

INTERNATIONAL  
FORUM ON

# Child and Family Policy

—  
03. May. 2023.  
5pm-7pm(KST)



**KIHASA**  
KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS



**KAFSW**

한국가족사회복지학회



# Program



Chairwoman	<b>Lee, Sang-Jung</b>   Associate Research Fellow (Dr.), Head of Center for Child and Family Policy Research, KIHASA
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17:00-17:10	<b>Opening Ceremony</b>
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Opening Remarks	<b>Lee, Tae Soo</b>   President, Korea Institute for Health and Social Affairs(KIHASA)
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Congratulatory Remarks	<b>Mary Daly</b>   Professor, Department of Social Policy and Intervention, University of Oxford
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Welcoming Remarks	<b>Jung, Jae-Hoon</b>   President, Korean Academy of Family Social Work(KAFSW) Professor, Department of Social Welfare, Seoul Women's University
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17:10-18:30	<b>Presentation</b>
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Presentation 1	<b>Innovations and New Thinking in Child-related Policy in Europe and Beyond</b> <b>Mary Daly</b>   Professor, Department of Social Policy and Intervention, University of Oxford
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Presentation 2	<b>Labour-Care Reconciliation and Marriage Delays in Low and Middle-income Individuals</b> <b>Choi, Sun-Young</b>   Associate Research Fellow (Dr.), Center for Child and Family Policy Research, KIHASA
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Presentation 3    **Parental Leave Policies in OECD Countries: Gender and Social Inequalities**

**Ivana Dobrotić** | Associate Member, Department of Social Policy and Intervention, University of Oxford  
Associate Professor (Dr.), Department of Social Work, University of Zagreb

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

**Byoun, Soo-Jung** | Research Fellow (Dr.), Center for Child and Family Policy Research, KIHASA

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**18:30-19:10    Panel Discussion**

Moderator    **Jung, Jae-Hoon** | President, Korean Academy of Family Social Work(KAFSW)  
Professor, Department of Social Welfare, Seoul Women's University

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Discussants    **Choi, Eun-Young** | Professor, Department of Child Welfare, Chungbuk National University  
**Cho, Sungho** | Associate Research Fellow (Dr.), Center for Youth Policy Research & International Cooperation Group, KIHASA  
**Ryu, Sunwoo** | Postdoctoral Researcher (Dr.), Department of Social Policy and Intervention, University of Oxford  
**Theodoros Papadopoulos** | Director (Dr.), Centre for the Analysis of Social Policy, University of Bath

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University of Oxford  
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KIHASA



[Presentation 1]



# Innovations and New Thinking in Child-related Policy in Europe and Beyond

**Mary Daly**

Professor, Department of Social Policy and Intervention,  
University of Oxford

## **Innovations and New Thinking in Child-related Policy in Europe and Beyond**

Mary Daly

### 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



## Classic European Social Policy Approach to Children

- Resource families through income supports (child benefits, wage subsidies, tax allowances) to address/prevent family and child poverty  
Provide support services for families (social work in nature) and also support for children through early and ongoing care and education services
- Support the family as an institution and unit of care provision, with a gendered structure

## 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

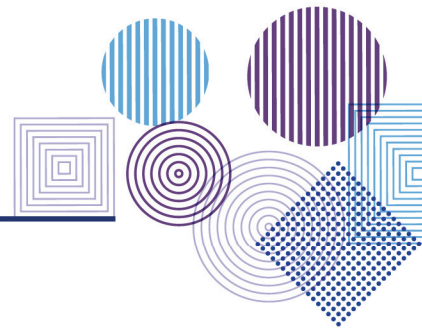


## Changing conceptualisations/philosophies

- 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

## European Union

- Very active in the field of child-related policy
- *Investing in Children Recommendation* of 2013 had three pillars: parental access to adequate resources (income and labour market); access to adequate services (reducing inequality in/through access to childcare, education etc); children's participation
- Promoted a dual understanding of children's participation:
  - Participation in play, recreation, sport and cultural activities
  - Participation in decision making that affects their lives (a form of 'voice')
- Latest developments: the *European Pillar of Social Rights* (2017) suggests two specific rights for all children:
  - "Children have the right to affordable early childhood education and care of good quality"
  - "Children have the right to protection from poverty. Children from disadvantaged backgrounds have the right to specific measures to enhance equal opportunities"
- European Parliament promoting the idea of a 'child guarantee'
- A mix of direct and indirect approaches



## Innovations (1)

- The notion of a guarantee for children
- Example the European Child Guarantee

## Innovations (2) – Support for Parenting

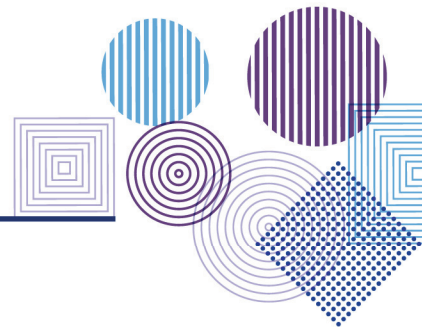
- Takes two main forms
- Leaves for parents: three types: maternity, paternity, parental (plus internal innovations in the latter in terms of reserving part of the leave for one or the other parenting and penalising if not taken) – flexibilization to a limit
- Parenting support interventions: Informing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

## Innovations 3

- Children's rights
- 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
- 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



## Significance of these developments

- They help put flesh on the possibility of different paradigms or ideal types. In this regard they point out different dimensions, such as:
  - Children as subjects rather than objects of interventions – the degree to which children and their personhood are present and the focus of policy attention, the degree to which children are recipients as well beneficiaries
  - Children treated as agents rather than as represented by others – the degree to which children are treated as ‘beings’ rather than ‘becomings’, the degree to which they are seen as deserving of respect for their capacities (prosaically: the degree to which policy aims to do things *with* children as against *for* them)
  - Children as having interests as against just ‘needs’ – the degree to which children’s power(less) situation is recognised, that they are engaged with and they can make claims in their own right
- We might call one *child-centred* policies and the other *child-oriented* policies
- Daniel and Ivatts (1998: 2) offer a definition of child-centred social policy saying that it “starts from the premise that children have an inherent value as individuals in their own right and not merely, or even mainly, as future adults”.


## 4 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 relationship

- Come back
- Direct and indirect
- Expenditure on child-related





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

**Choi, Sun-Young**

Associate Research Fellow (Dr.),  
Center for Child and Family Policy Research, KIHASA

## Labour–Care Reconciliation and Marriage Delays in Low and Middle–income Individuals

Choi Sun–Young  
(KIHASA)

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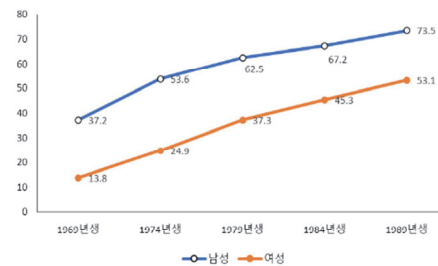
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2. Methodology
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5. Men’s delayed marriage
6. Women’s delayed marriage
7. Conclusion



## 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 unmarried person at age 30, by birth-year cohort



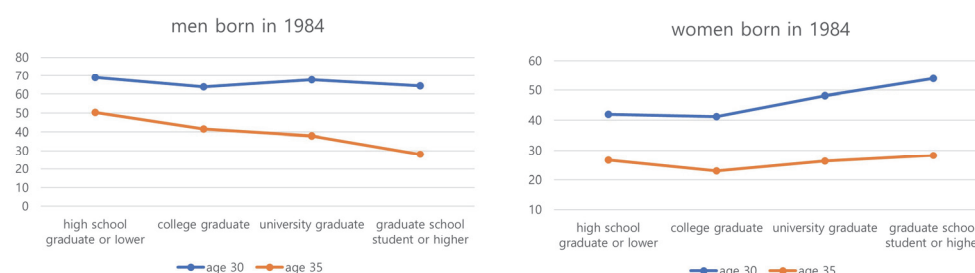
## 1. Background and Research Purpose

- 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

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- 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

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- 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

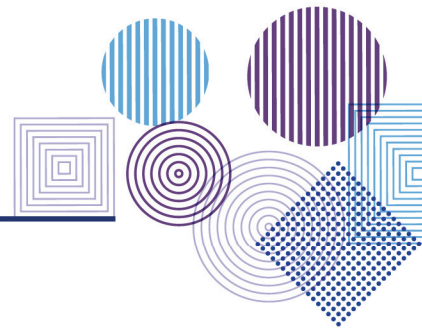


## 2. Methodology

- 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"> <li>From middle or upper class family, graduate of university in Seoul or other prestigious institution</li> <li>Employed in full-time, permanent position</li> </ul> <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"> <li>Graduate of well-respected university, but found only fixed-contract employment upon entering labor market</li> <li>High earnings, but weak prospects for advancement</li> </ul> <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"> <li>Graduate of junior college or vocational school; no financial support from parents</li> <li>Started career in precarious circumstances, but has built strong resume</li> </ul> <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"> <li>At least a high school education; no financial support from parents</li> <li>Currently in unstable or low-wage position; slim possibility of advancement</li> </ul> <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

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- 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

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- “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

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- “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

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- “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

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- “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

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- “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”

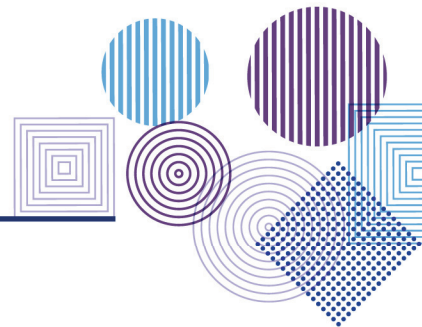
N05, 29 years old, male, lower class

“**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

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

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

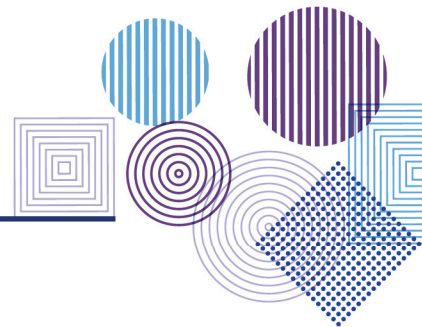
"My salary isn't that great, but honestly I live alone, and really don't need that much money to get by. **I'm just like, a simple person, you know...** I'm not really interested in designer brands or anything. I just need a house to live in and a space in which to do by hobbies. Living alone isn't too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

## 7. Conclusion

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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

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- 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

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- 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*.

Thank You



KOREA INSTITUTE FOR HEALTH AND SOCIAL AFFAIRS  
LEADING THE WAY IN IMPROVING  
PEOPLE'S QUALITY OF LIFE AND SOCIAL SECURITY



# Parental Leave Policies in OECD Countries: Gender and Social Inequalities

**Ivana Dobrotić**

Associate Member, Department of Social Policy and Intervention,  
University of Oxford  
Associate Professor (Dr.), Department of Social Work,  
University of Zagreb



## **Parenting leave policies in OECD countries: gender and social inequalities**

**IVANA DOBROTIĆ**

University of Zagreb, Faculty of Law, Department of  
Social Work, Social Policy Chair

## **Parenting leaves & gender inequalities**

**Research on the relationship between care, work & gender equality**

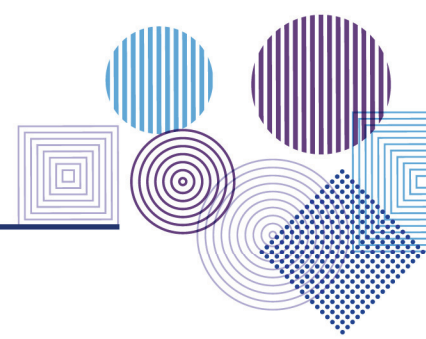


### **Leave policy & women's employment outcomes**

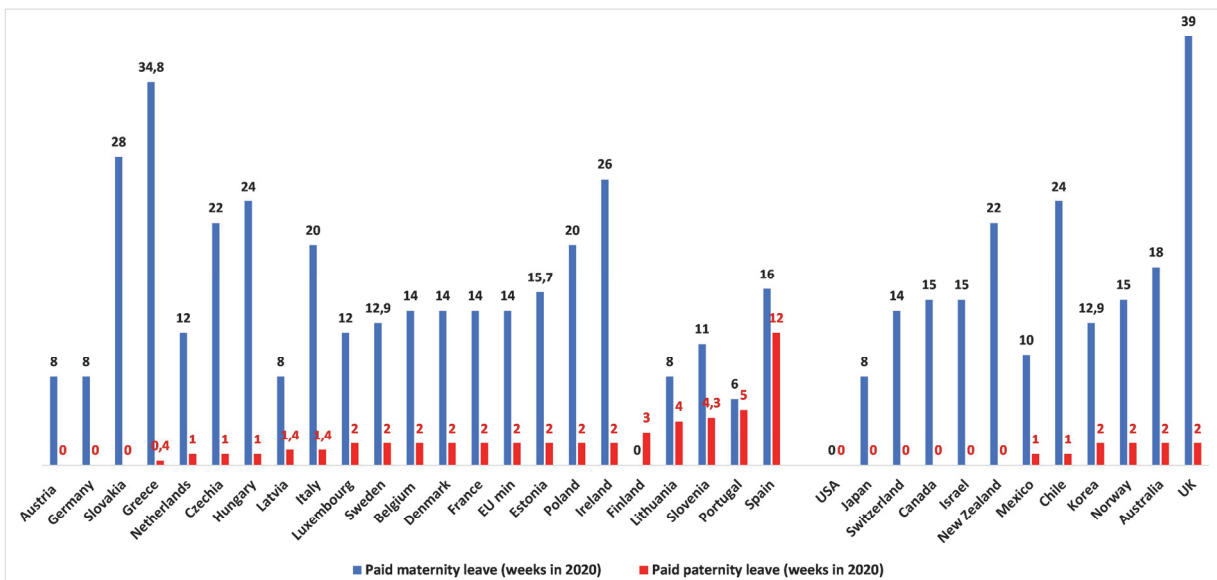
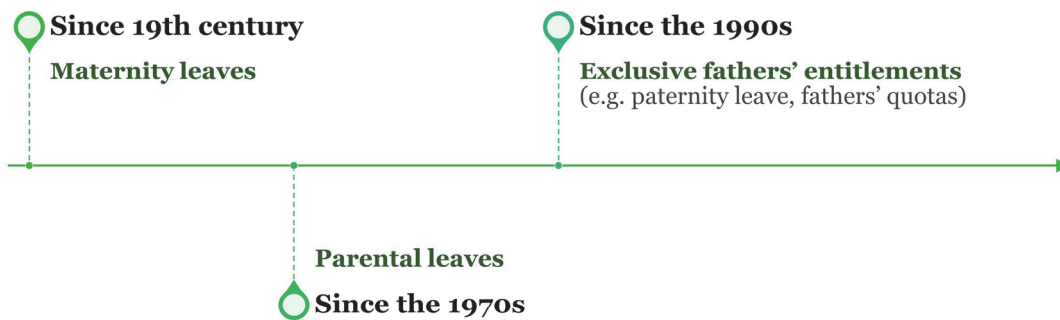
- “an inverted U-shaped relationship with the effects of young children on women's employment” (Pettit & Hook 2005, 796)

### **Leave policy, fathering & gender equality**

- non-transferable, well-paid fathers' entitlements
- care work **vs** housework

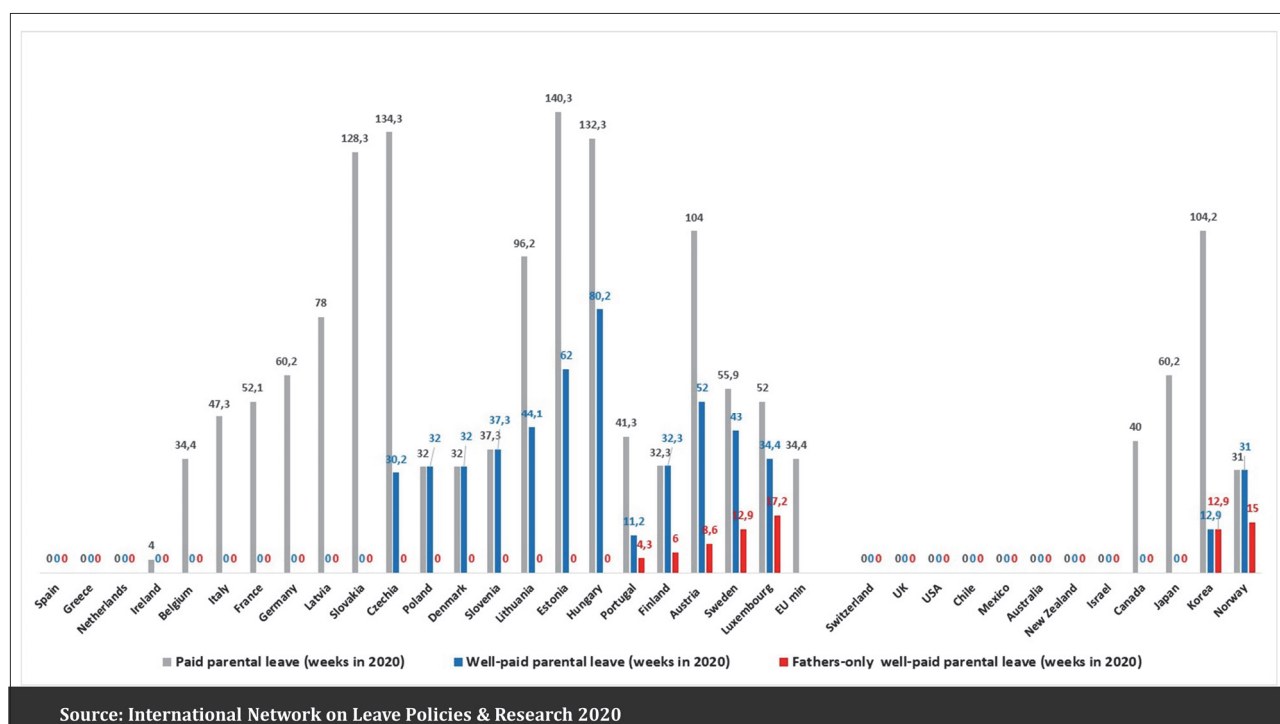


## Leaves policy development in OECD countries



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’



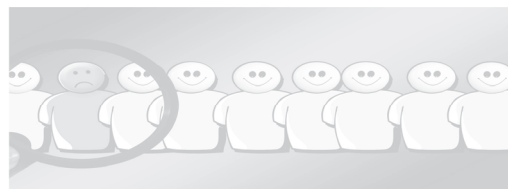
## Parenting leaves & „other” inequalities?

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?

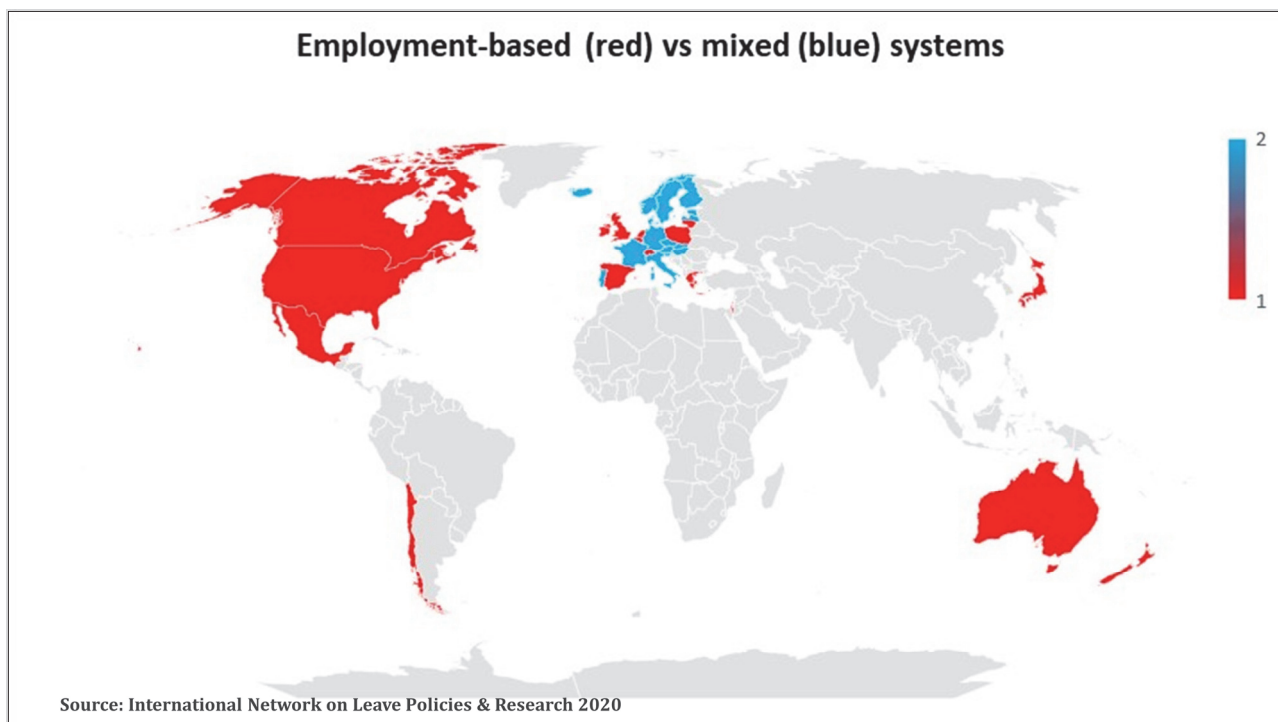
(Dobrotić & Blum, 2019, 2020)



## 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)

### Employment-based (red) vs mixed (blue) systems

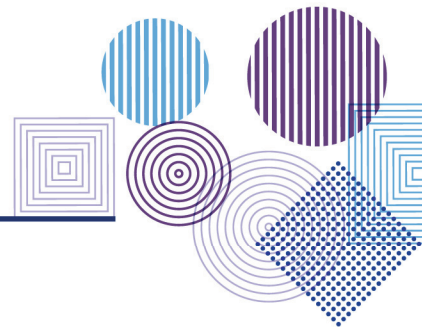


## Family structure & situations → implications for leave entitlements & outcomes

**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?

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### **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

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### **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

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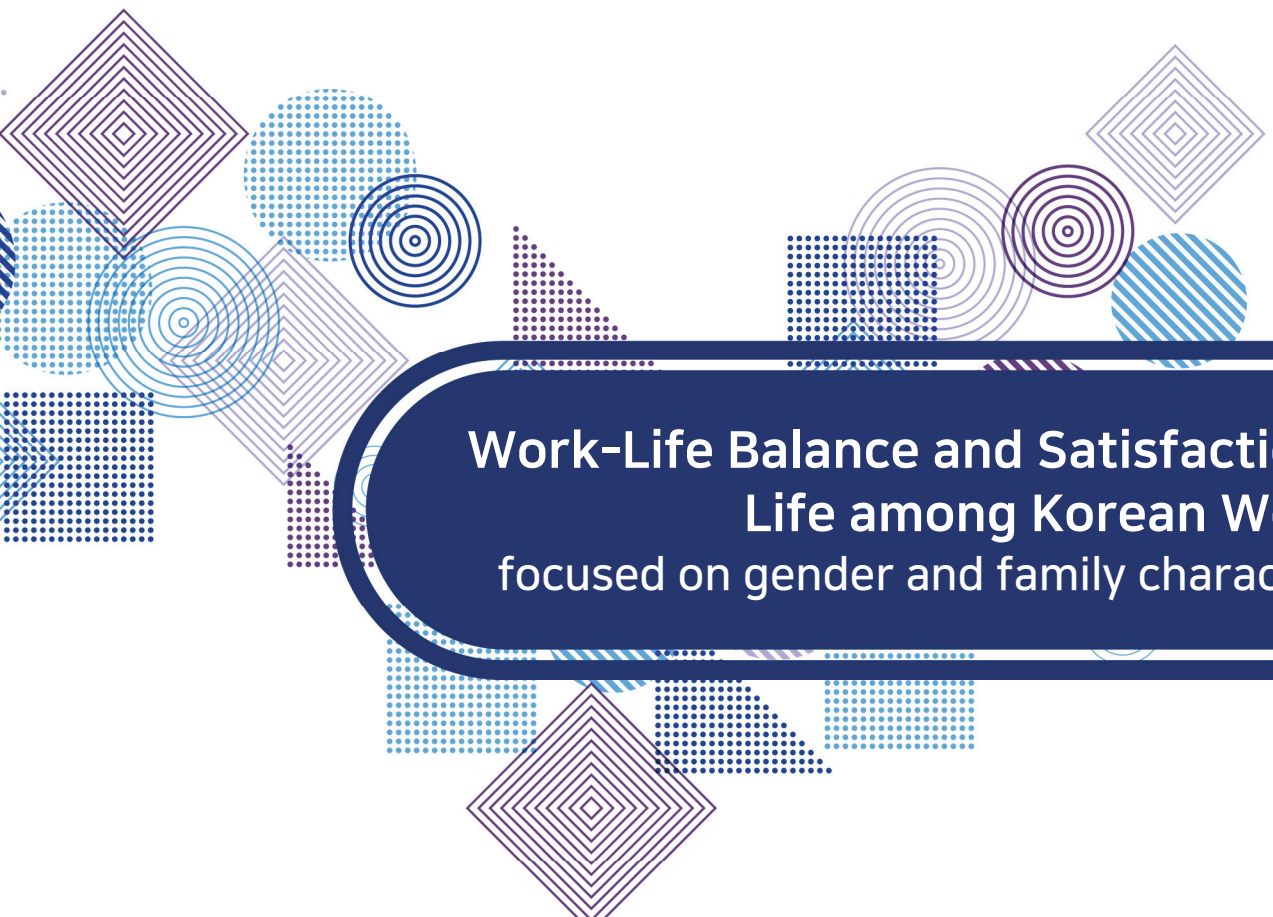
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## Work-Life Balance and Satisfaction with Life among Korean Workers: focused on gender and family characteristics

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

**Byoun, Soo-Jung**  
**KIHASA**

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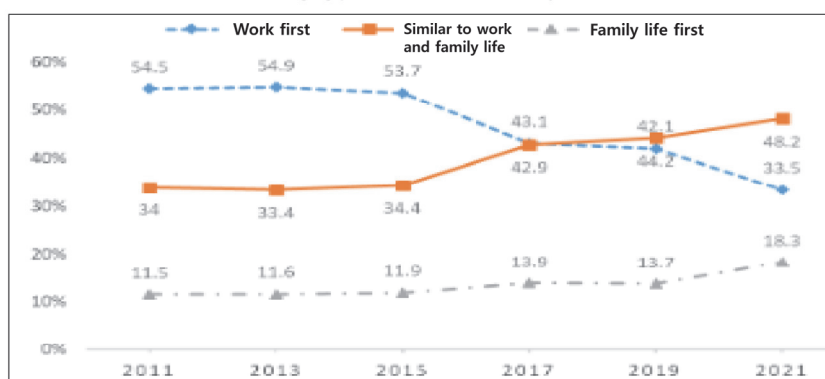


## I. Introduction

### 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: Kostat. (2021). 2021 Social Survey results. Press release.

## I. Introduction

[Real average annual hours worked per worker]

(Unit: Hours)

Country	Time	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Australia		1,778	1,774	1,771	1,766	1,755	1,751	1,739	1,738	1,733	1,722	1,683	1,694
Austria		1,552	1,557	1,535	1,520	1,510	1,495	1,507	1,498	1,502	1,509	1,401	1,442
Belgium	1	1,574	1,590	1,587	1,586	1,582	1,575	1,574	1,578	1,580	1,577	1,443	1,493
Canada		1,715	1,713	1,722	1,716	1,710	1,712	1,706	1,695	1,708	1,690	1,644	1,685
Chile		2,070	2,050	2,027	2,021	1,994	1,994	1,978	1,963	1,955	1,930	1,825	1,916
Colombia							2,325	2,315	2,284	2,283	2,272	1,964	
Costa Rica		2,243	2,285	2,233	2,141	2,122	2,148	2,205	2,179	2,121	2,060	1,913	2,073
Czech Republic	1	1,799	1,805	1,776	1,764	1,774	1,751	1,774	1,776	1,785	1,786	1,704	1,753
Denmark		1,422	1,437	1,423	1,426	1,414	1,407	1,412	1,404	1,381	1,371	1,342	1,363
Estonia		1,785	1,827	1,796	1,777	1,771	1,763	1,767	1,768	1,707	1,694	1,637	1,767
Finland		1,585	1,578	1,566	1,560	1,558	1,555	1,549	1,546	1,546	1,538	1,529	1,518
France	1	1,540	1,546	1,541	1,526	1,518	1,519	1,522	1,508	1,514	1,518	1,407	1,490
Germany		1,426	1,427	1,408	1,397	1,400	1,401	1,396	1,389	1,385	1,382	1,324	1,349
Greece		1,931	1,950	1,990	1,997	1,949	1,935	1,943	1,947	1,961	1,917	1,731	1,872
Hungary		1,766	1,754	1,738	1,734	1,749	1,746	1,760	1,747	1,730	1,722	1,657	1,697
Iceland		1,528	1,538	1,523	1,524	1,513	1,511	1,520	1,507	1,496	1,480	1,446	1,433
Ireland		1,721	1,737	1,738	1,743	1,757	1,771	1,763	1,775	1,782	1,771	1,746	1,775
Israel		1,957	1,947	1,919	1,908	1,895	1,895	1,922	1,918	1,910	1,898	1,783	1,753
Italy	1	1,111	1,113	1,134	1,119	1,116	1,118	1,122	1,119	1,119	1,110	1,104	1,089
Japan		1,733	1,728	1,745	1,734	1,729	1,719	1,714	1,709	1,680	1,644	1,598	1,607
Korea		2,163	2,136	2,119	2,106	2,076	2,063	2,068	2,018	1,993	1,967	1,908	1,915
Latvia		1,692	1,707	1,692	1,686	1,685	1,683	1,664	1,650	1,661	1,631	1,577	1,601
Lithuania		1,697	1,674	1,672	1,657	1,650	1,673	1,694	1,657	1,664	1,665	1,595	1,620
Luxembourg		1,521	1,520	1,514	1,506	1,512	1,519	1,518	1,508	1,509	1,507	1,420	1,382
Mexico		2,150	2,121	2,120	2,126	2,134	2,140	2,140	2,149	2,149	2,139	2,124	2,120
Netherlands		1,420	1,420	1,411	1,415	1,426	1,426	1,437	1,437	1,436	1,439	1,407	1,417
New Zealand		1,755	1,746	1,734	1,756	1,758	1,753	1,754	1,756	1,759	1,763	1,739	1,730
Norway		1,430	1,435	1,431	1,421	1,424	1,427	1,430	1,420	1,419	1,419	1,411	1,427
Poland		1,829	1,824	1,820	1,816	1,822	1,829	1,831	1,812	1,787	1,783	1,769	1,830
Portugal		1,746	1,724	1,708	1,718	1,725	1,732	1,737	1,727	1,738	1,744	1,611	1,649
Slovak Republic		1,606	1,706	1,780	1,772	1,780	1,764	1,740	1,714	1,704	1,690	1,472	1,641
Slovenia		1,680	1,663	1,644	1,662	1,662	1,667	1,652	1,622	1,599	1,602	1,534	1,596
Spain		1,706	1,711	1,697	1,690	1,691	1,694	1,702	1,692	1,690	1,683	1,570	1,641
Sweden		1,483	1,484	1,471	1,463	1,464	1,466	1,478	1,467	1,466	1,453	1,426	1,444
Switzerland		1,611	1,608	1,593	1,573	1,564	1,577	1,577	1,559	1,551	1,549	1,498	1,533
Turkiye	1	1,877	1,864	1,855	1,832	1,830	1,811	1,789	1,775	1,745	1,732	1,572	1,497
United Kingdom		1,507	1,515	1,531	1,534	1,542	1,525	1,541	1,536	1,536	1,537	1,364	1,497
United States		1,772	1,773	1,782	1,780	1,782	1,783	1,778	1,778	1,782	1,777	1,767	1,791
OECD countries		1,772	1,772	1,770	1,766	1,768	1,767	1,765	1,757	1,753	1,742	1,666	1,718

[Data extracted on 07 Apr 2023 06:47 UTC (GMT) from OECD.Stat]

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

### • Still, 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 assign 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」

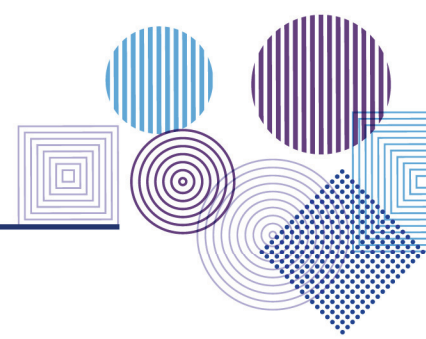
#### ■ Survey outline:

- ✓ Subjects: Adults aged 19 to 59 years old
- ✓ Sample size: 22,000 people
- ✓ Online survey
- ✓ September 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	
			4.51	1.31	
Sex	male	(9,636)	4.42	1.30	4.72***
	female	(7,874)	4.44	1.36	
Marital status	unmarried	(7,107)	4.48	1.27	-1.94
	married	(10,403)	4.46	1.34	
Number of children	no children	(5,555)	4.45	1.29	2.74
	one child	(3,149)	4.51	1.25	
	two or more	(5,186)	4.56	1.40	
Age	19-29 years	(3,656)	4.39	1.36	15.86***
	30-39 years	(4,103)	4.02	1.27	
	40-49 years	(4,863)	4.52	1.23	
	50-59 years	(4,888)	4.26	1.36	
Monthly household income	< 3,000,000 KRW	(2,657)	4.37	1.30	56.392***
	3,000,000 - 4,999,999 KRW	(4,457)	4.50	1.27	
	5,000,000 - 6,999,999 KRW	(5,049)	4.63	1.30	
	> 7,000,000 KRW	(4,971)			

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

2) 1,000,000 KRW ≈ 700 EUR

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

Source: KIHASA. (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 than 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	
Marital status	Total	(9,636)	4.51	1.31	(7,874)	4.42	1.30	4.72***
	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	3.29***
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**
Monthly household income	< 3,000,000 KRW	(1,286)	4.33	1.37	(1,371)	4.20	1.36	2.56*
	3,000,000 - 4,999,999 KRW	(2,742)	4.35	1.31	(1,715)	4.41	1.29	-1.43
	5,000,000 - 6,999,999 KRW	(2,669)	4.58	1.28	(2,380)	4.41	1.25	4.87***
	> 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: Byoun et al., (2022). 2022 work-life balance surveys. p. 213 (Table 6-12); KIHASA. (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 (4.53 points).

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

		No child			Having children			t
		n	Mean	SD	n	Mean	SD	
Gender	Total	(1,639)	4.52	1.29	(8,335)	4.48	1.27	0.92
	male	(826)	4.53	1.31	(4,809)	4.53	1.27	-0.06
	female	(813)	4.50	1.27	(3,526)	4.42	1.26	1.68
Age	19-29 years	(200)	4.47	1.41	(86)	4.53	1.50	-0.29
	30-39 years	(720)	4.55	1.33	(1,200)	4.38	1.35	2.66**
	40-49 years	(401)	4.42	1.24	(3,220)	4.44	1.27	-0.32
	50-59 years	(318)	4.59	1.19	(3,829)	4.56	1.22	0.48
Monthly household income	< 3,000,000 KRW	(135)	4.18	1.39	(429)	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	1.29
	> 7,000,000 KRW	(500)	4.63	1.29	(3,081)	4.70	1.26	-1.09

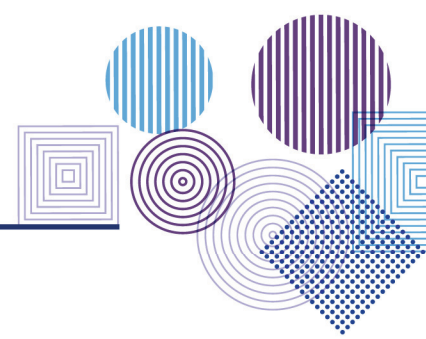
Note: 1) \* p<0.05, \*\* p<0.01, \*\*\* p<0.001

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: Byoun et al., (2022). 2022 work-life balance surveys. p. 226 (table 6-18); KIHASA. (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	(1,276)	4.42	1.33	3.65***
	female	(2,954)	4.45	1.23	(572)	4.28	1.42	2.58*
Age	19-29 years	(5)	4.40	0.77	(81)	4.53	1.54	-
	30-39 years	(230)	4.41	1.31	(971)	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	(35)	4.58	1.35	-0.12
Monthly household income	< 3,000,000 KRW	(345)	4.08	1.29	(84)	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	(2,184)	4.51	1.18	(635)	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 target 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	-4.36***
	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	(38)	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 target 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	(17,510)	4.47	1.30	
Gender	male	(9,636)	4.49	1.30	2.16*
	female	(7,874)	4.45	1.27	
Marital status	unmarried	(7,107)	4.38	1.34	-7.81***
	married	(10,403)	4.53	1.25	
Number of children	no child	(5,555)	4.46	1.31	8.46***
	one child	(3,149)	4.48	1.26	
	two or more	(5,186)	4.56	1.23	
WLB	satisfied	(8,765)	5.15	1.01	3818.845***
	average	(5,497)	4.08	0.98	
	unsatisfied	(3,248)	3.28	1.27	

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

2) The number of children was analyzed except for non-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: KIHASA. (2022). 2022 work-life balance surveys. Raw data.



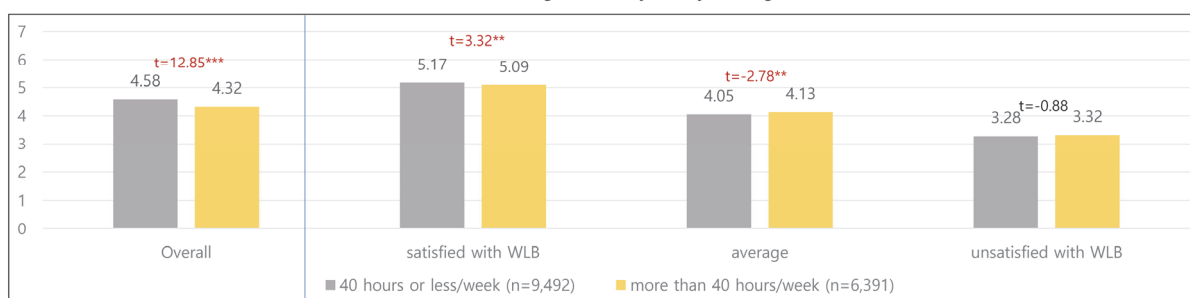


### III. Work-life balance and life satisfaction

#### 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 average WLB satisfaction levels, 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 was 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.

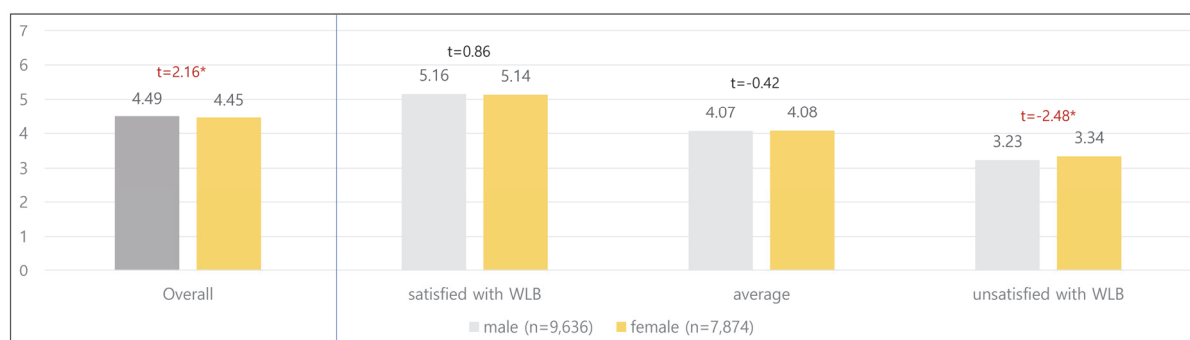
Source: KIHASA. (2022). 2022 work-life balance surveys. Raw data.

### 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: Byoun et al., (2022). 2022 work-life balance surveys, p. 233 (Table 6-25).

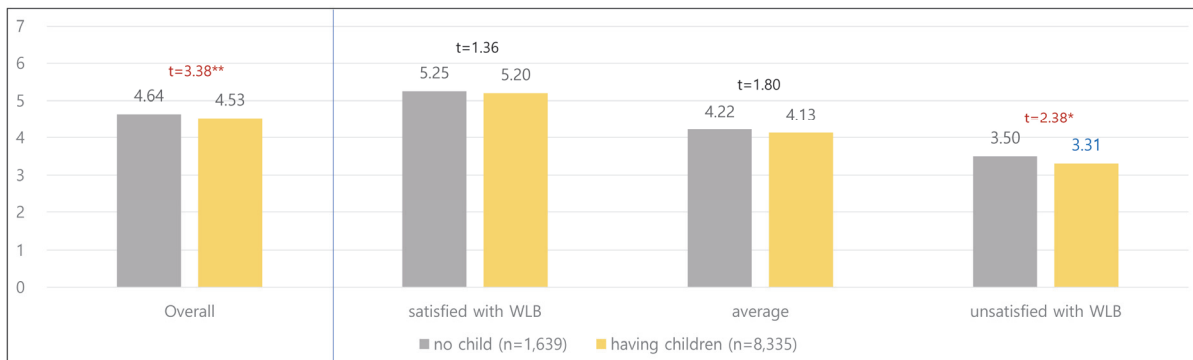


### III. Work-life balance and life satisfaction

#### 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.

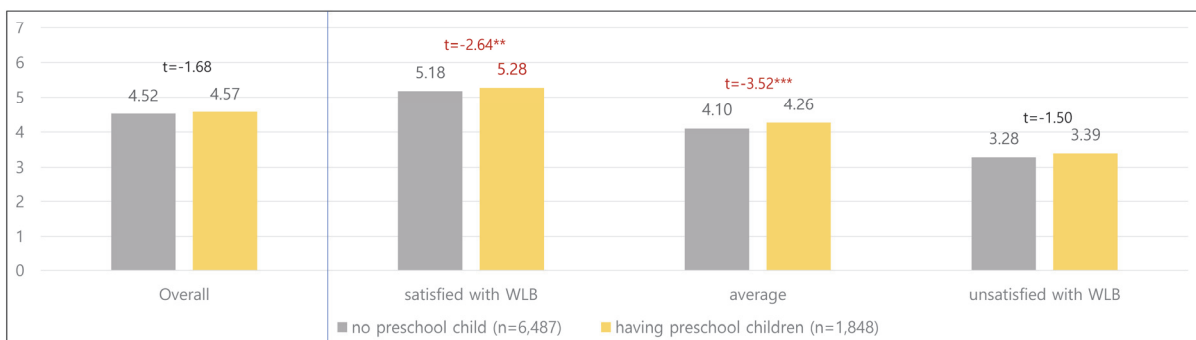
Source: Byoun et al., (2022). 2022 work-life balance surveys, p. 236, (Table 6-27).

### 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.

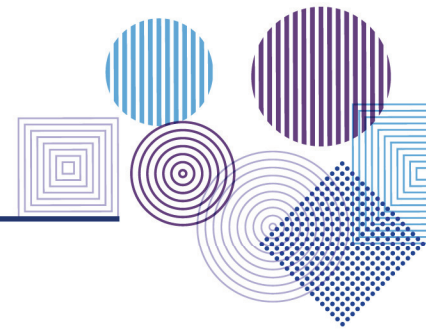
[WLB and life satisfaction among married workers raising children: With or without preschool children] (N=8,335)



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.

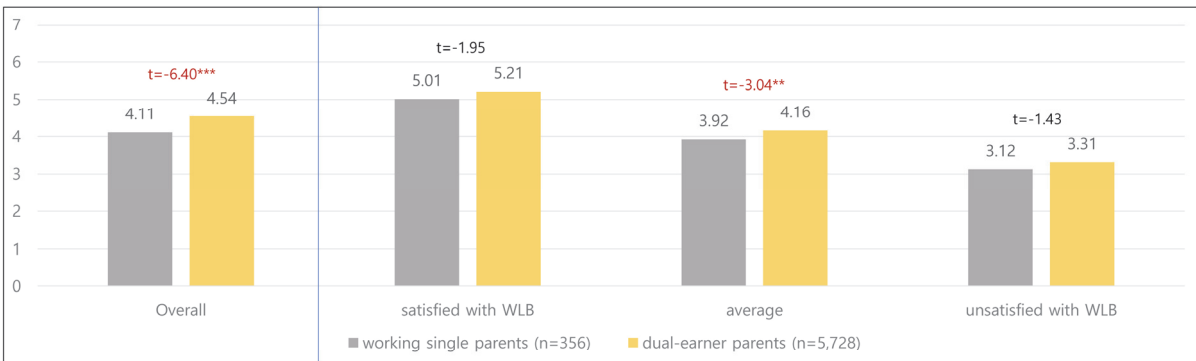


### III. Work-life balance and life satisfaction

#### 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: Byoun et al., (2022). 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.
- ◆ **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: For whom one parents might become a direct caregiver or purchase caregiver services in the market, the difference in satisfaction levels between parents and the childless is unremarkable.
- ◆ **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 balance between work and personal life and quality of life is needed.
- Policies should focus on improving the work-life balance 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!

[illegible]

[illegible]

[illegible]

[illegible]