH , Cora de Leon, PhD, MPH, LCSW , Ronna Bañada, MSW, LCSW , Hillary Nicole Peregrina, MA, MSW , Kari Tabag, PhD, LCSW-R and Gabrielle Aquino-Adriatico, PhD	
8:00 AM-9:30 AM	Asian and Asian-Pacific Islander Focused-Research 58 [Flash Talks] Cultural Values, Identity, and Access in Asian Communities (Archives, ML 4) Moderator: Isok Kim, PhD	
9:45 AM-11:15 AM	84 RCDC Roots and Wings Session I: Funding and Political Realities: Navigating Uncertainty as an Early Career Scholar (Capitol, ML 4) Speakers/Presenters: Robert O. Motley Jr., PhD , Waldo E. Johnson, PhD , Jenny Jones, PhD , Trenette Clark Goings, PhD , Durrell Washington, PhD and Bernadine Waller, PhD	
3:45 PM-5:15 PM	148 Work and Work-Life Policies and Programs [Symposia] Precarity and Work in the Margins: Labor, Identity, and Mental Health in a Shifting Economy (Liberty BR I, ML 4) Symposium Organizer: Hyeri Choi, PhD Discussant: Kess Ballentine, PhD, MSW, MA	
Saturday, January 17, 2026		Wednesday Thursday Friday Saturday Sunday top
7:00 AM-8:00 AM	[Special Interest Groups] Fostering Research Collaboration for Multi-System Youth: Breaking Down Silos to Advance Social Work Research (Independence BR H, ML 4) Conveners: Karen Kolivoski, PhD, MSW and Sherri Simmons-Horton, PhD	
9:45 AM-11:15 AM	218 Invited Symposium II: Advancing Health and Social Equity Through Artificial Intelligence (Independence BR D/E, ML 4) Speakers/Presenters: Hyeouk "Chris" Hahm, PhD , Ruopeng An, PhD , Desmond Patton, PhD, MSW , Cheng Ren, PhD , Hee Yun Lee, PhD and Jiaqi Gong, PhD	
4:15 PM-5:45 PM	257 Gender [Symposia] Stories for Transformative Change: Feminist Narrative Methods As Epistemological Resistance (Independence BR A, ML 4) Symposium Organizer: Soo Young Lee, MA Discussant: Ramona Beltran, PhD	
Sunday, January 18, 2026		
8:00 AM-9:30 AM	279 Adolescent and Youth Development [Flash Talks] Addressing the needs of structurally marginalized youth (Supreme Court, ML 4)	
9:45 AM-11:15 AM	305 Gender-Based Violence [Flash Talks] Gender-Based Violence in Children, Teens, and College Students (Liberty BR N, ML 4) Moderator: LB Klein, PhD, MSW, MPA	
11:30 AM-1:00 PM	337 International Social Work and Global Issues [Symposia] Family Diversity, Family Policy, and Well-Being in Separated Families Around the World (Marquis BR 9, ML 2) Symposium Organizer: Daniel Meyer, PhD Discussants: David Pate, PhD and Irwin Garfinkel, PhD Discussant: Ramona Beltran, PhD	

